

IMPORTANT DATES

Tuesday, May 17th: Finance & Audit Committee

Wednesday, May 25th: District Recognition Reception @ HS Upper Cafeteria

Monday, May 30th: Memorial Day, Schools & Offices Closed

Wednesday, June 8th: Last Day of Classes for Students

Thursday, June 9th: Close of School/Clerical Day

SHTA *news*

May 16, 2022
ISSUE #8

Message from the President

This is my favorite report of the year. It gives me the opportunity to write about our SHTA award winners for the year. I value all of our Members, Officers, Executive Board Members, and Representatives. These are just a few who have stood out this year due to their unique and essential contributions to Our Association.

I am happy to award The SHTA Service Award this year to Monica Triozzi and Bonnie Gordon for their work on the SHTA Support Teachers Bargaining Unit. Monica worked on bringing Support Teachers into the SHTA fold and Bonnie has been instrumental in negotiating until Support Teachers this year became fully recognized as Teachers and full SHTA members.

Monica Triozzi has taught English as a Second Language for 27 years. For fourteen years, Monica taught ESL at Cuyahoga Community College and Cleveland State University, as adjunct faculty. For the last thirteen years, she has been an English Language Learner Teacher in Shaker Heights, eight of those years at Lomond School, and the past five at Boulevard and Fernway schools. She has been a member of SHTA since the 2015-2016 contract year, after helping to successfully negotiate a contract on behalf of what was then the Support Teachers bargaining unit. Monica served as chief negotiator during those negotiations, and has continued to provide guidance during subsequent negotiations on behalf of her colleagues.

Monica and her husband, Robert, live in the Shaker Square neighborhood, and have four children who have graduated from Shaker schools, and have benefited throughout their lives from the hard work, passion and compassion offered by their teachers there. When Monica's not at school, she enjoys walking, biking, practicing yoga, watching movies, spending time with friends and family, and reading fiction and poetry.

Although Bonnie Gordon is licensed as a 7-12 English/Language Arts teacher, having received her license in 2013 after a 20-year career as a journalist and translator living in Germany, she has never worked in a Shaker English department. Bonnie has done LOTS of other work in the district though, including:

- Developing curriculum units like time management, brain-based learning, and writing skills - and then teaching them to struggling students in a now-defunct special study hall called Academic Lab;
- Being the ISS coordinator and implementing restorative practices there;
- Supervising more than 300 students a year in Study Centers and helping many of them stay on track with their academics;

- Long-term subbing as a German teacher at every level, as well as long-term subbing as the Lomond music teacher;
- Working as an IC educator; and now, splitting time between Study Centers credit recovery supervision and fifth-grade German at Woodbury.

Bonnie joined SHTA as soon as the Support Teacher bargaining unit formed - in other words, as soon as it was possible to do so. When Bonnie was hired initially, the Academic Lab position was on a "non-bargaining" contract and she was called a "tutor" even though she had close to 100 students. Bonnie was on the very first SHTA-ST negotiating committee under Monica Triozzi's leadership, and became the SHTA-ST Representative after we signed the first contract. Bonnie led the second set of negotiations, which culminated in arbitration and resulted in about half of all the Support Teachers being put on the SHTA wage scale. At that point, Bonnie resigned as SHTA-ST representative, since almost everyone else still on the ST wage scale was a Skills Teacher working in the elementary schools. For almost three years the ST's were ably represented by Michael Wells and Peg Rimedio. Then last year, I asked Bonnie to join the negotiating committee for our latest contract, which finally swept away the last vestiges of the two-tier system.

I will also be honored to modestly recognize the work of our Past President Becky Thomas as she steps back from an active role as Past President to focus more time on her family. Becky has been a dedicated leader in Our Association for 46 years, serving in multiple roles including President and Past President. After receiving the Service Award and SHTA Lifetime Achievement Award, Becky asked for no more plaques or rewards, so we are renaming the SHTA Fellowship Grants to the Dr. Rebecca L. Thomas SHTA Fellowship Grant due to Becky's tireless efforts to continue to professionalize SHTA teachers and her four decades of dedication to Our Association. We look forward to awarding teachers the new Thomas Fellowship Grants next year. I hope that everyone can come and see these awards given and enjoy celebrating our other milestones at our district Recognition Reception on Wednesday, May 25th at 3:45 pm in the high school upper cafeteria!

Meanwhile, it continues to be a busy May. I talked weekly with superintendent Dr. David Glasner. I spoke regularly with Human Resource Director Barb Maceyak. I posted to the SHTA Facebook Page with Publications Chairperson Andrew Glasier. I posted to Cuyahoga County Educator Summit Facebook Page. I worked with SHTA Lawyer Susannah Muskovitz on member legal concerns. I worked with Professional Rights and Responsibilities Chairperson Mike Sears on member issues. I worked with Legal Aid Chairperson Jeremy Bishko on a grievance issue. I worked with Special Education Chairperson Tito Vázquez on member concerns. I worked with SHTA Vice President Darlene Garrison on a building concern and corresponded with SHTA Vice President Darlene Garrison and Diversity, Equity, and Inclusion Chairperson Dr. Angela Goodrum on a proposed meeting with the Shaker African-American Moms group. I corresponded with Mercer Head Representative Nicole Cicconetti on a technology concern. I communicated with school nurses on COVID reporting concerns. I communicated with Director of Exceptional Children Elizabeth Kimmel about COVID reporting concerns. I would like to send a special thanks to the SHTA Nurses Advisory of Paula Klausner and Stephanie Smith. I communicated with a member with a transfer question. Finally, I communicated with the SHTA Evaluation Committee members of Addie Tobey, Lena Paskewitz, and Andrew Glasier on continuing contract extension and peer evaluation concerns

This will be the last newsletter before summer break, so I would like to wish all of you a safe, happy, rejuvenating summer. Take time to be with your family, friends, and loved ones. Take a breath. You have made it through two of the most difficult years in American history, serving our most important asset – our students. It continues to be an honor to serve as President of the Shaker Heights Teachers' Association. If I can be of any assistance over the summer, please reach out to me at morris_j@shaker.org.

***Respectfully submitted,
John Morris***

VICE PRESIDENT'S REPORT

It has been an absolute pleasure serving as the Shaker Heights Teachers' Association Vice President this school year. I have had an opportunity to work with members of the Association from all over the district and I have enjoyed spending time with individuals I normally don't see on a regular basis. This has been such a rewarding new challenge for me and I want to thank our fabulous members for this valuable experience.

As Vice President, I represent SHTA at the PTO Council meetings with co-presidents Michelle Jones and Randi Nathenson. Having the opportunity to see the parents in action, working so hard for our students and teachers gives me a sense of pride to be a part of this school district. We are all in this together, working for the success of all Shaker students.

This was my first year being a member of the Investment Committee for SHTA. The saying, "You're never too old to learn something new" is definitely true for me. Working with our Financial Advisor, Brady Krebs, I have learned a great deal about saving money, bonds, stocks and the stock market. During the meetings, I feel like I'm in Investment 101, striving to achieve an "A" in the class. I want to thank the committee members; Bill Scanlon, Chante Thomas and Todd Keitlen for sharing their knowledge and guiding me through this process of investing.

This year, *the Night for the Red & White* was a huge success. I served as the teacher liaison and enjoyed every minute; from the planning to attending the event. Working with the Executive Director of the Shaker Schools Foundation, Holly Coughlin, has been so positive and delightful. Holly is so full of energy and brings the same energy to meetings and events. I would like to thank all the teachers and staff for your donations and support that helped make this year's event a complete success.

As Vice President, I am responsible for the Shaker Heights Teachers' Association Fellowship Grant. If you would like your reimbursement processed prior to summer vacation, I must have all receipts no later than Tuesday, May 31st. There will be no payments processed over summer break. Reimbursements will continue in the fall. Again, I would like to congratulate the following Fellowship Grant recipients:

SHTA Teacher Fellowship Grant Recipients 2021 - 2022

High School	Middle School	Woodbury	Boulevard
1.Brian Berger 2.Adam Cohen 3.Sarah Davis 4.Amanda Ersek 5.Taylor Evert 6.Suzanne Genillier 7.Renee Manuel 8.Caroline Markel 9.Laura Robbins 10.Ellen Roberts 11.William Scanlon 12.Robin Sweigert	13.Kelly Bailey 14.Regina Canady 15.Milly Catalano 16.Chelsea Nimmo 17.Mike Sears 18.Bobby Starks 19.Addie Rae Tobey	20.Deanna Clemente-Milne 21.Angela Goodrum 22.Kristin Koterba 23.Luling Raina Li 24.Nicole Litterst 25.Heather Pincoe 26.Ann Marie Radefeld 27.Cheri Shapero 28.Stephanie Smith	29.Jennifer Goulden 30.Cathy Grieshop 31.Alyssa Herbell 32.Megan Loomis 33.Stacy Stoller 34.Colleen Krawczak

Fernway	Lomond	Mercer	Onaway
35.Christine Cachat 36.Amy Hannah 37.Megan Konopinski 38.Karmi Moldovan 39.Lena Paskewitz 40.Jennifer Vail 41.Matt Zucca	42.Mary Borisseau 43.Steve Smith 44.Margaret Rimedio	45.Laura Daberko	46.Cissy Burns 47.Penny Weiss-Flynn 48.Cara Motelka 49.Connie Scott 50.Jim Sweeney

I would like to thank our SHTA President, Dr. John Morris for your consistent leadership and dedication. Working with you has been an experience that I will never forget. Thank you to all the officers, executive board members, building representatives and all Association members for your effort, commitment and guidance. Have a fantastic summer vacation.

