

IMPORTANT DATES

MONDAY, September 21:
**Building Vote on Constitution
& By-Law Changes**

Wednesday, September 23: Yom
Kippur, Schools & Offices Closed.

School Vision Survey needs to be
completed today:

www.surveymonkey.com/r/teacher_facilities_survey

Monday, October 5: SHTA
Executive Board @ Fernway

Monday, October 12: SHTA
Representative Council @ Fernway

Tuesday, October 13: BOE
meeting, 6 pm. @ SHHS small

SHTA news

September 15, 2015

ISSUE NO. 1

Message From the President

It's hard to believe we are back in school already. This summer I heard that "August is the new September." Besides the sweltering temperatures, it almost feels like the truth. It's good to be back with our students and colleagues. It feels like a considerably better start than last year. I am looking forward to working with each and every one of you as we continue our journeys as teaching professionals and members of the Shaker Heights Teachers' Association.

One issue that deserves special attention at this time is our Association vote on Monday, September 21st. We will be voting to make changes to our Constitution and By-Laws concerning defining the Investments Committee, adding the Evaluation Committee, and including the Support Teachers in Our Association as a separate bargaining unit, the Shaker Heights Teachers' Association Support Teachers, or SHTA ST. This is a group of over 50 individual professionals including skills tutors, reading tutors, Kindergarten Resource Program personnel, English Language Learner instructors, Intervention Specialist Tutors, and Student Supervisors. These Support Teachers have long gone without adequate representation, defined working conditions, and an equitable pay schedule. Last year, they voted to make the SHTA their exclusive bargaining agents. This year we want to formally welcome them to the Association with this vote. **We will need 75% approval from the 2014-2015 membership to make this happen.** We need your vote on Monday, September 21st to show that we are a true union of professionals who support one another, no matter what our job descriptions. Please vote and become part of this historic moment for Our Association.

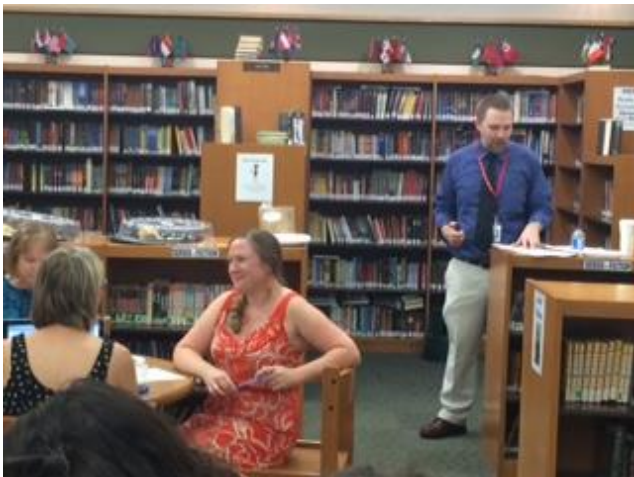
It was a busy summer as SHTA President. In late May, I helped address maternity leave concerns with Mike Sears, Darlene Bushley, Bryan Christman, and two teachers preparing for leave. On July 1st I met for a five-hour meeting with the Board and Dr. Hutchings for a round table on the high school Open Letter with Bill Scanlon, Andrew Glasier, James Schmidt, Tony Cuda, Jody Podl, and Elizabeth Blakeslee-Volkes. Action steps and a letter from the meeting were released online at <http://www.shaker.org/protected/ArticleView.aspx?iid=6GGG2UY&dasi=2YB>.

I conferred with Darlene Bushley over the summer on hiring needs. I helped staff with insurance and benefits changes as a result of the Supreme Court ruling recognizing same sex marriage. I worked on pre-negotiations with the SHTA Support Teachers. I participated in a podcast with Dr. Hutchings and Doug Eadie concerning our July 1st meeting: <http://www.boardsavvysuperintendent.com/collaboration-trumps-conflict-in-the-shaker-heights-schools/>. I attended the district leadership retreat and met new administrators. I toured the buildings with Keith Wagner to view construction projects (bell renovation at Woodbury, design lab at MS, Fernway leak repair). I attended a new teacher meeting at the High School. I hosted the Summer Meeting for our Executive Board.

Thus far, since school has begun, the work has continued. I have dealt with personnel concerns around the district. I attended last Tuesday's Board Meeting to follow up on the July 1st meeting. I attended the Cuyahoga County Education Summit on September 9th to strategize for this year's goals. I worked with James Reed and James Schmidt on a proposed conference schedule change. I continue to have weekly phone conferences with Dr. Hutchings. I have begun working on supplemental committees. Finally, I am addressing contact time concerns at the Middle School.

It continues to be one of my greatest honors to serve you as President of the Shaker Heights Teachers' Association. I believe in our profession, our schools, our community, and Our Association. I am always available via email at morris_j@shaker.org and by phone at 295-6033. We have an incredible group of building representatives, head representatives, executive board members, and officers, which make our work possible. Without them, Our Association would not be the dynamic organization that it is. I am eternally grateful for their professional and personal support. I look forward to working with all of you this year and watching Our Association grow as we vote in the Support Teachers as the latest addition and step forward for the Shaker Heights Teachers' Association.

*Respectfully submitted,
John Morris*



SHTA President John Morris speaks at the September Representatives meeting @ Woodbury School.

SHTA Vice President Matt Zucca speaks at the September Representatives meeting @ Woodbury School.



Reports from the Executive Board

VICE PRESIDENT'S REPORT

Welcome back to our returning SHTA members and a warm welcome to our new colleagues. I hope that you all had a safe and restful summer and that your year is off to a great start. Over the summer, it was my pleasure to meet with the officers to plan, debrief and discuss the Association's agenda. It is an honor to serve with this team of officers. They are well informed and committed to the membership of the Shaker Heights Teachers' Association. It is essential that we continue to represent solidarity and a high level of professionalism that has been historically the backbone of the SHTA.

