

September, 2018

Akron Education Association
681 North Main Street, Akron, Ohio 44310-3016
Phone: (330) 434-2181 Fax: (330) 434-6826
www.akronteach.org

AEA *briefs*

THE AKRON EDUCATION ASSOCIATION IS A UNION OF PROFESSIONAL EDUCATORS ADVOCATING FOR SHARED LEADERSHIP AND QUALITY PUBLIC SCHOOLS. WE ARE COMMITTED TO USING OUR VOICES TO MAKE EDUCATING ALL CHILDREN A PUBLIC POLICY PRIORITY. OUR BELIEF IS TO PUT CHILDREN AT THE CENTER OF EDUCATION. WE ENDEAVOR TO WORK TOGETHER WITH PARENTS, FAMILIES AND COMMUNITY TO ACHIEVE OUR GOALS AND SUPPORT SUCCESSFUL EDUCATION.

Dear Colleagues,

I hope you had a very relaxing summer. Welcome back to the 2018/2019 school year. It has been a very busy summer at AEA, but we are also ready to dive head first into the new year. I would like to thank all of our members who worked this summer, developing or completing professional development, working on committees, building curriculum and doing everything it takes to ready the District for a new school year. I would also like to welcome Michael Householder, First Vice-President of AEA, and District Liaison for College and Career Academies of Akron. Michael will be working full-time at the AEA offices, so please join me in welcoming him to his new position. We are very excited to have his experience and dedication working on your behalf!

We have many things to be excited about in and around the district. College and Career Academies of Akron has implemented Freshman Academies across the district in all of our high schools, preparing for a wall-to-wall expansion at the beginning of the 2019/2020 school year. The I Promise School opened its doors this summer, currently for grades 3&4, but expanding each year thereafter toward housing grades 1-8. All of our buildings are putting in great efforts, and it is paying off! Our educators are working at peak levels, and it shows in the progress our students are making. Please know that all of your hard work is greatly appreciated by AEA, and we are proud and humbled to represent you every day!

As usual, we have a number of issues which must be worked on with the Board, many of which are outlined in this publication. Please know that if this administration continues to delay and roadblock our efforts to find solutions to the issues you face in your classrooms everyday, this year more than ever you may be seeing an increase in the number of grievances we file. While our hope is to always attempt cooperation and collaboration to solve problems, we will not "kick the can down the road" while the administration delays, ignores or roadblocks attempts to solve the problems which arise in the district. The work we do is too important to allow a laissez-faire attitude to slow down progress. Our students, teachers and families deserve better.

Please utilize your AEA Building Representative and your Building Leadership Team should you have any questions or concerns over the course of the school year. As this is going to be a negotiation year, please also forward any concerns or ideas to this office, and please return the Negotiations Survey after you receive it in the coming months.

As always, it is my great privilege to serve you and I look forward to speaking to all of you as I am out and about in the district.



Pat

*Pat Shipe, President
Akron Education Association*



SAFE SCHOOLS RALLY HAVE WE MADE ANY PROGRESS?



On February 12, 2018, members of the Akron Education Association rallied at the Akron Public School Board meeting. The rally followed a progressive increase in the number of student behavior violations. At that time, AEA had filed several dozen grievances representing educators who had been either verbally or physically assaulted by students. Included in the grievances was the assertion that the Board was not following the Code of Student Behavior when assigning violating students a consequence as a result of their infraction of the code.

On May 29, 2018, the Akron Education Association and the Akron Public School Board entered into a Memorandum of Understanding (MOU) which outlined steps which both parties would take to address the grievances. As a consideration of the MOU terms, AEA agreed *“to withdraw, with prejudice, all grievances pending as of the date this agreement was entered into by the parties.”* So where do we stand on the terms and conditions of the MOU?

1. AEA Participation in Expulsion Hearings

As a condition of the MOU, the Expulsion Review Committee (ERC) was re-established. This committee, consisting of six (6) AEA members (2 each/high school/middle/elementary), meet twice a month to review and recommend student outcomes for infractions to the Code of Student Behavior.

As of the printing of this publication, the first ERC meeting is scheduled for September 19, 2018. We will be keeping you up to date regarding outcome reports, and any violations of the agreement which may occur.

Members of the ERC are.....