Respectfully submitted,
Darlene Garrison

SECRETARY’S REPORT

Just when you think that the most challenging year of your career is behind you, the next one presents tougher obstacles, more adversity, more profound distress. This is what many of us in education see and feel daily, despite the fact that some experts claim that the U.S. is “out of the pandemic phase”. Many of the behaviors that we have witnessed from kids this year are unprecedented and unbelievable. Teachers will be doing all we can to help students through this aftermath for many years, possibly decades to come. However, we must not forget what flight attendants tell us, “**put your oxygen mask on first,**” before helping others. Why is this an important rule for ensuring survival? Because if you run out of oxygen yourself, you can’t help anyone else with their oxygen mask. That is true for many of us. We figuratively and sometimes literally forget to take in our own oxygen. We get so caught up in helping our students, our family, our friends, and we forget to help ourselves. Please take time during the summer weeks to breathe in a lot of good oxygen and anything else that you haven’t been giving yourself recently.

It has been my honor and privilege to serve the members of SHTA as the Secretary this year. We have had another busy year.

This year teacher contract negotiations took place and I was a part of the team that represented SHTA in these negotiations. This was my first time being a part of the team and I enjoyed and learned so much from this experience. We are proud of our new 3-year contract which shows the understanding and appreciation that the teachers and administration have for the work we do.

At the end of last summer, I went on walkthroughs of the buildings with SHTA President Dr. John Morris, SHTA Vice President Darlene Garrison, Health and Safety chairperson James Schmidt, Professional Rights and Responsibilities Chairperson Mike Sears, Superintendent Dr. David Glasner, Chief Academic Officer Dr. Marla Robinson and Chief Operating Officer Jeff Grosse.

Also, in August, I attended the New Teachers’ Meeting at the Shaker Heights Middle School along with Dr. John Morris, Darlene Garrison, Treasurer Bill Scanlon, Mike Sears, and Teacher Education chairperson Wendy Lewis. It is always nice to see the promising faces of new teachers, many of whom are new to the profession.

I attended the Black Teachers' Task Force steering committee and general body meetings. Along with a few of the members of the Black Teachers' Task Force Steering Committee, I had the opportunity to participate in interviews for the new Diversity, Equity, and Inclusion Executive Director. During the summer, the Steering Committee also hosted a lunch for new principals in Shaker. Mercer's new principal, Roneisha Campbell and Shaker Heights Middle School Principal Michelle Hughes were welcomed.

I attended monthly Teacher Advisory meetings which are facilitated by Dr. David Glasner and Dr. Marla Robinson. These meetings are attended by teachers from each of our eight school buildings. Administrators and teachers present important district information and receive suggestions, questions, and feedback.

I organized the SHTA drawing where four SHTA members were picked to receive two tickets to *The Night for The Red & White* which took place at Landerhaven in March.

I take the minutes for all SHTA Representative Council meetings and they are published in our monthly SHTA newsletter.

As the 2021-2022 school year ends, I wish everyone rest and joy this summer. And, please remember to breathe.

*Respectfully Submitted,
Lisa Hardiman*

TREASURER'S REPORT

In September, I really thought being back in the buildings for the start of the year was going to give us a sense of stability. Now, here it is May and I'm actively participating in counting down the days. Why has this year been so difficult? I think our students' lack of socialization during the pandemic was not helpful, but some decisions made by our administration seemed to contribute to the chaos rather than lessen it. I hope next year our administrator colleagues will use teacher input to create a better learning atmosphere for our students.

The Investments Committee (Todd Keitlen, Chante Thomas, Darlene Garrison, and myself) met with Brady Krebs, our Edward Jones financial advisor, on April 20th to look over our investments.

Before the May Executive Board meeting I prepared a budget for the 2022-23 fiscal year. I presented that budget to the Executive Board. The Executive Board approved the budget for presentation to the Representative Council the following week. The Representative Council discussed the budget at the May 9th meeting and voted to have the budget reflect a 3% increase to the officer's salaries and a 3% increase to the Representatives' per meeting remuneration. The budget was then approved for placing on the May SHTA ballot.

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

- I attended every Executive Board Meeting and every Representative Council Meeting throughout the year.
- I maintained our insurance through Musgrave Insurance.
- I was a member of the Negotiation Team involved in the meetings that resulted in our current collective bargaining agreement.

- I coordinated and attended our Investment Committee meetings with Brady Krebs, our Edward Jones advisor, twice this year, once in the Fall and once in the Spring, to evaluate our investments and make any changes deemed necessary.
- I met with our accountants at Edward Hawkins & Co. at various times throughout the year to submit our financials for an audit, to complete the paperwork for our Form 990 tax filing, and to submit information for the issuance of W-2 forms.
- I communicated with the District Payroll Department to process the payment of our six salaried positions and the many Rep Council members, along with the relevant STRS and Medicare payments.
- I prepared the 2022-23 fiscal year budget for approval by the Representative Council at the May Association meeting.
- I paid bills throughout the year and balanced the checkbook, reimbursing any Association expenses incurred by our members.
- I kept an accurate record of our finances throughout the year, maintaining a paper record of every transaction.
- I met with and discussed Association business with the other Officers and Executive Board members throughout the year when needed.

***Respectfully submitted,
Bill Scanlon***

Shaker Heights Teachers' Association Profit and Loss July 1, 2021 - May 13, 2022	Shaker Heights Teachers' Association Balance Sheet As of May 13, 2022
Total Income	Total
Income 0.00	ASSETS
Member Dues 151,041.00	Current Assets
Total Income \$151,041.00	Bank Accounts
Investments 0.00	Key Bank (checking) 172,751.27
Change in Value in Edward Jones -90,157.25	Key Bank Aisha Trust 0.00
Edward Jones-Fees & Charges -7,266.49	Key Bank Investments 0.69
Total Investments -\$97,423.74	Key Investments 0.00
Other Types of Income 872.00	Total Bank Accounts \$172,751.96
Miscellaneous Revenue 45.24	Other Current Assets
Total Other Types of Income \$917.24	A/R - Aisha Trust -2,225.43
Uncategorized Income 50.00	Edward Jones 13760-1-1 580,567.22
Total Income \$54,584.50	Edward Jones 13768-1-3 925,900.03
Gross Profit \$54,584.50	Uncategorized Asset 0.12
Expenses	Total Other Current Assets \$1,504,241.94
Operations 0.00	Total Current Assets \$1,676,993.90
Accounting 269.88	TOTAL ASSETS \$1,676,993.90
Banking 111.15	LIABILITIES AND EQUITY
Total Accounting \$381.03	Liabilities
Compensation 25,886.19	Total Liabilities
Conferences & Meetings 831.31	Equity
Executive Board 9,785.03	Opening Balance Equity 0.00
Fellowships & Grants 2,584.93	Retained Earnings 1,728,248.32
Insurance 5,944.00	Net Income -51,254.42
Legal 10,327.50	Total Equity \$1,676,993.90
Negotiations 39,786.70	TOTAL LIABILITIES AND EQUITY \$1,676,993.90
Officers' Expenses 134.00	
Payroll Taxes 412.62	
Public Relations 5,328.46	
Publications 702.95	
Social 336.00	
STRS (TPO Contribution) 3,398.20	
Total Operations \$105,838.92	
Total Expenses \$105,838.92	
Net Operating Income -\$51,254.42	
Net Income -\$51,254.42	

EXECUTIVE BOARD REPORTS

PROFESSIONAL RIGHTS AND RESPONSIBILITIES REPORT

We hoped that the 2021-22 school year might bring a return to normalcy, but we continued to feel the effects of the Covid-19 pandemic. Masks were required for most of the school year. An outbreak in December led to huge numbers of absences the week before winter break. More positive cases in the spring led to more absences, especially in the K-4 buildings. A few students continued to learn at home or were transferred to the IC because of social and emotional challenges either created or exacerbated by the pandemic. Most students appeared to be a year or two behind in their development because of their time spent isolated at home. In this environment, it shouldn't be surprising that teachers struggled this year. The odds were not in our favor, but we worked hard to provide the best learning experiences possible for our students.

It has always been my pleasure to serve the members of this Association, but it has been even more of an honor and privilege these last two years as teachers have needed additional support and guidance in these challenging times.

Here is a summary of my activities this year organized by month:

September

- Assisted members with questions about maternity leave, FMLA, interactive processes related to ADA (Americans with Disabilities Act), and leaves of absence
- Met with new Middle School Principal Michelle Hughes to discuss the collective bargaining agreement
- Met with Mrs. Hughes and SHTA building representatives to help resolve scheduling conflicts.
- Met with SHTA Middle School building representatives and Legal Aid chairperson Jeremy Bishko to discuss how to best represent members at the Middle School.
- Attended all Executive Board and Representative Council meetings

October

- Assisted members with questions about FMLA, maternity leave, bereavement leave, unpaid leaves of absence, and insurance benefits
- Met with the Supplemental Committee to discuss possible changes to the current process for requesting a contract to advise clubs and activities
- Attended a Negotiations Committee meeting to plan for upcoming collective bargaining
- Attended a forum with the candidates for the Board of Education
- Attended all Executive Board and Representative Council meetings

November

- Communicated with several members about maternity leave
- Spoke to a member about FMLA and other leave of absence options
- Advised a member on the Covid-19 vaccine requirement
- Met with the Supplemental Committee on November 2 about proposals from Woodbury and the High School
- Worked with the Middle School Health and Physical Education Department about a grievance related to teaching spaces. The grievance was resolved by having 7th graders eat lunch in classrooms so the gyms would be available as teaching spaces in the winter months.