I would like to remind SHTA Fellowship recipients that your receipts for reimbursement are due at the end of the month. Please forward this information to me at Fernway. Please allow me 2- 3 weeks from the time of your request to send your check. A number of Fellows have not yet submitted your receipts. I hope that you will take advantage of this opportunity.

As Vice President I attend the PTO Council meetings on behalf of the Association. These meetings are held approximately bi-monthly and appear on your PTO calendar. The Council provides each teacher with the PTO calendar annually, at no charge. All teachers and parents are automatically members of this organization. However, we ask that you donate to the annual PTO drive. I hope that you will consider making a contribution to this important organization. I would also like to welcome the new PTO Council Co-Presidents Candith McMillan and Missy Sherwin.

I am also a member of the Investments Committee, chaired by our Treasurer Bill Scanlon. Please refer to the Treasurer's report in this newsletter to review the status of our investments. As a member of the Investments Committee, I work with the other members to protect and grow the large monetary legacy of our past Association members in the form of the General Fund. We use conservative standards and guidelines to maintain the strength of the Fund.

Although the start of the school year has been reported to have been relatively smooth by many members, it seems that we continue to be challenged by the inconsistent delivery and ordering of supplies and materials. This seems to be a reoccurring problem. I have heard of numerous reports of needed materials not being available for teachers in a timely manner, especially in the K-4 buildings. Teachers have made plans to work with colleagues over the summer with materials they were told they would have, only to find that the order was not made when they were ready to meet. Many materials and manipulatives needed for district implemented programs were not available for teachers to become familiar with, let alone be ready for children to use. Office support personnel have been copying materials needed for classroom instruction. I would like you to keep me informed of any continuing concerns of needed materials. I will work with members and administration to resolve these issues.

Finally, I am wishing you a productive and fulfilling year. I am looking forward to working with you all. If you have any questions for me feel free to contact me at 295-4692.

Respectfully submitted,
Matthew Zucca

TREASURER'S REPORT

Welcome to all our new staff members. The start of this school year has been very positive and encouraging. I will admit I was not looking forward to the first week of school without students. But I stand corrected, because it was extremely beneficial to have the collaborative time during that week to plan units and get in synch with my colleagues, and in turn prepare a better experience for our incoming students.

For those of you new to our Association, I have the honor of serving as the Treasurer. I maintain our finances by creating a budget, paying bills, and monitoring our dues income. I oversee our investments as chair of the Investments Committee that meets with our Edward Jones financial planner twice a year. I meet with our Key investment advisor to monitor the banking investments we own, and I relay pertinent information to the Investment Committee. I meet individually with our accountants to ensure our tax forms are up to date. I go through the process of having our accountants perform a compilation of our books each year with an audit performed every 4 years. I report our financial activity to the Representative Council and the members at large.

In May the members of Our Association approved the budget we are currently operating under. The financial report that spells out that budget is included here. Also included is the summary of last year's financials (fiscal year 2014-15). If anyone has any questions about the Association's finances please give me a call at ext.6296.

Payroll deduction for dues (\$30 per pay), for those who choose this option of payment, will begin with the October 1st paycheck. Anyone who prefers to pay her/his \$300 dues all at once can send a check to Chante Thomas-Taylor at the Woodbury School.

The Investments Committee (Todd Keitlen, Matt Zucca, Chante Thomas-Taylor, and myself) will be meeting next month with Brady Krebs, our Edward Jones advisor, to discuss our investments and whether any changes need to be made.

The positive energy at the start of this year leaves me proud to be a member of the Shaker Heights School District. I hope this positive energy is felt by all our colleagues in the classroom and in support roles. Remember, we are all here for the kids. Let's work together to make it the best learning experience possible.

Respectfully submitted,
Bill Scanlon



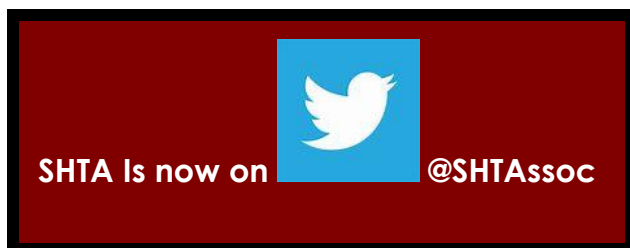
**SHTA Treasurer Bill Scanlon explains
our budget at the September
Representatives meeting @ Woodbury
School.**

Shaker Heights Teachers'
Association
Balance Sheet Standard
As of June 30, 2015

	<u>Jun 30, '15</u>
ASSETS	
Current Assets	
Checking/Savings	
Key Bank (checking)	15,414.70
Key Investments ²	<u>45,500.27</u>
Total Checking/Savings	60,914.97
Other Current Assets	
Edward Jones 13760- 1-1	451,399.61
Edward Jones 13768- 1-3	<u>581,850.72</u>
Total Other Current Assets	<u>1,033,250.33</u>
Total Current Assets	<u>1,094,165.30</u>
TOTAL ASSETS	<u>1,094,165.30</u>
LIABILITIES & EQUITY	

Shaker Heights Teachers' Association
Profit and Loss Standard
July 2014 through June 2015