Dan Richards, Kenmore/Garfield	Sara Leffler, Kenmore/Garfield		
Tina Daniels, Innes CLC	George Niinisto, Hyre CLC		
Jon Liebman, Firestone Park Elementary	Janell Brown, Crouse CLC		
Valerie Riedthaler/Josh Allen/Dan Rambler, Hearing Officers			
Erich Merkle, APS	Yvonne Culver, APS	Tamiko Hatcher, APS	Lisa Disabato-Moore, JDC

2. Manifestation Determination Hearings

The Board agreed to provide training to administrators and staff regarding the legal requirements for when a manifestation determination hearing is appropriate and/or required prior to discipline being imposed on a student with an IEP or 504 plan. Initial Training was to have begun no later than 10/1/18 and conclude no later than 3/1/19.

As it is now the middle of September and there is no finalized plan regarding training, we very much doubt that the Board will meet this deadline. The Board agreed to develop a training agenda and timing of the training in collaboration with AEA. Since May, 2018, there were only two planning meetings completed. Planning has not been finalized, and the administration has not scheduled additional meetings.

3. Intervention Specialists at SOAR

The Board agreed to place Intervention Specialists at SOAR in order to be able to deliver services to students with IEPs who are assigned to that location. Prior to this change, SOAR was not available as an option for students with IEPs because services were not available. This change will open up a far greater number of seats for students requiring an alternative educational setting.

An Intervention Specialist has been assigned to SOAR. Unfortunately, it is our understanding that the Director of Specialty Schools has informed building administrators that SOAR is not ready to accept students. It is almost the end of September. We believe this to be a violation of what the Board agreed to in the MOU. The Board has had more than sufficient time to put procedures in place at SOAR. We will forward you updated information as soon as available.

4. Student Behavior/Placement Advisory Committee

Not later than July 1, 2018, a Student Behavior/Placement Advisory Committee was to be established, with three (3) members appointed by the Superintendent and three (3) members appointed by the President. This committee is to meet on a bi-monthly basis to review the current programs for alternative placement of students assigned to such programs resulting from student discipline matters. The committee will also work collaboratively to improve, and/or increase existing programs and to seek additional program options with a goal of enhancing the effectiveness of behavioral modifications of students assigned to those placements.

This committee, which was to have been appointed by 7/1/18, has never been formed.

5. Verbal Assault/Verbal Abuse

Part of the Agreement between the Board and AEA was that contract language concerning verbal assault be changed on the Code of Student Behavior to separate verbal assault from verbal abuse. Both would be Level II infractions requiring a mandatory 1-10 day Out of School Suspension, however, only verbal assault would require the student be moved to another building.

The Board has since attempted to categorize verbal abuse as a Level I infraction. AEA was never in agreement to such a move and did not negotiate such a change. The Board has failed to respond to this attempt on their part. We believe this to be a violation of the Agreement.

THE AKRON EDUCATION ASSOCIATION AND THE I PROMISE SCHOOL

After much hard work by many, on July 30, 2018, Akron Public Schools opened the Lebron James Family Foundation I Promise School. While the fanfare and celebration of opening day was exciting, it cannot be overlooked that the school was only able to open with the cooperation of many “partners in education” who had the dream and spirit to give some Akron students the opportunity to attend a school that was planned with innovative and visionary thinking by many.

While dozens of partner sponsors were deservedly recognized that day by both the Akron Public Schools and the Lebron James Family Foundation, there continues to be one glaring omission. It is with great disappointment that on opening day, in news articles since, during Board meetings or as part of any follow-up discussions, the Akron Education Association’s contribution to the opening of the I Promise School continues to be overlooked.

While at risk of creating the impression of “patting ourselves on the back,” we find the absence of even some small recognition to the value of the contribution this organization and our many members have made to opening the doors of this school to be, at best, a bit thoughtless.

The Akron Education Association, with almost 2,400 members, represents all licensed and certificated staff working at Akron Public Schools. While the relationship between school boards and bargaining units representing school employees can often be contentious, we believe that in many cases AEA has been a true collaborative partner in developing some groundbreaking ideas and programs to benefit Akron’s children, families and community. This was the case with the I Promise School.

This pioneering Akron Public School would not have been able to open its doors in the manner that it did without changes and exceptions made to our Collective Bargaining Agreement. AEA worked with the Akron School Board to enable this grand undertaking to move forward in a manner which will allow for the greatest success.