- Attended an Insurance Committee Meeting on November 17
- Attended all Executive Board and Representative Council meetings
- Attended an Interest Based Bargaining training session on November 30

December

- Participated in collective bargaining sessions on December 2, 14, and 16

January

- Wrote a detailed newsletter report about the 9.4 % increase for insurance premiums and other items discussed at the November Insurance Committee meeting
- Attended all Executive Board and Representative Council meetings
- Participated in collective bargaining sessions on January 11, 12, 19, and 26.
- Attended all Executive Board and Representative Council meetings

February

- Participated in a collective bargaining session on February 9
- Attended an Insurance Committee meeting on February 10
- Participated in a tentative agreement meeting with members on February 17
- Spoke to members with questions about FMLA
- Communicated with SHTA President John Morris about safety at the Middle School
- Met with Middle School Principal Michelle Hughes and Middle School building representatives Jackie Abrams, Matt Klodor, and Erika Pfieffer about how to improve school climate
- Middle School members asked me questions about the new evaluation system, which I discussed with the Executive Board and Evaluation Committee members Lena Paskewitz and Andrew Glasier. We agreed that we should allow for some flexibility as we all work through a new system this year.
- Met with Middle School Principal Michelle Hughes after a fight at the Middle School led to an employee at the Middle School being injured.
- Attended all Executive Board and Representative Council meetings

March

- Filed a grievance signed by 32 members at the Middle School regarding 21.01 (Protection of Teachers and Students)
- Attended a grievance hearing on March 23 for the Middle School grievance
- Worked with members with questions about maternity leave, FMLA, worker's compensation, and supplemental contract
- Attended an Executive Board meeting

April

- Answered questions about maternity leave
- Assisted members with supplemental contract concerns
- Prepared for a Supplemental Committee meeting on April 13
- Met with the Supplemental Committee regarding Department Chair job descriptions and planning periods and communicated proposals from High School Principal Eric Juli to SHTA President John Morris for his review
- Worked with SHTA Legal Aid Chair Jeremy Bishko, SHTA President John Morris, and Middle School Building Representative Erika Pfieffer on a Middle School grievance. Grievance hearing was March 23. Moved to a step II grievance on April 7.
- Worked on scheduling a step II hearing with Human Resources Director Barb Maceyak
- Spoke to Lisa Hardiman about helping a teacher at a K-4 building with a student discipline matter

- Attended all Executive Board and Representative Council meetings
- Attended a step II grievance hearing on April 13

May

- Communicated a step II disposition from Human Resources Director Barb Maceyak to the grievants at the Middle School. Members viewed the disposition as a positive step forward. The Middle School Building Committee met for the first time on May 12
- Met with a member at the Middle School multiple times about a salary schedule issue
- Communicated with members about maternity leave
- Spoke to Human Resources Director Barb Maceyak about deadlines for recommending continuing contracts after members at the Middle School expressed concerns about deadlines being missed
- Spoke to a member at Mercer multiple times about an unruly student and a possible grievance
- Spoke to Mercer Head Building Representative Nicole Cicconetti about both an unruly student, possible grievance, and technology problems at Mercer
- Attended all Executive Board and Representative Council meetings
- Attended an Insurance Committee meeting on May 12

Have a great summer!

*Respectfully submitted,
Mike Sears, chairperson*

EVALUATION COMMITTEE

I greatly appreciate the opportunity to serve as the Association’s Evaluation Chair for another year. Throughout the year, I have co-facilitated the district Evaluation Committee with Human Resources Director Barb Maceyak. The six teachers and six administrators on the committee continue to work collaboratively to make decisions regarding evaluation. Implementation of OTES 2.0 and the transition to the Ohio Evaluation System (OES) this year has been an undertaking. The shift to using the online forms and learning how to navigate the new system was challenging, but I believe next year will go more smoothly.

The committee also began preparing for the mandated use of High-Quality Student Data (HQSD) as part of OTES 2.0 beginning with the 2022-2023 school year. The revised OTES 2.0 Performance Rubric has several indicators that involve use of HQSD in planning and instructional practices. Evaluation conferences will include discussions of data and ratings will be partially based on use of data. Here is the [draft menu](#) of approved options for HQSD. Additional sources of data will be added as they are approved using the seven criteria for HQSD. There will not be a need to create new assessments, such as the SLOs created in the past. Value-Added data must be used as one of your sources of data, if it is available to you.

Another focus of my work for the Association is co-coordinating the district Peer Evaluation Program with Andrew Glasier and Addie Tobey. The support of the Human Resources team and building administrators across the district has been an essential element of the success of this program over the last seven years. We have a group of over 120 educators who have been approved to participate in the program next year. Peer Evaluation is professional learning that truly elevates our craft. Here are a few quotes from Shaker educators about their experience with Peer Evaluation.

Peer evaluation has given me the opportunity to participate in partnership to engage with trusted colleagues, in a similar position, to identify goals, explore alternatives, and assess outcomes as part of a deliberate improvement process. It has also given me a greater sense of how to collaborate with a grade level colleague and to maximize the effectiveness of our teaching.

I have been in the peer evaluation program for a number of years, and I've found it very informative and helpful as I continue to develop my teaching skills and strategies. It is enormously important to see colleagues at work and have the opportunity to think critically about their strategies and consider whether they might work well for me. It is similarly helpful to get feedback from colleagues on my own strategies and their efficacy.

Peer evaluation has always been a very valuable experience for me. I am interested in continuing because I learn from my partner through our initial goal setting meeting, observations, and feedback conversations. Throughout the years, I have implemented what I have learned from (my partner) into my own practice and find that peer evaluation pushes me to think innovatively about my role in my own building.

In recent weeks, I have worked closely with Human Resource Director Barb Maceyak and other committee members to address Peer Evaluation approval concerns and other issues regarding evaluation procedures. Moving forward, I will be working with the committee to make sure approval/denial procedures are transparent and followed in all buildings. We will also be reviewing how consistently and effectively the administrative evaluation process is executed across the district.

I look forward to serving the Association in this role again next year. While I will miss facilitating and collaborating with HR Director Barb Maceyak, I look forward to working with our newly appointed Director, Tiffany Joseph!

Have a relaxing, enjoyable summer break. You all deserve it!

***Respectful Submitted,
Lena Paskewitz, Evaluation Chair***

SPECIAL EDUCATION COMMITTEE

This past month, I attended and participated in the SHTA Executive Board meeting and General Body meeting. I discussed various concerns with the Director of Exceptional Children Elizabeth Kimmel in the 7th of our monthly meetings. I worked with SHTA President Dr. John Morris, over Exceptional Children concerns. I provided support to various SHTA members concerning issues including but not limited to job placement, personnel issues and work options. I participated in discussions with Shaker Heights High School Administrators Marinise Harris and Rebekah Sharpe concerning problem solving various situations at the high school. I attended Shaker Middle School and Shaker Heights High School Exceptional Children Department Meetings. I participated on interview committees as a member of The Black Teachers Task Force Steering Committee for positions in the following departments; Science, Math, Art, Reading and English. I also participated on interview committees for various Exceptional Children positions throughout the district. I have spoken with Shaker Heights School Psychologist over workload concerns. I represented a member in a Fact-Finding meeting with CCBCFS. I helped a member navigate bereavement concerns and questions. I have communicated with Shaker Heights Exceptional Children Department Chairs over a variety of concerns in the district. I continue to work collaboratively with Shaker administrators, principals, assistant principals and Exceptional Children Supervisor (s) K - 6 Erin Dzolic and 7 -

12 Supervisor Jennifer Currie on various issues to improve the functionality and support to the student and educators in Exceptional Children Department in our district.

I would like to congratulate the following Educators of Exceptional Children Department: **Continuing Contract** - **Lori Brent, M.A.** (Intervention Specialist/Mercer), **Amanda Stolarski, M.A.+15** (Intervention Specialist/Lomond), **Jarryd Tribble, M.A.** (Intervention Specialist/Woodbury). **15 Years of Service** - **Enid T. Vazquez, M.Ed.** (Intervention Specialist/High School). **Retirees** - **Deedra Strang** - (Speech & Language Therapy/Mercer) **Jane Jowers** - (Intervention Specialist/Mercer), **Debra Turoff** - (Intervention Specialist/Woodbury).

My duties are, but not limited to:

- I meet monthly with Exceptional Children Director Elizabeth Kimmel.
- I communicate with Exceptional Children Supervisors.
- I communicate and interact with Exceptional Children Department Heads.
- I attend and participate in Exceptional Children Department Meetings.
- I support ALL Exceptional Children staff during and after school hours.
- I represent Exceptional Children staff during Fact-Finding Meetings.
- I communicate and collaborate with Shaker Heights Building Administrators.
- I represent SHTA in the hiring process for positions within the Exceptional Children Department.

Respectfully submitted,

Anastacio Tito Vazquez, Jr. M.Ed. Chairperson

PAST PRESIDENT'S REPORT

This is a challenging newsletter report for me to write. It is my final report as an active participant in the Shaker Heights Teachers' Association as Past President. Yes, I remain the "past president", however, I will no longer attend SHTA meetings or assist by attending/observing Board of Education, Finance and Audit, or other meetings. I will remain available for calls and questions and to edit the newsletter or other communications, as needed.

