

IMPORTANT DATES

SHTA Executive Board Meeting,
Fernway (Virtual) Monday, October 4

SHTA Representative Council
Meeting, Fernway (Virtual)
Monday, October 11, 2021 - 4:30 pm
to 5pm (abbreviated meeting –
Building Reports only)

SHTA PAC hosts School Board
Candidate Forum – Fernway (Virtual)
Monday, October 11, 2021 – 5pm-6pm

SHTA *news*

September 27, 2021

ISSUE NO. 1

Message from the President

This summer I had the opportunity to travel to the Upper Peninsula in Michigan. We stayed at a field station owned by my college alma mater in primitive cabins near a small lake spotted with white birch trees. The environment was unconnected from cell towers, Wi-Fi signals, and electricity. In a word, it was magical.

One of the many natural elements that stood out to me were the white birches that dotted the shore of the lake. The college professor I most directly associate with this place taught storytelling and regularly read the poem [“Birches” by Robert Frost](#) at this very location, and I could see why. The birches along the shore had all the signs of being swinging birches, both strong and flexible, but slightly bowed. Seeing them reminded me how these birches represent our lives as teachers right now.

Beginning our second year of pandemic teaching, as the US reaches a death toll higher than the [1919 Spanish-flu](#), if we are not strong and flexible like birches, we won't make it through these times. We have to focus on the young faces behind the masks that we teach. We have to focus on the students and not just the content. We knew that before the pandemic, but through our collective trauma, we should focus on this reality even more now.

I believe we will recover from this trauma and these times. We will be different, but we will be whole, just like the birch trees. And the marks that remain will show that we survived and supported the young people we teach, just like the marks on these beautiful trees.

The school year has been off to a busy start. I spoke regularly with Dr. David Glasner. I toured facilities with Vice President Darlene Garrison, Secretary Lisa Hardiman, Personal Rights and Responsibilities Chairperson Mike Sears, and Occupational Health and Safety Chairperson James Schmidt. I updated [SHTA Facebook Page](#) with Publications Editor Andrew Glasier. I update the [Cuyahoga County Educator Summit Facebook page](#). I hosted an Executive Board Meeting in August. I sent out a Beginning of Year Letter to members. I spoke regularly with Officers and Executive Board members about district concerns. I worked on a collaborative

message supporting the mask mandate with Dr. Glasner. I communicated with Human Resource Director Barb Maceyak about personnel matters. I communicated with building representatives across the district about heat issues in buildings. I met with all three School Board candidates. I spoke with SHTA lawyer Susannah Muskovitz about legal matters. I attended the two-day Facilities Planning workshop with District Leadership, students, and community members at Tri-C East's Corporate College. I accepted an invitation to join Master Planning Advisory Committee from Chief Administrative Officer Dr. Marla Robinson. I attended Cleveland Metropolitan School District's State of the Schools presentation at the Cleveland City Club.

I know that throughout the pandemic I have been constantly reminded about what incredible colleagues we have. I cannot imagine better educators for my own children and the children of our community. We are going to continue our diligence as the SHTA to advocate for the safest, healthiest, and most supportive learning environments for our students and colleagues. I am proud to continue my work as SHTA President with and for you. Please don't hesitate to reach out at morris_j@shaker.org or x6033 if I can be of help.

Respectfully submitted,
John Morris

VICE PRESIDENT'S REPORT

Welcome back to a new and very exciting school year! I certainly hope that you had a safe, healthy and relaxing summer vacation. Hopefully, you took some time to reflect and unwind before heading back to a year that appears to be already fast-paced.

Before the start of the school year, I met with the Executive Board to discuss the start of our academic year and to brainstorm ways to make the transition back to school smooth and easy. The Executive Board officers and chairpersons met with Central Office to discuss the district's plan for starting the year for on-site learning.

The New Teacher Orientation was a success again this year. It was a pleasure seeing fresh new faces begin their career with us in Shaker Heights. They all seemed so energetic and ready to make a difference in the lives of our young people.

Over the summer, I had an opportunity to tour the school buildings with members of our Executive Board and central administrators. This was my first-time touring and I enjoyed every moment. We had a chance to see improvements, repairs, newly renovated design labs at various schools and I-3 labs that will open in the fall for some schools. It was certainly an eye-opening experience to see how much work is done to our buildings over the summer to make them great for our staff and students. I applaud all involved in this process. A special thank you to our custodians, who make it all possible.

As Vice President, I will attend PTO meetings representing the SHTA. This school year, there are three meetings scheduled that will be listed on the district calendar. The PTO does so much for our schools and students, we ask that all teachers consider making a donation to the PTO. I am looking forward to working with co-presidents Michelle Jones & Randi Nathenson.

This year, I am a member of the Investments Committee. I will be working with treasurer, Bill Scanlon; Membership Chairperson, Chante Thomas and Sixth Grade Educator, Todd Keitlen.

If you have not attended Shaker's annual the *Night for the Red & White*, you have been missing the party of the year. I will be working with this committee representing SHTA. Planning parties, believe it or not, is one of my favorite hobbies. The kick-off meeting for the Red & White is scheduled for Monday, September 27th at the Shaker Historical Museum. Looking forward to being a part of this committee.

A friendly reminder to all SHTA Fellowship Grant recipients.... Your receipts for reimbursement are due by Thursday, September 30th. Make sure that you email me your information and receipts to garrison_d@shaker.org. It will take approximately 2-3 weeks from the time I receive your documents to receive your reimbursement check. Please don't miss out on this opportunity. The new Fellowship Grant application for the 2021 - 2022 school year will be shared with the membership on October 4th via Google Form.

Wishing you a safe and healthy school year. I am looking forward to working with you as Vice President of SHTA. This is such an honor and I am so proud to be an officer for the Shaker Heights Teachers' Association. If you have any questions or concerns, feel free to contact me at garrison_d@shaker.org or 216-295-4997.

***Respectfully submitted,
Darlene Garrison***

SECRETARY'S REPORT

Hello! My name is Lisa Hardiman and this year I will be serving the Shaker Heights Teachers' Association in the role of Secretary. I would like to welcome everyone back to a new school year. I hope that you found many ways to enjoy the summer and are refreshed and motivated to face all the challenges that the 2021-2022 school year is bringing. As an officer for SHTA and given that this year our contract extension expires, I will be a member of the Contract Negotiating team which starts meeting in October. I will be scheduling both Representative Council meetings and Executive Board meetings. I take notes and record reports for representatives, officers and executive board members which are a part of the monthly SHTA newsletter. I am also on the Superintendent's Teacher Advisory group which meets monthly with superintendent Dr. David Glasner and chief academic officer Dr. Marla Robinson. 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 always contact me at (216) 295-4867 or Hardiman.1@shaker.org.

*Respectively submitted,
Lisa Hardiman*

TREASURER'S REPORT

For those of you new to our Association, I have the honor of serving as the treasurer. I maintain our finances by creating a budget, paying bills, and monitoring our dues income. I oversee our investments as chairperson of the Investments Committee that meets with our Edward Jones financial planner twice a year. I meet individually 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 2020-21). If anyone has any questions about the Association's finances please give me a call at ext.6296.

