

IMPORTANT DATES

Wednesday, October 23rd: Finance & Audit Committee

Thursday & Friday, October 24th & 25th: K-12 Conference Day

Monday, November 4th: SHTA Executive Board meeting.

Tuesday, November 5th:
ELECTION DAY

Monday, November 11th: SHTA Representative Council meeting @ Boulevard School

SHTA *news*

OCTOBER 21, 2019

ISSUE NO. 2

Message From the President

“Take care of yourself.” It’s a salutation that we often say without thinking about it. This time I mean it. We have had two teachers within the last two months seriously injured while breaking up fights during school, and at least three during the previous year. It’s something that we typically don’t talk about as Shaker Teachers. But it is time that we do. In a perfect world, we would have security on hand immediately to intervene. Our Security Guards are priceless, but they can’t be everywhere at all times. Personally, I know I have broken up at least a half a dozen fights in my twenty-two-year teaching career. Fortunately, I have never been injured. Many of us have broken up fights, with and without security support. The immediate well-being of our students is always our primary concern. That often causes us to intervene directly and as soon as we possibly can. That being said, if you are injured in such an occurrence, I encourage you to follow Our Contractual Agreement as relates to Physical Injury Leave, as I have printed below.

20.06 Physical Injury Leave

In accordance with the laws of the State of Ohio, a teacher may use such force as is necessary to quell a disturbance threatening physical injury to others, to obtain possession of weapons or other dangerous objects upon the person or within the control of the pupil for the purpose of self-defense, or for the protection of persons or property. It is recognized by the Board that in the course of performing these and other assigned duties, acts of physical assault upon the teacher may occur.

To ensure that such individual’s rights are protected, it is necessary that proper procedures be followed when such instances arise. Procedures to be followed:

a. A teacher who has been physically assaulted in connection with the performance of a professional assignment of this Board, shall notify his/her appropriate supervisor immediately. Within twenty-four (24) hours of the incident the teacher will make every attempt to provide his/her supervisor with a written report of the incident. Such report shall be signed by

the teacher or his/her representative.

b. The principal or designated representative shall attempt to obtain a list of witnesses to said assault. The principal shall then attempt to obtain a written statement of the observations of each witness.

c. As soon as possible, copies of the teacher's report and the written statements and observations of each witness shall be forwarded to the President of the SHTA and to the Board through the Superintendent's office. Copies of the witnesses' statements will be given to the teachers involved.

d. If court action results, said teacher and any witnesses shall be granted leave of their professional duties and a certified/licensed substitute will be provided with no loss of pay (personal or sick leave) for days in court and as may be requested by their legal counsel, court officials, and law enforcement officers.

e. If an assault on a teacher results in the teacher being unable to teach for a period of time, said teacher shall be provided leave until he/she is able to resume his/her professional duties without loss of pay and without loss of any benefits listed under Article XXIV of this Agreement. Neither shall any teacher so affected lose any sick leave that he/she may have accumulated. (See 20.01 of this Agreement). This leave will be limited to the balance of the current school year; however, the Superintendent shall extend it up to another semester if the individual's licensed physician states he/she is medically unable to perform his/her contractual duties because of the physical injury. The statement must include the physician's estimate of the date the employee will be able to return to work.

f. The teacher shall not qualify for assault leave except upon submission of an application on a form to be furnished by the Board.

g. The teacher shall furnish a certificate/license from his/her licensed physician, stating the nature of his/her disability and its expected duration.

h. If a teacher absence resulting from assault is covered by Workers' Compensation, the Board shall provide the additional compensation that will provide said teacher with the same income he/she received at the time of his/her assault. In the event a delayed award by Workers' Compensation results in a total combined payment to the teacher which results in an amount equal to more than the teacher's normal per diem rate, the excess payment will be returned to the Board.

I. A teacher temporarily disabled as a result of a physical assault shall be returned to the same position as held at the time of the incident, and shall be entitled to automatic salary schedule increments upon his/her return to work.

j. A teacher on leave under this section may not earn money from other sources in the school district while on such leave.

k. Any exception beyond the above must be recommended by the Superintendent and approved by the Board.

As we adjust to the prevailing push toward promoting the least restrictive environment for our students, we are likely to see more behavioral issues that may manifest in physical interventions. It is time for the district to offer more training and support for teachers who are likely to encounter such instances. As the world of education changes, it is incumbent upon our schools to adjust and protect both the teachers and the students they are there to protect and nurture. It does no one any service to keep these injuries quiet or to see them as a normal part of the job. "Take care of yourself." And let Your Association and Contract help you when you need it.

It's been an active September. I attended the SHTA Happy Hour. I participated in three Equity Training Sessions with SHTA Secretary Darlene Garrison. I discussed the SHTA PAC Board Candidates forum with Legal Aide and PAC Chairperson Cathy Grieshop. I talked with Dr. Glasner weekly. I met with Special Education Chairperson Tito Vazquez on Special Education Concerns. I met with Special Education department chairs. I updated SHTA and CCES Facebook pages with Publications Chairperson Andrew Glasier. I discussed facility concerns with COO Jeff Grosse and Facilities Director Dave Boyer. I helped a member with a legal concern. I worked on a disciplinary issue. I worked on a Support Teacher Grievance with Support Teacher Representative Michael Wells. I met with Support Teachers. I met with Boulevard teachers about building concerns. I attended the SHTA PAC Board of Education Forum. I helped a Support Teacher member with a building concern. I communicated on an IC Security issue with district administration.

I view the SHTA as a part of my extended family. Your safety and security are a very real part of my daily concerns. Please do not hesitate to reach out if you feel that your teaching environment is causing you to feel unsafe at x6033 or morris_j@shaker.org. Without the guarantee of safety, how can any of us best support our students or ourselves?