Where were you in 1976? For many of you, I would bet the answer is "I wasn't born yet!" Well, I was beginning my career as an elementary school librarian in the Shaker schools. Of course, I joined the SHTA. I did not become active in the Association until I went to Boulevard school and was encouraged to join the leadership team by Gary Raymont, retired SHTA Vice President. I was the Chairperson of Teacher Education for many years, welcoming new teachers into the Association and assisting them in their early years in Shaker. I served on several Negotiating Committees and was elected president of the Association in 2005 serving until I retired in 2011.

It has been an honor to continue to actively serve the SHTA as Past President for the last eleven years. I want to thank President Dr. John L. Morris for his encouragement to continue to be active. I have been involved with the SHTA as a member and/or in leadership for 46 years now. We are all blessed to have such a strong teachers union in Shaker.

There are many people I could acknowledge as I end my active role in the Association. When I became president of the SHTA (the first and only female president so far), I knew it was to provide transition since I only had six years until I retired. Someone needed to step up. Well, someone not only stepped up, he has become a beacon of what a union president should be. Dr. John L. Morris has led our Association through the pandemic. His focus on inclusion has brought our support teachers into full teacher status and SHTA membership. He has helped negotiate contracts that protect teachers' rights while providing respectable compensation. He and his leadership

team—Vice President Darlene Garrison, Secretary Lisa Hardiman, Treasurer Bill Scanlon, and all of the members of the Executive Board—serve the members of the Association with commitment and caring.

Even though I will not be actively participating in the SHTA, I am available to assist. Thank you for naming the SHTA fellowship after me. I am honored.

*Respectfully submitted,
Becky Thomas, chairperson*

POLICY COMMITTEE

As the Policy Chairperson of the SHTA, my primary responsibilities concern the SHTA constitution - not to be confused by our collectively bargained contract with the school district. Our constitution creates the structure within which our Association operates, and provides a framework for our decision making and management of responsibilities. Every month I try to highlight pertinent sections of our constitution and remind our members of our mission and protocols. Our constitution, as well as our contract and newsletter can be found at www.shtaweb.org. This year we are asking the membership to amend our constitution in order to replace outdated language in reference to SHTA ST, or Shaker Support Teachers, which is a designation without meaning now that these teachers are full members of the SHTA.

I also am a participant on the Teacher Evaluation Committee, which is a teacher/administrator partnership that determines our district's policy concerning evaluations within the broader framework of the Ohio Department of Education guidelines. In this capacity, I try to educate teachers and administrators on our decisions and directives, as well as answer questions to provide clarity to our system of evaluation. This is in addition to the role all of our SHTA board members play in assisting members with problems, offering support, and answering questions. This includes my participation in the Forward Together process, as a voice in the process as well as someone familiar with the proceedings. Don't hesitate to contact me with questions at kalan_t@shaker.org, and enjoy the summer!

*Respectfully submitted,
Tim Kalan, Chairperson*

MEMBERSHIP/ELECTIONS COMMITTEE.

This year I continue to serve SHTA by maintaining the membership directories for each of our amazing schools. I am incredibly grateful for the support of our amazing representatives who help me by providing accurate information and updates about the members at their schools. I also serve on the Investments Committee with Bill Scanlon, Darlene Garrison and Todd Keitlen. Lastly, I coordinate elections. This year, we will continue to vote using a google form. I am very appreciative of the technology support that James Schmidt and Andrew Glasier provide.

I recently attended the 2022 MAC Sisters Scholars 20th Anniversary Celebration and Reunion Dinner. This evening was amazing. The reflections about the impact of this program were touching. To our SHTA colleagues who continue to work with these amazing students, thank you.

I look forward to recharging this summer and hope to see all of you in the fall. As you prepare for summer recess, please be sure to take some time for yourself, for your families and those you love. Enjoy each and every precious day.

*Respectfully submitted,
Chante Thomas, chairperson*

DIVERSITY, EQUITY & INCLUSION COMMITTEE

Over the past month, I have participated in the MAC Sisters 20-year celebration at the Embassy Suites. In addition, spoke with superintendent Dr. David Glasner about the impending move to the Greater Cleveland Conference and I read *The New Jim Crow; The Mass Incarceration in the Age of Colorblindness.*

The MAC Sisters 20th year celebration brought together, past and present Scholar Advisors to share their experiences in the program. Each participant shared their perceptions of where we are in this journey and how the program has impacted their vision in the Shaker Heights School District. In addition, we heard from the Honorable Lauren Moore who was the keynote speaker. She gave an in-depth overview of the current struggles and triumphs of people of color.

I had the opportunity to speak with superintendent Dr. Glasner regarding our move back to the Greater Cleveland Conference and our track facilities. It was a candid discussion that opened the door for concerns for our athletes of color who will again be placed in hostile environments. In addition, we need to rethink how our track facilities lack the necessary requirements to host large scale track events that could bring revenue into the program.

Lastly, I chose *The New Jim Crow, The Mass Incarceration in the Age of Colorblindness* by Michelle Alexander to complete this year's book reviews. This book is considered one of the influential books over the last 20 years. This book took a deep dive into what could be considered one of the most prevailing human pipelines in the history of our nation. The mass incarceration of the Black man. Alexander exposes racial discrimination in governmental polices, and a racial caste system. Alexander defines "racial caste" as **a racial group locked into an inferior position by law and custom.** Alexander's insight from pre-Civil rights to the Inauguration of President Obama is an eye-opener even for the most educated on African American history. This book chronicles the plight of Black men in our society. This is a must read.

*Respectfully submitted,
Angela Goodrum*

SOCIAL COMMITTEE

We have had a busy year with ups and down, made easier because of the support that we provided to one another! I am hopeful that we will never have a year as difficult as this year has been professionally and emotionally.

In normal times, one of my responsibilities is to organize and host social events for the SHTA. In years past, our Back to School, Autumn, and Holiday Happy Hour events were always big hits and widely attended. I also host the Executive Board Meetings in my classroom each month. We are excited to resume our social events next year!

I am pleased to report that the Association funded appreciation gifts to every Shaker teacher this winter in what most consider one of the most challenging years of their career (mentally, emotionally, and physically). We are hopeful that every Shaker teacher feels valued and respected!

We will wrap up this school year with our Annual Recognition Reception in the High School's Upper Cafeteria at 3:45 p.m. on May 25 2022. Newly tenured, career milestones (15 and 25 years), and retirees will be honored. Dr. John Morris, our Association President, will award two individuals with the SHTA Service Award. Our SHTA Fellowship Grant will be renamed the "Dr. Rebecca L. Thomas SHTA Fellowship Grant" to honor Dr.

Rebeca Thomas for her 46 years of service to the Association. Dr. Thomas joined the Shaker Heights Teachers' Association in 1976. All employees are invited and encouraged to attend. I hope to see all of you there!

*Respectfully submitted,
Selena Boyer*

SHTA PAC COMMITTEE

Give yourself a high-five for getting through this school year! Masking, mask-optional, you must stay home with symptoms, mask to stay with symptoms. The ebb and flow of this year has challenged all of us. We deserve a break. Please make sure some of the action you take this summer is taking care of you.

Even with the school year ending, we will all need to continue to pay attention to Ohio legislators' hateful attacks on people and education. The issues to address right now. 1. [House Bill 616](#) Combines “Don’t Say Gay” and “Divisive Concept” Prohibitions. The message to send right now is “Do not assign this bill to the committee”

2. [HB 322 and HB 327](#) contain a toxic combination of murky prohibitions about instruction on “divisive” concepts that are linked to extreme penalties for students, educators, and schools. The message which needs to be conveyed is to stop this bill from passing.

See the above links for talking points and who to address. I attended an “Education Matters” postcard party on May 7th where I learned more about these issues. If you would like “Education Matters” postcards, please email me. (grieshop_c@shaker.org) You may also send them on your own or get them to me and I will post them.

Please see this [Vouchers Hurt Ohio](#) page and email the Shaker Heights School Board to ask them to join the lawsuit against the school vouchers in Ohio to provide equity for Ohio’s children.

Through the [SHTA PAC Facebook page](#), we have posted information about these attacks and how we can help fight for public education and free speech. We will carry on perusing many websites including the Ohio Education Association, this summer to find the latest information and ways to take-action to be shared with you.

It is our pleasure to serve you as SHTA co-chairs. Please reach out if you have any questions or suggestions for us. We are here for you.

*Respectfully Submitted,
Cathy Grieshop and Jessica O’Brien, Political Action Committee Co-chairs*

NEW TEACHER COMMITTEE

The membership and I would like to congratulate the following staff members on receiving Continuing Contracts/Tenure:

Babcock, Eric - (Math Teacher/High School)
Brent, Lori - (Intervention Specialist/Mercer)
Bullard, Bradley - (Social Studies Teacher/High School)
Chaudhry, Nadia - (Literacy Specialist/Mercer)
El-Amin, Janine - (English Teacher/Woodbury)
English, Michele - (Grade 1 Teacher/Mercer)

Haywood-Webb, Brittany - (Math Teacher/Woodbury)
Hill, Sharita - (Science Teacher/High School)
Lindsay, Courtney - (Math Teacher/High School)
Nicholson, Alex - (Physical Education Teacher/High School)
Radefeld, Ann - (French Teacher/Woodbury)
Rosen, Victoria - (Grade 4 Teacher/Fernway)
Stolarski, Amanda - (Intervention Specialist/Lomond)
Tribble, Jarryd - (Intervention Specialist/Woodbury)
Varricchio, Christine - (Grade 3 Teacher/Boulevard)
Wells II, David - (English Language Learner Teacher/Lomond/High School)
Young, Khadijah - (Grade 2 Teacher/Onaway)

I would like to wish all of you a great, well-deserved summer. If you have any questions about end of the year evaluations or status, please feel free to contact me.

