

IMPORTANT DATES

Wednesday, March 20: HS
Principal Search Focus Group:
HS Families, HS PTO, HS
Staff/Teacher Leadership &
Support Staff

Thursday, March 21: Finance &
Audit Committee, Admin. Bldg.

SPRING RECESS: Monday, April
1 to Friday, April 5.

Monday, April 8: SHTA Executive
Board Meeting.

Monday, April 15: SHTA Reps
Council Meeting @ Lomond.

SHTA *news*

March 18, 2019

ISSUE NO. 7

Message From the President

Dear New Superintendent Glasner,

On behalf of the Shaker Heights Teachers' Association, let me be among first to welcome you to Shaker Heights City Schools. You have taken on one of our most vital leadership roles. I wish you the best of luck on your new position. I know you have found out much about our beloved district through the interview and visitation process. You were introduced to Our Association through our discussions and by meeting our members throughout the Shaker Schools. I would like to give you a more extensive introduction to the SHTA; a strong, invested, and collaborative professional teachers collective bargaining organization in Shaker Heights.

The SHTA is strong, not only financially, but also in the size and scope of our membership. We are an independent teachers' association, which means we are not affiliated with a national teachers' union. However, this exception is part of our strength. Our growing savings and investments of over one and a quarter million dollars give us the ability to represent ourselves through one of the strongest labor law firms in this part of the country. From negotiations to grievances, we have the resources to effectively represent our membership. Our membership consists of two bargaining units under the SHTA umbrella, SHTA Teachers and SHTA Support Teachers. Both units represent 460 teaching professionals. Ironically, another of our strengths is that we are not

a “fair share” union. Every member voluntarily pays their membership dues because they are invested in Our Association and the students of Shaker Heights.

The investment that SHTA members make in paying their dues is only one part of the investment they have made in this community. Over one-third of our members have invested in this community as homeowners, taxpayers, and parents. Still more have invested their educational capital in pursuing advanced degrees and certifications while teaching in Shaker. Finally, the vast majority of SHTA members come to Shaker to stay. We are not an Association of transient teachers. We are a group of professionals that have come to teach in Shaker as a lifelong career, not a stepping stone to another district. With this investment comes a desire to collaborate in the best interests of Shaker Heights Schools.

The Shaker Heights Teachers’ Association’ seeks to collaborate in the progress of our district, not to obstruct. We are members of committees ranging from evaluation to insurance and benefits. We collaborate with the PTO, the administration, and the community at large by working on issues ranging from Equity to the Night for the Red and White. We have negotiated an agreement, in the form of our contract, which mutually benefits both the administration and the Association, resulting in the best learning environments for our district’s students. We have never fostered an “us vs. them” mentality. We have too much at stake to let that worldview dominate our interactions.

Once again, this is simply a more extended introduction to Our Association. There is so much more to learn and appreciate about our historically significant collective bargaining organization, not the least of which are our over forty building representatives, committee chairs, and officers. We look forward to learning more about you and your leadership in the days, months, and years ahead. It is our hope that you are successful, and we would like to help you achieve that success through our collective strength, investment, and collaborative spirit. I encourage you to see us as partners in the larger success of Shaker Heights Schools.

Sincerely,

John L. Morris

SHTA President, Shaker Heights High English Teacher, Shaker Parent & Resident

Message From the President continued

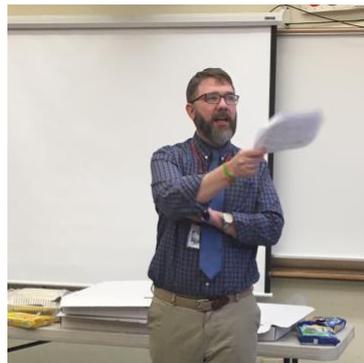
March has been an unusually busy month, especially with the selection of our new superintendent. I worked on the SHTA ST grievances and forthcoming contract. I dealt with a personnel issue and I worked on an evaluation concern. I worked on staffing issues and job share/reduced schedule requests. I updated SHTA Facebook pages and CCES Facebook pages.

I communicated regularly with Interim Superintendent Dr. Stephen Wilkins and also with HR Director Dr. Lois Cavucci on renewal issues. I consulted with a member on FMLA issue. I met with Special Education department members. I attended the Night for the Red and White. I attended an emergency CCES steering meeting. I settled the Support Teacher grievances. Adjusted paychecks will be issued on the March 16th pay.

I attended the Shaker Union Summit, the Stakeholder interview preparation meeting, took part in the Stakeholder Advisory Committee superintendent interviews to provide input to the Board on the two finalists. I also attended the Collective Bargaining Group Meetings, Staff Group Meeting, and Community Meetings for both Superintendent candidates.

