

IMPORTANT DATES

Tuesday, October 27: BOE Work Session

Sunday, November 1: Turn back your clocks one hour.

Monday, November 2: Conference Day #1,
No classes Pre K-12

Tuesday, November 3: Conference Day #2,
No classes Pre K-12

Wednesday, November 4: BOE Meeting

Thursday, November 5: SHTA Executive Board @ SHHS, room 252 & Y.E.H.
Spaghetti Dinner @ SHHS, 5-7PM

Monday, November 9: SHTA Rep. Council @ Boulevard

SHTA news

October 19, 2015

ISSUE NO. 2

Message From the President

It's an incredibly proud moment for me as President of the Shaker Heights Teachers' Association. Eight-five percent of Our Membership turned out to approve the addition of Support Teachers to the SHTA. Ninety-nine percent of those who voted, voted in the affirmative to add the new bargaining unit under the SHTA umbrella, and to codify our Investments and Evaluation Committees. I am excited to welcome English Language Learners, KRP, Academic Support, Reading Support, and Student Supervisors to Our Organization. It's been a long time coming, and we are finally a truly united group of professionals. Solidarity is real in Shaker Heights.

As the Support Teachers enter their roles in Our Association, we will see some new faces at Representative Council meetings and the Executive Board. Bonnie Gordon is serving as the Representative Council member from SHTA ST and LauraAnn Moore is serving as the SHTA ST Executive Board Representative. Both Bonnie and Laura are also serving on the SHTA ST Negotiations Committee with SHTA ST Chief Negotiator, Monica Triozzi, and fellow members Colleen Grams and Latina Pope. They will be negotiating with the administration with the guidance of our esteemed legal consul, Susannah Muskovitz. We will receive updates on SHTA ST Negotiations as they emerge. I would like to commend these members on their willingness to step forward to represent their peers in the arduous process of negotiating a much-needed SHTA ST contract.

A challenging moment occurred this month with the October 7th Instagram threats at the High School. Although communication was an issue that will need to be continually worked on, I would like to commend the teachers, staff and administrators at the High School, specifically James Reed, for their consistent approach and communication with teachers, staff, students, and parents through this difficult situation. Unfortunately, with the ease of use of these kinds of social media threats, this may in some ways be the new normal. The student was quickly identified and the consequence set a rigorous precedent. As safety protocols continue to be refined and implemented, the SHTA will be there to make sure the safety of our teachers, staff, and students are paramount.

September and October have been Association-business packed. After the confirmation vote, I met with SHTA ST to prepare for their first pre-negotiations conference with district. I attended the interview process for new assistant superintendent of curriculum and instruction, Dr. Terri Breeden. I addressed personnel issues at the High School. I clarified parent-teacher issues at the High School. I provided support with a retirement issue at the elementary level. I worked on a contact time issue at the middle

school. I discussed health issues at the elementary and middle school. I assembled a group of Department Chairpersons to serve on the Department Chair Supplemental Committee. I attended the Peer Evaluation eTPES meeting facilitated by Lena Paskewitz and Addie Tobey. I continue to talk multiple times per week with Darlene Bushley who is building the Human Resources department protocols for the district. I met with Sue Starrett and Chris Auginas to discuss the Shaker Foundation and the Charity Choice Campaign. Please consider giving to this important campaign. A letter will be coming out this month. I conferred with Susannah Muskovitz concerning contact time, medical issues, and SHTA ST Negotiations. I continue to have weekly phone conferences with Dr. Gregory Hutchings. Finally, I attended the Cuyahoga County Educators Summit Steering Committee Meeting with CTU's David Quolke, OEA's Kim Richards, and NEOEA Executive Director Bill Lavezzi.

Fall has definitely arrived and we are in the thick of it. SLO tests, eTPES, OTES, TBTs, and the alphabet soup of educational acronyms that describe our professional environment are all around us. I encourage you to keep your head above it and take in the rewarding moments when you have a positive interaction with your students, parents, or colleagues or when you see an idea you have been trying to teach break through the surface of your students' awareness. This is still one of the best professions in the world and Shaker Heights is still one of the best places to teach. Please feel to reach me via email (morris_j@shaker.org) or x6033 if I can be of help.

*Respectfully submitted,
John Morris, President*



SHTA President John Morris speaks at the October Representatives meeting @ Fernway School.

The SHTA is on   us @ <http://www.facebook.com/pages/Shaker-Heights-Teachers-Association>

Reports from the Executive Board

VICE PRESIDENT'S REPORT

Happy fall! It is time again to apply for SHTA Fellowships. I am excited to invite the SHTA ST members to participate in the Fellowship Grant application process. I hope that each of you has received an application from your building representatives. The Fellowship Grants are designed to promote professional development and can be used to attend workshops, for payment of dues to professional organizations (except the SHTA), journals or professional materials. The winners are selected via random drawing. Submission must be returned to me by November 2. Send entries to Matt Zucca, Fernway Elementary. Multiple entries will be disqualified and only members of the Association are eligible for participation. Recipients will be chosen and awarded \$100 each. Winners will be notified by school mail and their names published in the November newsletter. If you need an application, contact your building representatives or contact me at #4692.

