

## Important Dates

### Thursday, May 23

SHTA/SHCSD Annual Recognition  
Reception  
High School, Upper Cafeteria, 3:45PM

### Monday, May 27

Memorial Day  
No School

### Tuesday, May 28

Peer-Evaluation Information Meeting #1  
Middle School Library Classroom  
4:05 PM  
Reception for Dr. Mark Freeman  
High School Upper Cafeteria,  
5:00 to 7:00 p.m.

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# SHTA news

MAY 22, 2013

**ISSUE NO. 8**

## Message From the President

It's my great pleasure to announce that this year's Distinguished Service Award recipient is Bill Scanlon. Bill has been a teacher in the district for seventeen years. For 13 of those years he has been an active member of the Association, joining Executive Board as Policy Chair in 2002, and for the past 8 he has been our treasurer. In this time, Bill has been a diligent steward for our Association funds. He has worked with the Investments Committee and our accountant. He has conducted internal audits and has remained active in our PAC and all Association activities. Bill has also spearheaded the careful investment initiatives that have led us to holdings of over 1 million dollars. I am proud to call Bill a colleague, a fellow officer, and a friend. It will be with great pleasure that I give him the Distinguished Service Award on Thursday, May 23rd.

Thursday, May 23rd is also the day we celebrate our newly tenured teachers, teachers who have met milestones, and our beloved retirees. We will be saying farewell to Boulevard Representative Vanessa Nichols and our Vice President of 16 years, Dollye Finney. I would be remiss if I did not take the time to highlight the impact of one of our most celebrated officers.

Dollye Finney is coming to the close of a 25-year long career in the Shaker Heights City Schools. Of these 25 years, Dollye has been instrumental to the SHTA for 20. Dollye first served on the executive board for four years as legislative officer. As mentioned, Dollye has been Vice President for 16 years. During this time, Dollye has been a tireless advocate for teacher professionalism and teacher rights. She has been instrumental in establishing a strong partnership with our PTO, culminating in the "Night for the Red and White" event that always features exemplary teacher and SHTA gifts and a positive Association presence. Those members who have benefitted from Dollye's help know that she is an indefatigable ally and will go to any lengths to help ensure the success of Shaker teachers, students, and our Association. I myself have benefitted greatly from Dollye's guidance and her willingness to consult and be consulted any time of the day and night. I credit Dollye as the mastermind behind the creation of our own Shaker Union Summit, creating a pathway of communication among all of the district's collective bargaining units. Dollye's presence in our Association will be sorely missed, but Matt and I both plan on keeping Dollye on speed dial. As Matt Zucca has mentioned, he has quite a pair of shoes to fill, even though they may be tiny and sparkly.

I also cannot fail to mention the departure of our Superintendent, Dr. Mark Freeman. Dr. Freeman, while being an exemplary superintendent, has also been an undeniable champion for professionalism in teaching and respect for public schools throughout the state the nation. While we welcome Dr. Gregory Hutchings, we will miss Dr. Freeman, who was also former SHTA Grievance Chair and Negotiating Team member. Dr. Freeman has not only negotiated contracts with us, he was also one of the architects of the

contract that we work by today. I doubt if you could find another Superintendent in the nation who represents the broad experience and depth of commitment as Dr. Mark Freeman. He will be missed.

I am grateful that I have been successfully re-elected as President and that I will continue to serve with Treasurer Bill Scanlon, who has been re-elected as Treasurer. Congratulations to new Vice President Matt Zucca and new Secretary Darlene Garrison. I have also made new Executive Board appointments. Wendy Lewis is now Social Chair. Eileen Sweeney is now Legislative Chair and Lena Paskewitz is Public Relations Chair. Chante Thomas moves back to Legal Chair. I am thankful for the service of all of our Executive Board Members including Stacy Elgart, Andrew Glasier, Steve Smith, David Klapholz, and Mike Sears. I also have to mention how vital Past-President Becky Thomas has been to Executive Board this year. Becky continues to work on our website, liaise with the School Board, research contract and legal issues, and edit our Association publications with accuracy and insight. Becky will be awarded Teacher Emeritus status at our District Reception this May 23<sup>rd</sup> and I look forward to Becky continuing to serve on our Executive Board and providing invaluable insight and history as we begin another round of negotiations next year.

It's been an action packed month and a half. I have dealt with personal days and leave of absence issues. I took the opportunity to attend the Final Rally with the Strongsville Education Association along with Aimee Grey, Elizabeth Colquitt, Eileen Sweeney, and John Sweeney, the same night the strike ended. I met with the Shaker Union Summit along with Dollye Finney, Bill Scanlon, Matt Zucca, Darlene Garrison and members of OAPSE and Local 200. I attended the insurance committee meeting with Mike Sears and Becky Thomas and the investment committee meeting with Dollye Finney, Bill Scanlon, Matt Zucca, Todd Keitlin, and Chante Thomas. Finally, I wrapped up three days of OTES training, along with several members of the Association. Please see Andrew Glasier's most recent email on the subject.

Finally, allow me to wish you all a healthy and happy summer. Please take this time to reflect and refine your craft, but also don't forget to take care of those individuals who matter the most in your lives, your families. Teaching is a physically, psychologically, and emotionally draining profession. Take time to re-energize and focus on your loved ones. We work hard and summer is the time that we can re-connect with those who support us while we undertake the vital task of educating our community's children. Please take care of yourselves and your families this summer. That being said, I check my email regularly over the summer months and continue to update our Facebook page. Don't hesitate to email me with any questions or concerns you may have over the following months. It is truly an honor to serve as SHTA President.

*Respectfully submitted,  
John Morris, President*



**2013  
Distinguished  
Service Award  
recipient  
Bill Scanlon.**

# Reports from the Executive Board

## End of the Year VICE PRESIDENT'S REPORT

This has been a busy year in the office of the Vice President. It is an honor and a privilege to serve the SHTA as Vice President. My duties have included serving as a representative to the PTO Council. This year's co-presidents, Lauren Bowman and Ellen Schmidt, I worked diligently with.

