

## IMPORTANT DATES

**Tuesday, January 26:**  
Board of Education Work  
Session

**Monday, February 1:** SHTA  
Executive Board @ Google  
MEET

**Monday, February 8:** SHTA  
Representative Council @  
Google MEET

# SHTA *news*

January 19, 2021

ISSUE NO. 4

## Message from the President

If you have seen, or taught, the film *Gallipoli* (1981) by Peter Weir or, more recently, Sam Mendes' *1917* (2020), you will recognize the harrowing and tragic journey of soldiers tasked with warning their comrades before they march into ambush or disaster. In *Gallipoli*, we watch Frank, played by an incredibly young and yet unknown Mel Gibson, run through the trenches to keep his friend Archie from heading up the trench ladder and into oncoming machine gunfire, after having been assured that the enemy has been defeated. It's a scene that is profoundly devastating and stays with you long after the film is over. It's also a scene that keeps reverberating in my mind.

Not to seem overly dramatic, but we seem to be poised at the top of the same trench that Archie is in *Gallipoli*. We have been assured that COVID has been defeated by a soon-to-be-available vaccine and that the environment is as safe as possible. Yet with continually increasing numbers, a new more rapidly spreading strain, and the lack of cogent state and national policies on the virus, it feels like we may be heading into a disaster. I feel paralyzed like Frank, knowing that the journey to the front is long and that leadership may be unwilling to listen to the warnings that it is not yet safe to climb over this hill.

Like the officers in these films, I too am impatient for a solution and a commitment to moving forward. But I must count the potential cost, as our administration and Board should. Are we sacrificing a reliable and safe method of educating our children because we are impatient for a return to normalcy? Are we emphasizing mental health concerns over physical health concerns, including the risk of long-term disability and death? Are we seeking novelty to escape from the grind of at home teaching and learning? These are the questions we must honestly answer before we return our students to classes.

I don't say this from a position of advantage. I have a 12-year-old who can't sleep and a 18-year-old who doesn't want to wake up. Virtual learning is not ideal for either of them. I miss my students, my colleagues, and my classroom. I want to go to the Beachland Ballroom for a concert or have dinner in a nice restaurant. I want to let my kids go to their friends' house unencumbered by masks, hand sanitizer, and social distancing. We all know how this feels.

But when the whistle blows or the bell rings, and we are over that hill, will it be worth sick students, teachers, families, and a community in disarray? What will our buildings look like with skeleton crews of substitutes

covering classes for sick teachers? I am afraid that if we go back just to go back, we are heading into a disaster. And before anyone offers the critique that this is just anxiety talking, let me say that anxiety is an adaptive response to a real, as well as a perceived, threat. COVID is both.

So, what do we do? Like Frank, I feel like I am running through the trenches alerting everyone I can that we are not ready to head up that ladder just yet. We have been promised vaccines that have not yet been delivered. Why can't we wait until they have arrived? I have heard the response that "we can't wait for a vaccine" and "some people will likely get sick". To me, these are inadequate replies. Watch *Gallipoli* and *1917*. Each life in those films has value, as do our own very real lives. That's a profound takeaway from both stories.

My goal is that no one, zero/none, of our students and teachers become infected or sick in our buildings. Call me unrealistic or unreasonable, but that's my standard. I own it. I just wish our leadership would do the same. We are not ready to climb up this hill. Our priority should be health and safety. The end to this war is in sight. Why must we risk more casualties for a battle that we are so close to winning?

It's been a busy November and December. I met with the Negotiations Team and Staff at the K-4, 5-8, and 9-12 via Google Meet meetings for safety to answer questions about the contract extension. The contract was approved by 97% of the membership. I worked on a joint statement on the passage of the one-year agreement with Superintendent Dr. David Glasner. I spoke weekly with Dr. Glasner. I updated the SHTA and CCES Facebook pages. I spoke with HR Director Barb Maceyak about contract and member concerns. I attended both November and December Equity Implementation Meetings. I met with SHTA Equity, Diversity, and Inclusion Chair Dr. Angela Goodrum and Executive Director of Equity, Diversity and Inclusion Dr. JeffriAnne Wilder to discuss the ways SHTA and District equity efforts can intersect. I worked on a class action arbitration based on the district's interpretation of Sick Day, FMLA, and COVID. I spoke with SHTA Special Education Chairperson Tito Vazquez concerning member concerns. I spoke with Middle School Head Representative Erika Pfeiffer about building concerns. I worked with SHTA Secretary Darlene Garrison and Woodbury Head Representative Dr. Angela Goodrum on a member concern. I worked with SHTA Treasurer Bill Scanlon on an honorarium for non-salaried Executive Board members for their work over the summer. I sent a letter to staff before break with the help of Publications Editor Andrew Glasier and Past President Becky Thomas. I discussed Health and Safety Concerns with SHTA Occupational Health and Safety Chair James Schmidt. I worked with Personal Rights and Responsibilities Chairperson Mike Sears on FFCRA concerns. I discussed vaccine concerns with the SHTA Executive Board. I talked to Channel 5 News about the vaccine and the concerns about Governor Mike DeWine's announcement that COVID diagnosed students would not be sent home if masks were worn properly. I talked with SHTA attorney Susannah Muskovitz about FFCRA non-renewal. I spoke with Dr. Glasner about the district's intent and forthcoming MOU on extending FFCRA benefits. I spoke with Barb Maceyak concerning personnel concerns. I spoke with Susannah Muskovitz about legal concerns.

Regardless of what the administration decides to do during this pandemic, we will continue to represent the members of the Shaker Heights Teachers' Association to the absolute best of our abilities. That includes Building Representatives, Executive Board Members, Officers, and me. We are here for you, as colleagues and as an extended family of Union Sisters and Brothers. Do not hesitate to reach out to any of us. We are going to uphold our contract, make sure our health and safety is prioritized, and ensure that all laws relating to teaching and employment are upheld in the best interests of our membership. We are a Union and that's what we do. I am proud to be a part of the SHTA and I hope that you are as well. Please do not hesitate to email me or call.