	<u>Jul '14 - Jun '15</u>
Income	
Income	
Member Dues	121,860.00
Total Income	<u>121,860.00</u>
Investments	
Change in Value for Key Investm	-1,235.46
Edward Jones Investment Income	41,602.22
Change in Value in Edward Jones	-19,636.70
Key Bank Investment Income	152.94
Interest-Savings, Short-term CD	8.26
Key Investments Income	<u>1,582.79</u>
Total Investments	22,474.05
Other Types of Income	
Miscellaneous Revenue	673.00
Other Types of Income - Other	<u>3,075.50</u>
Total Other Types of Income	<u>3,748.50</u>
Total Income	<u>148,082.55</u>
Expense	
Operations	
Accounting	12,395.00
Compensation	48,685.70
Conferences & Meetings	2,770.63
Executive Board	609.18
Fellowships & Grants	2,357.00
Insurance	5,683.00
Legal	11,316.30
Legal Aid Committee	9,513.43
Negotiations	50,504.18
Officers' Expenses	2,323.90
Payroll Taxes	969.54
Public Relations	6,154.24
Publications	945.00
Social	5,228.61
STRS (PTO Contribution)	<u>9,361.24</u>
Total Operations	<u>168,816.95</u>
Total Expense	<u>168,816.95</u>
Net Income	<u>-20,734.40</u>



Shaker Heights Teachers' Association
 Balance Sheet Standard
 As of September 8, 2015

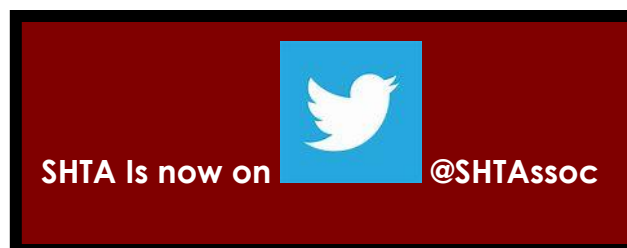
Shaker Heights Teachers' Association
 Profit and Loss Standard
 July 1 through September 10, 2015

	<u>Sep 8, '15</u>
ASSETS	
Current Assets	
Checking/Savings	
Key Bank (checking)	1,220.69
Key Investments ²	43,092.45
Total Checking/Savings	<u>44,313.14</u>
Other Current Assets	
Edward Jones 13760-1-1	435,005.64
Edward Jones 13768-1-3	558,637.46
Total Other Current Assets	<u>993,643.10</u>
Total Current Assets	<u>1,037,956.24</u>
TOTAL ASSETS	<u>1,037,956.24</u>

LIABILITIES & EQUITY

Equity

	<u>Jul 1 - Sep 10, '15</u>
Income	
Investments	
Change in Value for Key Investment	-2,617.57
Edward Jones Investment Income	2,106.92
Change in Value in Edward Jones	-40,702.71
Edward Jones-Fees & Charges	-1,011.44
Key Bank Investment Income	91.12
Key Investments Income	<u>118.63</u>
Total Investments	-42,015.05
Other Types of Income	<u>155.00</u>
Total Income	-41,860.05
Expense	
Operations	
Accounting	-30.00
Conferences & Meetings	549.93
Fellowships & Grants	200.00
Insurance	5,384.00
Legal	4,007.70
Negotiations	710.90
Public Relations	3,406.48
Publications	<u>120.00</u>
Total Operations	<u>14,349.01</u>
Total Expense	<u>14,349.01</u>



EXECUTIVE BOARD REPORTS

PROFESSIONAL RIGHTS AND RESPONSIBILITIES REPORT

Welcome back to our senior staff and welcome to our newest members. While I hope everyone had a restful and healthy summer break, by now I'm sure we're starting to feel like we never left.

My name is Mike Sears and I teach 7th grade World History at the Middle School. This is my 17th year in the district and my 20th year in education. This is my 11th year of involvement with SHTA, and my 6th year as the chairperson for Professional Rights and Responsibilities. This position is also called Grievance Chair. My extension is 4770 and e-mail (sears_m@shaker.org) is also a great way to contact me. I enjoy working with the members and, like we tell our students, "there is no such thing as a stupid question".

I spent time this summer meeting with the Executive Board, speaking to the new teachers, and helping members with maternity leave and sick day questions. I also received a response from a grievance regarding substitutes that we filed last spring. The response is included in this newsletter (see end of this report). We asked Human Resources Director Darlene Bushley to come to a future Representative Council meeting and discuss specific changes made by Rachel Wixey to better serve our district. I am presently working on a problem at the Middle School with most teachers going over the 320 minutes of pupil contact time stated in our collective bargaining agreement.

The September 16th paycheck should include a step increase if you qualify for one this year. Another way to advance on the salary schedule is by reaching continuing education levels like B.A. + 15 or M.A. + 30. The Board approves these changes in November and April. There will be an extra 1% of your salary paid out to STRS this year, beginning with the September 16th paycheck. Ohio Education Association supported STRS reform in order to keep STRS stable for future retirees. If you would like to learn more about pension reform, please read the STRS Newsletter from November 2012.

<https://www.strsoh.org/employer/pdfs/newsletters/44-919G.pdf>

The district policy for maternity leave is clearly outlined in the contract. However, new mothers have to decide how many sick days they want to use and if they want to take any unpaid leave through the Family and Medical Leave Act. If you are pregnant, please contact me right away so we can look at a calendar, and I can assist you in a plan that works best for you and your family. You should be aware that notes from doctors do not always allow for additional sick days to care for babies. For example, a note that discusses "failure to thrive" is an acceptable medical reason to use a sick day, but a note that mentions "bonding with the baby" will not be approved because that is not considered a medical condition that allows for a sick day.

Paternity leave is also mentioned in our contract. New fathers are permitted to use up to 10 sick days to help care for a new baby. No documentation from doctors is required for this leave. For both maternity and paternity leave, contact me before you contact the administration so you understand all of your rights.

