

IMPORTANT DATES

Finance & Audit Committee Meeting
Tuesday, November 16, 2021

Professional Day: No Classes PreK-12
Monday, November 22, 2021

Professional Day: No Classes PreK-12
Tuesday, November 23, 2021

Thanksgiving Recess: No Classes PreK-12
Wednesday, November 24, 2021

Thanksgiving Day
Thursday, November 25, 2021

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SHTA *news*

November 15, 2021

ISSUE #3

Message from the President

The defining feature of union membership is our focus on supporting one another, in good times and bad. We support one another during our careers, and after, if we can. We also watch out for our families in times of crisis.

With the recent passage of Aisha's Law by the Ohio House of Representatives, we are reminded that we have the opportunity, once again, to support one of our own and her family. I commend those members who have reached out to their state lawmakers, written letters, and made phone calls to help. Now that Aisha's Law has received House Approval, it is up the Ohio Senate to vote it into law. We will continue to update members via email and social media when opportunities to voice more support for this essential legislation arise.

Similarly, we have another opportunity to support Aisha's daughters through the SHTA Aisha Fund. It has been three years since we tragically lost Aisha. Her children, one of whom has considerable medical needs, still deserve our help. SHTA Treasurer Bill Scanlon has updated the fund to accept payments from PayPal @SHTAPayments or Venmo @Scanlon-SHTA. If you are considering a donation for the holiday season, I strongly recommend that you support this fund to provide resources for the children of our beloved colleague and SHTA Representative, Aisha Frasier.

It's been quite a month. I spoke with Superintendent Dr. David Glasner weekly. I communicated with Director of Human Resources Barb Maceyak regularly. I updated the SHTA and CCES Facebook Page with Publications Editor Andrew Glasier. I met with the Legal Aid Committee twice concerning pending issues. I worked on a grievance with a member. I communicated on security concerns at the High School with Head Representative James Schmidt and IC Head Representative Linda Roth. I conferred with Special Education Chairperson Tito Vazquez on member concerns. I worked with SHTA Lawyer Susannah Muskovitz on Legal Issues. I spoke with Past President Becky Thomas on negotiation issues. I communicated on legal concerns with Legal Aid Chairperson Jeremy Bishko. I communicated with Onaway Head Representative Paula Klausner, Boulevard Head Representative Cathy Grieshop, and Woodbury Head Representative Stacey DeYoung about the power outage. I communicated with Chief Financial Officer Jeff Grosse on the power outage. I communicated with Middle School Head Representative Jackie Abrams on building concerns. I worked on a grievance with Support Teachers. I communicated with a member about FMLA. I assisted a member with a licensure issue. I

represented a member with a building concern. I corresponded with the Cuyahoga County Educator Summit. I attended the Forward Together Advisory Committee. I worked on a Joint Statement on recommending vaccinations with Dr. Glasner and Communications Director Scott Stephens.

This will be the final SHTA newsletter for 2021. We do not meet as an Executive Board or Representative Council in December, unless there is an emergency. That does not mean that we will not be helping our members all month long and continuing to collect data on how our buildings are doing. Please do not hesitate to reach out to your building representatives and leadership at any time. I hope when we reconvene in January, you are feeling refreshed and re-energized after Winter Break. I would like to wish you all a safe and Happy Holiday Season and a Happy New Year!

*Respectfully submitted,
John Morris*

IMPORTANT DATES (continued)

Thanksgiving Recess: No Classes PreK-12
Friday, November 26, 2021

Hanukkah begins at sunset
Sunday, November 28, 2021

Hanukkah ends
Monday, December 6, 2021

SHTA Executive Board Meeting – No meeting
scheduled for December.

SHTA Representative Council Meeting – No
meeting scheduled for December.

Board of Education Regular Meeting
Tuesday, December 14, 2021

Winter Recess
Monday, December 20th – Sunday, January
2nd, 2022

Classes Resume (PreK-12)
Monday, January 3, 2022

SHTA Executive Board Meeting -- Virtual
Monday, January 3, 2022

SHTA Representative Council Meeting –
Mercer, Virtual
Monday, January 10, 2022



OFFICERS' REPORTS

VICE PRESIDENT'S REPORT

Congratulations to all of the recipients of the 2021 - 2022 SHTA Fellowship Grant. Each of the winners will receive \$100 to use for their personal professional development. The grants may be used towards any of the following activities:

- Professional Workshops
- Seminars
- Professional Conferences
- College Course work
- Membership fees for professional associations (Does not include SHTA)

Fellowship Grants may not be used for classroom materials, supplies or special projects.

