

Random Notes

June 3, 2013

Jeff Moats, President
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**SUMMER
OFFICE HOURS**

10:00 A.M.-
4:00 P.M.
330.434.2181
Closed July 4th

Raney Hatherill
1st Vice President

Ernie Dontis
2nd Vice President, Sec.

Pat Shipe
2nd Vice President, Elem.

Janell Brown
Secretary/Treasurer

Bill Siegfert
Editor

Familiar Names Top Principal Evaluation List

(Note: AEA's website is currently being re-designed. The results of this year's Principal Evaluation will eventually be posted on the site.)

Nearly 1,000 Akron teachers responded to AEA's annual Principal Evaluation Survey this spring. Included among the most effective principals is a group of repeat outstanding performers. At the elementary level, **Stephanie Churn** (Mason), **Darcy Forshee-Candido** (Sam Salem), and **LaMonica Davis** (Helen Arnold) all duplicated their 90%+ performance rating of a year ago. At the secondary level, **Michelle Marquess-Kearns** (Ellet) led all high school principals with a nifty 92.79% score after leading all middle school principals last year (89%) at the helm of Litchfield Middle School. **Anthony Lane** (Roswell Kent) took over the top middle school spot after finishing 2nd to Kearns last year. Special kudos to these fine principals for their track record of running effective buildings in the eyes of teachers.

In addition to the above, several principals scored above 80%, which is our arbitrary cut-off point for recognizing particularly strong performance. Among this group are many who have maintained high scores over the last two to three years.

Below are the survey results for principals only, listed within high, middle, elementary and specialty school groups.

HIGH SCHOOL PRINCIPALS

<u>PRINCIPAL</u>	<u>BUILDING</u>	<u>SCORE</u>
Michelle Marquess Kearns	Ellet	92.79%
Ginelle Rasnick	Kenmore	81.23%
LaVonne Humphrey*	Firestone	78.70%
Frank Kalain	Garfield	76.83%
Sonya Gordon	Buchtel	71.42%
Felisha Gould	East	56.12%
Addie Veasley	North	40.00%

*LaVonne Humphrey replaced Larry Petry at Firestone High School mid-way through the year.

MIDDLE SCHOOL PRINCIPALS

<u>PRINCIPAL</u>	<u>BUILDING</u>	<u>SCORE</u>
Anthony Lane	Roswell Kent	75.07%
Cynthia Wilhite	Hyre	73.96%
Dyan Floyd	Litchfield	69.96%
Rochelle Brown-Hall	Jennings	56.76%
Jennifer Moff	Innes	55.55%

(See back for elementary principal rankings)

Board Requests Fact-finding Delay

Negotiators for the Akron Board of Education requested that both sides ask fact-finder Patricia Bittel to postpone the fact-finding hearing which was scheduled to take place May 23rd. The Board asked the Association to consider the delay so that the parties could return to the bargaining table in an attempt to reach a contract settlement without third party intervention. The Association agreed. The Board's request is obviously related to the budget talks nearing completion in Columbus.

Acron teachers have been without a contract since July of 2012, although the Agreement that expired in June of that year remains in effect and will continue in effect until the current negotiations are settled. No negotiating meeting dates have been scheduled yet. However, if this latest attempt to settle the contract falls through, the fact-finding hearing will take place on October 8, 2013.

Members eligible for a step increase or longevity increase, and members who will be eligible to move across the salary schedule training lanes must certainly be wondering what effect this

(Please see "Negotiations" on back page)

Pat Shipe Set to Lead AEA July 1; Brown, Hatherill and Dontis Return

Pat Shipe (Voriss) is set to begin her first term as AEA President July 1. Shipe will be supported by a seasoned group of officers...**Raney Hatherill** (Pfeiffer) will continue as 1st Vice President and **Ernie Dontis** (Garfield) returns as 2nd VP, Secondary. **Janell Brown** (Crouse) moves from the Treasurer position to 2nd VP, Elementary. **Don Mace** (East) who surfaced as a teacher advocate and strong union supporter during the SB5 campaign, has been elected to his first officer position, filling the spot formerly held by Brown. Prior to running for Treasurer, Mace served as a building representative and Board of Trustees member.

