

The Communicator

June 2012

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A Letter from President Gloria Stansberry

June brings the end of an era at the Cuyahoga County Board of Developmental Disabilities. DC and ECC staff will be saying goodbye to students and their families, long-time friends, and co-workers. There will be no more CCBDD classrooms at our centers. There may be programs and other agencies that will bring children into the buildings, but our school-age and toddler classrooms will soon be a thing of the past.

On top of those losses, we also face a major staffing change. Many among our ranks are retiring and many are to be laid off. Some have obtained positions outside the bargaining unit. As ACCESS President, I would like to express my thanks for your years of dedication to the students and consumers and the difference you have made in the lives of so many. Thank you for your support of public education, your membership in the Association, and, to so many of you, for your time and efforts on behalf of the membership. Good luck and best wishes to each of you.

ACCESS retirees:

Sandra Albert
Kerry Andler
Theresa Baldner
Sharon Barger
Linda Brieck
Edward Busch
Patricia Caruso
Lucy Chess
Linda Griggs
Mary Grycan
Kathy Hamilton
Robbie Jackson-Addison
Nadine Jones
Evelyn Kaufmann
Karen Keating
Dina Kmiecik
Patricia Kunkle
Kathleen Kupcik
Linda Moore
Donna Murdock
Marilyn O'Connor
Donna Olinek
Paula Papp
Lynn Para
Olivia Savage
Marianne Schulte
Ada Shedrick
Catherine Sobeck

Barbara Taylor
Patricia Terry
Diane Tischler-Taylor
Martha Trapp
Marsha Ward
Anna Woods
Mary Yablonsky
Charlene Zelenskaskas
Petra Zerbian

ACCESS Members who have been appointed to positions outside the bargaining unit:

Carol Farris
Millie Gumucio
Carol Gwartz
Tom Masterson
Britta Smith

Staff members whose positions are to be eliminated:

Linda Beringo
Catherine Borden
Joanne Carey
Cynthia Castora
Sheryl Coughlin
Lorenzo Denson
Leslie Dick

Patricia Emery
Mary Gerber
Carol Gray
Janice Kmitt
Carol Kus
Nichole Langelier
Leo Mann
Joseph McCrone
Lourdes Negron-McDaniel
Krisztina O'Reilly
Marta Obejero-Paz
Gudelia Orengo
Michele Sloan
Diane Somerville
Janet Stone
Pamela Tapp-Chappelle
Roman Vaynshtok
Bonnie Warner
Mary Waters

Executive Committee Elections

At the May 17th membership meeting, the following officers were elected for 2012 – 2013.

President: Gloria Stansberry

Vice President: Christie Kimbler

Recording Secretary: Ginny Felice

Corresponding Secretary: Julia Wolff

Treasurer: Joyce Yates

At Large Reps: Lynnette Harris, Beckie Tweedle, Jeanni Zeal

Negotiations Update

The Negotiations Committee continues to meet on a weekly basis. We will begin formal negotiations with the Board on Tuesday, June 19th. ACCESS members will receive regular updates on negotiations through email.

“Goodbye” to *The Communicator* and “Hello” to the ACCESS Website

This will be your last issue of *The Communicator*. At the May ACCESS Executive Committee meeting, the decision was made to relay information to members through the website: access.ohea.org. Julia Wolff, the new Corresponding Secretary, will be updating the website regularly. When new information is posted, you will receive an email informing you of that fact.

A huge thanks to Gloria Stansberry, who edited this newsletter for fifteen years, and to many other members who wrote articles on a regular basis. The result of their dedication, creativity and hard work was an award winning newsletter that provided ACCESS members with important information related to the union, our jobs, our members, and affiliate organizations. Thanks so much!

Online Certificates

As we have often stated, licensure renewal is a process. You complete your IPDP and the LPDC approves; submit a Professional Development activity request and the LPDC approves; complete an Evaluation Form of your Professional Development and the LPDC approves – and you are done! New to the online LPDC program in June is your ability to

PRINT an LPDC Approval Certificate. We will email it to you! This verifies you have completed all steps necessary to receive credit, and you have a copy of your record – that you can submit with your licensure renewal application.

by Maureen Schroeck

Ohio Teacher Evaluation Systems (OTES)

As most in the education field already know, Ohio legislators passed the education Mid-Biennium Review legislation. Included in this, among other changes, is a requirement for the Ohio Teacher Evaluation System (OTES) to be put into place by June 30, 2013. The new system will be used to evaluate those who hold certificates or licenses and spend at least 50% of their time with students. Additionally, the new system must be incorporated into all new collective bargaining agreements and will be used in part to make employment decisions.

While the specific standards have not yet been developed, DD staff with these qualifications will not be exempted from the basic framework of the law that requires that a teacher’s ranking be based 50% on “Teacher Performance on Standards” and 50% on “Student Growth Measures.” Combining these measures will yield a teacher’s summative rating, which will be Ineffective, Developing, Proficient or Accomplished. The standards will be developed with the Ohio Department of DD and county boards.