It is your responsibility to keep the Human Resources Department informed of changes in your family status (over the summer as well as during the school year) concerning **births, adoptions, deaths, divorce, marriage, or entry into military service**. If these changes are not reported to the Benefits Office within **30 days** you will not be permitted to make this change until the next open enrollment, which is usually in November. **Please contact Sue Garber at 4318 before the 30-day deadline. This may cost you money if you miss this deadline.**

Personal days are personal. No one needs to know why you are taking a personal day. You do **not** need to fill out a form about a personal day. You may simply enter it on AESOP. However, you are responsible for keeping track of your own personal days. If you enter a 4th or a 5th personal day, you will **NOT** be paid for those absences. You may not use personal days before or after a holiday unless you fill out the personal day request form and it is approved by both the building principal and the Human Resources Department. Each case is handled on an individual basis. If you have a question about this, please contact me.

If you use more than 5 sick days in a row, a building secretary will have to enter days 6 and up into AESOP. The Human Resources Department reserves the right to ask you for a doctor's note explaining your absence beyond one week. If you use 10 sick days in a row, the Human Resources Department is required by law to send you a form about Family and Medical Leave. You may choose to continue using sick days with appropriate documentation or you may go on an extended and unpaid leave for family or medical reasons. Please call me if you foresee a situation like this one happening.

The current contract is available on our web site, <http://shtaweb.org>. I strongly encourage you to read it and use it as a reference. I'm also happy to help you with issues of interpretation and clarification.

Best wishes for a wonderful school year!

*Respectfully submitted,
Mike Sears, Chairperson*

7/20/15

SHTA Grievance Response

On Thursday, May 21, 2015, representatives from the Shaker Heights Teacher Association and the Director of Human Resources met to discuss a grievance concerning the substitute management services. The grievance provided feedback from each building about the need for substitutes to fill teacher absences.

Management acknowledged the concerns and informed that it would work with the service provider (Wixey and Associates, LLC) to develop additional efforts to build the substitute pool. The substitute service provider is recruiting and training substitutes at the Cuyahoga ESC and Medina County ESC throughout the summer and school year. The District will monitor the performance and customer service of the service provider.

LEGISLATIVE REPORT

The voters of Shaker Heights will have the opportunity to vote for, or abstain from voting for Bill Clawson and Jeff Isaacs, both who are running unopposed for Board of Education. The general election will be on November 3rd. Voters may request a vote by mail or absentee ballot beginning on October 6th. The last day to submit an absentee ballot is October 31st.

It has been a quiet summer as a result of the recesses of the Ohio Senate and the Ohio House of Representatives. Prior to the break the following legislative bill was passed.

The State Budget

The state budget made several changes to the way teacher and principal evaluations are conducted. Changes include which measures can be used and when. While half of a teacher's evaluation is based on performance measures, the budget allows districts to decrease the weight of the student growth measures from 50 percent to 35 percent and permits the use of instruments from the Ohio Department of Education for the remaining 15 percent. It is important to note that for one year only, the 2014-2015 school year, if a teacher's student growth measures were based solely on value added, the value-added results cannot be used; the evaluation can be based solely on teacher performance but they must have a formal evaluation. This applies to all districts. For teachers whose performance was based on student growth measures other than value added, the other measures can still apply.

Coming this fall session the Ohio Legislation will consider the following proposed bills potentially impacting elections and education.

Redistricting Reform

Senator Tom Sawyer (D-Akron) and Senator Frank LaRose (R-Copley) introduced a bipartisan resolution that would change the way congressional district lines are drawn in Ohio. This coming fall, voters will decide on H.J.R. 12, which creates a seven-person redistricting commission composed of the governor, auditor, secretary of state, two appointees from the majority party, and two from the minority party. This resolution aims to create logical districts, reduce gerrymandering, and provide fair representation for all Ohioans.

Finally, the investigation into charter school data scrubbing continues. The Ohio Department of Education released documents, including texts, emails and calendar appointments confirming that David Hansen, John Kasich's former school choice chief, altered data about charter schools on a state report. The reports intended to improve the rankings of some large charter school sponsors. The records show that other Ohio Department of Education staff warned Hansen that doing so might be illegal. The extent of State Superintendent Richard Ross' awareness of the data scrubbing is under investigation.

*Respectfully submitted,
Eileen Sweeney, Chairperson*

PUBLIC RELATIONS

As Public Relations chair I would like to welcome back all of our members. Over the summer I attended the summer executive board meeting and finalized our T-shirt order with Madison Graphics. Many T-shirt orders came in over the summer and I was able to fulfill those orders before convocation.

It was inspiring to see many of our members proudly wearing their SHTA T-shirts during convocation. This demonstrates the solidarity of the Shaker Heights Teachers Association. I still have a variety of sizes of T-shirts available and any member who would like a shirt should contact me at Bognar_r@shaker.org.

The next issue of *Shaker Life* magazine will contain an advertisement for SHTA.

*Respectfully submitted,
Bob Bognar, Chairperson*

EVALUATION COMMITTEE

I hope you all have had a great start to the school year with your students! The Evaluation Committee has revised the evaluation process in response to your feedback, particularly the need for a more effective way to gather evidence from multiple sources to give feedback about performance. All buildings will have presentations about these changes in September. Any remaining questions can be directed to members of the Evaluation Committee. Documents needed for evaluation are available for use on the Evaluation page on Shaker.org.

Changes to state law, as of August 12, have affected the Student Growth Measure portion of evaluation. These changes are still being processed, so please be patient as the Assessment Committee and the Evaluation Committee work with Dale Whittington to solidify how SGMs will be attained for each grade level and subject area. Information about SGMs will be communicated as soon as final plans are made.

The Peer Evaluation Program is up and running for the third year. Professionals participating in the program continue to report huge benefits from the opportunity to collaborate with a peer about the teaching standards, the evaluation rubric, and their teaching practice.

The district will be using eTPES to house the Evidence Summary Form as well as for end of year rating reports. Information about how this process will work will be communicated to you by your evaluator and/or the Peer Evaluation Coordinators.

As always, the Evaluation Committee welcomes feedback about how the evaluation system is working at various levels and subject areas. Please communicate any questions, issues, and successes so that we can address concerns and plan for future revisions.