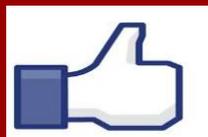
Once again, it is a pleasure to serve as President of the Shaker Heights Teachers' Association. We have more work ahead of us as we welcome a new superintendent to our district. I know that as an Association we are well positioned to be an essential component in a successful transition. It is my hope that we will be seen and treated as such.

*Respectfully submitted,
John Morris*



**SHTA President John
Morris at the March SHTA
Representative Council
meeting @ Shaker Heights
Middle School.**

The SHTA is on



us @

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

VICE PRESIDENT'S REPORT

As we approach our Spring Break, it causes me to reflect on the limited time left before break and how fast the end of the school year will be upon us. Life and changes happen fast. As I write this report, the district is conducting their search for a new superintendent. This change may cause some anxiety due to the unknowns that a new superintendent brings. I take solace in knowing that I work with colleagues that are intelligent, dedicated professionals. We will guide these changes as we have in the past. We will demonstrate the true meaning of collaboration as we done countless times before. As administrators come and go, the SHTA's leadership has remained strong and extremely capable. The SHTA is a wealth of Shaker's institutional memory and experience. Regardless of district leadership changes, the SHTA remains in good hands.

A Night for The Red and White was again a wonderful event. For over twenty-five years the Shaker community has been gathering to contribute to the deserving students of the schools. I want to thank you so much for your Silent Auction contributions and your attendance to *A Night for The Red and White*. Over 600 attendees helped contribute in raising over \$100,000 for the Shaker Schools Foundation. Thanks to all for your support.

I would like to encourage all fellowship recipients to submit receipts for reimbursement, as many winners fail to claim their awards each year.

I continue to ask that you help and support each other. If you have any questions or concerns, please feel free to contact me at 295-4692 or zucca_m@shaker.org.

*Respectfully submitted,
Matthew Zucca*

**SHTA Vice President Matt Zucca at
the March SHTA Representative
Council meeting @ Shaker Heights
Middle School.**



TREASURER'S REPORT

I am excited about our new superintendent, David Glasner. I hope he will lead us out of the chaos of the last several months. I look forward to working with him to make Shaker Heights City Schools the great place to work and educate. Congratulations David.

My editorial in last month's newsletter pointed out the increased legal costs of our Association. Since that editorial, we put in a public records request with the District asking for the legal expenses of the past few years. The District's legal expenses in 2018 were over double what they were in 2017 reaching over \$460,000. As I said last month, I question the stewardship of my tax dollars.

This past month I've communicated with our Edward Jones financial planner to set a Spring meeting for the beginning of April to review our investments.

A proposed budget for next year will be presented to Representative Council at the April meeting. This gives the Representatives a chance to discuss the budget with their members before finalizing it for the May ballot.

The current financial report is attached.

*Respectfully submitted,
Bill Scanlon*



**SHTA Treasurer
Bill Scanlon at the
March SHTA
Representative
Council meeting @
Shaker Heights
Middle School.**

Shaker Heights Teachers' Association
 Profit and Loss Standard
 July 1, 2018 through March 15, 2019

03/15/19

Jul 1, '18 - Mar 15, '19

Income	
Income	
Member Dues	134,040.00
Total Income	134,040.00
Investments	
Edward Jones-Fees & Charges	-4,605.18
Key Investments Income	39.91
Change in Value for Key Investm	-39,067.57
Change in Value in Edward Jones	65,349.87
Total Investments	21,717.03
Other Types of Income	
Miscellaneous Revenue	7,826.80
Other Types of Income - Other	5,665.23
Total Other Types of Income	13,492.03
Total Income	169,249.06
Expense	
Operations	
Aisha Fund	8,614.57
Fernway Fund	2,217.88
Accounting	
Banking	-353.93
Accounting - Other	7,534.75
Total Accounting	7,180.82
Compensation	22,998.90
Conferences & Meetings	2,882.22
Executive Board	746.29
Fellowships & Grants	1,577.63
Insurance	5,944.00
Legal	25,887.70
Negotiations	42,150.07
Officers' Expenses	5,137.58
Payroll Taxes	333.48
Public Relations	6,335.86
Publications	153.00
Social	917.09
STRS (TPO Contribution)	3,219.85
Total Operations	136,296.94
Total Expense	136,296.94
Net Income	32,952.12

