

IMPORTANT DATES

Saturday, March 2: *A Night for the Red & White.*

Monday, March 4: SHTA Executive Board Meeting @ Fernway.

Monday, March 11: SHTA Representative Council Meeting @ Shaker Middle School.

SHTA *news*

February 19, 2019

Message From the President

One of my favorite stories about August Wilson, arguably the greatest playwright of the 20th century, has to do with his mother. While growing up poor in Pittsburgh, Wilson's mother won a radio contest for a much-needed dishwasher. However, after learning the dishwasher was used and not new as promised, August's mother decided not to take it. In Wilson's words, his mother had taught him in that moment that "something is not always better than nothing".

Here we are at a similar place with a statement that was recently published by our administration in the way of publicly removing a disciplinary action against one of our members. On the surface, it appears as if the member has received recompense for unfair action taken against her. However, upon deeper inspection, what the district has done is to cut off both the corrective action and a larger message to the staff and community about how this issue should be handled moving forward.

Our member did not bully, harass, or intimidate students. Our member was placed on administrative leave without initially knowing why for nearly a month. Our member was not allowed to talk to peers, parents, students, or community members about why she was so suddenly removed from her life as a teacher. Our member was characterized as a bully by our board and administration and was given no chance to respond. Our district sent letters to six families stating that our member violated the Board Policy on Hazing, Bullying, Harassment, Intimidation, and Dating Violence. When asked to rescind the disciplinary action, write a letter to these six parents correcting the first letter, and to co-author a statement with the SHTA to all members about how we would ensure that just cause would be established, the district at the last minute opted to short-circuit the process by issuing their statement and refusing to attend the arbitration.

The district continues to deny culpability, accept responsibility for their lack of just cause and due process, retract their inaccurate depiction of our member's actions, and forward any acknowledgement of how we can ensure our members are not victimized again. Here we are being offered our own "used dishwasher", an unsatisfactory response, and we are not prepared to take it. We will continue to push for more substantive action from this administration and school board by pursuing the grievance process in good faith, something the district tried to short circuit with their recent statement. This impacts all of us.

Teaching and learning can be uncomfortable experiences. The education theorist Lev Vygotsky tells us that learning takes place when students realize the "discomfort" between what they know and what they don't know. He calls it the "zone of proximal development". As a teacher, it is often uncomfortable to bring students to this point, but it's our job. Does that mean that students are always going to be happy with us or that they are

going to like the challenges we present? No. But that's what we've signed up for. We are not angry with students for their emotions, their interpretations, or their voices. But when the administration interprets these challenges as bullying, we are all lost at sea. This is what this is about. Historically, these uncomfortable moments have been handled with the team approach of teachers, guidance counselors, principals, parents, students, and sometime school psychologists. They have not been approached by administrative leaves and legal action. This is why we need a process for just cause and due process more than ever. Thankfully, our member has been willing to fight this fight for herself and for all of us. That's why the district's response is inadequate. This is why we fight. We can't "heal and learn" until we have done the work. As our lawyer Susannah Muskovitz has said, "pulling discipline is not the same as exoneration" and I would add that a letter like the administration's is not the same as exoneration or the guarantee of just cause and due process.

Last Tuesday, the administration tried to shut down our arbitration by not showing up to our hearing, only reluctantly sending a lawyer half way through. After hearing our side, the arbitrator said that our case was convincing and that what happened to our member was a "damn shame." We await the arbitrator's final, binding ruling and hope that it will send a strong message to everyone in Our Association.

It's been a busy January and February. I attended the January 22nd BOE Work Session where Board members unanimously accepted the recommendations of the fact finder. I met on January 24th with Cuyahoga County Educator's Summit at Kamm's Corners to meet with State School Board members and Cuyahoga County Educator Summit Teacher Union Leadership along with Treasurer Bill Scanlon. I dealt with ongoing legal issues. I worked on facility issue at the High School. I worked on facility issue at Lomond. I updated the SHTA Facebook pages and Cuyahoga County Educator Summit Facebook pages. I communicated regularly with Interim Superintendent Dr. Stephen Wilkins. I communicated with HR Director Dr. Lois Cavucci on renewal issues. I consulted with members on FMLA and medical issues. I communicated with PR&R Chair Mike Sears and MS Head Building Representative John Koppitch concerning disciplinary issues and building concerns at the Middle School. I filed two grievances related to Support Teachers. I worked on a Support Teacher issue. I met with HR Director Dr. Lois Cavucci and Interim HS Principal Dr. David Glasner on staffing questions at the High School. I attended a Step Three grievance arbitration on February 12th. I communicated with Pupil Services Director Elizabeth Kimmel. I met with Special Education department members. I attended a Support Teachers grievance meeting with administration on Thursday February 14th.