This year the Night for the Red and White yielded more than \$130,000 and there were more than 800 tickets sold. Thank you for your contributions and support.

Please join me in again congratulating The Shaker Heights Teachers' Association Fellowship Winners 2012-13. These teachers won \$100 to use toward professional development. This money must be used before September 30, 2013. This fellowship is awarded annually as the result of a drawing held in October of each new school year.

Bradford	Alison	Blvd
Fagan	Victoria	Blvd
Goulden	Jennifer	Blvd
Hill	Kevin	Blvd
Kline	Brenda	Blvd
Nichols	Vanessa	Blvd
McCauley	Tina	Blvd
Moses	Leanne	Fernway
Mc Guffin-		
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
Shields	Lynne	SMS
Roth	Linda	SMS
Bourisseau	Mary	SHHS
-	-	-----



Klapholz	David	SHHS
Deep	Tom	SHHS
Patel	Sagar	SHHS
Glaiser	Andrew	SHHS
Libman	Val	Woodbury

I have worked this school year, as in years past, on the Investments Committee with Todd Keitlin, Chante Thomas-Taylor, Matthew Zucca, and chaired by William J. Scanlon. It is the responsibility of this committee to oversee and realign our investments (general fund) with Edward Jones Investments. We continue to enjoy the growth of our conservatively invested funds as the markets surge. I would like to take the time to note that our holdings are *over one million dollars*. I am thrilled and reminded of those teachers that have worked so hard for us to actualize this financial summit. There have been so many members that strove to reach this goal to help ensure the fiscal soundness and viability of this independent professional organization. This is time to celebrate and thank our previous treasurer, Tom Patrick, and our current *Treasurer Million Dollar Bill Scanlon!*

However, be mindful that your vigilance in continuing to assure the future of collective bargaining in the State of Ohio. Don't be afraid to stand up and be counted both physically and fiscally. This is only the beginning of attacks on the state of the public sector worker. Again, I assert the importance of a well-educated savvy teaching force on the health of the United States of America, Ohio and Shaker Heights. This year I have served on the Race to the Top Committee. It has been a pleasure to work with our administration in the allocation of these funds. As this funding comes to an end the district will realign this committee to collapse into the District Leadership Team. This committee will include SHTA representation. I have worked with a number of members on professional issues and this has been a pleasure and an integral part of the office of the vice president.

As many of you know I have decided to retire from the Shaker Heights City Schools and with this decision I will be taking my leave from the Shaker Heights Teachers' Association. It has been an amazing experience. I have been raised with Union values in my blood! I am the result of a union wage. As an African American first generation Northerner, my parents followed the dream of the north for better education, a home and greater earnings. They worked hard and were assured the same pay as others that worked beside them. The wage was assured them because of fairly negotiated wages, in turn they could afford to send me to college to pursue my college *dreams*. It has always been my desire to protect the rights and *dreams* of all. It seemed my duty and responsibility to serve my colleagues in this collective spirit. In the words of Dr. Martin Luther King, with a bit of writers' liberty... "My dream is deeply embedded in the American *Dream*." I may not have lived up to all of your *dreams*, and if this is the case, I apologize. It was not for a lack of trying and my sincere dedicated work. I dare and challenge you to serve your colleagues and don't stop *dreaming!!*

It has been a pleasure working with John Morris; he has brought to the Association a bright new vision. He has hooked SHTA up with teachers' collective associations around the state. He has been instrumental in our voices being heard in the new teacher evaluation process. I hope that his future, as the leader of this organization, is bright and well supported.

William Scanlon works quietly, smiles easily and humbly leads us through both economic prosperity and through the lean times. May the lean times be few and the smiles continue. Count on him to lead us to, I don't know... two million dollars.

Matthew Zucca is well prepared to fill the office of Vice President. He is a good listener and I know that he will hear you and help you to resolve any problems that you may face.

Finally, I welcome a dynamic young woman to the office of Secretary, Darlene Garrison. She is an experienced leader as she has both negotiated for the Association and served on the Executive Board. I wish her much success.

Thank you SHTA – It has been a blast!

*Respectfully submitted,*  
*Dollye Finney*

## **SECRETARY'S REPORT**

It has been a pleasure serving you as Secretary of the SHTA. My year began by attending the summer executive board meeting. During the year I attended all executive board and representative council meetings. My responsibilities included maintaining attendance records and recording notes of the proceedings at the meetings. My reports were published monthly in the SHTA Newsletter. My duties have also included maintaining communications with members of representative council.

I organized our annual "Night for the Red and White" drawing. This involved preparing and distributing tickets and collecting proceeds. As a representative of the SHTA, I also attended the event.

I served on the Investments Committee and attended all meetings. I am thrilled to be able to say that I was a member of the committee when the general fund reached over one million dollars.

Please join me in thanking Dollye Finney for her many years of service and dedication as an educator, as a leader in the SHTA, as a mentor to many, and as a dear friend. It has been a wonderful experience working with her during my terms as secretary. She truly is the example of professionalism.

Again, thank you for allowing me to serve you as an officer of the Shaker Heights Teachers' Association. It is truly an honor to work with such talented and driven colleagues.

*Respectfully submitted,*  
**Matt Zucca,, Secretary**

## **TREASURER'S REPORT**

This has not been an easy year for all our fellow educators in Ohio. I am proud of our Association and the Representatives' decision to send \$750 to the Strongsville Education Association. I am filled with further pride that individual members contributed \$264.20 to put our total support for our local colleagues over \$1000. Thank you for showing your solidarity with the collective members of our chosen profession.