I would like to remind all of you to contribute to the PTO Council Annual Drive. The Association has forged a close working relationship with PTO. The PTO annually supports teachers and students in a number of ways.

I am currently working with *the Night for The Red and White Committee*. The event is scheduled for Saturday, March 5, 2016 at 7:00 pm. The event will once again be held in the elegant Tudor Arms hotel in University Circle. It is a historic building offering stylish and sophisticated accommodations in the heart of Cleveland's East Side Cultural District. The hotel is lovely and sleek. If you would like to stay for the weekend the hotel is offering a special rate to *Red and White* attendees. Please consider both making a contribution to the Silent Auction and attending this event. In the past popular silent auction items have included lunch, outings to museums sporting event, pizza parties, tutoring or lessons, and gift certificates. The possibilities are endless so please as you always are, "be creative". The ticket price will be \$95 for staff.

Thank you for your continued support for your colleagues and the Association. Feel free to contact me with any questions or concerns.

Respectfully submitted,
Matthew Zucca



**SHTA Vice President Matt Zucca
speaks at the October
Representatives meeting @
Fernway School.**

TREASURER'S REPORT

This is the first newsletter that is officially going out to our new members: the SHTA Support Teachers (SHTA ST). I welcome them into our organization and thank the support teachers who made this happen. Thanks also go out to the voting members who overwhelmingly approved their inclusion.

We also have a lot of new teachers in the district. I appreciate that the majority of these new hires have become members of the Association, showing recognition of the importance of a strong professional organization. Joining the Shaker Heights Teachers' Association is not just about self-preservation but it is about protecting and respecting all of our colleagues and our profession as a whole.

On Friday, October 16th the Investments Committee (made up of myself, Matt Zucca, Chante Thomas-Taylor, and Todd Keitlen) met with Brady Krebs, our Edward Jones advisor, to discuss the Association's investments. As Matt assured everyone at the Representative Council meeting, we follow a very conservative investment strategy with the Association's money, knowing that it is really a legacy of the members' contributions from the last 35 years. A full financial report will be included in November's newsletter. If anyone has any questions about our Association's finances, please give me a call (ext6296).

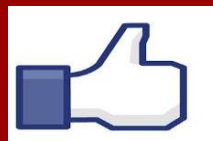
Respectfully submitted,
Bill Scanlon



**SHTA Treasurer Bill Scanlon explains
our budget at the October
Representatives meeting @ Fernway
School.**



SHTA Is now on @SHTAssoc



The SHTA is on us @

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

PROFESSIONAL RIGHTS AND RESPONSIBILITIES

In the past month, I have advised members about maternity leave, 504 accommodations, medical needs, and potential grievances. John Morris asked me to help with the pupil contact time problem at the Middle School. I proposed solutions that were not acted on. However, a compromise was reached when the administration agreed not to discipline teachers who need to leave their hallway duty for work-related business. I invited Darlene Bushley to discuss the work HR has done with Rachel Wixey regarding last year's grievance about subs. She will speak at the November Representatives Council meeting. I am attending a SERB (State Employment Relations Board) conference in Columbus on October 23 about fact-finding. This opportunity will help SHTA with both collective bargaining and grievances in the future. Please consider attending the 3rd annual fall social at the Winking Lizard on November 23. It's a great way to catch up with colleagues from across the district between two professional learning days. Keep making a difference in the lives of your students.

*Respectfully submitted,
Mike Sears, chairperson*

PAST PRESIDENT'S REPORT

I continue to assist President John Morris by attending evening meetings—Board of Education and Finance and Audit. I will be attending the Insurance Committee meeting this month as well. It is a privilege to serve the SHTA and its leadership.

*Respectfully submitted,
Rebecca Thomas, Chairperson*

POLICY COMMITTEE

Due to the vote of SHTA membership this past September, a number of changes were made to our Constitution. One such change was made to By-Law V, which covers our standing committees. Section N was added which reads as follows:

N. Evaluation Committee

There shall be an Evaluation Committee whose responsibility shall be to review the teacher evaluation system, including attending meetings with the Administration, to maintain consistency with state law, the contract, and the current procedures and programs of the Association. Change considerations shall be initiated through the Executive board.