*Respectfully submitted,
Lena Paskewitz, Chairperson*

PAST PRESIDENT'S REPORT

Congratulations on the start of the 2015-2016 school year. You have my best wishes and support as you work with students, parents/families, colleagues, administrators, and the community to provide the excellent educational program that is the Shaker experience.

At the direction of President John Morris, I will continue to attend regular meetings of the Board of Education and the Finance and Audit Committee. I am working with Andrew Glasier to transition the management of the SHTA website to him. I assisted Chante Thomas-Taylor with membership changes. And I have been working with a member on a medical issue.

My retirement continues to be enjoyable; however, I get great satisfaction from working with the SHTA leadership and maintaining my relationship with so many of you. Thank you for this opportunity.

*Respectfully submitted,
Becky Thomas, Chairperson*

POLICY COMMITTEE

ARTICLE V of the SHTA Constitution refers to membership. In order to be an active member of our association, you must pay dues:

A. Any certificated employee of the Shaker Heights City School District who is employed as a teacher becomes a member upon payment of annual dues.

1. Teacher(s) shall mean those individuals so stipulated in Article I – Recognition, of the Agreement between the Board and the Association.
2. Each member has the individual right to participate in the affairs of the Association and to attend the regularly scheduled meetings of the Representative Council.

If you are not currently a member, or have been a member in the past and would like to once again be supported, you can find an application on our website: shtaweb.org, which also helpfully contains links to our contract and constitution. I would encourage our current members to inform our many new colleagues on the benefits of joining our association.

ELECTION ALERT!

On September 21st we will be voting on changing language in our constitution to reflect changes that have occurred over the past few years. Most of the changes involve language that will acknowledge the SHTA ST(support staff) that are now members of the association. The language will clarify their standing, and how they will function as a bargaining unit. There are also other language changes involving anachronistic references to tenure, as well as additional committees that need recognition. It is important that everyone votes in the affirmative of these changes (not voting, or voting in the negative will just mean we will have to vote again), so please take the time to endorse these technical changes on our constitution on September 21st. Any questions? Email me at kalan_t@shaker.org.

*Respectfully submitted,
Tim Kalan, Chairperson*

SOCIAL COMMITTEE

Welcome back to the 2015-2016 school year! I am looking forward to another year as the Social Committee Chairperson for your SHTA. Our first event will be our annual Autumn Happy Hour! On Monday, November 23rd we will be meeting at 4 P.M. at Los Haberneros , located at Van Aken Plaza. (November 23rd and November 24th are Professional Days for teachers.) We will socialize, eat, and toast to another fabulous school year!

If you have any suggestions or comments please feel free to call my school extension (x6041) or email me (brown_se@shaker.org). Have a great year!!!

*Respectfully submitted,
Selena Brown, Chairperson*

MEMBERSHIP/ELECTIONS COMMITTEE

Welcome back! I would like to acknowledge Dr. Becky Thomas for assisting me and helping me carry out my role as the new Membership/Elections Committee Chair. I am also very grateful for the fast response from Darlene Bushley and Kiki Stout with our request for membership information.

I am preparing for our election on September 21st. Please make sure you know where to vote and remember to vote on Monday, September 21st!

I am in the process of finalizing the membership rosters as I prepare to submit this information to payroll. If you pay your dues by payroll deduction, SHTA dues will automatically begin with the first paycheck in October. (\$30 per pay x 10 pays = \$300) If you pay your dues by check, please submit your check for \$300 to your building representative prior to Oct 1st.

- Membership forms only need to be completed by NEW MEMBERS or by a current member if you wish to CHANGE your form of payment and SIGN UP FOR PAYROLL DEDUCTION.
- If you wish to stop payroll deduction and instead pay by check, please submit a letter to Chante Thomas-Taylor at Woodbury Elementary School requesting the change with your signature.

If you have any questions, you can reach me at Thomas_c@shaker.org

*Respectfully submitted,
Chante Thomas-Taylor, Chairperson*

TEACHER EDUCATION COMMITTEE

Welcome back to the 2015-2016 school year! I am really excited to be working with the 57 new teachers in the Shaker Heights City School District.

At this month's meeting for the new teachers and their mentors, I will highlight some contract language that will especially affect them. I will also give new teachers a list of important dates they have to keep in mind as the year progresses.

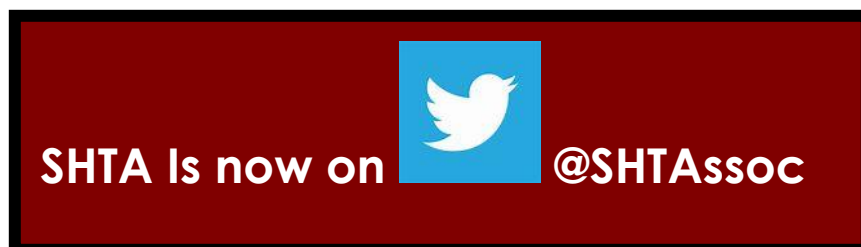
Keep in mind that my role with the Association is to work with new teachers and their mentors. Please contact me to discuss any aspect of the evaluation process or any other area of your employment as you move toward a continuing contract. I can be reached by email hardiman_l@shaker.org or by phone 295-4867.

*Respectfully submitted,
Lisa Hardiman, Chairperson*

LEGAL AID COMMITTEE

Welcome back! I hope you are having an outstanding start to this school year. The role of the Legal Aid Committee is to hear requests from members who might need legal assistance. I can be reached at 295-4758 if you have any questions.

