

## Important Dates

**Wednesday, November 21 thru  
Friday, November 23:**  
Thanksgiving Recess, No School

**Tuesday, December 11:**  
Board of Education Meeting  
Admin. Building, 6PM

**Friday, December 21:**  
Winter Break Begins at close of  
School Day

**Monday, January 7, 2013:**  
Classes Resume  
SHTA Executive Board  
Woodbury, 4:30PM

**Monday, January 14, 2013:**  
SHTA Representatives Meeting  
@ Mercer, 4:15PM

# SHTA news

November 13, 2012

**ISSUE NO. 3**

## Message From the President

Communication is vital to relationships, organizations and communities. During times of change and transition, communication takes on even more significance. With our Superintendent, Dr. Mark Freeman, retiring next summer, our school district and the community it represents is preparing for a change. The SHTA's ability to communicate effectively with the administration on behalf of our membership is more important than ever. That's why I am encouraging our membership to carefully evaluate what you hear or read. Members of the administration do not speak for the Association. Seek confirmation of a change that that you have heard is in the works by contacting your building representatives or the Association leadership. Let me be even more candid; unless you hear something directly from me or see it written by me via email or hardcopy, question the information's legitimacy and seek confirmation from the source. Dr. Freeman has been a wonderful ally for the profession of teaching and has always maintained a positive relationship with our Association. We look forward to the same working relationship with Dr. Freeman's successor and our administration.

In the spirit of open communication, I can report that it has been a busy month. I attended the insurance committee meeting with PR&R Chairperson Mike Sears and Past President Becky Thomas, addressed IB issues and professional development issues with Vice President Dollye Finney, and related concerns about Race To The Top with Dr. Stokes. I would also like to thank Becky Thomas, who was essential in assisting with a concern regarding health care benefits for a member. Due to Becky's extensive experience navigating our complex insurance program and knowledge about the history of its development, she continues to be an incredibly valuable resource as Past President. It is my hope that we can continue to rely on and consult with our retired officers in this way in the future.

It is my pleasure to note that the elections are over. We have re-elected a President and elected both new and returning members of Congress. I am pleased that the President and many newly elected and returning congress people continue to be advocates and allies of strong and professional public education and educators. That being said, we will keep our eyes on all national, state and local issues that impact our profession. We will continue to voice the concerns and opinions of our membership as they relate to the betterment of our profession, our students and our school district. Politics and politicians may change, but our unity as an Association of dedicated professionals will not. I look forward on our continued work together as this year ends and a new one begins.

Unless there is a pressing need, the SHTA Executive Board and Representative Council will not meet until January 2013. There will not be a December Newsletter. Let me take this opportunity to wish all of you a holiday season full of family, celebrations, relaxation and renewal.

*Respectfully submitted,  
John Morris*

# Reports from the Executive Board

## VICE PRESIDENT'S REPORT

It is time again to acknowledge the Fellows of the Association 2012-13. These members have earned \$100 that they can use to promote their professional development. These fellowships may be used for any of the following, but not exclusively for:

- Workshops
- Seminars
- Professional conferences
- Course work
- Membership fees for professional associations excluding the SHTA
- 

*These fellowships may not be used for classroom materials, supplies, or special projects.*

The awards are intended to professionally benefit the recipients, and in turn, benefit students.

1. The applicant must be a member of the Shaker Heights Teachers' Association and expect to continue teaching in the Shaker Heights City Schools.
2. The money may be used at the discretion of the recipient with the provision that the activities will benefit the professional growth of the teacher, and in turn, the students with which he/she works.
3. The entire fellowship money must be used within ten months, between November 13, 2012 and September 27, 2013.
4. In the event the recipient is unable to use the award within the ten- month period prescribed no money will be issued.

I would like to take this time to remind you of the annual PTO Council campaign. I am asking that you seriously consider making a contribution to the annual campaign if you have not yet done so. The Council is responsible for the creation and distribution of the calendar that I know so many of us use on a daily basis. Please send these contributions through school mail to the Administration Building to The PTO Council Treasurer. I will be attending the meeting on November 14, 2012 on behalf of the Association along with John Morris and Matthew Zucca.

