

# Akron Association of Classified Personnel

Issue 5, March 2021



Greetings, AACP Members:

Well, what a winter — from record-breaking snowfalls to ice storms!! It was nice to have some snow days, but I'm ready for spring. How about you?

It has been a little while since we have published our newsletter. Like you, we have all had to take on a little bit more due to the pandemic. There is good news, though — looks like we are on the downside. Maybe?

Despite the pandemic, AACP has still been working behind the scenes:

- We have started the negotiations on our new contract.
- We had a fun Christmas gathering.
- We sent food over to the Ronald McDonald house.
- We had our first-ever "For the Love of Seniors" program (sent out red blankets and valentines for senior citizens).
- You all received a special Valentine's Day gift.
- Blankets were given to the four warming centers, and a boxed hot meal was given to two of the warming centers.
- We had our union meeting.

For the month of March, the theme is "Say No to Stress." Throughout the month, look forward to giveaways, trivia and prize drawings.

For April, our campaign is a plan to deliver rain gear to schools. Please start a collection of umbrellas, rain ponchos, rain boots, etc., in each of your own departments. We want to deliver these items to schools by April 12. Please send your donation(s) in the pony, drop them off at my desk on the fourth floor in Tech Services, or give me a call for pickup (330.761.2860).

I appreciate you; and if a new potential member joins your department or school, please encourage them to be a part of the union as great things are happening.

Remember, individually we are one drop; but together we are the ocean. Together we can make a powerful difference. Let's make waves!!

*Rhonda Ferguson, AACP President*

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## Welcome, New Members

AACP welcomes the following new members:

- Daphne Mullins, Innes CLC
- Caryn Markuz, Stewart ELP
- Stirlyn Harris, Teaching & Learning
- Sheri Stallsmith, Ritzman CLC
- Tamera Grimmatt, LPDC

## Messages of Well Wishes and Sympathy

Condolences to our AACP families of Becky Sims, Deb Price and Krista Galloway.

Well wishes to the AACP families of Krystal Keith and Deb Price.



## Family Inheritance

Top Picture: Sharon Lawson's plants, Poinsettia and mystery plant (inherited by Dorothy Christian)

Bottom Picture: Dorothy Christian and Sharon Lawson

## AACP Contract Fun Fact

### 9.14 Tuition Reimbursement Program

The program will be funded by the Board for \$30,000 for each year. Employees may participate in the program subject to the following conditions:

A. Reimbursement will apply to college or university classes and other approved educational opportunities that would either improve current job skills or prepare one for promotional opportunities within the school system. Proof of Payment may include direct evidence or indirect evidence, such as proof of payment by a financial institution where a loan to the employee has been made.

B. Courses must be pre-approved by the Coordinator, Support Staff, in order to be reimbursed.

C. Employees will be reimbursed as follows:

College/University \$450 per credit hour

D. Reimbursement will be limited to twelve (12) credit hours per year.

E. Employees will only be reimbursed for grades of C or above in college/university coursework.

F. There will be no reimbursement for tuition expenses covered by grants or scholarships.

G. The program will be administered by the Coordinator, Support Staff.

H. Employees pursuing teacher certification will have their health insurance benefits maintained during student teaching. The twelve (12) hour limit on tuition reimbursement will be waived in the year in which an employee completes his/her student teaching.

I. The cap on credit hours or CEUs may be lifted if there are unused funds and the coursework above the cap has been pre-approved.

Akron Association of Classified Personnel/Education Association

Contract effective July 1, 2019, through June 30, 2022



## Self-Care

**RX**

Akron Association of Classified Personnel and  
Ohio Education Association, Akron, Ohio

### PRESCRIPTION

Name: AACP Members  
Address: Beyond COVID Row  
Date: March 2022

Re-Engage	100 mg
Lead New Ideas	100 mg
Take Charge	100 mg

SIG: AACP Family



## Holiday Schedule 2022

### 8.15 Paid Holidays

Employees working a short schedule will receive pay for nine (9) holidays, and employees on a 522 schedule will receive pay for twelve (12) holidays as follows:

#### Short Schedule

Labor Day  
Thanksgiving Day  
Thanksgiving Day After  
Christmas Day  
New Year's Day  
Dr. Martin Luther King Jr. Day  
Presidents' Day  
Good Friday  
Memorial Day

#### 52-Week Schedule

Independence Day  
Labor Day  
Thanksgiving Day  
Thanksgiving Day After  
Christmas Eve\*  
Christmas Day\*  
New Year's Eve\*  
New Year's Day\*  
Dr. Martin Luther King Jr. Day  
Presidents' Day  
Good Friday  
Memorial Day

*\*day closest thereto or as scheduled on calendar*

Employees must be in a pay status the regularly scheduled work day before and the regularly scheduled work day after a holiday to be paid for the holiday. Employees on unpaid leave on either of those days or who were not in the employ of the Board of Education on one of those days shall not be paid for the holiday.

## The Bucks Breakdown

What do your dues do?

\$242.00	OEA
121.50	NEA
64.00	Uniserv
17.00	District
25.00	AACP Local Dues
<b>\$469.50</b>	<b>TOTAL</b>

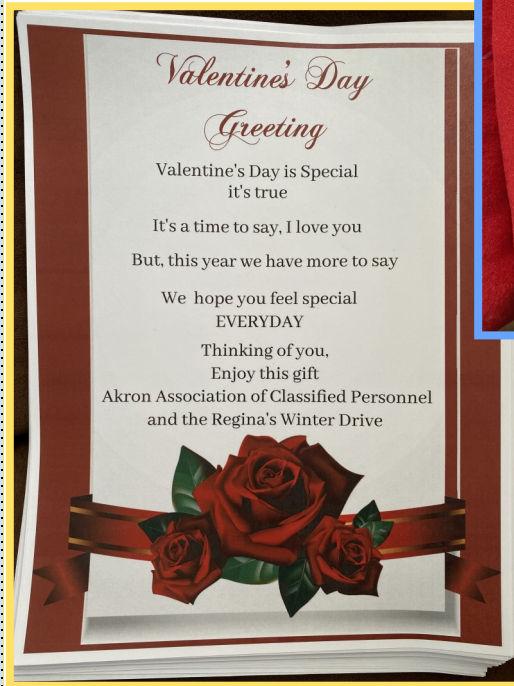
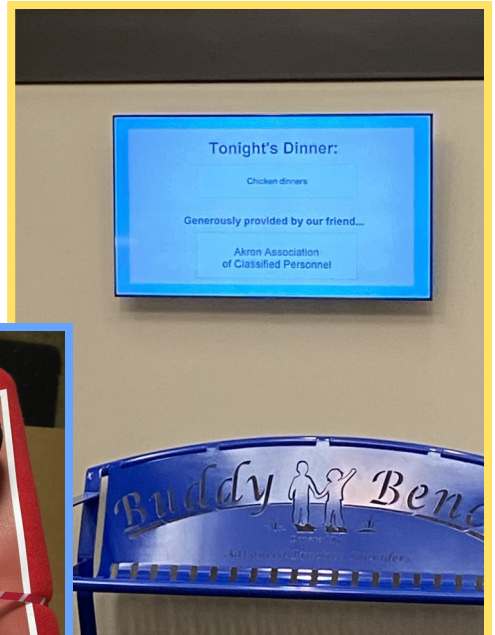
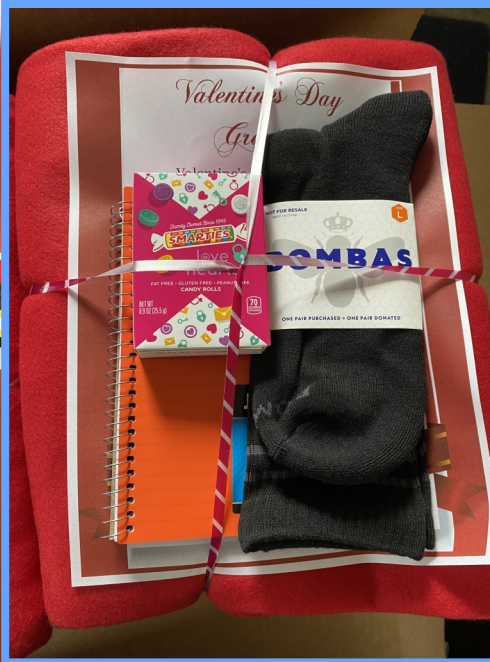
## Christmas Gathering

These are pictures of the union's Christmas get-together.