***Respectfully submitted,  
John Morris***

# Reports from the Executive Board

## VICE PRESIDENT'S REPORT

Happy New Year to everyone! I hope that during winter break you were able to let some of the stresses of 2020, lessen a bit. Most of us are glad that 2020 is now behind us, and we're looking forward to a promising 2021. As I reflect back on the last year, it is so hard to believe that one year ago we had barely begun to hear about this virus that has taken hold of our world. To most of us, Corona was still just beer and masks were usually worn in densely populated, far away countries. It is amazing to me the changes that have taken place in one single year.

There are many other changes that occurred during the 525,600 minutes of 2020. Last year this time, George Floyd was still among those of us who are inhaling and exhaling. Breona Taylor was possibly finishing her shift at The University of Louisville Health as an ER technician. Rashard Brooks may have been planning to take his daughters roller skating, an activity they often enjoyed. Now, one year later, all three of these human beings, any of whom could have been my friend, my uncle, or my brother, along with scores of other Black Americans, are dead. These unarmed victims' deaths were a result of a knee on the neck or bullets in the back, inflicted by police officers. Did these individuals have the fury of the police converge on them at the moments of their passing because they were attempting, say, a coup? Were these officers protecting the lives of other Americans or felt their own lives in danger?? It has been crystal clear to many observers and participants that numerous police officers have a clear divide in the level of preparedness and response depending on the race of people with whom they are dealing.

We, as an association, are striving toward the goal of being an anti-racist organization. One tenet of being antiracist in thought and action, is to identify and rebuke racism, sexism, classism, and homophobia in all its forms. SHTA's new position of Equity, Diversity and Inclusion committee and the district's new department with the same name, are important and necessary steps toward this objective. 2021 brings much hope. Hope for a vaccine that inoculates this horrible virus, hope for the new president who begins to unify the citizens of this nation, and hope for our school community that continues on its path toward equity for all its students.

Despite the challenges and disappointments that this past year has brought us, The Friends of the Shaker Schools Foundation annual fundraiser, known as *A Night for the Red and White*, **must go on!!** Obviously, there will be some changes from the previous 28 years but it is equally as important and will be lots of fun. The online event will take place on Saturday March 6th and it is free to anyone and everyone.

Last year's event raised significant funding for equipment and resources for the District's I3 initiatives: Inquiry, Innovation, and Imagination. This year's event will support the newly-launched Educational Equity Fund to help develop and implement the district's goals of diversity, equity and inclusion.

Please consider donating to *A Night for the Red and White* silent auction, which will also look different but **must go on!** The bidding will begin one week before the event. Experiences offered by teachers are always popular with students, parents, and other attendees. Please consider offering your interests, talents, and passions to help support teachers and students. Given obvious limitations, be creative! More information is forthcoming.

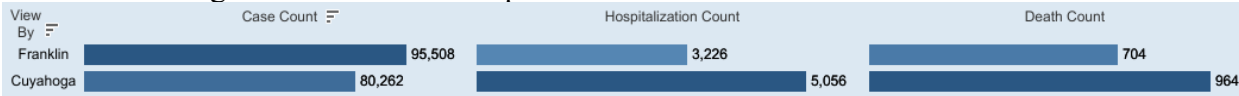
Last month, I attended virtual meetings at the five K-4 schools, Woodbury, Shaker Heights Middle School, and Shaker Heights High School to discuss and answer questions about the contract extension. I attended a District Teacher Advisory led by Superintendent, Dr. David Glasner. I also participated in a Black Teacher Task Force meeting led by Dr. Jeffrienne Wilder, Executive Director of Diversity, Equity, and Inclusion.

*Respectfully submitted,*  
*Lisa Hardiman*

## TREASURER'S REPORT

At this time, when we have a United States President who incited a mob to try to overthrow our government, and our National politics are in such a sorry state, I tend to pull back and focus more on my local situation. I'm usually thinking, "It's bad Nationally, but at least here in our community things are okay." And here is how our local situation looks:

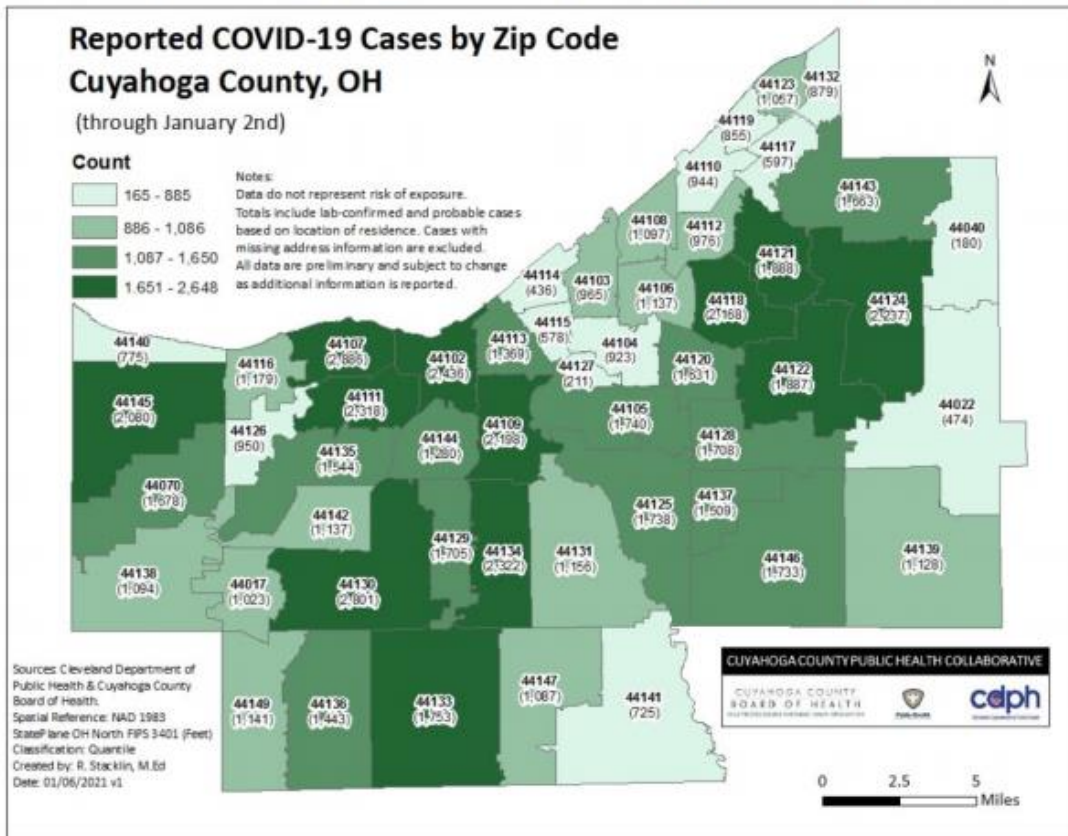
- This image is from the Ohio Department of Health's covid-19 dashboard:



Cuyahoga County has more COVID-19 deaths than any other county in the state.