I recently attended the finance meeting of the SHTA with the other members of the Investments Committee. William Scanlon, our treasurer, is the chair of this committee and by now I hope that you have reviewed the financial status of the SHTA provided in the Treasurer's Report of the Newsletter. Our monies have been carefully invested by our treasurers (both past and present) and watched carefully by the Investments Committee; however, this money reflects savings and investments of historical monies and no current deposits to our Edward Jones account are being made. The Association operates on the annual dues contributions of the members and we maintain a balanced budget. The lack of contributions to our savings places us in a somewhat vulnerable position, as the growth of these monies is dependent on the performance of the markets. Although we have invested conservatively and with as little risk tolerance as possible, the established accounts may not be sufficient for our future needs. We need to consider, within this school year, methods to seek and increase our revenues and savings abilities. The discussion of increasing our membership contribution is a real and valid discussion this school year.

Please consider participation in the *Night for the Red and White* on Saturday March 9, 2013. This affair promises to be exciting and the new venue of the Tudor Arms is lovely. As you know that the contributions made by teachers to the Silent Auction are highly sought after and greatly add to the success of this evening. The Silent Auction contribution forms are available on the Shaker Heights Schools Webpage. Click on the Shaker Schools Foundation Page and then on the *Night of the Red and White* and then on the contributions form.

Finally, I would like to take time to remember Steven Fox, who was the editor of this newsletter for many years. In so many ways his insightful and well-written editorials helped to shape the professional atmosphere in the Shaker Heights City Schools for teachers. He accurately tackled issues that affected the teaching profession. I remember him fondly and as a member of the Executive Board in my earlier years, I can clearly recall his monthly reminder to each of us that it was never too early to submit our end of year report. As I remember, I smile and stand a little taller! I thank him for making me a more dedicated and active member of the Shaker Heights Teaching Community and the SHTA.

I wish you all a happy and safe Thanksgiving!

*Respectfully submitted,*  
*Dollye Finney*

## Fellows of the SHTA: 2012-2013

Bradford	Alison	Blvd	Roth	Linda	SMS
Fagan	Victoria	Blvd	Bourisseau	Mary	SHHS
Goulden	Jennifer	Blvd	Brown	Susie	SHHS
Hill	Kevin	Blvd	Klapholz	David	SHHS
Kline	Brenda	Blvd	Deep	Tom	SHHS
Nichols	Vanessa	Blvd	Patel	Sagar	SHHS
McCauley	Tina	Blvd	Glasier	Andrew	SHHS
Moses	Leanne	Fernway	Libman	Val	Woodbury
McGuffin-Cawley	Wendy	Fernway			
Robinson	Neal	Lomond			
Wagner	Meredith	Lomond			
Durkalski	Mary Ann	Mercer			
Tritt	Karen	Mercer			
Hardiman	Lisa	Mercer			
Quinones	Darlene	Mercer			
Smyth-Morrow	Noreen	Onaway			
Kalan	Tim	Onaway			
Hoynacke	Bonnie	Onaway			
Johnston	Nancy	Onaway			
Robbins	Laura	Onaway			
Sweeney	Eileen	Woodbury			
Strouse	Mary	Woodbury			
Bognar	Robert	Woodbury			
Brindza	Betsy	Woodbury			
Mason	Aisha	Woodbury			
Appel	Lee	Woodbury			
Thomas-Taylor	Chante	Woodbury			
Orosz	Greg	Woodbury			
Heide	Ruth	Woodbury			
Sullivan	Dawn	SMS			
Roberts	Ellen	SMS			
Sheilds	Lynne	SMS			

## TREASURER'S REPORT

The Investments Committee (made up of Todd Keitlen, Matt Zucca, Chante Thomas-Taylor, Dollye Finney and myself) met on October 19<sup>th</sup> with Brady Krebs, our Edward Jones advisor, to discuss our investments, and whether any changes need to be made. We had a discussion with Brady about how liquid our investment funds (over \$800,000) are. Basically we asked him the question, "If we needed this money, how quickly could we get our hands on it?" Brady told us that if we needed to, we could have the full amount in three business days. The reason for this line of questioning is the ambiguity of our future. Our current district administration respects our Association and its members, but the atmosphere for many Ohio teachers is contentious. At this time next year we will be dealing with a new superintendent and possibly new administrators. We need to be prepared by continuing our high level of professionalism, as well as, remaining fiscally strong and financially solid.