Thank you for all the support over the last few months. Your emails and words of encouragement mean the world to me. I couldn't do this job without such amazing members and such a phenomenal Officer, Executive Board, Representative Council, and Legal team. I believe the strength of the SHTA is attributed to the strength of our members. We do this job first and foremost for our students, but we also do this for each other. Thank you for all that you do for students, this district, and for Our Association. If you get a chance, please convey some gratitude to your building SHTA representatives and leadership. They are who make this Association great. It remains an honor to serve.

*Respectfully submitted,
John Morris*



Reports from the Executive Board

VICE PRESIDENT'S REPORT

A Night for the Red and White will be here before you know it. If you were not one of the lucky members to be chosen from our drawing, please remember staff will be offered a discounted price of \$100 for a ticket. Please consider attending this amazing event. *A Night for the Red and White* will be held on Saturday, March 2, 2019, 7:00 p.m., at the Hilton Cleveland Downtown located on Lakeside Avenue East next to the Convention Center. The SHTA's donation to the silent auction this year will be gift certificates to four East Fourth area restaurants (Butcher and the Brewer, Mabel's BBQ, Ristorante Chinato, and The Greenhouse Tavern). I want to thank all of you who have made contributions to the Silent Auction. Thank you to Darlene Garrison for organizing the Red and White drawing and congratulations to our drawing winners.

The SHTA Teacher Fellowships recipients are encouraged to submit receipt documentation to collect reimbursement. This money can be used to enhance your professional development.

I continue to ask that you help and support each other. If you have any questions please feel free to contact me at 295-4692.

Respectfully submitted,
Matthew Zucca

TREASURER'S REPORT

I attended the Cuyahoga County Educators Summit with John Morris, where we listened to Lisa Woods, State Board of Education member, talk about the hope for less testing demands from the State. I have been communicating with our accountants at Edward Hawkins & Co. to finalize and submit our tax forms for the year. I submitted paperwork for the PAC with the Cuyahoga County Board of Elections. I paid bills and deposited money from the Red & White raffle into our account. I communicated with the GoFundMe organization to get the money from Aisha's Fund deposited into the Trust we established. I will be meeting with the Investments Committee in April to analyze our investments and discuss possible changes.

Respectfully submitted,
Bill Scanlon



**SHTA Officers at the
February
Representatives Council
meeting @ Shaker
Heights High School.**

EXECUTIVE BOARD REPORTS

PROFESSIONAL RIGHTS AND RESPONSIBILITIES REPORT

In the last month, I met with building representatives at the Middle School about the administration's response to disruptive students. I also assisted members with medical leaves, maternity leaves, sick days, FMLA, dental insurance, flexible spending accounts, and unpaid ER claims. I answered questions about non-renewals and spoke with administrators about the Ohio Revised Code and Board policies.

In the January newsletter, I wrote about changes in Human Resources regarding who to contact about benefits and FMLA. These were temporary changes during a time when the district office was understaffed. Members should now reach out to Human Resources Generalist Sarah Fish if they have questions about benefits or FMLA. Here is a link to the insurance and benefits page on shaker.org that includes much helpful information:

<http://www.shaker.org/insurance.aspx>

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

EVALUATION COMMITTEE

The Evaluation Committee will be meeting in March to continue the work of coordinating, updating, and reflecting on how teachers are evaluated in our district. Balancing mandates from the state with best practices and effective observation strategies is challenging, both with educating students and evaluating educators. For example, research suggests that complicated rubrics with too many indicators inhibits growth focused evaluation work, yet the state requires a substantial rubric be used in the process. An article I read recently suggests the concept of one or two guiding questions formulated collaboratively between educator and evaluator to guide focused observations. Now doesn't that sound so reasonable! While I can't promise that, I can assure you that the teachers on the Evaluation Committee and I will continue to do all we can to make the process and protocols fair and reasonable. We will continue to advocate for and support members and expect that protocols be respected and followed. The administrative members and leadership of the Committee continues to be inconsistent, which is an additional challenge. It is my hope that the genuine collaboration and engagement in the process that has characterized the work of our committee will continue in the future.

