



Ohio School Boards Association Capital Conference and Trade Show

November 11 – 14, 2012

Greater Columbus Convention Center
Columbus, Ohio

A decade of positive growth

Administration

Monday, November 12, 2012

9:00 a.m.

C 213—215

Dale Walter, board member, Maple Heights City
Charles Keenan, superintendent, Maple Heights City
Pamela Crews, board member, Maple Heights City
Toni Bednarik, MHTA president, Maple Heights City

School District Group Insurance Programs

OSBA has been dedicated to serving school districts through a variety of employee benefits programs since 1969. The OSBA Insurance Agency currently offers group term life, accidental death and dismemberment, voluntary life, dependent life and voluntary disability insurance. OSBA Insurance Agency LLC has been a leader in the school insurance market for more than 30 years and is committed to providing competitive, stable rates; multi-year rate guarantees; flexible plan designs; and many plan features to enhance value to school district employees and their dependents.

To find out how the OSBA can help your school district, contact Tony Wright or Diane Stepler at School Claims Services, (866) 691-6290, or Janice Smith at OSBA, (800) 589-OSBA, ext. 201.

Please complete an online conference evaluation either during or after the event at www.surveymonkey.com/s/CC12Evaluation.

OSBA Mission

OSBA leads the way to educational excellence by serving Ohio's public school board members and the diverse districts they represent through superior service and creative solutions.

Ohio School Boards Association

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Columbus OH 43235-6481
(614) 540-4000 fax (614) 540-4100
www.osba-ohio.org

Maple Heights Schools A Decade of Positive Growth

Dr. Charlie Keenan, Superintendent,
Ohio Superintendent of the Year 2012

Pamela Crews, School Board President,
Parent leader in 2002 Strike

Toni Bednarik, MHTA President 1998-2013




Dale Walter, Current School Board Member
Former MHTA Vice-President

A Decade of Positive Growth

- Maple Heights City Schools explain how cooperation, listening to each other and compromise lead to great progress being made in a short time to improve a community's education. Learn what happened and how your district can benefit.
- Monday, 11/12/11 9:00 AM
- Administration Learning Track

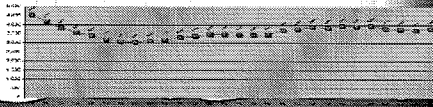
Maple Heights, OHIO

- Blue collar suburb of Cleveland
- Shift in the demographics over the past 20 years
- Community strain



About Our Schools

- Enrollment 3,806
- 1 high school, 1 middle school and 3 elementary schools
- Through 1985, our student ethnicity was never higher than 10% African American




About Our Schools

- Over the past 20 years, our student ethnicity slowly changed to the point where in 2012 over 90% of our students are African American, vast majority of teaching staff is white. Race problems are NOT an issue.
- In 2012 we had an 19% transience rate
- In 2012 the percentage of our students on free and reduced lunch was 63%


About Our Schools

- In 2002-03 school year the district endured a 9-week strike (45 teaching days)
- State Report Card Designations through 2004 had Maple Heights never ranked higher than "Academic Watch", with the majority of those years spent in "Academic Emergency"
- In 2004 Maple Heights was ranked in "Academic Emergency" - one of only four districts in the state to receive this designation



About Our Schools- Results

- In 2005 Maple Heights made the largest gain in the State of Ohio on report card designation, improving 2 designations
- The district attained its first ever ranking of *Continuous Improvement*, and in 2011, we were ranked as an *Effective school district*, our highest ranking to date.



Timeline for the Last Two Decades

- 1990' s – School Board, Superintendent and Board Attorney corrupt the District.
- Pay scale falls to lowest in county, but highest legal fees in county.
- Oppressive "dictator style" Superintendent and School Board create huge riff between staff, community and administration. Examples: Video taping of all meetings, 100' s of grievances, harassment of President, restrictions of access to records, schools, etc.

STRIKE TIME WHAT TO THINK ABOUT

- **"The hottest place in Hell is reserved for those who remain neutral in times of great moral conflict"**
Martin Luther King

Trust between Teachers and Administration is at an almost zero level.

Events of the last decade

- August, 2003 – MHTA works with Old (Strike) Board to pass two school levies.
- November, 2003 – MHTA supports the campaign for 3 New School Board Members and defeats 3 Incumbents.
- January, 2004 – At the first New Board Meeting, lawyers are fired and Board publicly thanks teachers for support and caring about the schools.

Events of the Last Decade

- **March, 2004-September, 2005** Teacher negotiations extend thru the 04-05 school year with old superintendent, but new school board.
- Old Superintendent gets multiple additional duties and decides to retire.
- Teachers placed on committee to select new superintendent.
- New Superintendent, Dr. Keenan, is hired!