Our General Fund (over \$800,000 with Edward Jones) is there for a purpose. Costly legal action or a work stoppage could necessitate an urgent need for money out of the General Fund. The state and federal governments are pushing for assessments (sometimes with questionable validity) and ratings for teachers. If one of these assessments/ratings leads to a member's contract being threatened, that member will expect SHTA to assist them with legal expenses. Our General Fund helps us protect our members.

The other possibility (we hope remote) is a work stoppage. This could lead to a loss of healthcare premium payments by the district for all teachers involved. In this case, our General Fund could be used to pay for COBRA health benefits for our members.

This would cost the Association \$472,334.97 per month (according to numbers sent over from the district Treasurer). At the present time, we would be unable to pay for even two months of coverage for our members!

I am pointing all this out because there is a need to grow the General Fund. Our General Fund is where it is today because of the contributions of members over the more than 30 years of our Association being independent. In recent years, with the increasing costs of the Association, the current members have not been contributing to the growth of the General Fund. We need to do our part and remedy that. Members who have \$20 deducted from each paycheck fulfill their \$200 commitment by the March 1<sup>st</sup> paycheck. If we continued payroll deduction through the June 1<sup>st</sup> paycheck (the end of the school year), that would add \$120 per member. Based on 400 members, that would add \$48,000 per year, the majority of which could be designated for the General Fund. At that rate it would take 10 years to accumulate enough to pay for one more month of COBRA insurance (at today's rates); however, if we don't start to prepare now, we could face serious problems in the future.

*Respectfully submitted,  
Bill Scanlon, Treasurer*



These men are raising vital awareness and funds for men's health issues, specifically prostate and testicular cancer initiatives. Donate to the SHTA Men of MOVEMBER at:

SHTA Team URL:  
<http://us.movember.com/team/634389>

# FINANCIAL REPORT

7/1/12

11/7/12

## COMPOSITE BALANCE

Balance 7/1/12	869,229.39
Receipts 7/1/12 to present	18,219.26
Change in Valuation 7/1/12 to present	<u>31,164.60</u>
	918,613.25
Expenditures 7/1/12 to present	-6,106.14
Expenditures charged to last fiscal year 2011-2012	<u>-1,196.78</u>
<b>TOTAL</b>	911,310.33