Allow us to clear up a bit of misinformation. AEA represents teachers and staff at all APS buildings. They are **all** highly educated, dedicated and caring professionals. I doubt that anyone would disagree that, as such, all of our educators should be compensated for the experience and education they bring to their careers. The educators at the I Promise School are working a “different” schedule than those at our other buildings. Not a “longer” schedule. Our I Promise educators are all working the same number of days and the same hours as their colleagues in other buildings. To believe that any educator should work longer days and hours with no compensation is a falsehood, and would most certainly undervalue the profession. When any of our members, and there are many, choose to work extended hours, they are compensated for that extended time. Just as anyone, from the nurse to the construction worker, would expect to be paid for hours worked beyond their scheduled workday.

The Akron Education Association is beyond grateful for everything that the Lebron James Family Foundation does for the students and families of Akron Public Schools. We are more than grateful for all of the corporate partners who have stepped up and donated so much time and energy towards the I Promise School, College and Career Academies of Akron and all the other wonderful initiatives moving Akron forward and showcasing what a great community can be. All we ask, because it does indeed take a village, is that we not forget the contribution of our teachers and the Akron Education Association!





Your Union At Work For You



THREE WEEK SHUFFLE



As most of you know, especially those of you who have been around APS for awhile, this District has something called a “three week shuffle.”

When we speak with educators from other districts, they seem to be completely flabbergasted by this crazy practice which the Board subjects our students and staff to every school year.

In the last few years, every spring the Board appears to under-staff many of our buildings, in some years even going as far as implementing a RIF (reduction in force), and then towards the end of September after the new school year has already begun, the Board moves staff around and recalls teachers on the RIF list to fill what, we believe, are vacancies which should never have been eliminated in the first place.

What occurs in many of our schools is nothing short of chaos. Teachers packing up classrooms after school has started, moving all materials to another building, unpacking in another classroom and shuffling students around to other rooms and teachers.

In addition, building schedules must be reworked, tutor schedules must be changed, special subject teachers must revise their classes, intervention specialists must change case-loads and, in short, **MANY, MANY HOURS AND DAYS OF INSTRUCTIONAL TIME IS LOST!**

Of even more concern than that, however, is the upset and confusion these late moves cause our students. When students begin the year with one teacher, and are then abruptly moved to another teacher, the shift can be traumatic. This change is particularly hard on our elementary students.

As the Board continues to pressure our educators to squeeze out every second of the instructional day, and also preach the importance of building strong relationships with students, maybe it’s time the Board practices what it preaches!

End the three-week shuffle for the good of the District!

PUSHING THE CONTRACTUAL ENVELOPE

During the opening days of every school year, AEA is generally quite busy fielding questions and concerns from our members regarding workplace conditions, building policies and various other initiatives.

We have not seen in the recent past, however, such an increase in the amount of questionable practices appearing in our buildings so early in the school year. It seems as though the administration is pushing the contractual boundaries more than ever before.

Teacher requirements and deadlines, new and unproven initiatives, paperwork and reports, individual and group meetings and the inference that it is all “required or mandated.”

If you have questions or concerns that some of the items listed are being required of you, and you are not sure that the additional work is either necessary or mandatory, please see your AEA Building Representative or call this office (330/434-2181).

COLLECTIVE BARGAINING AGREEMENT NEGOTIATIONS

The current AEA/APS Master Agreement expires on June 30, 2019. This winter, AEA will open negotiations with the Board to address terms and conditions for the 7/1/19-6/30/22 Collective Bargaining Agreement.

Sometime prior to December, 2018, AEA’s negotiating team will send all of our members a Negotiating Survey which will seek your input surrounding a number of issues which may be addressed during these negotiations. In addition, you will also be given the opportunity to express any interest or concerns which you may desire the Negotiating Team to consider prior to the start of talks with the Board.

We encourage you to take time to fill out and return this survey so that AEA can better serve the needs of it’s membership. And, as always, please also work with your AEA Building Representative and your Building Leadership Team to address any concerns which arise over the course of the school year.

RIMPS - ONCE A GRADING PERIOD

It was brought to our attention that some building administrators were requiring RIMP updates during both interims and report card pick-up. This is not correct.

Reading Improvement and Monitoring Plan updates are only required once per grading period.

Should you have any questions, please see your AEA Building Representative or call this office (330) 434-2181



GOOGLE CERTIFICATION

We understand that Akron Public Schools lives, dies, breaths and eats all things Google. We float on google clouds, dig deep into google depths and climb to the highest google peaks. We have been googled, googledrenched and googlevanboozled! What you do not have to be, however, is google certified. Whether a teacher, tutor, instructional coach or support staff, if you have been given the impression that you MUST become google certified by completing on-line units, please note.....