Before the May Executive Board meeting I prepared a budget for the 2013-14 fiscal year. I presented that budget with zeros written in for salaries at the May Executive Board meeting. The Executive Board approved the budget for presentation to the Representative Council the following week. The Representative council discussed the budget and voted to maintain the officers' and paid Committee heads' salaries at the level they were for the 2012-13 fiscal year. The budget was then approved for placing on the May 20<sup>th</sup> ballot.

With the dues increase, a few members have said they are choosing not to join the Association next year. After what we've witnessed in Strongsville these past few months this choice astounds me. The Strongsville strike made us realize what havoc an out-of-touch Board of Education could wreak on a school population (students & teachers).

The legitimacy of a work-stoppage in Shaker is questionable because of the continued support this community expresses for the quality education we provide its children and young adults. But that isn't my fear. My fear is not for us locally or for me individually; it is for our vocation and life work. The reason I am proud to be a member of our Association is for the protection it provides our profession, which is constantly being attacked by the State Government and public policy-makers.

Every SHTA meeting I attend I witness Association representatives fighting for our members. I witness Association representatives battling to maintain the integrity of our profession through a fair evaluation system. I witness Association representatives keeping the administration in check when they try to intimidate a particular building's faculty. I witness Association representatives defending individual teachers who have been wrongfully reprimanded. I witness Association representatives clarifying our district's health care rules for the membership. I witness Association representatives proactively planning responses to state and local requirements. I witness Association representatives discussing how the teachers, administrators, and support staff can work together to make the district stronger. I witness Association representatives actively protecting our profession.

The leadership of the Association is working reliably for the betterment of all the teachers in the district, and I am consistently impressed with the dedication shown by my colleagues towards that end. As I said above, I am proud to be a member of the Shaker Heights Teachers' Association.

Some of the activities I performed while fulfilling my duties as Treasurer this year are listed below:

- I met over the summer with the other officers to discuss the coming year.
- I attended every Executive Board Meeting and every Representative Council Meeting throughout the year.
- I maintained our insurance through Musgrave Insurance.
- I met with the Investments Committee (Dollye Finney, Todd Keitlen, Chante Thomas-Taylor, and Matt Zucca) and Brady Krebs, our Edward Jones advisor, twice this year, once in the Fall and once in the Spring, to evaluate our Edward Jones investments and make changes that were deemed necessary.
- I met with our accountants at Edward Hawkins & Co. to prepare the books for the compilation of our 2011-12 financial books. I also met with them to complete the paperwork for our Form 990 tax filing.
- I collected the paperwork and met with an IRS agent and our accountants (Edward Hawkins & Co.) for an audit of the Shaker Heights Teachers' Association.
- I attended the two Union Summits, meeting with leaders of the other unions in our district.
- I managed our Key bank account, depositing our membership dues and paying bills throughout the year.
- I communicated with the Shaker Heights Board Office to pay the salaries of our six paid Officers and Committee Heads, along with the relevant STRS and Medicare payments.
- I attended a meeting with other local union leaders as part of the search for a new superintendent.
- At the behest of the Representative Council I sent a \$750 check to the Strongsville Education Association along with a note expressing best wishes.
- I paid the SHTA Representatives their compensation for attending the meetings throughout the year.
- I prepared the 2013-14 fiscal year budget for approval by the Representative Council at the May Association meeting.
- I paid bills throughout the year and balanced the checkbook, reimbursing any Association expenses incurred by our members.
- I kept accurate record of our finances throughout the year.
- I met with and discussed Association business with the other Officers and Executive Board members throughout the year when needed.
- I maintained the PAC of SHTA bank account, collecting contributions and distributing donations to the Strongsville Education Association.
- I went to Strongsville and participated in a rally to support the striking teachers.

I wish to give a warm thank you to our outgoing Vice President, Dollye Finney. Dollye has been a true friend and mentor to me. She has directed me through the nuances of our Association, training me on what it means to be a strong leader and fierce advocate for my fellow teachers. The Association will miss her guidance and I will miss her dearly.

Thank you for your continued support of my job as Treasurer.  
I wish everyone an enjoyable and restful summer.

*Respectfully submitted,*  
*Bill Scanlon, Treasurer*

(Budgeted Accounts on Page 6 & 7)

# FINANCIAL REPORT

7/1/12      5/16/13

## COMPOSITE BALANCE

Balance 7/1/12	869,229.39
Receipts 7/1/12 to present	79,827.67
Change in Valuation 7/1/12 to present	<u>116,669.46</u>
	1,065,726.52
Expenditures 7/1/12 to present	-45,882.15
Expenditures charged to last fiscal year 2011-2012	<u>-1,196.78</u>
<b>TOTAL</b>	<b>1,018,647.59</b>