## BANK AND BROKER RECONCILIATIONS

### A. KEY BANK (11/5/12)

Certificates of deposit

29 mo. @ 0.149%-Matures on 2/6/14 21,214.36

Total Certificates of deposit 21,214.36

Business Money Market Account (0.35% APY) 54,751.33

Unposted deposits and transfers 0.00

75,965.69

Less outstanding checks -720.00

**TOTAL KEY BANK** 75,245.69

### B. EDWARD JONES (11/5/12)

Regular Association Account 443,242.61

Advisory Solutions Account 392,822.03

836,064.64

**TOTAL** 911,310.33

## Budgeted Accounts

<u>Account</u>	7/1/12					11/7/12
	<u>Budgeted</u>	<u>Debits</u>	<u>Transfers out</u>	<u>Credits</u>	<u>Transfers in</u>	<u>Balance</u>
Accounting	<b>5000.00</b>	0.00	0.00	0.00	0.00	5,000.00
Compensation for officers, representatives, et al.						
President	<b>9302.00</b>	0.00	0.00	0.00	0.00	9,302.00
Vice President	<b>5581.00</b>	0.00	0.00	0.00	0.00	5,581.00
Secretary	<b>5581.00</b>	0.00	0.00	0.00	0.00	5,581.00
Treasurer	<b>5581.00</b>	0.00	0.00	0.00	0.00	5,581.00
P.R. & R. Chairperson	<b>5581.00</b>	0.00	0.00	0.00	0.00	5,581.00
Editor	<b>4653.00</b>	0.00	0.00	0.00	0.00	4,653.00
Building reps. and alternates	<b>10000.00</b>	0.00	0.00	0.00	0.00	10,000.00
Conferences and meetings	<b>2500.00</b>	972.21	0.00	0.00	0.00	1,527.79
Fellowships and Grants	<b>3500.00</b>	0.00	0.00	0.00	0.00	3,500.00
Insurance	<b>5000.00</b>	4,375.00	0.00	0.00	0.00	625.00
Legal	<b>5000.00</b>	0.00	0.00	0.00	0.00	5,000.00
Negotiations	<b>0.00</b>	0.00	0.00	0.00	0.00	0.00
Executive Board expenses	<b>500.00</b>	449.10	0.00	0.00	0.00	50.90
Officers' expenses	<b>500.00</b>	309.83	0.00	0.00	0.00	190.17
Payroll taxes	<b>550.00</b>	0.00	0.00	0.00	0.00	550.00
Publications	<b>200.00</b>	0.00	0.00	0.00	0.00	200.00
Public Relations	<b>4000.00</b>	0.00	0.00	0.00	0.00	4,000.00
Social	<b>1800.00</b>	0.00	0.00	0.00	0.00	1,800.00
STRS(TPO contributions)	<b><u>5100.00</u></b>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>5,100.00</u>
<b>TOTAL</b>	<b>79929.00</b>	6,106.14	0.00	0.00	0.00	73,822.86



In teaching you  
cannot see the  
fruit of a day's  
work. It is invisible  
and remains so,  
maybe for twenty  
years.  
~ Jacques Barzun

## PROFESSIONAL RIGHTS AND RESPONSIBILITIES

Open enrollment started on November 1st. The District's Treasurer, Bryan Christman, sent an important e-mail on November 2nd with several attachments related to this month long event. Members can change their insurance coverage and/or sign up for a Flex spending plan. In addition, Anthem is now offering a unique opportunity to purchase additional life insurance. We currently receive a \$50,000 life insurance policy from Anthem as part of our benefits package from the school district. Anthem is offering us a chance to purchase additional insurance at a low rate without undergoing a full medical examination from a doctor. This is the only chance to take advantage of this opportunity. If you need another copy of the November 2nd e-mail, send me an e-mail at [sears\\_m@shaker.org](mailto:sears_m@shaker.org) and I will forward it to you.

The insurance committee met on October 15th. The district's decision a few years ago to switch to Anthem's self-insured program appears to be working well. We are able to cover insurance costs for our district with money budgeted from both the district and the employee share of the premium. This reduces costs from Anthem. Our claims were lower in 2011-12, so the amount budgeted for each premium has gone down for 2012-13. This is especially helpful since the percentage paid by each employee increased from 8 % to 12 %. Another reason for the decrease in cost was our decision made during contract negotiations to increase our deductible, co-pays for office and ER visits, and prescription drugs. We discussed Anthem's proposal to sell employees additional life insurance and agreed that this is a win-win situation. Members can choose to take advantage of this benefit. For offering this opportunity the school district will save money on their life insurance bill from Anthem.

You may have noticed that your take home pay was \$10-25 less beginning with the October 1 paycheck. The city of Shaker Heights increased its' income tax from 1.75 % to 2.25 % in an election on August 7, 2012. People who work in the city also have to pay this increased tax, even though they did not get to vote on the increase unless they also live in Shaker. The logic is that non-residents use city services (roads, traffic signals, safety forces) when they travel into a city to work each day. Non-resident workers for the city of Toledo, Ohio sued the state over this issue in 1950 and lost. The Ohio Tea Party recently tried to get a referendum on the ballot that would abolish city income taxes. Shaker Heights had not raised the percentage of income collected since 1981. The campaign for the increase cited a loss of \$6 million in the city's budget because of the decision by Governor John Kasich to eliminate the estate tax in Ohio. The income tax increase will raise \$6 million and effectively replace the revenue lost from the elimination of the estate tax.