- This image is from the Cuyahoga County Board of Health's COVID map by zip code:

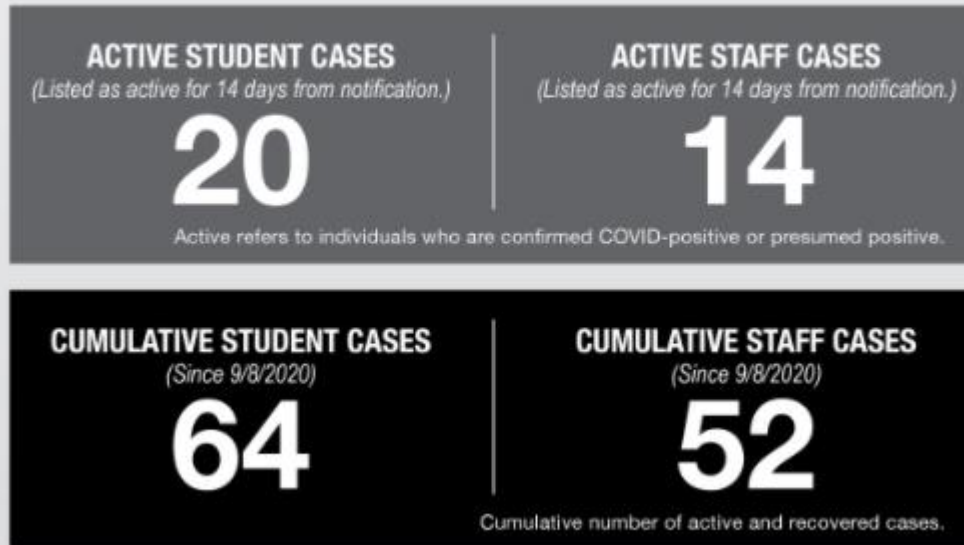
### Map of COVID-19 cases in Cuyahoga County (including City of Cleveland) by ZIP Code



Out of the 52 zip codes in our county there are 12 colored deep green on the map (highest number of COVID-19 cases). 44122 is one of the 12.

- This is our Shaker Heights Schools COVID-19 Dashboard:

# Shaker Heights Schools COVID-19 Dashboard



## Cases by School Building

	Active Student Cases	Active Staff Cases	Cumulative Student Cases	Cumulative Staff Cases
Boulevard	0	2	2	2
Fernway	0	2	2	4
Lomond	0	1	3	7
Mercer	0	0	1	2
Onaway	0	0	0	1
Woodbury	0	1	4	7
Middle School	1	3	9	6
High School	18	3	43	8
Non-School Bldgs	N/A	2	N/A	15

Currently (as of 1/14/21) we have 19 active student cases and 14 active staff cases.

None of this provides me with the solace I was looking for.

Dr. George C. Benjamin, Executive Director of the American Public Health Association released a media statement “We’re tired of COVID-19, but we need to stay vigilant.” Choosing this as the time to get teachers and students back together doesn’t seem ‘vigilant’ to me.

I have been talking with our accountants at Edward C. Hawkins & Co. about our tax filings. I filed our annual report with State Employment Relations Board (SERB). I communicated with the District Treasurer's Office to coordinate payments to Executive Board members for the summer work preparing for a safe return to school.

*Respectfully submitted,*  
*Bill Scanlon*

## Shaker Heights Teachers' Association

### Profit and Loss

July 1, 2020 - January 14, 2021

	Total
<b>Income</b>	
Income	0.00
Member Dues	105,567.00
<b>Total Income</b>	<b>\$105,567.00</b>
<b>Investments</b>	0.00
Change in Value in Edward Jones	207,236.04
Edward Jones-Fees & Charges	-3,812.26
<b>Total Investments</b>	<b>\$203,423.78</b>
<b>Other Types of Income</b>	0.00
Miscellaneous Revenue	15.24
<b>Total Other Types of Income</b>	<b>\$15.24</b>
<b>Total Income</b>	<b>\$309,006.02</b>
<b>Gross Profit</b>	<b>\$309,006.02</b>
<b>Expenses</b>	
Operations	0.00
Accounting	81.00
Compensation	12,807.81
Conferences & Meetings	289.95
Fellowships & Grants	854.00
Insurance	5,419.00
Legal	7,379.19
Negotiations	2,000.00
Officers' Expenses	51.82
Payroll Taxes	117.26
Public Relations	4,779.00
Publications	44.00
STRS (TPO Contribution)	965.75
<b>Total Operations</b>	<b>\$34,788.78</b>
<b>Total Expenses</b>	<b>\$34,788.78</b>
<b>Net Operating Income</b>	<b>\$274,217.24</b>
<b>Net Income</b>	<b>\$274,217.24</b>



# Shaker Heights Teachers' Association

## Balance Sheet

As of January 14, 2021

	<u>Total</u>
<b>ASSETS</b>	
<b>Current Assets</b>	
<b>Bank Accounts</b>	
Key Bank (checking)	155,307.98
Key Bank Aisha Trust	5,840.00
Key Bank Investments	0.00
Key Investments2	0.00
<b>Total Bank Accounts</b>	<b>\$161,147.98</b>
<b>Other Current Assets</b>	
Edward Jones 13760-1-1	587,147.25
Edward Jones 13768-1-3	903,250.33
<b>Total Other Current Assets</b>	<b>\$1,490,397.58</b>
<b>Total Current Assets</b>	<b>\$1,651,545.56</b>
<b>TOTAL ASSETS</b>	<b>\$1,651,545.56</b>
<b>LIABILITIES AND EQUITY</b>	
<b>Liabilities</b>	
<b>Total Liabilities</b>	
<b>Equity</b>	
Opening Balance Equity	53.69
Retained Earnings	1,377,274.63
Net Income	274,217.24
<b>Total Equity</b>	<b>\$1,651,545.56</b>
<b>TOTAL LIABILITIES AND EQUITY</b>	<b>\$1,651,545.56</b>

The SHTA PAC is on  .  @

[PAC of the Shaker Heights Teachers Association](#)

# ***EXECUTIVE BOARD REPORTS***

## **PROFESSIONAL RIGHTS AND RESPONSIBILITIES REPORT**

In recent weeks, I have helped members with questions about job sharing, FFCRA, ADA accommodations, maternity leave, FMLA, Caregiver Leave, Flexible Spending Accounts (FSA's), Cobra, and Worker's Compensation claims.