Chaired by the industrious Lena Paskewitz, countless hours of work have been put in with the devoted assistance of Andrew Glasier, to develop along with other members of the Administrative/Teacher committee, an evaluation system that can lead to improved professional outcomes while mitigating state intrusions. This year the committee is facilitating changes to our perennial cycle of evaluations, which include revamped forms, the use of ETEPS for online documentation, and a renewed push for everyone to consider the evaluation in the context of the entire year, not just a summary of classroom observations. The hope is that everyone is currently learning how to document evidence by uploading files to the eTPS system (<http://www.shaker.org/TeacherEval.aspx>), and are reviewing annual growth plans with their evaluators. Any questions concerning issues with new procedures and their implementation, or questions about the committee's activities moving forward, feel free to contact me (kalan_t@shaker.org), Lena or Andrew.

*Respectfully submitted,
Tim Kalan, Chairperson*

SOCIAL COMMITTEE

We are looking forward to seeing you at the Annual Autumn Happy Hour!!! On Monday, November 23rd we will be meeting at the new Winking Lizard located at 25800 Central Parkway in Beachwood (located behind P.F. Chang) at 4:15 p.m. (Monday, November 23 and Tuesday, November 24 are Professional Development days.)

We'll have lots of prizes (really good ones for people who know Shaker trivia)! Please plan to 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

Hello everyone! Payroll deduction for SHTA dues began with the October 1st paycheck - \$30 per pay for 10 pays. For those who paid by check, thank you for your payment. Or, if you have not yet done so, please submit your check for \$300 to your building representative. It is very helpful for me if you identify your school or position on the SHTA enrollment and dues form. New hires and new members should notice this deduction no later than November 1st.

In addition to collecting and recording your dues payments and submitting the payroll authorization forms, I also am in the process of constantly updating and revising membership lists. I am working on the SHTA Support Teachers membership at this time. I am planning to mail an updated membership roster to the building head reps this week. If there are any concerns, please email me at Thomas_c@shaker.org

*Respectfully submitted,
Chante Thomas-Taylor, chairperson*

TEACHER EDUCATION COMMITTEE

Please remember that my role with SHTA is not only to assist new teachers and mentors. I am also available to any teachers who are not on a continuing contract. If there are questions or concerns I can be reached through my district email (hardiman_1@shaker.org) or by phone at Mercer (216-295-4867).

There are some important dates to remember:

- **Salary Reclassification**-Coursework must be completed by the November and April board meetings. Requests must be submitted in time for these meetings. The board meeting for November is Tuesday, **November 13th**.
- **Tuition Reimbursement Fund**-Deadline for applications is **December 1st**.

*Respectfully Submitted,
Lisa Hardiman, Chairperson*

LEGISLATIVE COMMITTEE

Election day is November 3rd. Please get out and exercise your right to vote. Issues impacting education on the ballot include:

- Voting for two Board of Education members. These include Bill Clawson and Jeff Isaacs
- **Issue 1** which proposes to create a bi-partisan process with the goal of having district boundaries that are more compact and more politically competitive.
- **Issue 8** which proposes an extension of excise tax on cigarettes for Arts and Culture.

The long-awaited Charter School Reform package, HB 2, passed the Ohio House & Senate on October 7, 2015. The House agreed on conference committee changes to House Bill 2 (HB 2), a bipartisan education bill aimed at increasing transparency and accountability for Ohio's charter schools. Highlights include:

- requires charter school operators to report how they spend tax dollars,
- tightens rules on student attendance
- changes how the Ohio Department of Education (ODE) rates charter sponsors.
- Other changes include cracking down on “ineffective” sponsors

On October 2nd, the Ohio Senate Democratic Caucus sent a letter to the Ohio Department of Education and Superintendent of Public Instruction Richard Ross calling for the withholding of any portion of a \$71 million federal grant to chronically failing online charter schools, know as e-schools.

*Respectfully Submitted,
Eileen Sweeney, Chairperson*

SUPPORT TEACHERS COMMITTEE

Greetings SHTA! I am LauraAnn Moore, newly appointed SHTA ST Executive Board Member. I am a Shaker parent, parishioner, and resident. This is my second year being a part of the Woodbury staff as an Intervention Specialist. Prior to that, I spent four years at Lomond Elementary. I would like to thank the Executive Board for welcoming me as a member, the SHTA Representative Council for welcoming myself and Bonnie Gordon as valued members and to the SHTA at large for their vote! As Support Teachers, we are MORE than grateful that the SHTA body had a 99% vote rate, in accepting our unit as members. With that said, we are now in negotiations as of last week. We have a team of five negotiators including Bonnie Gordon and myself. We are being represented with such care and concern by SHTA's appointed counsel. We ask at this time for your continued support, as we are blazing this trail. We have a long road ahead of us. We look forward to keeping you informed as our negotiation process unfolds. Again, thank you all for your warm welcome and support!