The excerpt below is from *The Ohio Municipal Income Tax: Preliminary Observations* by Michael A. Pagano and Richard Forgette (November, 2000). Pagano and Forgette are political science professors at Miami University in Oxford, Ohio. Their complete paper is at <http://www.omunileague.org/ohiotax.pdf>

**History and Practice of the Municipal Income Tax**

“Since 1946, Ohio municipalities have exercised a power to levy a municipal income tax. Toledo was the first Ohio city to pass an income tax, followed in 1949 by Columbus, Dayton, and Youngstown. In *Angell v. Toledo* (153 Ohio St.179), the Ohio Supreme Court upheld Toledo’s municipal income tax as constitutional application of their home rule powers. Additionally, the Court clarified the right of all Ohio municipalities to tax non-resident workers subject to the Ohio General Assembly’s constitutional prerogative to limit that authority. Ohio municipalities also may adopt a tax credit, partial tax credit, or piggy-back tax rules for their residents who pay municipal taxes to the municipality of their place of employment. The Ohio Court has also stated that municipalities may require withholding of employees’ taxes by employers.

By 1957, 27 Ohio municipalities had adopted an income tax and many others were considering adoption. The provisions of these municipality income tax ordinances, though, varied widely by rate, taxable income, and credits. Consequently, the Ohio General Assembly passed legislation in 1957 to provide greater uniformity among municipalities’ income tax provisions. Section 718 of the Ohio Revised Code, particularly, requires that a municipal income tax be levied at a uniform rate and that any tax imposed at a rate in excess of 1 percent be voted on by the municipality’s electorate.

This section remains as the State’s primary statutory guidelines over municipalities’ income tax policies.”

*Respectfully submitted,  
Mike Sears, chairperson*

**PAST PRESIDENT’S REPORT**

Some people still wonder why I participate on the Executive Board of the SHTA. My reason is quite simple; I value all of the benefits that I received because of our strong collective and I want to provide support to those who are continuing to work on behalf of all of you. Since I am retired, I do not mind attending evening meetings and reporting back to President John Morris. It allows John and

other members of his leadership team to be home with their families after a full day of teaching while still maintaining a presence for our Association at school board meetings and other evening events. Additionally, I am available to answer questions about past practices and, hopefully, provide a context for some of the decisions that have been made.

This month, I attended the regular meeting of the Board of Education. I did not attend the work session meeting since it went directly into executive session to discuss the procedures for selecting the next superintendent. I attended the Insurance meeting with President John Morris and Chairperson of Professional Rights and Responsibilities Mike Sears. At the request of President Morris, I assisted a teacher with an insurance question. It helped that I had worked with this colleague five years ago on a similar situation. With the help of the district Treasurer the situation was successfully resolved. Working with our web designers, I made arrangements for our web site, [shtaweb.org](http://shtaweb.org), to migrate to a new server. You should not notice any difference; this was a technical procedure. I also put the SHTA membership form on the web site. It is on a button near the Contract and the

Constitution.

The divisiveness of the recent election campaigns is ending, I hope. Or at least, the barrage of negativity will be lessened for a while. We can celebrate the work that we do together and know that even when we have differences, we come together for the common good. Our Association is fortunate to have the energy and commitment of our members. Each one of you makes all of us strong. You have my best wishes for a wonderful holiday season.

*Respectfully submitted,  
Rebecca Thomas, Chairperson*

**SOCIAL COMMITTEE**

I hope everyone has a wonderful Thanksgiving Holiday!! This year, we are going to try to plan a social event in February for all SHTA members. Please be on the look out for information about our gathering.