The school district extended the FFCRA program through March 31. If you need to miss work because of COVID-19 (symptoms, contact tracing, school closings, etc.), email Barbara Maceyak and Emily Rucker in Human Resources to request an FFCRA form. Review the form carefully because there are three types of leave related to FFCRA. Also, make sure you complete the second page of the form to indicate if you want to use partial sick leave to supplement your emergency paid leave, which allows you to earn your daily pay rate.

I attended the Tentative Agreement Q and A meetings on November 16 and 17, 2020.

On November 20, I toured the Middle School with infectious disease and public health experts from University Hospitals. They emphasized the importance of air purifiers, open doors, and open windows as best practices to stop the spread of covid-19. They also emphasized mask wearing and physical distancing. Finally, they advised that students eating lunch in classrooms should stay behind plexiglass until they are finished and can mask again. Prior to their visit, there were concerns about how cold the building was because of the open windows. According to these experts, cross-ventilation is most important. Classroom doors should stay open with hallway windows open slightly and classroom windows also open to promote more continuous air flow, even in winter months.

The COVID Relief Bill passed by Congress and signed by President Trump in late December 2020 allows money left unused in a dependent care Flexible Spending Account (FSA) to be carried over to 2021 and 2022 since many child-care centers and summer camps were closed after March 13, 2020 as employees worked from home. For more information on this recent development, read this article <https://www.cnbc.com/2020/12/24/covid-relief-bill-allows-bigger-rollovers-for-dependent-care-programs.html>.

*Respectfully submitted,  
Mike Sears, chairperson*

## **EVALUATION COMMITTEE**

Greetings, everyone! Happy New Year to you all and I hope and your families are safe and healthy as we head into 2021. I continue to work collaboratively with HR Director Barb Maceyak on evaluation issues and plans moving forward. We will be working with the Evaluation Committee to plan for implementation of OTES 2.0. As you may know, this transition will require a shift in how we use student data as part of the evaluation process. Considerable training and credentialing for evaluators across the district is also required. Here is a [link](#) to the ESC flyer regarding upcoming Bridge Trainings, as well as training for new evaluators. I will continue to update you as the details of this transition are determined.

Following are a few details regarding the evaluation process for this school year. Please be sure to communicate with your evaluator regarding how he/she can best support you during this challenging year. If



you need additional support for any part of the evaluation process, please reach out to your building representative or any member of the evaluation committee.

- Administration decided against the option to take the COVID exemption again this year, citing that they did not want another year without formal evaluations. I suggested the option for some teachers, such as those on Continuing contracts, to be permitted to take the exemption, but it was decided without the Evaluation Committee, that all teachers would continue with their current evaluation cycle. This decision was made by the administration, not by the Evaluation Committee.
- Single-Subject teacher evaluations should be completed in a manner mutually agreed upon by the teacher and evaluator on a "case by case basis".
- A high degree of flexibility and grace should be practiced for evaluations this year. This includes, but is not limited to, the following:
  1. Teachers and evaluators may agree to use recorded lessons in lieu of in-person observations.
  2. Not all areas of the rubric need to be rated. Final ratings may be based on what has been observed and discussed during conferencing.
  3. Evaluators should be working to provide support and resources to teachers as the main goal of evaluation this year.

Good luck to you all as you head into in-person and concurrent instruction. Concurrent teaching is an example of the extreme challenges teachers are facing this year, thus the need for caring support from evaluators.

*Respectfully submitted,  
Lena Paskewitz, chairperson*

## **SPECIAL EDUCATION COMMITTEE**

This past month I attended and participated in the SHTA Executive Board meeting. I interacted, communicated and collaboratively solved various concerns with the Director of Exceptional Children Elizabeth Kimmel in our monthly virtual meetings, including multiple phone conversations on a weekly basis. I provided support to various SHTA members concerning issues including but not limited to COVID-19, job placement, personnel issues and work options.

I communicated with SHTA President Dr. John Morris over various district wide Exceptional Children concerns. I have communicated with Director of Exceptional Elizabeth Kimmel on a possible disciplinary issue with SHTA members.

I participated in a meeting with administration concerning problem solving and ensuring the safe early return to In-Person Instruction, for MD students and Intervention Specialist at Mercer Elementary, Woodbury Elementary, Shaker Middle School and Shaker Heights High School.

I attended the Black Teachers Taskforce meeting.

I worked collaboratively with SHHS Assistant Principal, Ms. Jacquelyn Baker, on various issues to improve the functionality and support to the Exceptional Children department at SHHS.

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*"When the snow storm hit in late November and her home lost all power,  
Krystal retreated to her car to provide speech therapy to her students."*

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I would like to bring praise and attention to various educators who go above and beyond to support the Exceptional Students in our district. There are plenty to name, but I would like to point out Krystal Allen-Jackson. Krystal is an SLP at Boulevard and Lomond Elementary. When the snow storm hit in late November, her home lost all power, Krystal retreated to her car to provide speech therapy to her students. That showed a commitment to her students. Every newsletter for now on, I will try and point out an excellent job that one of the educators under the umbrella of Exceptional Children do to show appreciation for their professionalism and hard work.