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 said last month...*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.*

We invite you to send us (Andrew Glasier, Addie Tobey, Deanna Clemente-Milne, Megan Dora, Tim Kalan, or myself) your suggestions to improve the process and share concerns to be brought to the committee in March.

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

SOCIAL COMMITTEE

Mark your calendars! Our annual District Recognition Reception will be held on Wednesday, May 22, 2019 at 3:45 p.m. in the High School's Upper Cafeteria. Heinen's will once again cater our event. We hope to see you there!

*Respectfully submitted,
Selena Boyer, chairperson*

PAST PRESIDENTS COMMITTEE

In the past month, I attended the work session of the Board of Education as well as their regular meeting. I also attended the meeting of the Finance and Audit Committee. The discussions about the restoration of Fernway Elementary are focusing on the current phase of demolition and abatement. In early March, the Finance and Audit Committee is expected to tour the site and I hope to be included.

*Respectfully submitted,
Becky Thomas, chairperson*

POLICY COMMITTEE

Anytime an Association member is curious about our rule-book for SHTA activities, they have to look no further than our constitution, located at www.shtaweb.org. The focus for today's newsletter is on our constitution's ARTICLE XII, titled: AMENDMENTS TO THE CONSTITUTION AND BY-LAWS sections A&B state:

A1. Any amendment to this Constitution may be initiated by the Executive Board, the Representative Council, or by petition signed by at least forty current members of the Association. Such proposed amendments must be filed in writing with the Secretary and the Secretary shall submit the said amendment in writing to all members of the Association within fifteen school days. A2. No Amendment shall be voted upon less than thirty days after its submission to the membership by the Secretary. The Representative Council shall designate the time of voting upon said amendment.

A3. The approval of three-fourths of the members of the Association shall be necessary for the adoption of any amendments to this Constitution.

B. By-Laws Any amendment to the By-Laws may be initiated by the Executive Board, the Representative Council, or by petition signed by at least twenty current members of the Association. Such proposed amendment must be filed in writing with the Secretary, and the Secretary shall submit said amendment in writing to all members of the Association within fifteen school days. No amendment shall be voted upon less than fifteen days after its submission to the members by the Secretary. The Representative Council shall designate whether the proposed amendment shall be voted upon at a meeting of the Association or at separate meeting of the several building groups, and it shall designate the time of voting upon said amendment.

*Respectfully submitted,
Tim Kalan, Chairperson*

LEGISLATIVE COMMITTEE

The 34,000 teachers of Los Angeles were on strike for six days (<https://www.cnn.com/2019/01/23/us/los-angeles-teachers-strike-day-7/index.html>). The teachers did get what they asked for: better environments for students (including smaller class sizes) and higher wages.

The teachers of the Denver Public Schools began a strike on February 11. As USA today reports (<https://www.usatoday.com/story/news/education/2019/02/10/dps-denver-public-schools-teacher-strike-dcta-school-closing/2812038002/>) after more than a year of negotiating, the biggest issue is compensation. The teachers are asking for more money for the schools and a more predictable pay schedule than the current one; this includes the removal of paying teachers more if their students score higher on standardized tests.

The New York Times reported (<https://www.nytimes.com/2019/02/01/nyregion/standardized-testing-teachers-students.html?action=click&module=News&pgtype=Homepage>) on the New York Governor's change in thinking about using student test scores to evaluate teachers. Just two years ago student scores were very important in how that state evaluated teachers, and now New York, like several other states that recently changed, has eliminated that policy. Although teachers have been against this policy for a long time, a big reason why states are moving in this direction is that parents are not pleased that the tests put extra stress on their children.