Shaker Heights Teachers'
Association

Balance Sheet Standard
As of March 15, 2019

03/15/19

Mar 15, '19

ASSETS

Current Assets

Checking/Savings

Key Bank Aisha Trust 5,840.00

Key Investments2 45,816.62

Key Bank (checking) 59,003.89

Total Checking/Savings 110,660.51

Other Current Assets

Edward Jones 13760-1-1 500,454.90

Edward Jones 13768-1-3 720,287.22

Total Other Current Assets 1,220,742.12

Total Current Assets 1,331,402.63

TOTAL ASSETS 1,331,402.63

LIABILITIES & EQUITY

Equity

Opening Balance Equity 53.69

Retained Earnings 1,298,396.82

Net Income 32,952.12

Total Equity 1,331,402.63

TOTAL LIABILITIES & EQUITY 1,331,402.63



EXECUTIVE BOARD REPORTS

PROFESSIONAL RIGHTS AND RESPONSIBILITIES REPORT

In the last month, I attended *A Night for the Red and White*, answered questions about job sharing and benefits, helped members with unpaid Emergency Room claims, spoke to members about sabbaticals and other leaves of absence, and attended the superintendent candidate forums for faculty and staff.

I continue to speak with both building representatives and members at the Middle School about safety. I have also spoken to administrators about safety. In recent weeks, there have been an alarming number of student fights where staff members are seriously injured. Students involved do not comply with adult directives to stop fighting, and even have fought with adults in some cases. Middle School Principal Ms. Miata Hunter is aware of the seriousness of this problem and the importance of students respecting both each other and adults. She planned grade level meetings this week to remind students about behavior expectations and consequences for their actions.

Several members who were either injured at work or are suffering from work-related illnesses reached out for assistance recently. As an Association, we can advise members in these situations. The first step is to complete worker compensation paperwork found in your building. Take this with you to the ER, and you should not be billed for any medical costs. I am currently working with both our Human Resources and our Buildings and Operations departments to add more information about worker compensation to the shaker.org website. If you have additional questions about worker compensation claims and employee rights, here is a link to the state government of Ohio's Bureau of Workers' Compensation website:

<https://info.bwc.ohio.gov/>

There is an Insurance Committee meeting scheduled for March 21 and I am meeting soon with Human Resources to discuss the Supplemental Committee's role for 2019-20 contracts. If you currently hold a supplemental or are considering one for next year, please contact me if you have any questions or concerns regarding the work and/or the compensation.

Finally, I would like to congratulate both Dr. David Glasner and Dr. Erin Herbruck on their recent appointments as Superintendent and Executive Director of Human Resources. Both have enough years of experience in our district to understand both our strengths and challenges. With these two leaders in place, the school district has the potential to continue to be a wonderful place for teaching and learning.

*Respectfully submitted,
Mike Sears, chairperson*

EVALUATION COMMITTEE

The Evaluation Committee met to continue the work of coordinating, updating, and reflecting on how teachers are evaluated in our district. We all warmly welcome Dr. Erin Herbruck back to the committee. I look forward to working with her to co-facilitate this important work.

The Student Growth Measure portion of our evaluation is challenging for numerous reasons. We believe that our transition to a district SLO for the great majority of teachers has been an improvement, although we continue to hope that the state mandates for SGM are reduced or eliminated for the 2020-2021 school year. The committee has consulted with Chris Rateno to ensure that the testing schedule is as optimal as

possible for success, given the myriad of required assessments. The committee also re-examined the possibility of using the Alternate Framework for SGM. In this framework, 35% of the SGM is from SLO and VA scores and 15% is derived from student surveys, self-evaluations, students' portfolios, or other district components. It is not an option for individuals to have this option. The district must choose one SGM option for all teachers. Given the impending state changes, the committee has decided not to go in this direction. Thank you to Chris for keeping us up to date with all things SGM and data related!

We also reviewed the district policy to continue formal OTES evaluations for teachers completing RESA year 3 requirements. Administration has opted to continue full evaluations in order to collect OTES data during all years leading up to tenure consideration. Administrators are asked to give teachers in RESA year 3 the option to schedule observations during RESA lesson requirements and priority scheduling to support this option.

Peer Evaluation continues to be a strong program across the district. The committee is supportive of growing this program and encourages all interested teachers on continuing contracts to participate. Peer Evaluation Intent Forms will be sent out in April. Participants must be OTES trained and certified by the end of September and receive approval from their building principal on the Intent Form due in May. Several OTES trainings are occurring at the ESC in coming months. Please follow this [link](#) for details. If you have any trouble registering for training, please contact Emily Rucker.

Building administrators approving and/or denying Peer Evaluation applicants are asked to communicate with coordinators during this process. Andrew Glasier serves as the High School Coordinator, Addie Tobey serves as the coordinator for the Middle School and Woodbury, and I serve as the coordinator for all five K-4 buildings. We will contact you after applicant forms are due in May.