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

## **PAST PRESIDENT'S REPORT**

Happy New Year! I hope your winter break was safe and restful. In December and January, I attended the Board of Education regular meetings (via Zoom). In January, I attended the Zoom meeting of the Finance and Audit Committee. At the January BOE meeting, there was a presentation on Long-Term Facilities Planning that included a discussion of re-engaging with the Ohio Facilities Construction Commission (OFCC), a state agency that provides guidance for capital construction and renovation projects. Working with OFCC may result in cost-sharing on approved capital projects. According to one slide in the presentation, if Shaker chose to partner with OFCC the state share of the project would be 34% and the local share would be 66%. Keep in mind, however, that there are many conditions to accessing the cost-sharing arrangement. For example, under OFCC construction guidelines, there are limitations on classroom size based on enrollment; there are restrictions on materials that may be used; OFCC funding cannot be used for items like a swimming pool, and more. Before deciding to proceed with the last capital improvement funding levy, the Board researched and considered involvement with OFCC. As part of the Long-Term Facilities Planning, they are considering re-engaging with OFCC.

*Respectfully submitted,*  
*Becky Thomas, chairperson*

## **SOCIAL COMMITTEE**

To say that COVID-19 has put a damper on our lifestyle is quite an understatement. We have all sacrificed so much for the health and safety of our ourselves and loved ones. While it is important to be with our colleagues, the pandemic has prevented us from opportunities to spend time together, enjoy each other (in person) and celebrate each other and our accomplishments. We are so hopeful that we will have a smooth roll out of the vaccine in the coming weeks.

With the uncertainty of what springtime will bring I will be exploring the possibility of both an in person, more traditional Annual District Recognition Reception as well as a virtual option.

*Respectfully submitted,*  
*Selena Boyer, Chairperson*

## **POLICY COMMITTEE**

Any teacher or support teacher in our district becomes a member of SHTA upon paying dues. This membership provides that member with a number of rights, as enumerated in **Article V, section B** of our constitution, which reads:

### *B. Regulations Governing Membership*

- 1. Each member shall have equal voting privileges in Association elections, general meetings and any Association meetings in the building in which that member is based.*
- 2. Any member may attend Representative Council meetings without voting privileges, and may join discussions with the permission of the Council.*

Contact your building representative or another officer in our Association if you have any questions or would like to be more involved.

*Respectfully submitted,  
Tim Kalan, Chairperson*

## **MEMBERSHIP/ELECTIONS COMMITTEE.**

Happy New Year! Membership Cards will be arriving to the head representatives of each building the week of January 18th.

Rosters will be attached. Please email me if changes are needed.

### **The 2020-2021 Representative Council Members are:**

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- **Erika Pfeiffer**, Linda Roth

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, chairperson*

## **LEGISLATIVE COMMITTEE**

Much of the legislative news in education involves the departure of Secretary of Education Betsy Devos and the arrival of Miguel Cardona at the US Department of Education. Dr. Cardona's most recent position has been the Commissioner of Education for Connecticut. He started his career teaching fourth grade; he has been a school principal, and he is fluent in Spanish. Dr. Cardona is seen as a genuine educator more than as a politician, and he is known more for compromise than any one educational philosophy. The New York Times reported on [Dr. Cardona](#) and how the [agenda](#) at the Department of Education is expected to change.

It's been 23 years since the Ohio Supreme Court ruled that the state's system of funding education was unconstitutional, and the Ohio House and Senate seem to be moving toward an improved system. As [Ohio Policy Matters](#), reports, the bills do a lot of things, including sending more money to schools in poor areas of the state, and not funding charter schools from funds that were raised for public schools.

*Respectfully Submitted,  
David Klapholz*

## **SHTA ST COMMITTEE**

I wrote all of the Reading Improvement Plans (RIMPS) for Fernway. All the remaining Skills Teachers were assigned to complete RIMPS for their buildings. RIMPS are required for all kindergarten, first, second, and third grade students whose test scores indicate that they are not on track to pass the Ohio State tests in third grade (AIR). We recently completed the second stage of the job which was to share the RIMPS with families in order to get parent signatures. This was a challenging and time-consuming assignment. It is a prime example of how Skills Teachers have stepped up to challenges when needed. We have moved into classroom positions, served as Remote Learning Partners, covered classrooms so that classroom teachers could attend meetings, filled in as substitutes, and proctored standardized tests. When possible, we have continued to provide targeted intervention to our most vulnerable students. However, Skills Teachers and IC Support Teachers, who work to re-create and personalize the educational experience for vulnerable high school students, are the only Support Teachers who have not yet been moved to the Teachers' pay scale. We need to remember all of this when we finally get to our negotiations.

*Respectfully submitted,  
Margaret "Peg" Rimedio, Chairperson*

## **SHTA PAC COMMITTEE**

Along with attending meetings, I continue to read articles about educational related issues and post them to Facebook to share them with you. If you are not a Facebook fan here are some highlights:

- [Miguel Cardona has been nominated for US Secretary of Education](#)
- [DeWine changes state's quarantine policies for students and staff](#)
- [Ohio teachers are in line for the vaccine](#)
- [The lawsuit over school vouchers in Ohio](#)
- [Aisha's Law falls short of passage...for now.](#)

School funding is a hot mess in Ohio. Email your senator to fix school funding here:

[Fix Schools Now](#)

HB 239 is currently in the Education Senate Committee. Please contact the senate to let them know how you feel about school testing here:

[Testing Reduction Act](#)

During these trying times, do not forget to take action and take care of yourself. Breathe deeply, smile and find happiness in each day. Peace.

*Respectfully Submitted,  
Cathy Grieshop*

## **OCCUPATIONAL HEALTH & SAFETY COMMITTEE**

I toured the High School with representatives of University Hospitals. They pointed out the strengths and weaknesses in our building regarding the protocols that have been put in place. I continue to advocate for our members as it pertains to our physical classrooms, the HVAC system upgrades, and windows in buildings. I received information that all rooms except for one at Woodbury have been repaired. If there are any ongoing issues in your classroom, please email me so that I can bring it to Jeff Grosse's attention.

I continue to meet with SHTA President Dr. Morris to provide information about the ongoing pandemic. I met with Channel 5 News to provide a teacher's perspective on the ongoing pandemic and the possibility of the vaccine being provided to our members.

I spoke with a member regarding the role of a long-term sub and what the consequences would be if a long-term sub, who is experiencing symptoms, tests positive. This pandemic is not getting better and our members should be vigilant in maintaining mask wearing, social distancing, and hand disinfecting.