## BANK AND BROKER RECONCILIATIONS

### A. KEY BANK (5/12/13)

Certificates of deposit

29 mo. @ 0.149%-Matures on 2/6/14      21,232.70

Total Certificates of deposit      21,232.70

Business Money Market Account (0.35% APY)      85,411.82

Unposted deposits and transfers      0.00

106,644.52

Less outstanding checks      -600.00

**TOTAL KEY BANK**      **106,044.52**

### B. EDWARD JONES (5/12/13)

Regular Association Account      492,463.18

Advisory Solutions Account      420,139.89

912,603.07

**TOTAL**      **1,018,647.59**

# Budgeted Accounts

<b>Account</b>	7/1/12				5/16/13	
	<u>Budgeted</u>	<u>Debits</u>	<u>Transfers out</u>	<u>Credits</u>	<u>Transfers in</u>	<u>Balance</u>
Accounting	5,000.00	0.00	0.00	0.00	0.00	5,000.00
Compensation for officers, representatives, et al.						
President	9,302.00	4,651.00	0.00	0.00	0.00	4,651.00
Vice President	5,581.00	2,790.50	0.00	0.00	0.00	2,790.50
Secretary	5,581.00	2,790.50	0.00	0.00	0.00	2,790.50
Treasurer	5,581.00	2,790.50	0.00	0.00	0.00	2,790.50
P.R. & R. Chairperson	5,581.00	2,790.50	0.00	0.00	0.00	2,790.50
Editor	4,653.00	2,326.50	0.00	0.00	0.00	2,326.50
Building reps. and alternates	10,000.00	7,900.00	0.00	0.00	0.00	2,100.00
Conferences and meetings	2,500.00	3,171.10	0.00	0.00	1,000.00	328.90
Fellowships and Grants	3,500.00	860.00	1000.00	0.00	0.00	1,640.00
Insurance	5,000.00	4,942.00	0.00	0.00	0.00	58.00
Legal	5,000.00	500.00	2,800.00	100.00	0.00	1,800.00
Negotiations	0.00	0.00	0.00	0.00	0.00	0.00
Executive Board expenses	500.00	524.10	0.00	0.00	100.00	75.90
Officers' expenses	500.00	608.57	0.00	0.00	200.00	91.43
Payroll taxes	550.00	263.06	0.00	0.00	0.00	286.94
Publications	200.00	270.00	0.00	0.00	500.00	430.00
Public Relations	4,000.00	5,964.29	0.00	0.00	2,000.00	35.71
Social	1,800.00	200.00	0.00	200.00	0.00	1,800.00
STRS(TPO contributions)	5,100.00	2,539.53	0.00	0.00	0.00	2,560.47
<b>TOTAL</b>	<b>79,929.00</b>	<b>45,882.15</b>	<b>3,800.00</b>	<b>300.00</b>	<b>3,800.00</b>	<b>34,346.85</b>

## PROFESSIONAL RIGHTS AND RESPONSIBILITIES

It is nice to write a year-end report and not have to mention Senate Bill 5. Of course, this does not mean everything is perfect in the world of education. Our colleagues in Strongsville recently ended their strike after eight weeks, and other districts are in the middle of difficult negotiating sessions right now. The tragedy at Sandy Hook in Newtown, Connecticut forced us to reflect on our own school safety procedures and what can be done to prevent an event like this in the future. Some teachers attended trainings about how to use guns. The new Ohio Teacher Evaluation System goes into effect next year and includes a requirement that 50 % of an evaluation must be measured by student test scores. It is clear that more responsibilities than ever before are being placed on teachers to solve society's problems. Unfortunately, some government officials and others would like to strip us of rights and benefits won in labor battles decades ago. We are lucky to teach in a community like Shaker Heights, which has historically supported education and enrichment opportunities for its children.

Yet, even here the pressures of the job have been felt this year. Our Superintendent Dr. Mark Freeman announced his retirement in the fall after 25 years leading us in the right direction. The Board Notes from April and May show a list of retirements, early retirements, and resignations longer than what we normally see in Shaker Heights. Members of the search committees for new teachers told me it has been challenging to find quality replacements. At our last insurance committee meeting, we discussed additional expenses the district may incur when parts of the new health care law take effect on January 1, 2014. There is a potential grievance about how well students are disciplined by administrators in one of our buildings. This is an issue in all of our buildings in 2013.

We welcome our new Superintendent Dr. Gregory Hutchings in the middle of these challenges. He has spoken openly about aggressively addressing the opportunity gap between our students. We have already put many structures in place to help us improve achievement. The IB program and the TBT process are two important ones, both of which require many additional hours of professional development, collaboration, and planning by the members of our association. During the past year, I've seen a culture of collaboration develop at the middle school that I imagine is also happening in the other buildings. The administration provides time for TBT's, professional days for grading IB MYP assessments, and opportunities to attend professional development as needed for these new initiatives. Curriculum units are available for summer writing projects in these targeted areas. It is our responsibility to take advantage of these opportunities as we do our best to help our students be successful.

As always, I enjoy being a part of SHTA and serving as the chair of Professional Rights and Responsibilities. I want to thank Becky Thomas and John Morris for giving me this opportunity. I enjoy answering members' questions about maternity leave, personal days, graduate classes that start when school is still in session, and other matters that come up each year. I also want to congratulate Dollye Finny on her retirement and thank her for her years of service to SHTA and the school district. She is a fellow BGSU Falcon alum (Aye Ziggy Zoomba!) I also want to congratulate Matt Zucca and Darlene Garrison in their new offices of Vice President and Secretary. Finally, congratulations to Bill Scanlon, the recipient of this year's *President's Service Award*. Bill has more passion about Shaker Heights schools than most people I've ever met. Bill is a lot of fun to work with and most deserving of this award, even though he is a Steelers fan!

*Respectfully submitted,*  
*Mike Sears, chairperson*

## PAST PRESIDENT'S REPORT

In the past month, I attended the Finance and Audit Committee meeting and a meeting of the Insurance Committee. I also attended the May meeting of the Board of Education. Along with several Shaker colleagues, I attended the three day training for the Ohio Teacher Evaluation System. John Morris, Mike Sears, and Andrew Glasier were also in attendance at some of these meetings as were other SHTA members. Even though it is time-consuming, attending these meetings and activities maintains the presence of the SHTA in the professional decisions of the district. On a personal note, I would like to extend my

congratulations to Dollye Finney as she joins the ranks of the retirees. Dollye has been a powerful voice for our Association and our members. Best wishes on your retirement!

As Past President, I serve at the direction of the President, Dr. John Morris. As a retiree, I have more flexibility in my schedule and am able to assist with evening meetings and with errands during the school day. My regular duties include attending the meetings of the Board of Education and the work sessions of the Board (when possible), attending the meetings of the Finance and Audit Committee and the Insurance Committee. I also maintain the SHTA website ([shtaweb.org](http://shtaweb.org)) and serve on the editorial board for the newsletter. Additionally, I am available to answer questions about past practices and, hopefully, provide a context for decisions that are being made. Some of the areas that I have reported on include continuing contracts, snow/calamity days, personal days and days without pay. In March, I delivered the SHTA donation to the Strongsville Education Association. I also attended the public sessions for all three candidates for superintendent.