Events of the Last Decade

- During negotiations, new superintendent is appointed and encourages teachers to go to arbitration.
- Arbitrator makes rulings and two year contract is signed, taking 18 months to accomplish. This means negotiations will start again in 6 months.
- Superintendent Keenan talks about building **trust** with teachers and opens lines of communication.

Creation of Labor/Management Committee

Meeting monthly to discuss issues that both sides may have.

Open discussion of issues, helps to build **trust** on both sides.

Agenda items are submitted several days in advance.

Events of the Last Decade

- 2006 - Teacher negotiations settled in 3 days, with a year contract. Both teams go to Sawmill Creek Resort for negotiations. Board picks up expenses and still saves money. **Trust** is developing.
- 2008 - Bond issue is passed by the community to construct five new school buildings, which includes 1 High School, 1 Middle School and 3 Elementary Schools in a campus setting. (Project is \$110 million) More **trust**.
- 2009 -Teacher Contract again settled in 3 days with another 3 year contract. Teams again go to Sawmill Creek Resort. Board picks up expenses. **Trust** again!

Recent Events

- 2012 - Teacher Contract and Support Staff Contract again settled in 3 days with another year contract as the teams go to Geneva State Park and settle.
- This now makes **NINE** years of Contracts, settled in **NINE** Days of negotiations. Each side is open with each other and **TRUST** is again a major factor!

Recent Events

- o Creation of Post-Secondary Program
 - In cooperation with Cleveland State University.
 - Students are taught by CSU professors in our High School.
 - College credit and they do not have leave the building.

Parental Involvement

- o Educating the parents (before, during the strike and after)
- o General meeting, coffee club meeting
- o Provide information and knowledge to parents, which increases parental involvement.
- o Communication in any form, allows people to understand what is going on.

Parental Involvement

- o Creation of a Parent Academy
- o Teaching parents to be better parents
- o Increases concern for schooling of their child and the schools in general.

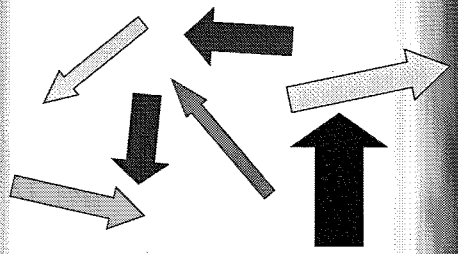
Parental Involvement

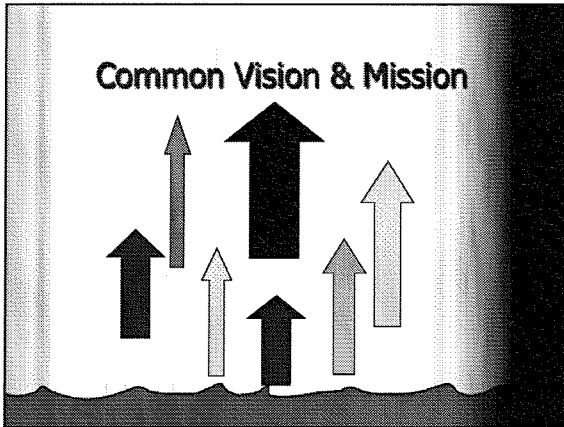
- Open buildings as much as possible for the community to use them.
- Allow Senior Citizens to use the Athletic Center and free admission to school events.

Parental Involvement

- Creation of a Parent Resource Room in each of the school buildings
- Concerned Parents of Maple Heights Involvement
- Annual Family Funfest in May of each year

Stakeholder Direction





Working Together to Pass Bond Issue

- As trust has developed, all parties concerned, work to pass a Bond Issue to create 5 new schools for the District.
- 51% of cost to be covered by the State, 49% paid for by the residents.
- Through a united effort, the bond issue passes and as of Fall, 2012, Maple Heights has 5 state of the art buildings.

Timing

51% OFF SALE

Vote FOR Issue 5

100% for our Community NOW!

Maple Heights City Schools

Building for our future March 4th

Vote FOR Issue 5

100% for our Community NOW!

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100% for our Community NOW!

