

IMPORTANT DATES

Tuesday, April 22: B.O.E. Work Session

Friday, May 2: Pre-K Professional Learning, No School for Pre-K ONLY

Monday, May 5: SHTA Executive Board Meeting, Fernway School (last of the school year)

Monday, May 12: SHTA representative Council meeting, Onaway School (last of the school year)

Thursday, May 15: District Recognition Reception, SHHS Upper Cafeteria, 3:45 PM

SHTA *news*

April 21, 2025

ISSUE #7

Message from the President

“A Community is Known by the Schools it Keeps” has long been our motto in Shaker Heights City Schools. At no other time is this motto tested more than when we face tragedy. Recently, the tragic events at the Shaker Heights Public Library involving present and past students impacted us all. I believe we collectively upheld this motto in a way that exhibited the care and support we want to exemplify in Shaker Heights.

This community deserves acknowledgement and gratitude. Dr. Glasner, Dr. Evans, Mr. Grosse, Mr. Stephens and the Central Administrative Team deserve accolades for constant communication and support. Our new High School Principal Isaiah Wyatt deserves acknowledgement and gratitude for being engaged, involved, and available for students, family, and staff throughout the most difficult incident a district leader faces. Likewise, our school counselors, psychologists, and social-emotional workers deserve appreciation for their follow-up supports for the many students and families affected and still coping with this traumatic incident. Finally, teachers throughout the district who worked with the impacted students, both in the present and the past, deserve appreciation for reaching out and being foundational supports for students who had needed to talk and express themselves, and for providing students needed extra space to process these events in the days following this tragedy up to today. And I would be remiss in not acknowledging and holding up our security team and law enforcement for creating the necessary safe environment for this processing to take place.

The road to recovery is a long one, but I believe our community is prepared for it. We continue to support those students and families involved in this tragedy. We will continue to advocate for weapons detection and common-sense safeguards at the local, state, and national levels. We will continue to support the members of our community in making this the safest school system that we possibly can. We cannot afford to do any less.

The spring is always a busy time of the year. I spoke with Dr. Glasner weekly. I communicated with HR Director Dr. Tiffany Joseph regularly. I updated SHTA Facebook page with Publications Editor Andrew Glasier. I also updated the Cuyahoga County Educator Summit Facebook Page. I met with a member concerning ADA accommodations. I communicated with a member and SHTA Consul Brooks Boron about a communication issue. I worked with Mercer Head Representative Eileen Sweeney on member concerns. I met with Tito Vazquez, High School Head Representative Jessica O'Brien, and HS Special Educators to discuss building issues. I asked Publications Editor Andrew Glasier to post a PDF of our latest contract on SHTAweb.org. I met with Personal Rights and Responsibilities Chair Mike Sears and Chief Operating Officer Jeff Grosse concerning a safety grievance. I communicated with Central Administration and High School Principal Isaiah Wyatt

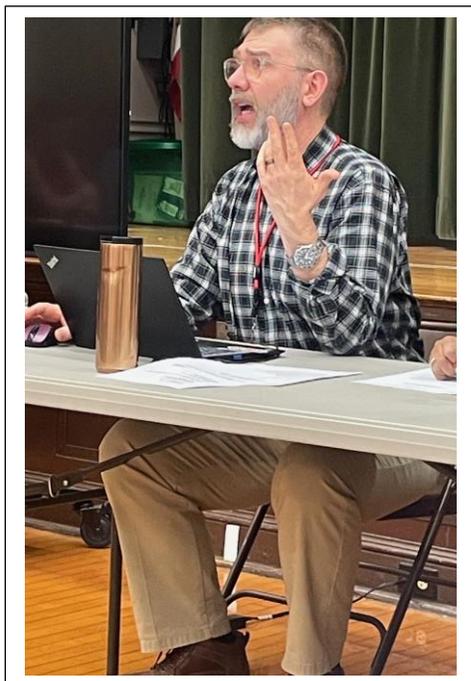
concerning the shooting incident at the Shaker Heights Library. I communicated with Mike Sears about safety concerns. I communicated with Building Safety Chair Matt Zucca and Assistant Superintendent Jeff Grosse in safety and communication concerns. I met with Personal Rights and Responsibilities Chair Mike Sears and Chief Operating Officer Jeff Grosse concerning payroll grievance. I attended district union leadership meeting – discussed need for weapons detection at the Middle School and Navigate 360 update. I communicated with members on placement concerns. I worked with High School Head Representative Jessica O’Brien on member concerns. I communicated with Boulevard Head Representative Cathy Grieshop on a safety concern. I discussed communication concerns with SHTA Secretary Lisa Hardiman and SHTA Teacher Education Chair Wendy Lewis.

I reached out to the Beachwood Federation of Teachers to thank them for showing support for our High School after the shooting incident. I worked with SHTA lawyer, Brooks Boron, on member concerns and HB 8 policy. I communicated with HS Rep Aimee Grey who is coordinating our SHTA scholarships.

“A Community is Known by the Schools it Keeps.” It’s an idea worth embracing. As members of the Shaker Heights Teachers’ Association, I believe we uphold the values our community holds dear every day. Inclusion, excellence, and strength in diversity are our guideposts. I also believe the members of our School Board, Administration, Students, and Parents want the same. It is this spirit of striving for our collective good is implicitly what being an educational professional and union member means. Please do not hesitate to reach out to me with concerns at morris_j@shaker.org or X6033.

*Respectfully submitted,
John Morris*

SHTA President Dr. John Morris at the Representative Council Meeting at Lomond School in April.



OFFICERS' REPORTS

VICE PRESIDENT'S REPORT

As the testing season continues, I know the pressure can feel overwhelming at times. To all the teachers, and everyone who's part of this journey, I want to remind you to be kind to yourselves. While it's easy to get caught up in the rush, taking care of your mental and physical health is just as important as hitting those teaching standards and goals. Be sure to take breaks, get enough rest, and practice little moments of self-care along the way. We are all doing great, and balance is the secret ingredient to success during this stressful season. Keep going, we are almost there and you've got this!