An alternative to online OTES recalibration is available in April. The ESC is offering a two day "Coaching within OTES" training for people who need to re-calibrate an existing certification. Please follow this [link](#) for details. Contact a coordinator or Emily Rucker if you are interested in the training.

With the 2020-2021 school year, the state will be making unknown changes to the OTES requirements. Until then, we will hold steady with current forms and protocols as indicated by the Teacher Evaluation Packet and effective observation and conferencing practices. Please look for a quick survey before the end of this school year regarding your experience with the evaluation process. We will use this data to better understand how evaluation is going across the district and to plan for an evaluator refresher session in August. Please be sure to complete this anonymous form when it arrives in your inbox!

For your convenience, I will continue to link [Teacher Evaluation Process](#) to this monthly submission. Please reference it if you have questions and feel free to contact us to support your evaluation needs. As I've said many times...*Ideally, the process should be a tool used to build relationships and trust, spark reflection, and ultimately improve practice to raise student achievement. One step towards reaching this ideal is for everyone to have a shared understanding of the process and do their best to follow it.*

***Respectfully submitted,
Lena Paskewitz, chairperson***

PAST PRESIDENTS COMMITTEE

One of the things I try to do when I attend district meetings is listen to information that may impact teachers. For example, there are regular discussions at both the Finance and Audit meetings and the Board of Education meetings about the Capital Project Plan. The Scope for 2019 includes projects like work on security vestibules, ADA improvements, and more. Two of the larger projects are (1) the roof replacement/membrane at Lomond and (2) the roof replacement/north parking lot reconstruction/Water Main replacement at the High School. These

projects are important and it is very likely that they will impact the instructional calendar. My reason for highlighting them is to bring awareness to teachers so they can be prepared to make accommodations as needed.

As a home owner, I know the importance of ongoing maintenance. Replacing the roof is a messy project that not only involves lots of debris but also substantial amounts of new materials. The focus of the Capital Projects Plan is “Warm, Safe, Dry.” These roofing projects, along with the other projects that are planned, are necessary to meet that expectation.

Also, at the Finance and Audit meeting, the auditors from the state of Ohio presented the Shaker Treasurer’s Department with the best possible report—an unmodified opinion with no material weaknesses or significant deficiencies. Congratulations to Bryan Christman and his department for this achievement.

In addition to the Finance and Audit Committee meeting, I attended the March Board of Education meeting as well as the Executive Board and Representative Council meetings of SHTA. I also attended the presentations of the two finalists for the Shaker Superintendent.

*Respectfully submitted,
Becky Thomas, chairperson*

LEGISLATIVE COMMITTEE

Education Week [reports](#) that Secretary of Education, Betsy DeVos is supporting legislation that would give tax credits to individuals for donating to scholarships for private schools. If passed, one effect of the law would be to decrease the tax revenue that would go to private schools. The article also makes it clear the Secretary DeVos has not been able to get a lot of her agenda through congress, and that this bill will likely face a lot of opposition.

The last 12 months have seen a lot of teacher strikes and Axios [reports](#) that they are likely to continue. Common themes have been: fewer standardized tests, smaller classes, and opposition to vouchers for private schools. The list does not just include school districts: sometimes entire states (West Virginia and Oklahoma) have seen walkouts. In fact the New York Times [reports](#) that the teachers of West Virginia have walked out twice in a year. These links have information about the strikes in [Denver](#) and [Oakland](#). The Plain Dealer [reports](#) that teachers at Summit Academy, a charter school in Parma, went on strike.

The Cincinnati Enquirer [reports](#) on a bill that could reimburse teachers for money that they spend on their students.

If you know of an education issue that is in transition in the legislative world, please let the Legislative Committee of the SHTA know about it.

*Respectfully submitted,
David Klapholz, Chairperson*

POLICY COMMITTEE

It is By-Law VII of the SHTA Constitution that deals with our Association's finances. Section A. deals with the collection of dues. It is important to remember what our member's dues provides, particularly in this age of Walter Haverfield (the law firm that represents our district), when our legal and negotiation fees are skyrocketing. Our dues have helped build a significant investment portfolio that not only signifies strength, but could perhaps one day provide for our association what other union memberships take for granted - reduced class load for our association president. Our current rate of dues is nominal compared with most surrounding districts, who collect as much as twice the amount we do. Section A. of our constitution reads:

1. A change in the amount of dues shall be presented to the membership for its approval. 2. Dues will be collected through payroll deductions or by check. Members who select payroll deduction shall have ten (10) equal deductions starting with the first pay in October of the current school year. Members who choose to pay by check must do so in full, prior to October 1st of the current school year. Payroll deduction shall automatically continue from year to year unless the member notifies the Association and payroll office in writing, prior to October 1st of the current school year, that he or she wishes to stop payroll deductions. 3. Any member employed by the Shaker Heights City Schools after January 1st of the current school year, may join the Association and his or her dues will be one-half (50%) of the current dues assessment for that year. Any member employed after the start of the current school year, but prior to January 1st, may join the Association at the current dues assessment (100%). 4. Association dues are not prorated by contract status, nor are any portion of the dues refundable.