*Respectfully Submitted,
LauraAnn T. Moore, Chairperson*

EVALUATION COMMITTEE

As fall settles in, evaluation conferences, observations, and walkthroughs will be occurring across the district. All buildings should have had presentations about the changes to the evaluation system this year in response to feedback given to the Evaluation Committee over the last three years. I have presented at Fernway and Mercer and other members of the committee worked with faculty at the other buildings. Darlene Bushley and I also worked with new teachers at the New Teacher mentor meeting on September 21. Please be sure to connect with me or any member of the evaluation committee with any remaining questions or concerns you may have.

Some important reminders about the evaluation process that have NOT changed are as follows:

- **All pre and post observation conferences and observations must be scheduled at mutually agreed upon dates and times.**
- **Professional Growth Plans should be written by individual teachers and shared with evaluators. Evaluators should not change goals on these plans, but rather support teachers in reaching their own goals.**
- **Teachers are encouraged to submit additional evidence to their evaluators to be included in their evaluations. Teachers can now upload these pieces of evidence directly into eTPES.**
- **The evaluation process should always be conducted with the goal of professional learning and development, rather than in any kind of punitive or “gotcha” style.**

- **All teachers will have a minimum of two walkthroughs this year, one each semester. The walkthrough is called the “Informal Evaluation” in the eTPES system. The walkthrough form has changed this year.**

Another big change this year is the increased use of eTPES to house evaluation forms. I attended a “train the trainer” meeting with a representative of eTPES with Addie Tobey and Andrew Glasier and we have conducted three trainings for participants of the Peer Evaluation Program. Principals should have worked with teachers doing administrative evaluations to inform them of how eTPES will work this year. There are items on eTPES that should be “skipped”, as they are not part of our current evaluation program. They include the Pre-Conference (these questions are discussed during conferences) and the Teacher Professional Project. The Improvement Plan item is only used for those on state or district mandated improvement plan, otherwise it can also be skipped. Please forward any eTPES questions or concerns to your SHTA representative or a teacher on the Evaluation Committee.

I also attended a joint meeting of members of the evaluation committee and members of the assessment committee with Dale Whittington and Lynne Kulich on September 10. The purpose of this meeting was to examine how the district is meeting state assessment guidelines and student growth measure assessments. I left this meeting with the task of creating assessment schedules for the K-4 grade levels. Typically, teachers have had these schedules within the first few weeks of the school year. After working with teachers from each grade level, consulting the district assessment matrix, and communicating with administrators and an instructional coach, I created draft schedules for each grade level and noted several remaining questions. These documents were then forwarded to administration for finalization on September 23. It is my hope that elementary teachers will receive current and accurate assessment schedules in the very near future.

Teachers who are on Improvement Plans due to SGM data or performance ratings are encouraged to communicate with their SHTA representatives and/or teachers on the Evaluation Committee regarding support they are receiving from administration in response these plans.

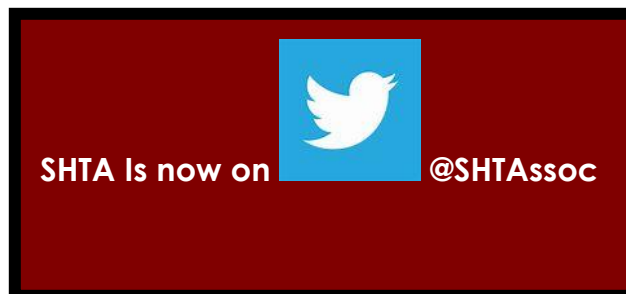
As always, please continue to give feedback, communicate questions, and seek help regarding any issues with evaluation!

*Respectfully Submitted,
Lena Paskewitz, Evaluation Chair*

PUBLIC RELATIONS COMMITTEE

The public relations committee has submitted a new ad for Shaker Life Magazine. SHTA T-Shirts are still available! An email was sent out to new members as well as, continuing members with information pertaining to the purchase of an SHTA T-Shirt. I am in the process designing a new SHTA advertisement for publication in Shaker Life Magazine.

*Respectfully Submitted,
Bob Bognar, Evaluation Chair*



MINUTES FOR THE REPRESENTATIVE COUNCIL MEETING

October 12, 2015

FERNWAY SCHOOL

SHTA President, John Morris started the October 12, 2015 Rep. Council Meeting at 4:32PM.

Chris Hayward, Principal of Fernway Elementary School welcomed SHTA membership to Fernway. Tour Your Schools Day went very well. The school district did a fabulous job of marketing this event. This is an exciting school year for Fernway. We have 11 new faces here at Fernway.

MINUTES from the September 08, 2015 Rep. Council meeting were approved by Chante Thomas-Taylor and seconded by Bob Bognar.