Respectfully Submitted,
Wendy Lewis

PUBLIC RELATIONS COMMITTEE

It has been an honor to serve as Public Relations Chairperson. I have worked to promote the Association through community advertisements and SHTA shirt sales. I have attended Executive Board and Representative Council meetings to keep membership informed about PR efforts and to take part in Association discussions. Arrangements for advertisements in *Shaker Life Magazine* and *Gristmill (High School Yearbook)* were made. SHTA service awards will be distributed during the May Awards Ceremony. I am proud of serving the Association as the Public Relations Chairperson.

Respectfully Submitted,
Bob Bognar

SICK DAY TRANSFER COMMITTEE

This year, we were able to assist four of our members in need and contribute 385.5 sick days which granted our members 154.2 days so far this year. We have one member still utilizing the program, so if you are interested in making a donation of sick days to Donita Al Amin, please contact me via email at schmidt_j@shaker.org and I will send you a donation form.

Through our contract negotiations, the Sick Day Transfer Program was given life for another three-year pilot. At the end of the three-year contract, we will hopefully be able to make this benefit a permanent part of our contract. I look forward to three more years of being able to assist our fellow members in a time of need.

Respectfully Submitted,
James Schmidt, Chairperson

LEGAL AID COMMITTEE

During the past month I have:

- Collaborated with Middle School educators, Head of Human Resources Barb Maceyak and SHTA Professional Rights and Responsibilities Chair Mike Sears on step 2 of a Middle School grievance.
- Met with SHTA President Dr. John Morris, SMS Building Principal Michelle Hughes, Head of Human Resources Barb Maceyak and Director of School Leadership Dr. Erin Herbruck about the step 2 Middle School grievance administrative disposition.
- Attended a SHTA representative council meeting
- Communicated with SHTA President Dr. John Morris and SHTA Publications Chairperson Andrew Glasier about Middle School peer evaluation issues
- During the past year I met with the Legal Aid Committee several times and collaborated with upper administration, building reps and my fellow educators to resolve building issues.

Respectfully submitted,
Jeremy Bishko

OCCUPATIONAL HEALTH & SAFETY COMMITTEE

Once again, I am ending the year with hope for a return to true normalcy. We have faced myriad challenges in these past 25 months. Should CDC or CCBH guidelines necessitate new policies or a return to previous safety measures, we will be certain that the district continues to follow those recommendations for the health and safety of our members, as well as our students and fellow staff members. With some good fortune, this committee will cease to exist by the end of next year.

Respectfully submitted,
James Schmidt

LEGISLATIVE COMMITTEE

Recent Developments

- U.S. Senator Sherrod Brown (OH) has proposed a bill in the US Senate that would raise the tax deduction that a teacher can take for out-of-pocket teaching expenses from \$250 to \$1000.
- The Plain Dealer has a comprehensive [article](#) that summarizes all of the education bills in the Ohio General Assembly.

Recap of the School Year

There has been plenty of legislative activity around schools and education this year.

- Money is at the heart of many of the bills that affect schools. This year we saw legislation that dealt with how school districts can appeal a decision to have a business or homeowner pay less tax. There were bills in the Ohio General Assembly (and the legislatures of many other states too) about school vouchers that take money away from public schools and fund charter or private schools. Because of court cases already in the system, it's clear that school funding will continue to be a contentious issue.
- Our image of our country and of ourselves is built into our schools, and our collective vision of instruction has been the core of a controversy in the Ohio Statehouse. There is a proposed legislation to limit what a teacher can say in a classroom; this could result in the College Board removing its Advanced Placement seal of approval to some courses if specific ideas are not allowed to be discussed.
- Guns in schools, how to cope with violence, and how to prevent violence, continue to be active areas of discussion.

It has been an honor to serve as the chair of the Legislative Committee this year for the SHTA.

*Respectfully Submitted,
David Klapholz*

SALARY TENURE COMMITTEE

The SHTA Negotiations Team was proud to present to the membership three increases over the next three years of 3%, 2.25%, and 2.5%. These increases represent the most robust three-year contract increases this year in Cuyahoga County. The Negotiations Team also successfully negotiated three additional Professional Development days to be paid at our Per Diem rate, dedicated solely to Diversity, Equity, and Inclusion programming. Likewise, keeping the insurance premium percentages at the same 13% for the next two years with only a 1% increase (to 14%) in the third year can be considered a success. All told our increases, including the added three days at our per diem, represent a nearly 10% pay increase over the next three years. We were also able to negotiate the continuation of the sick day transfer program that has benefited members in medical crisis, a building committee that will increase communication between members and administration, a release day that will allow members to observe one another's classes for professional growth, the reduction of tenure eligibility from seven to six years of teaching, and a clause that allows members to request additional resources for issues such as building security. Finally, we negotiated the recognition of SHTA Support Teachers as SHTA Teachers with full membership pay, benefits and a unified contract. Thanks to the work of Darlene Garrison, Bonnie Gordon, Lisa Hardiman, David Klapholz, Bill Scanlon, Mike Sears, and James Schmidt, our Negotiations process was a success. Also of note, was the collaboration of a willing and invested administrative team committed to the best outcomes for our membership and our community.

On a side note, some members have inquired why the doubling of the Waiver of Planning time was not maintained in this contract. The answer is three-fold: a. The doubling was due to Covid-19 related substitute shortages and a resultant Memorandum of Understanding (MOU) b. Although long standing, the Waiver of Planning time in our contract is actually at the high end of comparable waivers in schools throughout Cuyahoga County. c. The doubling of Waiver pay, according to the collected data, did not actually result in more members covering classes. That being said, the expired MOU is always on the table should the need arise again.

Thanks to all dues paying SHTA members for making these negotiations, and these increases in pay and maintenance of our benefits, possible. It is your commitment to the SHTA that makes collective bargaining in our schools possible. This is what a union does and why your financial support is so crucial. You have made Shaker a better place to work for all of your colleagues.

*Respectfully Submitted
Dr. John L. Morris, Chairperson*

PUBLICATIONS COMMITTEE

This has been a difficult teaching year for the district and especially myself. Our Association has risen to the occasion by pulling together and organizing to support each other. I am extremely lucky to work with such a fine faculty and staff. While I have had to work harder this past years to communicate and update the Association, it has been worth it for the gratitude members have shown. Our members are the main reason that Shaker Schools have the reputation that they do. It is my hope that the administration & Board of Education opens their eyes to this truth; it is not about new building but about uplifting and supporting people that promotes equitable education. We feel we are not being supported.

I have formed, edited and distributed eight SHTA Newsletters to our Membership. I have also made sure that the newsletters are added to our website, shtaweb.org. I have distributed our Newsletter to retired members, school board members, administration and community members.

I have written editorials and have worked with members on their own editorials for the newsletter. I have worked with our amazing editing staff, Dr. Becky Thomas, Heather Pincoe, Nicole Cicconetti and Chris Cotton, to make sure I have dotted all my I's and crossed all my t's. I want to personally thank them for their service.

I have updated our [Facebook page](#) and [Twitter](#) account. I have sent reminders and updates to our Membership throughout the year through email. In February, along with members of the Black Teacher Task Force and Diversity, Equity & Inclusion Learning Specialist Dr. Nicole Patterson, I worked on the *Divine 9* social media campaign to highlight the work of Black Fraternities & Sororities and highlight members who are part of them.

I enjoy the responsibility of working for our membership. Please feel free to contact me any concerns or opinions at glasier_a@shaker.org or #6168.

Respectfully Submitted
Andrew Glasier, Chairperson



MINUTES FOR THE REPRESENTATIVE COUNCIL MEETING

SHTA President, Dr. John Morris started the May 9, 2022 Representative Council Meeting at 4:30 PM. The meeting took place at Onaway Elementary School.

Onaway Principal Eric Forman welcomed the SHTA Representative Council to Onaway School. Mr. Forman expressed appreciation for all the work the staff does. He gave a shout out to Onaway head representative, Paula Klausner who met with him so many times during the past few years. Mr. Forman hopes that next year will be more normal than the last few years have been and he expressed excitement about his new challenge as Woodbury's principal starting next year.

A motion for approval of the MINUTES from the April 11, 2022 Representative Council meeting was made by Paula Klausner and seconded by Lee Appel.

Administration Report

Barbara Maceyak, Director of Human Resources was present for the Representative Council meeting.