***Respectfully submitted,
Tim Kalan, Chairperson***

MEMBERSHIP & ELECTIONS COMMITTEE

At this time, my records show that our organization has 474 SHTA and SHTA ST members! Here is the breakdown by building:

Boulevard	30 SHTA	and	4 SHTA ST members
Fernway	27 SHTA	and	1 SHTA ST member
Lomond	33 SHTA	and	5 SHTA ST members
Onaway	33 SHTA	and	2 SHTA ST members
Mercer	30 SHTA	and	4 SHTA ST members
Woodbury	70 SHTA	and	6 SHTA ST members
Middle School	73 SHTA	and	1 SHTA ST members
High School	145 SHTA	and	9 SHTA ST members
District 1	SHTA member.		

Feel free to reach out to me if there are changes in your school's membership that are not reflected in this summary.

***Respectfully Submitted,
Chante Thomas-Taylor***

PUBLIC RELATIONS COMMITTEE

The public relations committee has selected a teacher appreciation gift it will sport our old slogan: Professionals dedicated to Excellence. We have also completed purchase of Ad space in the high school yearbook.

It is our solidarity that creates our strength as an Association! One simple yet effective way of broadcasting our collective might is through increased visibility! Buy a T-Shirt; broadcast your membership! Please send an email to bognar_r@shaker.org if you would like a shirt!

***Respectfully Submitted,
Bob Bognar***

The PAC of the SHTA COMMITTEE

I attended the faculty meetings for the superintendent finalists. I continue to update the SHTA PAC Facebook Page. Check it out to find out more about educators taking action all across the country.

*Respectfully Submitted,
Cathy Grieshop*

SHTA ST COMMITTEE

It's been almost two months since the Board voted to add the fact-finder's definition of "teacher work" to our latest contract. And it's been more than a month since the Administration met with us over our grievance about English Learner Support Teachers and Intervention Specialist Support Teachers doing teacher work. This week, we finally received a draft of the contract from the District's counsel. The draft has problems, so Support Teachers will have to wait a while longer before the Negotiating Committee can sign it.

Meanwhile, the District is acting. Treasurer Bryan Christman notified Support Teachers that we will receive our agreed-upon raises, retroactive to July 1, 2018, in our next paycheck. There is also a verbal agreement that EL-ST's and IS-ST's will be placed on the SHTA wage scale retroactive to January 23, 2019, the day after the Board approved the fact-finder's changes.

Interim Superintendent Stephen Wilkins set a constructive tone during the grievance talks, saying that the Administration fully accepts the fact-finder's recommendations. This made everything go much more smoothly, and I know I'm not alone in being hopeful that the end to the wrangling is near.

Shaker now has around two dozen fully-qualified teachers working in the district who are paid much lower salaries than SHTA scale. The majority of these lower-paid Support Teachers are our Skills specialists, who do an incredible job bringing our youngest, most vulnerable students up to grade level in their reading skills. The second-largest group is our Blended Learning Lab Support Teachers, who help make sure that our at-risk high schoolers graduate. While we applaud the tremendous progress that has been made in recognizing and properly compensating Support Teachers throughout the district, we think that the hundreds of thousands of tax dollars in legal fees trying to prevent this proper compensation from occurring would have been better spent on bringing ALL of Shaker's teachers onto the SHTA scale

*Respectfully Submitted,
Bonnie Gordon*

MINUTES FOR THE REPRESENTATIVE COUNCIL MEETING MARCH 11, 2019: SHAKER HEIGHTS MIDDLE SCHOOL

SHTA President, John Morris started the March 11th Rep. Council Meeting at 4:28PM.

Miata Hunter, Principal of Shaker Heights Middle School was present to greet SHTA members. She welcomed the membership to the Middle School and shared well wishes on a productive meeting. Ms. Hunter expressed that it is always wonderful to work with the teachers of Shaker Heights.

MINUTES from the February 11th Rep. Council meeting were accepted. Motion to accept minutes made by James Schmidt and seconded by Tim Kalan.

Administration Report

Dr. Breeden and Dr. Cavucci were present, report given by Dr. Breeden on behalf of Administration.