*Respectfully submitted,
John Morris*



Reports from the Executive Board

VICE PRESIDENT'S REPORT

Happy fall! It is time again to apply for SHTA Fellowships. The Fellowship Grants are designed to promote professional development and can be used to attend workshops, for payment of dues to professional organizations (except the SHTA), journals or professional materials. The winners are selected via random drawing. Submission must be returned to me by November 2nd. Send entries to Matt Zucca, Fernway/Woodbury Elementary. Multiple entries will be disqualified and only members of the SHTA and the SHTA-ST are eligible for participation. Recipients will be chosen and awarded \$100 each. Winners will be notified by district e-mail and their names published in the November newsletter. Application can be found enclosed within this newsletter.

On September 26th, I attended Cleveland's State of the Schools Address as the SHTA representative from Cuyahoga County Educator Summit. Along with Dr. Morris, I met with teachers from Boulevard to discuss their concerns regarding mold and air quality due to water infiltration and foundation issues. The building administrator has been accommodating to the teachers' concerns. I provided SHTA representation and support for three teachers who were called to give a statement during an administration fact finding meeting. The questioning did not pertain to any SHTA members. I also attended *A Night for the Red and White* "kick off meeting"

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

Respectfully submitted,
Matthew Zucca

TREASURER'S REPORT

I hope everyone has had a productive start to our school year. I continue to be impressed by the professionalism of my colleagues. People may complain about how things are going or about student behavior but in the end our staff consistently steps up and does what's best for our students. From pulling a kid off to the side for a meaningful heart-to-heart to lending an ear to a fellow teacher, our colleagues continue to go the extra mile for the youngsters walking our halls. It makes me proud to be part of this educational community.

For any of you who are Shaker residents you have a big decision coming up in a couple weeks. This November 5th is election day and you get to take part in deciding who our next School Board members will be. And as last year proved, it's a decision that directly affects our jobs and our profession. Please educate yourselves on the candidates running: Ted Auch, Jeff Isaacs, Emmitt Jolly and Kathleen Sauline. At the last Representative Council meeting we had a candidates' forum, thanks to our PAC Chairperson, Cathy Grieshop. If anyone wants to know details from that I'd be happy to share; just give me a call (ext6296). Please make an informed decision when you go to the polls that first Tuesday of November.

On Tuesday, October 29th the Investments Committee, made up of myself, Matt Zucca, Chante Thomas, and Todd Keitlen, will be meeting with Brady Krebs, our Edward Jones advisor. The Investments Committee meets a minimum of twice a year, once in the Fall and once in the Spring, to review our investments and decide on any changes.

A full financial report will be included in November's newsletter. If anyone has any questions about our Association's finances, please give me a call.

Respectfully submitted,
Bill Scanlon

EXECUTIVE BOARD REPORTS

PROFESSIONAL RIGHTS AND RESPONSIBILITIES REPORT

During the past month, I have:

- Attended the Executive Board meetings in September and October
- Attended the SHTA happy hour at the Bottlehouse
- Consulted with John Morris and members about assault leave
- Assisted members with maternity leave, FMLA, the advancement of sick days, and the sick day transfer pilot
- Met with Human Resources Director Crystal Patrick and HR Generalist Sarah Fish about Supplemental Committee proposals
- Consulted with James Schmidt about the sick day transfer pilot
- Had a conference call with Treasurer Bryan Christman and Human Resources Director Crystal Patrick about assault leave (20.06 in the contract), the advancement of sick days, and the sick day transfer pilot
- Attended the State of the Schools in Cleveland presented by CEO Eric Gordon with Matt Zucca as a guest of the NEOTA
- Helped middle school members with a parent concern
- Spoke to John Morris and Michael Wells about a grievance
- Assisted middle school members with questions about an upcoming field trip to Detroit
- Helped find a substitute teacher for a member injured during a student fight
- Consulted with John Morris and middle school building representatives about a member being temporarily reassigned.
- Attended the Board of Education candidates' night after the SHTA representative council meeting on October 14. Here is a link to a recording of the candidates' forum hosted by the League of Women Voters on September 26 at the middle school:

<http://teachingcleveland.org/shaker-candidates-forum-thursday-september-26-2019/>

- Spoke to members about appeals with Medical Mutual regarding unpaid ER claims

If you receive a medical bill from an ER visit that costs more than the \$100 co-pay, please let me know right away. Also, if you receive other bills for procedures that seem higher than they did with Anthem, please let me know. The Insurance Committee met on October 22. Look for news about this meeting in my November report.

*Respectfully submitted,
Mike Sears, Chairperson*

SPECIAL EDUCATION COMMITTEE

In the past month, I have:

- attended the SHTA Happy Hour.
- attended the SHTA Executive Board Meeting.
- met with John Morris and James Schmidt and I met with High School Special Education department Co-chairs to define individual roles and problem solve.
- met with an intervention specialist about a travel concern and how to bill for the travel.

- met with the district APE teacher concerning the ongoing issue of scheduling.
- met with a high school I.S. and Eileen Sweeney concerning APE service changes and the parent's reaction.
- participated in interviews for high school paraprofessional positions with assistant principal & H.S. Special Education Department Co - Chair.
- met with Director of Pupal Services Elizabeth Kimmel on 10/4/19 for the first of our monthly meetings and discussed and problem solved the following issues:
 - High school Special Education Department Co-Chairs would like to be invited to all meetings that would require their input.

1. Substitute access to IEPs, BIPs, 504s, etc.

Elizabeth Kimmel and Jennifer Currie attended a legal update and learned that it is a FAPE violation NOT to provide to subs teachers IEP, FBA, BIP and or 504's. This at the national level. Sub's need to follow the IEP, FBA, BIP, 504 due to acting in place of the teacher for legal reasons. They will need access and it is a valid reason for them to know. (FERPA allowable).