Payroll deduction for dues (\$33 per pay), for those who choose that option of payment, 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 at Woodbury School.

The Investments Committee (Todd Keitlen, Darlene Garrison, Chante Thomas, 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.

This school year is my 26th year at Shaker, so you'd think I've seen a lot and not much will faze me. But boy, did the beginning of this school year throw me for a loop. It was the most chaotic start to a school year I've ever experienced. Teachers didn't have daytime schedules until the night before. There was a general lack of organization that left teachers feeling like they were winging it. It was unnecessarily anxiety producing and unprofessional. Of course, the students coming into the building were not aware of any of this chaos. And why is that? Because we teachers are professionals and will always act in the best interest of our students regardless of what is thrown at us.

*Respectfully submitted,
Bill Scanlon*

Shaker Heights Teachers' Association	
Balance Sheet	
As of June 30, 2021	
	Total
ASSETS	
Current Assets	
Bank Accounts	
Key Bank (checking)	126,582.07
Key Bank Aisha Trust	0.00
Key Bank Investments	0.69
Key Investments2	0.00
Total Bank Accounts	\$ 126,582.76
Other Current Assets	
A/R - Aisha Trust	-2,225.43
Edward Jones 13760-1-1	622,923.12
Edward Jones 13768-1-3	980,967.87
Total Other Current Assets	\$ 1,601,665.56
Total Current Assets	\$ 1,728,248.32
TOTAL ASSETS	\$ 1,728,248.32
LIABILITIES AND EQUITY	
Liabilities	
Total Liabilities	
Equity	
Opening Balance Equity	0.00
Retained Earnings	1,382,770.69
Net Income	345,477.63
Total Equity	\$ 1,728,248.32
TOTAL LIABILITIES AND EQUITY	\$ 1,728,248.32

Shaker Heights Teachers' Association Profit and Loss July 2020 - June 2021

	Total
Income	
Income	0.00
Member Dues	151,437.00
Total Income	\$ 151,437.00
Investments	0.00
Change in Value in Edward Jones	324,909.22
Edward Jones-Fees & Charges	-7,992.03
Total Investments	\$ 316,917.19
Other Types of Income Miscellaneous	0.00
Revenue	30.48
Total Other Types of Income	\$ 30.48
Total Income	\$ 468,384.67
Gross Profit	\$ 468,384.67
Expenses	
Operations	0.00
Accounting	8,005.50
Compensation	74,667.55
Conferences & Meetings	289.95
Executive Board	559.95
Fellowships & Grants	2,050.00
Insurance	5,944.00
Legal	9,762.94
Negotiations	2,300.00
Officers' Expenses	257.21
Payroll Taxes	1,281.84
Public Relations	6,614.50
Publications	549.00
STRS (TPO Contribution)	10,624.60
Total Operations	\$ 122,907.04
Total Expenses	\$ 122,907.04
Net Operating Income	\$ 345,477.63
Net Income	\$ 345,477.63

Shaker Heights Teachers' Association

Profit and Loss

July 1 - September 22, 2021

	Total
Income	
Income	0.00
Member Dues	165.00
	\$
Total Income	165.00
Investments	0.00
Change in Value in Edward Jones	29,531.55
Edward Jones-Fees & Charges	-1,456.06
	\$
Total Investments	28,075.49
Other Types of Income	0.00
Miscellaneous Revenue	45.24
	\$
Total Other Types of Income	45.24
	\$
Total Income	28,285.73
	\$
Gross Profit	28,285.73
Expenses	
Operations	0.00
Accounting	54.00
Compensation	1,613.43
Conferences & Meetings	245.77
Executive Board	158.00
Legal	2,200.00
Publications	44.00
	\$
Total Operations	4,315.20
	\$
Total Expenses	4,315.20
	\$
Net Operating Income	23,970.53
	\$
Net Income	23,970.53

Shaker Heights Teachers' Association

Balance Sheet

As of September 22, 2021

	Total
ASSETS	
Current Assets	
Bank Accounts	
Key Bank (checking)	122,477.11
Key Bank Aisha	0.00
Trust	0.00
Key Bank	0.00
Investments	0.00
Key Investments2	0.00
	122,477.11
Total Bank Accounts	122,477.11
Other Current Assets	
A/R - Aisha Trust	-2,225.41
Edward Jones	630,698.11
13760-1-1	0.00
Edward Jones 13768-	0.00
1-3	1,001,268.11
Total Other Current Assets	1,629,741.11
	1,752,218.11
Total Current Assets	1,752,218.11
TOTAL ASSETS	1,752,218.11
LIABILITIES AND EQUITY	
Liabilities	
Total Liabilities	
Equity	
Opening Balance	0.00
Equity	0.00
Retained Earnings	1,728,248.11

EXECUTIVE BOARD REPORTS

PROFESSIONAL RIGHTS AND RESPONSIBILITIES REPORT

Welcome to the 2021-22 School Year! I hope everyone had a nice summer and is adjusting to the new normal of masked teaching and learning with functional distancing.

My name is Mike Sears and I teach 8th grade American History at the Middle School. This is my 23rd year in the district and my 26th year in education. This is my 17th year of involvement with SHTA, and my 12th year as the chairperson for Professional Rights and Responsibilities. This position is often called the Grievance Chair, too. My extension at school is #4770 and e-mail (sears_m@shaker.org) is a great way 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 # 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.

During the past few years 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 in our contract. New fathers may use up to 10 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 Human Resources 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 Frontline. 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 5 sick days in a row, a building secretary will have to enter days 6 and up into Frontline. The Human Resources Department reserves the right to ask you for a doctor's note explaining your absence beyond one week. If you use 10 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:

- Worked on 2 grievances over the summer with an elementary and a high school member. Both grievances were resolved to the satisfaction of the members.
- Worked with HR on supplemental contracts for the 21-22 school year in July. I also recently met with HR about protocols and processes for supplemental contracts.
- Attended an SHTA Executive Board meeting at SHTA President Dr. John Morris' home in July. I spoke to new teachers after their luncheon at the Middle School in August. I attended a buildings tour with district leaders and SHTA Executive Board members before schools opened in August.
- Assisted members with questions about maternity leave, FMLA, interactive processes related to ADA (Americans with Disabilities Act), and leaves of absence.
- Met with new Middle School Principal Michelle Hughes to discuss the collective bargaining agreement.
- Met with Mrs. Hughes and SHTA building representatives to help resolve scheduling conflicts.
- Met with SHTA Middle School building representatives and Legal Aid chairperson Jeremy Bishko to discuss how to best represent members at the Middle School.

