



# COMMUNIQUE

Publication of the East Cleveland Education Association

Issue #1

APRIL 2019

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

## COMING EVENTS

April 5-6  
Ohio's New Educator's  
(ONE) Conference

April 9  
OEA Lobby Day

April 13  
NEOEA  
Representative  
Assembly

April 19  
Good Friday  
No School

April 22  
No School

May 10-11  
OEA Spring  
Representative  
Assembly

May 15  
OEA Lobby Day

May 24  
No School

May 27  
Memorial Day

May 30  
Last Day for  
Students

May 31  
Last Day  
for Staff



## Yes, We Do still have a contract!

By Tiffany Lovett and Valenta Ward-Gravely

I'm sure you have heard the whispers and in some cases, the shouts. Fellow teacher union members cry, "We have no contract!" Administrators may say, "Your contract is now null and void." This is simply not the case. Our contract was extended on August 18, 2018 and is set to expire on August 17, 2020. We met as a general body and voted to extend our collective bargaining agreement. Upon the advice of legal counsel from OEA, ECEA opted to extend the contract until August 2019. Some may wonder why we did not extend it past August 2019. The reason for this is two-fold. First, it allowed us to have a valid contract in place before the appointment of our new CEO. However, it also gives the ECEA and our CEO, Dr. Pettiegrew, the opportunity to collectively agree on a new contract. A CEO is far less likely to suspend or void out a contract that he had a hand in creating. Initial conversations with Dr. Pettiegrew seem promising. He has already spoken of his desire to reopen collective bargaining negotiations for the upcoming school year. So let's go bravely but carefully forward. And remember, the CEO may not reduce any base hourly rate of pay and may not reduce any insurance benefits.

The chart below gives a non-exhaustive summary of the CEO's powers taken from the OEA's Analysis of HB 70. You can read OEA's HB 70 analysis at <https://tinyurl.com/yxmwa8zn>. This analysis was shared earlier in the school year on September 23, 2018 via email by your ECEA officers. If you have additional questions, please have conversations with your ECEA officers and building reps. Please be sure to attend building meetings to stay informed and discuss any concerns. If we don't have an answer to your question, we will work hard to find someone who does. And lastly, remember **UNITED WE BARGAIN, DIVIDED WE BEG!**

### Powers of the CEO

End of Year 1	End of Year 2	End of Year 3	End of Year 4	End of Year 5
The CEO may reopen collective bargaining agreements, may reconstitute any school operated by: changing the mission of the school; replacing administrators; and replacing a majority of the teaching and non-teaching staff.	The CEO retains all powers bestowed in the previous year(s) and now has the power to limit, suspend, or alter any provision of a collective bargaining agreement entered into, modified, renewed, or extended on or after the bill's effective date to reconstitute a school.	The CEO retains all powers bestowed in the previous year(s) and the CEO may continue in effect a limitation, suspension, or alteration of a provision of collective bargaining agreement.	The CEO retains all powers bestowed in the previous year(s)	The CEO retains complete operational, managerial, and instructional control of the district until the CEO relinquishes that control once a district transitions out of being subject to an academic distress commission.

**CHEERS** to our ECEA building election chairs Sandra Singh, Lisa Croce, Londa Byrd, Linda Williams, Erica Talbot, and Harold Anderson. Thank you for volunteering your time and making sure all ECEA members have a chance to have their voices heard.

**CHEERS** to our members who attended NEOEA's Mega conference—Marchell Josie, Kecia Sanders-Stewart, Valenta Ward-Gravely, Dawn Magnasco, Tiffany Lovett, Trucella Lewis, Lakeisha Greer, Sonequa Reeves, Lillian Tolbert and Karen Winston.

**CHEERS** to our ECEA delegates who will be traveling to Bedford High School for the NEOEA Representative Assembly on April 13 —Karen Winston-Carpenter, Lillian Tolbert, Kecia Sanders-Stewart, Dawn Magnasco, Irene Spraggins, and Marchell Josie .

**Cheers** to our new Membership Action Team (MAT), Valenta Ward-Gravely, Sharon Hummer, Tiffany Lovett, and Laura McLaughlin. Stay tuned for new ways to connect with fellow members and ECEA leadership.

### 2018-2019 ECEA OFFICERS

Karen Winston-Carpenter  
President  
216-469-1859  
kwsweets78@yahoo.com

Lillian Tolbert  
Vice-president  
216-526-0978

Kecia Sanders-Stewart  
Treasurer  
216-210-2336

Dawn Magnasco  
Secretary  
216-401-0831

### ECEA SOCIAL MEDIA



You may not be aware that ECEA is on social media!!! The ECMAT is working on updating and revamping our online presence. Please send your ECEA news, pictures, exciting things going on in your classroom/buildings so we can spread all the awesome things our ECEA members are doing. You can email, PM, or text them to any MAT member, building rep, or officer. Find us online at

Website—<http://eastclevelandea.ohea.us/>

Facebook—East Cleveland Education Association

## Membership Engagement Opportunities

**Attention all ECEA members.** Are you looking for a way to connect with your coworkers? Do you want to become more involved in ECEA but don't know where to start? Maybe you want to advocate for East Cleveland City Schools and public education in general. We have two fantastic new committees starting soon. ECEA is starting a Membership Engagement committee and an Early Career Educators committee with the help and guidance of OEA. These committees will focus on strengthening our relationships with our members, our parents, the East Cleveland Community, and fellow educators throughout the state. We have some exciting plans in the works for some fun teacher appreciation week treats, lunch time chew and chats, after work social gatherings, and an end of year bash. ECEA needs fun, energetic, and committed members to help with this important work. We will be having a meeting on Wednesday, April 10th at 5:00. If you would be interested in helping with either of these two groups please reach out to Tiana Banks, - Mayfair, Sharon Hummer—Heritage, Tiffany Lovett—Shaw, Laura McLaughlin—all the elementary schools, Valenta Ward Gravely—Shaw, or any of the ECEA officers.

### 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:

lmclaughlin91977@gmail.com

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