## Take a Peek at Some of the recent AACP projects ...



## Looking For Your AACPeeps?

Here is the Who's Who for you:

- Human Resources Benefits — Dorothy Christian and Cynthia Robinson
- Human Resources Personnel and Leave — Misty Wheeler
- Human Resources Recruitment — Angela Harper and Misty Wheeler



## Step Under the OEA Umbrella

Step under the umbrella of professionals, power and protection. Benefit by belonging to the OEA (Ohio Education Association).

### Influence and Power

From the local school board to the state legislature, elected officials are making decisions that impact your schools — join our union and be a part of the discussion. OEA members form the strongest voice advocating for educators and students in Ohio. We're fighting against the standardized test regime, raising the need for fair evaluations and standing in solidarity to secure fair wages for every worker in our schools.

### Protection and Advocacy

With representation at the bargaining table, liability insurance and access to the best team of education law experts in the state, your OEA provides advice and professional advocacy on a range of issues you face as an educator. You have a voice on salary, working and student learning conditions, contract compliance and enforcement, and retirement benefits.

### Professional Development

OEA is one of the largest providers of high-quality professional development trainings in the state. Take part in continuing education in everything from classroom management to teacher evaluations.

### Leadership Training

Do you have big dreams to help your students and school? OEA has access to robust leadership training courses that will give you the skills to be an effective leader in your school, community and state.

### Member Discounts

Members can take advantage of deep discounts on vacations, movie tickets, life insurance, cars and more.

OEA's Free College Benefit is also available to members and their families.

### Salary and Benefits

Simply put, educators deserve professional pay for professional work — and the members of OEA are the premiere advocates fighting to ensure you're paid what you're worth. This also means stopping legislative cuts to your benefits such as retirement security.

### Support and Relationships

Being an educator can be stressful — but you're not alone. OEA members have a support system of thousands of educators and OEA staff who live and work in your district. Whether you're a new teacher who needs advice on a difficult classroom or a food service worker who is pushing back against student lunch debt — our union members are here to provide support, experience and their voices to your needs.

OEA has a community of experienced professionals. Here you will make connections with fellow members at your school, as well as with more than 120,000 members across Ohio and a network of more than three million members nationwide.

Members have access to some of education's most sought-after resources and supports to help them reach, teach and inspire Ohio's students.

**If you are interested in joining the Ohio Education Association, visit their website at [https://www.ohea.org/join\\_oea/](https://www.ohea.org/join_oea/).**





## Please Consider Volunteering For an NEOEA Committee



6001 Landerhaven Drive, Suite D  
Mayfield Heights, OH 44124-4190  
216.518.0200  
desk@neoea.org www.neoea.org

### NEOEA Committee Volunteer Form

would be interested in serving NEOEA on the following committees. (Please check or number in order of preference.)

- ☐ Credentials
- ☐ Elections
- ☐ Environmental Concerns
- ☐ Internal Political Action
- ☐ Leadership Development
- ☐ Legislative
- ☐ Personal Welfare and Financial Planning
- ☐ Professional Development
- ☐ Public Relations
- ☐ Resolutions
- ☐ Social and Human Concerns

Organizing Committees (voting members must be members of the caucus being served):

- ☐ Education Support Professionals
- ☐ Minority
- ☐ NEOEA-R

Name			
Home Address			
Street, City, ZIP			
Phones	Cell ( )	Workplace	( )
Email Address		@	
School or Building			
Local Association			
Please provide some information about your experiences and/or training related to the preferences shown above. Attach additional sheets if necessary. (If none, it's OK to say "none")			

### NEOEA Committees

Most of the people working for NEOEA do so as volunteers while they continue in their careers as education employees. The following committees do much of the work of NEOEA for its members. Quotation marks below indicate NEOEA policy language providing the charge of each committee. Questions? Please contact us at [desk@neoea.org](mailto:desk@neoea.org).