The Charleston Gazette-Mail reports (https://www.wvgazettemail.com/news/education/by-slimmest-margin-wv-senate-sends-education-bill-to-house/article_a73b6a55-de2b-5219-8ac0-7c54f708e8fe.html) that state legislators have approved a bill that would make it even harder for teachers to bargain as a group. Less than a year ago, teachers in schools *across the state* went on strike for, and won, increased funding for the schools. It looked like a turning point at the time, but don't get too excited because under the proposed bill: teachers that speak out about the funding in education will be much more likely to be punished, charter schools will be barely regulated, and teachers at the charter schools will not need to be credentialed.

Contrary to business-as-usual in Louisiana, the school board in Baton Rouge has not granted tax incentives for Exxon Mobile. The New York Times reports (<https://www.nytimes.com/2019/02/05/us/louisiana-itep-exxon-mobil.html?action=click&module=News&pgtype=Homepage>) that nationally there has been an increase in the number of districts that have declined to give tax breaks to businesses in their district.

Education Week reports that Representative Bobby Scott (D–Virginia) chairs the education committee of the U.S. House; he is expected to have Secretary of Education Betsy DeVos testify about the Trump administration's decision to repeal Obama-era guidelines in school discipline. The former guidelines monitored schools to see if they suspended or expelled students of different races at different rates.

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*

SHTA PAC COMMITTEE

I attended the January 22nd Board Of Education work session in support of the SHTA-ST. I continued to update the PAC Facebook page with interesting articles.

I contacted Representative Boyd's office, on behalf of the SHTA to offer support and help to get Aisha's Law passed. I also thanked her for introducing the bill last week. This is the video of the press conference Representative Boyd held last week. <https://www.ohiochannel.org/video/press-conference-introducing-aishas-law> . Her office responded stating that they will need calls in support of the bill made to the committee chairs once assigned. I will share this information once available.

*Respectfully Submitted,
Cathy Grieshop, Chairperson*

MEMBERSHIP & ELECTIONS COMMITTEE

Payroll deduction for SHTA dues began with the October 1st paycheck - \$30 per pay for 10 pays. Payment for dues will be complete after the Feb 16th paycheck deduction. Thank you!

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.

*Respectfully Submitted,
Chante Thomas-Taylor*

SHTA-ST COMMITTEE

Support Teachers, SHTA members and parents all packed the Administration building as the Board of Education considered the fact-finder's contract recommendations for almost two hours in a closed-door session on January 22. In the end, the Board voted unanimously to accept the recommendations. We now look forward to a vote on the new contract, including the language that defines working on IEP's, lesson plans and assessments as "teacher work." The next phase is implementing that language - so we are pursuing grievances on behalf of our English Language Learner Support Teachers and Intervention Specialist Support Teachers, who are clearly doing the same work as ELL and IS teachers but at significantly lower pay. We hope that the District administration will work with us on these grievances as past administrations have done, without resorting to paying sky-high legal fees.

*Respectfully Submitted,
Bonnie Gordon, Chairperson*

SALARY TENURE COMMITTEE

On January 22nd, the School Board voted unanimously to accept the fact finder's recommendations. We are now waiting for final copies of the new Support Teacher contract to be produced by the district.

*Respectfully Submitted,
John L. Morris, Chairperson*

LEGAL AID COMMITTEE

I helped a Boulevard paraprofessional when she discovered that she was being underpaid. We contacted personnel and payroll and the issue was resolved. She will be paid the nearly \$2,000 which she was underpaid since August. Please do the math and check your pay stubs!

*Respectfully Submitted,
Cathy Grieshop, Chairperson*



MINUTES FOR THE REPRESENTATIVE COUNCIL MEETING FEBRUARY 11, 2019, SHAKER HEIGHTS HIGH SCHOOL

SHTA President, John Morris started the February 11th Rep. Council Meeting at 4:28PM. **David Glasner, Interim Principal of Shaker Heights High School** welcomed SHTA to the High School. He shared that it is a pleasure to have the SHTA meeting here at the High School. Mr. Glasner also shared that he enjoys being at the high school and he had such a warm welcome by the faculty and staff. Thank you for all your work, especially the high school staff.

MINUTES from the January 14th, 2019 Rep. Council meeting, Motion to accept minutes made by Lee Appel and seconded by Bob Bognar.