I believe in the importance of the Shaker Heights Teachers' Association and want to support the current leaders of the Association in their efforts to represent and serve all of you. I appreciate the opportunity to continue to be a part of our professional organization. Thank you

*Respectfully submitted,  
Rebecca Thomas, Chairperson*

## **LEGISLATIVE COMMITTEE**

When I began serving on the Executive Board in the fall of 2011, HB 153 had recently been passed in June. As you know, this bill not only reduced school funding, but also restructured the requirements for teacher evaluation in all public schools. The full implementation of these requirements begins with the 2013-2014 school year. HB 153 mandates that teachers be rated according to Teacher Performance Standards (50%) and Student Growth Measures (50%). As a member of the evaluation committee, I have worked closely with administrators and teachers to design a new system to comply with the Teacher Performance Rating portion of evaluation. We have also worked diligently to create a framework for collaborative professional growth practices.

Several teacher-administrator teams and two peer teams piloted the new system. The process and forms have been revised in response to pilot teams' experiences and suggestions, both from evaluator and evaluatee perspectives.

Elements of the system that are mandated by law include:

- A Professional Growth Plan based on Performance Standards and Student Learning Objectives created by each teacher, with revisions on a yearly basis
- Two formal observations each year (3 for teachers on a limited contract) of a minimum of 30 minutes by a credentialed OTEs evaluator
- A minimum of two walk-throughs each year by the evaluator
- A final rating of each teacher's performance using a rubric based on the Teaching Standards, using the ratings of ineffective, developing, proficient, and accomplished
- An Improvement Plan created collaboratively with evaluators for teachers with an ineffective rating

The evaluation committee has also included the following best practices:

- Conferences between teachers and evaluators to discuss growth plans, observations, performance ratings and practice, student growth data, and evaluation ratings
- Communication forms that facilitate discussion and reflection without being cumbersome and redundant
- Clear communication of performance rating several times throughout the year
- Opportunities for peer evaluation and mentoring

I have also been part of the Performance Compensation Committee over the last two years. This committee was formed in response to a side letter to the current contract. The Teacher Leader Cohort, Peer Evaluation, and an expanded mentor/coaching program have all resulted from this committee's work.

Peer Evaluation will be piloted in all eight schools next year. OTES training is required for anyone who will be evaluating next year. OTES training promotes the use of the aforementioned best practices and effective conferencing as part of the training. Some of the forms used in our new evaluation system are quite similar to those used in OTES, such as the rubric used to rate teacher performance and the Professional Growth Plan. Others, such as the conference forms, lesson plan guide, observation form, and the formative assessment form have been created or thoroughly revamped by the committee in response to the pilot work. Experts and research, as well as the experiences of myself and many colleagues, indicate that teacher collaboration, coaching, and leadership effectively facilitates real growth and lasting change in practice.

The Teacher Leader Cohort has begun work to earn Teacher Leader Endorsements through John Carroll University. Participants will complete Master Teacher Applications as part of the endorsement process, in addition to coursework during the spring, summer, and fall.

A Flex Mentoring program is being developed to expand our current new teacher mentor program. The goal of the program is to provide more opportunities for teachers to share specific strengths with other teachers, both new and veteran.

As earlier stated, HB 153 mandated that 50% of our evaluation must come from Student Growth Measures. This is a huge hurdle, to say the least. Guidelines regarding approved practices and assessments have been unclear and inconsistent. There has also been no transparency in terms of how value-added data is determined. Work on SLOs (Student Learning Objectives) to collect data in subjects that do not have standardized tests is being done. Shared Attribution is also being considered. Districts can use Shared Attribution to determine the growth rating for a group of teachers based on student data. Each teacher will be given a Student Growth Rating of below expected growth, meets expected growth, or above expected growth. This rating will be combined with the Performance rating to determine the final rating for each teacher.

This submission marks my last as the Legislative Chair. I look forward to continued work to coordinate and support Peer Evaluation in Shaker. I will also serve as the Public Relations Chair in the Association. Eileen Sweeney will take this position to inform you of future legislative concerns next year. So-Called Right to Work legislation could have devastating effects on our entire profession, and we will need to stay informed and vigilant.

*Respectfully submitted,*  
*Lena Paskewitz, Chairperson*

## **POLICY COMMITTEE**

At its May meeting, the Representative Council will consider the budget for next year, so this month's 'Law-in-the-Limelight' is **By-Law III E 5**.

### **BY-LAW III E**

5. (The Treasurer) Shall, under the direction of the Executive Board, prepare and submit to the Representative Council an annual budget for its approval by the Association.

*Respectfully submitted,*  
*David Klapholtz, Chairperson*

## SOCIAL COMMITTEE

I have truly enjoyed working with Executive Board Members serving as the Social Chairperson this school year.

Each month, I was responsible for hosting Executive Board meetings in my classroom. It was always important for me to keep my classroom nice and tidy to conduct efficient business meetings.

On May 23<sup>rd</sup>, SHTA along with Shaker Heights City School District will be hosting our Annual Recognition Reception. We hope to see all SHTA members at the High School at 3:45PM to celebrate the accomplishments of our very own colleagues.

*Respectfully submitted,  
Darlene Garrison, Chairperson*

## MEMBERSHIP/ELECTIONS COMMITTEE

On Monday, March 25, 2013, the membership voted to increase the dues for the Association from \$200 to \$300. Here are the results of the election:

<u>Building</u>	<u>Accept</u>	<u>Reject</u>	<u>Total Votes</u>	<u>Total Members</u>	<u>Percent Voting</u>
Boulevard	20	3	23	23	100.00%
Fernway	20	2	22	22	100.00%
Lomond	25	1	26	33	78.79%
Mercer	20	8	28	28	100.00%
Onaway	20	6	26	29	89.66%
Woodbury	41	9	50	58	86.21%
Middle School	47	17	64	77	83.12%
Senior High	70	34	104	130	80.00%
Total	263	80	343	400	85.75%
% Total Votes	<b>76.68%</b>	23.32%			
% Total Members	65.75%	20.00%	85.75%		

The increase in dues requires everyone to complete a new membership authorization form. If you elect to 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 elect to pay your dues by check, please submit your check for \$300 to your building representative prior to October 1, 2013.