SHTA Teacher Fellowship Grant Recipients 2021 - 2022

High School	Middle School	Woodbury	Boulevard
1.Brian Berger 2.Adam Cohen 3.Sarah Davis 4.Amanda Ersek 5.Taylor Evert 6.Suzanne Genillier 7.Renee Manuel 8.Caroline Markel 9.Laura Robbins 10.Ellen Roberts 11.William Scanlon 12.Robin Sweigert	13.Kelly Bailey 14.Regina Canady 15.Milly Catalano 16.Chelsea Nimmo 17.Mike Sears 18.Bobby Starks 19.Addie Rae Tobey	20.Deanna Clemente-Milne 21.Angela Goodrum 22.Kristen Koterba 23.Luling Raina Li 24.Nicole Litterst 25.Heather Pincoe 26.Ann Marie Radefeld 27.Cheri Shapero 28.Stephanie Smith	29.Jennifer Goulden 30.Cathy Grieshop 31.Alyssa Herbell 32.Megan Loomis 33.Stacy Stoller 34.Colleen Krawczak

Fernway	Lomond	Mercer	Onaway
35.Christine Cachat 36.Amy Hannah 37.Megan Konopinski 38.Karmi Moldovan 39.Lena Paskewitz 40.Jennifer Vail 41.Matt Zucca	42.Mary Borisseau 43.Steve Smith 44.Margaret Rimedio	45.Laura Daberko	46.Cissy Burns 47.Penny Weiss-Flynn 48.Cara Motelka 49.Connie Scott 50.Jim Sweeney

Thank you to all SHTA members who submitted a Fellowship Grant application. I am thrilled that our Association can support so many members pursuing their professional goals.

During the month of October, I attended four meetings with Woodbury 6th grade math teachers and administrators to get an understanding and clarification of how the Class Acceleration process works. Teachers and administrators are still working through this issue.

I attended two Legal Aid meetings with the leadership team to discuss a personnel situation. I also worked with Woodbury's Head Representative Stacy DeYoung to assist a member with a personnel issue.

This year, I am working with the Shaker Schools Foundation as the Teacher Liaison for a *Night for the Red and White*. In the past, teacher donations to the Silent Auction were the most popular items. I would like to encourage members to consider donating to this year's Silent Auction. All proceeds collected are all given back to our students. The *Night for the Red and White* will take place on Saturday, March 5th at Landerhaven Driftwood Catering.

Wishing you a harvest of blessings, good health and good times....Happy Thanksgiving!!!

Respectfully submitted,
Darlene Garrison

TREASURER'S REPORT

Every Thanksgiving season leaves me with a heavy heart. I'm so excited to have a few days off for family time and being thankful for all I have, but I'm also reminded of November 17th, 2018, the last day of our colleague Aisha Fraser's life. Her murder was tragic, taking her away from her beloved girls too early. In the aftermath of her death, our Association made me very proud. We set up a fund for her daughters that we hope will help them throughout the rest of their lives. If you'd like to donate in honor of our colleague please use our Paypal account: @SHTAPayments or our Venmo: @Scanlon-SHTA.

This month I helped a member get answers to teacher leave questions. I met with our Investment Committee (Chante Thomas, Todd Keitlen, Darlene Garrison, and myself) and our Edward Jones advisor to look over our financials. I communicated with our accountants about the upcoming audit. I ordered new checks. I communicated with Hickman & Lowder about the Trust for Aisha's daughters. I set up Paypal and Venmo account for donations from SHTA members. Our financial reports are included this month.