*Respectfully submitted,  
Darlene Garrison, Chairperson*

## **POLITICAL ACTION COMMITTEE OF SHTA**

The 2012 election is now history and we must turn our sights to the future. Before we do this, we must ask ourselves what do the results tell us? President Obama's victory was bolstered by a misguided Republican strategy that decided to attack one of the President's top contributors...unions. The coordinated attack on the collective bargaining rights across the nation had contrary effect on the outcome of the Presidential election. Instead of weakening Ohio's democratic base and the Obama campaign, Senate Bill 5 fortified union political organizations across the state. Since January of 2011, unions strengthened their communication and coordination through organizations like We Are Ohio. These organizations created databases of likely voters and volunteers a year prior to the election, enabling nimble mobilization for campaign efforts. The attack on the unions awoke workers and galvanized their determination to push back those that would seek their demise.

Today, SHTA members have a greater awareness of local, state and federal issues that impact education policies, contractual agreements, insurance policies and our pensions. We are stronger today than two years ago because of these insights and experiences.

The political process is an ongoing endeavor in which teachers must be engaged. Our membership must be diligent to keep informed on issues. We must continue the conversation with each other, with our union brothers and sisters, with our government officials and our community members. We must commit to be leaders in the political process in order to advocate for educational policies that support our students and fair labor practices.

*Respectfully submitted,  
Eileen Sweeney, Chairperson*

## **LEGISLATIVE COMMITTEE**

The Performance Compensation Committee will be working over the next several months in sub-committee teams to further develop and refine the long-term mentor and peer evaluation programs. Input and questions are encouraged and can be forwarded to any of the PCC members.

The Evaluation Committee continues to revise the new evaluation system according to feedback from teachers and administrators conducting the pilot this year.

Several new articles have been posted on the shaker.org website, under Special Committees/Links to Resources. Articles about Value-Added Data and the benefits of Peer Coaching and Evaluation are especially interesting. If you have recommendations of articles, please forward them to Erin Herbruck.

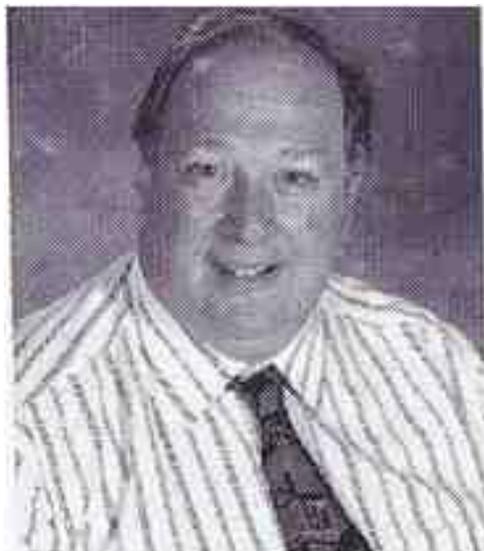
*Respectfully submitted,  
Lena Paskewitz, Chairperson*

## **MEMBER PROFILE**

Mark Nagal is a 7th grade science teacher on the south team this year. For the past 7 years he has taught a combination of 8th grade Science and American History. A couple of years ago, his brother and he thought it would be a fun team activity to do a pumpkin carving contest. They have the students email picture of themselves with their pumpkins and devote the day of Halloween to voting on the team's best pumpkins. A boy and a girl winner are chosen and they get to eat a lunch of their choice with their team teachers. This year's winners were Zach Lewis and Margaret Bartimole.



## *In Memoriam*



Steven Fox passed away recently after a long illness. Many of you will not remember Steve, who retired more than a decade ago. Prior to his retirement, Steve served for many years as the editor of the SHTA Newsletter. After his retirement, his wife, Carol—also a Shaker teacher—became the editor, with continued input from Steven.

Steve set the standard for the Newsletter that we have today. His insights were presented in elegant prose. His editorials were thoughtful and thought-provoking; they were a pleasure to read and

often sparked discussions in the lounges and lunchrooms.