"The Credentials Committee is responsible for ensuring that all duly-elected delegates, and only duly-elected delegates, receive credentials in the NEOEA Representative Assembly. It will examine the delegate certification forms submitted by each local, prepare a report of certified delegates to the Representative Assemblies, register delegates at the assemblies, and recommend their seating to the Representative Assembly." *Lisa Lieben (Lorain EA)*

"The Elections Committee will supervise and conduct all elections held at the Representative Assemblies. The committee will develop recommendations for election and campaign rules, observe compliance with those rules, develop appropriate voting passes, count the votes, and report the election results." *Heather Gansler (Bedford EA)*

"The Environmental Concerns Committee will provide environmental lessons, ideas, and resources that can be used by education employees; inform education employees of environmental issues; represent the needs of education employees and students at meetings of environmental organizations; organize and develop workshops and/or training sessions for NEOEA members; and make recommendations to NEOEA on environmental issues." *Melisa Norton (Euclid TA)*

"The Internal Political Action Committee will screen candidates running for OEA/NEA statewide elected positions. The committee will present its recommendations concerning endorsements to the delegates of the Representative Assembly. Once the Representative Assembly has endorsed a candidate, the committee will offer to assist endorsed candidates in their campaigns." *Michelle Augusta (Willoughby-Eastlake TA)*

"The Leadership Development Committee will develop and provide leadership training activities for new and current local association leaders that assist them in providing effective leadership to their members. These programs will help local associations in identifying and developing new leaders and provide a forum for the discussion of timely education-related issues." *Karen Carney (Campbell EA)*

"The Legislative Committee will keep members informed about events in Columbus and Washington needing their support or action and will encourage communication between members and legislators. The Committee will make recommendations to OEA's Legislative Commission regarding the creation of legislative policy. The Committee will promote activities of the Fund for Children and Public Education and encourage active participation in the OEA FCPE Council. The Committee will sponsor training programs on FCPE fund-raising, screening, and grassroots lobbying." *Lauren Stanislaw (Bay TA)*

"The Personal Welfare and Financial Planning Committee will identify and monitor economic security and retirement concerns and will educate NEOEA members on financial matters and personal well-being. The committee will fulfill this purpose by informing NEOEA members on personal and financial issues. They will develop recommendations regarding economic benefits for members." *Dennis Lewis (Parma EA-R)*

"The Professional Development Committee will provide workshops to provide ideas, methods, and materials intended to improve members' professional efficacy." *Marissa Platten (Austintown EA)*

"The Public Relations Committee will promote the Association, its views, services, and activities among our members, and promote local association programs that enhance the image of public education and its employees." *Jené Wilson (ACCESS-R)*

"The Resolutions Committee will draft the annual Resolutions document, which contains the written formal expressions of the organization's philosophy, principles, and goals. Consistent with the governing documents of the association, these statements set forth general concepts in clear, concise language and state NEOEA's positions in an appropriate manner." *Rita Chahda-Gonzalez (Lakewood TA)*

"The Social and Human Concerns Committee will advocate for civil and human rights, public education, the dignity of workers, and the value of cooperation through education. The committee will research, develop, and present programs and activities that advance these goals." *Kecia Sanders-Stewart (East Cleveland EA)*

"The ESP Organizing Committee will promote the welfare of Education Support Professionals by identifying particular ESP concerns as topics for training workshops, by serving as a link between northeastern Ohio ESPs and those in other districts, and by fostering communication with the OEA ESP Forum." *Matthew Hickman (Willoughby-Eastlake Class. Prof.)*

"The Minority Organizing Committee will promote the welfare of minorities by identifying particular minority concerns as topics for training workshops, by serving as a link between northeastern Ohio minorities and those in other districts, and by fostering communication with the OEA Minority Caucus." *Checole Andrews (Painesville City TA)*

"The NEOEA-R Organizing Committee will promote the welfare of retired members of NEOEA by identifying particular concerns of retired members as topics for training workshops and social opportunities, by serving as a link between northeastern Ohio retired members and those in other districts, and by fostering communication with OEA-R." *Nancy Wonson (Lakewood TA-R)*

(Click on the images above to get a full-sized view of the document.)

HAPPY  
EASTER