During the month of March, I assisted a member with a personnel issue, collaborated with SHTA President Dr. John Morris and participated in a fact-finding meeting. I finalized the ticket sales and invoices for A Night for the Red & White. Thank you so much to all who were able to attend this special event and to staff members who graciously made donations giving back to our students. I'm pretty sure that this year, we had the most attendance by SHTA members. On April 7th, I attended the quarterly Union Leadership meeting. The April PTO Council meeting was cancelled and rescheduled during the month of May. On April 15th, I attended the SHTA Investment Committee meeting with President John Morris, SHTA Treasurer Bill Scanlon, SHTA Membership Chair Chante Thomas, SHTA member Todd Keitlen and Financial Advisor Brady Krebs. On April 21st, I will be attending this year's Union Summit meeting,

Recipients of the Dr. Rebecca L. Thomas Fellowship Grant, please remember to submit your receipts to receive your reimbursement of up to \$100. Once receipts are submitted, it may take up to 2-3 weeks to receive your check. A few members have asked about the reimbursement process.

1. Receipts can be mailed or sent via email to me, Darlene Garrison
2. I will then fill out a requisition form and send to the Treasurer, Bill Scanlon
3. The treasurer will write a check for the amount of the reimbursement and mail the check back to me using the school mail system
4. Once I receive the check, a second congratulatory letter is written and mailed to the recipient along with the check.

There will be no reimbursements made over Summer Vacation. Keep in mind that the deadline to submit receipts will be the end of September 2025.

If you have any questions, comments or concerns, please don't hesitate to contact me at ext. #4997.

Respectfully submitted,
Darlene Garrison

SECRETARY'S REPORT

Spring is kind of springing! I hope that everyone feels rested, rejuvenated, and ready to complete the final stretch of the 2024-2025 school year.

In the wake of the tragedy that occurred at the Shaker Heights Library on April 1st, the issue of security is again at the forefront of our minds. It is what many of us are thinking, praying for, talking about, and stressing over. It was the main topic that we at Mercer School and other buildings have been discussing during our Building Committee meetings this month. Safety and security at the elementary level is something which I have been asking, arguing, pleading, and rallying for, for the better part of the last decade. Safety and security have been

issues during multiple contract negotiations’ meetings and been the basis of a grievance, both of which I was directly involved. Yet, from where I sit, not much has changed. At each elementary building, we still do NOT even have one full-time security guard. I have heard that there is a red-shirt security person who briefly visits the five buildings daily, but many staff members have not seen this person at all during this school year. During last week’s visit from an upper administrator, an SHTA member spoke with him about this issue. The member came away from this conversation with the impression that there are no current plans for full-time security in our elementary buildings. Without any solid justification, are we left to assume that the reason is finances? There is not enough money to pay for security at our elementary buildings? In 2025, with all that is happening in our world and in our own small city of Shaker Heights, we cannot *afford* to better protect the lives of our children and staff? Doors have been repaired, more cameras have been installed, but promises have been unfulfilled. The people who have been tasked with keeping us all safe, the individuals manning the security cameras, are our front office secretaries. Along with the plethora of responsibilities that our administrative assistants have, they now have the unrealistic, impossible expectation to deal with possible intruders? Our surrounding districts have security at elementary schools. Protecting lives should not come with a price tag!

SHTA members are very concerned about the present state of our district, particularly with regards to positions for next year. We have been told that there will be numerous changes but many teachers have not yet been notified where and in what position they will hold. It is now the middle of April and not knowing what we will be doing in three months creates a great deal of anxiety for teachers who want to do their best at their jobs.

During the months of March and April, I continued to attend SHTA Representative Council and Executive Board Meetings. During these meetings I took attendance and minutes. The minutes can be found at the end of SHTA newsletters each month. As I stated above, this month I also participated in Mercer’s Building Committee meeting. Please see members of your school’s Building Committee if you have non-contractual concerns that you would like to be addressed.

As always, if you have any concerns or questions that I can help address, please feel free to contact me at #4867 or hardiman_1@shaker.org.

*Respectfully submitted,
Lisa Hardiman*

TREASURER’S REPORT

As we near the end of the school year, I wish I could simply say, “Just one month to go—you’ve got this.” But honestly, my heart feels heavy.

The ongoing attacks on institutions I deeply value trouble me every day. Elected officials are attempting to control what we teach, suppress voting rights, limit our right to protest, and undermine our collective bargaining rights. It’s hard to stay light-hearted when these fundamental rights are under threat.

In an effort to channel this frustration into action, I’ve turned to tools for civic engagement. One such tool, recommended by colleagues on the Executive Board, is an app called [5 Calls](#). It helps you contact your Representatives and Senators about issues that matter. It’s simple, effective, and empowering. I encourage you to join the fight—because if we don’t stand up now, we may not recognize the schools we’re left with.

On April 15th, the Investments Committee (Darlene Garrison, Chante Thomas, Todd Keitlen, and I) and John Morris met with Brady Krebs, our Edward Jones advisor, to review the SHTA investment portfolio.

Looking ahead: our final Representative Council meeting of the year will be held on May 12th. At that meeting, Reps will discuss the proposed 2025–26 SHTA budget, which will then go to membership for approval. A [preliminary version](#) of the budget was distributed at the April meeting to be shared in each building. If you have feedback or concerns, please reach out to your Head Building Representative—or contact me directly at scanlon_w@shaker.org or 216-333-2627.

*Respectfully submitted,
Bill Scanlon*

Please join us for our
DISTRICT RECOGNITION RECEPTION



Shaker Heights High School
Upper Cafeteria
May 15, 2025 @ 3:45 p.m.

**ALL SHAKER EMPLOYEES ARE INVITED
AND ENCOURAGED TO ATTEND!**

EXECUTIVE BOARD REPORTS

PROFESSIONAL RIGHTS AND RESPONSIBILITIES REPORT

I attended both the April Executive Board and Representative Council meetings. During the past month, I assisted members with questions about leaves of absence and FMLA. I worked with High School Head Building Representative Jessica O'Brien on questions about a proposal for a new high school faculty handbook. I spoke with Sick Day Transfer Committee Chair Matt Zucca about advancing a member's sick days in the event that the member was not eligible to use the sick day transfer program. Matt agreed to speak with HR Director Tiffany Joseph and Payroll Supervisor Jennifer Browne about this question. I filed a grievance and attended a grievance hearing about an Americans with Disabilities Act (ADA) accommodation for a member at the Middle School. I filed a class action grievance regarding paychecks being processed on time. Due to scheduling conflicts and Spring Break, the hearing for this grievance has been postponed. Look for details about this grievance in the May newsletter. I worked with Middle School Head Building Representative Kevin Thomas on questions about teachers collecting cash for the Raider Rainbow Run, and questions from a member about FMLA. I also worked with Kevin and Middle School Building Principal Eric Forman to make sure teachers received their contractually approved lunch and planning periods during state testing, as well as appropriate breaks during testing.