Respectfully submitted,
Bill Scanlon

Shaker Heights Teachers' Association	
Profit and Loss	
July 1 - November 10, 2021	
	Total
Income	
Income	0.00
Member Dues	48,213.00
Total Income	\$ 48,213.00
Investments	0.00
Change in Value in Edward Jones	48,184.01
Edward Jones-Fees & Charges	-2,921.77
Total Investments	\$ 45,262.24
Other Types of Income	0.00
Miscellaneous Revenue	45.24
Total Other Types of Income	\$ 45.24
Total Income	\$ 93,520.48
Gross Profit	\$ 93,520.48
Expenses	
Operations	0.00
Accounting	107.88
Compensation	1,613.43
Conferences & Meetings	460.41
Executive Board	414.73
Fellowships & Grants	1,336.86
Legal	2,200.00
Public Relations	986.00
Publications	44.00
Total Operations	\$ 7,163.31
Total Expenses	\$ 7,163.31
Net Operating Income	\$ 86,357.17
Net Income	\$ 86,357.17

Shaker Heights Teachers' Association	
Balance Sheet	
As of November 10, 2021	
	Total
ASSETS	
Current Assets	
Bank Accounts	
Key Bank (checking)	167,676.88
Key Bank Aisha Trust	0.00
Key Bank Investments	0.69
Key Investments2	0.00
Total Bank Accounts	\$ 167,677.57
Other Current Assets	
A/R - Aisha Trust	-2,225.43
Edward Jones 13760-1-1	631,955.99
Edward Jones 13768-1-3	1,017,197.24
Uncategorized Asset	0.12
Total Other Current Assets	\$ 1,646,927.92
Total Current Assets	\$ 1,814,605.49
TOTAL ASSETS	\$ 1,814,605.49
LIABILITIES AND EQUITY	
Liabilities	
Total Liabilities	
Equity	
Opening Balance Equity	0.00
Retained Earnings	1,728,248.32
Net Income	86,357.17
Total Equity	\$ 1,814,605.49
TOTAL LIABILITIES AND EQUITY	\$ 1,814,605.49

EXECUTIVE BOARD REPORTS

PROFESSIONAL RIGHTS AND RESPONSIBILITIES REPORT

In the past month, I have:

- Communicated with several members about maternity leave.
- Spoken to a member about FMLA and other leave of absence options.
- Advised a member on the Covid-19 vaccine requirement.
- Met with the Supplemental Committee on November 2 about proposals from Woodbury and the High School.
- Worked with the Middle School Health and Physical Education Departments about a possible grievance related to teaching spaces.

The Insurance Committee is meeting on November 17. Look for a report about that meeting in January.

Open Enrollment continues through November 19. If you plan to make changes to your **Flexible Spending Accounts (FSAs)** for Child Care and/or Health Care for 2022, now is the time. Due to the Consolidated Appropriations Act (CAA) related to school closures during the pandemic, two changes are in place for 2022. First, **Health Care FSA** will allow an unlimited carryover from 2021 to 2022 (not the standard limit of \$550). Second, **Dependent Care FSA** will allow the grace period for 2021 to extend up to 12 months, through 12/31/22 (not the standard grace period of 3/15/22). **Please review the emails from Human Resources on both October 25 and November 1 for more details.**

Both the Board Paid Basic **Life Insurance** and the Supplemental(Optional) Life Insurance policies are changing from Anthem to Dearborn. **Please review the email from Human Resources on October 25** about a **one-time open enrollment opportunity** to add supplemental life insurance.

If you do not take any action, your current Anthem life insurance policy will roll over to Dearborn.

Both the employer and the employee share of health insurance premiums for major medical and prescription drugs will increase slightly in 2022, while dental will not change for the seventh year in a row. The first paycheck which will reflect this increase is on 1/16/22. **Please review Treasurer Bryan Christman's email from October 22 for more details.**

*Respectfully submitted,
Mike Sears, chairperson*

EVALUATION COMMITTEE

Greetings! I continue to work closely with Human Resources Director, Barb Maceyak, and members of the Evaluation Committee to support the transition to OTES 2.0 and the Ohio Evaluation System (OES). Recently, teachers received an email regarding an evaluation cycle status update in OES. Please be sure to check your OES account, as there may be a change. Please contact any member of the committee or HR if you have questions or concerns. Following is a reminder of OTES 2.0 protocols:

- Annual Professional Growth Plans were due to be completed by October 15. **This year, the requirement is for all educators to create one goal on the initial plan. Additional goal(s) may be added after the holistic observation in connection with focus area(s) or other desired goals.**

- We will be using all of the new forms and procedures within the OES and OTES 2.0 system. You may opt to type directly into evaluation documents on OES or cut and paste from other documents into the OES documents. Additional evidence may be uploaded, if you so choose.
- A revision of the [Performance Rubric](#) includes use of student data and other organizational changes. Please use the rubric to assist you in writing observation lesson plans and preparing for evaluation conferences, as well as reflecting on your instructional practices and use of data.
- There is no longer an SGM 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.