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*

EVALUATION COMMITTEE

Greeting colleagues and friends! 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 with Human Resources Director, Barb Maceyak. 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, the committee met to plan for OTES 2.0 implementation. All buildings have had staff meetings to review OTES 2.0, specifically regarding changes in the system from OTES 1.0. Some highlights of these changes include:

- The Ohio Evaluation System, OES, will now be used instead of eTPES. You can login to OES using your eTPES login. We will be using all of the new forms and procedures within the OES and OTES 2.0 system. **Please be sure to review the site and forms, as well as check your evaluation cycle and listed evaluator asap.**
- A revision of the [Performance Rubric](#) includes use of student data and other organizational changes. Please take time to review the new rubric prior to completing the Professional Growth Plan in OES. You might also consider using the self-assessment tool in the OES system. The tool is aligned with the new rubric and may offer insights.
- There is no longer any Student Growth Measure portion of your final rating. Use of data is embedded in the rubric. We all use various kinds of data daily to plan, revise lessons in the moment, reflect, and so on. How we do this will become a larger part of evaluative conversations and will partially inform final ratings. In the 2022-2023 school year, HQSD (High Quality Student Data) will be identified for all grades and courses and use of this specific data will be expected and rated. The committee will be working to make final decisions about HQSD in the coming months. Survey data collected from teachers pre-Covid has helped inform this work.
- Formal Evaluations will consist of a holistic observation, followed by a conference to identify individual focus area(s) and support needs. The walkthroughs and second observation will be opportunities for evaluators to see growth in focus areas, as well as observe other areas of the rubric. It is NOT necessary (or effectively possible, in my opinion) for all areas of the rubric to be observed during any one lesson.

Please complete your Annual Professional Growth Plan in the OES system by October 15th. This plan should be discussed and reviewed throughout the year with your evaluator.

We have a record number of participants in the Peer Evaluation Program this year! A big congratulations to all of you who weathered the OTES 2.0 course and passed the test to earn your credential. Unfortunately, our number of peer evaluation participants seems to have stumped the OES system, and input of partners is currently delayed. Barb Maceyak will input peer evaluators into OES as soon as possible. Thank you for your patience as this gets resolved and we will inform you when OES has been successfully updated. Until then, your building administrator will be listed as your evaluator.

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

SPECIAL EDUCATION COMMITTEE

This past month I attended and participated in the Summer SHTA Executive Board meeting. I attended the Black Teachers' Task Force "Welcome to Shaker" for the new Shaker Middle School and Mercer principals.

I interacted, communicated and collaboratively solved various concerns with the Director of Exceptional Children Elizabeth Kimmel and will begin 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 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 7-12 Exceptional Children supervisor Jennifer Currie on multiple concerns with SHTA members.

I represented a SHTA member at SHHS in a fact-finding meeting. I participated in a Fact-Finding meeting with SHHS administration and a SHTA member concerning job requirements for Exceptional Students. I communicate daily with SHHS Department Chair Jessica Wilkes concerning ongoing concerns at the high school. I represented a SHTA member in a pre-disciplinary meeting.

I participated on the committee for the high school nurse position. I participated on the committee for the district wide administrative intern positions. I participated on the student success and wellness committee. I worked collaboratively with SHHS Assistant Principals Ms. Jacquelyn Baker, Ms. Marinise Harris and Ms. Rebekah Sharpe on various issues to improve the functionality and support to the Exceptional Children department at SHHS. I discussed with the district school psychologists about concerns they have. I communicated with Exceptional Children department chairpersons from Woodbury Elementary, Shaker Middle School and Shaker Heights High School about a better system to express concerns to me so they can be addressed in my monthly meetings with Exceptional Children Director Elizabeth Kimmel. I will be reaching out to individuals in the elementary buildings to set up a communication point person.

I would like to bring praise and attention to every SHTA educator who is going above and beyond to support the Exceptional Children in our district. This year has started out very demanding from the start. I want to let ALL of the SHTA members in Exceptional Children that you are valued and appreciated. You are, in my opinion, the most dedicated educators in the district, often overlooked and at times unappreciated. Please keep the standard of excellence and commitment to your students that I know you provide daily.

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

PAST PRESIDENT'S REPORT

Welcome back to the 2021-2022 school year. I look forward to assisting the leaders and members of the SHTA this year. I am Rebecca Thomas, past president of the SHTA. After teaching in Shaker for 35 years, I retired in 2011. I have continued to serve the association at the direction of President John L. Morris. In the position of past president, I attend SHTA Executive Board and Representative Council meetings. I also attend evening meetings like the Board of Education and Finance and Audit Committee and participate on the district Insurance Committee. I assist as an editor of the Newsletter.

In July, I attended the meeting of the SHTA Executive Board. I attended the August and September meetings of the Board of Education and the September meetings of SHTA Executive Board and Representative Council.

At the September meeting of the Board of Education, the public comments focused on requests for more precautions regarding student safety and the Delta variant, particularly relating to conditions at lunchtime. There was also a lengthy presentation on a tax financing decision with the city of Shaker Heights and another update of the Forward Together initiative from the city, public library, and school district.

I appreciate the opportunity to continue to serve the Shaker Heights Teachers' Association.

*Respectfully submitted,
Becky Thomas, chairperson*

SOCIAL COMMITTEE

Welcome back to school! My name is Selena Boyer and I am pleased to be the Social Committee Chairperson for the Association again this year! This is my nineteenth-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 SHTA 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.

Our Back to School Happy Hour that was scheduled for August was cancelled due to rising Covid numbers in our community. Our first priority is the safety of our membership and the community we serve. I will be working on a special assignment for the next couple of months at the directive of President John Morris.

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*

POLICY COMMITTEE

My name is Timothy Kalan, and in addition to teaching art at Onaway Elementary School, I am the SHTA policy chairperson. The policy chair'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. I have recently been involved with issues involving district and building level concerns related to COVID and general schedule protocols, as well as the roll-out of the state's new evaluation tools. Any questions concerning our associations internal mechanisms can be directed towards me, as well as any concerning our evaluation system and the implementation of the [new-and-improved OTES 2.0](#), (or [ecological gardening!](#)).

*Respectfully submitted,
Tim Kalan, Chairperson*

MEMBERSHIP/ELECTIONS COMMITTEE.

Welcome back to the 2019-2020 school year! My name is Chante Thomas. This is my seventh year serving as your SHTA Membership /Elections Chair and I am beginning my 27th year of teaching at Woodbury School. If you need me I can be reached by email at thomas_c@shaker.org or my phone extension is #5601.

I am responsible for maintaining our membership directory and monitoring the collection of dues from payroll, or receiving a direct payment from the member. Members who select payroll deduction shall have ten (10) equal deductions starting with the first pay in October of the current school year. Members who choose to pay by check must do so in full, prior to October 1st of the current school year. Payroll deduction shall automatically continue from year to year unless the member notifies the Association and payroll office in writing, prior to October 1st of the current school year, that he or she wishes to stop payroll deductions.

Our membership form can be found on our website at <http://www.shtaweb.org/>. Completed forms should be scanned or mailed to my attention at Woodbury School.

Any certificated employee of the Shaker Heights City School District who is employed as a Teacher or a Support Teacher becomes a member upon payment of annual dues.