- Dr. Breeden thanked members who attended the Night for the Red & White. It was nice seeing everyone there.
- At the event, we were able to raise over \$40,000, doubling the amount raised from last year.
- The district is conducting the Superintendent search as well as the High School Principal search.
- Please come out and attend the two Superintendent Finalist Public Meetings.

P.T.O. Report – There was no PTO Representative present to give a report.

Officer's Report

President, John Morris

Busy March

- Support Teachers' Grievance is settled - pay will be adjusted on the 16th per Bryan Christman
- Worked on a personnel issue with a member
- Dealt with an evaluation concern
- Updated Facebook Page
- Had weekly discussion with Dr. Wilkins
- Had discussion with Dr. Cavucci
- Consulted on an issue dealing with FMLA
 - FMLA is your friend
- Met with Special Education Members
- Attended the Night for the Red & White
- Will attend the Superintendent Finalist Public Meetings on March 12 and March 13
 - Thank to Angela Anderson, teacher meetings are now scheduled from 4:00-4:30
 - It is important for teachers to see the candidates in this setting
- Attended Shaker Unions Summit Stakeholders Meeting on March 8th

Vice President, Matt Zucca

- Working on an OTES Formative Evaluation issue
- Attended the Night for the Red & White
- Consulted with Fernway Rep. about issues taking place at Onaway
- Thank you to the members who donated to the Silent Auction, Night for the Red & White
- Attended Shaker Unions Summit Stakeholders Meeting on March 8th

Secretary, Darlene Garrison

- Please be sure to sign the attendance sheet before you leave each meeting.
- Continuing to take notes for SHTA Membership.
- Attended the Night for the Red & White on March 02nd.
- Worked on a Personnel issue with a member
- Attended Shaker Unions Summit Stakeholders Meeting on March 8th.

Treasurer, Bill Scanlon

- Attended the Night for the Red & White
- Shared Financial Report with membership.
- Attended Shaker Unions Summit Stakeholders Meeting on March 8th.
- Spent time with Jody Podl and helping her out
- Edward Jones Investments are increasing
- So far, we have spent about \$25,000 in legal fees
- Negotiations are more due to SHTA ST Negotiations
- Spoke with lawyers about the Estate of Aisha Fraser - making sure everything is set up for the children and their guardian

Executive Board Reports

Teacher Education, Lisa Hardiman

- No report

Membership/Elections, Chante Thomas-Taylor

- No Report

Policy, Tim Kalan

- Attended Evaluation Committee Meeting
 - Thank you Lena and Andrew for your support

Public Relations, Bob Bognar

- Decided on a gift for Teacher Appreciation Week
 - Ceramic coffee mugs, black with red lettering

Evaluation, Lena Paskewitz

- Welcomed Dr. Herbruck back to the Evaluation Committee
 - Discussed SGM issues and concerns - value added
 - Usage of 8th Grade MAP scores
- Want to continue to support building Peer Evaluation Program
 - More Professional Development on Peer Evaluation coming up
- Special training in April- refresher
- Next year, no changes - following year, there will be changes but not sure what changes will be made
- Survey at the end of the year, your experience with OTES and Peer Evaluation
- Let us know if you have any questions for meeting

Legislative, Dave Klapholz

- There are several legislative issues
 - Betsy DeVos proposed several “strange” items - none of the proposed items have gone through, minimal impact

Publications, Andrew Glasier

- Updated FB & Twitter Pages
- Sent newsletter out to members, retired members, and administration
- Editorial. High School; Jessica Wilkes
- Need an editorial from Fernway, Mercer and/or Lomond.
- How much is The District paying for lawyers? Public Records requests broken down by firms and ask Christman sent. Spent nearly 1/2 million last year and at \$341,000 by February this year. By largest increase is with Lawyer Walter Haverfield.
- Uploaded 1970-1971 newsletters
- Changed new members form to add personal email. Adding to membership list
- SHTA file cabinet: need to look through and categorize
- Letter from Sal Fabrizio about original SHTA lawyer who recently passed: John Papandreas
- SHTA T-shirt days: Mar 29, April 26, May 31st
- Met with Evaluation Committee last Wednesday

Past President, Becky Thomas

- Attended Finance and Audit meeting.
 - Discussed the construction projects in the district
 - Two roofing projects - Lomond and the High School
 - Attend the stakeholders meeting - these projects will go on during the school year.
 - Lomond and High School members, check with your building administrator for meeting dates.
 - State of Ohio Audit, again Bryan Christman and team received the best report. Shaker receives this year after year.

Social, Selena Brown

- Working on the district’s Recognition Reception. It is scheduled for Wednesday, May 22nd.

Legal Aid, Cathy Grieshop

- Legal Aid, No Report
- PAC, posting information on Facebook.

