

GARFIELD HEIGHTS TEACHERS' ASSOCIATION

EXECUTIVE BOARD / REPRESENTATIVE ASSEMBLY MEETING NOTES

Date 9/16/26	Location High School	Recorded by Amanda Hirter, Recording Secretary
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I. Roll Call — Call to Order

Executive Board present at: 3:11 p.m.

Representatives present at: 3:48 p.m.

Executive Board	
☒ Jeffrey Cunningham — <i>President</i>	☒ Jen Molnar — <i>Vice President</i>
☐ Scott Mingus — <i>Past President</i>	☒ Andrew Burke — <i>Treasurer</i>
☒ Tammy Moeller — <i>Corresponding Secretary</i>	☒ Amanda Hirter — <i>Recording Secretary</i>
☒ Christo Lehmann — <i>Member at Large</i>	☒ Kristen Iezzi — <i>Member at Large</i>
☒ Brett Dawson — <i>Member at Large</i>	☒ Nicole Thomas — <i>Member at Large</i>

Building Representatives	
Elmwood	☒ Josh Bourdrez ☒ Kim Russ
William Foster	☒ Stacey Mather ☒ Shannon Bailor
Maple Leaf	☒ Rebecca Bauman ☐ Megan Balduff ☒ Sam Waugaman ☐ Ally Jones
Middle School	☒ Mackenzie Hurd ☒ Megan Hill ☒ Susan Hart ☒ John Bramley
High School	☐ Eric Malek ☐ Tiffany Clendenning ☒ Dennis Wondrak ☒ Joseph Bruno

II. Approval of Minutes of Prior Meeting

No minutes to approve. First meeting of the year.

III. Treasurer's Report

Membership is down.

Discussions of the budget. Went over breakdown of incoming funds (membership dues, grants) and expenses. Negotiations and officer pay are our biggest expenses. Will look into the OEA Affiliate grant to help fund things.

Exec board votes on officer pay. Pay keeps going up due to base increase. Discussion if officer pay should change.

IV. Association Business

- **Grievances Updates:**
A spreadsheet was shared out and it's working well. Reps and Exec board can reference active grievances at any time. Reps are helping handle grievances and will document the grievance process (date, contract violation, communication, requested resolution, status). Cunningham went over the grievance process with Reps thru a slideshow (will share out). He walked reps through filing an actual grievance. Reviewed the process on our GHTA website. Reps will handle Level 1 grievances. Anything that goes to Level 2 will be handled by the President/Vice President. Reviewed spreadsheet with the Reps to track all grievances.
- **Levy Committee:**
We need a union member to take charge of the levy committee. Crooks wants things to start in the first week of October. The role would include organizing/passing out phone lists, groups to hold signs, etc. Cunningham wants this wrapped up by the end of next week (9/25).
- **Donation to Levy Campaign:**
The donation would come out of the scholarship campaign (\$1,000). In return, union members would get to wear jeans on Monday, Wednesday and Friday. Motioned. Seconded. **Motion passed.**
- **Negotiation Update:**
This is a negotiation year. We need to start filling out the team. The team will shift a little bit from last year. Can have 5 people at the table, an observer and OEA. We will send a survey to see what members want. Cunningham would like a variety of staff behind the scenes representing all different content areas.

V. Miscellaneous

-Iezzi would like to create committees (levy, scholarship, negotiations, etc) to get more members involved. The by laws show committees we can have. Will discuss further at next meeting with an idea of specific committees we would need/like to have.

-Discussion of changing the schedule of exec board and rep meetings to alternate weeks. Things at the exec board feel rushed and then reps are stuck waiting. Will follow up on this idea.

VI. Building Concerns

Maple Leaf

-There are not qualified teachers in 2 5th grade classrooms and an ED unit. Subs are in there. Tasha is aware but we cannot force them to hire qualified teachers.

Elmwood

- Instructional rounds took place and the information provided was negative. Staff spoke to Frimel and Soriano about concerns.

-Meet the teacher needs clarification based on wording in the contract. It's taking place at 5:00 p.m or later. Contract states it happens 90 minutes after the teachers regularly contracted day.

William Foster

- Concerns about OTES evaluations starting before other buildings but it was cleared up.

-Staff member put in for lunch/recess intramural but did not receive it. She has been assigned a lunch/recess duty but is not being supplemented for it. Jeff will look into this.

-Americorp needs a site supervisor. Woodson cannot do it and a title teacher was asked to do it but is not being supplemented and it requires observations and monitoring Americorp staff.

Middle School

-Minimal presence of administration during lunch periods.

-Administration mentioned wanting to change up spot subs. Pettigrew showed up and reiterated that we spent too much money on spot subs. Loretz mentioned splitting up classes. Jeff stated this was too difficult to split MS classes which is why we have a set rate for spot subs. MS is not calling an involuntary list but they can.

-Special education department is not returning emails. Jeff will bring this up to Tasha.

-No intervention specialist in 7th grade.

High School

-Staff has to proctor in the little theater with 60 plus kids and no security. Jeff is aware and a grievance is being filed.

-Issues with security not being present on different floors. Jeff encouraged reps to continue having conversations with the building admin about this.

VII. Adjournment

Executive Board adjourned at: 3:47 p.m.

Representatives adjourned at: 4:36 p.m.