Administration Report

Assistant Superintendent Curriculum & Instruction, Dr. Breeden

- Thank you for all your hard work and patience. The Academic Planning Guide is ready for the web. Woodbury has completed their course offerings to add to the Middle School and High School. It will be brought to the Board of Education meeting tomorrow, February 12th for approval.

P.T.O. Report

- No representative present to give report.

Officer's Report

President, John Morris

- Attended January 22nd BOE Work Session where members unanimously accepted the recommendations of the fact finder.
- Met on January 24th with Cuyahoga County Educators Summit at Kamm's Corners to meet with State School Board members and Cuyahoga County Teacher Union Leadership along with Treasurer Bill Scanlon.
- Dealt with ongoing legal issues.
- Worked on facility issue at the HS.
- Worked on facility issue at Lomond.
- Updated SHTA Facebook pages and CCES Facebook pages.
- Communicated regularly with Interim Superintendent Dr. Stephen Wilkins.
- Communicated with HR Director Dr. Lois Cavucci on renewal issues.
- Consulted with members on FMLA and medical issues.
- Communicated with PR&R Chair Mike Sears and MS Head Building Representative John Koppitch concerning disciplinary issues and building concerns at the Middle School.
- Filed two grievances related to Support Teachers.
- Worked on a Support Teacher issue.
- Met with HR Director Dr. Lois Cavucci and Interim HS Principal Dr. David Glasner on staffing questions at the HS.
- Will attend arbitration Feb. 12 and 13th on grievance.
- Talked with Student Services Director Elizabeth Kimmel.
- Met with Special Education department members.

Vice President, Matt Zucca

- Preparing Silent Auction Donation for *the Night for the Red & White*
 - SHTA Silent Auction Donation will be: Gift Certificates to East 4th Restaurants

- Will hold a drawing for members who contribute to the Silent Auction for *Night for the Red & White*.
- Worked on an OTES Formative review with John Morris and Lena Paskewitz
- Dealt with a pay issue dealing with FMLA- issue was resolved
- Attended work session on January 22
- Please submit receipts to receive your fellowship grant reimbursement

Secretary, Darlene Garrison

- *The Night for the Red & White* raffle is complete.
- A total of \$480.00 was collected from the sale of raffle tickets.
 - Boulevard 0 tickets
 - Fernway 0 ticket
 - Lomond 44 tickets
 - Mercer 31 tickets
 - Onaway 11 tickets
 - Woodbury 20 tickets
 - Middle School 18 tickets
 - High School 116 tickets
- Two winners were selected, each will receive two tickets to *the Night for the Red & White* event.
- Winners: Jill DiPiero from Lomond Elementary, Lauren Petsche from Lomond Elementary.
- Please be sure to sign the attendance sheet.

Treasurer, Bill Scanlon

- Attended the January Board of Education meeting
 - Spoke during the public comment time and expressed frustration with the administration.
- Attended the Board of Education work session in support of the SHTA-ST.
- Attended the Cuyahoga County Educators' Summit with John Morris.
- Submitted paperwork to the State for the PAC of SHTA budget.
- Coming soon (next month), discussions of the Association's budget for next year.

Executive Board Reports

Past President, Becky Thomas

- Attended the January BOE meeting.
- Attended the Finance and Audit meeting
 - Focus is on Fernway Elementary School
- Attended the BOE work session on January 22nd
- Will be attending the BOE meeting tomorrow, February 12th.

Teacher Education, Lisa Hardiman

- Met with a member to discuss the requirement for tenure and tuition reimbursement.

Membership/Elections, Chante Thomas-Taylor (Report given by Lee Appel)

- Head building reps. should have received updated membership lists and membership cards.
- Four buildings have not checked and sent over their updated membership lists
 - James Schmidt requested to receive editing privileges to correct membership list
 - James Schmidt requested 15 additional membership cards.

Policy, Tim Kalan

- Worked with a member on an evaluation concern
- Suggested the Bottle House in Shaker Heights for the next SHTA Gathering

Evaluation, Lena Paskewitz

- Met with a member to discuss an evaluation issue
- Please remind members about proper protocols for administrators with evaluations
- Would like to conduct a full-blown refresher course for administration in August
 - To remind them of procedures and protocols
 - Question: Ask Erin if the District is willing to provide more OTES Training for Peer Evaluators.