Professional Rights and Responsibilities, Mike Sears (Absent)

- Attended the Night for the Red & White
- Helped a member moving from job sharing to a full-time position
- Assisted members with unpaid ER claims
- Answered questions about sabbaticals and other leaves of absence
- Attended (plans to) the Superintendent Candidate forums on 3/12 and 3/13

Important Date to Remember: March 21- Insurance Committee Meeting

SHTA ST, Bonnie Gordon

- Just received contract draft for the Support Teachers

Building Representative Reports

Boulevard, Angela Anderson

- Thankful for the time change for teachers attending the Superintendent Finalist Public Meetings
- Honestly, the 30 minutes allotted for teachers is not enough time.

Fernway, Victoria Goldfarb

- I have been collaborating extensively with Fernway's Kindergarten team, music teacher, and administrators to address concerns regarding their temporary instructional assignments in the lower level of Onaway. Decision for placements were of course made under extremely time-pressured circumstances and with great consideration. Onaway has been extremely accommodating and hospitable and all efforts are greatly appreciated. The following problem-solving opportunities would insure improved instructional/learning spaces for the continued temporary placement this upcoming school year and in future years after Fernway vacates the space.
- I met with Kindergarten team and Music teacher temporarily housed in the lower level of Onaway Elementary and toured their instructional spaces on 02/27.
- Met with principal Hayward twice on 03/01 to present information provided by the Kindergarten team and music teacher and brainstormed solutions/ways to address concerns presented.
- First and foremost, thank you to the custodial staff, particularly at Onaway for their tireless efforts.
- Also, administration has been supportive and attentive to addressing requests and problem-solving strategies presented by SHTA representative and the Kindergarten team members/music teacher at Onaway, Fernway, and at the district level.
- This falls under SHTA jurisdiction according to section 18.11 parts (a) and (b) of the agreement between the SHTA and the Board of Education. These stipulations specify protocol for reporting safety and health concerns in an attempt to correct them (prior to Ohio Department of Industrial Relations intervention) under Chapter 4167.b.

Lomond, Steve Smith

- No Report

Mercer, Nicole Cicconetti

- Issues with finding substitutes for teacher coverage. Skills and Support Teachers are being pulled out to cover classes. This is testing season and students are not receiving small group instruction.

Onaway, Paula Klausner

- Issue with compensation for Tutoring Scholars. The pay is \$19 per hour, wondering why it is not increased to the same pay as Study Circles.
- Common Planning Time Meetings/IB Meetings are conducted during teachers planning time.

Woodbury, Angela Goodrum

- No Report

Middle School, John Koppitch

- Rebekah Sharpe and myself met with Ms. Hunter regarding some individual student discipline issues. Behavior plans have been put into place for several of the repeat offenders that we have been discussing with administration all year.
- We also talked about receiving data from the MIT team regarding the effects of the interventions and restorative practices. To date, no data has been shared with staff after numerous requests. After three requests for this information, we have been given a date of Friday 3/15 as the date that this information will be updated and shared. We have also been told that some data has been lost and will be unavailable due to a staff member's desktop being erased accidentally. Staff members have a growing concern about

how discipline is being documented and how we are making data driven decisions for discipline without data.

- A staff member was kicked in the face and suffered a concussion due to assisting in breaking up a fight that ultimately took six adults to get under control. Staff would like clarification about expectations when fights occur.

High School, James Schmidt

- Attended Restorative Practice professional development. Had opportunity to speak with presenter. Two-days of training coming soon.
- Issues involving teachers and parents, administration should be present
- Co-taught Team classes are being dissolved.
 - Doing away with levels of Science and Math. The General Level of Physical Science is being dissolved.

Old Business

- None to report.

New Business

- None to report

Good of the Order

- Thursday, March 21st is the Staff vs. Students basketball game. There is a \$2.00 admission price. All proceeds go to Harvest for Hunger.
- Thank you Middle School Reps. for a delicious meal and for hosting our March Rep. Council Meeting.
- Thank you Angela Anderson for working on the time change for teachers to attend the Superintendent Finalist Public Meetings.
- Thank you Darlene Garrison for assisting me with a personnel issue for a member.
- Thank you Bill Scanlon for going the extra mile to assist with Aisha's girls and guardian.

