

IMPORTANT DATES

Tuesday, September 22: BOE Work Session

Monday, September 28: Yom Kippur, No Classes

Monday, October 5: SHTA Executive Board Meeting

Monday, October 12: SHTA Representative Council Meeting @ GOOGLE MEET

SHTA *news*

September 21, 2020

ISSUE NO. 1

Message From The President

It feels like we are teaching in “dog years” right now. Everything, from class preparation to content delivery, feels like it takes seven times as long to complete. But we are doing it, and we are doing it well. The truth is teachers have invested themselves in curriculum and instruction at a level and at a pace I have never experienced before, and I am at the beginning of my 24th year in Shaker. I have seen the changes implemented after No Child Left Behind, the merging of class designations, the introduction of IB, and all the changes in-between. These transitions still pale in comparison to the work that has been done over the summer, especially in the month of August. I can personally testify to having adopted eight different digital learning platforms in the two weeks of August alone. We have done incredible work and will continue to do so during this unprecedented time

As we work at this breakneck pace and continue to implement multiple new teaching platforms, it’s also essential that we take care of ourselves. Hurtful rhetoric that teachers are somehow doing less because they are teaching virtually or are selfish for expressing concerns for the health of their loved ones or themselves is wholly inaccurate and deeply disheartening. One of my earliest mentors at the high school, former High School English Department Chair Jon Bender, once told me, “you can’t do this job and worry about your health at the same time.” This advice is no less true today. Our colleagues who must seek ADA accommodations, take FMLA leave, or pursue a leave of absence are not putting themselves before their students. They are taking the precautions necessary to be able to teach in an environment that protects their health and allows them the longevity to continue to make a difference in their students’ lives. The SHTA supports them without reservation.

After an extraordinary summer like this, I would be remiss in not expressing my profound and eternal gratitude to all the members of our Executive Board. They were tireless in meeting, both informally and formally, nearly every two weeks this summer. Text exchanges, emails, Google and Zoom meetings, phone calls, and group chats; we were in constant contact and they never relented in advocating for the health and safety of our SHTA members. If you get a chance, please thank an Executive Board member for their incredible work. They are the reason why we are such an effective and responsive organization. I could not have done any of the work I did this summer without them.

To give you a glimpse of what this summer looked like, I will try to keep my summer list to twenty items or less. Along with meeting approximately every two weeks with the Executive Board and Superintendent's

Reopening Committee, I also met regularly with other Bargaining Unit leadership throughout the summer. I communicated with Dr. Glasner every week.

I released letters on closure, teaching during the pandemic, and recommendations for reopening. I also shared communications on ADA eligibility, FMLA, LOA and Covid-19. I toured school buildings with SHTA Vice President Matt Zucca, Dr. Glasner, and Chief Operating Officer Jeff Grosse. I updated the SHTA and Cuyahoga County Educator Summit Facebook pages. I asked Dr. Angela Goodrum to be our Chairperson of Diversity, Equity, and Inclusion. I discussed a potential SHTA reading with Dr. Goodrum. I attended interviews for Director of HR and DEI candidates. I asked James Schmidt to transition from Sick Day Committee Chair to Occupational Health and Safety Chair. I welcomed Peg Rimedio as our new Support Teacher Chairperson. I worked on a grievance (now settled) over the summer. I worked on a legal issue (now settled). I met with our new DEI Director Dr. JeffriAnne Wilder. I met with our new HR Director Barb Maceyak

I worked with Special Education Chairperson Tito Vazquez on communicating to Multiple Disabilities teachers, Speech Language pathologists, nurses, and school psychologists who have returned to buildings. I worked with head representatives at the Middle School and Woodbury on Building Concerns

I asked Lisa Hardiman to be our interim Vice President and Negotiations Team Member during Matt Zucca's medical leave. I worked on Memorandum of Understanding on Middle School Sports Supplementals with Dr. Glasner and SHTA lawyer, Susannah Muskovitz.

There is no other group of professionals that I would rather spend these "dog years" alongside than the members of the SHTA. It buoyed me up all summer long to receive messages and email of support as we went through the ups and downs of reopening. You are constant inspirations to me, showing me how to tackle the challenge of teaching in this intense new environment with both integrity and grace. I am again honored to be SHTA President and be able to serve my fellow members and provide the safety and protections we deserve. We are teachers. We are parents. We are community members. We are all in this together. If I can help, please don't hesitate to reach out to me at morris_j@shaker.org or my NEW extension x5602.

*Respectfully Submitted,
John L. Morris*

SHTA PRESIDENT, DR. JOHN MORRIS AT THE SEPTEMBER REPRESENTATIVE COUNCIL ON GOOGLE MEET.



Report's From The Executive Board

VICE PRESIDENT'S REPORT

As many of you know, SHTA's strong and dedicated vice president Matt Zucca, is taking a medical leave of absence. While there is no replacement for Matt, I am honored and excited to help with some of his responsibilities with the association while he is gone.

I would like to welcome everyone back to a new and very unique school year. I hope that you found ways to enjoy the summer and are refreshed and motivated to face all the challenges that the 2020-2021 school year is bringing.

During the summer, I attended numerous remote executive board meetings. It is a sincere privilege to serve on a team with this passionate and committed group of educators. We are dedicated to advocating and protecting the rights of teachers.

In August, it was a pleasure to meet the teachers who are new to our district. It is always promising to meet new teachers, many of whom are new to the profession. We hope that they will join and become active in the association.

While Matt is out, SHTA Fellowship recipients should forward receipts for reimbursement to me via email. Please allow about three weeks for reimbursement.

SHTA is here to support its members as we strive to educate our children. Please, do not hesitate to talk to your building representatives with any issues or questions you may have. You can contact me at (216) 295-4867 or Hardiman_1@shaker.org.

*Respectfully Submitted,
Lisa Hardiman*

SECRETARY'S REPORT

Hello, my name is Darlene Garrison and I am the Secretary for the Shaker Heights Teachers' Association. My duties include taking notes for all Executive Board and Representative Council meetings. I schedule all meetings for the Association and I keep track of which members are present for meetings. All of the notes from our Representative Council meetings are always included in the monthly newsletter. I am also a team member for our teacher negotiations.

This year, I will be working closely with the Shaker Heights PTO and I will be the SHTA liaison for the *Night for the Red & White*. Welcome to the 2020-2021 school year and I am looking forward to working with you this year.

*Respectfully submitted,
Darlene E. Garrison*

TREASURER'S REPORT

I love going to visit my Mom in Pittsburgh. She is 88 years old and just radiates pure goodness. This is a picture (see below) of her writing Mother's Day letters to nursing home residents. I have been to see her TWICE since Christmas, and I haven't given her a hug either time I saw her. This isn't what I want but I know it's the right thing for her safety. We alter our behavior to protect those we love.

I love my students. I love being in the front of a room full of them. I love getting excited when they "get it." I love seeing their faces light up with smiles. I haven't been in the front of my classroom since March. I haven't had that direct excitement of being with a classroom full of kids. I wasn't able to march with last year's graduates, my own daughter being one of them. This isn't what I want but I know it's the right thing for their safety. We alter our behavior to protect those we love.

Welcome back to the strangest school year we've ever been a part of.