Administration Report

Dr. Hutchings was present for the Representative Council Meeting

- Dr. Hutchings introduced the new administrators to SHTA membership.
 1. Neal Robinson- Principal of Boulevard Elementary
 2. Terri Breeden- Asst. Superintendent of Curriculum and Instruction
 3. Tasneem Lokhandwala- Director of Pupil Services
 4. Kathleen Sauline- Asst. Principal High School
 5. Tina McCauley- Staff Assistant Lomond
 6. Ramsey Inman- Asst. Principal High School
 7. Scott Stephens- Executive Director of Public Relations and Communication unable to attend.
 8. James Reed- Principal of High School
- Today at 6:00PM a community letter will be posted about a Safety Summit Meeting taking place on October 26th. During this meeting, there will be discussions about protocols for safety in the schools. Students will have the opportunity to hear from the experts. There will be someone from the FBI and the Shaker Heights Police Chief. It is important to make sure people are informed about what's happening during a crisis.
- Next month, the Representative Council meeting will host questions dealing with Testing.

P.T.O. Report – Candith McMillan was present to give the P.T.O. report.

- The next Superintendent Chat is scheduled for November 30th.
- Family Engagement Series, a total of three meetings coming soon. Continuing to work on dates for the series.
- Tour Your Schools Day went very well.

Officer's Report

President, John Morris

- Introduced new members to Rep. Council – SHTA Support Teachers; LauraAnn Moore and Bonnie Gordon.
- The September 21, 2015 vote passed. Eighty-five percent of the membership voted with ninety-five percent voting yes.
- SHTA Support Teachers began negotiations on October 6th.
- Participated in the interview process for Assistant Superintendent of Curriculum and Instruction.
- Dealt with personnel issues at the high school.
- Dealt with health issues at an elementary school and the middle school.
- Attended an eTPES meeting.
- Weekly conversations with Darlene Bushley, Director of Human Resources.
- Weekly calls with Dr. Gregory Hutchings.

Vice President, Matt Zucca

- Attended PTO Council meeting. Please contribute or make a donation to the PTO annual fund.
- Attended kick-off meeting for *the Night for the Red and White*. The foundation encourages staff to participate in some way with *the Night for the Red and White*. Donations made to the silent auction will be helpful. The forms will be coming soon. Would like an idea for a donation from the SHTA.

- Worked on issues relating to ordering materials for elementary schools. Materials are needed for teachers and students.
- Attended Peer Evaluation/eTPES meeting.
- Would like to encourage teachers to become Peer Evaluators. Sign up for training when it is being offered.
- Head Representatives please make copies of the Fellowship Grant Applications. Be sure to distribute an application to all SHTA members. Completed applications are due by November 2, 2015.
- Can SHTA Support Teachers apply for a Fellowship Grant? Answer to that question will be investigated.

Secretary, Darlene Garrison

- Please be sure to sign the attendance sheet. If not signed, you will not be paid for attending meetings.
- Attended a training titled Professional Learning for Instructional Leaders. Professional Development for administrators and I am representing SHTA during the training. Will attend a training once a month.

Treasurer, Bill Scanlon

- No financial report this month. Reports are given out every other month.
- Will be attending Finance and Investment meeting this month.
- Working on accounts and submission of tax forms- last year's financial books.
- Keeping an eye on investments, not doing well because of the market.
- Investment Committee Meeting on Friday, October 16th.

Executive Board Reports

Past President, Becky Thomas

- Attended Board of Education meeting. Agenda items included John Moore being named District IB Coordinator and Ken Kangas retiring this school year.
- Attended the September Finance and Audit meeting.
- Please fill our survey dealing with district vision and facility changes. Make sure to point out items dealing with technology. IB schools need to be adapted to fit IB. Bond issues should be looked into.
- Discussed the 5-year forecast. District looking to stretch out the levy until 2019.

Teacher Education, Lisa Hardiman

- Created an informational packet to pass out at the New Teacher Meeting. Facilitator informed me that I was not needed at New Teacher Meeting.

Membership/Elections, Chante Thomas-Taylor

- Membership information will be submitted for the newsletter.

Policy, Tim Kalan

- Attended OTES/Evaluation meetings at Onaway and Lomond.
- Onaway teacher met with Technology Specialist about students being loaded into programs. Apparently, the software is not ready.

Public Relations, Bob Bognar

- The semi-annual SHTA ads in the *Shaker Life* Magazine are all set.
- Will provide information to new members and Support Teachers concerning SHTA T-shirts.