The Supplemental Committee is meeting on April 29, and will begin to review the Memorandum of Understandings (MOUs) from 2016 and 2017 to see if any changes need to be made.

***Respectfully submitted,
Mike Sears, chairperson***

EVALUATION COMMITTEE

Greetings colleagues and friends! Thank you for the continued opportunity to serve the Association as the Evaluation Chair. In this position, I serve as co-facilitator of the Evaluation Committee with Human Resources Director, Dr. Tiffany Joseph. I also work with Andrew Glasier and Addie Tobey to coordinate the Peer Evaluation Program. All members of the committee and I are available to answer your evaluation questions and concerns. I will continue to communicate information about evaluation procedures throughout the year through this newsletter and during SHTA Representative Council Meetings.

Applications for participation in the Peer Evaluation Program for the 2025-2026 school year have been collected, reviewed, and sent to building administrators. A huge thank you to Stacy Poole for her help to organize spreadsheets for each building. Andrew Glasier (High School), Addie Tobey (6-8), and I (Elementary) serve as the co-coordinators of the program. We are happy to assist you in any way we can throughout the process.

Evaluators must take recertification exams every two years to sustain their status as approved evaluators. Most existing peer evaluators are due to take the recertification exam this year. PLEASE be sure to go to the Insight Advance site and/or review your certificate to make sure you maintain evaluator status. The system will not provide an exam unless you are up for recertification. ALL newly approved peer evaluators will need to register for the three-day OTES 2.0 training on STARS and pass the credentialing exam prior to September 1, 2025 in order to participate next year. The district will pay for the training. Please work with Human Resources to arrange for payment to ESC.

Here is a link to the [Evaluation OTES Overview](#) slides. These slides serve as a resource for both teachers and evaluators as they engage in the evaluation process. There are numerous links to videos, examples of forms, the High Quality Student Data menu, and Ohio Evaluation System (OES) support. Please use the OES site to complete all forms.

While it is the responsibility of evaluators to complete the evaluation process with educators, it is prudent for educators to understand the steps and advocate for themselves if the steps are not followed. Before the end of April, all lesson observations and informal observations (walkthroughs) should take place. By May 10, final ratings should be discussed and pinned on the OES platform. If any part of this process is not occurring, please reach out to your evaluator right away. Please feel free to contact me, one of your SHTA building representatives, or any member of the Evaluation Committee, for clarification or assistance.

*Respectfully submitted,
Lena Paskewitz, chairperson*

SPECIAL EDUCATION COMMITTEE

Over the past month, I attended the Executive Board and Representative Council meetings. I met with the Director of Student Services, Dr. Meghan Shelby, regarding Special Education concerns across the district. I worked with SHTA President Dr. John Morris regarding Special Education concerns. I have worked with Shaker Heights High School Head Rep. Jessica O'Brien regarding various staff concerns. I met with Assistant Principal Lisa Demkowicz, and Exceptional Children Department chairs Tana Thompson and Keesha Woodruff, to discuss SPED issues and solutions. I represented three members in fact finding meetings. I represented a member in a disciplinary meeting. I meet with a member about a student's safety plan not being adequate. SHTA president John Morris, Shaker Heights High School Head Representative Jessica's O'Brien and I communicated with Shaker Heights High School Principal Mr. Isaiah Wyatt concerning an equipment concern. I communicated with 7-12 Exceptional Children Supervisor Jennifer Currie concerning staffing issues and K-6 Supervisor Erin Dzolic over a potential workload concern. I worked with Mercer Head Representative Eileen Sweeney in supporting a member through a difficult situation. I communicated with Director of Human Resources Dr. Tiffany Joseph regarding a potential contract concern. Finally, I would like to congratulate Shaker Heights High School Principal Mr. Isaiah Wyatt for being named Principal at Shaker Heights High School.

*Respectfully submitted,
Anastacio "Tito" Vazquez, Jr. M.Ed. Chairperson*

POLICY COMMITTEE

One of the ways we often commemorate the ending of the school year in the SHTA is with an election! This year we will vote on a budget, elect our officers, and consider an amendment to our constitution. The language for the amendment concerns adding a committee to steward our sick-day transfer program. The proposed amendment language is as follows:

BY-LAW V STANDING COMMITTEES

R. Sick Day Transfer

There shall be a Sick Day Transfer Committee whose responsibility shall be coordinated and communicated with membership and administration, the needs of members who have exhausted their sick day time. The Sick Day Transfer Committee will review and assist individual members' situations and help facilitate the donations in conjunction with our Treasury Department.

*Respectfully submitted,
Tim Kalan, Chairperson*

MEMBERSHIP/ELECTIONS COMMITTEE

Greetings everyone! On Monday, May 19th, we will be holding our SHTA Officers and building representative elections, and voting on the 2025/2026 SHTA Proposed Budget.

If you are interested in running, then you should have seen the notification about sharing your interest in being placed on the ballot. Only members of the SHTA for at least three years are eligible to run! *Please reach out to me if you have any questions about this.*

Also, again for the 2025-2026 school year, (extended one additional year), former Woodbury staff will elect a building representative for their home schools. K-4 and Middle School head representatives will be notified about the person fulfilling this role.