One recollection about Steve shows his sense of humor. It seems that many Executive Board members found it challenging to submit their May annual reports in a timely manner. At that time, the Newsletters were still distributed in hard copy and preparing and distributing them was time-consuming. Late reports could not just be added electronically. Steve would begin reminding us a few months ahead of time; still reports were late. Finally, one year, at the first Executive Board meeting in September, Steve reminded us that our annual reports were due in May. It worked!

After his retirement, Steve was instrumental in the creation of the Educator Emeritus program and was one of the inaugural members of this group. Over the years, many people have served the Shaker Heights Teachers' Association, providing leadership and helping to shape our organization. They have earned our gratitude and appreciation. I feel fortunate to have served in the Association leadership with Steve Fox.

*Becky Thomas*

## **MINUTES FOR THE REPRESENTATIVE COUNCIL MEETING**

November 5, 2012

Boulevard Elementary School

The President, John Morris, called the meeting to order at 4:25 p.m.

Dollye Finney welcomed the SHTA representative council on behalf of Colleen Longo, principal of Boulevard School.

The minutes of the October meeting were unanimously approved.

**ADMINISTRATION REPORT:** Lisa Scott, Personnel Administrator, was unable to attend the meeting.

**PTO REPORT:** No PTO representative attended the meeting. Dollye Finney presented a report on their behalf. Preparations are being made for the Teacher Grant. At the next PTO Council meeting School Board President Annette Tucker Sutherland will discuss the search for the new superintendent.

## **OFFICERS' REPORTS**

### **PRESIDENT**

John Morris stated he attended the insurance committee meeting with Bryan Christman, Mike Sears, and Becky Thomas. He has worked on equity issues regarding release needed to revise and work on IB planners. Dr. Morris worked on clarifying the Association's understanding of how professional development days should be used. He asked that Head Building Representatives carbon copy him on reports they send to their building members. He thanked Becky Thomas for helping resolve various concerns and issue while she serves as Past President on the Executive Board.

### **VICE-PRESIDENT**

Dollye Finney announced the winners of the SHTA fellowships. They winners will have their names published in this month's newsletter. She stated she attended a Race to the Top meeting in Columbus with Dr. Stokes and Mrs. Robinson.

### **SECRETARY**

Matt Zucca recorded attendance. He asked that he receive a copy of building reports sent out by Head Reps. He stated he attended the Investments Committee meeting.

### **TREASURER**

Bill Scanlon discussed the current financial report. He met with the Investments Committee in October. The Association's financial advisor reported that the assets of over \$800,000 could be available to the Association within 3-5 business days if the funds were asked for. He also discussed the possibility of increasing membership dues to keep up with the increasing costs incurred by the Association.

### **PAST PRESIDENT**

Becky Thomas attended the last Insurance Committee meeting. She helped in moving the Association's website to a new host server. She will be attending the November Board meeting. She restated that any work she conducts for the Association is at the request of Association President, John Morris

## **EXECUTIVE BOARD REPORTS**

### **TEACHER EDUCATION**

Steve Smith had no report.

### **MEMBERSHIP AND ELECTIONS**

Stacy Elgart stated that the current number of members is 398.

### **POLICY**

Dave Klapholz had no report.

### **PUBLIC RELATIONS**

Eileen Sweeney was unable to attend the meeting. Her report will appear in the newsletter.

### **LEGISLATIVE**

Lena Paskewitz had no report.

## **PUBLICATIONS**

Andrew Glasier asked that articles for the SHTA Newsletter be submitted to him by email at [glasier\\_a@shaker.org](mailto:glasier_a@shaker.org). The deadline for submissions to the newsletter is the Wednesday after each representative council meeting. He asked for members to submit to him examples of Association members who are doing exemplary work so that he could highlight them in the newsletter.

## **LEGAL AID**

Wendy Lewis had no report.

## **SOCIAL**

Darlene Garrison stated that she is planning on having a winter association gathering sometime in February.

## **PROFESSIONAL RIGHTS AND RESPONSIBILITIES**

Mike Sears stated he attended the last Insurance Committee meeting. He reminded members to read and look into the e-mails sent out about the availability of additional life insurance.