Legislative, Dave Klapholz

- The 34,000 teachers of Los Angeles were on strike for six days (<https://www.cnn.com/2019/01/23/us/los-angeles-teachers-strike-day-7/index.html>). The teachers did not get what they asked for: better environments for students (including smaller class sizes) and higher wages.
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- Contrary to business-as-usual in Louisiana, the school board in Baton Rouge has not granted tax incentives for Exxon Mobile. The New York Times reports (<https://www.nytimes.com/2019/02/05/us/louisiana-itep-exxon-mobil.html?action=click&module=News&pgtype=Homepage>) that nationally there has been an increase in the number of districts that have declined to give tax breaks to businesses in their district.
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- 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.

Publications, Andrew Glasier

- Updated Facebook & Twitter Pages
- Sent newsletter out to members, retired members, administration & uploaded to website
- Created new SHTA email and sent out Google Forms to collect addresses
- Editorial. Woodbury: Ruth Heide
- Next month elementary school editorial??
- Grievances: 2018 to 2019? How much is The District paying for lawyers? Public Records requests broken down by firms and ask Christman to send information
- Met with Sal Fabrizio & Tom Patrick about SHTA history
- Change new members form to add personal email
- SHTA file cabinet will look through
- Dealing with Peer Evaluations (minor issues)
- SHTA T-shirt days: Feb 22, Mar 29, April 26, May 31st

Social, Selena Brown

- Annual Recognition Ceremony is scheduled for Wednesday, May 22nd
 - Will continue to work with Heinen's catering
 - Shaker Heights High School Upper Cafeteria

Legal Aid, Cathy Grieshop

- Helped paraprofessional with a salary issue. Staff member was underpaid by \$2000. Issue was resolved with payroll

Public Relations, Bob Bognar

- T-shirt order was correct, and shirts were passed out
 - Plenty more t-shirts if you would like to purchase, contact Bob Bognar

Professional Rights and Responsibilities, Mike Sears

- Dealt with FMLA benefit questions
- Assisted with Emergency Room benefit question
- Sarah Fish is available to help answer questions about benefits
- She can also walk you through the appeals process - will work with Medical Mutual to get the appeals process complete
- Consulted with John Koppitch and John Morris about a student disciplinary issue

SHTA ST, Bonnie Gordon

- Over 30 parents, SHTA members, SHTA ST members were in attendance at the January 22nd work session
- It has been three weeks since the work session and we still have not received word about it
- Members are waiting for their raises from last July - waiting for approval

Salary Tenure, John Morris

- On January 22nd the School Board voted unanimously to accept the fact finder's recommendations. We are now waiting for final copies of the new Support Teacher contract to be produced by the district.

Building Representative Reports

Boulevard, Angela Anderson

- No Report

Fernway, Victoria Goldfarb

- No Report

Lomond, Steve Smith

- Heating issue, one zone of the building. Administration and custodial staff were very helpful with working on this issue.

Mercer, Nicole Cicconetti

- No Report

Onaway, Paula Klausner

- No Report

Woodbury, Lee Appel and Angela Goodrum

- Issue with 6th grade discipline and administration not supporting the behaviors of the 6th graders

- There has been an after-school detention policy created. Teachers were given no details about this new policy
- Student placement issues reported last month have been resolved by administration
- An anonymous donation was given to the Shaker Schools Foundation to provide scholarships for 6th Grade Camp in Aisha Fraser's name

Middle School, John Koppitch

- There was a concern with a teacher and their safety with an irate student. Administration stated that the student was suspended for (3) days and that a behavior plan would be established prior to the student's return to school. (The student was in class during the period immediately following the incident. The Middle School does not currently have an In School Suspension room designed to accommodate students immediately after incidents like this one.)
- Rebekah Sharpe and myself met with Ms. Hunter, the safety issue was addressed as well as discussing behavior plans for specific students who continue to disrupt classes. Many examples of specific behavior infractions were shared with Ms. Hunter. These examples were provided by the staff of SMS anonymously. Ms. Sharpe and myself suggested that a specific behavior matrix should be created for all behavioral infractions as a means of addressing student behaviors in a consistent and equitable fashion. We explicitly stated that we would like a resolution for each of the outlined incidents in a timely manner.
- We also suggested that a restorative practice resource room be established for students who are not responding to tier one restorative practices. This suggestion is being made because of the existence of a similar room at the high school and in the spirit of consistency from the middle school to the high school. (The room at the high school is called In School Support.)
- Ms. Hunter listened respectfully and was receptive to our suggestions. She stated that she will respond with possible solutions in the near future. Again, we asked that this happen within a short timeline. We made clear that if these things are not addressed promptly, members are ready to move forward with a "next level" statement of our concerns.