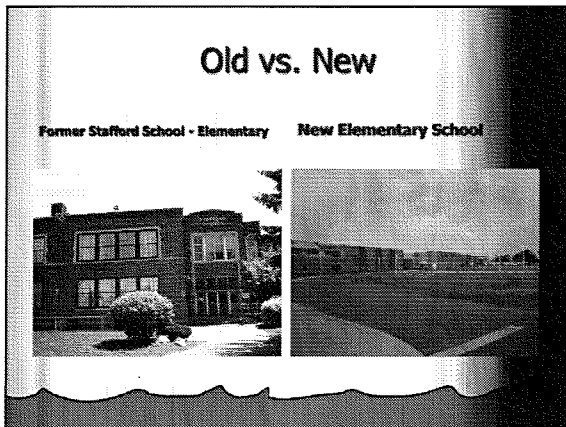
Vote FOR Issue 5

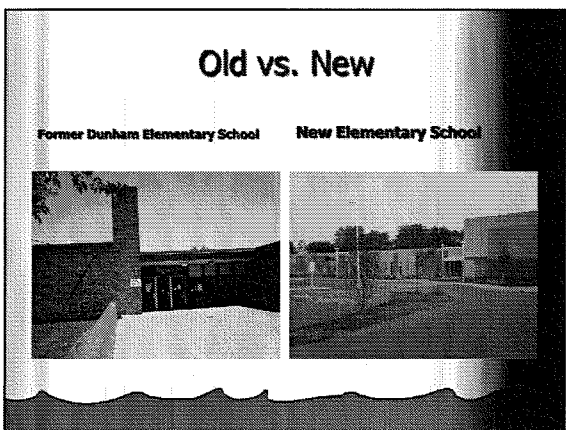
100% for our Community NOW!

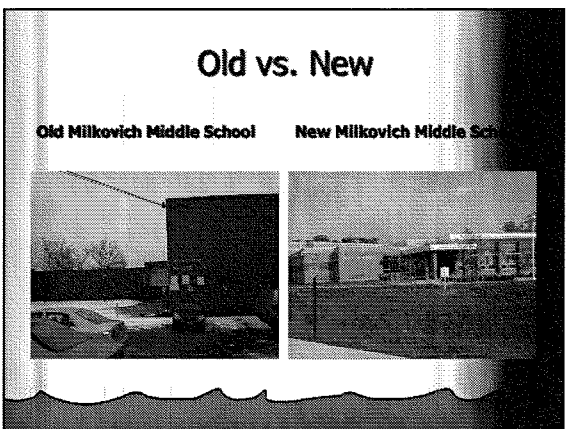
Maple Heights City Schools

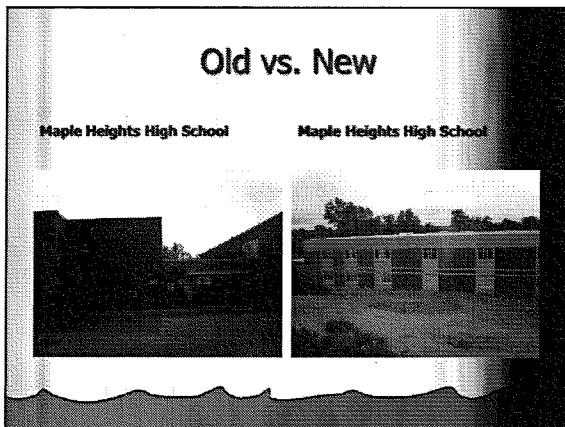
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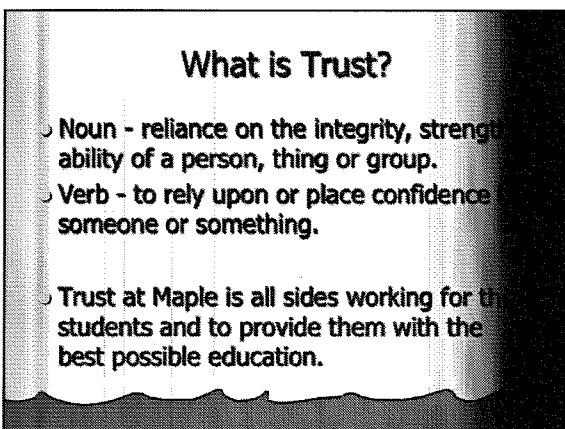
A graphic titled "Timing" showing a collage of campaign signs. The signs include "51% OFF SALE", "Vote FOR Issue 5", "100% for our Community NOW!", and "Maple Heights City Schools". There is also a small circular logo with the number "2" and a cartoon character in the bottom left corner.

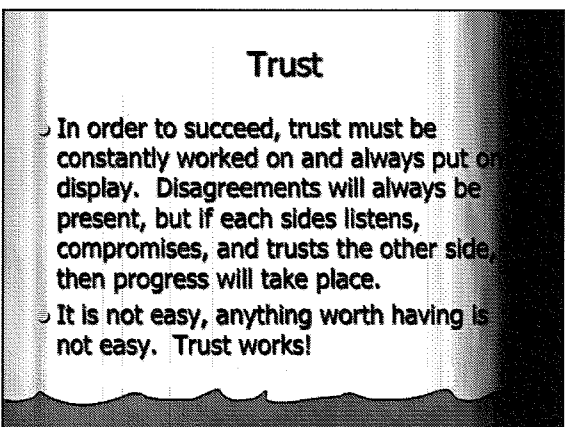












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It all starts with trust



really
"The people, when rightly and fully trusted, will return the trust"
- Abraham Lincoln

Questions?

Comments?

Thank You!
