

# Cleveland Heights Teachers Union

## Executive Board Meeting

Thursday, May 20, 2021

4:00 P.M. Zoom

### Present:

- **Officers:** K. Rego, A. Klein, T. Gray, C. Pavel, D. Frost, T. Reynolds, D. Lausche, J. Bennett, T. Underhile, J. Shelton-Townes
- **High School:** V. Larkins-Forte, M. Mrazek, G. Nachman
- **Middle School:** L. Lorek (M), M. Searcy (M), W. Ward-Price (R), D. Hershmann-Rossi (R), M. Friedman (R)
- **Elementary:** T. White (N), K. Duhanich(C), N. Davis (C), G. Gee (F), K. Marbury (O), K. Maric (O), D. Hirsch (RE), C. Walton (B), M. Faust (B),
- T. Schmida, M. Mazzone (St.Serv), K. Cooper (Delisle), D. MacDonald (Ret), Y. Wallace (Anc)

**Absent:** J. Boris, D. Feldman, G. Wroblewski, B.Ammon (M), M. Bruening, S. Glenn-Colley (monitor), M. Johnson(monitor),

1. There are no divisional meetings this month.
2. The general meeting was called to order at 4:18 P.M.
3. Call to Order - Roll Call
4. [Secretary's Minutes](#)
  - a. Motion to accept made by D.Lausche
  - b. Seconded by D.Frost
  - c. Minutes Approved
5. Awards
  - a. Ellen Krebs - Tiffany Underhile
  - b. Tom Schmida Award - Greg Nachman and Miranda Faust
  - c. Swearing in of new officers
    - i. Tiffany Underhile - 1st Vice President
    - ii. Ben Ammon - Secretary
  - d. Raffle Winners
    - i. Raised \$2000
    - ii. Winner of 6-\$25 gift cards is Laura Lorek
  - e. Retirees
    - i. Lorna Askew, Zakiyyah Bergen, Ida Bergson, Laurie Chapman, Michelle Dawson, Michael Dixon, Karen DiLillo, Julie Egge, Donna Feldman, Erin Goldberg, Mike Heffern, Ari Klein, Johnnie Lemons, Jeanetta Russel, Julie Spainhoward, Laura Stewart-Lilly, Leo Tabaj, Todd Watson
  - f. Goodbye to Ari Klein
6. Officers' Updates
  - a. Elementary Vice-Presidents: T. Reynolds/D. Lausche
    - i. Nothing to add this month
  - b. Middle School Vice-President: D. Frost
    - i. Nothing to add this month
  - c. High School Vice-President: C. Pavel
    - i. Course selection appears to have gone smoothly this year.
    - ii. New principal coming in as Byron has been moved to a new position
  - d. President: K. Rego
    - i. Steward and TAP names need to be shared with Karen so that she can share them with Lombardo.
    - ii. Fact-finding list is long. Some are missing from the report emailed by Rego.
    - iii. Grievance over elementary SpEd teachers was approved and those teachers will be getting paid.

- iv. Administrator evaluations normally happen at the end of the year and get passed on to the Superintendent.
    - 1. We will not be doing them this year due to being virtual most of the year and how late it is in the year.
  - e. Vice-President: A. Klein
    - i. Family event at Coventry on Saturday. Books will be distributed by us. We need some help if possible.
    - ii. Redistricting forum at Heights Coalition tonight. Link shared in chat. Please join us.
    - iii. Written reprimands can be removed from files. Building-based after a year and official after 3 years. We can request to have them removed, and if we do not, they can use them as progressive discipline after they expire.
      - 1. A.Klein is going to try to keep track of those in a database as office manager.
      - 2. We can also draft a letter to give our members
  - f. Treasurer: J. Bennett
    - i. See budget item under action issues.
7. Action Issues
- a. Constitutional Amendment [\(link\)](#)
    - i. Approving it was previously moved.
    - ii. Discussion
      - 1. None
    - iii. Voice vote passed with all ayes and no nays.
  - b. 2021-2022 Budget [\(link\)](#)
    - i. Projected income is lower for next year due to having 8 less members.
    - ii. ER&D is lower because we did not teach all of the classes.
    - iii. Mercer income is going to start coming in more consistently. These payments will be direct deposited twice a year. We did not get a payment last year, which is why this number is so high.
    - iv. Rent is going to be increased, so this is an estimate.
      - 1. A.Klein overpaid the year before, so that is why it is lower this year.
      - 2. We are paying less rent this year than we paid 30 years ago due to the move to Coventry, so even though rent is going up, this is not as high as it has been.
    - v. Honorariums are up because we want to give a stipend to committee chairs next year.
    - vi. G.Nachman wants to begin a strike fund to cover COBRA costs in the event of another possible strike.
      - 1. J.Bennett stated that this was also brought up by the hardship committee.
      - 2. K.Rego agreed.
      - 3. J.Bennett asked that it be placed on the agenda for the next officer's meeting.
      - 4. J.Bennett will also reach out to OFT to find out about how this will work.
      - 5. T.Schmida said that OFT and AFT have a militancy fund.
    - vii. G.Nachman also suggested adding a line item for a professional negotiator as well.
    - viii. Motion to approve the proposed the budget was made by J.Bennett
    - ix. Seconded by Josephine Shelton-Townes
    - x. Discussion
      - 1. K.Cooper asked what the Franklin Trust is
        - a. J.Bennett stated that the trust was a way to save for property when our rent was too high at Rockefeller Pointe. Now that we have low rent at the Coventry building, that property purchase did not happen.
        - b. We are able to spend it on what we need to spend it on.
        - c. When we had our "snow day" we had approved up to \$10,000 to use of the Franklin Trust for strike expenses.
        - d. T.Schmida said that the fund is available to be used at the approval of the executive board. It is our money.
        - e. T.Underhile asked if we should consider the Franklin Trust our strike fund, or if G.Nachman is seeking a separate fund.