7-12 Special Education Supervisor Jennifer Currie, Assistant Principal Tiffany Joseph and Director of Pupal Services Elizabeth Kimmel will be working out the details of where and how IEP's, 504's BIP's, & FBA's will be housed and how the sub teachers will have access to them.

2. Woodbury school counselors and school psychologists

There was an issue between understanding the job titles and procedure between school psychologists and school counselors at Woodbury. The counselor took this issue (thinking that she was asked to do something not in her job title) to school Rep. Dr. Goodrum. who did her due diligence and reported the issue to administration after communicating with both parties involved. Elizabeth Kimmel who is now overseeing all academic counselors is working with middle school counselor Kelly Anderson to define the separation of the job titles and roles of school counselors and school psychologist.

3. HS class balancing an ongoing concern are being addressed between department heads and administration. Ongoing situation for problem solving.

4. Woodbury paraprofessional concerns

I was informed about an ongoing issue with an I.S. and appropriate paraprofessional support at Woodbury. The I.S. does not have 2 (per Eileen Sweeney) full time para professionals, nor does she have a standalone lunch or planning period. Apparently, Eileen has spoken to administration (Ms. Rasheed and Mr. Myles) and the I.S. does have Elise Kline full time and Mrs. Williams 4 days a week first period and sixth period with a student. There are times when the I.S. is in the room by herself with students in which she does not feel comfortable. Elizabeth Kimmel was well aware and proactive, stated that there will be a paraprofessional coming from the middle school from 8:00 – 12:00 to cover this time. If there is a need for more, Ms. Kimmel stated that she will appropriately provide the additional staffing.

5. Student of concern

Due to concerns with unsafe behaviors towards staff displayed by a kindergarten student (Fernway), Mr. Hayward and Eileen Sweeney requested that an additional I.S. be added on a temporary basis to support the student and help ensure staff safety. This request was approved, and the temporary I.S. started work last week. Ms. Sweeney and two of the Positive Behavior Coordinators have also been assisting in the classroom as the team continues to determine what supports the student is responding to and whether a change in placement is needed.

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

LEGISLATIVE REPORT

If you thought the legal status of education in this country was settled, take a look at some of the latest issues in the news:

The Supreme Court is back in session, and The New York Times [reported](#) on a case (Espinoza v. Montana) that the court will hear about using state money in religious schools. The case started when Montana offered a scholarship and the parents of three children sought to use that money for religious school. Many states prohibit the use of state funds for religious groups (Montana included) and the state Supreme Court ruled that the money could not be used for that purpose.

Education week [reported](#) that Secretary of Education Betsy DeVos is no longer referring to “school choice”, but has changed her preferred term to “education freedom.” In this way, Secretary Devos is looking to: (1) make her agenda more palatable and (2) go beyond emphasizing charter schools and into other areas (that are still to be spelled out).

Every two years the U.S. Department of Education collects data on many issue that let interested parties know how different demographic groups are being served. A proposal that is being considered would discontinue the practice of identifying students by race. This would make it much more difficult to see where students of different races are underserved by schools.

[Chicago Teachers' Announce Strike](#) is the latest from Chicago, and as huge as this strike is (as measured by the number of people affected) it might be even more important than usual because of the comprehensive changes the teachers are asking for. They want more than money; they want smaller class sizes and more teachers and, in short, more *quality*. The article also reminds us of the role that the Chicago Teachers Union has played historically.

If you have ideas about where I should get the latest legislative news, please let me know.

*Respectfully submitted,
David Klapholz, Chairperson*

EVALUATION COMMITTEE

Greetings everyone! I hope everyone has settled into the school year successfully and that you are all enjoying your work with students! Hopefully, all teachers have uploaded their Annual Professional Growth Plans to eTPES and evaluators have communicated with the teacher(s) they are evaluating regarding this year's evaluation. If you haven't completed one of these steps in the process, please be sure to do so as soon as possible.

I encourage all teachers and evaluators to review the Teacher Evaluation Packet, as well as forms and resources on the [Evaluation page of Shaker.org](#). The packet has timelines for both formal and informal evaluations and explains protocols in detail. I will continue to provide reminders and updates through the newsletter, but not to the detail that you can find in the packet.

Please remember that everyone (Formal and Informal Evaluation cycles) has an “informal observation” (think walkthrough) EACH semester. Formal Evaluation cycle informal observations should be 3-5 minutes in length

and *do not require a separate form*. The observation notes should be added to the Performance Rubric and shared with the teacher. Informal Evaluation cycle observations should be 15 minutes in length and *require the evaluator to complete the Informal Observation Form*. The form should be uploaded to eTPES as an observation.

Teachers in Formal Evaluation cycles will also need the full lesson observations 2 or 3 times during the school year, depending on your status of limited or continuing contract. Please refer to the packet for detailed formal observation information.

I recently met with Crystal Patrick, our Acting Human Resources Director, and Erin Herbruck, to review the upcoming changes to OTES. The Evaluation Committee will be meeting to process these changes and make plans for roll-out in the 2020-2021 school year. At this time, OTES 2.0 is still in draft form at the state level. I will keep you informed about these changes as final plans are solidified.

As always, the Evaluation Committee members are available to answer any questions you might have and assist you in addressing individual concerns, if needed. The committee has expressed since its inception that the process should be focused first and foremost on learning and growth. It is my hope that each one of us can honor that goal.

Respectfully submitted,
Lena Paskewitz, Chairperson

PAST PRESIDENT'S REPORT

In September, I was travelling on the Danube River and missed the opportunity to welcome you back and to introduce myself. I am Dr. Rebecca Thomas, Past President of the Shaker Heights Teachers' Association. I began teaching in 1976 and retired in 2011. In the SHTA, I served as Chairperson of the Teacher Education Committee and on several Negotiating Committees. I was President of the Association for the six years prior to my retirement and since then I have continued to serve the Association on the Executive Board.