The 2021-2022 Elected Rep Council Members are:

Boulevard- Cathy Grieshop, Angela Anderson, alt

Onaway- Paula Klausner

Fernway- Victoria Goldfarb

Lomond- Jill DiPiero, Steve Smith, Veronica Malone

Mercer- Nicole Cicconetti

Woodbury-Stacey DeYoung, Aquita Shepherd, Lee Appel

Middle School- Jackie Abrams, Erika Pfeiffer, Matt Klodor,

High School – James Schmidt, Brian Berger, Jessica O’Brien, Tod Torrence, Aimee Grey, Enid Vazquez,

Kim Roberts, Joel Rathbone

IC- Linda Roth

SHTA ST – Margaret “Peg” Rimedio

Respectfully submitted,

Chante Thomas, chairperson

DIVERSITY, EQUITY & INCLUSION COMMITTEE

As the Diversity, Equity and Inclusion Coordinator for the Shaker Heights Teachers’ Association, it is my goal to support an inclusive environment that embraces, encourages and empowers the voices of our members. I completed my Ph.D. with a focus on African American males in sixth grade at Woodbury Elementary School in May, 2000. The focus groups underscored the covert racism that began for them as early as second grade. This research was the impetus for my desire to educate those who are unknowledgeable of the plight of people of color in our country and particularly in our school district.

This year, my focus will be to introduce eight books to our membership that lays the foundation for understanding the perspectives of people of color. This month I share *White Rage: The Unspoken Truth of the Racial Divide* by Carol Anderson. Each chapter opens up a plethora of information that is rarely discussed or

acknowledged. Understanding the why behind Black and Brown’s perspective of history opens the eyes to its direct relationship to the Black Lives Matter movement.

*Respectfully submitted,
Angela Goodrum*

LEGISLATIVE COMMITTEE

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.

This summer the Children’s Defense Fund reported that a committee in the Ohio House considered two bills (HB322 and HB327) that would limit how teachers can discuss racism and sexism in K-12 classrooms, and restrict professional development on these topics too.

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*

SHTA ST COMMITTEE

Hello Everyone. I am Peg Rimedio currently working in a new position as Literacy Specialist at Lomond. I have been representing the Support Teachers in the SHTA ST bargaining unit.

The position of Skills Support Teacher has been abolished in the PK-4 buildings. The former Skills Support Teachers have been transferred to the new position of Literacy Specialist or to Classroom Teacher positions, based on credentials. Most accepted their transferred positions or interviewed for posted positions and are being paid on the Teachers’ Scale. However, two former Skills Teachers did resign.

Presently only five Support Teachers remain on the ST scale. There are four at the High School and one at Woodbury. I don’t believe that it is reasonable to have this disparity. All certified Teachers in Shaker need to be compensated appropriately. Hopefully, this will change soon.

*Respectfully submitted,
Margaret “Peg” Rimedio, Chairperson*

SHTA PAC COMMITTEE

It is a pleasure to serve as SHTA Political Action Committee Chair again this year. My name is Cathy Grieshop. I am also a Shaker parent and council representative for Boulevard, where I teach 1st grade. My job as chairperson is to share information about current political campaigns or events that affect teachers, unions and students.

We have a school board election coming up this November and will elect three members to our School Board. The SHTA Political Action Committee is hosting a candidate forum to meet the three individuals running for the

Shaker Heights Board of Education. This event will take place October 11 at 5:00pm after our SHTA Representative Council meeting. All district Union members will be invited to join via zoom at 5:00pm. An invitation and form to gather your questions for the candidates will be sent out soon.

The three candidates are:

[Alison Bibb-Carson](#)

[Lora Cover](#)

[Heather Weingart](#)

I would like to thank Ayesha Bell Hardaway and Lisa Cremer for their time and dedication given to the Shaker schools, teachers and students. We appreciate all that you do!

As I continue to update the [SHTA PAC FaceBook](#) page with articles pertaining to education and unions, please share stories and ideas, which you feel pertinent to our cause, with me.

I wish you a productive and peaceful school year!

Respectfully Submitted,
Cathy Grieshop

PUBLIC RELATIONS COMMITTEE

As Public Relations chairperson, I would like to welcome back 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.

As always, we are committed to using American made and union printed items in our promotion. A new T-shirt order will be underway shortly; We have expanded our selection to meet the needs of our membership. As always, we must be committed to supporting each other and committed to safe and fair practices for ALL of our members.

Respectfully Submitted,
Bob Bognar

OCCUPATIONAL HEALTH & SAFETY COMMITTEE

Hello and welcome back SHTA members. My name is James Schmidt and I serve as the Occupational Health and Safety chair for SHTA. My role is to assist members with concerns in the building related to COVID-19 protocols and procedures, as well as to assist building representatives and members when they are having trouble getting traction with their concerns among their building administrators. Please email (Schmidt_j@shaker.org) me if you are not getting a positive, collaborative response from your building administrators.

Respectfully Submitted,
James Schmidt, Chairperson

SICK DAY TRANSFER COMMITTEE

Hello and welcome back SHTA members. My name is James Schmidt and I serve as the Sick Day Transfer Committee chair. We have extended the Sick Day Transfer Program through the end of this calendar year via our contract extension passed in Fall of 2020. I hope that we are able to include this important benefit to our members in our upcoming contract negotiations without issue. If you require information about the Sick Day Transfer program, please email me (Schmidt_j@shaker.org) and I will be happy to help.

*Respectfully Submitted,
James Schmidt, Chairperson*

LEGAL AID COMMITTEE

I am looking forward to serving you as the chairperson for the Legal Aid Committee. The Legal Aid Committee is here to help members in need of legal assistance. Having attended the Shaker Heights schools 1-12, I have taught grade 7 Sciences for the past 17 years at the Middle School. I can be reached at 295.4741 if you have any questions. Have a great school year!

*Respectfully submitted,
Jeremy Bishko*

LEGISLATIVE COMMITTEE

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.

This summer the Children's Defense Fund reported that a committee in the Ohio House considered two bills (HB322 and HB327) that would limit how teachers can discuss racism and sexism in K-12 classrooms, and restrict professional development on these topics too.

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*

SALARY TENURE COMMITTEE

We are moving towards an October 1st beginning of negotiations with the district. We will also begin Support Teacher negotiations at the same time. We have yet to decide if these negotiations will be separate between the two bargaining units or combined. Details to follow in the coming month.

*Respectfully Submitted,
John L. Morris*

MINUTES FOR THE REPRESENTATIVE COUNCIL MEETING

SHTA President, John Morris started the September 20, 2021 Rep. Council Meeting at 4:30PM. **The meeting took place via Google Meet.**

Ms. Tiffany Joseph, Principal of Woodbury Elementary School welcomed SHTA membership. She expressed appreciation for hearing about what is going on in other spaces. Said that it helps to hear and know how to support one another. Thanked everyone for allowing her to be a part of this moment.

MINUTES from the May 10th, 2021 Rep. Council meeting were moved by Robert Bognar and seconded by Lee Appel.