I am proud to serve as your treasurer. In this role, I maintain our finances by creating a budget, pay bills, and monitor our dues income. I oversee our investments as chair of the Investments Committee that meets with our Edward Jones financial planner twice a year. I meet with our accountants to ensure our tax forms are up to date. I go through the process of having our accountants perform a compilation of our books each year with an audit performed every four years. I report our financial activity to the Representative Council and the members at large.

In May, the members of our Association approved the budget reflected by the current financial report. Also included is the summary of last year's financials (fiscal year 2019-20). If anyone has any questions about the Association's finances please give me a call at ext. 6296 or email at Scanlon_w@shaker.org.

Payroll deduction for dues (\$33 per pay) will begin with the October 1st paycheck. Anyone who prefers to pay her/his \$330 dues all at once can send a check to Chante Thomas-Taylor at Woodbury School.

The Investments Committee (Todd Keitlen, Chante Thomas-Taylor, and myself) will be meeting next month with Brady Krebs, our Edward Jones advisor, to discuss our investments and whether any changes need to be made.

Respectfully submitted,
Bill Scanlon

**Mother Scanlon
writing Mother's
Day letters to
nursing home
residents.**



Shaker Heights Teachers' Association
Profit and Loss
 July 2019 - June 2020

	Total
Income	
Income	0.00
Member Dues	149,751.00
Total Income	\$149,751.00
Investments	0.00
Change in Value in Edward Jones	-38,273.84
Edward Jones-Fees & Charges	-6,132.83
Total Investments	-\$44,406.67
Other Types of Income	0.00
Miscellaneous Revenue	2,727.48
Total Other Types of Income	\$2,727.48
Total Income	\$108,071.81
Gross Profit	\$108,071.81
Expenses	
Operations	0.00
Accounting	7,408.50
Banking	
Total Accounting	\$7,408.50
Compensation	73,967.92
Conferences & Meetings	2,609.07
Executive Board	5,661.42
Fellowships & Grants	3,147.21
Fernway Fund	100.00
Insurance	525.00
Legal	5,107.58
Officers' Expenses	751.40
Payroll Taxes	338.33
Public Relations	3,999.89
Publications	213.00
Social	1,133.24
STRS (TPO Contribution)	3,266.53
Total Operations	\$108,229.09
Total Expenses	\$108,229.09
Net Income	-\$157.28

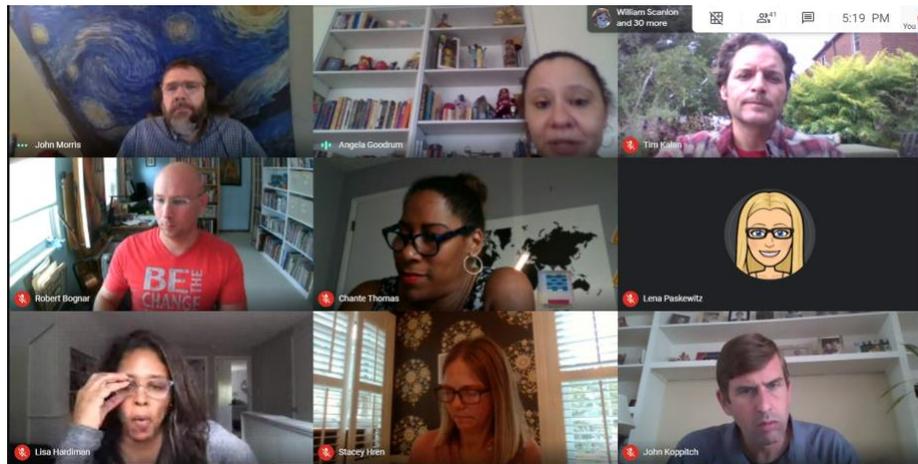
Shaker Heights Teachers' Association

Balance Sheet

As of June 30, 2020

	Total
ASSETS	
Current Assets	
Bank Accounts	
Key Bank (checking)	84,514.52
Key Bank Aisha Trust	5,840.00
Key Bank Investments	0.00
Key Investments2	0.00
Total Bank Accounts	\$90,354.52
Other Current Assets	
Edward Jones 13760-1-1	489,279.75
Edward Jones 13768-1-3	736,679.22
Total Other Current Assets	\$1,225,958.97
Total Current Assets	\$1,316,313.49
TOTAL ASSETS	\$1,316,313.49
LIABILITIES AND EQUITY	
Liabilities	
Total Liabilities	
Equity	
Opening Balance Equity	53.69
Retained Earnings	1,316,417.08
Net Income	-157.28
Total Equity	\$1,316,313.49
TOTAL LIABILITIES AND EQUITY	\$1,316,313.49

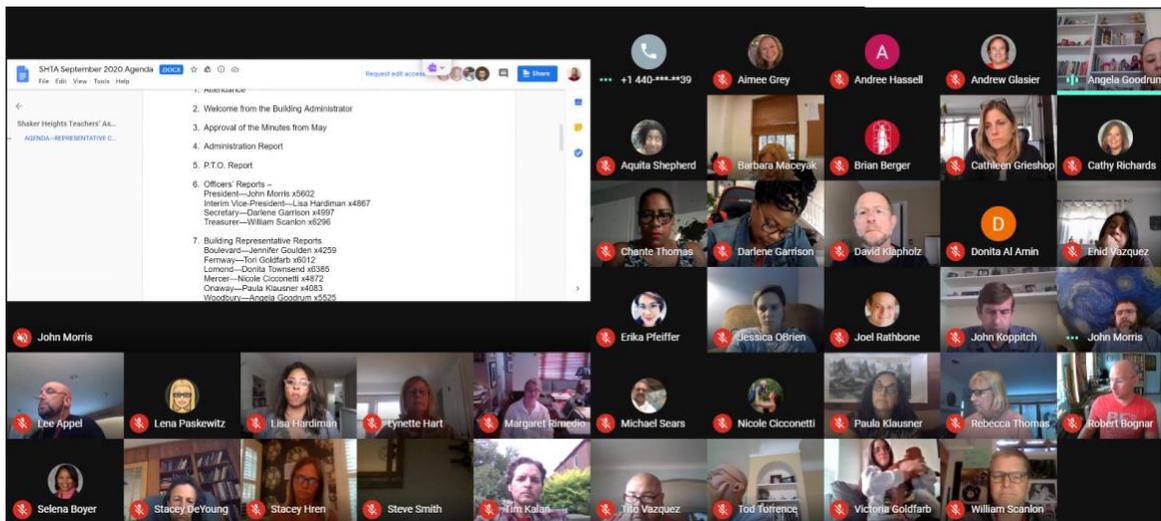
SHTA September Representative Council Meeting on Google Meet.



Shaker Heights Teachers' Association Profit and Loss

July 1 - September 16, 2020

	Total
Income	
Income	0.00
Member Dues	330.00
Total Income	\$330.00
Total Income	\$330.00
Gross Profit	\$330.00
Expenses	
Operations	0.00
Accounting	27.00
Compensation	5,010.63
Fellowships & Grants	200.00
Legal	3,022.23
Negotiations	400.00
Public Relations	4,293.00
Publications	44.00
Total Operations	\$12,996.86
Total Expenses	\$12,996.86
Net Income	-\$12,666.86

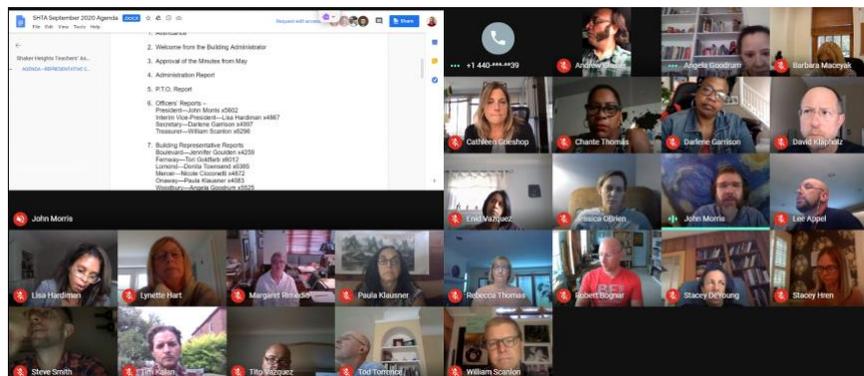


SHTA September Representative Council Meeting on Google Meet.