The 2024-2025 Elected Representative Council Members are:

Boulevard- Cathy Grieshop, Heather Pincoe

Onaway- Allison Colvin, (Pre-K), Noreen Smyth-Morrow, Stacey DeYoung, (WO)

Fernway- Jamie Harden, Lee Appel

Lomond- Kelly Grahl, Lauren Meek, Sherri Jarvie, (WO)

Mercer- Eileen Sweeney

Middle School- Kevin Thomas, Erika Pfeiffer, Melissa Albrecht and Marie O’Leary Stark (WO)

High School – Jessica O’Brien, Jayce Bailey, Cathay Szendrey, Enid Vazquez, Adam Cohen, Aimee Grey, Joel Rathbone, Raina Li (WO)

IC- Linda Roth

*Respectfully submitted,
Chante Thomas, chairperson*

DIVERSITY, EQUITY & INCLUSION COMMITTEE

This year, I focused on introducing topics that will continue discussions on implementing equitable classroom practices. This month, the article I am sharing is [“Taking Multicultural, Anti-Racist Education Seriously: An Interview with Enid Lee.”](#) A very profound statement in this article is, “If you don’t take multicultural education or anti-racist education seriously, you are promoting a monocultural or racist education. There is no neutral ground on this issue.” We must take a close look at ourselves and our classrooms to ensure all students feel welcomed, appreciated, and respected.

How do we discourage discrimination in a multicultural classroom? This is a short list, but it can be a guiding tool for promoting anti-racist classrooms.

- using inclusive language.
- including human rights.
- encouraging the discussion of controversial issues.
- promoting student voice.
- involving students in peer education and peer mediation activities.

As the year comes to a close, I hope that diversity, equity, and inclusion are more than terms we use, but we act on.

*Respectfully submitted,
Angela Goodrum, Chairperson*

BUILDING SAFETY & SICK DAY TRANSFER COMMITTEE

This month I talked with Onaway Head Rep Noreen Smyth-Morrow to address concerns about Onaway members missing a “shelter in place” notification that was thought to have gone out to all staff members. After a discussion with Assistant Superintendent of Business Operations, Jeff Grosse, and SHTA President, Dr. John Morris, it was stated that the “shelter in place” notification went out only to the High School. I shared concerns about the emergency notification communication process with Assistant Director of Communications, Kristen Miller; members of the High School faculty were not aware that students would not be attending school on April 2nd. Mrs. Miller stated that a new process to communicate building closures will include email, text messages, and robo calls. Mrs. Miller also communicated the need for members to update the “Employee Access Center” in PowerSchool with new email addresses and phone numbers.

I discussed with John Morris and Professional Rights and Responsibilities (Grievance) Chair, Mike Sears, the need to aid a member who has exhausted their sick day balance and who is not eligible to participate in the Sick Day Transfer Program. I talked with the Director of Human Resources, Dr. Tiffany Joseph, about the policy of sick day advancement for members on a continuing contract. Dr. Joseph is looking into the specifics of the concern.

I discussed with John Morris about the creation of a building safety and security survey. The survey will come out to members by the end of April. I worked on Constitution and By-Laws language updates with John Morris and Tim Kalan, Policy Chair. I talked with Middle School Head Building Rep., Kevin Thomas, verifying information about a member in the Sick Day Transfer Program. If you have any questions regarding sick day transfer or building safety, please reach out to me at 216-295-4692 or zucca_m@shaker.org.

*Respectfully Submitted,
Matt Zucca, Chairperson*

LEGISLATIVE COMMITTEE

This month, I am focusing on the executive order signed by the President regarding the potential dismantling of the U.S. Department of Education, as well as recent events in the state concerning state funding and DEI initiatives.

- **Department of Education Executive Order:** In late March, President Trump directed Education Secretary Linda McMahon to begin the process of dismantling the U.S. Department of Education, aiming to return authority to states while maintaining the delivery of essential services. The move has sparked strong backlash from education advocates, labor unions, and Democrats, who argue it will exacerbate inequities and harm vulnerable student populations, prompting immediate legal challenges. Despite significant layoffs and restructuring already underway, it should be noted that full closure would require congressional approval. ([more information here](#))
- **U.S. Dept. of Education’s “Dear Colleague” Letter & DEI Update:** The U.S. Department of Education has ordered state education agencies to certify within 10 days that all K-12 schools in their states are complying with a directive banning diversity, equity, and inclusion (DEI) practices or risk losing federal funding. This demand follows a February letter interpreting the Supreme Court’s 2023 affirmative action ruling as broadly prohibiting race-conscious programs in schools, prompting confusion and legal pushback. Teachers’ unions and civil rights advocates have filed lawsuits, calling the directive unconstitutional, a misuse of executive power, and an attempt to coerce schools into abandoning inclusive practices. ([more information here](#))

- **Ohio's Proposed Public School Funding:** Ohio House Republicans have proposed a state budget that dramatically underfunds K-12 public schools, allocating only \$226 million of the \$800 million needed, despite Governor DeWine's earlier proposal to fully fund education. The budget plan has drawn criticism from Democrats and educators who say it will force schools to cut programs, lay off staff, and increase class sizes, while Republicans defend the move as fiscally responsible—even as they propose \$600 million in bonds for a new Browns stadium. Governor DeWine and school leaders argue the state's priorities are misplaced, and DeWine has signaled he may veto the provision if it remains in the final budget. ([more information here](#))
- **Ohio SB 1 Update:** Ohio Governor Mike DeWine signed S.B. 1 into law, enacting sweeping changes to public higher education that ban diversity programs, restrict classroom discussions on controversial topics, prohibit faculty strikes, and alter tenure and governance rules. The law, taking effect in 90 days, also mandates American history courses, endangers diversity scholarships, and limits collective bargaining on tenure. Despite strong opposition from students and faculty, including protests and threats to leave the state, the bill quickly passed through the legislature. ([more information here](#))

*Respectfully Submitted,
Matt Klodor, Chairperson*

SHTA PAC COMMITTEE

It is time for every SHTA member to raise our voices. On March 27, the Trump administration took its most anti-worker, anti-union action yet. Donald Trump signed an executive order stripping the right to organize from hundreds of thousands of federal workers at more than 30 agencies. Nothing will stop him from coming after teachers' collective bargaining rights next. Governor DeWine already stripped the strike rights of college and university professors when he signed Ohio Senate Bill 1 into law last month.

This month, I wrote postcards to Donald Trump for the *Ides of March* postcard action. I worry it was in vain since my postcards probably landed in the trash. I needed to engage somehow, though. I called Governor DeWine and my representative's offices urging them not to sign Senate Bill 1.

On April 5th, I attended the National Hands-Off Protest in Cleveland. It was comforting to see a large group gather and communicate their frustration and outrage at the dismantling of our democratic institutions. Many fear our civil rights are at dire risk.