## **BUILDING REPORTS**

The following reps asked questions, expressed concerns, or made statements on behalf of the membership in their buildings:

**Fernway** stated they had concerns about getting substitutes to cover teachers.

The **Middle School** reported that they had a SHTA open meeting in October.

The **High School** stated that they have been dealing with theft issues. They stated they may have to file a grievance regarding space and safety issues in some classes.

At 5:05 p.m. the SHTA representative council went into executive session.

The regular meeting resumed at 5:35 p.m.

## **OLD BUSINESS**

None.

## **NEW BUSINESS**

None.

## **FOR THE GOOD OF THE ORDER**

John Morris thanked Vanessa Nichols for hosting the meeting.

The meeting was adjourned at 5:40 p.m.

THE NEXT MEETING WILL BE HELD ON MONDAY, JANUARY 14, 2013 AT MERCER SCHOOL.

*Respectfully submitted,  
Matt Zucca, Secretary*

## **Glasier for Superintendent**

### ***Or What I would do if I ran the Shaker Heights City Schools***

*This newsletter is a publication of the Shaker Heights Teachers' Association, an independent organization of professional educators in the Shaker Heights City School District. Signed editorials represent the opinion of the author(s) and may or may not reflect the thinking of other officers or members of the Shaker Heights Teachers' Association. Members and friends of the Association are invited and encouraged to express their opinions or share information via this newsletter.*

To the Members of the Shaker Heights City Schools' Board of Education,

I am officially announcing my candidacy for Superintendent. While I don't have a Superintendent's license, or really any interest in the position, I think I have ideas to improve this district! My motto will be ***Excellence Through Equity***.

Our next superintendent needs to address the recruitment of teachers to our district by looking for the best candidates for positions at the best teachers' colleges in the United States. Why not be waiting at the doors of Columbia's Teachers College to discuss why our district is a fantastic place to work. We need to actively recruit the best in order to have the best.

The next superintendent needs to focus on cooperation and collaboration rather than competition. The drive in our society to create mini-future workers who can pass standardized tests has left students and teachers demoralized. This is a political issue and we can rebel against poor educational policy and move towards greater collaboration with all the participants: parents, administrators, staff, coaches, mentors, students and teachers. Teachers need collaboration time that is ***truly*** teacher centered, not just for more requirements from the administration. Allowing for more collaboration and preparation time will lead to greater gains in student achievement. Substantial research has pointed to the benefits of teacher collaboration.

Superintendents need to give teachers

greater latitude in helping students succeed. As we know, not all students come to school with the same abilities and needs. If they require more tutoring, greater social services, extended evaluations, counseling, food, dentistry or any other needs, teachers need a stream-lined and accessible path to obtaining these needs.

As superintendent I would begin the process of redeveloping the curriculum to include more play, arts & crafts, home economics, and shop classes that have disappeared from America's schools. Study after study has shown value in teaching students using hands-on activities and play-based activities. I am rightly proud of the message board I made in my 7<sup>th</sup> grade wood arts class (compulsory at the time) and also learned safety, creativity and problem solving as well as creating a fantastic Christmas gift for my mother.

Finally, and perhaps most importantly, as superintendent I would tackle the unconstitutional funding of public education. No longer can we ignore the truly archaic and maddening process of leveraging our children's future on seemingly endless levy cycles. As we know, the Ohio Supreme Court has already found the system unconstitutional yet the state legislature has refused to tackle the issue. Now it is up to the community to begin the discussion on how we can continue funding our schools at their current levels and beyond, without relying on the State of Ohio. The current funding source of property taxes, mixed with state and federal aid tied to both funded and many more unfunded mandates, is crippling and antithetical to a fair and equitable education. No other developed country in the world uses such a flawed formula. As superintendent, I would organize a committee of community members to begin the process of examining new possibilities of funding. I would also begin using the reputation of our institution to highlight the plight of our schools.

Thank you for your consideration and I hope you never offer me the job. Please, however, think about the greater issues surrounding our district and how they can be addressed.

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