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
- Expressed appreciation for teachers being flexible and patient
- Said that teachers have a critical voice in the facilities process which aims to provide students with a modern education.
- Thanked everyone and wished them a great day

P.T.O. Report

- **Michelle Jones** and **Randi Nathenson** PTO Co-presidents of PTO Council
- Challenges with Covid and scheduling events that are safe with not a lot of people when indoors
- Have scheduled the Rainbow Run
- Continuing with PTO recruitment and fundraising

Officers' Reports

President, John Morris

- Talked regularly with Dr. David Glasner
- Toured facilities with Vice President Darlene Garrison, Secretary Lisa Hardiman, Personal Rights and Responsibilities Chair Mike Sears, and Occupational Health and Safety Chair James Schmidt.
- Updated SHTA Facebook Page with Publications Editor Andrew Glasier.
- Hosted an Executive Board Meeting in August.
- Sent out a Beginning of Year Letter to members.
- Spoke regularly with Officers and Executive Board members about district concerns.
- Worked on a collaborative message supporting the mask mandate with Dr. Glasner.
- Communicated with Human Resource Director Barb Maceyak about Personnel matters.
- Communicated with building reps across the district about heat issues in buildings.
- Met with all three School Board candidates.
- Attended the two-day Facilities Planning workshop with District Leadership, students, and community members at Tri-C East's Corporate College.
- Accepted an invitation to join the Master Planning Advisory Committee from CAO Dr. Marla Robinson.
- I will attend CMSD's State of the Schools presentation this coming Wednesday.

Vice President, Darlene Garrison

- Attended the summer Executive Board meeting at the home of John Morris.

- Attended leadership check-in meeting with members of central office and executive board to discuss the plan for the start of the school year.
- Attended the New Teacher Orientation meeting at the Middle School.
- I attended the pre-school building tours with the SHTA executive board and members of central office.
- Met with our previous Vice President Matt Zucca at Fernway to discuss and learn the role and responsibilities of the Vice President of SHTA.
- Completed the documents to reimburse members for their SHTA Fellowship Grant
- Worked on the 2021 - 2022 Fellowship Grant application. New application will be shared with membership on Monday, October 4th.
- Contacted PTO co-presidents to find out meeting dates and times.
 - Missed the first meeting last week, was not aware of meeting date and time
- Met with a SHTA member and administration to discuss a personnel issue.
- Meeting September 21st with a member and administration to discuss a personnel issue.
- Will attend the kick-off meeting for the Night for the Red & White on Monday, September 27th from 5-6:30PM
 - Meeting will be held at Shaker Historical Museum

Secretary, Lisa Hardiman

- Welcomed the membership back to a new school year. Please sign in on the attendance sheet attached to this meeting invite
- Along with other Black Teachers' Task Force Steering Committee members, organized and attended a Welcome Lunch for new principals Roneisha Campbell (Mercer) and Michelle Hughes (Middle School)
- Attended the New Teachers' Meeting at the Shaker Heights Middle School along with President John Morris, Vice President Darlene Garrison, Treasurer Bill Scanlon, Professional Rights and Responsibilities chair Mike Sears, and Teacher Education chair Wendy Lewis.
- Attended leadership check-in meeting at the administration building with central office administrators Superintendent Dr. David Glasner, Chief Academic Officer Dr. Marla Robinson, Chief Operating Officer Jeff Grosse, and the exec board members.
- Attended summer Executive Board Meeting at John Morris' house
- Participated in building walk-throughs with President John Morris, Vice President Darlene Garrison, Professional Rights and Responsibilities chair Mike Sears, Health and Safety chair James Schmidt, Superintendent David Glasner, Chief Operating Officer Jeff Grosse and Chief Academic Officer Marla Robinson
- Participated on the interview committee for a new Director of Equity and Inclusion
- Attended the first of the year Teacher Advisory committee meeting with Superintendent Dr. David Glasner, Chief Academic Officer Dr. Marla Robinson, and Assistant Director of communications Kristin Miller
- Communicated with members at Mercer, Jeff Grosse, Sean Brown, and James Schmidt regarding windows at Mercer that remain inoperable.
- Communicated with a member on numerous occasions regarding classroom issues

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 meeting at John Morris’ house this summer
- Attended the new teachers’ meeting
- Shared financial reports with membership
 - Balance Sheet Report
 - Profit Loss - expenses and what money is being spent

Building Representative Reports

Boulevard— Cathy Grieshop

- After the busses were very late on the first day of school, Principal Neal Robinson made sure there was a plan in place so that teachers and staff could leave at the end of the contract day. Teachers were offered pay for their extra time.
- It was really difficult and uncomfortable to work in the heat and with a mask on. Teachers are wondering why we are not able to bring in an air conditioner when we can have 3 or more fans drawing power to keep us cool.
- Some are concerned about eating in a small room without an open window. On a rainy day, we can have up to 10 people in this space. Principal Robinson is working on alternative places to eat and a schedule for the teachers so that we will eat in smaller groups of people.
- Updated the member list for Boulevard.
- Thank you to Neal Robinson for all of his hard work, open-communication and help in problem solving through issues which have come up.

Fernway— Tori Goldfarb

- Thanks to all of our building custodial and office staff for maintaining and assisting us in setting up our classrooms so we could begin the school year in clean, and organized spaces.
- I’d also like to thank our building administrator, Chris Hayward, for meeting with me on several occasions, and collaborating with myself and members to address concerns that have been raised since the beginning of the school year.
- I have met with Chris Hayward and several members regarding the lack of substitute teachers at Fernway, and at other schools in the district.
- This substitute shortage has led to difficulties in being able to cover classes, and has especially impacted single subject area specialists and paraprofessionals supporting students serviced by the special education department.
- In addition, there is a lack of substitutes available to support in Fernway’s Autism Unit, which has resulted in the building substitute filling in there, sometimes leaving shortages of paraprofessional support in other classrooms
- We have also discussed the consideration of rotating the specialists chosen to substitute in a given week if possible. I will be meeting with Chris, a member, and other administrators tomorrow to continue to address these concerns and collaboratively brainstorm solutions.
- Chris has addressed these concerns by working to hire two additional lunch supervisors and an additional building sub, but I would like to advocate that the district continue to

help supporting this hiring process so that students do not miss single subject area classes because specialists are subbing, and so that students receive the special education services they need by insuring that there is adequate paraprofessional coverage, both in general education classes as well as the Autism unit.

- Worked with VP of Membership Chante Thomas to update Fernway's membership as well as our email list to reflect the addition of new membership to the Fernway/Shaker staff.

Lomond-Jill DiPiero

- Welcome to new SHTA representative Veronica Malone and to the new SHTA members at Lomond.
- Thank you to Principal Clark for meeting with reps and working to address the beginning of the year logistical concerns.