I attended the SHTA Executive Council and Representative Council Meetings. We organized the Thursday, April 17, 2025, Wear Red for Ed to work to show our solidarity.

The PAC of the SHTA is hosting Happy Hour with the PAC event on April 24 at Midnight Owl Brewery on Chagrin Road from 4:00-5:30 pm. We hope many members will join us to begin planning our actions. Please come to share your thoughts.

*Respectfully Submitted,
Eileen Sweeney & Jessica O'Brien, Chairpersons*

TEACHER EDUCATION COMMITTEE

This is a busy time of year with evaluations, tenure requests, and licensure renewals. If your license is expiring this June and you have a two/four-year Resident Educator License, you will either need to apply for an extension or apply for the 5-year Professional Educator license. Please check with your RESA mentor if you have any questions about which is appropriate for where you are in the process. Should anyone have any questions regarding evaluations, please feel free to contact me.

*Respectfully Submitted,
Wendy Lewis, Chairperson*

SOCIAL COMMITTEE

Our annual District Recognition Reception is right around the corner and we are excited to celebrate with our colleagues! We will honor Shaker faculty and staff on Thursday, May 15th at 3:45 p.m. in the Upper Cafeteria at the High School upper cafeteria. Employees who are retiring, earned tenure, or have completed 15 or 25 years of service will be recognized by the district. This event is sponsored by the Shaker Heights Teachers' Association and the Shaker Heights Board of Education. We are pleased to offer a full meal and desserts for the occasion. We look forward to seeing you there!

*Respectfully Submitted,
Selena Boyer, Chairperson*

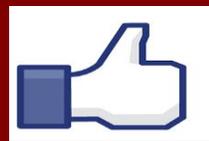
PUBLIC RELATIONS COMMITTEE

The Shaker Heights Teachers' Association is pleased to announce that this year's Teacher Appreciation Gifts have been ordered and are on their way! We expect to begin distributing them to Head Reps sometime next week. Head Reps may begin sharing the gifts with members starting May 5th.

This is a small token of our appreciation for the incredible work you do every day. Thank you for your continued dedication and passion.

*Respectfully Submitted,
Bob Bognar, Chairperson*

The SHTA PAC is on



@

[PAC of the Shaker Heights Teachers Association](#)

MINUTES FOR THE REPRESENTATIVE COUNCIL MEETING

SHTA President, Dr. John Morris started the April 14, 2025 Representative Council Meeting at 4:32 P.M. **The meeting took place at Lomond Elementary School.** Dr. Morris stated that *Lomond Principal, Mr. George Clark* and *Assistant Principal Mr. Doug Myles* were not present for the meeting. He introduced **SHTA Special Education Chair, Tito Vazquez** to the Representative Council. Mr. Vazquez welcomed members to Lomond Elementary School.

A motion for approval of the MINUTES from the March 10, 2025 Representative Council meeting was made by James Schmidt and seconded by Jessica O'Brien.

Administration Report

Director of Human Resources, Dr. Tiffany Joseph was present for the SHTA Representative Council Meeting. She had no report but said if anyone is in need of anything, she will help.

P.T.O. Report

There was no PTO representative present. They are organizing the Color Run and the end of year activities.

Officers' Reports

President, John Morris

- Spoke with superintendent Dr. David Glasner weekly
- Communicated with Human Resource Director Dr. Tiffany Joseph regularly
- Updated SHTA Facebook page with Publications Editor Andrew Glasier
- Updated Cuyahoga County Educator Summit Facebook page
- Met with a member concerning ADA accommodations
- Communicated with a member and SHTA lawyer Brooks Boron about a communication issue
- Worked with Mercer Head Representative Eileen Sweeney on a member's concerns
- Met with Special Education Chair Tito Vazquez, High School Head Representative Jessica O'Brien, and HS Special Educators to discuss building issues
- Asked Publications Editor Andrew Glasier to post PDF of our latest contract on shtaweb.org
- Met with Personal Rights and Responsibilities Chair Mike Sears and Assistant Superintendent of Business Operations Jeff Grosse concerning a safety grievance
- Communicated with Central Administration and High School Principal Isaiah Wyatt concerning shooting incident at the Shaker Heights Library
- Communicated with Mike Sears about safety concerns
- Communicated with Building Safety Chair Matt Zucca and Assistant Superintendent of Business Operations Jeff Grosse on safety and communication concerns
- Met with Personal Rights and Responsibilities Chair Mike Sears and Assistant Superintendent of Business Operations Jeff Grosse concerning payroll grievance
- Attended district union leadership meeting – discussed need for weapons detection at the MS and Navigate 360 update
- Communicated with members on new placement concerns
- Worked with HS Head Representative Jessica O'Brien on member concerns
- Discussed communication concerns with SHTA Secretary Lisa Hardiman and SHTA Teacher Education Chair Wendy Lewis
- I reached out to the Beachwood Federation of Teachers to thank them for showing support for our High School after the shooting incident.
- Communicated with Boulevard Head Representative Cathy Grieshop on a safety concern

- Communicated with HS Rep Aimee Grey who is coordinating our SHTA scholarships
- Worked with SHTA lawyer, Brooks Boron, on member concerns and House Bill 8 preparation

Vice President, Darlene Garrison

- Finalized all invoices and payments for the Night for the Red & White.
- Met with a SHTA member to discuss a personnel issue
- Participated in a Fact-Finding meeting with SHTA member and administration.
 - Communicated with SHTA President John Morris concerning the meeting
- Attended quarterly Union Leadership meeting on Monday, April 7th.
 - Central Office, Union Presidents and Vice Presidents
- Attended SHTA Executive Board meeting on Monday, April 7th.
- April PTO Council meeting was cancelled, rescheduled for May.
- Attended SHTA Investment Committee meeting with President John Morris, Treasurer Bill Scanlon, Membership Chair Chante Thomas, Member Todd Keitlen and Financial Advisor Brady Krebs.
- Collected receipts, sent paperwork to Treasurer Bill Scanlon and mailed reimbursements checks to SHTA members who were awarded SHTA Fellowship Grants.