*Respectfully Submitted,  
James Schmidt, Chairperson*

## **SICK DAY TRANSFER COMMITTEE**

With the approval of the extension of our contract, our Sick Day Transfer program has been revived for another year. It will continue through December of 2021, the length of the contract extension. I have already received a request from a member who has been approved for the program and I have begun the process.

*Respectfully Submitted,  
James Schmidt, Chairperson*



# MINUTES FOR THE REPRESENTATIVE COUNCIL MEETING

## January 11, 2021, Virtually for Safety

**SHTA President, John Morris** started the January 11, 2021 Rep. Council Meeting at 4:31PM. **Mr. Lindsay Florence, Principal of Mercer Elementary School** welcomed SHTA members to Mercer. Happy New Year! Welcome to a wonderful school and enjoy your meeting.

**MINUTES** from the November 09, 2020 Rep. Council Meeting were accepted. Motion to accept minutes made by Bill Scanlon & seconded by Bob Bognar.

### **Administration Report**

**Barb Maceyak** from the central office was present at the Rep. Council Meeting.

- FFCRA, Shaker is extending it. We will carry on as though it has never lapsed. Nothing has changed, childcare, COVID etc... Any questions, please call HR. It is still available if needed.

### **PTO Report**

**Stacey Hren**

- In the midst of a 2-day observance for MLK Day this year, virtually. Offering three opportunities:
  - A two-week learning guide, available remotely and a print version.
  - On MLK Day, a donation drop off from 10 to 12 at Shaker Middle School.
  - From 2-4:30 on MLK Day, live stream celebration for a cause. There will be a DJ and performances.
- All information is available on shakerpto.org.
- Communication is on Facebook, Twitter and Instagram.
- Tonight, we start recruiting for next school year.

### **Officer's Report**

**President, John Morris**

- Met with the Negotiations Team and Staff at the K-4, 5-8, and 9-12 via Google Meet meetings to answer questions about the contract extension.
- The contract was approved by 97% of the membership.
- Worked on a joint statement on the passage of the one-year agreement with Superintendent Dr. Glasner.
- Spoke weekly with Dr. Glasner.
- Updated the SHTA and CCES Facebook pages.
- Spoke with HR Director Barb Maceyak about contract and member concerns.
- Attended both November and December Equity Implementation Meetings.
- Met with SHTA Equity, Diversity, and Inclusion Chair Dr. Angela Goodrum and District Equity Director Dr. JeffriAnne Wilder to discuss the ways SHTA and District equity efforts can intersect.
- Worked on class action arbitration based on the district's interpretation of Sick Day, FMLA, and COVID.
- Spoke with Special Education Chair Tito Vazquez concerning member concerns.
- Spoke with Middle School Head Rep Erika Pfeiffer about building concerns.
- Worked with SHTA Secretary Darlene Garrison and Woodbury Head Representative Dr. Angela Goodrum on a member concern.
- Worked with Treasurer Bill Scanlon on an honorarium for non-salaried Executive Board members for their work over the summer.
- Sent a letter to staff before break with the help of Publications Editor Andrew Glasier and Past President Becky Thomas.
- Discussed Health and Safety Concerns with SHTA Occupational Health and Safety Chair James Schmidt



- Worked with Personal Rights and Responsibilities Chair Mike Sears on FFCRA concerns.
- Discussed vaccine concerns with Executive Board.
- Talked to Channel 5 News about vaccine and the concerns about DeWine's announcement that COVID diagnosed students would not be sent home if masks were worn properly.
- Talked with SHTA attorney Susannah Muskovitz about FFCRA non-renewal.
- Spoke with Dr. Glasner about the district's intent and forthcoming MOU on extending FFCRA benefits in the district through March 11<sup>th</sup>.
- Spoke with Barb Maceyak concerning personnel concerns.
- Spoke with Susannah Muskovitz about legal concerns.

***Interim Vice President, Lisa Hardiman***

- Attended various meetings at different schools to discuss the contract extension.
- Attended Teacher Advisory Meeting led by Dr. Glasner.
- Attended Black Teacher Task Force Meeting.
- Tomorrow, an appointment with Shaker Schools Foundation Executive Director Holly Coughlin to discuss the virtual *Night for the Red & White*.

***Secretary, Darlene Garrison***

- Please be sure to sign the attendance sheet attached to the meeting invite.
- Met with the Negotiations Team on Google Meet to answer questions about the contract extension.
- Worked with John Morris and Woodbury Head Representative Angela Goodrum on a member concern.
- If you have a longer report, please make sure that it is emailed to me.

***Treasurer, Bill Scanlon***

- Working on paying bills and making sure the honorarium payments got all squared away.
- Talked with our accounts to figure out some things for our financial statements from last year.
- Just sent financial reports to everyone.
  - Our investments have shot up in the last two months. We have over 1.6 million in investments.
  - Payments that went out, came out of the Officer Expenses - for individual honorariums.

**Executive Board Reports**

***Past President, Becky Thomas***

- Attended the December Board of Education Meeting.
- Will attend the Finance and Audit Committee Meeting on Thursday.
- Will attend the Board of Education Meeting tomorrow, January 12th.
- Worked with SHTA President John Morris and Publications Editor Andrew Glasier on a communication.

***Teacher Education, Lisa Hardiman***

- No Report

***Membership/Elections, Chante Thomas-Taylor(absent)***

- Membership Cards are ready and will be distributed to each building head representative.

***Policy, Tim Kalan***

- No Report

***Public Relations, Bob Bognar***

- Helped Membership Chair, Chante Thomas with Membership Cards.

### ***Legislative, Dave Klapholz***

- The United States Department of Education is getting a new leader, Miguel Cardona. Known as an educator first, politician second. Known for compromise and I will include links in the newsletter to learn more about him.

### ***Evaluation, Lena Paskewitz***

- In contact with H.R. Director Barb Maceyak, Director of Primary Education Erin Herbruck and Director of Secondary education Micki Krantz concerning evaluation.
  - Possibility of taking the COVID exemption this year and administration has decided to go on with evaluations.
  - Talked about single subject teachers and how they are evaluated. Take it on a case by case basis.
- Prepare for the implementation of OTES 2.0
  - Peer evaluators will need their credential for OTES 2.0 by completing the Bridge Training. Will look for trainings and will put in the newsletter.