*Respectfully submitted,
Paul Repasy, Chairperson*



2015 DISTRICT RECOGNITION RECEPTION

MAY 23, 2015 @ THE SHHS CAFETERIA

SHTA Lifetime Service Award recipient, Dollye Finney, SHTA President John Morris, and SHTA President's Service Award recipient Matt Zucca at the District Recognition Reception



SHTA President John Morris awards the **SHTA President's Service Award** to Matt Zucca for his distinguished service to Our Association.



The recipient of the **SHTA President's Service Award** Matt Zucca and his wife Tania and daughters Sophia (right) and Fiona (left) at the Reception.

WANTED: SHTA PAC TREASURER

Seeking a politically minded Association dedicated person to oversee the duties of Treasurer.

DUTIES INCLUDE: Bi-Annual reporting to the B.O.E. & keeping abreast of state election laws. Time commitment is approximately a couple hours/month
Interested? Contact Eileen Sweeney at:
pacshed@gmail.com

WANTED: SHTA PAC MEMBERS

Seeking Association dedicated people to participate and represent the SHTA politically.

Committee members will develop political positions on issues impacting the SHTA and organize political actions. Time commitment is approximately a couple hours/month
Interested? Contact Eileen Sweeney at:
pacshed@gmail.com

MINUTES FOR THE REPRESENTATIVE COUNCIL MEETING

September 8, 2015, Woodbury School

SHTA President, John Morris started the September 08, 2015 Rep. Council Meeting at 4:30PM.

Patricia Rashid, Assistant Principal of Woodbury Elementary School welcomed SHTA membership to Woodbury. She shared that she is excited about being a part of a great staff and a great building. The start of the school year was smooth and very successful. Thank you and welcome to Woodbury. **Danny Young, Principal of Woodbury** arrived later and welcomed members to Woodbury.

MINUTES from the May 11th, 2015 Rep. Council meeting were approved by Bob Bognar and seconded by Paula Klausner.

Administration Report

Dr. Greg Hutchings, Dr. Marla Robinson and Mr. Steve Wilkins were present for the Rep. Council Meeting.

- John Morris suggested to the membership that we discuss a different topic per month with central office.
- Dr. Hutchings, explained that it will allow for the opportunity to have two-way communication. It is also allows for dialogue and helps to alleviate misunderstandings.
- Different members from central office will attend meetings and someone from human resources will be available for each meeting.
- The beginning of school year was very smooth. Thank you for your openness during the listening tours. Your feedback was greatly appreciated.
- Spoke with a teacher from the high school and the teacher stated that this was the best opening of the school year in 20 years.
- Communication and collaboration are important. We will have an open door policy.
- Let's be sure to talk about the positive as well.
- We thank you for your hard work and passion. The prize is that all students in Shaker receive a quality education, remember WE ARE SHAKER.

P.T.O. Report – Candith McMillan and Missy Sherwin, PTO Co-Presidents were present for the meeting.

- Thank you for inviting us on the new teacher tour.
- The beginning of the year Convocation was nice and thank you.
- The PTO hosted the Superintendent Chat at the end of the year.
- We will do another Chat at the end of October/beginning of November.
- We will be hosting a Meet and Greet with James Reed on September 15th from 6:00-7:00.

Officer's Report

President, John Morris

- Met in late May on Pregnancy leave concerns with Mike Sears, Darlene Bushley, Bryan Christman, and two teachers preparing for leave.
- Met on July 1st for a five hour meeting with the Board and Dr. Hutchings for round table on HS Open Letter. Action steps and letters were released. Bill Scanlon, Andrew Glasier, James Schmidt, Tony Cuda, Jody Podl, Elizabeth Blakeslee-Vokes.
- Conferred with Darlene Bushley and staff over the summer on hiring needs.
- Helped staff with insurance and benefits changes as a result of Supreme Court ruling recognizing same sex marriage.
- Worked on pre-negotiations with the SHTA ST.
- Participated in a podcast with Dr. Hutchings and Doug Eadie concerning our July 1st meeting.
- Attended district leadership retreat and met new administrators.
- Toured the buildings with Keith Wagner to view construction projects (bell renovation at Woodbury and leak repairs, design lab at MS, Fernway leak repair).

- Attended new teacher meeting at HS.
- Hosted Summer Meeting for Exec. Board.
- Dealt with personnel concerns around the district.
- Will attend next Tuesday Board Meeting to follow up on July 1st meeting.
- Will attend the CCES on September 9th to strategize for this year.
- Worked with James Reed and James Schmidt on a proposed conference schedule change.
- We will have a vote on SHTA ST inclusion, investments and evaluation changes in the constitution and by-laws.
- Continue to have weekly phone conferences with Dr. Hutchings.
- Worked on language for Constitution and By-Law Changes
- Working on supplemental committees.

Vice President, Matt Zucca

- Matt Zucca, welcomed members back to school.
- Attended a summer executive board meeting.
- Attended the new teacher meeting.
- Working on grant reimbursements from last year. Need winner receipts by the end of this month.
- Passed out packet to reps. explaining their duties.
 - Encourage membership to nonmembers
 - Get to know your members
 - Communicate with members
 - Send out a newsletter informing members of information from meetings
 - Be ready for questions about contract and bylaws
 - Plan for meetings with a \$200 budget
 - Encourage members to read newsletters and visit SHTA webpage
 - If you have a detailed report, please submit a copy to Secretary Darlene Garrison.

Secretary, Darlene Garrison

- Darlene welcomed the membership back to a new school year.
- Attended the New Teachers Meeting at the High School.
- Attended summer Executive Board Meeting.
- Please print name and sign attendance sheet.

Treasurer, Bill Scanlon

- Passed out W-9 forms to membership. Forms should be filled out to receive stipend for attending monthly meetings.
- Shared and discussed the Profit and Loss Standard Form. Value of our Edward Jones Investments went down due to the stock market. Please refer to report submitted by Bill Scanlon.
- Shared and discussed the Balance Sheet Standard. Please refer to report submitted by Bill Scanlon.
- The profit from the t-shirt orders was given to PAC. Any more money collected from t-shirts will go back to the Public Relations Fund.