Mercer-Nicole Cicconetti

- Big thank you to our new building administrator-- we are off to a fantastic start with Roneisha Campbell! She is communicative and supportive with faculty, students, and families. She is constantly present throughout the building and in classrooms.
- Communicated with principal multiple times and she has been helpful with answering questions/addressing concerns and she has reached out to upper administration, when necessary, to support our concerns
- Communicated with members via email to clarify common beginning of the year contract questions; as well as helped answer questions from some members regarding contract questions with positive resolutions as an outcome, no need to discuss further because situations were resolved
- Updated roster for Membership Chairperson Chante Thomas; welcome to new members/faculty at Mercer
- Bussing concerns: Yes, teachers can be paid via timesheet, it's the principle of the matter that kids, faculty, and staff are at Mercer past the end of the school/contract day, especially on hot days
- Concerns about sub shortage for classroom and special teachers

Onaway—Paula Klausner

- Students and teachers are thrilled to be back in at school in-person
- Met with a member on a medical leave issue
- Same as other buildings-bus and heat problems
- Teachers want to eat in private but there is no designated area
- Talks to principal at least once a day

Woodbury— Stacey DeYoung

- Thanked fellow Woodbury Reps as well other members for their support and help getting started as the Head Rep for Woodbury.

Middle School—Jaclyn Abrams

At the start of the school year, SMS reps have:

- Met multiple times with administration regarding start-of-year procedures, expectations, duties, and pupil contact time.
- Assisted member with no assigned work space and a problematic schedule

- Assisted member with excessive back-to-back classes
- Assisted traveling teacher with schedule concerns
- Addressed concerns over loud roof/gutter work and mowing during instruction

Ongoing/unresolved issues:

- Grading policy/lack of accountability and habit-building for high school
- COVID protocols, including masking, contact tracing, information-sharing; Principal Michelle Hughes had decided to put clipboards in each room so that all adults in a room on a given day would be recorded for contact tracing purposes. As of yet this has not happened. We were told this would happen this week.
- Lunch duty: Inconsistent attendance, lack of adequate security/admin presence
- Lack of SEL time now that WIN has had to be dropped.
- Severe sub shortage leading to pressure on teachers to give up lunch/planning time in order to cover; some classes have been left completely unsupervised due to lack of coverage. District needs to consider asynchronous days when there are too many teacher absences to cover.
- Expectation of putting early departures into Frontline. Minimum entry is 2 hours, and teachers are (understandably) unwilling to be docked 2 hours for a shorter absence.
- Health/safety: Mask defiance, lack of operational discipline plan besides “call home”, Be There Be Ready announced to students without any enforcement. Be There, Be Ready process unclear to staff, as well. Some staff have waited for security to administer BTBR slips and security does not arrive. Some staff administer BTBR slips themselves. Inconsistency across the building.
- Bus situation is still seriously out of hand in our fifth week of school. We have not started Raider Time yet because of PM shortages. First period classes are far behind and in an inequitable circumstance of receiving far less instructional time per week. Buses continue to arrive late, by as much as 15-20 minutes after the start of first period. This is unacceptable and MUST be remedied.

High School—James Schmidt

- Continue to meet weekly with Mr. Juli to work on building issues.
- Attended the Principal’s Faculty Advisory Committee meeting last week with other building members who provided feedback about solutions to problems in the building. This was a productive meeting and I hope that more SHTA members from the High School attend going forward.
- Helped resolve an issue with our schedule for the opening days of school that was originally in violation of the school.
- Worked with Mr. Juli to resolve an issue where members are still over the 320 minute pupil contact time daily. We are not happy that the district and building administrators continue to erode our conference time with students, but we were able to work out a solution whereby members will not be over the 320 minutes of pupil contact time.
- Still working on an issue with a member who splits time between the High School and the Middle School and is teaching for 316 minutes and does not have a 50 minute lunch on any odd day at the High School. This member has been incredibly patient while we wait for a final decision as to how this will be remedied. We have presented several potential resolutions. The district needs to make a decision on this matter tomorrow or else this will become a full fledged grievance. We have given the building administrators ample time to correct this error on their part when scheduling this teacher.
- The majority of our members at the High School do not like the current block schedule and there are significant differences between teachers’ pupil contact times depending on which periods the teachers have their prep period and lunch. We would like to have this inconsistent schedule resolved this year and have presented several alternatives that I hope they will consider for the remainder of this year.

Executive Board Reports

Publications—Andrew Glasier

- With Lena also presented Teacher Evaluation process to new teachers
- Attended executive board meeting at John Morris' house
- Updated Facebook and Twitter account
- Winner of our #shtarelaxingsummer contest is Cathy Grieshop!!!
- Posted about heat in the classroom, then took it down by request
- Need to update SHTAweb.org
- Editorial: Jeremy Bishko
- Editors: Becky Thomas, Chris Cotton, and Nicole Cicconetti?
- Executive Board please have blurb ready NEXT Wednesday (September 22nd) at midnight. Please add people's full names and titles. REMEMBER this is introduction BLURB: who you are and your job title
- I am hearing a lot of anger by members about lack/poor leadership. Asking for more aggressive action by Association
- Sent out emails to membership: informational

Evaluation - Lena Paskewitz

- All buildings should have an OTES 2.0 overview staff meeting by September 30. Committee members are assisting building admin.
- Please check your OES accounts for this year's cycle and to view documents. Please complete your Professional Growth Plan by October 15. All forms will be completed within the OES system. Sign-In is the same as eTPES.
- Peer Evaluators will be coded in OES as soon as possible. There has been a "glitch" at the system level that is being worked on. We will let you know when the system has been updated.
- Please read the Evaluation Report for more details about OTES

Membership and Elections-Chante Thomas

- Attended the summer Exec Board Meeting
- Working on updating the SHTA /SHTA-ST Member spreadsheets for 2021-2022.
- Sent emails to head reps providing last year's spreadsheets and asking for assistance with updating them
- Emailed our check/cash paying members reminding them that their dues payments are due by October 1st. Received dues from seven members at this time
- The first paycheck in October will reflect the first of 10 payroll deductions.
- Created a new spreadsheet for the 17 new members' personal emails and I shared it with Andrew Glasier
- Monitoring new hire notices from HR. I have reached out to reps when applicable reminding them that membership forms are available at shtaweb.org for potential new members

Policy-Tim Kalan

- Led and participated in in Teacher evaluation meeting on OTES 2.0
- Working with [Paula Klausner](#) on Covid issues

Public Relations-Bob Bognar

- Attended summer executive board meeting
- Ordering some new SHTA shirts-some ¾ length sleeves and some hoodies.
- Staying with American made shirts
- Frontline does not have correct contract time for Woodbury

Diversity, Equity and Inclusion-Angela Goodrum

- Glad to be here
- Goal this year is to introduce members to different books that will give a foundation to read other books.
- Goal is to educate not to alienate
- The starting point book is ***White Rage*** by Carol Anderson-gives a prolific history of beginning of Black Lives Matter movement