High School, James Schmidt

- Met with Principal Glasner to discuss the issue of teacher safety - parent walking into the classroom of a teacher.
- Continue to meet with Principal Glasner to help him get accustomed to Shaker Heights High School
- Worked with a teacher concerning a non-tenured issue

Old Business – None

New Business - None

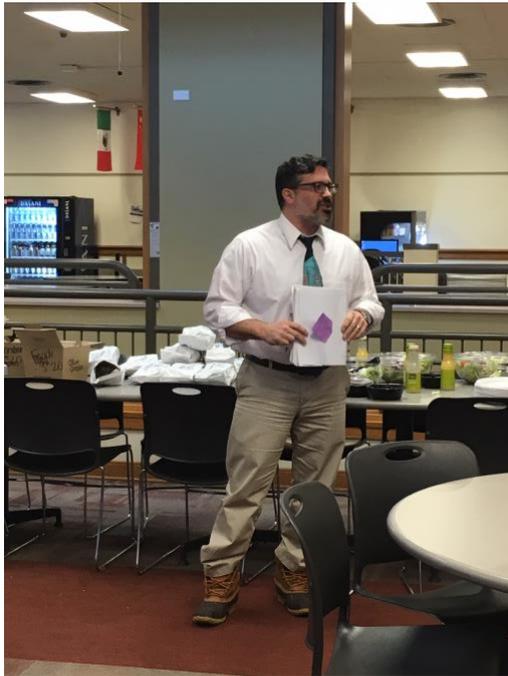
Good of the Order

- Thank you so much Aimee Grey, Tod Torrence and High School Reps. for a delicious soup and salad meal. Thank you for hosting our February meeting.

Adjournment

- Motion to adjourn meeting made by James Schmidt and seconded by William Scanlon
- Meeting adjourned at 5:37PM

***Respectfully submitted,
Darlene Garrison***



**The February SHTA
Representatives Council meeting
@ Shaker Heights High School.
Special thanks to SHHS
Representative Aimee Grey for
hosting the meeting**

R-E-S-P-E-C-T

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.

R-E-S-P-E-C-T! Written by Otis Redding, but sung and made famous by the late, great Aretha Franklin, these words echo in our minds and in the hallways of our schools on a daily basis. The lack of it is arguably the primary reason that nearly 50% of teachers, new to the profession, leave within their first five years.

I have chosen to teach for the last 39 years because I love children and know I can make a difference in their lives. Sometimes this goal becomes much more challenging due to the daily disrespect that I encounter in my classroom and in the hallways of my building. As most of you probably would agree, it is blatant discourtesy, rudeness in the way we are spoken to, or the way students speak to each other that characterizes much of the disrespect. Sometimes it is the act of being totally ignored when we give polite reminders such as "Please walk in the halls.", or "Please take your hood off." On other occasions, it is the simple lack of saying please or thank you, or the failure to return the greeting when you say "Good morning." to a student at the door. In the classroom, it takes the form of a student interrupting me, while I am giving directions, to yell at another student to stop looking at them. It is this conscious effort to disrupt the educational process, a fundamental right that students have in this country, that frustrates me the most. What empowers these students? Where does it come from?

It is easy to say that this behavior is coming from the home, that respect is not being taught or held in high regard. Are students displaying anger that is pent up inside them from lack of control over their circumstances? Or is the blame on the lack of consistency in the enforcement of rules and imposition of consequences when rules are not followed? Our students have such exposure, through traditional and social media sources, of examples of disrespect and disregard for basic good manners. Their role models, whether they be in sports, the movies, on television or on YouTube, display insulting behavior that seems more extreme than in the past. In the highest ranks of our government, the new norm appears to be lack of consideration of others, and incivility to the highest extent. So in their everyday life, students are surrounded by behavior that is not conducive to learning and positive social interaction.