Executive Board Reports

Past President, Becky Thomas

- Worked on membership with Chante Thomas-Taylor.
- Worked on SHTA webpage.
- Assisted a teacher on a medical issue.
- Will continue to attend Board of Education meetings.
- Will continue to attend Finance and Audit meetings along with James Schmidt.

- The newest member to the School Board is Todd C. Davidson.
- Two school board members' terms will be ending, William Clawson and Reuben Harris. Clawson will be running again along with Jeff Isaacs, unopposed.

Teacher Education, Lisa Hardiman

- Attended the New Teachers meeting at Shaker High.
- Thank you Chante Thomas-Taylor and Becky Thomas for generating a list of new teachers.
- Will attend the New Teachers Mentoring meeting on September 21st.

Membership/Elections, Chante Thomas-Taylor

- Thank you Becky Thomas for helping with names for SHTA membership.
- Passed out a list of members excluding new teachers for voting purposes on September 21st. Please review membership list.
- Please remind members that if they are paying by check, it is due by October 01st.
- Passed out a list of non-members, please gently hint for them to join SHTA.

Policy, Tim Kalan

- Participated in Teacher Evaluation Meetings this past summer.
- Participated in the summer Executive Board meeting.
- It is important to get members to vote on September 21st.

Public Relations, Bob Bognar

- Attended summer Executive Board meeting.
- Receiving more SHTA t-shirt orders.
- If members would like a t-shirt, please send me an email. Once check is received, the t-shirt will be mailed.

Legislative, Eileen Sweeney

- Legislative changes recently passed concerning evaluation.

Publications, Andrew Glasier

- The winner of the #WeAreTeachers247 contest is Tina McCauley. She will receive a \$25 gift certificate to Los Habaneros.
- Wednesday at midnight all submissions are due.
- Facebook page has more hits now because of teacher pictures.
- New Twitter account @SHTAssoc
- With evaluations, please have patience. Changes were told to us by ODE on August 15th.
- Darlene Bushley has been extremely helpful and cooperative with the Evaluation Committee members, thank you.

Social, Selena Brown

- SHTA will host a Happy Hour for members on Monday, November 23rd at Los Habaneros. No school on Tuesday for students, Professional Day for staff.

Legal Aid, Paul Repasy

- No Report

Professional Rights and Responsibilities, Mike Sears

- Helping member with a medical concern.
- Working with members on maternity issues.
- Attended Summer Executive Board meeting.

Evaluation, Lena Paskewitz

- Attended summer Executive Board meeting.
- Attended New Teachers meeting at the High School.
- Attended Evaluation Committee meeting.
- If you have any questions about changes to evaluation or feedback, please let us know.
- Peer Evaluation is up and running for the 3rd year in a row.

- Will attend an Evaluation Committee meeting on Thursday, September 10th.

Building Representative Reports

Boulevard, Jennifer Goulden

- Good start to the school year!
- We have a new principal and secretaries – Great Start!

Fernway, Andree Hassell

- We had a pretty good start.
- Materials did not make it in the building and school has already started.
- Waiting to receive materials, Foundations for K-1 (phonic based program).

Lomond, Donita Townsend

- Morale in the school build is up!! People started the school year feeling very excited until we found out that curricular materials were not in the building.
- Curriculum Map and Common Assessments use Envision and Foundation but the materials have not arrived for us to use, problem.

Mercer, Nicole Smith

- A concern that Envision materials are not it yet. It includes a hands-on program; which is a focus and we don't have the materials.
- We were told that the materials have been ordered.

Onaway Paula Klausner

- Envision and Foundation materials are not in the building.
- Chinese teachers have not been present in the building for two weeks.
- The school year began well with high morale.

Woodbury, Aisha Mason

- Great start at Woodbury!!!! Things are running fairly smooth.

Middle School, Linda Roth

- Contact Time:
 - 260 Minutes [One (60) minute class, Four (50) minute classes]
 - 50 Minutes (Conferences)
 - 10 Minutes (Lunch Duty)
 - 320 Minutes TOTAL
 - ***Any other obligation pushes us over contract limits. Staff has been instructed to be “at their classroom door” between classes. This is potentially an extra 32 minutes (8 passing periods x 4 minutes) above the limit. Administrator says this is not contact time but has described that staff is expected to actively “reinforce hallway expectations” (communicated in the teacher handbook, at staff meetings, in the Principal’s Bulletin and at team leader/department head meeting).
 - In a meeting with the administrator, a request was made to eliminate the 10- minute Lunch Duty as a way of reducing contact time...request was denied. Not only is this 10 minute period a complete disruption in teacher planning time, it was made clear to administrator that this now creates an inequity in requirements throughout the district. High School teachers who have the exact same schedules are not required to perform lunch duty and elementary buildings have hired lunch aides. Request was again denied

- Supplemental contracts have been late in arriving. Fall coaches started their practices in August without contracts.
- The number of Peer Evaluators at the Middle School is drastically lower than in other buildings(6 in SMS as compared to 24 at Woodbury). This trend was established last year when a majority of requests were denied by the previous administration.
- A request for reimbursement to teachers who had to move rooms over the summer was denied. While the contract only explicitly states that elementary teachers are to receive reimbursement, some teachers were not told until the end of July that they had to move rooms. Moving was hurriedly done on the teachers' own time in August. Foreign language teachers have been exponentially affected by this over the last two decades...one teacher has moved approximately 15 times in 20 years.
- The new schedule created numerous unbalanced class sizes. The first weeks of school had an abundance of classes over 30 and some fewer than 10 students. An effort has been made to balance some of these numbers but students have been victims of random schedule changes two weeks into the school year creating some very upset young people.
- The hot temperatures in the building have been unbearable. Individual classrooms in the building have reached temperatures in the high 90's. Students filled the cafeteria during the second week of school to take standardized tests in a room that was over 90 degrees. It should be noted that the front office is practically fully air- conditioned.