On Monday, May 20, 2013, the membership elected the officers and representatives of the Association and approved the proposed budget.

The officers elected to serve a two-year term:

**THE 2013-2015 SHAKER HEIGHTS TEACHERS' ASSOCIATION OFFICERS**

President	John Morris
Vice-President	Matthew Zucca
Secretary	Darlene Garrison
Treasurer	Bill Scanlon

The tenured members elected to Representative Council to serve a one-year term:

**THE 2013-2014 SHTA REPRESENTATIVE COUNCIL**

BOULEVARD: Naomi Loges, Tina McCauley

FERNWAY: Michelle Berggrun, Selena Brown

LOMOND: Donita Townsend, Kevin Wagner

MERCER: Lisa Hardiman, Robyn Feinstein

ONAWAY: Sanya Godbold, Tim Kalan

WOODBURY: Robert Bognar, Todd Keitlen, Christa Krohn, Aisha Mason

MIDDLE SCHOOL: Jeremy Bishko, Susan Landi, Paul Repasy, Lynne Shields

SENIOR HIGH: Amanda Ahrens, Brian Berger, Aimee Grey, Jessica O'Brien, Joel Rathbone, James Schmidt, Tod Torrence

The results of the budget election:

<u>BUILDING</u>	<u>FOR</u>	<u>AGAINST</u>
BOULEVARD	19	2
FERNWAY	21	0
LOMOND	25	0
MERCER	20	1
ONAWAY	17	1
WOODBURY	44	0
MIDDLE SCHOOL	54	6
SENIOR HIGH	74	7
<b>TOTAL</b>	<b>274</b>	<b>17</b>

*Respectfully submitted,  
Stacy Elgart, chairperson*

## **PUBLIC RELATIONS COMMITTEE**

The public relations office was busy promoting our Shaker Heights Teachers' Association throughout the community. We placed advertisements in *Shaker Life Magazine*, and *The Grist Mill*, acknowledging the many accomplishments of our student body. These advertisements were placed in the fall and spring. We sponsored Shaker Middle School scholars' end of year trip to Chicago with a cash donation. We supported Strongsville Education Association teachers who were out on strike with a cash donation. The Association acknowledged their dedicated and professional members with the Teachers Appreciation Day strap bags. Finally, the public relations office purchased awards to honor this year's Service Award recipient and Lifetime Service award recipient.

*Respectfully submitted,  
Eileen Sweeney, Chairperson*

## **TEACHER EDUCATION COMMITTEE**

This spring, fifteen teachers were granted continuing contracts from the Shaker Heights Board of Education. They will be recognized at the District Recognition Reception on May 23<sup>rd</sup>. I would like to congratulate the following teachers who are being recommended for continuing contract status this year: Angela Anderson – Boulevard, James Belk Jr. – Fernway, Kathleen Eline – Onaway, Victoria Fagan – Boulevard, Stephanie Jackson-Williams – Middle School, Christa Krohn – Woodbury, Eric Mitchell – Middle School, Mark Nagal – Middle School, Matthew Nagal – Middle School, Jessica O'Brien – High School, Christopher Oryl – Middle School, Christina Stouffer – High School, Anne Schmidt – High School, Tara Strachan – Mercer, and Meredith Wagner – Lomond. Congratulations to all of you!

The main focus of the Teacher Education Committee is a liaison for newly hired and continuing contract teachers. Throughout the year, I answered questions from teachers with the help of John Morris. At the September New

Teacher meeting, packets, which discussed our Association's history as well as pertinent areas of the contract, were given to each new teacher. I went over the Evaluation process for all new teachers and parts of the SHTA Contract.

The Evaluation process remains an area of focus for new and non-tenured teachers. Throughout the course of the school year, I kept all new and non-tenured teachers of up to date with deadlines and lines of support that were available to them.

I have enjoyed this position as Teacher Education Chair. I feel that even though I am an experienced teacher, there are always new ideas to learn from less experienced teachers. As educators, we too should never stop learning. Thank you for this opportunity to work on behalf of the Association. Wishing you a calm end of the year and a relaxing summer!

*Respectfully Submitted,  
Steve Smith, Chairperson*

## **PAC of SHTA**

As Educators, it is my deep belief that our roles extend beyond our classrooms and into our communities. We serve our students as advocates for public policy that positively impact our students' futures. It is my hope that each teacher in the association engages in one activity that will bring more common sense legislation in our statehouse. There are many issues being debated that have bearing upon our students' lives. Individual effort is needed in support of various issue and candidate campaigns.

In the coming year, the most important issue facing public and private unions is the "So Called Right to Work" effort. "Right to Work legislation aims to strip unions power by eliminating the requirement for non-member to pay their fair share. The "So Called Right to Work" (SCRTW) will be coming to Ohio. A citizen's group is collecting signatures in order to put the issue on a referendum. This mean the citizens of Ohio could vote on the issue in November of this year or in 2014. A more likely scenario is that Ohio Governor Kasich would ask the Republican House and Senate to hold off on "So Called Right to Work" legislation until after the governor's reelection in 2014. If he wins, he will pass this legislation in the lame duck session in 2014. He will tie the legislation to appropriations, and in doing so would prevent any kind of SB 5ish referendum recourse.