What do we do about it? For a number of years, at Woodbury, we have had WPBS, Woodbury Positive Behavior Support. We reward students who are following the essential agreements or rules. This does somewhat motivate some students to do the right thing. When teachers participate consistently it lowers the numbers of discipline issues. Then there are restorative circles, designed to build trust and relationships in the classroom. Again, if done consistently, positive effects can be seen. But there are still some students who come to school so emotionally traumatized, that they are not able to learn and they are determined to make learning difficult for other students. They are by no means the majority of Shaker students, but their presence in the classroom is often enough to be an impediment to the learning of others. A shortage of support staff and well-trained aides contributes to the problem. Throwing up our hands and saying we are doing all that we can is not enough. Even though we may not know what the solution is, there must be some programs that are more successful in public schools. Parent mentoring programs have not been tried in Shaker in the time that I have been here, but some behavior management programs have been offered. The links at the end of this editorial have some practical suggestions for diffusing an issue in your classroom, that you may find effective. We know that there is not one easy solution, but if you find methods that work, please share them with fellow teachers and administrators.

Shaker has a talented, dedicated, and knowledgeable faculty that does not deserve to be bombarded with disrespect daily. We also have many motivated, hard-working students who come to school every day prepared to learn who are exposed to discourtesy daily. No one deserves to be treated this way and it is a problem we should work together to solve.

Ruth Heide
6th Grade Teacher
Woodbury School

Resources used in this article:

<https://www.smartclassroommanagement.com/2011/02/19/how-to-respond-to-a-disrespectful-student/>
<https://thecornerstoneforteachers.com/truth-for-teachers-podcast/respond-rude-disrespectful-student-attitudes/>
<https://www.scholastic.com/teachers/articles/teaching-content/25-sure-fire-strategies-handling-difficult-students/>

STOP WASTING MY TAX DOLLARS!

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I just reread Steve Wilkin's "Message to the Shaker Community". It disturbs me. This administration considers it okay to spend four months denying a colleague's voice, then suddenly, with potential legal consequences looming, say they changed their mind – that they didn't mean anything by it.

Not only is it morally vacant, but it makes me wonder who is giving them legal advice. They employ the firm of Walter Haverfield, and I, as a tax-paying resident, feel they are wasting taxpayer's money. The amount of legal fighting they have engaged the Association in this year is astounding. SHTA legal bills for the previous fiscal year (July 2017-June 2018) came to a total of \$5,578. SHTA legal bills for *this* fiscal year are \$14,434 so far, and we're only two thirds of the way through the year.

Their legal counsel has also had a major effect on negotiation costs. Last year (starting in the Fall of 2017) was a negotiations year for the SHTA. The process of coming to a contractual agreement with the District lasted until February 2018, costing \$12,821. SHTA-ST negotiations began in April 2017. The cost to the Association so far is \$24,845, and a contract agreement has not even been reached yet. And I can guarantee that the hourly rate for our counsel (Muskovitz & Lemmerbrock) is much less than their Walter Haverfield rate. (I shouldn't be saying "their" Walter Haverfield rate because those are my tax dollars.)

So, you might be thinking that the District spent eight to nine months (of legal bills) refusing to come to an agreement because in the end the legal counsel they received achieved concessions from the SHTA-ST. Stop that thought, because the end result is that the negotiations, after stalling with no compromise, went to fact-finding. The fact-finder came back with a ruling in favor of everything the SHTA-ST was asking for. Well there's District money well spent (I hope you can hear the sarcasm).

This school year alone has had the first ever non-renewals going to a hearing, the first ever negotiations going to fact-finding, and the first ever grievance going to arbitration. During this week's due process hearing their legal counsel didn't even show up for the beginning of the arbitration hearing. What kind of legal advice are they getting? Either this administration is getting extremely poor legal advice or they are making these decisions without listening to their legal guidance. And both of those possible explanations come down to choices made, choices which unnecessarily spend District money. Stop wasting my tax dollars.

Bill Scanlon
Science Teacher, Shaker Heights High
Shaker Heights Resident & Parent