Shaker Heights Teachers' Association Balance Sheet

As of September 16, 2020

	Total
ASSETS	
Current Assets	
Bank Accounts	
Key Bank (checking)	71,847.66
Key Bank Aisha Trust	5,840.00
Key Bank Investments	0.00
Key Investments2	0.00
Total Bank Accounts	\$77,687.66
Other Current Assets	
Edward Jones 13760-1-1	489,279.75
Edward Jones 13768-1-3	736,679.22
Total Other Current Assets	\$1,225,958.97
Total Current Assets	\$1,303,646.63
TOTAL ASSETS	\$1,303,646.63
LIABILITIES AND EQUITY	
Liabilities	
Total Liabilities	
Equity	
Opening Balance Equity	53.69
Retained Earnings	1,316,259.80
Net Income	-12,666.86
Total Equity	\$1,303,646.63
TOTAL LIABILITIES AND EQUITY	\$1,303,646.63



SHTA September Representative Council Meeting on Google Meet.

EXECUTIVE BOARD REPORTS

PROFESSIONAL RIGHTS AND RESPONSIBILITIES REPORT

Welcome to the 2020-21 School Year! I hope everyone had a nice summer and is adjusting to the world of remote teaching and learning with some success.

My name is Mike Sears and I teach 8th grade American History at the Middle School. This is my 22nd year in the district and my 25th year in education. This is my 16th year of involvement with SHTA, and my 11th year as the chairperson for Professional Rights and Responsibilities. This position is Grievance Chair, too. My extension at school is #4770 and e-mail (sears_m@shaker.org) are great ways to contact me. I enjoy working with the members and, as we tell our students, “there is no such thing as a stupid question”. My cell phone number is (216) 571-0447. It is a good idea to text me first and introduce yourself. I may not answer calls from numbers I do not recognize.

I also serve on the district’s Insurance Committee, which meets quarterly. Medical Mutual of Ohio replaced Anthem as our major medical health insurance company in January 2018. Anthem is still our dental provider. Prescription drug information from Express Scripts is included on our Medical Mutual cards. Medical Mutual of Ohio runs our flexible spending account program. Members should have cards from Anthem (dental only) and Medical Mutual with member services phone numbers they can call as questions arise. If any member has a concern regarding health benefits, I can help point them in the right direction. However, directly contacting the service provider is often the best way to have your questions answered.

For other needs related to Human Resources, here is an updated link to their website: https://www.shaker.org/Intranet_HR.aspx The site still lists HR Generalist Sarah Fish as a contact person for Insurance and FMLA. Ms. Fish no longer works for the school district. For insurance and FMLA questions, contact me first. You may also contact HR Senior Administrative Assistant Emily Rucker.

During the past 30 months that we have used Medical Mutual as our insurance provider, many members have had to appeal ER claims that were initially denied. I have a record of most of those appeals, which is helpful as we continue to work with Medical Mutual to provide better service to our members. However, if you filed an appeal for a denied ER claim and did not contact me about it, please let me know so I can add your experience to our records. Also, if you have other concerns about services provided by Medical Mutual, please let me know so we can address the problems in upcoming Insurance Committee meetings.

The paycheck from September 16th should include a step increase if you qualify for one this year. Another way to advance on the salary schedule is by reaching continuing education levels like B.A. + 15 or M.A. + 30. The Board approves these changes in November and April.

The district policy for maternity leave is in the contract. However, new mothers decide how many sick days they want to use and if they want to take any unpaid leave through the Family and Medical Leave Act. If you are pregnant, please contact me right away so we can look at a calendar, and I can assist you in a plan that works best for you and your family. You should be aware that notes from doctors do not always allow additional sick days to care for babies. For example, a note that discusses “failure to thrive” is an acceptable medical reason to use a sick day, but a note that mentions “bonding with the baby” will not be approved because that is not considered a medical condition that allows for a sick day.

Paternity leave is also in our contract. New fathers may use up to ten sick days to help care for a new baby. No documentation from doctors is required for this leave. For both maternity and paternity leave, contact me before you contact administrators so you understand your rights.

It is your responsibility to keep the Human Resources Department informed of changes in your family status (over the summer as well as during the school year) concerning **births, adoptions, deaths, divorce, marriage, or entry into military service**. If these changes are not reported within **30 days** you will not be permitted to make this change until the next open enrollment, which is usually in November. **Please contact Emily Rucker at 4326 before the 30-day deadline. This may cost you money if you miss this deadline.**

Personal days are personal. No one needs to know why you are taking a personal day. You do **not** need to fill out a form about a personal day. You may simply enter it on AESOP. However, you are responsible for keeping track of your own personal days. If you enter a 4th or a 5th personal day, you will forfeit pay for those absences. You may not use personal days before or after a holiday unless you fill out the personal day request form. Both the building principal and the Human Resources Department must approve the request. Administrators consider each case on an individual basis. If you have a question about this, please contact me.

If you use more than five sick days in a row, a building secretary will have to enter days six and up into AESOP. The Human Resources Department reserves the right to ask you for a doctor's note explaining your absence beyond one week. If you use ten sick days in a row, the Human Resources Department will send you a form about Family and Medical Leave. You may choose to continue using sick days with appropriate documentation or you may go on an extended and unpaid leave for family or medical reasons. Please call me if you are in this situation or if you anticipate being out for an extended time.

In recent months, I have:

- Attended several Executive Board meetings regarding the 2020-21 school year, including joint meetings with Superintendent David Glasner and his leadership team
- Attended Negotiations Committee meetings to plan for upcoming collective bargaining
- Assisted members with maternity leave, insurance questions, and ADA accommodations requests
- Met with Director of Secondary Education Micki Krantz and Director of Primary Education Erin Herbruck about new supplemental contracts for department chairs at Woodbury and grade level leaders at the K-4 buildings
- Met with Director of Human Resources Barbara Maceyak about a personnel matter
- Met with Treasurer Bryan Christman and Assistant Treasurer Shelley McDermott to resolve both payroll and benefits issues involving three different members
- Met with Treasurer Bryan Christman and HR Generalist Sarah Fish to resolve a specific insurance claim for a member that was denied due to a computer error
- Met with HR Generalist Sarah Fish to resolve unpaid supplemental contracts from the 2019-2020 school year

The current contract is available on our web site, <http://shtaweb.org>. I strongly recommend reading it and using it as a reference. I am also happy to help you with issues of interpretation and clarification.

Best wishes for a wonderful school year!