This is how Governor Snyder of Michigan passed “Right to Work” legislation in Michigan. **As a result, union members across Ohio understand that this election for a governor in Ohio is essentially about voting for or against “So Called Right to Work” legislation.**

Our job must be to educate ourselves, our colleagues, neighbors & friends, about “So Called Right to Work”. We need to know in states that have Right to Work Legislation:

- **Median household incomes are \$6,437 less a year in SCRTW states.**
- **If you live and work in a SCRTW state, you are more likely to be uninsured. More children are uninsured in SCRTW states.**
- **The poverty rates in SCRTW states are higher and more children live in poverty in SCRTW states.**
- **SCRTW states spend \$3,392 less per student on primary and secondary education. Students in SCRTW are less likely to be performing at grade level in math and reading.**
- **The rate of workplace deaths is 36 percent higher in states with SCRTW according to data from the Bureau of Labor Statistics.**
- **Six of the ten states with the highest unemployment rate are SCRTW states.**

Finally, I urge each of us to contribute to the Shaker Heights Teachers’ Association Political Action Committee so that it can be strong to fight for your rights. I think it is time for all of us to raise our level of activism and get involved or donate to the political organization that serves our students’ future and the interest of the teacher who educates them.

*Respectfully submitted,  
Eileen Sweeney, Chairperson*

### **LEGAL AID COMMITTEE**

This was a great year legally for the Association. No reports were filed the entire year.

*Respectfully submitted,  
Wendy Lewis*



*SHTA President, Dr. John Morris, members Beth Colquitt and Aimee Grey with her husband Mark Grey Strongsville Teachers Rally*

# MINUTES FOR THE REPRESENTATIVE COUNCIL MEETING

May 13, 2013  
Onaway School

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

Amy Davis, principal of Onaway, welcomed the SHTA representative council. She thanked the members and the association for their hard work and dedication.

The minutes of the April meeting were unanimously approved.

ADMINISTRATION REPORT: There was no representation from the Administration at the meeting.

PTO REPORT: There was no representation from the PTO Council at the meeting.

## OFFICERS' REPORTS

### PRESIDENT

John Morris reported on the meetings he attended and issues he dealt with. He worked on issues regarding personal days. He attended the rally for the striking Strongsville teachers, accompanied by many other Shaker teachers. He attended the Insurance Committee meeting along with Becky Thomas and Mike Sears. He attended the Shaker Union Summit meeting with the other Shaker collective bargaining units. He met with the Investments Committee and congratulated them on reaching the one million dollar amount. He announced the recipient of the President's Service Award for 2013 would be William Scanlon.

### VICE-PRESIDENT

Dollye Finney attended the PTO Council meeting and announced that they have new leadership. She attended the Shaker Union Summit meeting. She attended the Investments Committee meeting and commented on the strength and importance of the General Fund. She paid tribute to those who helped create and grow the fund through their hard work. She has been working on personnel issues.

### SECRETARY

Matt Zucca presented the final attendance report and explained the procedure for calculating total attendance for the 2012-2013 school year. He attended the Shaker Union Summit meeting. He attended the Investments Committee meeting. He stated he will be attending OTES training in June.

### TREASURER

Bill Scanlon discussed our current financial report. He distributed the SHTA's current financial report and the proposed budget for the 2013-2014 school year. He discussed the negative balances in certain budget line items and the need to move funds to have a balanced budget. He attended the Shaker Union Summit meeting.

## EXECUTIVE BOARD REPORTS

### PAST PRESIDENT

Becky Thomas stated she attended the Finance and Audit Committee meeting and will be attending the Board Meeting. She will be attending OTES training. She has been assisting with personnel issues. She restated that personal days are personal and should be used to conduct personal business that cannot be conducted any other time.

### TEACHER EDUCATION

Steven Smith stated he sent out congratulatory letters to members who were given continuing contracts.

## **MEMBERSHIP AND ELECTIONS**

Stacy Elgart reported that there will be an election held on Monday, May 20. On the ballot will be the 2013-2014 budget proposal, building representatives for the 2013-2014 school year, and Officers for the 2013-2015 school years.

## **POLICY**

Dave Klapholz had no report.

## **PUBLIC RELATIONS**

Eileen Sweeney reported that she passed out the teacher appreciation gifts earlier in the month. She paid advertising bills.

## **LEGISLATIVE**

Lena Paskewitz discussed the new Teacher Evaluation process that will be used next school year. She stated the Peer Evaluation process will also be available next year.

## **PUBLICATIONS**

Andrew Glasier said that newsletter submissions are due on Wednesday. Please send them to him at [glasier\\_a@shaker.org](mailto:glasier_a@shaker.org). He stated that End of the Year Officer Reports are also due. He had a Letter to the Editor printed in the Cleveland Plain Dealer.

## **LEGAL AID**

Wendy Lewis had no report.

## **SOCIAL**

Darlene Garrison stated that the **Spring Recognition Reception would be May 23rd**, in the High School cafeteria. She attended the Shaker Union Summit meeting.

## **PROFESSIONAL RIGHTS AND RESPONSIBILITIES**

Mike Sears was unable to attend the meeting. His report will appear in the newsletter.

## **BUILDING REPORTS**

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

**Woodbury** had personnel issues that have been resolved.

The **High School** reported that failure of communication by the building administrator has caused anxiety, anger and confusion of many members and their students.

## **OLD BUSINESS**

None.

## **NEW BUSINESS**

Steven Smith made a motion to transfer money from Legal in the amounts of \$1000 to Conferences & Meetings, \$1000 to Public Relations, \$500 to Publications, \$200 to Officers' Expenses, and \$100 to Executive Board Expenses; and from Fellowships & Grants \$1000 to be transferred into Public Relations. Aimee Grey seconded the Motion and a discussion followed. The motion was unanimously approved.

Representative Council discussed the compensation for all salaried positions. The officers and the newsletter editor left the room. Vice President Dollye Finney presided over this portion of the meeting.

James Schmidt made a motion that there be a 0% increase in the salaries of the officers, PR&R chair, and newsletter editor. Paul Repasy seconded the motion. The motion was approved. James Schmidt made a motion that there be a 0% increase to the representatives' stipends for the 2013-2014 school year. Paul Repasy seconded the motion. This motion was unanimously approved.