As Past President, my activities include attending meetings of the Board of Education, the Finance and Audit Committee, and the Insurance Committee as well as meetings of the SHTA Executive Board and Representative Council. Hopefully, my long history with the SHTA provides a context for discussions and decisions. My participation in the Association is at the discretion of President John Morris and I appreciate his ongoing support of my involvement.

Over the summer I attended the June, July, and August meetings of the Board of Education. I did not attend the September meeting but did attend the September 25th meeting of the Finance and Audit Committee. I attended the October 10th meeting of the Board of Education where substantial time was spent on the construction projects—Fernway and the Capital Projects. Superintendent David Glasner provided “Learning and Reflections” on his first 100 days. Details of this presentation are on the shaker.org website.

It is a privilege to be involved in the SHTA. I encourage all of you to become active and informed members of your Association.

Respectfully submitted,
Becky Thomas, Chairperson

POLICY COMMITTEE

Last May the members of the SHTA voted to amend our constitution to include a Special Education Committee, which is now chaired by High School Intervention Specialist Tito Vasquez. This important addition allows our teachers to problem solve and identify unaddressed issues with administration to improve how we serve our students. By-Law V, section P now reads:

There shall be a Special Education Committee whose responsibility shall be to report Special Education concerns to the Executive Board. The Special Education Committee will review and present issues to the Association concerning district policy in order to maintain consistency with state law, the contract, and the current procedures and programs of the Association.

*Respectfully submitted,
Tim Kalan, Chairperson*

MEMBERSHIP/ELECTIONS COMMITTEE

If you pay your dues by payroll deduction, SHTA dues will have automatically begun with the first paycheck in October. (\$33 per pay x 10 pays = \$330) If you pay your dues by check, and have not done so, please submit your check for \$330 to your building representative as soon as possible. Membership forms only need to be completed by NEW MEMBERS, or as a current member you wish to CHANGE your form of payment and SIGN UP FOR PAYROLL DEDUCTION.

The 2019-2020 Rep Council Elected Members are:

Boulevard- Angela Anderson, Jennifer Goulden, (alt)

Onaway- Paula Klausner

Fernway- Victoria Goldfarb

Lomond- Donita Townsend, Jill Dipiero, Steve Smith

Mercer- Nicole Cicconetti, Cathy Richards, (alt)

Woodbury- Angela Goodrum, Stacey DeYoung, Aquita Shephard, Lee Appel

Middle School- Rebekah Sharpe, Jevette Collier, John Koppitch, Erika Pfeiffer (alt)

High School – James Schmidt (head rep.), Brian Berger, Aimee Grey, Jessica O'Brien, Joel Rathbone, Keith Szalay, Tod Torrence, Enid Vazquez

SHTA ST – Michael Wells

*Respectfully submitted,
Chante Thomas-Taylor, Chairperson*

PUBLIC RELATIONS COMMITTEE

The public relations committee has taken new T-shirt orders. The winter edition of *Shaker Life* Magazine will contain our advertisement recognizing our National Merit Scholars. As supplies of T-shirts begin to dwindle, I will begin organizing another T-shirt order. This order will include V-neck style shirts.

It is our solidarity that creates our strength as an Association! One simple yet effective way of broadcasting our collective might is through increased visibility! Buy a T-Shirt; broadcast your membership!

*Respectfully Submitted,
Robert Bognar, Chairperson*

SOCIAL COMMITTEE

Thank you for attending our Back to School Happy Hour on September 13, 2019 at Bottlehouse Brewing and Meadery located in Cleveland Heights. More than 60 members attended! Your participation is always appreciated!

The weather is changing and before you know it the holidays will be upon us! I have just begun planning our holiday event. Stay tuned for more information!

Respectfully submitted,
Selena Boyer, Chairperson

SUPPORT TEACHERS COMMITTEE

Throughout my travels across the cosmos, I have wrangled a few nuggets of knowledge for your reading pleasure. Without further ado...

We, the finest support teachers in all the land, are in the final stages of having our very own Sick Day Transfer Pilot Program. If you find yourself brimming with uncontrollable anticipation of what this will entail, take a gander at the recently approved SHTA Sick Day Transfer Pilot Program. Our language should be identical in every regard with the subtle addition of ST where applicable. Specifics of this fine Memorandum of Understanding will be forthcoming.

A fine point of clarification regarding planning periods (100 minutes per week), and lunch breaks (50 minutes per day) needs to be made. Support teachers may opt to provide additional undertakings during their planning periods and lunch breaks if requested. These requests, however tantalizing or desperately conveyed, are entirely voluntary and you will be compensated. If you have any qualms or questions, please send a carrier pigeon my way.

If you were regrettably unable to attend the support teacher meeting and would like to know the specifics of our trajectory and destination, contact me.

Despite the confluence of frustration and moral responsibility you may be experiencing, I encourage all of you to continue crafting the finest lesson plans and assessments which are essential to serve our students. Some call it best practice; others with a keen eye also recognize it as simply being equitable.

There are scandalous rumors circulating around the district that you have a fabulous editorial lurking in the back of your mind. I have reflected upon my extensive knowledge of Bob Ross anecdotes to realize that each of you has something interesting and impassioned to share with our community. Seek out the one known as Andrew Glasier for specifics.