As always, I am here to help answer questions and navigate any part of the evaluation 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 Black Teachers Task Force Steering Committee Executive Board Meeting and the General Body Meeting. I attended the SHTA Executive Board meeting.

I interacted, communicated and collaboratively solved various concerns with Director of Exceptional Children Elizabeth Kimmel in the second of our monthly meetings. I provided support to various SHTA members concerning issues including but not limited to job placement, personnel issues and work options. I participated in a series of meetings with district psychologists discussing various compliance concerns.

I am supporting a member in an ongoing Fact-Finding investigation. I worked with Cathy Grieshop in supporting a member with a concern. I collaborated with Shaker Middle School principal Ms. Michelle Hughes over a member's concern. I have communicated with Shaker Heights High School Exceptional Children Department Chair Jessica Wilkes over concerns at the high school.

I participated in the interview committee for the ATS Supervisor position at Shaker Middle School as a representative of The Black Teachers Task Force Steering Member. I continue to work collaboratively with SHHS Assistant Principals Ms. Jacquelyn Baker, Ms. Marinise Harris, Ms. Rebekah Sharpe and Mr. Kraig Thornhill on various issues to improve the functionality and support to the Exceptional Children department at SHHS. I communicated with Exceptional Children department chairpersons from Woodbury Elementary, Shaker Middle School and Shaker Heights High School over various concerns.

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

PAST PRESIDENT'S REPORT.

This month I attended the regular meetings of the SHTA—Executive Board and Representative Council. I also attended the November meeting of the Board of Education. At this meeting, Lawrence Burnley was appointed Chief Officer of Diversity, Equity and Inclusion. Also at this meeting, the Board reappointed Dr. David Glasner as Superintendent for the period of August 1, 2022 through July 31, 2027. The Board authorized a 2.0% increase to his base pay effective 8/1/2020; and another 2.0% increase to his base pay effective 8/1/2021.

Since there is no scheduled meeting or newsletter until next year, I want to wish all of you a healthy, restful holiday season.

*Respectfully submitted,
Becky Thomas, chairperson*

POLICY COMMITTEE

While our contract with the district and our Association's constitution doesn't cover every conceivable contingency, particularly when problems arise with students, parents, other members of the public or on social media, the problems that can occur when faced with these gray areas can sometimes be addressed through our constitutional policy for solving problems:

SPECIAL POLICY POLICY FOR SOLVING PROBLEMS

A. We expect our members to take part in any conference so long as the educational needs of the child remain the focal point of that conference. If the conference is to be held outside of the normal school hours, then the member must be agreeable as to the time.

B. If a situation arises in which it is no longer possible to maintain a conference in which the educational needs of the child are paramount and there is no administrator present to terminate the conference then our member, with as much decorum as possible, should inform the other party involved that the conference is terminated for now and will be resumed if the other party so desires, when our member is able to secure Association/legal representation and/or the presence of an administrator.

C. If in a conference between a parent, member and administrator a situation arises in which it is no longer possible to maintain a conference in which the educational needs of the child is paramount, then our member, with as much decorum as possible, should request that the conference be terminated until such time as the member is able to secure Association/legal representation. The administrator should honor such a request.

D. Remaining in a conference that has degenerated into a forum for the leveling of undocumented charges cannot in any way serve any legitimate educational need and will only serve to make a future solution to the problem more difficult, if not impossible. A cooling-off period is needed. This is what we hope will be accomplished by terminating the conference.

E. As a professional association we have a dual responsibility: First, we must do everything possible to insure that every member recognizes and assumes his/her professional responsibilities; Second, we must also insist that our members be treated as professionals at ALL times. We will support them with all our resources in this effort.

F. We would hope for the support of the central administration in our efforts to seek educationally sound solutions to problems that arise as we deal with the many complexities

involved in our efforts to fulfill our professional responsibilities. However, we will continue to advise our members to terminate all negative conferences, to allow for a cooling-off period, and we will insure that the member will have Association/legal representation at any future meetings. We do not seek to avoid the public. What we hope to accomplish is to insure that an atmosphere conducive to the solution of problems on the highest level possible shall be maintained at all levels.