- Retiring this year
- Has been in education for 43 years and the last two have been the most challenging
- Appreciates the professionalism of SHTA members and others with whom she has worked in Shaker.
- Discussions recently with SHTA Evaluation Chair, Lena Paskewitz have been very respectful and both parties were open to both sides of the issues
- Will help with transition to Tiffany Joseph who will have position starting next year

Officers' Reports

President, Dr. John Morris

- Talked weekly with Superintendent Dr. David Glasner
- Talked regularly with Human Resources Director Barb Maceyak
- Posted to SHTA Facebook Page with Publications Chair Andrew Glasier
- Posted to Cuyahoga County Educator Summit Facebook Page
- Worked with SHTA Lawyer Susannah Muskovitz on Member legal concerns
- Worked with Professional Rights and Responsibilities Chair Mike Sears on member issues
- Worked with Legal Aid Chair Jeremy Bishko on a grievance issue
- Worked with Special Education Chair Tito Vázquez on member concerns
- Worked with SHTA Vice President Darlene Garrison on a building concern
- Corresponded with SHTA Vice President Darlene Garrison and DEI Chair Dr. Angela Goodrum on a proposed meeting with the SAMS group
- Corresponded with Mercer Head Representative Nicole Cicconetti on technology concern
- Communicated with school nurses on COVID reporting concern
- Special thanks to the SHTA Nurses Advisory of Paula Klausner and Stephanie Smith
- Communicated with Director of Exceptional Children Elizabeth Kimmel about COVID reporting concern
- Communicated with a member with a transfer question
- Communicated with MS Head Representative Erika Pfeiffer and CFO Director Jeff Grosse on safety concern
- Communicated with the Evaluation Committee members of Addie Tobey, Lena Paskewitz, and Andrew Glasier on continuing contract extension and peer evaluation concerns

- I will be happy to award The SHTA Service Awards this year to Monica Triozzi and Bonnie Gordon for their work on the SHTA Support Teachers Bargaining Unit. Monica worked on bringing Support Teachers into the SHTA fold and Bonnie has been instrumental in negotiating until Support Teacher became Teachers and full SHTA members.
- I will also be honored to modestly recognize the work of our Past President Becky Thomas as she steps back from an active role as Past President to focus more time on her family. Becky asked for no more plaques or rewards, so we are renaming the SHTA Fellowship Grants to the Dr. Rebecca L. Thomas SHTA Fellowship Grant due to Becky's tireless efforts to continue to professionalize SHTA teachers and her four decades of dedication to our association.
- I hope that everyone can come and see these awards given and enjoy celebrating our other milestones at our direct Recognition Reception on Wednesday, May 25th at 3:45 pm!

Vice President, Darlene Garrison

It has been a very busy month for teachers at Woodbury Elementary School.

- I spent a great deal of time working with individual members discussing possible solutions to the behavior issues occurring at the school.
- I worked with a member to clarify the make-up of the scheduling committee at Woodbury.
- I met with a member to identify the necessary credit hours and years of employment to reach certain steps of the contract.
- Met with Professional Rights and Responsibilities Chair Mike Sears to discuss a member's steps and credit hours.
- Sent out congratulatory letters and Fellowship reimbursement checks to members who have sent in their receipts for reimbursement.
- Attended an Investment Committee meeting with Financial Advisor Brady Krebs, Treasurer Bill Scanlon, Membership and Elections Chair Chante Thomas and SHTA Member Todd Keitlen.
- Attended SHTA Executive Board meeting on Monday, May 2nd at Fernway.
- I will be attending the final PTO meeting for the 2021 - 2022 school year on Monday, May 16th at 7PM.

Secretary, Lisa Hardiman

- Continuing to supporting member with an ongoing behavior issue with a student
- Attended signing event for new contract with other members of negotiating team at the administration building
- Was a part of the listening tour of DEI Executive Director of Diversity, Equity, and Inclusion Dr. Lawrence Burnley
- Virtually Attended school board meeting
- Spoke to members regarding peer evaluations

Treasurer, Bill Scanlon

- Shared proposed budget for next year.
- Called attention to the salaries and meeting stipends that will be voted on by SHTA membership on Monday, May 16th
- Attended investment committee meeting
- Supported members at the high school
- Worked with the accountant to square away the last fiscal year
- Updated, passed out, and explained the proposed budget for next year
- Passed out payment forms to SHTA representatives and executive board members

Building Representative Reports

Boulevard—Cathy Grieshop

- Teachers have been concerned about not getting Covid-19 notifications
- Thank you to Boulevard Principal Neal Robinson for being available and helpful to problem solve with representatives and other members at Boulevard this year

Lomond-Jill DiPiero

- Thank you to Principal George Clark and Lomond PTO for an amazing Teacher Appreciation Week

Mercer-Nicole Cicconetti

- Communicated daily with Principal Roneisha Campbell, mainly in person, but also through email and texts
- Communicated with and supported a member with a student behavior issue along with communication with Roneisha Campbell and Mike Sears regarding this; the issue is now in the hands of Mike Sears
- have been helping a member with maternity leave and extended leave questions for next school year
- Questions regarding the reporting of Covid-19 cases
- Frustration of shortage of subs the last couple weeks; Mrs. Campbell and Mercer staff worked together to get classes covered, we appreciate the support to ensure classes were taken care of

Onaway—Paula Klausner

- Thank you to Onaway's PTO and Principal Eric Forman for a wonderful Teacher Appreciation Week
- Members were shocked about losing Eric Forman and probably the building secretary
- Members are very concerned about the lack of reporting Covid-19 notifications. Nurses did convince principals to start reporting them

Woodbury—Stacey DeYoung

- Met weekly with Principal Ms. Tiffany Joseph to discuss building issues.
- Met with members to discuss individual questions and concerns.
- Assisted several members with questions for HR concerning part time employment/issues with the schedule concerning part time/getting payment for covering classes.
- Met with Woodbury representatives Lee Appel and Aquita Shepherd to discuss ongoing building concerns.
- Served as the SHTA representative for the building scheduling team. After many meetings and discussions between the SHTA representatives and the principal concerning the Step I Grievance, the members of SHTA at Woodbury are going forward with a Step II Grievance.
- We would like to thank the administrators of our building and the PTO for an incredible Teacher Appreciation Week at Woodbury

Middle School—Erika Pfeiffer (John Koppitch reporting)

- Assisted members on safety and security concerns re: Voting in the building during a school day. District assured that proper safety measures were in place, although members who housed the voting area reported that they were given no plan and had to seek out security throughout the day. Teachers asked for security to be stationed nearby, but none was present until 2nd period and only

intermittently. Some strangers walked freely into the building outside of the voting area and one was reported to have been less than receptive to directives by staff.

- Assisted a member who was injured by 2 students in the hallway
- Assisted a member with a safety concern when a rapidly escalating student would not leave and could not be removed from the room. Several administrators and security guards individually attempted to remove the student, but were unsuccessful and left before another staff member was finally able to get the student out of the room to de-escalate. Subsequently conferred with SHTA President Dr. John Morris and Legal Aid Chair Jeremy Bishko re: right to refuse to work in an unsafe environment.
- Assisted a member in a fact-finding investigation meeting.
- Along with Jeremy Bishko, attempted to begin our Building Committee work as part of our Step II grievance disposition. Our Step II grievance disposition was sent to grievants on April 21, with the understanding that the Building Committee would convene shortly thereafter. At this time, we have still not been scheduled for the initial meeting with Principal Michelle Hughes, and therefore have not been able to proceed with the full committee. Concerns are being raised to us that nothing may be accomplished before the school year ends, which violates the Step II disposition.
- Continuing contract candidates report having been left in the dark about the progress on their evaluations/decisions prior to the April 14 deadline. Principal Hughes reported that more time was needed due to so many pressing issues at the Middle School, and was given an extension to May 12. However, all SMS candidates were notified a week ago with no explanation or details that they are receiving an extension for a year, but not one of the candidates received tenure. Members of the Evaluation Committee have presented their concerns on this issue to the District.
- Several teachers who completed their Peer Evaluation intent forms for next year were immediately denied with no explanation, which contradicts protocol. Among these are teachers at skilled or accomplished rating levels. From Peer-Evaluation Procedures; *“Building principals and a peer evaluation coordinator (of that level) review approval and denials together. Principals then meet face to face with teachers who are denied, giving specific reasons, etc...”*. Upper administration has reached out to members and reversed the building principal’s denials of peer evaluation.

High School – James Schmidt

We continue to wait for a daily bell schedule for next school year. I have been told that the schedule exists, is written, and is being vetted by our district administration. It is unfortunate that this process started so late in the year and has taken so long to reach a conclusion. I look forward to reading the schedule and ensuring that it aligns with our contract language, once it is finally distributed to us from the building administration.

Innovative Center--Linda Roth

- Shout out and gratitude to IC Coordinator Matt Simon for the parade of Teacher Appreciation Week treats and personalized notes. We are grateful for Matt’s visionary leadership and the supportive community he has created.
- IC students and staff are enjoying an especially busy spring, including personalized and collaborative projects, leaving to learn opportunities, and our first Exhibition of Learning on Thursday, May 19th from 5pm - 7pm. All are welcome. [Registration link](#).
- The IC began the year as a program for SHHS students. We expanded to serve a small pilot of 8th grade students, and we are realizing that there is more demand from students and families in grades 7-12 than we have space at our current location. Our hope is that we can expand The IC (space and staff) to serve more students in Shaker Schools. IC Coordinator Matt Simon has been in communication with Principal Eric Juli, Superintendent Dr. David Glasner and Principal Michelle Hughes regarding the growing interest in The IC among students and families in Shaker. We feel the growing interest is due to having a strong team of SHTA teachers and a unique school model where students get to co-construct their classes and projects with their teachers and have the option to participate in a variety of exciting programs:

internships, filmmaking, podcasting, entrepreneurship, product design, wellness field trips, etc. Our team believes more SHTA teachers would enjoy teaching in our model.

