



COMMUNIQUE

Publication of the East Cleveland Education Association

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*Affiliate of the National Education Association, Ohio Education Association
and the North Eastern Ohio Education Association*

COMING EVENTS

November 2
Parent
Teacher
Conference
Day

November 8
Election Day
and
Optional
Teacher
Professional
Development
Day

November 12
NEOEA
Representative
Assembly at Brookside
HS in Sheffield
Lake

November 23
Compensation
Day for
Conferences

November 24-
25
No School

December 3
OEA
Representative
Assembly

Fund for Children and Public Education

Another FCPE campaign season is drawing to a close and I am overwhelmed by the generosity of our ECEA members.

The East Cleveland Education Association has raised \$10,191.00 to support public education through the election of education-friendly candidates. We had 118 contributors this year which puts us at 66% member participation. While I am continuously searching for ways to engage members who do not participate, I am also very proud that we were able to surpass our goal in terms of dollars raised. A list of contributors and building totals will be posted on your ECEA bulletin board in November. Also, I will continue to accept contributions in the form of cash, check or credit card throughout the school year.

Seven contributors won gift cards at the FCPE raffle held in September at our annual Eats-n-Beats event at Pizzazz. The winners were as follows: Irene Spraggins, Mayfair; Angelique Sheadrick, Superior; Remantha Moore, Shaw; Jacqueline Lucas, Chambers; Bertha Brady, Caledonia; and Walter Williams, Heritage. Laura McLaughlin won the \$50 gift card in the "Super Raffle," which required a contribution of at least ten dollars per pay. I hope all of the winners have enjoyed the benefits of their gift cards by now!

The presidential election is right around the corner and I hope we have done enough to secure the election of Hillary Clinton and Ted

Strickland. These are our OEA endorsed candidates—after our screening process was conducted. The wrong person in office could lead to the end of public education as we know it. Though we struggle with mandates and paperwork and unfair evaluation, there is a path to change. We have a voice and we have to use it. We have to insist that our rights and the rights of our students are protected by the people who hold political office.

Many of you have already supported education-friendly candidates through the OEA FCPE. Please make sure you continue to support public education on November 8th.

— Dawn Magnasco



ONE ON ONE CONVERSATIONS with MEMBERS

Last fall, a group of ECEA Building Representatives were trained by OEA on conducting One-on-One Conversations. Here is a condensed summary of those results:

- ◆ A majority of people either do something with ECEA or would like to do something with ECEA.
- ◆ A majority of people volunteer their time, especially with their church. (Nice!)
- ◆ A majority of the membership values the union and what it has to offer them as a member.

- ◆ A majority of people love their students and teaching in East Cleveland. I wonder if other locals feel that way about their work location?

Results were very positive when looking at the four questions that were asked by the interviewers. Responses only became negative when people were asked their personal opinion. A lot of "gripes" about personal issues – but not actual facts about the union were gathered in this area.

We combined all of question 1, 2, 3, 4

and 5 and then created common theme categories. Documents were created with a summary of each category and all comments. Your reps have those summaries and the data collected. Ask to see them.

It is great to see what ECEA is doing and the survey results show this effort in our local.

There were 145 members interviewed out of a potential 202 members. We continue to strive to offer programs and services to ALL! We will also continue these efforts.

AMERICAN EDUCATION WEEK

Distressed that 25 percent of the country's World War I draftees were illiterate and 9 percent were physically unfit, representatives of the National Education Association (NEA) and the American Legion met in 1919 to seek ways to generate public support for education. The conventions of both organizations subsequently adopted resolutions of support for a national effort to raise public awareness of the importance of education. In 1921, the NEA Representative Assembly in Des Moines, Iowa, called for designation of one week each year to spotlight education. In its resolution, the NEA called for: "An educational week ... observed in all communities annually for the purpose of informing the public of the accomplishments and needs of the public schools and to secure the cooperation and support of the public in meeting those needs." The first observance of American Education Week occurred in 1921, with the NEA and American Legion as the co-sponsors. A year later, the then U.S. Office of Education joined the effort as a cosponsor, and the PTA followed in 1938. American Education Week is always celebrated the week prior to the week of Thanksgiving week.

2016—2018 ECEA OFFICERS

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CHEERS to the members who have tirelessly made phone calls during this election season. Hopefully our efforts will pay off up and down the ticket.

CHEERS to Dawn Magnasco and the building reps for their efforts in collecting FCPE donations for ECEA.

CHEERS to Laura McLaughlin for collecting ECEA attire orders. There will be a new form passed out soon. The zip front hoodie and windbreaker are fabulous!

CHEERS to our members who serve on NEOEA Committees. This is an opportunity to interact with colleagues in other locals. You are able to exchange ideas and find solutions to everyday issues;

Professional Conduct by Steven Mitchell

The Office for Professional Conduct administers the ethical standards for educators. The office investigates allegations involving criminal or ethical violations to ensure that all Ohio students receive instruction from educators committed to a safe, supportive, and healthy school community.

The Licensure Code of Professional Conduct for Ohio Educators (LCPCOE) applies to any individual licensed by the state of Ohio. Under the LCPCOE, all licensed individuals should report to his/her superintendent any conduct that substantially impairs an educator's ability to function professionally in his or her position, or any conduct that is detrimental to the welfare of students. Further, individual educators are mandated to report known or suspected child abuse or neglect to children welfare agencies or law enforcement.

The Department may not investigate every violation of the LCPCOE. Some types of educator misconduct have been

considered employment issues since they are better addressed by a local school district rather than at the state level. Generally, the Department will not investigate violations of the LCPCOE involving disparaging a colleague, peer or other school personnel; using tobacco on school premises in a non-designated area; falsifying or misreporting absences; grading issues; issues related to job performance; and other minor violations of the LCPCOE. In addition, the Department may not investigate a violation of the LCPCOE if the school district imposed a penalty, sanction or other conditions that adequately addressed the educator's conduct.

There is a difference between Ohio's Ethics Law and the LCPCOE. Ohio's Ethics Law details ethical standards and works in conjunction with the Licensure Code of Professional Conduct. If you have questions regarding the Ethics Law and its impact on licensed educators, please read their Web site: <http://www.ethics.ohio.gov/>.

LPDC NEWS

Please read your LPDC Policy and Procedures manual for directives, dates, and copies of forms for preview. You may secure original forms from the Human Resource Department at the Board Offices or on the district's website. Forms are due two weeks before the meeting. You must adhere to all guidelines and due dates. Please note—certificated members need to have a current IPDP on file. *The LPDC meets the second Thursday of each month, except July.* Dates for meetings are posted in each building. The LPDC newsletter also addresses questions and concerns. If interested in serving on the LPDC in the future, send a letter of interest to the Director of Human Resources.



Contributions and news for the newsletter should be sent to:

macecea@sbcglobal.net.

The opinions expressed are not necessarily those of the East Cleveland Education Association, its members, or its affiliates.