### ***Equity, Diversity and Inclusion, Angela Goodrum***

- Met with John Morris and Executive Director of Equity, Diversity and Inclusion JeffriAnne Wilder, very productive and decided that we will work together to create a mission statement that overlaps between the teachers' union and school district. Both committees will work collaboratively so that we don't appear to be two separate entities. Antiracism will be a focus of our mission statement.

### ***Publications, Andrew Glasier***

- Sent out a lot of emails to membership.
- Email tonight, letter from John Morris.
- Updating Facebook and Twitter accounts.
- Ran the SHTA Holiday Outfit Contest.
  - Science Teacher Jason Walker from the High School is the winner. He will receive a \$25 gift card Van Aken Market District.

### ***Legal Aid, Cathy Grieshop***

- Legal aid, no report.
- Updated PAC Facebook page, provided links to articles.

### ***Social, Selena Brown***

- Attended Black Teacher Task Force Meeting.
- Preparing for the end of the year Recognition Reception - virtual or in person.

### ***Professional Rights and Responsibilities, Mike Sears***

- Report will be in the newsletter.

### ***SHTA ST, Peg Rimedio***

- Wrote all the Reading Improvement Plans for Fernway.
- Remaining Skills Teachers were required to complete them for their buildings.
- Just completed the second stage of the job, sharing them with families in order to get parent signatures.

### ***Special Education, Tito Vazquez***

- This past month I attended and participated in the SHTA Executive Board meeting.
- Interacted, communicated and collaboratively solved various concerns with the Director of Exceptional Children Elizabeth Kimmel in our monthly virtual meetings, including multiple phone conversations on a weekly basis.
- Provided support to various SHTA members concerning issues including but not limited to Covid-19, job placement, personnel issues and work options.
- Communicated with SHTA President Dr. John Morris over various district wide Exceptional Children concerns.
- Communicated with Director of Exceptional Elizabeth Kimmel on a possible disciplinary issue with SHTA members.
- Participated in a meeting with administration concerning problem solving and ensuring the safe early return to In-Person Instruction, for MD students and Intervention Specialist at Mercer Elementary, Woodbury Elementary, Shaker Middle School and Shaker Heights High School.
- Attended the Black Teachers Task Force meeting.
- Worked collaboratively with SHHS Assistant Principal Ms. Jacquelyn Baker on various issues to improve the functionality and support to the Exceptional Children department at SHHS.
- Would like to bring praise and attention to various educators who go above and beyond to support the Exceptional Students in our district. There are plenty to name, but I would like to point out Krystal Allen – Jackson. Krystal is an SLP at Boulevard and Lomond Elementary. When the snow storm hit in late November, her home lost all power, Krystal retreated to her car to provide speech therapy to her students. That showed a commitment to her students.
- Every newsletter for now on, I will try and point out an excellent job that one of the educators under the umbrella of Exceptional Children do to show appreciation for their professionalism and hard work.

### ***Sick Day Transfer, James Schmidt***

- With the approval of the extension of our contract, our Sick Day Transfer program has been revived for another year. It will continue through December of 2021, the length of the contract extension. I have already received a request from a member who has been approved for the program and I have begun the process.
  - Low on sick days and need help, please reach out to James.

### ***Occupational Health and Safety, James Schmidt***

- Toured the High School with representatives of University Hospitals. They pointed out the strengths and weaknesses in our building regarding the protocols that have been put in place.
- Continue to advocate for our members as it pertains to our physical classrooms, the HVAC system upgrades, and windows in buildings. I received information that all rooms except for one at Woodbury have been repaired. If there are any ongoing issues in your classroom, please email me so that I can bring it to Chief Operating Officer Jeff Grosse's attention.
- Continue to meet with Dr. Morris to provide information about the ongoing pandemic.
- Met with Channel 5 News to provide a teacher's perspective on the ongoing pandemic and the possibility of the vaccine being provided to our members.
- Spoke with a member regarding the role of a long-term sub and what the consequences would be if a long-term sub, who is experiencing symptoms, tests positive.
- This pandemic is not getting better. Our members should be vigilant in maintaining mask wearing, social distancing, and hand disinfecting.

## **Building Reports**

### ***Boulevard, Jennifer Goulden***

- General concern of teachers about us going back to school during the worsening pandemic. Teachers are excited about seeing their students but very stressed about returning to concurrent teaching.
- Grades 2-12 assembly, a lot of confusion about what will be happening. Confusion about the guided discussion and what it will look like. No time to prepare and discuss.

### ***Fernway, Victoria Goldfarb***

- No Report

### ***Lomond, Donita Al-Amin***

- Lots of members expressing their concerns and anxiety about returning to concurrent teaching.

### ***Mercer, Nicole Cicconetti***

- Concerns from teachers and staff about returning to concurrent teaching.

### ***Onaway, Paula Klausner***

- Worked with SHTA Occupational Health & Safety Committee Chairperson James Schmidt to help a member arrange for Sick Day Transfer Days.
- Members are anxious about returning to school and curious about the program tomorrow.

### ***Woodbury, Angela Goodrum***

- No Report

### ***Middle School, Erika Pfeiffer***

- Prior to break, we requested directly to principal Miata Hunter that administration reconsider the policy of teachers moving rooms every period (due to safety concerns, loss of instructional time, loss of focus with hybrid) and were told it would be “looked at.” Upon follow-up with AP, it appears that there has been no discussion. Teachers still feel strongly that moving rooms every period is detrimental on multiple levels, and that the cons outweigh the pros.
- Multiple teachers have expressed concerns about the tone of our most recent Community Meeting. The focus was on “systems,” but the information was given in a very scolding manner that is seen as unproductive.

### ***High School, James Schmidt***

- Members continue to express concern over the return to the classroom.
- Members are concerned about the execution of the EOC testing and the MAP testing that is being done in the final week of the semester.
- Members are worried about the lack of information and the inability to plan regarding the District wide presentation about the insurrection at the Capitol building on 1/12. Teachers know that good planning is required to properly execute any lesson and we are less than one day away from this activity. No one questions the importance of discussing this attempted coup d’etat and the behavior of the authorities who were complicit in this action. Our concern is that we do it correctly and treat it with the respect it deserves.