Special Education-Tito Vazquez

- Attended and participated in the Summer SHTA Executive Board meeting.
- Attended the Black Teacher Task Force Welcome to the new Shaker Middle School and Mercer principals.
- Interacted, communicated and collaboratively solved various concerns with the Director of Exceptional Children Elizabeth Kimmel and will begin 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 job placement, personnel issues and work options.
- Communicated with SHTA President Dr. John Morris over various district wide Exceptional Children concerns.
- Communicated with 7-12 Exceptional Children supervisor Jennifer Currie on multiple concerns with SHTA members.
- Represented a SHTA member at SHHS in a Fact-Finding meeting.
- Participated in a Fact-Finding meeting with SHHS administration and a SHTA member concerning job requirements for Exceptional Students.
- Participated on the committee for the high school nurse position.
- Participated on the committee for the district wide administrative intern position(s).
- Participated on the student success and wellness committee.
- Became CPI Tier 1 & 2 certified.
- Became OTES 2.0 certified.
- Communicate daily with SHHS Department Chair Jessica Wilkes concerning ongoing concerns at the high school.
- Represented a SHTA member in a pre-disciplinary meeting.
- Work collaboratively with SHHS Assistant Principal Ms. Jacquelyn Baker, Ms. Marinise Harris and Ms. Rebekah Sharpe on various issues to improve the functionality and support to the Exceptional Children department at SHHS.
- Work daily with Mr. Matt Simon and the entire I.C. Teaching Team (Linda Roth, Anne Hay, Anthony Bokarto and Brooke Hemans) to provide the students of the Innovative Center for Personalized Learning the opportunity for an excellent atmosphere and learning experience.
- Discussed with the district school psychologist about concerns they have.
- Communicated with Exceptional Children department chairs from Woodbury Elementary, Shaker Middle School and Shaker Heights High School a better system to express concerns to me so they can be addressed

in my monthly meetings with Exceptional Children Director Elizabeth Kimmel. I will be reaching out to individuals in the elementary buildings to set up communication point person.

- **I would like to bring praise and attention to every educator who is going above and beyond to support the Exceptional Children in our district. This year has started out very demanding from the start. I want to let ALL of the SHTA members in Exceptional Children that you are valued and appreciated. You are, in my opinion, the most dedicated educators in the district, often overlooked and at times feel unappreciated. Please keep the standard of excellence and commitment to your students that I know you provide daily.**

Legal Aid-Jeremy Bishko

- Attended executive board meeting at Dr, John Morris' house
- Met with principal Mrs. Michelle Hughes and SHTA building representatives to help resolve scheduling conflicts.
- Met with SHTA Middle School building representatives and Professional Rights and Responsibilities chairperson Mike Sears to discuss how to best represent members at the Middle School.
- Enjoys working with SHTA reps and exec board members in the

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.
- This summer the Children's Defense Fund reported that a committee in the Ohio House considered two bills (HB322 and HB327) that would limit how teachers can discuss racism and sexism in K-12 classrooms, and restrict professional development on these topics too.
- 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.

Past President-Becky Thomas

- Attended the summer meeting of the Executive Board
- Attended the September 13 Board of Education Meeting—public comment focused on parental concerns about student safety during lunch with preferences for outdoor lunch options
- Long presentation of a tax financing decision with the city of Shaker Heights; presentation on Forward Together—the cooperative initiative of the city, public library, and schools.
- Belated addition to the Sunshine Report of a Finance and Audit Committee meeting on September 21 which I do not plan to attend.

Social-Selena Boyer

- Attended Black Teachers' Task Force Welcome Lunch for new principals
- Fall Happy Hour was canceled to ensure safety
- There is something special coming soon for members

Professional Rights and Responsibilities-Mike Sears

- Involved with two grievances one at an elementary school and the other at the high school
- Working with HR with supplemental contracts

- Addressing FMLA questions
- Attended summer executive board meeting
- Went on building tours with exec board members and central office administration
- Met with representatives at the Shaker Heights Middle School

Support Teachers-Peg Rimedio

- The position of Skills Support Teacher has been abolished in the PK-4 buildings. The former Skills Support Teachers have been transferred to the new position of Literacy Specialist or to Classroom Teacher positions, based on credentials. Most accepted their transferred positions or interviewed for posted positions and are being paid on the Teachers' Scale. However, two former Skills Teachers did resign.
- Presently only five Support Teachers remain on the ST scale. There are four at the High School and one at Woodbury. I don't believe that it is reasonable to have this disparity. All certified Teachers in Shaker need to be compensated appropriately. Hopefully, this will change soon.

Occupational Health and Safety-James Schmidt

- Attended the Executive Board summer meeting at Dr. John Morris' home.
- Attended a meeting with Dr. Morris, Ms. Lisa Hardiman, Ms. Darlene Garrison, and Mr. Mike Sears and District Leadership
- Toured the schools prior to the opening of the school year with other members of the SHTA Executive Board.
- Worked with Chief Operating Officer Mr. Jeff Grosse and Director of Buildings & Grounds Mr. David Boyer on some building issues throughout the district
- Have answered members questions regarding the district's COVID protocols to the extent that I am aware of them

Sick Day Transfer-James Schmidt

- Answered requests for information about the Sick Day Transfer process from several members.

PAC (at-large)-Cathy Grieshop

- Organizing a candidate forum for the three school board candidates
- Continuing to pose on SHTA Facebook page

Salary Tenure-John Morris

- We are moving towards an October 1st beginning of negotiations with the district. We will also begin Support Teacher negotiations at the same time. We have yet to decide if these negotiations will be separate between the two bargaining units or combined. Details to follow in the coming month.

Old Business – None

New Business

- **James Schmidt made a motion for \$500 to be given to Shaker Youth Hockey from SHTA. Motion passed. SHTA Logos will be put up at Thornton Park.**