Legislative, Eileen Sweeney

- Election Day is November 3, 2015.
- Shaker will have two school board members on the ballot.
- Issue 1 will be on the ballot, create a fair process for boundaries in districts.
- Issue 8 Arts and Culture on the ballot
- October 7th, Ohio legislatures approved HB2-Charter School Reform

Support Teachers, LauraAnn Moore

- Thank you for your support.
- We are in negotiations right now, started last Tuesday, October 6th.
- We are defining the roles of the Support Teachers.
- Next meeting is scheduled for Wednesday, October 14th.
- Bonnie Gordon made an introduction to the SHTA membership. ***Welcome LauraAnn and Bonnie***

Publications, Andrew Glasier

- Wednesday at midnight all submissions are due for the newsletter.
- Erin Herbruck added SHTA meetings on her calendar so that the meetings will hopefully not interfere with New Teacher meetings.
- Worked with Darlene Bushley on eTPES training and evaluations. eTPES is a safe storage spot for documents.
- Working with specialists on evaluations, nurses and psychologists.
- Darlene Bushley and Dale Whittington are working on a new growth committee. Will be looking at SLOs. Any SLO that was approved last year will be fast tracked this year.
- Working on the history of SHTA.

Social, Selena Brown

- SHTA Happy Hour will be on Monday, November 23rd at The Winking Lizard in Beachwood. Passed out flyers to head building representatives to hang throughout buildings.

Legal Aid, Paul Repasy

- No Report

Professional Rights and Responsibilities, Mike Sears

- Report will be submitted in the October Newsletter.

Evaluation, Lena Paskewitz

- Participated in OTES/Evaluation presentations over the last month.
- New teachers worked with Darlene Bushley. If you have any questions, please talk to committee members.
- Pre and Post conferences, observations should be scheduled at a mutually agreed time.
- More detailed report will be posted in the October Newsletter.

Building Representative Reports

Boulevard, Jennifer Goulden

- Problem with district emails just being dropped, it appears to be just random.

Fernway, Andree Hassell

- Issues with substitute teachers. Support Staff members are covering classes.

Lomond, Donita Townsend

- Two questions to ask: How soon should teachers be notified who is responsible for evaluating them? We are involved in many meetings, Self-study teams, TBTs, CPTS and being asked to read outside of meetings. When is enough, enough? SHTA will step in to make sure that things are equitable. There should be professional courtesy.

Mercer, Robyn Feinstein

- Kindergarten teacher Rick Leibovich still has not received his colored newsprint activity pages needed for each

- enVision topic; he has to black and white copy another teacher's newsprints each time he needs them for a lesson.
- Intervention Specialists Elizabeth Siegel and Kara Horvat have not received student materials for Foundations or enVision; they have the "teacher kits" but no additional supplies (colored newsprints, magnet boards, etc.)
- Almost our entire staff has not been paid for summer IB writing (Board Approved). Nicole Smith compiled a chart for Lindsay of paid and unpaid units. Lindsay has been in great communication with Nicole and Robyn regarding this topic. He is taking the information to the Treasurer's office in hopes to help get teachers their compensation. Chart submitted to Secretary, Darlene Garrison.

Onaway Paula Klausner

- No report

Woodbury, Angela Goodrum

- Strategic Plan Initiative demands seem to exceed contract time and working beyond the contract time. There are books to read and articles to read. It is an extra responsibility. Is this a mandate or is this voluntary?
- The STAR reading program has been discontinued and it was test given at the beginning of the year to assess a student's reading level, The Middle School does not use the STAR program, therefore the district discontinued it. Woodbury had no input with this decision. The PTO graciously paid for another year of the STAR program for Woodbury.

Middle School, Tim Richards

- Raider Time classes – This is the "extra" 3:00 to 3:45 period. Students continue to drop this period and class sizes are becoming awkward.
- Overall Class Size – There are classes **both** too big and too small. Contractually it is not an issue but classes of (8) or classes of (29) can be difficult, particularly in specific classrooms. Unfortunately some teachers have some difficult class sizes.
- Teachers up for tenure: Administration clarified they have asked this group of individuals to read through some things (including some of the OTES rubrics, etc.) that help define skillful teaching. The idea is to have a discussion during OTES evaluation meetings. There are no extra requirements for these teachers.
- There was discussion regarding a fire in the restroom during conference period and our evacuation procedures. The fire was contained but the building was not evacuated. Administration is reviewing how this was handled.
- There have been some concerns with teachers not being consulted about parent complaints. One teacher had a parent scheduled to observe her teach before being consulted.
- There have been concerns that teachers cannot effectively teach particular lessons due to faulty technology. Administration clarified it cannot be held against teachers on any evaluations.
- Weekly Department Head meetings – Concerns they are cutting into needed teacher planning/working time.
- There is a lack of small groups/readers available for IEP students. The new schedule limits teacher availability.
- There were some major mistakes made during the standardized testing procedures.
- The Special Ed OTES evaluation procedure is causing some concern. There are questions regarding classes that are co-taught.
- The scheduling procedure for OTES evaluations was clarified.
- Email continues to go down quite often
- There are concerns that the hot temperatures in the building will occur again towards the end of the school year. There were classroom temperature readings easily in the 90's in September.