Secretary, Lisa Hardiman

- As usual, emailed invitations to Executive Board and Representative Council meetings
- Took the minutes of both meetings
- Talked to Mercer Head Representative Eileen Sweeney about building issues
- Communicated with numerous members about placement concerns for next year
- Attended Mercer’s Building Committee meeting
- There have been concerns about the student support positions being cut for next year. This will put an extreme strain on teachers and students and will negatively impact the education that students receive.

Treasurer William Scanlon

- Spoke to Brady Krebs about issues with the stock market
- Attended Investments Committee meeting
- Have been talking to Key Bank about the over \$200,000 that we have with them and will be investing
- Passed out the budget sheet to Representative Council and read highlights
- Reminded Representative Council that next month will be the approval of the budget for next year

Building Representative Reports

Boulevard-Cathy Grieshop, Heather Pincoe (WO)

- We are worried about potential cuts to the Social-Emotional Support team in our building and all buildings. Our team is busy helping students with social-emotional needs throughout the school day. Many of our current students have grown and become successful with the ongoing help of the entire support team. I couldn’t have done this alone. We need these team members to stay to support our neediest population. It makes a difference for all of the students.
- Teachers are concerned about the staffing changes to the English Language Learners program. Not only do our ELL teachers work with their students in the building, but support families in many ways: navigating PowerSchool, understanding schedules and events, connecting with community resources, and Shaker’s families. ELL teachers have helped the nurse to communicate with parents, arranged for translators while students are testing, translated documents, letters, IEP’s and reports for families, and provided interpreters so that families understand the school’s communications. These teachers also modify assignments and communicate with classroom teachers, providing support and ideas. Cutting 60% of ELL teachers makes no sense, especially for an International Baccalaureate district.
- Navigate 360 is still a problem in our building. Not all teachers are receiving the alerts.
- Teachers feel that there is a need to have a security guard in the building.

- I worked with Principal Neal Robinson on a safety issue.
- I sent out information about Delta Dental to our SHTA members.
- I attended the “Hands off” rally in Cleveland

Fernway-Jamie Harden, Lee Appel (WO)

- *March 17, 2025* Touchbase meeting with Principal: We (Jamie and Lee) met with principal Chris Hayward. There were no major concerns on the agenda. Mr. Hayward stressed his support in keeping the building safe and clean. A conversation was continued about staff putting referrals in PowerSchool. Mr. Hayward followed up on this topic by emailing the staff on March 28th a PowerTeacher Log Entries PD presentation.
- *March 19, 2025* The FE SHTA newsletter was updated.
- *April 7, 2025* Building Committee Meeting held. Topics included positive feedback from staff about the cleanliness of their rooms, Gifted HQPD hours, no families opting out of the Child Abuse lessons at that time and new contract hours info.
- *April 9, 2025* An SHTA member reached out about concerns regarding the required Gifted HQPD hours that are due this month. The concerns are centered around release time for teachers to complete the 15 hours. It is acknowledged that time has been established for staff to work on these hours during clerical time on PD days. And that precious time is appreciated, but the reality is that the Gifted requirements compete with Public School Works, LETRS training, SOR training etc. CPT is being used for common planning time, not PD. Several Fernway staff have reported a struggle with completing hours within contractual time. Last year some staff were given release time to complete the gifted hours. On April 9, 2025 an email was sent to Fernway staff by Chris Hayward stating that release time will not be offered. The following options were suggested:
 - ***Collaboration with a Gifted-Licensed Staff Member***
Earn hours by collaborating with a colleague who holds State of Ohio gifted licensure. Pre-approval is required by the staff member holding the gifted license to ensure its current and the time will contribute to your hours. If you’d like to know who holds such a license in our district please let me know. (Must be completed by May 22nd)
 - ***Collaboration During CPTs***
Work with the IB Coordinator and a GIS during CPTs to refine and conduct Unit of Inquiry work that incorporates gifted strategies. (Must be completed by May 30th)
 - ***Co-Planning and Co-Teaching with a Gifted Intervention Specialist***
Collaborate with a GIS to co-plan and co-teach lessons designed to meet the needs of gifted learners. (Must be completed by May 30th)
 - ***Google Classroom Gifted Training Modules***
Complete self-paced modules in Google Classroom for some or all of your required hours. (Must be completed by April 25th)
 - ***External Gifted Coursework***
Complete a gifted course outside of the district and submit a transcript or certificate to verify hours earned. (Coursework must be completed by June 4th)

Lomond-Kelly Grahl, Sherri Jarvie (WO)

- Met on April 7th with principal George Clarke
- Building Committee met on April 8th
- There are concerns about ELL staffing
- A member met with John Moore and was told that CPTs will be taking place during some of our uninterrupted planning time for next year. John Morris replied that he has already talked to John Moore and that will not be happening. It is grievable.

Mercer-Eileen Sweeney

- Met with building administrator
- Attended Mercer’s Building Committee meeting and discussed a lot about security

- A member spoke to Assistant Superintendent Jeff Grosse and they brainstormed scenarios and protocols
- The impact of the current security guard who supposedly visits daily is minimal
- The secretaries cannot be in charge of security
- Concerns about gifted training
- Communicated with members about the peer evaluation deadline
- Communicated building issues
- Collaborated with Tito Vazquez

Onaway-Noreen Smyth-Morrow, Stacey DeYoung (WO), Alison Colvin (Pre-K)

- Pushed Building Committee meeting until the end of the month because members are concerned about placement for next year
- Job sharing has been denied
- Onaway members are concerned that there was no Shelter in Place called following the shooting at the library
- Onaway teachers were asked to give input on the performance of paraprofessionals. John Morris said that we are not to do that.

Preschool Questions (*Alison Colvin*):

- Will there be enough PreK coverage in the building to keep ratio, especially for paraprofessionals who are one-to-one?
- Will there be training for teachers moving across District levels for PreK?
- It is rumored that Ludlow will be getting "many" of our fellow educators who have little to no PreK experience. They will need mentors. Do they get mentors? How is that decided? Will the mentors be compensated?
- Also, we need to know about Team Leaders for the Ludlow building (BLT), and how they are chosen, plus how long they serve? Are team/department leadership permanent positions?
- How much time will be given for packing and unpacking? We are moving to a new building where furniture, shelves, etc may not be assembled. Much of the furniture will be brand new. Enough time needs to be given to pack, as well as unpack and set up. Moving into a BRAND NEW building is different than moving into an already established building. Every area will need to be set up. If there has been time. It has not been communicated just yet.