Respectfully submitted,
D. Michael Wells, Chairperson

SHTA PAC

Many thanks to Ted Auch, Jeff Issacs, Emmitt Jolly and Kathleen Sauline for attending the SHTA Board of Education candidates' forum. Thank you to those who attended and asked questions. I enjoyed getting to know more about the candidates. To find out more check out their websites:

Ted Auch
<http://auchforeducation.com/>

Jeff Isaacs
<http://www.facebook.com/Jeffforshakerschools/>

Emmitt R. Jolly
<http://www.emmittjollyforshakerschools.org>

Kathleen Sauline
<http://www.facebook.com/KathleenSaulineForShakerBoardOfEducation/>

Here is a great resource for information about all elections and issues on the ballot:
<http://onyourballot.vote411.org/m/build.do#>

I continue to keep in touch with Representative Janie Boyd's office. She is currently focused on getting Aisha's Law passed through the House. Representative Boyd would like to speak with the Shaker community after it passes through the House. [You can find the current version here:](https://www.legislature.ohio.gov/legislation/legislation-summary?id=GA133-HB-3)
<https://www.legislature.ohio.gov/legislation/legislation-summary?id=GA133-HB-3>

I also updated the PAC Facebook page with articles about the Chicago teachers' strike and other news about unions and education.

Thank you to John Morris for arranging for me to see Randi Weingarten, president of the AFT. She talked with the Cleveland Teachers Union about their evaluation system and successful contract negotiations. Weingarten also spoke about how teacher evaluations have changed over time; emphasizing that evaluation systems should be more about teacher growth than "I got ya." She encouraged the teachers to use our values and beliefs about education to take action and make them a reality. Speak up, organize and fight forward.

*Respectfully Submitted,
Cathy Grieshop, Chair*

SICK DAY TRANSFER PILOT PROGRAM REPORT

I am pleased to report that our Sick Day Transfer Pilot is now officially underway. Copies of all relevant documents pertaining to donating sick days, eligibility for the program, and the process in general are attached to this newsletter. In short, we are now able to transfer sick days to another SHTA member that is suffering from a serious illness and is running out of his or her own supply of sick days. Transferring sick days will allow the member to receive full pay while he or she is unable to work. As chairperson, my hope is that no one would ever need to make use of this benefit, but the reality is that one of our members certainly will. If you have someone in your building that needs this benefit or if you would like your building to hear about the program and have an opportunity to ask questions, I would be happy to come to your building and meet. Please email me at schmidt_j@shaker.org and we can determine a mutually agreeable time.

*Respectfully Submitted,
James Schmidt, Chairperson*

MINUTES FOR THE REPRESENTATIVE COUNCIL MEETING October 14, 2019, Fernway (Woodbury) School

SHTA President, John Morris started the October 14, 2019 Rep. Council Meeting at 4:34PM.

Chris Hayward, Principal of Fernway Elementary School welcomed SHTA membership. Mr. Hayward pointed out the new MakerSpace and welcomed membership. He thanked Woodbury, Onaway and Boulevard for all that they have done. Thank you so much for supporting the Fernway staff.

MINUTES from the September 03, 2019 Rep. Council meeting were approved. Motion to approve the minutes made by, James Schmidt and seconded by Selena Boyer.

Administration Report

There was no one present from Central Office

P.T.O. Report

Nicol Coxon

We'd like your help/advice on how to connect with parents that are not being reached. Please feel free to email or call with ideas.

PTO Council had our first meeting Sept 16, well attended.

Next Council meeting Nov 11, 7pm HS library conference room.

Any teachers are welcome to attend, we value your input. We also hope a teacher rep. is able to attend PTO meetings at each school.

Each school has had 1 or 2 regular PTO meetings and the usual beginning of year events have gone well.
Highlights:

- \$25K raised at SMS Rainbow Run
- Woodbury team building and start of Woodbury World Records went well
- HS -PTO started FB page and wellness initiative/resources this year, active Community Builders Group
- Speaker Series -some consolidation/sharing among schools this year
 - Lisa Damour's topic: stress in teens, went well
 - Onaway had a speaker for all K-4 schools' parents on extracurricular activities
 - SHHS has a wellness panel Nov. 19
 - SMS has an internet safety speaker Jan. 9

MLK day planning has started for activities at the SHHS on MLK day.

We will have more purely community building activities this year in addition to service. Please let us know of any ideas or feedback you have by email, or at the phone numbers above.

Request for diversity of curriculum council was informed that an equity-oriented conversation group at Onaway wrote to "curriculum leaders" requesting more diverse topics and approaches. Several other PTO members indicated support for this. We have noticed more diversity already in the past couple years (eg, 2 black authors in 10th grade American Lit, 1619 project in 8th grade I&S) and can see changes are already being made, so just letting you know that these types of changes are desired and appreciated.

Officer's Report

President, John Morris

- Attended SHTA Happy Hour
- Attended 3 Equity Training Sessions with SHTA Secretary Darlene Garrison

- Discussed upcoming SHTA PAC Board Candidates forum with Cathy Grieshop
- Talked with Dr. Glasner weekly
- Met with Tito Vazquez on Special Ed Concerns
- Met with Special Ed teachers
- Updated SHTA and CCES Facebook pages with Andrew Glasier
- Discussed facility concerns with Jeff Grosse and Dave Boyer
- Helped a member with legal concerns
- Worked on a disciplinary issue
- Talked to Jeff Grosse and Dave Boyer about facility issues
- Worked on a Support Teacher Grievance
- Met with Support Teachers
- Met with Boulevard teachers about building concerns

Vice President, Matt Zucca

- Meeting at Boulevard with Dr. Morris
 - Concerns about class room (water in basement: art room, music room)
 - Leaks in roof causing environmental concerns
- Provided representation for members during a “fact finding” meeting.
 - No concerns about our members
- Attended *A Night for the Red and White* “kick off meeting”
 - Staff Liaison for this event
- SHTA Fellowship grant application
 - Will be in this month’s newsletter
 - Send return form to me at Fernway/Woodbury School

Secretary, Darlene Garrison

- Attended SHTA Happy Hour at Bottlehouse Brewery
- Attended three Equity Leadership Training Workshops
- If you have an extended report, please send it electronically via email
- Be sure to sign the attendance form

Treasurer, Bill Scanlon

- Talked to accountants
- Set up an Edward Jones investment committee meeting
- Paying bills for the Association

Executive Board Reports

Past President, Becky Thomas

- Happy to be back. My report will be in the October Newsletter.