*Respectfully submitted,
Mike Sears, chairperson*

LEGISLATIVE REPORT

I have the responsibility to keep SHTA members up to date about the latest in legislation involving education. To that end, I have signed up for newsletters from the National Education Association, the American Federation of Teachers, the Ohio Federation of Teachers, the Association of American Educators, the Ohio Education Association, Policy Matters Ohio, ChalkBeat, and Education Week.

Vouchers are often in the news because they take money that was intended for public schools and directs it to private schools. At the moment, EdWeek is [reporting](#) on how vouchers do not produce the results that were hoped for in Ohio. Students who use vouchers to attend private schools are performing worse on state tests than students that stayed in public schools.

Also in the news is a judge's decision that went against the Department of Education. In the spring, the US congress passed the CARES act which sent \$13 billion to public schools. ChalkBeat [reports](#) that Betsy Devos's department tried to direct the money to private schools, but the judge did not allow it to go forward.

If you have ideas about where I should get the latest legislative news, please let me know. I'm looking forward to a great school year.

*Respectfully submitted,
David Klapholz, Chairperson*

PUBLIC RELATIONS

As Public Relations chairperson, I would like to welcome back all of our members. Our Association has altered some of our traditional public relation practices given the current circumstances. We submitted an alternative advertisement in the Shaker Life publication with the slogan, "We are in this together." We made a purchase of SHTA branded masks. These masks will be distributed by Head Representatives. As always, we are committed to using American made and union printed items in our promotional items. All promotional items, T-shirts, masks etc., demonstrates the solidarity of the Shaker Heights Teachers' Association. I have been very active over the summer meeting with the other Executive Board members to support SHTA membership in these difficult times. As always, we must be committed to supporting each other and committed to safe and fair practices for ALL of our members.

My responsibilities include placing ads in various publications such as *Shaker Life Magazine*, the *Shakerite* and the *Gristmill*. I also am responsible for making donations to various organizations that help to enrich the lives of our Shaker students. In addition, I purchase teacher appreciation gifts for our members that are given out during teacher appreciation week. As stated in the SHTA Constitution and By-Laws, I will continue to work at fostering mutual understanding, good will and respect between and among students, staff, community and administration.

*Respectfully submitted,
Bob Bognar, Chairperson*

EVALUATION COMMITTEE

Greeting colleagues and friends! I hope all of you are doing well through this unprecedented time. I continue to work on striking a healthy balance of work and home life, now that I do both under the same roof, at least for now.

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

This fall, I have had the pleasure of working with our new Human Resources Director, Barb Maceyak. Her leadership and willingness to engage in true collaboration is what we need in our district.

The committee met on September 17th to address specific evaluation concerns and procedures for this school year. You should have all received communication from Barb regarding evaluation. This communication includes information about:

- The delay of Professional Growth Plan due date (now October 31) as well as other general due dates for evaluation.
- Student Growth Measures - SGMs will not be used for evaluations during the 2020-2021 school year. Performance Ratings will account for 100% of your evaluation.

The committee also discussed observations in the remote setting. This year, we need to be prepared for completing observations in either setting. We discussed the need for increased flexibility and support in the remote instructional setting. As you know, I have continually promoted the goal of supported growth during the evaluation process, which is more important than ever at this time. Some parts of the Performance Rubric may not be as applicable during remote teaching, while others may look very different than they do in the classroom setting. The committee also discussed the merits of using recordings of lessons to be used for the observation process. This would allow for more flexibility for both administrative and peer evaluations. Please consider this option and discuss it with your evaluator during your first conference.

It is very important that each teacher is aware of their evaluation cycle. Please take a minute to log in to eTPES to review your current status for this year. As you know, some of us will be repeating the cycle from last year. It is also important for each teacher to know who they will be evaluated by. It is my hope that any teacher who does not currently know who their evaluator is will be informed within the next couple of weeks. Barb Maceyak is working to input peer evaluators into eTPES to give us access to our partners evaluations. Thank you for your patience as these details get completed this month.

Please be on the lookout for any communication from Barb or myself regarding evaluation. We will be sending out timelines and additional information to assist with successful evaluations this year. Remember, we will continue with the OTES 1.0 model for this year and will transition to OTES 2.0 for the 2021-2022 school year.

As always, I am here to help answer questions and navigate any part of the process with you, as are all members of the committee.

*Respectfully submitted,
Lena Paskewitz, Chairperson*

POLICY COMMITTEE

My name is Timothy Kalan, and in addition to teaching art at Lomond and Onaway Elementary Schools, I am the SHTA policy chairperson. The policy chairperson's main concern is stewardship of the SHTA Constitution which defines our Association and provides us with the protocols that determine the structure of our operation. This document can be found at <http://www.shtaweb.org/>, along with our contract, newsletters and other interesting items. I also serve on the district's teacher evaluation committee, and run a native gardening club at both my schools. Any questions concerning our Associations internal mechanisms can be directed towards me, as well as any concerning our evaluation system (or gardening!).

*Respectfully submitted,
Tim Kalan, Chairperson*

SOCIAL COMMITTEE

Welcome back to school! My name is Selena Boyer and I am pleased to be the Social Committee Chairperson for our Association again this year! This is my eighteenth-year teaching in Shaker. I have spent all but two of those years as a first-grade teacher at Fernway School! In normal times, when we are not in a pandemic, I plan social gatherings and happy hour events for the Shaker Heights Teachers' Association. In previous years, we have started the year with a Back to School SHTA Happy Hour and celebrated Thanksgiving and the Winter Holidays with festive, social gatherings as well! Every May, it is my pleasure to work with the district to coordinate and cater the Annual District Recognition Reception. This is an important event to celebrate our retirees, newly tenured teachers, and teachers earning fifteen and twenty-five year pins. Our President, Dr. John Morris, also awards an Association member with the President's Service Award each year. My final responsibility is hosting the Executive Board members for our monthly meetings.

For those of you that have never come to one of our social events---please give us a try! I guarantee that you will meet new people and have fun! If you have suggestions for me for possible events feel free to contact me. Thanks for your support! boyer_s@shaker.org/ 216.295.6041

*Respectfully submitted,
Selena Boyer, Chairperson*

TEACHER EDUCATION COMMITTEE

Hello and Happy Autumn (almost). I know that this summer has been like no other, but I hope that everyone has found ways to have fun. I am excited to continue serving the Association as Teacher Education Chair for the 2020-2021 school year.

New teachers will be receiving information from me highlighting some contract language that will especially affect them, as well as a list of important dates they have to remember as the year progresses. Keep in mind that my role with the Association is to work with new teachers, their mentors, and teachers who are not yet on a continuing contract.

Please contact me to discuss any area of your employment as you move toward a continuing contract. I can be reached by email hardiman_l@shaker.org or by phone at school #4867.

*Respectfully Submitted,
Lisa Hardiman, Chairperson*

PAST PRESIDENT REPORT

Welcome back to the 2020-2021 school year. It has certainly been challenging. As a retired teacher, I can only imagine what you are experiencing and you have my full support and best wishes. I am Rebecca Thomas, Past President of the Shaker Heights Teachers' Association. I retired in 2011 after teaching for 35 years and actively participating in the SHTA for over 20 of those years, the last six as President. Now, at the direction of President Dr. John L. Morris, I continue to serve our Association. Primarily, I attend evening meetings like the Board of Education and Finance and Audit Committee. I also participate on the district Insurance Committee and attend SHTA Executive Board and Representative Council meetings. Hopefully, I provide a historical perspective on the past practices of the Shaker schools.