Middle School—Kevin Thomas, Melissa Albrecht (WO), Marie O'Leary Stark (WO)

- Worked with Mike Sears to file and support a teacher grievance.
- A teacher was asked to give a statement about an incident at the school, and was originally told that the statement would be confidential. It was later discovered that the statement was not allowed to be confidential which made the teacher uncomfortable. When brought to the attention administration, everyone agreed at an understanding of process needs to be better communicated and would be in the future
- Worked with a teacher to better understand expectations of FMLA leave.
- Communicated concerns to administration from multiple teachers about collecting money for the upcoming school fundraiser. Administration clarified that teachers should not be holding onto the money and can send students straight to the office. However, they do not expect teachers to have to deal with money much at all, since the majority of donations will be done online

High School—Jessica O'Brien, Raina Li (WO)

- Answered questions from a member about zero period and 11th period, and how those would work within the confines of the contract.
- Answered questions from a member about our dental insurance
- Met with SHTA President John Morris, Exceptional Children chair Tito Vazquez and Exceptional Children department chairs to discuss issues with access to necessary resources.

- Emphasized to Mr. Wyatt the necessity of intervention specialists needing a copier in room 216 to adequately fulfill the needs of their students (18.07) it would also create a workroom for their department (18.09).
- Spoke with Sean Brown to clarify notes from March about room 230's leak, ceiling tiles, and heater. The heater is working but there is still a water issue.
- Met with Mr. Wyatt to discuss coverage being paid for Intervention specialists that need to hold IEP meetings during their planning periods.
- Worked with the English department, Marlene Barbee and Gifted Coordinator Mary Wilson-Fish to help the English teachers get their gifted hours completed.
- Attended a pre-disciplinary meeting with a member.
- Attended a fact-finding meeting with a member.
- Met with a member and SHTA president John Morris to discuss options for next year.
- Met with Exceptional Children's chair Tito Vazquez and members in the Multiple Handicap room to edit the delayed start schedule for them to not exceed the 320 contact minutes. We are still requesting that an administrator be in the building a few times a week to better help us collaborate to solve issues within the Exceptional Children's department.
- Worked with Mr. Wyatt after the incident at Shaker Library to best help staff and students through the end of the week.
 - Sincere thank you to the Beachwood Teachers' Union that reached out to us and provided donuts to the teachers.
 - Also, we at the high school very much appreciate everyone who has reached out or sent messages. The High School would like to express our gratitude and sympathy to the rest of the district as we know that we were not the only teachers affected by this.
- Congratulations to Mr. Isaiah Wyatt on being named Principal of Shaker Heights High School

Innovative Center--Linda Roth

- The events at the Main Library on April 1, 2025 deeply impacted our Innovative Center community. In light of this, we are again requesting the installation of a weapons detection system to help ensure the safety and well-being of our students and staff.
- In general, we would like the IC, its staff, and students to be considered just as any other District school.
- On April 7th, we had a water leak in our space that caused some minor flooding. The problem was quickly repaired by the district.

Executive Board Reports

Publications—Andrew Glasier

- Updated Facebook page
- Sent out a survey about other social media that members use other than Facebook
- If you hear of member NOT getting the newsletter next week, have them email me directly
- Sent emails out to membership from officers
- Two editorials this month by Cathy Grieshop and Michael Wells

Evaluation-Lena Paskewitz

- Peer evaluations intent forms are due
- Principals have until June 3rd to notify applicants of approvals or denials. If they are denied, there needs to be a face-to-face meeting and the principal should have reasons
- Most Peer Evaluators are up for renewal-Should be getting several emails well in advance of due date
- Can access test on Insight Advance

Teacher Education-Wendy Lewis

- No Report

Membership/Elections-Chante Thomas

- Election for officers as well as representatives will take place next month
- Sent links to people who are interested in running and there are a number of new members who expressed interest
- Election will take place following the next Representative Council meeting on May 12th. Election will be held that following Monday

Policy-Tim Kalan

- Consulted with a member on an evaluation matter
- Helped craft new language that will appear on the ballot next month

Public Relations-Robert Bognar

- Teacher Appreciation gifts have been ordered and will have them ready to distribute at the next meeting

Special Education-Tito Vazquez

- Attended the executive board and representative council meetings
- Met with the Director of Student Services, Dr. Meghan Shelby, regarding Special Education concerns across the district.
- Worked with SHTA President Dr. John Morris, regarding Special Education concerns.
- Worked with Shaker Heights High School Head Rep. Jessica O'Brien regarding various staff concerns.
- Met with high school Assistant Principal Lisa Demkowicz, and HS Exceptional Children Department chairs Tana Thompson and Keesha Woodruff, to discuss SPED issues and solutions.
- Represented three members in fact finding meetings.
- Represented a member in a disciplinary meeting.
- Met with a member about a student's safety plan not being adequate.
- SHTA President John Morris, Shaker Heights High School Head Representative Jessica's O'Brien and I communicated with Shaker Heights High School Principal Mr. Isaiah Wyatt concerning an equipment concern.
- Communicated with 7-12 Exceptional Children Supervisor Jennifer Currie concerning staffing issues and K-6 Supervisor Erin Dzolic over a potential workload concern.
- Worked with Mercer Head Representative Eileen Sweeney in supporting a member through a difficult situation.
- Communicated with the Director of Human Resources Dr. Tiffany Joseph regarding a potential contract concern.
- Finally, I would like to congratulate Shaker Heights High School Principal Mr. Isaiah Wyatt for being named Principal at Shaker Heights High School.