You are not required to become Google Certified! If you feel the need, go for it! However, if you choose to stay a Google mortal instead of a Google god, that is also fine. Certification is voluntary.

COLLEGE AND CAREER ACADEMIES OF AKRON UPDATE



Pictured above: Michael Householder, AEA First Vice-President and College and Career Academies of Akron Liaison.

- ◆ Recently, the College and Career Academies of Akron Joint Transformation Team met to review proposals submitted by the CCAA Scheduling Subcommittee, composed of AEA members and administrators from all high schools. This was the start of the scheduling review process which should take a few more months to complete. Your AEA representatives on this committee will keep you updated on the progress of CCAA scheduling models.
- ◆ AEA would like to congratulate Ellet High School, Akron Early College and NIHF STEM High School for becoming sister schools to the University of Akron. UofA has an extensive history of partnership with APS. On 9/12/2018, these two Academy schools were officially partnered with the University under the CCAA model.
- ◆ Please look for more updates surrounding the progress of College and Career Academies of Akron as we move forward and expand this exciting initiative.

CLASSROOM SUPPLIES AND ALLOWANCE

Anyone involved with the teaching profession realizes very early on that delivering the quality education our students deserve can sometimes mean spending some of your own hard earned dollars to buy supplies for your classroom. Teachers have always done this. They do not have to, but they do so, unacknowledged, quietly and without expecting a thank you.

When paying for required supplies becomes expected, with costs rising dramatically, we must draw the line.

No educator should ever be made to pay for paper! Period. APS warehouses have copy paper which buildings may request. If your principal ever expects you to pay for paper, or rations paper, let us know. The use of copy paper has steadily declined across the district, so there is no reason for this request.

Secondly, the protocol to allocate supplies at the building level is a decision which can be made by the BLT. No one or two people in the building should hold the golden keys to the supply room and determine if a teacher is worthy enough for needed supplies.

If accessing supplies in your building is a problem, please speak to your building representative or call this office. (330) 434-2181.

SPECIAL EDUCATION CLASSROOM RATIOS

Now that the three week shuffle is over, we will be checking staffing and enrollment numbers across the district. Please see your AEA Building Representative and fill out an AEA Special Education enrollment sheet if your IEP enrollment numbers exceed allowable maximums.

Secondary - 33% of any instructional period

No more than twelve (12) children at the elementary, middle or junior high school level, or no more than sixteen (16) children at the senior high school level, shall be served during any one instruction period.

SECONDARY CLASSROOM LOAD

The daily student load for each secondary teacher shall not exceed 170 students.

If your student load exceeds this limit, please see your AEA Building Representative.

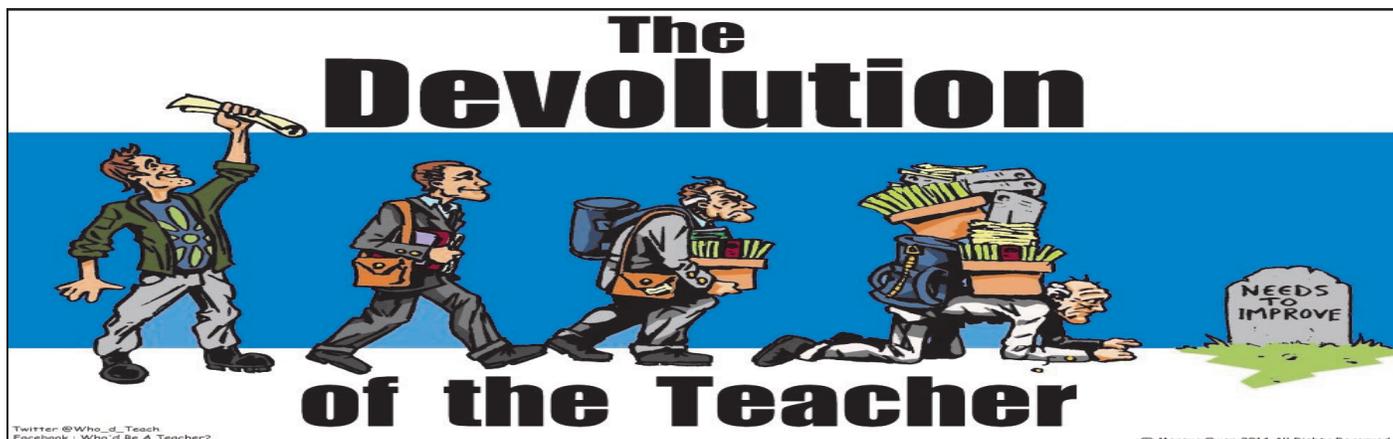
UNRESTRICTED BONUS DAYS

Remember, now is the time to plan and request your unrestricted bonus days. Be aware of the restrictions (Section 4.09.E) and plan accordingly.