A motion was made to accept the budget proposal. The motion was seconded, then passed unanimously. The budget proposal will be on the election ballot on May 20.

The officers and the newsletter editor returned to the meeting. President John Morris resumed control of the meeting.

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

James Schmidt encouraged teachers to attend the **Senior Project Reception on June 6th**.

John Morris reminded the Rep Council about the **reception for Dr. Freeman on May 28th**. He also thanked the Onaway reps for hosting the meeting.

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

*Respectfully submitted,  
Matthew Zucca, Secretary*

### ***More Important Dates***

#### **Thursday, May 30**

Peer-Evaluation Information Meeting  
#2

Middle School Library Classroom  
4:05 PM

#### **Thursday, June 13**

Last Day of School for Students

#### **Friday, June 14**

Clerical Day  
Last Day for Teachers

**All teachers K - 12 are invited to a reception for the Class of 2013, hosted by the PTO. It will take place in conjunction with the Senior Project Showcase Night on June 6th in the North Gym at the High School. The reception begins at 5 PM in the lobby of the North Gym and the Senior Project Showcase Night will take place from 5:30 to 7 PM in the Gym. The seniors really enjoy seeing the teachers that helped to get them to where they are today and we hope you will enjoy seeing how far they have come since they were in your class. We look forward to seeing you there.**

***-Senior Project Advisors***

## **We're All In This Together:**

### **Why We Should Share Attribution**

*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.*

I just completed the three-day training of the Ohio Teacher Evaluation System (OTES). While our district has made tweaks, changed some wording, and streamlined some processes, next year our evaluation will be similar to OTES. One item that will be the same across the state is fifty percent of our evaluation will be based on the nebulous *Student Growth Measures*. For members who teach math or language arts in 4<sup>th</sup> through 8<sup>th</sup> grade, that measure will be the Value Added formula based on their students' testing on the Ohio Achievement Assessments (OAA). The formula that is used to determine the Value Added score—the score that accounts for 50% of the evaluation data for many teachers—is secret and there is no indication that the formula will be released. To me, that is a lawsuit in the making. Even more incongruous, because the evaluation must be completed by May 10<sup>th</sup>, this year's scores will be used on next year's evaluations.

This is why we should use Shared Attribution as a district. Shared Attribution measures are student growth measures that can be attributed to a group. This could include a district, building, department or grade-level team. These measures encourage collaborative goals and may be used as data in the student growth component. So as a district, all teachers that are required to have student growth measures, would use the Value Added scores provided by the OAAs. If we used Shared Attribution as a district, it would make a statement on how we feel as an Association about these so-called student growth measures.

District wide Shared Attribution tells our community and others that we believe deeply in our colleagues who teach 4<sup>th</sup> through 8<sup>th</sup> grade Math and Language Arts. We believe that they have worked tirelessly to educate their students to the best of their abilities. We believe that their students have been provided a deliberate and differentiated education. We believe that students learn in all classes, science, art, physical education, and more, all of which prepares them for this one day of testing.

District wide Shared Attribution tells the Ohio Department of Education, the State Legislature and others that we believe that the so-called student growth measures are nothing of the sort. As we have seen with the Ohio Proficiency Tests, Ohio Graduation Tests and the current Ohio Achievement Assessments, these assessments were not created to help students learn or teachers progress but to punish schools in poverty with unfunded mandates and endless paperwork so that realtors can up-sell housing in predominantly wealthy districts. They were made to enrich private education companies, who have been contracted with by the state to create, distribute and grade these tests and now provide “guidance” on how to do better. For example, a private company (SAS, inc.) owns the formula for *value added* that is being used on our teacher evaluation. Should teachers' scores be posted online and in newspapers, families will clamor to be in classrooms with “Accomplished” teachers even though research questions the validity of value added as a measure of teacher performance; value added scores are more likely to be a reflection of the make-up of the students in the class. In order for the so-called Student Growth Measure to be used in most of our classes, the post-test must be given and calculated by May 1<sup>st</sup>, so the evaluator can complete the teacher's evaluation. Should we end the year at that point? This is all nonsensical and foolish.

As I write this, I hear some colleagues complaining about allowing 50% of the evaluation to be left up to other teachers. That they want more control over their evaluation. I understand and share their concerns. Yet I can't help but feel that we are being set-up to fail. That working endlessly on SLO's and pre and post tests will only be permissible for a year or two before we are required once again to purchase a state approved vendor's test. The educational company Pearson has already begun to offer districts evaluators to evaluate their teachers. How much longer before they

can come up with value added tests that state legislatures will require. Why fight that battle? It is time for us to say *NO MORE!*

I keep coming to my professional training; *What is best for students?* Are student growth measures better for students? The *value added* scores are not revealed till summer, so that does not help students, who have moved on. More importantly, the students of the State of Ohio are currently being over tested. A colleague recounted that her 2<sup>nd</sup> grader had three continuous days of math testing and allowed her to stay home on the fourth day, just so she would not be further tested. The students are exhausted from the continuing state-mandated, inappropriate, and expensive assessments. Do the scores help teachers improve practice? The scores are neither explained nor broken down to a point that the data is helpful, so again no. So then why? It is a continuing attempt to privatize education? Destroy Teachers' Associations? Destroy the profession? Myself, I am done playing their game. I hope that, as an Association, all us will say *NO MORE!*

<http://www.ode.state.oh.us/GD/Templates/Pages/ODE/ODEDetail.aspx?page=3&TopicRelationID=1230&ContentID=125739>

**AG**



SHTA President John Morris with the author, director and actors of *May 4<sup>th</sup> Voices: Kent State, 1970*. John was the editor of the Teacher's Resource for the play/film. This powerful play/film, shown at the high school, allowed our students and community to experience the events of this significant moment of American History.