Legal Aid-James Schmidt

- No Report

Legislative-Matthew Klodor

- Information on President's Executive Order to dismantle Dept. of Education
- Update on Dept. of Education's Dear Colleague letter regarding DEI programs and request of compliance
- Information regarding potential public school funding changes
- Update of signing of Ohio SB1

Building Safety and Sick Day Transfer-Matthew Zucca

- Addressed concerns about Onaway members missing a “shelter in place” notification with Onaway Head Rep., Noreen Smyth-Morrow. The “shelter in place” notification went out only to the High School.
- Had a conference call with Assistant Superintendent of Business Operations, Jeff Grosse, and SHTA President, Dr. Morris, to discuss the emergency notification process and building closures.
- Shared concern of emergency notification communication process with Assistant Director of Communications, Kristen Miller; members of the High School faculty were not aware that students would not be attending school on April 2nd. Mrs. Miller stated that a new process to communicate building closures will include email, text messages, and robocalls. Mrs. Miller also communicated the need for members to update the “Employee Access Center” in PowerSchool with new email addresses and phone numbers.
- Discussed with SHTA President, Dr. John Morris, and Professional Rights and Responsibilities Chair, Mike Sears, aiding a member who has exhausted their sick day balance and who is not eligible to participate in the Sick Day Transfer Program.
- Talked with the Director of Human Resources, Dr. Tiffany Joseph, about the policy of sick day advancement for members on a continuing contract. Dr. Joseph is looking into the specifics of the concern.
- Discussed with SHTA President, Dr. John Morris, the creation of building safety/security survey. The survey will come out to members by the end of April.
- Worked on Constitution and By-Laws language updates with Dr. John Morris and Policy Chair Tim Kalan.
- Talked with Middle School Head Building Rep. Kevin Thomas, verifying information about a member in the Sick Day Transfer Program

Social-Selena Boyer

- Working on the menu for the May 15th reception
- Distributed flyers and requested that head representatives display them in popular places in the buildings.

Professional Rights and Responsibilities-Mike Sears

- Attended grievance hearing
- Worked with Jessica O’Brien
- Helped members with leave of absence issues
- Attended Supplemental Committee meeting on April 9th

PAC (at-large)-Eileen Sweeney and Jessica O’Brien

- Attended Executive Board and Representative Council meetings
- Wrote Hands-Off postcards to Donald Trump
- Attended Hands-Off protest on W. 25th St. 2,000+ people attended.
- Called Governor, Mike DeWine’s and representatives’ offices encouraging them not to sign Senate Bill 1
- This federal and state government is attacking our collective bargaining rights. We need to speak up more in our school buildings.

Old Business-None

New Business-None

Good of the Order-

- John Morris thanked Kelly and Sherri for dinner
- A motion for adjournment was made by Bill Scanlon and seconded by Andrew Glasier.
- Meeting adjourned at 5:42 pm.

***Respectfully submitted,
Lisa Hardiman***

We NEED ELL!

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.

With fiscal concerns looming within the district (in part due to a lack of an operational levy proposal in the past 10 years), Shaker administrators are looking to reassign staff who are "as far away from the classroom as possible." This is a logical proposition that has been illogically implemented. Shaker Heights school administration plans to reassign 60% of English Language Learner teachers who work with students on the margins of our community.

Staff members, students, and parents attended the board of education meeting on April 7th to advocate against such a drastic change. Students pointedly drew a stark contrast between their supportive learning experience here in Shaker compared to discouraging past learning environments in a nearby district which lacked ELL support. They shared that the ELL program is more than grammar rules and education; it has been a tool for integration and a source of support and stability. A parent shared an experience of their daughter crying in the restroom because she couldn't understand her teachers during the first week of school, but the ELL teacher provided an affirmative experience for her becoming successful. Our students and families clearly articulated the invaluable services our department has provided and the need to have a robust program. We need your help to also be a champion for our students and families.

I request that you please reach out to the board of education to advocate for the retention of our ELL department so that all of our students can receive an excellent, challenging, and supportive education. Below is the public comment statement I made to the board of education.

***In Solidarity,
Michael Wells
ELL Teacher, Lomond School & Shaker Heights High***

Board of Education Statement - April 7, 2025

I am here today to advocate for our invaluable community of international families and students as well as to request that you please reconsider the reassignment of 3 of the 5 ELL teachers including myself. As Dr. Glasner and other administrators have stated in a response to some of our colleagues advocating on our behalf, there has been about a 25% reduction in our ELL caseload over the past 5 years, but rarely do numbers tell the whole story nor does a 60% reassignment seem warranted.

With current world events, we have an increased number of students with an interrupted formal education. I work with students at the high school who have an elementary educational experience in their native language let alone emerging proficiency in English.

Regardless, they are taking English classes which include the works of Shakespeare and Zora Neale Hurston. They're grappling with concepts like neuroplasticity and cellular respiration in Biology. On top of this, they have 6 additional classes while trying to make friends, developing language and academic skills, and advocating for themselves. This is why the ELL department exists. This is why the work we do is so very important. This is why numbers don't provide a full picture.

I have 12 students this year at the high school speaking 7 different languages. That's 96 classes in all. 96 classes I am trying to help differentiate and create supplemental learning materials so every student can access the curriculum and be successful regardless of their prior academic experience and English language proficiency. This is the reason the ELL department exists under the academic umbrella of exceptional students alongside special education: the needs of our students are simply exceptional.

Two ELL teachers divided amongst 8 buildings will not be able to advocate and provide meaningful language and academic support to these students especially when we already have double digit enrollment of new potential ELL students for the upcoming school year. There are also severe compliance concerns related to testing and mandated accommodations. The district reports that priority has been given to making staff changes as far away from the classroom as possible, but in this instance, this is not the case.

We are a community which prides itself on welcoming and supporting our international families, and it is imperative that we continue to do so by having a robust English Language Learner program. Fiscal responsibility is important, but precedence must be given to supporting the success of students on the margins of our community.

I ask that you please reconsider this 60% cut so that all of our students can receive an excellent, challenging, and supportive education.

Thank you.

More Than Our File (a poem)

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.

We are more than our certification,
written on paper
filed away

We are people
who know our students,
their families.

We've built relationships,
over time.
As students learn and grow.

We build these connections
because we know
success is rooted
in them.

Students and families,
losing advocates,
familiar faces,
trusted voices.

We were not asked
about what works.
About where we would do our best.

We have not been placed
to maximize our talents,
to better help our students.

Experienced teachers feeling like newbies;
flustered,
off balance,
struggling.

This is not what is best
for our learners.

Are you aware of all that we do
each day in our schools?

We are teammates
doing what's best
for our students
with what works
to maximize learning.

We are experienced professionals.
We are more than what's
in our file.

Cathy Grieshop
Kindergarten Teacher, Boulevard School
Shaker Heights Resident



Images from the April SHTA Representative Council Meeting held at Lomond School.

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