Each board is also required to adopt a policy pertaining to the new system. The legislation does allow some discretion among boards and programs in terms of local measures of student growth that will be used, at least initially. In addition, the OTES requires evaluators to conduct at least two formal observations per year and to complete the performance rubric. While pre and post conferences with the staff member are not required, the Ohio Department of Education is suggesting that it would be best practice to hold them.

by Jene Wilson

Affiliate News

OEA

The OEA Rep Assembly took place on May 11 – 12 at the Veterans Memorial in Columbus. There were approximately 911 delegates who represented locals throughout Ohio. Lynnette Harris (At-Large Rep) represented ACCESS as a delegate. Senator Sherrod Brown spoke to the Assembly in support of public education. A one-time addition to dues in the amount of \$22 per teacher and \$11 per ESP was voted on and passed. The dues assessment will be used to support the Voters First initiative to amend the Ohio Constitution on redistricting and reapportionment.

A big congratulations to Joyce Yates for being named a 2011-2012 OEA Outstanding Local Treasurer!

by Lynnette Harris

NEA

The NEA Black Caucus Annual Black Issues Conference “Surviving the Perfect Storm” was held in Columbus on April 27-29, 2012.

Becky Pringle, NEA Secretary-Treasurer, presented some highlights pertaining to the upcoming NEA Budget. She noted that many programs, such as Minority Leadership Training and Regional Trainings for Minorities, are in jeopardy of being cut. President Jacqui Watts Greadington, Chair of the NEA Black Caucus, addressed the cuts of minority programs and urged the membership to unite together to save the programs that were promised when ATA (American Teachers Association-formerly the National Association of Teachers in Colored Schools) and NEA merged in 1966. The merger agreement included the provision that NEA would carry on the work with the Association for Study of Negro Life & History in sponsoring Negro History week and distribute ATA’s gift of \$50,000 annually to the NAACP Legal Defense Fund. The Legal Defense Fund had been carrying out legal battles against discrimination in salaries and in unfair dismissal procedures. A letter has been sent to Dennis Van Roekel, President of NEA, in regard to eliminating Minority Trainings.

by Lynnette Harris

It’s For You, Dina Kmiecik!

The Communicator is published monthly for Dina Kmiecik and nearly 180 other ACCESS members. Dina is a Home-Based Developmental Specialist in her 30th year with CCBDD. Dina started in 1982 as a Substitute, and after one year she became an Adult Instructor at Blossom Hill Center in a classroom for Basic Work Activities. Two years later she went to Aristocrat Berea to teach in a satellite class. Dina ended up at William Patrick Day DC in 1986 and then moved to Parma DC. While at Parma Dina began to job share part time for several years. When she resumed full time status she continued to job share and spent her extra assigned days as a Floater. Dina said “I liked floating. I liked the change every day. The variety was really interesting to me.”

Dina took some Early Intervention classes during these years, and when HR saw that she had indicated an interest in Home-Based E.I. on her Employee Preference Survey, she was contacted about some new positions which were opening. “I had always wanted to try home-based, so when they called me I tried it.” As for future changes in the Early Childhood program, Dina will miss out because she is going to retire! However, she would like to substitute with younger special needs children during retirement.

ACCESS has meant a lot to Dina during these years. “I think they are wonderful and I am very thankful for all they have done for us. I am so appreciative for everything they have done to help our classrooms and working conditions.” Dina’s non-working conditions this summer will include a trip to Las Vegas to celebrate her retirement. At home, she and her husband are sending their youngest son off to college, “and I am NOT looking forward to the Empty Nest!”

by Tom Shimrock



Consumer Retirement Reports

Many people know of *Consumer Reports* magazine for its excellent product testing and recommendations. But they don't just test cars and other home products. They also dispense sound financial advice. They even go so far as to survey their subscribers on their retirement preparations, and also how well-prepared current retirees find themselves. Some of the Retirement Themes they have recently promoted are:

- Current Retirees have 2 main wishes: (1) That they would have started saving earlier, (NOTE: "Earlier" means "**NOW**" if you are still waiting to begin saving) and (2) Increase the amount they save each year.
- 2 Other Wishes: Save more money in a retirement account, and use the "Catch Up" rule to increase savings! (up to \$34,000 each year)
- Remember that Retirement savings is a higher priority than saving for college. The rationale is that while you can borrow money for your child's college, you **can't** borrow money for retirement.
- The PLOP may not be right for you. In their survey, 80% of PLOP recipients were happy with their choice, but **90%** of those who selected the traditional, larger monthly pension payments were satisfied.
- Determine what Age to retire. This is to avoid retiring too "Early". Early retirement is anything before 30 years. This will change in the future to 32 or 35 years, depending on your retirement system. Also, a new minimum Retirement Age will be added; 60 will be the new minimum (again depending on which system).
- Determine Health Insurance costs. Retiring before full Medicare coverage is available at age 65 will always be more costly.
- Each additional year that you work gives you a full year of salary that you will never need from your retirement account. It is also a year you can Save more money or pay toward Debts.

by Tom Shimrock

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The Communicator is published monthly September – June for ACCESS bargaining unit members, CCBDD management and Board members.

Editor: Beckie Tweedle

Assistant Editor: Joanne Fry