Teacher Education, Lisa Hardiman

- No report

Membership/Elections, Chante Thomas

- No Report

Policy, Tim Kalan

- Worked on Constitution verbiage
- Worked on Evaluation items

Public Relations, Bob Bognar (left early-report given by John Morris)

- Will be placing a new t-shirt order

Legislative, Dave Klapholz

- Federal DOE proposal created to stop using Race in order to track students
- Supreme Court session - Montana offered scholarships to 3 parents to use in a religious school.

Support Teachers, Michael Wells

- A Support Teacher filed a grievance, it was withdrawn after the first step with no prejudice
- Worked on an issue with Chante relating to a member's dues

Publications, Andrew Glasier

- Wednesday at midnight all submissions are due for the newsletter.
- Updated Facebook and Twitter Page
- Would like editorials from all schools. High school submitted an editorial last month Middle School will submit one for October.

Social, Selena Brown

- Thank you for attending the SHTA Happy Hour
- No Report

Legal Aid, Cathy Grieshop (Not present for meeting)

- Had an opportunity to hear Weingart speak
- Organized candidate panel for this evening's meeting. All 4 candidates will be in attendance.
- Contacted Boyd's office concerning Aisha's Law. Boyd would like to wait before she comes out to speak on the Law.

Professional Rights and Responsibilities, Mike Sears

- Attended the Happy Hour at Bottle House Brewery
- Helped with a parent concern at SMS
- Assisted Support Teacher with a grievance
- Met with Supplemental Committee
- Insurance Committee meeting coming soon

Evaluation, Lena Paskewitz

- Housekeeping items for Evaluation
- Met with Erin Herbruck & Crystal Patrick

Special Education, Tito Vazquez

- I attended the SHTA Happy Hour
- I attended the SHTA Executive Board Meeting
- I met with John Morris and James Schmidt and I met with High School Special Education department Co-chairs to define individual roles and problem solve.
- I met with an intervention specialist about a travel concern and how to bill for the travel.
- I met with the district APE teacher concerning the ongoing issue of scheduling.
- I met with a high school I.S. and Eileen Sweeney concerning APE service changes and the parent's reaction.
- I participated in interviews for high school paraprofessional positions with assistant principal & H.S. Special Education Department Co - Chair.
- I met with Director of Pupil Services Elizabeth Kimmel on 10/4/19 for the first of our monthly meetings.

- High school Special Education Department Co-Chairs would like to be invited to all meetings that would require their input.
- **Sub access to IEPs, BIPs, 504s, etc.**
Elizabeth and Jennifer attended a legal update and learned that it is a FAPE violation NOT to provide to subs teachers IEP, FBA, BIP and or 504's. This at the national level. Sub's need to follow the IEP, FBA, BIP, 504 due to acting in place of the teacher for legal reasons. They will need access and it is a valid reason for them to know. (FERPA allowable).
7-12 Special Education Supervisor Jennifer Currie, Assistant Principal Tiffany Joseph and Director of Pupil Services Elizabeth Kimmel will be working out the details of where and how IEP's, 504's BIP's, & FBA's will be housed and how the sub teachers will have access to them.
- **Woodbury school counselors and school psychologists**
There was an issue between understanding the job titles and procedure between school psychologists and school counselors at Woodbury. The counselor took this issue (thinking that she was asked to do something not in her job title) to school Rep. Dr. Goodrum. who did her due diligence and reported the issue to administration after communicating with both parties involved. Elizabeth Kimmel who is now overseeing all academic counselors is working with middle school counselor Kelly Anderson to define the separation of the job titles and roles of school counselors and school psychologist.
- **HS class balancing** an ongoing concern is being addressed between department heads and administration. Ongoing situation for problem solving.
- **Woodbury paraprofessional concerns**
I was informed about an ongoing issue with an I.S. and appropriate paraprofessional support at Woodbury. The I.S. does not have 2 (per Eileen Sweeney) full time paraprofessionals, nor does she have a standalone lunch or planning period. Apparently, Eileen has spoken to our admin (Ms. Rashid and Mr. Myles) and the I.S. does have Elise Kline full time and Mrs. Williams 4 days a week first period and sixth period with a student. There are times when the I.S. is in the room by herself with students in which she does not feel comfortable. Elizabeth Kimmel was well aware and proactive, stated that there will be a paraprofessional coming from the middle school from 8:00 – 12:00 to cover this time. If there is a need for more Ms. Kimmel stated that she will appropriately provide the additional staffing.
- **Student of concern**
Due to concerns with unsafe behaviors towards staff displayed by a kindergarten student (Fernway), Mr. Hayward and Eileen Sweeney requested that an additional IS be added on a temporary basis to support the student and help ensure staff safety. This request was approved, and the temporary IS started work last week. Ms. Sweeney and two of the Positive Behavior Coordinators have also been assisting in the classroom as the team continues to determine what supports the student is responding to and whether a change in placement is needed.

Sick Day Transfer, James Schmidt

- I am pleased to report that our Sick Day Transfer Pilot is now officially underway. Copies of all relevant documents pertaining to donating sick days, eligibility for the program, and the process in general are attached to this newsletter. In short, we are now able to transfer sick days to another SHTA member that is suffering from a serious illness and is running out of his or her own supply of sick days. Transferring sick days will allow the member to receive full pay while he or she is unable to work. As chair, my hope is that no one would ever need to make use of this benefit, but the reality is that one of our members

certainly will. If you have someone in your building that needs this benefit or if you would like your building to hear about the program and have an opportunity to ask questions, I would be happy to come to your building and meet. Please email me at schmidt_j@shaker.org and we can determine a mutually agreeable time.