Executive Board Reports

Publications—Andrew Glasier

- Updated Facebook and Twitter account, especially during Teacher Appreciation Week
- Sent out Newsletter to members and later administrators and community.
- Tim Kalan's editorial was well received
- May Editorial: Woodbury member Jackie Scanlon, HS member Donna Jelen
- Editor payment coming in May also
- Need new Contract to post on SHTAweb.org
- Executive Board please have blurb ready Wednesday (May 11th) at midnight.
- Went to Teacher Evaluation meeting
- Had a meeting with Peer Evaluator coordinators on May 5th about denials and improper procedures by a principal.
- Questions from members about why we did not renegotiate MOU for covering class payment
- My 1st grievance! Reduced Schedule issue: grievances; why we need them: *we are stewards of the contract*

Evaluation - Lena Paskewitz

- Lots of people have signed up for peer evaluation for next school year
- May 10th is the due date for all evaluations and pinning
- Everyone should have gotten email for HQST

Membership and Elections-Chante Thomas

- Elections will take place online on Monday, May 16th. Members will be voting on Representatives, budget, and amendments.
- Heard from a few members who want their name on the ballot
- Attended finance meeting
- Attended Female MAC Scholars event

Policy-Tim Kalan

- Attended teacher evaluation meetings
- Attended Forward Together meetings
- Wrote language for the constitution which takes out language about Support teachers since that body has merged with other SHTA members

Public Relations-Bob Bognar

- Paid some accounts for publications
- Purchased awards for the district reception

Special Education-Tito Vazquez

- Attended and participated in the SHTA Executive Board meeting and General Body meeting.
- Discussed various concerns with the Director of Exceptional Children Elizabeth Kimmel in the 7th of our monthly meetings. I worked with SHTA President Dr. John Morris, over Exceptional Children concerns.
- Provided support to various SHTA members concerning issues including but not limited to job placement, personnel issues and work options.
- Participated in discussions with Shaker Heights High School Administrators Marinise Harris and Rebekah Sharpe concerning problem solving various situations at the high school.

- Attended Shaker Middle School and Shaker Heights High School Exceptional Children Department Meetings.
- Participated on interview committees as a member of The Black Teachers Task Force Steering Committee for positions in the following departments; Science, Math, Art, Reading and English.
- Participated on interview committees for various Exceptional Children positions throughout the district.
- Have spoken with Shaker Heights School Psychologist over workload concerns.
- Represented a member in a Fact-Finding meeting with CCBCFS. I helped a member navigate bereavement concerns and questions.
- Have communicated with Shaker Heights Exceptional Children Department Chairs over a variety of concerns in the district.
- Continue to work collaboratively with Shaker administrators, principals, assistant principals and Exceptional Children Supervisor (s) K - 6 Erin Dzolic and 7 - 12 Supervisor Jennifer Currie on various issues to improve the functionality and support to the student and educators in Exceptional Children Department in our district.
- I would like to congratulate the following Educators of Exceptional Children Department: **Continuing Contract - Lori Brent, M.A. - (Intervention Specialist/Mercer) / Amanda Stolarski, M.A.+15 - (Intervention Specialist/Lomond) / Jarryd Tribble, M.A. - (Intervention Specialist/Woodbury). 15 Years of Service - Enid T. Vazquez, M.Ed. – (Intervention Specialist/High School). Retirees - Deedra Strang - (Speech & Language Therapy/Mercer)**

Legal Aid-Jeremy Bishko

- Collaborated with Middle School educators, Director of Human Resources Barb Maceyak and SHTA Professional Rights and Responsibilities Chair Mike Sears on step 2 of a Middle School grievance.
- Met with SHTA President Dr. John Morris, SMS Building Principal Michelle Hughes, Head of Human Resources Barb Maceyak and Director of School Leadership Dr. Erin Herbruck about the step 2 Middle School grievance administrative disposition.
- Attended a SHTA representative council meeting
- Communicated with SHTA President Dr. John Morris and SHTA Publications Chair Andrew Glasier about Middle School peer evaluation issues
- During the past year I met with the Legal Aid Committee several times and collaborated with upper administration, building reps and my fellow educators to resolve building issues.

Legislative-Dave Klapholz

- U.S. Senator Sherrod Brown (OH) has proposed a bill in the US Senate that would raise the tax deduction that a teacher can take for out-of-pocket teaching expenses from \$250 to \$1000.
- The Plain Dealer has a comprehensive article that summarizes all of the education bills in the Ohio General Assembly.

Past President-Becky Thomas

- Last meeting, stepping down from position as Past President, after 11 years
- Originally joined SHTA in 1976
- It has been an honor to serve SHTA
- Going to school board meeting
- Will attend the finance and audit meeting virtually

Social-Selena Boyer

- Please come to the district reception at 3:45 May 25th in the high school upper cafeteria to celebrate teachers who are newly tenured, retirees, and those who have 12 and 25 years of service.

Professional Rights and Responsibilities-Mike Sears

- Attended a step II grievance hearing at the Middle School
- Communicated a step II disposition to the grievants at the Middle School
- Met with a member at the Middle School multiple times about a salary schedule issue
- Communicated with members about maternity leave
- Spoke to HR Director Barb Maceyak about deadlines for recommending continuing contracts after members at the Middle School expressed concerns about deadlines being missed
- Spoke to a member at Mercer multiple times about an unruly student and a possible grievance
- Spoke to Mercer Head Building Representative Nicole Cicconetti about both an unruly student, possible grievance, and technology problems at Mercer
- Met with the Supplemental Committee regarding Department Chair job descriptions and planning periods and I communicated proposals from High School Principal Eric Juli to SHTA President John Morris for his review

PAC (at-large)-Cathy Grieshop

- Attended Postcard event at Forest Hill Park on Saturday, May 7th
- Brought postcards for SHTA Representative Council to complete to be sent to Ohio's House and Senate to address HB 327, HB 322, and HB 616

Executive Session

Old Business - none

New Business

- Discussion and vote took place for salaries of SHTA Representatives, Executive Board members, and salaried positions.
- Bob Bognar motioned for a 3% raise for the salaried positions. Aimee Grey seconded the motion. It passed.
- A motion for a 3% increase for representatives was made and passed.
- Discussion about alternative ways for compensation. Currently, payment is based on attendance at meetings.

Good of the Order-

- President John Morris thanked Onaway reps for a great meeting
- President John Morris thanked Rebecca Thomas for her service

Motion was made for adjournment by Paula Klausner. It was seconded and approved. Meeting adjourned at 5:52 pm.

***Respectfully submitted,
Lisa Hardiman***

Why I Resigned & My Hope for the Future

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.

To be honest, I hesitated to submit an editorial to the SHTA Newsletter. Like many of my colleagues, I feel depleted, discouraged, and just so sick of the mismanagement of Shaker schools; particularly Woodbury School. (I also don't think anything could be more profoundly true than Tim Kalan's thoughts in the last Newsletter). But I care enough about my students, my co-workers, and my neighborhood to speak my truth while I am in a very unique period of employment: I am done teaching in Shaker on June 9th and I am willing to share some thoughts publicly without fear of retribution.

Here are my hopes for the Shaker Heights City Schools:

I hope a future superintendent shows a full commitment to our public schools by choosing to enroll his/her children in Shaker Schools.

I hope the revolving door at the administration building comes to a stop so that we can have continuity and institutional memory at the decision-making table.

I hope whatever toxicity is present at the administration building that has driven away good people is identified and then rectified or removed.

I hope we hire people who are dedicated to learning and thriving in their administrative positions and stay for more than a few years.

I hope administrators imagine a world where teachers *could* easily leave a school system for a comparable salary elsewhere without financial penalty. I believe administrators would treat us differently if they knew we had more choices.

I hope principals resist being micro-managed by their "bosses" and do what is best for their individual buildings.

I hope principals value the experience and ideas of their teachers, behavior and intervention specialists, tutors, nurses, aides, custodians, lunch aides, and of course students and their families and work with them to design policy.

I hope students who are continually aggressive and pose a danger to others, can be served in a different setting earlier than the last month of school.

I hope class size in the District is never over 24 students, and even lower in elementary classes.

I hope we question and continually reassess the value of subscribing to the International Baccalaureate program.

I hope data is collected to show whether or not IB is attracting and retaining families to the district, if students are satisfied with the program, and how many graduates found the IB diploma useful after leaving our schools.

I hope the District will be fully transparent with taxpayers about how much money is spent on IB; from our paid membership to IB, fees, services, salaries of our IB coordinators, salaries of teachers who teach courses that would not be required if we were not an IB district, to the potential future cost of restructuring grade levels i.e., moving 5th graders to the IB Primary Years Program k-4 building(s).

I hope we bring back shop class for all Shaker students - or at least for the same number of students who graduate with an IB diploma (less than 40) or equal to the number of kids who enroll in the IB Diploma Program (around 100)

I hope students who are continually aggressive and pose a serious danger to themselves and/or others can get individualized social-emotional support beyond the traditional classroom.

For Woodbury:

I hope the new principal will be visible throughout the school every day to connect with students and to demonstrate a collegial relationship with teachers and staff.

I hope for a sane schedule that allows for a “home base” for kids, genuine communities, and sufficient supervision during transitions.

I hope clear rules and consequences for students begin on the first day.

I hope regular all-staff meetings adjourn with *For The Good of the Order* so teachers’ voices can be heard and potential solutions to problems can be shared.

I hope students who stay after school do not have to sit in the auditorium for an hour waiting for a bus.

I hope science lab classrooms (currently being used for IB foreign language classes) are returned to science teachers for their labs.

I hope trips to the school library, the maker space, the (currently stalled) innovation lab, the HS planetarium, the science labs in our building become routine for children.