High School, Brian Berger/Written by James Schimdt

- I worked with the Administration and Dr. Morris to develop a plan to pilot evening conference times at the High School. On Monday, November 2nd, we will have our conference day begin at noon and end at 8 PM. The Administration will coordinate childcare for SHTA members that are in need of it and provide dinner from 4 PM to 5 PM for the Faculty. The conferences on Tuesday, November 3rd will be held during regular contract hours, from 8 AM to 4 PM.

- I worked to resolve issues that almost all High School members had with receiving their supplemental contracts for the 2015 – 2016 school year, which were supposed to have been delivered to us prior to June 30th, per Article XXIX Section 29.03 of our Collective Bargaining agreement. Kiki Stout was instrumental in assisting with the process and deserves our thanks.
- I worked to resolve issues with several members receiving an incorrect amount on their paychecks due to their supplemental contracts. Treasurer Brian Christman was very helpful and worked quickly to resolve the issue with these members.
- On Wednesday October 7th, the High School was the target of an anonymous threat on Instagram. The District and building administration admittedly did not handle the situation optimally in terms of communicating information, which would have been instrumental in quelling panic amongst students, parents, faculty, and staff. They did, however, act decisively in terms of bringing in the Shaker Heights Police Department, other safety experts, and our own Security staff to provide a safe and secure environment for all our students to continue to learn. Our members responded to the threat with resolve and continued to see through their commitment to their students and their craft. We hope that the administration learns from their errors, as they have promised to, but we hope first and foremost that a situation like this does not occur again.

Old Business

- Are we still collecting data about substitutes in our district? Teachers are still being pulled to cover a class.

New Business

- None

Good of the Order

- Tuesday, November 3rd – Voting
- Thursday, November 5th – Y.E.H. Spaghetti Dinner
- Matt Zucca is collecting gently used coats and boots for the homeless through St. Dominics.

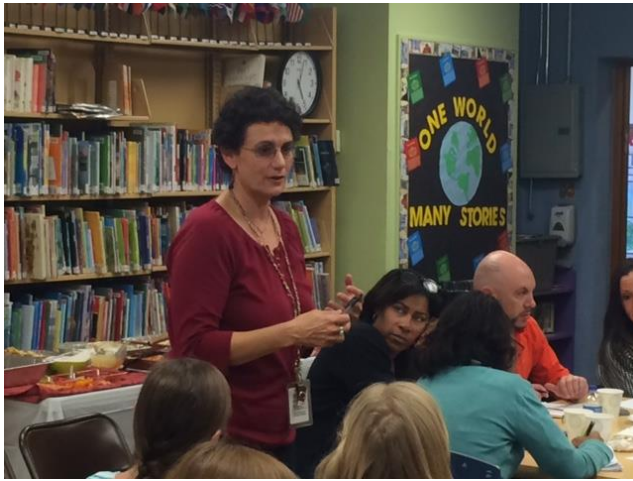
Motion to adjourn meeting made by Bill Scanlon, seconded by Angela Goodrum.

Meeting adjourned at 6:25PM

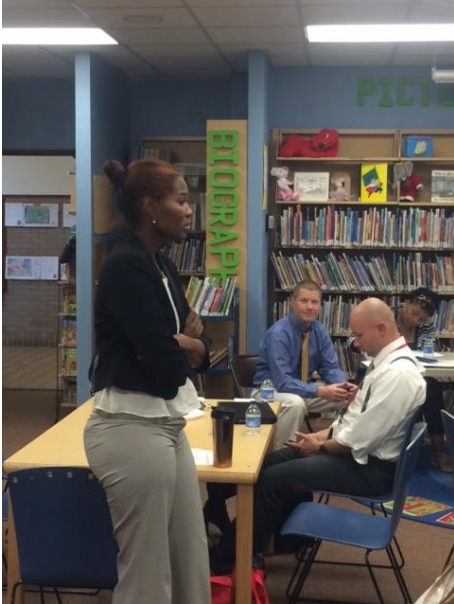
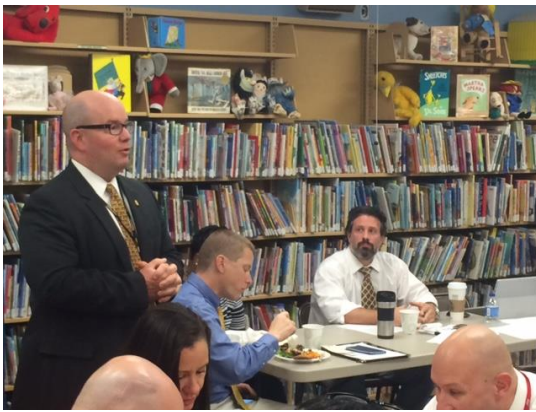
***Respectfully submitted,
Darlene Garrison, Secretary***



The October SHTA Representative Council meeting @ Fernway School.