*Respectfully submitted,
Tim Kalan, Chairperson*

MEMBERSHIP/ELECTIONS COMMITTEE.

Hello everyone! At this time, we have 454 members of SHTA/SHTA ST. I will be sending SHTA/ SHTA ST membership cards to the head building representatives this week. I will attach my most current building spreadsheet to be used for distribution. If you do not receive your card by the end of next week, please do not hesitate to reach out to me.

The 2021-2022 Elected Representative Council Members are:

Boulevard- Cathy Grieshop, Angela Anderson, alternate

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 Remedio

*Respectfully submitted,
Chante Thomas, chairperson*

DIVERSITY, EQUITY & INCLUSION COMMITTEE

As the Diversity, Equity and Inclusion Chairperson, I attended the following: Black Teacher’s Task Force, and Equity, Advocacy Action Team meetings. I spoke with Family and Community Engagement Coordinator Keith Langford regarding the Winter Clothing Drive slated for November 14th for students Pre-K--12. I reviewed multiple books for upcoming SHTA Executive and Representative meetings.

This month I am sharing *Why Are All The Black Kids Sitting Together In The Cafeteria, And Other Conversations About Race*. Part I gives clarity to terms used in this book, Black versus African American and White versus Caucasian. Part II Understanding Blackness in a White Context: identity development and its effect on adult identity of an African American. Why do Black kids still eat together in the cafeteria even in a diverse school? What are the commonalities that bring them together? Part III opens the eyes of white people and how their whiteness is understood. Additionally, even if they perceive themselves as not colorblind the question is do they see themselves as saviors for the children of color, do they care but lack knowledge? Also,

how their choices help to learn more about Black people from their perspective (i.e. which workshops they attend based on comfort level not addressing what matters and that is lack of understanding culture, etc). The remaining chapters look at additional marginalized groups and how their identities are at the forefront of the ever-changing society.

In January, I will share books that is for young people: *Wisdom Warriors* by Mary Watson and *A Black Women's History of the United States (Revisioning American History)*. Both share life through the eyes of a Black woman. The untold story of how women of color have shaped this nation and how some of your colleagues' perspectives differ on race relations because of their histories. Understanding your colleagues' perspectives hopefully will hopefully open up dialogue that is real and productive. In addition, understanding the perspective of women of color, can help with interactions with parents of the children whom we are educating.

Respectfully submitted,
Angela Goodrum

NEW TEACHER COMMITTEE

Hello New Teachers. Just a reminder, we are in Open Enrollment for health care. If adjustments need to be made to your benefits or FSA accounts, please call or go online to make changes. As mentioned in last month's blurb, Tuition Reimbursement and Salary Reclassification information is now due. If you have any questions about your status, please contact Stacy Poole at poole_s@shaker.org. As always, please feel free to contact me with any questions or concerns. Have a great Thanksgiving break with your friends and families. Stay safe and take care.

Respectfully submitted,
Wendy Lewis

SHTA ST COMMITTEE

Hello everyone. I recently advised a member regarding a grievance. Literacy Specialists are settling into this new and challenging role. The substitute shortage is seriously affecting the Literacy Specialists as it is with everyone. On the last Friday of October, five of us were assigned to cover classes at the Middle School. Currently there are only five Support Teachers who are not being paid on the Teachers' scale. However, since the Support Teacher bargaining unit still exists, I will continue to advocate and support all who are, or have been, Support Teachers. Hopefully, the unit will disappear in the near future.

Respectfully submitted,
Margaret "Peg" Rimedio, Chairperson

LEGAL AID COMMITTEE

I met with SHTA President Dr. John Morris to discuss a legal issue.
I met with the Legal Aid Committee twice and also attended the SHTA Executive Board meeting.

Respectfully Submitted,
Jeremy Bishko

SHTA PAC COMMITTEE

Congratulations to Alison Bibb-Carson, Lora Cover and Heather Weingart on their election to the Shaker Heights School Board. We are looking forward to working with them!

[Aisha's Law](#) (HB 3) has passed through the Ohio House and was introduced into the Ohio Senate on Nov 2, 2021: this important Bill will increase protections for those at risk of domestic violence.