Building Representative Reports

Boulevard, No Representative Present

- No Report

Fernway, Victoria Goldfarb

- As always, thank you again to Woodbury for so graciously housing the Fernway staff and students. We are a quarter of the way through the year and always appreciate your support- even the Woodbury office staff supported us in the logistical planning of this meeting and relocated tutoring! The custodial staff, teachers, and administration have still made us feel welcome and comfortable and we truly won't forget the hospitality even when we move back to Fernway this upcoming school year!
- Andy, Matt, and I supported a teacher who came with concerns about a student's best placement (both for the student, their classmates, and that student's supporting staff members). I spoke with the teacher multiple times at length, and Andy, Chris, and this teacher met (I was returning from the NCTM conference), Chris has been very helpful in trying to provide as much support as possible (both with paraprofessional placement and an understanding of state laws) to help resolve this situation in the best interests of this teacher, students, and relevant staff members on this matter in a timely manner.

Lomond, Donita Al Amin

- Having regular meetings with administration
- Culture and climate has changed drastically
- We are in a good space

Mercer, Cathy Richards

- Employees waiting for pay from their classroom moves
 - They were told that they had to create work certification form, is this information correct?

Onaway, Paula Klausner

- Members are feeling as though the same people are being selected to attend conferences and workshops, doesn't seem fair.
 - Good leadership spreads the opportunity

Woodbury, Angela Goodrum

- Parent/Student/Teacher conferences mandates for teachers to have over 100 plus conferences
 - Conferences will last several weeks after school and requires teachers to use their Community Planning Time during the day to conduct conferences.
 - With all the time being used for conferences, there is still not enough time to conduct 100 plus conferences.
- Chinese teachers are showing up late or not at all for specials due to time and travel issues within the district.
 - Teachers, at times will assist with set-up and clean-up and it is taking away from planning time
 - At times, the classrooms are left in disarray. Administrators blame is placed on the Chinese teachers for not making it to classes on time.
- BLT BEING BOMBARDED with data and preselected agenda items. The committee never has an opportunity to discuss building concerns during BLT meetings.

- Lack of communication by administration with teachers. For example, “No announcements? When did this happen?”
- Lack of communication in regards to communicating about behavior of students and their consequences. No forum to discuss behavior other than referring teachers to discipline policy and the tier level the student is on.
- Hallways are chaotic during class transition times. Teachers are all moving their classes at the same time. This issue was addressed today during our after-school staff meeting.
- Intervention Specialists are being pulled to cover classes
- Recess is chaotic with over 200 students per session
- Could we refine what we already have instead of continuing to add more?
- 5th grade I and S was told to do scoring camp, a lot of additional work away from the content area.
- The noise level when students from Fernway are at recess is distracting to Woodbury instruction for students.
- Locker storage is still a problem
- Students inability to print poses a problem. Google Classroom doesn’t help with printing for projects.
- Building is not clean, ongoing problem
- Switching students and disrupting gradebook, Progress Book is an issue when student needs were not reviewed. These transfers took place without teacher input.
 - Teachers are expected to transfer all grades in Progress Book of all students who were moved from one course to another.
 - Most students in advanced courses have been placed properly, however, there were several issues with the placement of students in core and co-taught classes.
- Behavior and disrespect is an ongoing problem. Students are aware that there will be no serious consequences and the students are right.
- Teachers and Special Area Teachers report that they are logging behavior but don’t believe anyone is reviewing it.
- Being a Community Leader is overwhelming. Feels like every time we turn around, there are emails or meetings that we have to attend all the time. It can be stressful at times.
 - CPT leaders are given detailed and complex data and are expected to know how to present the data to their department without training or clarification on what the data actually shows.
- No planning period for Counselors
- A member has concerns about job description, communication and how these items are being handled
- A Woodbury teacher was assaulted by two students and no information was given to the staff from administration regarding the incident nor were steps/actions that need to be taken in order to keep teachers and students safe in the classroom shared with the faculty,

Middle School, Rebekah Sharpe

- Members were concerned about there being five/six new initiatives at the beginning of the year being overload (PBIS, Caring Schools Community, Champion 100, Student-Led Conference, Achieve 300, Clever). Ms. Hunter responded to this concern by postponing student led conferences from Fall conferences until Winter. She also will be providing PD and support regarding student-led conferences in advance. Teachers are thankful for administration considering our feelings regarding this issue.
- Members have concerns regarding compliance for IEPs’/504 plans and one to one aides. Administration is aware that there have been some class periods in which a student who is supposed to have a one- to-one aid has been alone. Plans are being put into place to make sure that this does not become a continuous issue. Per administration, both Jennifer Currie and Elizabeth Kimmel are aware of this situation. In addition, the paraprofessional needs at the middle school are being reevaluated as some IEP/504s say that a one-to-one aid is supposed to be phased out as students matriculate. I will continue to follow up with administration regarding this matter. In addition, I have advised teachers to document and

track instances in which a student who requires a one-to-one aid, per an IEP/504, is not accompanied by one.