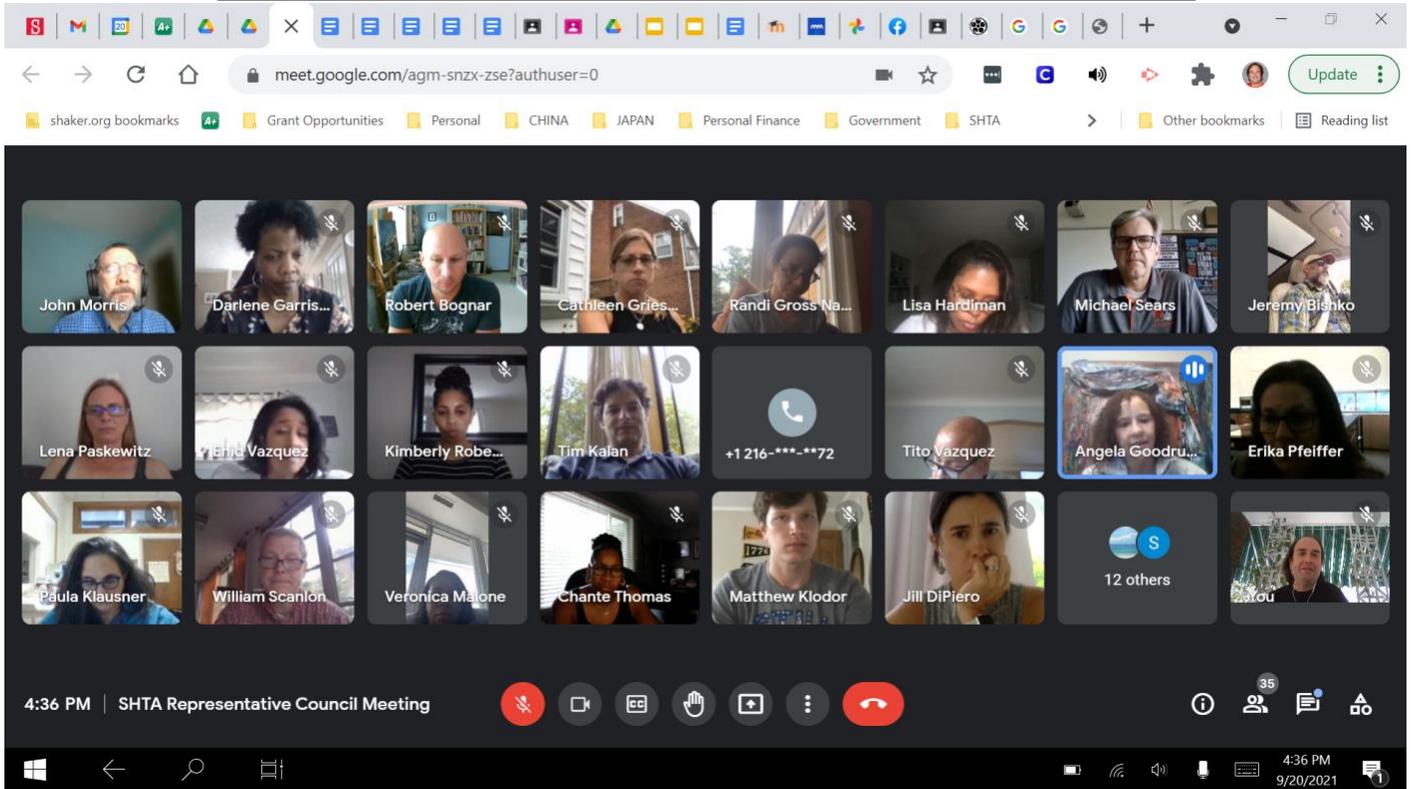
Good of the Order-None

Motion to adjourn the meeting made.

Meeting adjourned at 6:18PM

***Respectfully submitted,
Lisa Hardiman***

September SHTA Representatives Council meeting done safely virtually



The State of our Technology

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.

Over the course of the seventeen years I have worked in Shaker Heights City Schools, I have seen the state of our technology slowly decline. I cannot remember the last time anyone asked teachers, "What technology will help you increase the success and achievement of our students?" One would think that in a district with the resources Shaker has, teachers would have more agency over what technology is available to them. I understand the need for security and facilitating support, but it seems that we have decided to let those two things (or the appearance of them) drive all technology decisions. We have seemingly placed giving teachers the tools **they** need on the back burner.

During the first few days of school, I was helping a teacher with the audio in their room and the box that holds the audio/video inputs was falling off the wall. Once we got that working, we realized that the volume from the projector wasn't loud enough to overcome the sound of the fans necessary to keep the hot air evenly distributed in the classroom. Unfortunately, at the Middle School, this is the rule rather than the exception. Like much of the building, the technology is breaking down around us and negatively impacting the learning of our students. I have visited a number of districts similar to Shaker and I am amazed at their technology infrastructure, the tools available to the teachers, and the role teachers play in selecting technology. Why wouldn't you ask the people in the trenches what tools they need to be successful?

This is not only seen in the tools available to teachers but in the resources available to students. At the Middle School, there are very few extra Chromebook chargers available (and if you can get some, many rooms don't have an adequate number of outlets) and very few loaner Chromebooks. When we are trying to balance COVID safety and a rigorous, collaborative curriculum, having multiple students without a working computer puts a damper on things. Our students are 12, 13 and 14 years old - their brains are literally wired to forget things. It is our duty as an educational institution to support them and this means both helping them increase their accountability/responsibility but also having tools available so they can participate in class.

The people that I work with are more than just experts in their content areas - they are masters of their craft. We have had teachers who knew their content extraordinarily well, but just didn't get "teaching". I look at the district IT department in a similar way. I am sure they are very knowledgeable about IT, but unfortunately, it doesn't seem like they have a grasp on how that technology interfaces with the craft of education. We recently requested that they opt-in to a new Google Form feature that enables an autosave function. This would allow students who are filling out a Google Form, which we often use for assessments, to save their progress and continue working on it at a later time. The official response was "this is an opt-in beta that requires filling out a form, etc... At this time, the IT department does not have any interest in being part of a beta test regarding something that could negatively affect an (sic) slew of users." Teachers literally "beta test" stuff all the time. Some things work, some things don't. I understand that they don't want to do something that could potentially negatively impact staff, but how about reaching out and seeing how staff feels about it? What are the actual risks? And if it doesn't work, turn it off. But at least include us in the decisions. As educators, we are always weighing the costs and benefits of everything all day long. We would love to be a part of the technology decisions since they have the greatest impact on us.

A number of times we have requested certain software and services and have been told that "it has overlap with services we already have". Unfortunately, the services we requested are far more comprehensive (and cheaper) than what we already have. And what we already have we had no say in. Again, the decisions that impact us the

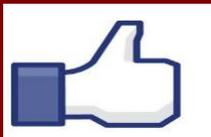
most are made in isolation and without serious input from the teachers. You would think that since we interface with the students most often, we would play a larger collaborative role in the decisions that affect them.

After speaking with an Intervention Specialist at the middle school, I was told that a very well used tool, the Read Write Think app, was removed from all Chromebooks. This app allowed all students, not just students with disabilities, to access grade level text with the ability to have it read to them at a speed that students could comprehend. This tool allowed them to listen to text and also assisted them in writing a response that students with executive functioning and other difficulties could use. Intervention specialists have listed this tool as an accommodation (text to speech and speech to text) in Individualized Education Programs to give students grade level curriculum opportunities and equity within the classroom and with their peers. The teachers who do not have access to an Intervention Specialist in their classrooms also utilized this tool, especially with the deleveling of classes. This app allows all students to be given resources to be successful within the classroom. It would have been courteous and collaborative if the special education department and other departments at the Middle School were polled on the usage of this Chromebook extension, especially before removing it without making teachers aware of its removal.

Last year, on the last day of school, the majority of teachers at the Middle School had to change rooms and all teams were changed - all without teacher input and all without any reason given (and seemingly the team changes were completely random with no thought given). That really is the epitome of an outdated (and unproductive) way of administrating. One can always exert power and control to make people do things, but you get far more for your effort if you collaborate with people. I don't understand, in a district with the depth of talent that we have, how this escapes some of those in administration.

For too many years, we have had very little input--we have not been looked at as collaborators. It is time that egos are put aside and our voices are heard: we can all come together to help our students succeed. It seems that whenever an editorial that is critical of the district is written, it is taken personally and not for what it is--an opportunity to grow and improve the services we are providing to our students. So now teachers dream small, hoping someone can finally make a missing assignment worth 45% instead of 0% as the default in ProgressBook.

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The SHTA PAC is on  .  @

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