SHTA ST Representative Bonnie Gordan (left) and SHTA ST Executive Board Member LauraAnn Moore (below) introduce themselves at the October Representatives meeting @ Fernway School.



Principal Chris Hayward welcomes the SHTA Representative Council at the October Representatives meeting @ Fernway School.



Special Thanks to Ferway Head Representative Andee Hassell for hosting the October SHTA Representative Council.

FUTURE TEACHERS?

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.

On a recent Saturday night, I was grading students' papers (#weareteachers247), when I came across this line from one of my students' essays: "I hope one day to be a teacher." It stopped me in my grading tracks. What should I write? How should I counsel a bright young lady who wants to join my profession? I hesitated, not because I do not believe that teaching is an honorable profession, but because that teaching is slowly becoming de-professionalized. While the pendulum on testing, data collection, virtual schools, and ridiculous evaluation systems is beginning to swing back towards common sense, the fulcrum moves slowly.

As I write this, the East St. Louis Federation of Teachers are on strike. This has not been the first major teachers' strike of the year. Seattle came before them and many smaller school districts also. It seems that teachers' strikes have increased over the past several years. I believe that this is a reaction to the corporate reform and siphoning of tax dollars from education to private corporations. Teachers are disenfranchised in their own profession. They are ridiculed and bullied by national, state and local politicians, including Governor Walker (WI) who took away collective bargaining rights of teachers which reduced their pay and voice and Governor Christie (NJ) who said that teachers' unions deserve "a punch in the face." Millionaires and billionaires have told teachers that they are not doing their job correctly, to teach to a Common Core and that teachers may soon be replaced by technology. Teachers in many districts are paid far below their peers with equivalent education and experience, often having to take second jobs to help pay the bills. These strikes are a call to arms for all teachers.

The teachers on strike in East St. Louis, Illinois have been working for over a year without a contract and without a raise for over three years, as prices around them have risen. The Seattle teachers' strike ended with a 9.5% raise over three years but also guaranteed 30 minutes of recess for elementary students and more teacher input on standardized tests among other items. Many teachers strike because of pay because the fact is a person's worth in our society is often connected to how much they earn.

As one of my students once told me when I asked what he wanted to be when he grew up, he answered "Rich like LeBron." While I do not fault his reaction (even if he is only 5' 2"), I worry what that says about my undervalued profession. It speaks volumes that teachers have to fight for a simple wage increase. Yet they also are fighting for their students, with language in contracts that reduces class sizes, a crucial element to building relationships with students, and having a say in testing, evaluations, and other important professional responsibilities. My colleagues in Cleveland sometimes face class sizes of over 40 students, many of whom come with substantial issues based on poverty. Our work place is also our students' second home. We are constantly fighting as professionals to make sure it is safe and nurturing for all of us.

While we take steps forward in reaching our goals, we still are often blind sided by ignorance. Soon after the Partnership for Assessment of Readiness for College and Careers (PARCC) tests were outlawed by Ohio state legislatures, they had purchased the American Institute for Research (AIR) tests. While the AIR standardized tests are slightly shorter in length, their quality and sheer numbers are an educational disaster. The list continues with the Ohio legislature making changes to teachers' evaluations half-way through the summer, leading to confusion and giving us little notice to implement the changes well. Teachers are in constant threat of losing their pensions, with so-called "reforms", as seen in Rhode Island, which has done more to enrich hedge fund managers while reducing the pensions of future retirees. For every step forward, we feel like we take two steps back.

So what should I say to my student? This job, this profession can be the greatest, most exhilarating, creative and satisfying that anyone one can hold. I get to go to work with some of the most interesting, intellectually stimulating, powerful colleagues I have ever had in any job. I am allowed to work with young people to help them grasp difficult topics and prepare them to be future citizens of this country and the world. Every day is new, engaging, reflective and often crazy. Perfect for a man of my personality. Do I tell her only the good and whitewash the bad? Do I say depending on where you teach you may not make enough money to survive? Do I speak of the rush I get when a lesson comes together for a class so that we feel we are moving as one? It is difficult. In Shaker Heights City Schools, we seem to have a time honored policy of hiring alumni. It is a matter of time before I work alongside a former student; many of us do already. I will ask then, "Did you make the right choice?"

AG

Mix and mingle with all of your SHTA friends at

Winking Lizard Tavern!



25800 Central Parkway
Beachwood, Ohio 44122
(located behind P.F. Chang)

Monday, November 23, 2015

4:15 p.m.

(PROFESSIONAL DEVELOPMENT DAYS ON MONDAY, 11/23 AND TUESDAY, 11/24)