I really hope kids are required to always have a library book with them (so they just might choose to read or be told to read rather than playing a video game or watching YouTube videos during down time) and/or for “sustained silent reading” time every day.

With love and respect,

Jacqueline Conway Scanlon

Woodbury 6th grade teacher 1990-1999

Shaker parent 2004-2020

Woodbury Design teacher 2015-2022

Shaker Resident

TEACHER APPRECIATION

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During Teacher Appreciation Week, I am fortunate enough to receive heartfelt notes and cards from students and parents letting me know how I’ve helped them and impacted their learning. I love these gestures, these words, these feelings expressed and shared, and I am grateful that people take the time to think about these things and write them down.

Then I think about the profession itself, the panoptic art of teaching, and I wonder how often those of us who practice the craft take the time to express gratitude to it directly.

Here is my attempt.

When I first was in classes that were meant to teach me how to teach, I was taught many strange ideas, concepts, and strategies.

“Don’t smile for the first three months.”

“Don’t give in on anything your first year if you want any student to take you seriously.” “Give an inch, they’ll take a mile.”

“Let your guard down and they will walk all over you.”

“You have to lose it on the kids before they will respect you.”

(None of these tips and tricks seemed particularly helpful to me, so I more or less ignored them. I am grateful that I did. It was much more fun to stumble through and find my own way.)

I’ve believed many different things about teaching over the years, but now I believe something that I think is both strange and wonderful. I believe that teaching and learning are a combined phenomenon every bit as powerful and mysterious and all-encompassing as music, or language, or love. Teaching/Learning is a life force that exists within and between us; a force that binds us as families, communities, and societies.

Teaching/Learning is bountiful truth regardless of who learns or who doesn’t, who succeeds or who fails, who leads or who follows.

Because I believe this, I also believe that Teaching/Learning is not something I can own or claim, since it is so much bigger than just me. It dwarfs any single event or conflict in my classroom or any disagreement with colleagues or administration. Teaching/Learning will continue to exist and pulse among us even when the bells don’t work or the network is down. Teaching/Learning, as we know, does not stop at the classroom door — it exists in every relationship and situation imaginable.

Thinking of it this way helps me shed any feelings of anxiety or dread at the prospect of any one person not Teaching or Learning well enough, because that’s almost like criticizing someone for not breathing correctly. This phenomenon we are lucky enough to hold hands with every day will keep doing its work with divine intelligence no matter who’s paying attention.

Thinking of it this way helps me view my classroom not as a fiefdom but as a temple. In this temple, my job is not to be a rule-maker or gatekeeper of Knowledge (another phenomenon that is way too big for little old me) but simply to commune with Teaching/Learning in a way that is open-minded and grateful. The students and I are in this worshipful space together, knowing little but learning much. We continue to muddle through and pick up delightfully unexpected lessons at every turn.

Thinking of it this way helps me separate myself from the outcomes of my teaching. These outcomes are far too wiggly to pin down with numbers or rubrics. They are as unpredictable as they are unwieldy, and that is precisely what is so beautiful about them. Since they cannot be defined, they also cannot be controlled. This might sound terrifying, but it is also immensely freeing. Rather than attempt to control a force much greater than myself, I get to have a seat at its table and learn from it right along with everyone else.

Thinking of it this way reminds me that we are all trying our best. We are born with a hunger to learn, to develop, to improve. While there are many enemies of this inborn motivation, it is a flame that begs to be fed. I get to nurture it within myself and others. I get to watch it do its work, sometimes with a specific and challenging kind of intimacy that it loves to use in the classroom.

I am grateful to Teaching/Learning for providing me with a purpose. I am grateful that it has agreed to partner with me. I am grateful that it has allowed me to pull up a chair and soak in its lessons. I am grateful that it will continue to exist and pulse and thrive no matter how badly I screw up. I am grateful for the forever opportunity to improve. And I am grateful for the ability to share these ideas with you. Happy Teaching Appreciation.

Donna Jelen
Shaker Heights High Orchestra Teacher

MAY ELECTION ADDENDUM

May 16, 2022

Dear SHTA Members,

It is my pleasure to announce the results of our May16th Election and Budget Vote.

The 2022-2023 Budget passed, (98.7% affirmative votes).

The proposed amendments resulting from the contract changes per our recent contract, (98.2% affirmative votes).

The 2022-2023 Rep Council Elected Members are:

Boulevard- **Cathy Grieshop**

Onaway- **Paula Klausner**

Fernway- **Victoria Rosen**

Lomond- **Jill DiPiero**, Steve Smith, Veronica Malone

Mercer- **Nicole Ciconetti, Cathy Richards, alternate**

Woodbury-**Stacey DeYoung**, Aquita Shepherd, Lee Appel

Middle School- **John Koppitch**, Erika Pfeiffer, Matt Klodor

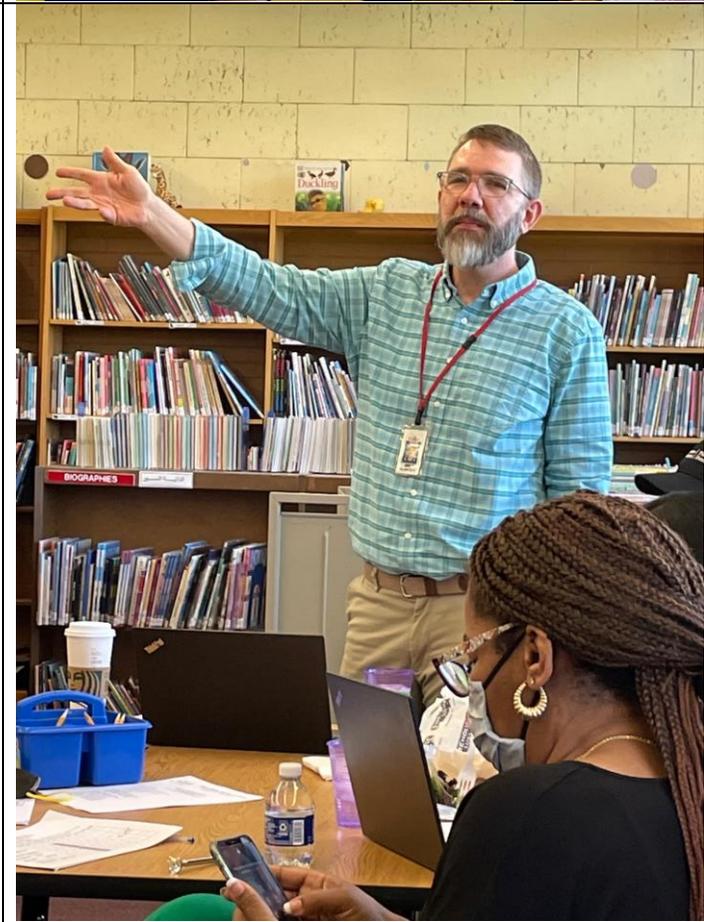
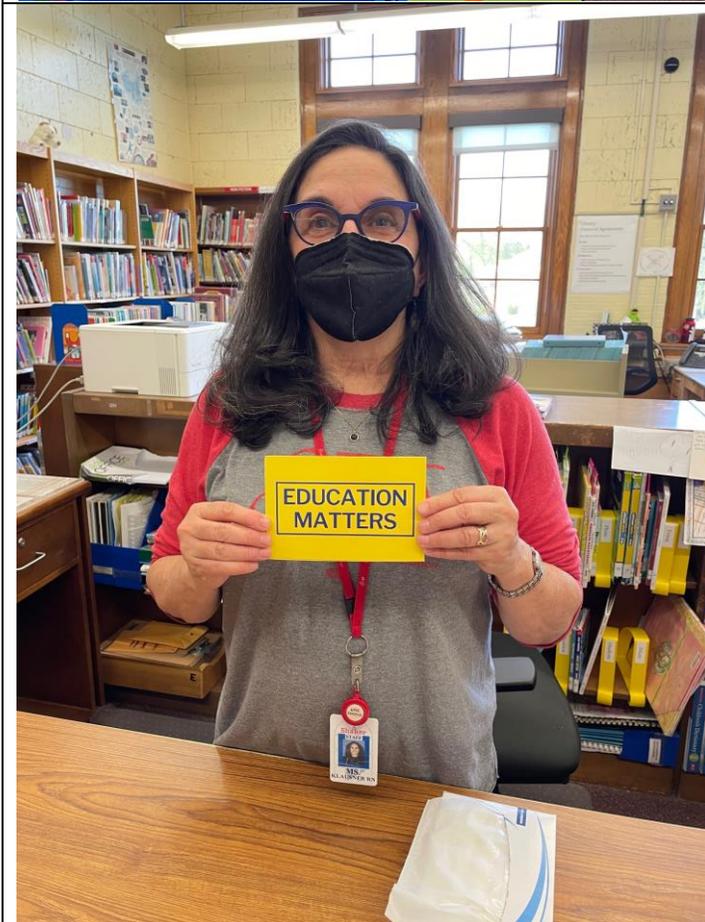
High School – James Schmidt, Brian Berger, Jessica O’Brien, Tod Torrence, Aimee Grey, Enid Vazquez, Kim Roberts, and Joel Rathbone, alternate

IC- Linda Roth

Again, congratulations to all of you!

Chante Thomas

Membership/Elections Chairperson



**The SHTA May Representatives Meeting at Onaway School.
Thank you, Onaway School Representative Paula Klausner
for hosting.**