### ***Old Business***

- None

### ***New Business***

- Discussed letter that was sent out on the evening of January 11<sup>th</sup>

*Good of the Order*

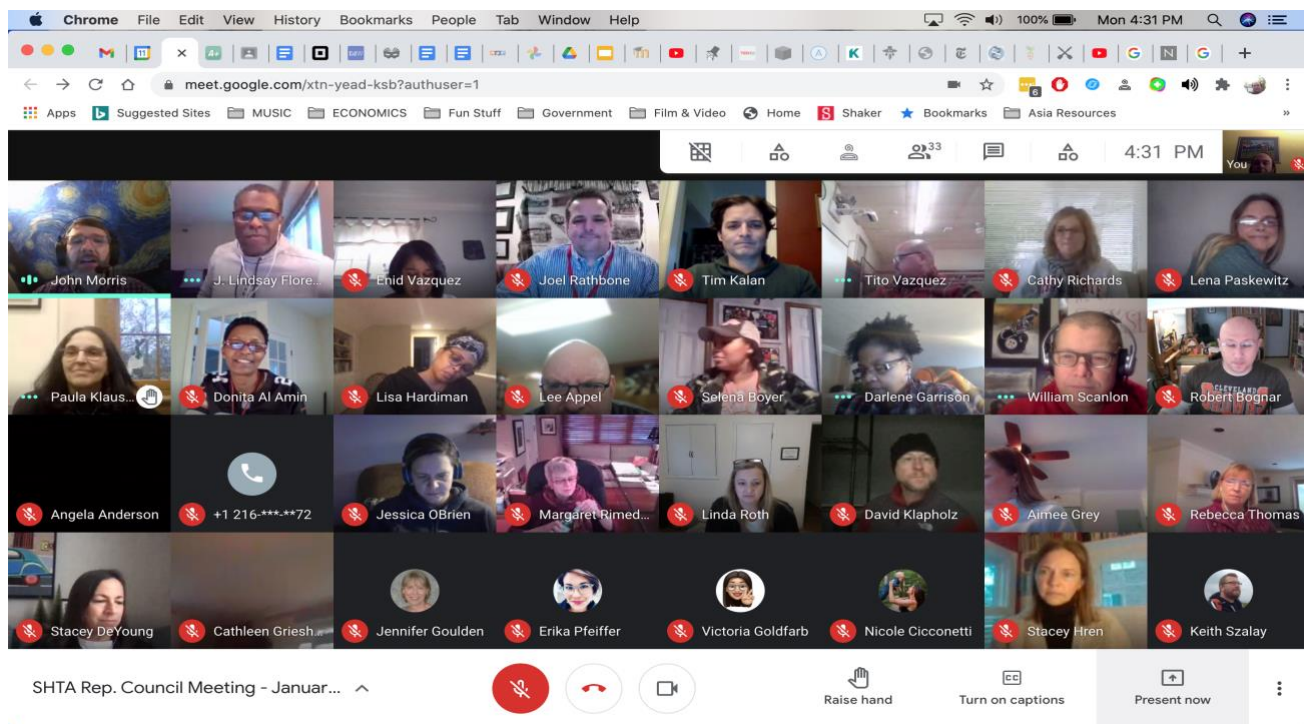
- None

**Next Rep. Council meeting is scheduled for Monday, February 8<sup>th</sup>, High School via Google Meet**

Motion to adjourn the meeting made by Bob Bognar and seconded by Aimee Grey.

Meeting was adjourned at 5:36PM

*Respectfully submitted,  
Darlene Garrison*



**January SHTA Representatives Council meeting done safely virtually**



## ***What is WRONG with our Superintendent?***

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

I just do not understand. I really don't. Why during the high-water mark of a global pandemic, with a new variant of the virus just reaching Ohio, and with the Cuyahoga County Board of Health extending their stay-at-home advisory, would Dr. David Glasner want everyone to return to school? All indicators show that this is a folly. Consider our old buildings, coupled with old HVAC units, look at our halfhearted reporting systems, and the massive spread of the virus in the community, yet we are still going back? Why?

Dr. Glasner has never truly articulated why our health and well-being should be compromised in order to return to school. He has not shown us any data or spoken about how returning to school, especially in a massively flawed hybrid system, will help our community. The videos he has released do not sway or deal with fear and anxiety in our community. His emails lack acknowledgement of how well we have done in remote learning. He fails to mention how our parents have thanked us and applauded our massive efforts to recreate school in this remote environment. Instead, at one Board of Education meeting he even spoke about how poorly remote teaching was going.

I fear this lack of leadership. True leaders inspire and engage. True leadership means being able to bring the group along with your thinking and ideology. True leadership means empathizing and working with the community in a way that invites others to participate in your vision.

In some ways, I do not blame Dr. Glasner. I blame those that mentored and educated him. I have found that many new administrators have been trained in data collection; in a corporate management style that deemphasizes creativity and vigorous involvement in decision-making education, qualities that the Shaker Heights City Schools were once known for. I saw this in the school district that I live in when the superintendent spent over \$25,000 to "rebrand" the schools, with a shiny new logo. I saw this in our district when upper administration made the decision NOT to take the COVID exemption for evaluations this year without conducting a meeting of the Teacher Evaluation Committee (a violation of the contract but that is another story). What I am trying to say is that Dr. Glasner and other administrators seem to be examples of the failure of administrative training, of the growth of corporate ideology in education, and lack of respect for teachers' and educators' voices.

What is the solution? Start with understanding that we are a divided community on our response to the pandemic. Some have done little to change their behaviors while others have strictly stayed at home. The hybrid model where only half of my students plan to return to the classroom and they come into school only one day a week seems ridiculous. I am still having to teach the majority of my students remotely while having four to six students in the class while bringing large groups of people into an indoor space for as many as eight hours. How is that creative leadership? How does that improve student engagement? How does that improve education?

The best leaders I have worked with listen. They listen and listen and listen and listen until they have had time to contemplate all parts of the issue. They have looked for creative ways to engage all groups involved. They have brought all the parties together (not literally in a pandemic) to bring them to consensus. They have allowed those in the community to develop creative ideas and supported them, often removing barriers.

We are a strong institution. My colleagues are strong teachers. We want strong leadership.

**AG**