Over the summer, I attended the meetings of the SHTA Executive Board along with the meetings of the Board of Education and the Finance and Audit Committee. At the September 8 BOE meeting, there was an overview of the Preparation for the Return of Students. The slides for this presentation are on the Board Docs for this

meeting under the Facilities Update section. Also, the district is conducting a ventilation study. The RFP was out with proposals due at noon on September 11. There was an update on enrollment as well. FYI—Elizabeth Kimmel, Director of Pupil Services, has been designated as the liaison for COVID reporting. I look forward to serving the SHTA members.

*Respectfully Submitted,
Becky Thomas, Chairperson*

SPECIAL EDUCATION COMMITTEE

My name is Anastacio Tito Vazquez, Jr. I am your SHTA District Chairperson for Exceptional Children Education. This year marks my 16th year at Shaker Heights High School as an Intervention Specialist and my 28 years in special education; including one year in the Cleveland Metropolitan School District, one year in Cleveland Heights - University Heights School District, and ten years at the Positive Education Program. I am a 1987 graduate of Shaker Heights High School, former longtime Shaker Heights assistant coach (Football and Wrestling), father of a Shaker graduate and longtime community member.

This past summer, I attended and participated in every SHTA Executive Board meeting. I interacted, communicated and collaboratively solved various problems with the Director of Exceptional Children Elizabeth Kimmel multiple times on a weekly basis. I provided support to various SHTA members concerning issues including but not limited to Covid-19, job placement, and personnel issues.

I worked directly with SHTA President Dr. John Morris and SHHS Head Representative James Schmidt concerning a staff disciplinary matter. I am currently working with administration on a possible disciplinary issue with SHTA members.

I participated in ongoing conversations and meetings with administration concerning problem solving and ensuring the safe early return of the MD unit teachers and students at Mercer, Woodbury, Shaker Middle School and Shaker Heights High School.

I participated in various meetings with SHTA President Dr. John Morris in a series of meetings with MD teachers across the district. I participated in discussions with Director of Exceptional Children Elizabeth Kimmel over the insurance of PPE for the MD teachers who are providing Face to Face instruction to students on their caseloads.

I provided information concerning options for medical conditions such as ADA alternate job placement, FMLA, and leave of absence to various SHTA members.

I continued an ongoing collaboration with Director of Exceptional Children Elizabeth Kimmel to meet the needs of various Exceptional Children staff members (School Psychologist, Occupational Therapist, Speech and Language Pathologist, Intervention Specialist, and Paraprofessionals concerning an early return to working in the buildings). I am working collaboratively with SHHS Assistant Principal Ms. Jacquelyn Baker on various issues to improve the functionality of the Exceptional Children Department at SHHS.

I participated in various interview committees for new Exceptional Children Department employees.

*Respectfully Submitted,
Tito Vazquez, Chairperson*

LEGAL AID COMMITTEE

Welcome to the 2020-2021 virtual school year! I am looking forward to serving you again as Legal Aid Chairperson. The Legal Aid Committee is here to help members in need of financial assistance for work-related legal matters. Please contact me if you feel you need assistance. I wish you a mentally and physically safe school year!

*Respectfully submitted,
Cathy Grieshop, Chairperson*

MEMBERSHIP/ELECTIONS COMMITTEE

Welcome back to the 2019-2020 school year! My name is Chante Thomas. This is my fifth year serving as your SHTA Membership /Elections Chair and I am beginning my 26th year of teaching at Woodbury School. If you need me I can be reached by email at thomas_c@shaker.org. In addition to coordinating our elections, I am responsible for maintaining our membership directory and monitoring the collection of dues from payroll, or receiving a direct payment from the member.

If you pay your dues by payroll deduction, SHTA dues will automatically begin with the first paycheck in October. (\$33 per pay x 10 pays = \$330) If you pay your dues by check, please submit your check for \$330 to your building representative prior to October 1st. 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. If you wish to stop payroll deduction and instead pay by check, please submit a letter to Chante Thomas at Woodbury Elementary School.

The 2020-2021 Representative Council Elected Members are:

(Head Representatives indicated in Bold type)

Boulevard- Angela Anderson, Jennifer Goulden, alt

Onaway- Paula Klausner

Fernway- Victoria Goldfarb, Andree Hassell (alt)

Lomond- Donita Al Amin, Jill Dipiero, Steve Smith

Mercer- Nicole Ciconetti, Cathy Richards, alt

**Woodbury- Angela Goodrum, Stacey DeYoung, Aquita Shephard,
Lee Appel (alt)**

Middle School- John Koppitch, Linda Roth, Erika Pfeiffer (alt)

**High School – James Schmidt, Brian Berger, Aimee Grey, Jessica O’Brien, Joel Rathbone (alt),
Keith Szalay, Tod Torrence, Enid Vazquez**

SHTA ST – Margaret Rimedio

*Respectfully submitted,
Chante Thomas-Taylor*

SHTA PAC REPORT

Welcome to the 2020-2021 school year! I am looking forward to serving you again as SHTA PAC Chairperson. This summer, I met with the SHTA Executive Board many times to help prepare for remote teaching. I continue to manage the [SHTA PAC Facebook page](#). Please check out this page for current articles about important issues and events in education and union news around the world. Please email me if you feel any issues should be addressed or action taken. Feel free to send me any important articles to post.

Election Day is around the corner:

- The deadline for registering to vote is Monday, October 5, 2020. Any newly 18 year olds in your household or on your block? Make sure they are registered to vote!
- The deadline to request a ballot by mail must be received by Saturday, October 31, 2020.
- Early voting begins Tuesday, October 6, 2020! Get those votes in!

There are plenty of issues to speak up about in Congress. Please go to the [National Education Association's Take Action Page](#) to speak up about the HEROES Act, the digital divide and funding for PPE in schools.

Remember to dance in the rain...

Cathy Grieshop
SHTA Political Action Committee Chairperson

PUBLICATIONS COMMITTEE

Publications is in charge creating, editing, seeking submissions for the newsletter. I also often write editorials. On top of that, I update the SHTA website, Facebook and Twitter account.

If you know of someone who is not receiving email of the newsletter, please have him or her email me directly at glasier_a@shaker.org.

If you wish to have an editorial in the newsletter, please email me directly by the second Monday of the month. I hope to have editorials from each building this year just like last year!

I look forward to serving you in the coming year!

Respectfully Submitted,
Andrew Glasier, Chairperson

SUPPORT TEACHERS COMMITTEE

Hello Everyone. As the Executive Board member representing the SHTA Support Teachers (ST), I would like to fill you in on what Support Teachers do. Members of the Support Teachers bargaining unit include Skills Teachers, Intervention Specialists, ELL Teachers and IC (Innovative Center for Personalized Learning) Teachers who work with high school students needing personalized learning in order to succeed and graduate.

Thankfully, due to previous negotiations, the Intervention Specialists, ELL Teachers and those Skills Teachers, who are now working as Classroom Teachers, are being paid on the Teachers scale. Years of experience, which determine where they are placed on the Teachers scale, are capped at five years. Those members who remain on the ST salary schedule are Skills Teachers who do the same work as Reading Teachers in the district and IC Teachers who are doing what Counselors in the district do. Support Teachers are indispensable to this district, especially this year. We have stepped up to teach in added grade level sections, work as Remote Learning Partners and, as ever, doing everything we can to help our students succeed.