These days include a personal day, attendance incentive day, and 100+ day.

In lieu of the day(s) of unrestricted absence, a member may elect:

- 1) payment of \$100 for one earned but unused day.
- 2) payment of \$300 for two (2) earned but unused days.
- 3) payment of \$500 for three (3) earned but unused days.



EARLY RETIREMENT ANNOUNCEMENT

Once the Board approves your requested retirement date, you may not rescind that declared date. The Board has made it very clear that they will not approve date changes, regardless of any errors which may have been made. Please be certain that your retirement announcement is correct.

Section 9.09.A.B

*"A payment based upon the schedule below shall be made to any member who submits in writing to the Executive Director-Human Resources, his or her intent to **retire between the last work day in May and June 30, and who retires between the last work day in May and June 30.** Said payment shall be made within thirty (30) days of the board's acceptance of the member's retirement. A member's written statement of his/her intent to retire **is irrevocable upon acceptance by the Board.***

The early retirement announcement payment shall be made within thirty (30) days of the Board's acceptance of the member's retirement in accordance with the following schedule;

<i>On or before September 1:</i>	<i>\$1,000.00</i>
<i>On or before December 1:</i>	<i>\$ 750.00</i>
<i>On or before February 1:</i>	<i>\$ 500.00</i>

In addition, "A member who has notified the Board not later than December 1 of his/her intention to retire during or at the close of the current school year" shall not be evaluated under OTES. "Members are subject to all components of OTES until such time as the member announces his or her intent to retire, which shall include a specific retirement effective date, and the notice is accepted by the Board."

TUTOR HOURS

If you are a tutor working a 24-hour week, please be diligent that your work schedule does not exceed your defined hours.

"Tutors shall be assigned a paid daily planning period within their twenty-four (24) hour workweek. They shall not be assigned homeroom or duty. In addition to their normal workday, tutors may elect to take a non-paid thirty (30) minute lunch period."

Also, please be certain that you are not being used to perform work which is normally performed by regular salaried teachers. If you are concerned that your job has evolved into that of a full-time teacher, please see your building representative or call this office.

CLASSROOM COVERAGE

Every school year, we hear of teachers performing classroom coverage and being told by their building administration that they will not be paid for such coverage.

Please be aware that class coverage is voluntary.

In elementary schools, members may absorb a portion of the uncovered class, however, you are not required to do so.

In secondary schools, members may cover classes during their planning period or lunch period.

Teachers should not be pulled from their regularly scheduled instructional periods to cover classes. **This includes intervention specialist and tutors!**

If you have an instructional period when an intervention specialist or co-teacher is scheduled into the class, and that person is pulled for coverage in some other area of the building, you are entitled to coverage pay and should file the paperwork.

Also, when an educational assistant is scheduled into a special education class, and a sub is not provided during an absence, the teacher is entitled to coverage pay.

Should you have any questions or concerns about coverage pay, please see your AEA building representative or call this office.

MANDATORY MEETINGS

The types of staff mandatory meetings, and the times during the workday which they may take place, are clearly defined within the CBA. If you are being mandated, or voluntold, to attend additional meetings over and above what you have normally been required to attend, please see your AEA Building Representative or call this office at (330/434-2181). This would include meetings which you are told to attend during your planning or duty periods.

**THE AKRON EDUCATION ASSOCIATION
IS PROUD TO ENDORSE THE FOLLOWING CANDIDATES**



**TIM PIATT
FOR
STATE REPRESENTATIVE
OHIO 36TH DISTRICT**



**CASEY WEINSTEIN
FOR
STATE REPRESENTATIVE
OHIO 37TH DISTRICT**

CORDRAY SUTTON **★ FOR OHIO ★**



**RICHARD CORDRAY
FOR
GOVERNOR**

AEA ENDORSED

**THE RIGHT TEAM FOR PUBLIC
EDUCATION IN OHIO!**



**BETTY SUTTON
FOR
LIEUTENANT GOVERNOR**



AEA Leadership and teachers meet with Richard Cordray and Betty Sutton to discuss issues which directly impact our classrooms and students.