Motion to Adjourn

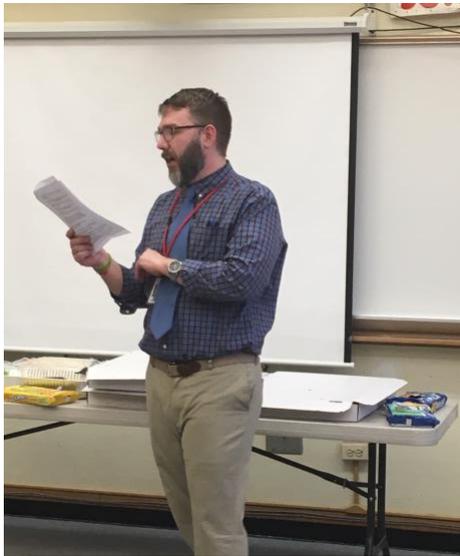
- Motion made by Tod Torrence and seconded by Paula Klausner

March 11th Rep. Council meeting was adjourned at 5:53 PM.

April Rep. Council meeting is scheduled for Monday, April 15th at Lomond Elementary School.

*Respectfully submitted,
Darlene Garrison*

The SHTA March Secretary Darlene Garrison takes notes at the Representative Council Meeting at Shaker Heights Middle School.



The SHTA March Representative Council Meeting at Shaker Heights Middle School.

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OPTIMISM?

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

I started teaching at Shaker Heights High School in 2003. Many things have changed since that first day; some of it for the good, some of it for the not so good. Recently, there have been many changes to our district and our community; again, some of it for the good, some of it for the not so good. I am all for change. I feel that we need to constantly evolve to keep up with the technology, the students, and the rest of the world. However, I feel that some of the changes that have recently occurred in our district have not always been to keep up with an evolving world and community.

We are a classroom and society built on “Norms”. We have “Norms” for how we are supposed to act in the world, drive down the road, or even to participate in meetings. One of our “Norms” that we constantly see in meetings is to “Do What is Best for The Students”. I feel that our teachers do that, but does everyone in our district do that?

We have made some decisions in this district that I feel are not what is best for the students. I have become angry, frustrated, and deflated by some of those decisions. I have given my feedback, provided solutions, and detailed how this could impact students, but all I ever get is a response of “Thank you for your concerns” or “You bring up some good points” and the decision happens anyway. I am not saying I am always right, but I am not always wrong either. This year has been especially impactful for our students and our teachers. I see other teachers become just like me: angry, frustrated, deflated, and perhaps, even defeated. We have had teachers put on administrative leave, administrators put on administrative leave, and a variety of different people revolving through the Administration Building in recent years. Just by walking through the hallways, I can see morale is low, people are frustrated and just plain overworked.

I am tired of being angry, frustrated, and deflated though. I said earlier that I am all for change, and the first thing I am going to change is myself. Starting today, I am going to be Optimistic. Don't get me wrong, I will continue to speak up for what I believe in and for what is in the best interest of the students, however my outlook is going to change. Here is how:

1. I am going to be Optimistic that our district will hire a new superintendent who cares about their students and their staff. A new superintendent who is willing to fight for the students and what they need to be most successful. A new superintendent who will listen to not just the community, but the staff that work in each and every building.
2. I am going to be Optimistic that our district will hire a new principal at the high school who cares about their students and their staff. A new principal who is willing to fight for the students and what they need to be most successful. A new principal who will listen to staff concerns and work with them to find solutions that work for everyone.
3. I am going to be Optimistic that we can find an initiative that works and stick with it.
4. I am going to be Optimistic that when I voice a concern or idea that someone will listen to me and not just placate me with a few quick sentences.
5. I am going to be Optimistic that our students will get the supports that they need- not just our AP and IB students, but ALL students.

6. I am going to be Optimistic that teachers can speak their mind and not be concerned that what they say could cause them to be placed on administrative leave.
7. I am going to be Optimistic that teachers get their assignments for the next year before the end of the school year instead of one week before the start of the school year.
8. I am going to be Optimistic that I have time to complete my job and all of the work that it entails.
9. I am going to be Optimistic that I have appropriate class sizes and the resources to differentiate instruction as needed.

Most importantly, I am going to be Optimistic about being Optimistic. Although if I am being honest, right now being Optimistic is really hard.

Jessica Wilkes, Special Education Teacher and Co-Department Chairperson, Shaker Heights High

In Memoria

The first lawyer of the Shaker Heights Teachers' Association, [John G. Papandreas](#), passed away recently at the age of 91. His importance to Our Association is immeasurable. In the words of the first SHTA President, Sal Fabrizio:

“Back in the late 1960s, when we started the “new” SHTA, there were no educational lawyers. Back then, I took care of most legal matters. However, there were somethings I couldn't do. To protect those in leadership of the SHTA, the first thing I did was to incorporate the Association, thus protecting leadership from any personal liability while doing the work of the SHTA. We had very little money, and John was willing to do this for a modest fee. I know it doesn't seem like much today, but back then we needed *all* the help we could get.”

Sal Fabrizio, first SHTA President, retired Shaker Heights Teacher

The SHTA is on



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