Respectfully submitted,
Margaret "Peg" Rimedio

OCUPATIONAL HEALTH & SAFETY COMMITTEE (AD HOC)

SHTA President Dr. John Morris has asked me to be an advocate for teachers as we begin to consider when and how we can safely return to in person instruction within our school buildings. We have eight very different buildings and I hope that the District level administration recognizes that each and every building needs to be in compliance with the recommended best practices for social distancing, mask wearing, hand sanitizing and washing, air filtration and recirculation, ventilation, and routine deep cleaning before any of the schools should be reopened for our faculty to return to work or our students to return to learn, regardless of the model the district chooses.

I attended the American Federation of Teachers webinar titled “Teaching in the Time of COVID-19” on Saturday afternoon. (Thanks to Andrew Glasier for the link!) There were three separate panel discussions moderated by Randi Weingarten, president of the AFT. The second session about Health and Safety was my primary focus, but the entire session was very worthwhile. [You can view it through this link if you wish.](#)

- The focus of the Safety session was on what schools need to do to have in person instruction safely. Dr. David Michaels and Dr. Jacqueline M. Moline were involved in this session.
- Some of the aspects discussed were:
 - Mandatory mask wearing
 - Maintaining social distancing
 - Proper ventilation
 - Proper air handling re: HVAC filters
 - Availability of contact tracing and testing in the community
 - Transmission rates in the community

I look forward to meeting with the Administration to discuss the process for a safe return to our buildings once the environment to do so is appropriate.

*Respectfully Submitted,
James Schmidt, Chairperson*

SALARY TENURE COMMITTEE

1. Our contract expires December 31st, 2020.
2. The SHTA Negotiations Team has met throughout the summer to strategize the upcoming negotiations.
3. The team consists of John Morris (lead negotiator), Susannah Muskovitz (attorney), Darlene Garrison, Bill Scanlon, Mike Sears, Lisa Hardiman, David Klapholz, Wendy Lewis, and James Schmidt.
4. The district has established its intention to begin full negotiations in October.
5. The district will receive our SERB letter of intent to begin negotiations by October 1st.
6. I will provide updates throughout the process.

*Respectfully Submitted,
John L. Morris, Chairperson*

MINUTES FOR THE REPRESENTATIVE COUNCIL MEETING

September 8, 2020: Google Meet

SHTA President, John Morris started the September 14, 2020 Rep. Council Meeting at 4:32PM. **The meeting took place via Google Meet**

Ms. Tiffany Joseph, Principal of Woodbury Elementary School welcomed SHTA membership to Woodbury. She thanked the membership for the invitation to the meeting. Ms. Joseph expressed her excitement about being the new principal of Woodbury. She said that she was looking forward to working side-by-side with SHTA and have a wonderful meeting.

MINUTES from the May 11th, 2020 Rep. Council meeting were approved by James Schmidt and seconded by Tod Torrence.

Administration Report

Dr. David Glasner, Superintendent was present for the Rep. Council Meeting.

- Welcome to the new school year. Thank you for all of your hard work. Feedback I am receiving from parents, students a great deal of appreciation. Great start to the new school, hearing a lot of great things. Great to see everyone virtually.
 - John Morris -Thank you Dr. Glasner for being such a collaborative leader and transition team and administrators have been very transparent and collaborative through this whole transition.

Ms. Barb Maceyak, Director of Human Resources

- Substitutes in the district, not a normal year because of COVID-19. We talked about how substitutes will come in and work remotely. We talked about covering with our own and being willing to pay for coverage that way.
- Last conversation with Rachel Wixey, there are not enough subs because they have gone to other school districts. Not sure what it is going to look like.
 - Lena Paskewitz - Having building subs, seems like this would be a great time to start using building level substitutes. This would be a great solution and I'm sure there are people willing to do a long-term sub position.
 - Barb Maceyak - Shaker had been talking about this idea. Shaker had a list of people willing to do this. This is definitely something that Shaker needs to push for. She shared how Canton City Schools used their building substitutes.

P.T.O. Report

Stacey Hren

- Thank you for the extraordinary efforts that teachers are making to make for the best possible year for our students.
- Stacey Hren and Sarah Divakarla PTO Co-presidents of PTO Council
- Focus this year: aligning PTO with district's equity work, collaborating to help families connect with their schools and to each other.
- Committed to sending at least seven PTO leaders to the Equity training in the Fall and Spring. Collaborative effort between the School Foundation, PTO and Shaker Library.
- Rewriting our by-laws and looking at equity/PTO fundraising
- Connection and Collaboration, new PTO website
- New family directory
- Collaborating new this year, Friday eNews
- Hopeful efforts around community building, creating diverse pods

Officer's Report

President, John Morris

- Met approximately every two weeks with Exec. Bd and Superintendent's Reopening Committee
- Met regularly with other Bargaining Unit leadership throughout the summer
- Communicated with Dr. Glasner every week
- Released letters on closure, teaching during the pandemic, and recommendations for reopening
- Also shared communications on ADA eligibility, FMLA, LOA and Covid-19
- Toured school buildings with Matt Zucca, Dr. Glasner, and Jeff Grosse
- Updated SHTA Facebook page
- Attended interviews for Director of HR and DEI candidates
- Asked Dr. Angela Goodrum to be our Chairperson of Diversity, Equity, and Inclusion
- Discussed a potential SHTA reading with Dr. Goodrum
- Asked James Schmidt to transition from Sick Day Committee Chair to Occupational Health and Safety Chair
- Welcomed Peg Rimedio as our new Support Teacher Chair
- Worked on a grievance (now settled) over the summer
- Worked on a legal issue (now settled)
- Met with our new DEI Director Dr. JeffriAnne Wilder
- Met with our new HR Director Barb Maceyak
- Worked with Special Education Chairperson Tito Vazquez on communicating to MD teachers, Speech Language pathologists, nurses, and school psychologists who have returned to buildings.
- Worked with head reps at the Middle School and Woodbury on Building Concerns
- Asked Lisa Hardiman to be our interim Vice President and Negotiations Team Member during Matt Zucca's medical leave.
- Worked on Memorandum of Understanding on Middle School Sports Supplementals with Dr. Glasner and our lawyer, Susannah Muskovitz

Interim Vice President, Lisa Hardiman

- Collecting receipts for the SHTA Fellowship Grants
- Spoke to an administrator about an issue

Secretary, Darlene Garrison

- Darlene welcomed the membership back to a new school year.
- Attended the New Teachers Meeting Google Meet
- Attended summer Executive Board Meetings Google Meet
- Attended Pre-negotiations meetings
- Please sign in on the attendance sheet attached to this meeting invite
- Worked on the Re-entry Committee with Keith Langford
- Participant on the Interviewing Committee

Treasurer, Bill Scanlon

- Shared his duties as Treasurer – head of investments, pays the bills, meets with accountants, keeps an eye on bank accounts.
- Attended executive board meetings this summer
- Attended the new teachers' meeting Google Meet
- Attended Pre-negotiation meetings
- Shared financial reports with membership
 - Balance Sheet Report
 - Profit Loss - expenses and what money is being spent

Executive Board Reports

Past President, Becky Thomas

- Attended summer Exec. Board meetings, summer Board of Education meetings and meetings of Finance and Audit
- Sent John overview of the September BOE meeting
 - District is doing a ventilation study
 - Elizabeth Kimmel is the liaison for COVID reporting