- A member was injured, sprained wrist and thumb, breaking up a fight. Both students in fight were suspended. This member has completed proper Worker's Compensation paperwork and has opted not to press charges. In addition, administration realizes that security responding in a timely manner is affected by the schedule of lunch breaks etc. and is looking into ways to decrease response time even in the event that someone is on a lunch break. Our member is unable to return to work until at least 10/22/19. Teacher is requesting a class change for the student who caused the injury, administration would like a conference with student and teacher prior to considering this request. I will be attending a restorative meeting with our member upon their return to school.
- An overnight trip to Detroit has been planned for 7th grade students as a part of their grade level curriculum and a cross-curricular unit. Several 7th grade teachers had concerns about requirements for chaperoning. Administration made it clear to me, and I passed this information along to all 7th grade teachers, that under no circumstances is any teacher required to attend this trip. Administration acknowledges that the trip is outside of contractual time and has not pressured anyone to go. Teachers, especially those who are non-tenured, understand that the decision to go or not is solely up to them.
- I spoke with Ms. Hunter regarding an email that was sent addressing the grounds of a legal issue of a member. Several members were concerned that the member's full name and all charges were included in the email communication. Ms. Hunter explained that she had spoken to the member, that this member was aware that the email would be sent, and that the need for the email stemmed from news outlets picking up the story. Administration has shown support to this member and has continuously reiterated that we presume innocence until otherwise is proven.

High School, James Schmidt

- Welcome our New High School SHTA Representative, Enid Vazquez
- Meeting with member about discipline referrals - not handled well
- Issue for Chinese teachers, time traveling between the High School and Woodbury
 - schedule is tight, a lot of travel with not a lot of time. There needs to be more time put in the schedule for travel.

Old Business

- None

New Business

- None

Good of the Order

- Thank you Victoria and the Fernway Reps for a wonderful meal
- Thank you Selena Boyer for a fabulous Happy Hour

Motion to adjourn the meeting made by James Schmidt, seconded by Chante Thomas.

Meeting adjourned at 5:46PM

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

Don't Throw Stones When You Live in a Glass House

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.

The motto for Shaker Heights is "A Community is Known by the Schools it Keeps", and I believe this to be a true statement. Schools are a reflection of the community. Going further, the community is the combination of staff, administration, students and their families and other residents unconnected to the schools. When there is an imbalance in one of these, the whole is affected, including the schools. Strong communities support the community members, through thick and thin, knowing that we all are going to have ups and downs. Unfortunately, in my 14 years at Shaker Heights, there have been several times when our community members were not supported. Even worse, people gossiped and rumors circulated, which in the end hurt our fellow community members.

I am not perfect and have gossiped about fellow staff members in the past. However, I regretted it and pledged to do better. We all have momentary lapses, but what's most important is that we remind ourselves that most people, at some point in their life, will hit a "bump" in the road. This is when the community should reach out to those individuals and offer them support, not kick them when they are down. As a school district, both staff and students benefit when there is an outpouring of support. Nobody benefits by a lack of support.

When there is a lack of support, be it among teachers or between teachers and administration, nobody benefits. At the end of the day, we are all in this to help students. Working together, accepting one another and supporting each other not only creates a more positive work environment, it helps the students. Hopefully the next time you are tempted to say, "What happened to (insert name here)?", you can say, "How can we support (insert name here)?". It is how you would like to be treated, and how we teach our kids to treat others.

Ancillary to this is the importance of a strong SHTA. When a "bump" is encountered in the road, it is often SHTA that steps in to provide support and ensure that the members keep their jobs. As we have seen in the past, there is no clear district protocol to deal with hardships that members may encounter. The collective nature of our membership allows us to support members in times of need. Perhaps it is time for us to think about the emotional side of things. Let's not only give our dues in dollars, but let's also pay our dues by supporting those around us. Let us also place principles before personalities. The worst that can happen is that we make our community a better place for all. And after all, a community is known by the schools it keeps.

Jeremy Bishko
Shaker Middle School Science Teacher

SHTA Is now on



@SHTAssoc

EQUITY & the PSAT

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.

As our conversation about equity, especially as it relates to race, continues to evolve, I couldn't help but notice a disparaging difference on the PSAT last week. We continue to look at "Big Data" and see a wide gap between races, and then try to come up with grand gestures that might "fix the problem," and, so far there has been no evidence of success in any of these programs. Sometimes, it is worth taking a look at the smaller picture.

Last week, I proctored a class of 18 students. Without knowing their true background or heritage - they are not all my students - an outside observer would have most likely classified the class as having eight Caucasian students and nine African-Americans. There was someone of Asian descent as well.

Seven out of eight Caucasian students had brought their own calculator, most of them graphing calculators. Only two of the nine African-American students had calculators. It should be noted that both of the African-American students that did have their calculators are in my Honors math class.

The effects on their tests are enormous. No, I didn't grade them or look at their answers. I never even looked at the questions. I didn't have to. Most of the of the seven African-American students without a calculator didn't even try. Many answers were blank, and most of them looked like they gave up before they even started. They felt they didn't have the tools necessary to succeed.

I don't have any great ideas of how to fix an economic problem that goes back well before my birth. However, we are often told that we, as teachers, need to "give the students the tools to succeed." If we really want to see the gap close, maybe we could help provide some tools. Six of the students asked if I had a calculator they could borrow for the test. I wish the answer was yes.

Joel Rathbone
SHHS Mathematics Teacher



FELLOWSHIP GRANT APPLICATION

Please complete the bottom portion of this sheet and return it to Matt Zucca at Woodbury School by November 8th.
(An electronic copy is acceptable.)

The \$100 SHTA Fellowship Grant can be used for but not limited to the following items listed below:

- Seminars
- Professional conferences
- Course work
- Membership fees for professional associations excluding the SHTA

The \$100 may not be used for classroom materials or supplies.

The awards are intended to professionally benefit the recipients, and in turn, benefit students.

1. The applicant must be a member of the Shaker Heights Teachers' Association and expect to continue teaching in the Shaker Heights City Schools.
2. The money may be used at the discretion of the recipient with the provisions that the activities will benefit the professional growth of the teacher, and in turn, the students with which he/she works.
3. The entire fellowship money must be used between November 2019 and September 30, 2020
4. In the event the recipient is unable to use the award within the allotted time period prescribed no money will be issued.



FELLOWSHIP GRANT APPLICATION return slip
Attention Matt Zucca
Woodbury Elementary School

Applicant Name

Building