High School, James Schmidt

- Thanks to Brian Berger for his continued hard work as our note taker at meetings.
- We had a great opening to the year thanks to the faculty and staff at the High School.
- The new tardy policy has been well received by faculty and is making a difference in the halls.
- Night Conferences are being discussed and will be finalized very soon through the collaborative efforts of the SHTA and the High School administration.
- I met with Dr. Spurrier to discuss the progress of our supplemental contracts and found that they have been submitted to the Personnel office. We are expecting them soon.
- I met with a member to discuss a parent request for a meeting outside of contract hours, not related to Conference Days. Remember that you are under no obligation to meet with a parent outside of your contract time, regardless of the nature of the meeting.
- Several members have had changes to their contracts (moving from 0.8 to 1.0 FTE) that were passed by the School Board over the summer that have not received contracts to sign yet. We were informed by Darlene Bushley that if the School Board approved the increase the teachers will be paid the correct amount on the September 16th check.
- Department chairs have reported that their job descriptions are being stretched and that there are duties that are being placed on them that fall far outside the job descriptions they are currently working under.
- We welcome Mr. James Reed, Ms. Kathleen Sauline, and Mr. Ramsey Inman to our administrative team and look forward to working with them this year. A continued "Thank You" to Dr. Ann Spurrier and Mrs. Sara Chengelis for their efforts and collaboration with the SHTA and its members.

Old Business - None

New Business – None

Good of the Order

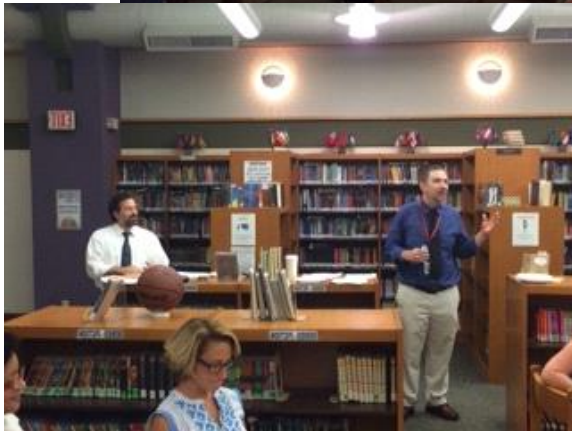
- John Morris thanked **Selena Brown** for an **EXTRAORDINARY** Recognition Reception in May of 2015.
- John Morris also thanked the Woodbury Reps. for hosting the first Rep. Council Meeting.
- Next Rep. Council Meeting: Monday, October 12th at Fernway Elementary School

Motion to adjourn meeting made by Brian Berger, seconded by Lena Paskewitz.
Meeting adjourned at 6:11PM

Respectfully submitted,
Darlene E. Garrison, SHTA Secretary



**The September SHTA
Representatives
meeting @ Woodbury
School.**



The SHTA is on   **us @**

<http://www.facebook.com/pages/Shaker-Heights-Teachers-Association>

Capitalism vs. Public Education

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.

In our Teacher Based Team (TBT), the American Government teachers examined the recently released End of Course Test in Government from the past year. This was the first chance we have had to review the questions that our students answered this past year, which was the first administration of the test. As we looked at the fifteen questions that were released, we were disheartened. Over half dealt more with history that were semi-related to government. All but two were factual recall questions. One question, we as teachers couldn't answer -It dealt with the Ohio Constitution of 1851. The list of aggravations can continue, from grammar to terminology issues, but we need to focus on the main issue. The administration of standardized tests created by outside public and private institutions, in this case the American Institute for Research (AIR) is fraught with issues. The outsourcing of our students' future to these organizations has led to mass confusion and a de-professionalization of teaching. From the early Proficiency tests through PAARC, AIMSweb, and MAP, standardization has failed. A capitalist approach of rewarding those who do well, while punishing those that don't, the cornerstone of No Child Left Behind legislation has led to the dumbing down of the American Public education.

I drive to work either on Warrensville Center Road or Lee Road passing two new charter high schools on each road. Both are in former storefronts. One advertised free backpacks with enrollment when it opened. The other is using hand made signs to announce their opening. I know nothing of their operations but

am constantly amazed that they are allowed to exist. How have we allowed the outsourcing of our children's education? How can anyone with money and a sponsor be allowed to open a nearly unregulated school? With that said, shouldn't these schools be extremely open to public scrutiny so that parents, the supposed consumers, can easily differentiate between them?

The same goes with the standardized tests bought from companies and organizations. Shouldn't the test banks be open to parents & teachers to validate their effectiveness? The few we have seen are terrible. Yet AIR will not release any more and, until just recently, would not even give feedback on their online test preparation.

Consider the district's use of the private company Rachel Wixey to train and hire substitute teachers. Last year the company failed to generate enough substitutes on any given day. While this year has been better, there are still days when not enough substitutes are provided for the absences. If administration continues to use the company, they fail to enact the power of capitalism to ensure the best quality product at the lowest price or move on. If we continue with bad products we fail the system.

This brings me to the point that the market approach to education is a failure. The lack of oversight and openness, the inability to make quick replacements when one product fails, and the inescapable harm to our neighborhood schools that this approach has created has led to the detriment to our students' education. We teach to tests that are ridiculous. We allow students to transfer to schools that we know nothing about. We hire companies to do specific jobs and keep them when they fail. Things were not perfect prior to enactment of the privatization of education, but these changes have not led to their desired effects. It is time to end the market system approach to education and focus on providing each public school with the tools it needs to succeed.

AG