Teacher Education, Lisa Hardiman

- Attended Exec. Board meetings this summer
- Attended the New Teacher meeting
- Process of gathering names and school locations of the new teachers in the district

Membership/Elections, Chante Thomas

- Update membership rosters and monitor the payroll
- Payroll deductions will begin October 1st, 10 payments of \$33 each
- Collected dues payments and will pass on to our Treasurer, Bill Scanlon
- Working on maintaining rosters on personal emails and providing information for new teachers.
- Really grateful for the collaboration. James Schmidt has been amazing at helping me up my technology game and creating a Google Form for membership

Policy, Tim Kalan

- Attended Exec. Board and Teacher Evaluation meetings over the summer

Public Relations, Bob Bognar

- Reached out to *Shaker Life* Magazine, we now have a new advertisement “We Are All In This Together”
- Wednesday, paper bags are coming to your school with SHTA printed masks and 5 filters for each staff member.
- Head Reps. please make sure they are passed out, no extras, be thoughtful about distribution
- Union printed and made in the USA
- Attended all the summer meetings to help with this transition

Legislative, Dave Klapholz

- I have the responsibility to keep SHTA members up to date about the latest in legislation involving education. To that end, I have signed up for newsletters from the National Education Association, the American Federation of Teachers, the Ohio Federation of Teachers, the Association of American Educators, the Ohio Education Association, Policy Matters Ohio, ChalkBeat, and Education Week.
- Vouchers are often in the news because they take money that was intended for public schools and direct it to private schools. At the moment, EdWeek is [reporting](#) on how vouchers do not produce the results that were hoped for in Ohio. Students who use vouchers to attend private schools are performing worse on state tests than students that stayed in public schools.
- Also in the news is a judge’s decision that went against the Department of Education. In the spring, the US congress passed the CARES act which sent \$13 billion to public schools. ChalkBeat [reports](#) that Betsy DeVos’s department tried to direct the money to private schools, but the judge did not allow it to go forward.
- If you have ideas about where I should get the latest legislative news, please let me know. I’m looking forward to a great school year.

Publications, Andrew Glasier

- Have been sending emails to members with updates and working on updating membership email lists
- Chante sent me non-work emails for our SHTA Gmail Account and need to update it
- Updated Facebook and Twitter accounts
- SHTAweb.org: need to update with new Executive Board & Representative Council members + meeting calendar. Membership Google Form, I could not add
- First newsletter please introduce yourself and add a description of your job
- Editorial on working with Administration about school at home? Teacher input helps administrators make better decisions
- Peer Evaluations: have been working on master list for SHHS

Social, Selena Boyer

- Meet with Exec. Board and Dr. Glasner this summer
- Meet with the Black Teacher Task Force
- Interviewing Committee for the Director of Equity, Diversity and Inclusion

Legal Aid, Cathy Grieshop

- Attended Exec. Board meetings this summer
- Updating the Facebook Page
- Newly 18 year olds, October 5th is the deadline for registering to vote and ordering an online ballot
- Early voting starts October 6th

Professional Rights and Responsibilities, Mike Sears

- Meetings with Exec. Board this summer
- Helping with communications about ADA
- Worked with the Negotiations Team
- Dealt with issues with members on Medical Leave and Maternity Leave
- Email me if you are having issues with Medical Mutual, I'm keeping a record of it
- Having issues with a medical claim please see Emily Rucker

Evaluation, Lena Paskewitz

- Meeting this Thursday, great conversation and collaboration with Barb Mayceak. Really appreciate her leadership.
- Focus on how evaluations in remote setting may need to be treated differently
- Continue to support and encourage Peer Evaluation Program in Shaker Heights
- Professional Growth Plan will be delayed by a bit, communication coming out shortly.

SHTA ST, Peg Rimedio

- Lynette Hart and I are excited to be working with SHTA
- During the summer, I was a member of Dr. Herbruck's Pre-K Re-entry committee
- Advocated for the Support Teachers
- Encouraged Skills Teachers to apply for classroom positions as new sections were created
- Seven skills teachers were hired for these positions
- Welcome email to support teachers wishing them well and thanking them for their work

Equity, Diversity and Inclusion, Angela Goodrum

- Put together a mission statement for SHTA and a recommended book reading
 - Mission statement - "We support an inclusive environment that embraces, encourages and empowers the voices of our members. We are committed to celebrating, honoring and uplifting historically marginalized identities within our membership."

- Book selected for SHTA book read, *White Fragility, Why it's so hard for white people to talk about racism* by Robin DiAngelo.

Special Education, Tito Vazquez

- This past summer, I attended and participated in every SHTA Executive Board meeting.
- Interacted, communicated and collaboratively solved various problems with the Director of Exceptional Children Elizabeth Kimmel multiple times on a weekly basis.
- Provided support to various SHTA members concerning issues including but not limited to Covid-19, job placement, and personnel issues.
- I worked directly with SHTA President Dr. John Morris and SHHS Head Representative James Schmidt concerning a staff disciplinary matter.
- I am currently working with administration on a possible disciplinary issue with SHTA members.
- I participated in ongoing conversations and meetings with administration concerning problem solving and ensuring the safe early return of the MD unit teachers and students at Mercer, Woodbury, Shaker Middle School and Shaker Heights High School.
- I participated in various meetings with SHTA President Dr. John Morris in a series of meetings with MD teachers across the district.
- I participated in discussions with Director of Exceptional Children Elizabeth Kimmel over the insurance of PPE for the MD teachers who are providing Face to Face instruction to students on their caseloads.
- I provided information concerning options for medical conditions such as ADA alternate job placement, FMLA, and leave of absence to various SHTA members.
- I continued an ongoing collaboration with Director of Exceptional Children Elizabeth Kimmel to meet the needs of various Exceptional Children staff members (School Psychologist, Occupational Therapist, Speech and Language Pathologist, Intervention Specialist, and Paraprofessionals concerning an early return to working in the buildings)

Occupational Health and Safety Chair (ad hoc), James Schmidt

- Dr. Morris has asked me to be an advocate for teachers as we begin to consider when and how we can safely return to in person instruction within our school buildings. We have eight very different buildings and I hope that the District level administration recognizes that each and every building needs to be in compliance with the recommended best practices for social distancing, mask wearing, hand sanitizing and washing, air filtration and recirculation, ventilation, and routine deep cleaning before any of the schools should be reopened for our faculty to return to work or our students to return to learn, regardless of the model the district chooses.
- I attended the American Federation of Teachers webinar titled “Teaching in the Time of COVID-19” on Saturday afternoon. (Thanks to Andrew Glasier for the link!) There were three separate panel discussions moderated by Randi Weingarten, president of the AFT. The second session about Health and Safety was my primary focus, but the entire session was very worthwhile. [You can view it through this link if you wish.](#)
 - The focus of the Safety session was on what schools need to do to have in person instruction safely. Dr. David Michaels and Dr. Jacqueline M. Moline were involved in this session.
 - Some of the aspects discussed were:
 - Mandatory mask wearing
 - Maintaining social distancing
 - Proper ventilation
 - Proper air handling re: HVAC filters
 - Availability of contact tracing and testing in the community
 - Transmission rates in the community
- I look forward to meeting with the Administration to discuss the process for a safe return to our buildings once the environment to do so is appropriate.