Shipe replaces outgoing AEA President **Jeff**
(Please see "Shipe to Lead AEA on back page)

ELEMENTARY SCHOOL PRINCIPALS

<u>PRINCIPAL</u>	<u>BUILDING</u>	<u>SCORE</u>
Stephanie Churn	Mason	97.08%
Darcy Forshee-Candido	Sam Salem	95.65%
LaMonica Davis	Helen Arnold	92.85%
Mary Dean	King	91.64%
Kimberly Summers	Betty Jane	91.36%
Larry Bender	Ritzman	90.72%
Megan Mannion	Seiberling	85.60%
Kimberly Wilson	Portage Path	84.98%
J. Craig Wednt	Pfeiffer	83.10%
Rebecca Cacioppo	Rimer	81.84%
Tammy Brady	Resnik	81.69%
Ione McIntosh	Voris	81.39%
Jennifer Lucas	McEbright	80.87%
Brandi Davis	Schumacher	79.80%
Marla Knabel	Windemere	79.45%
Kathy Maddex	Lawndale	79.44%
Gregory Blondheim	Hatton	78.77%
Joan Thompson	Firestone Park	76.28%
Nancy Ritch	Glover	73.48%
Sharon Hill Jones	Case	72.53%
Sherry Bennington	Findley	71.96%
George Whitfield	Smith	70.88%
David Brown	Bettes	69.28%
Stacie Brown	David Hill	68.48%
Sheila Green	Forest Hill	67.33%
Charles Jones	Robinson	65.98%
Angela Harper Brooks	Crouse	62.02%
Theresa Fennell	Harris	57.30%
Philomena Vincente	Leggett	51.73%
Ranea Williams	Barber	48.50%

SPECIALTY SCHOOL PRINCIPALS

<u>PRINCIPAL</u>	<u>BUILDING</u>	<u>SCORE</u>
Barbara Dawson	Practical Nursing	98.10%
Jessica Sax	Akron Alternative	97.08%
Larry Johnson	NIHF Stem H.S.	95.00%
Perry Clark	Child Study	94.48%
Marilyn Bennett	Early College H.S.	93.33%
Dawn Wilson	Miller South P.A.	87.77%
Rachel Tecca	Bridges	77.54%
Pat Cronin	Stewart Early Learning	74.85%
Traci Buckner	STEM Middle	66.30%
Becky Green	Akron Opportunity Ctr.	57.07%

Is Leadership Discouraging Enforcement of Discipline Code?

Member frustration over the handling of disciplinary referrals seems to have reached an all-time high this year. That's not good news under any circumstances, but it is particularly worrisome with the advent of the new teacher evaluation system in 2013-2014.

When questioned if principals are under pressure not to suspend students, senior staff members vehemently deny that to be the case. But evidence suggests otherwise. The opinions of teachers with whom we've spoken—not necessarily about matters of discipline—consistently support the idea that principals have been told to back off. Some members have reported that their building principal has confided in them that their evaluations are tied to suspension numbers and, as a result, they are more hesitant to suspend kids, even if the Code mandates suspension. The Office of Pupil Support Services has done nothing to squelch the growing

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Negotiations

(Continued from front page)

most recent postponement will have on their salaries for the 2013-2014 school year. As we have reported in the past, the Board's only wage proposal thus far includes no across the board increase for three years and a three-year freeze on step and longevity increases. They have not proposed barring movement across the pay scale. As a result of returning to the bargaining table, we anticipate that the district will issue contracts in a timely fashion this year and that salaries will reflect step and longevity increases. Both the contract and state law place obligations on the Board with regard to issuing contracts and including increments. Only if we were to agree to a freeze as proposed by the Board would members not receive their service-based increases. The odds of that happening, frankly, are lower than Big Foot being spotted on North Hill sometime this summer.

We will keep members informed of negotiations progress through our summer home email network.

Shipe to Lead AEA

(Continued from front page)

Moats who decided not to seek reelection. In recent correspondence to members, Shipe pledged to work with determination to address the challenges facing educators today, and to be highly visible and accessible.

THANK YOU, JEFF MOATS

A warm and sincere "thank you" to Jeff Moats, AEA President from 2010 to 2013. Jeff has a long record of outstanding service to Akron teachers as an officer and a member of several negotiating teams, as LPDC Consultant for five years and as President for three years. Without question, the highlight of Jeff's tenure was the defeat of Senate Bill 5.

Thanks again, Jeff, for your unselfish service to the teachers and school children of Akron!

skepticism among teachers. Two grievances over weapons possessions will likely be heard by an arbitrator this summer. In both instances, students were returned to their schools in violation, we believe, of the Code and the contract.

School-based Discipline Review Committees are included in our Agreement with the Board. In recent years, it appears that the committees have not met in several (too many) buildings. We will review contract language concerning student discipline with our building reps at their opening meeting in August and intend to begin discussions this summer with Pupil Support Services over our concerns with Code enforcement.

New Officers

Discipline

Prin Eval

Nego