Salary/Tenure, John Morris

- Our contract expires December 31st, 2020.
- The SHTA Negotiations Team has met throughout the summer to strategize the upcoming negotiations.
- The team consists of John Morris (lead negotiator), Susannah Muskovitz (attorney), Darlene Garrison, Bill Scanlon, Mike Sears, Lisa Hardiman, David Klapholz, Wendy Lewis, and James Schmidt.
- The district has established its intention to begin full negotiations in October.
- The district will receive our SERB letter of intent to begin negotiations by October 1st.
- I will provide updates throughout the process.

Building Representative Reports

Boulevard, Angela Anderson

- Hello to everyone, no report at this time.

Fernway, Victoria Goldfarb

- This summer, I was a part of the anti-racist committee for Fernway
- A part of the School Re-opening Committee and we moved into our beautiful new building
- Our principal was extremely collaborative and flexible with the new move back into Fernway.

Lomond, Steve Smith

- Thanks to Principals George Clark and Tina McCauley for being very supportive and collaborative over the summer as we try to navigate things.

Mercer, Nicole Cicconetti

- Shout out to Principal Linsey Florence, he has been very communicative and very supportive during this transition back to the new school year.

Onaway, Paul Klausner

- Spent the summer, head of Health & Wellness Committee for COVID-19 for Re-opening Committee
- Things are going smoothly and thank you Principal Eric Foreman he has been great with support.

Woodbury, Angela Goodrum

- Working collaboratively with Tiffany Joseph. She is very open to conversation. She is friendly and open to suggestions that are brought to her.
- No report

Middle School, John Koppitch

- Conflict with Reading/World Language student numbers
- Contract for new math teacher not receiving a full contract
- Google Meet issues/Zoom, getting kicked out of meetings
- Cameras being on for students?
- Parent feedback indicates concerns that the online day is too long, complaints about the tardiness in receiving student schedules

High School, James Schmidt

- I continue to meet with Principal Eric Juli weekly, or at least as frequently as his schedule allows. We met several times over the first few weeks of school to work through many issues facing teachers as we began to navigate teaching through remote instruction. Unfortunately, I was unable to meet with him this past week, so there are several issues that are still up in the air:
- We need to resolve issues with our Grading Guideposts, but I am hopeful that we can reach a mutual resolution of these issues soon, as our Curriculum Night is coming up soon.

- We need to resolve the teacher work day for some part time teachers
 - Teachers who have “Crew” classes despite being only 80%
 - Conference times for these teachers
 - Some 80% teachers teach 5 periods. By my math, $\frac{5}{6}$ is 83.3%, not 80%.
- We await the arrival of newly purchased materials as well as the approval of site licenses for several popular remote learning tools, such as edPuzzle. Many teachers are using this tool in their classrooms with great success, but to continue to access and use it effectively, the full version must be purchased. I am hopeful that this will occur soon before more teachers purchase a license out of their own pockets. We believe that this should be a district expense.
- There was a building meeting held on 9/4/20 to provide members with up to date information.
- We have had issues with disruptions to our Google Meets in class time, but we believe that the issue has been or will be resolved due to the efforts of our IT department and Mr. Juli and his staff. We appreciate this quick action.
- Teachers who have gone into our building to pick up computers and other teaching tools from their classrooms have expressed concerns about encountering faculty and staff both not wearing masks or not wearing them properly on more than one occasion. If you are going to go into the building, you must wear a mask. In my opinion, you should keep it on at all times since we do not believe that the district is using the proper air filters for our buildings and that the air you are breathing is being recycled throughout the school without proper filtration. Masks are not only for your benefit - they are for the benefit of others, too.
- From Mr. Juli’s weekly email to faculty and staff: “I continue to receive very positive feedback from parents about your efforts in remote learning. You [*sic*] efforts have clearly framed how this year is different from our work in the spring and that’s exactly what we needed. Some of you are going to great lengths to reimagine teaching and learning in your classrooms. Our students recognize this, and I’m hearing about it from parents also.” We appreciate Mr. Juli’s kind words and hearing that the community is supportive and appreciative of the remote learning instruction we are providing.

Old Business - None

New Business – None

Good of the Order

- John Morris thanked the Executive Board for all of their hard work this summer. You went above and beyond, thank you.
- Next Rep. Council Meeting: Monday, October 12th Google Meet

Motion to adjourn the meeting made by James Schmidt and seconded by Jessica O’Brien,
Meeting adjourned at 6:05PM

Respectfully submitted,
Darlene Garrison, Secretary

WE NEED TRUE LEADERSHIP

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.

My Collaborative Planning Time (CPT) Team of Global Studies teachers is amazing. We all have different strengths and attributes but we all want to help the team succeed in bringing the best possible lessons to our students. Under the leadership of Kyle Fleming, we help each other with engaging students and other concerns. For example, last spring, when we moved to virtual school, our team quickly developed a shared responsibility model that allowed us to concentrate on short units that we would share with the team. At the end of the school year, we had discussed and plotted our first three units for this school year before we had left! It is a true collaborative and thoughtful way to work in this very difficult time. We support each other, help to scaffold lessons together, search for new ways of engaging the students, share terrible jokes with one another and listen to each other in this terrible time. Thank you Amanda, Brad, Joe, Kyle, Paul and Vic.

This is the model I hoped our administration would embrace as we move through these dramatic changes in our district, nation and the world. One that is collaborative, thoughtful, and supportive. I have seen glimpses of this model from Dr. David Glasner, Shaker Heights Superintendent, and his new team. More often, however, I have seen top down, corporate management, non-collaborative approaches that have been met with exasperation and ridicule from teachers and staff. This seems to be a turning point for the Shaker Heights City Schools. I hope we turn towards a true leadership and collaborative management style.

This summer, meetings with the SHTA Executive Board and the school reopening committee began as a case in collaboration. After reviewing the Reopening Committee's plan, the SHTA Executive Board asked difficult questions about procedural and safety protocols that the administration had not been able to answer and we pivoted toward remote learning.

With the beginning of the school year, my fear has returned that we are moving towards corporate management style. Dr. Glasner's announcement that we plan to return to in-person teaching was made without consultation with faculty and staff. It is a window into his leadership style: non-collaborative and top-down. What is even worse, is that many of the questions that were asked this summer have not been answered. In this case, the corporate management style of this administration will not only lead to poor policy decisions, but may also cost members of the community their health.

As other districts rush to reopen, many with modern facilities, newly purchased hospital grade HVAC systems, and classrooms with windows that open, they still find themselves with faculty, staff and students testing positive with COVID-19. It almost seems that our administration is trying to "keep up with the Joneses." Unlike school districts that put the health and safety of the community first, such as the Los Angeles Unified School District, which is testing all faculty, staff and students for COVID-19 prior to entry into the schools, our administration has no plan for any testing, has only started examining our HVAC systems in our schools, and has nowhere near the amount of personal protective equipment needed, let alone concrete plans for the inevitable COVID-19 cases that will happen.

True leaders, ones that teachers, staff and students want to follow to greatness, need to inspire. True leaders act with integrity and build trust. True leaders value the people they work with and inspire loyalty. True leaders

assist those to reach their full potential. True leaders listen to and collaborate with people. True leaders provide the tools for success to its people.

I want to be inspired by the administration of this school district. I want them to help me reach every child I teach. I want them to listen to my concerns and have answers to those questions. I want this administration to value me and not see me as a number or agitator. I want this administration to understand the complexity of the issues through careful collaboration with the people most affected, not just create window dressing committees whose voices are ignored.

AG