Jessica O'Brien is now co-chairperson of the Political Action Committee. Please welcome Jessica to this position!

This month I updated our Facebook SHTA [Political Action Committee](#) page with information about issues related to the November election, Ohio redistricting maps, Aisha's Law and teaching during the pandemic. I attended the SHTA Executive board meeting, communicated with Tito Vazquez about a question for a member and worked on issues with Principal Neal Robinson.

*Respectfully Submitted,
Cathy Grieshop*

PUBLIC RELATIONS COMMITTEE

As the public relations chairperson, I have created an advertisement to congratulate National Merit Scholars. This advertisement will be posted in the winter edition of the Shaker Life Magazine. I am currently negotiating with our union printer to create a web-based order form for our upcoming t-shirt sale. I hope to have an order form for t-shirts before the end of the year. I have authorized advertisements in the high school yearbook through Gristmill.

*Respectfully Submitted,
Bob Bognar*

OCCUPATIONAL HEALTH & SAFETY COMMITTEE

I assisted several members in obtaining electronic copies of their vaccine records.

*Respectfully Submitted,
James Schmidt, Chairperson*

SICK DAY TRANSFER COMMITTEE

I assisted two members with the process for determining eligibility for the Sick Day Transfer Program.

A member was deemed eligible for the Sick Day Transfer Program and I will be coordinating the process.

*Respectfully Submitted,
James Schmidt, Chairperson*

LEGISLATIVE COMMITTEE

The *Plain Dealer* [covered](#) Aisha's law as it passed the Ohio House and headed to the Ohio Senate. The law provides a method that police can use to help determine if a victim of domestic violence is especially at risk for being murdered at a later time.

Ohio House Bill 99 is in committee; this bill would allow some personnel in a school to carry a gun. As the *Ohio Capital Journal* [reports](#), both the Fraternal Order of Police and the Ohio Federation of Teachers have testified against the proposed legislation.

Across the country, teachers, administrators, and school board members have been threatened with violence more frequently in recent months. In response to this increase, the National School Boards Association wrote a [letter](#) to President Biden to ask for help. You might not guess that the request for help in preventing violence would have triggered much fallout, but that's not what happened. One result was that US Attorney General Merrick Garland wrote a memo to the US Department of Justice, with instructions for dealing with the problem, and in the highly polarized world of today, Garland was accused, by US Senators, of infringing on the free-speech of parents (even though Garland's memo focused on threats of *violence*, which one would think would not be a political issue). There is more. The **Ohio** School Boards Association [ended](#) its association with the NSBA, saying that the letter had been written without the OSBA's input. And in an attempt at ending the spiraling mess, the NSBA [rescinded](#) its letter to President Biden.

If you know of an education issue that is in transition in the legislative world, please let me know about it.

Respectfully Submitted,
David Klapholz

SALARY TENURE COMMITTEE

We are moving toward a November 30th Interest-Based Bargaining Training Date. I have asked James Schmidt to refine and Andrew Glasier to send out an updated survey to the membership to capture any new requests. Negotiations will take place throughout December. I will update membership as the process continues

Respectfully Submitted,
John L. Morris

The SHTA is on   us @
<http://www.facebook.com/pages/Shaker-Heights-Teachers-Association>

MINUTES FOR THE REPRESENTATIVE COUNCIL MEETING

SHTA President, Dr. John Morris started the November 8, 2021 Rep. Council Meeting at 4:30PM. The meeting took place via Google Meet.

Mrs. Carmen Chung, Administrative intern at Boulevard Elementary School welcomed SHTA membership. She thanked everyone for everything they do and for going above and beyond.

MINUTES from the October 11, 2021 Representative Council meeting were approved.

Administration Report

Stacey Poole was present at the Representative Council meeting.

- Continuing to work on sub shortage issue
- Working on vaccination policy
- Administration has been discussing raising pay for class coverages
- Asked for any questions

PTO Report

Randi Nathenson PTO Co-president was present at the Representative Council meeting

- Discussing Teacher Appreciation gifts that are Covid safe
- Wants to know what teachers want
- She appreciates all the hard work teachers are doing

Officers' Reports

President, John Morris

- I spoke with Superintendent Dr. David Glasner weekly.
- I communicated with Director of Human Resources Barb Maceyak regularly.
- I updated the SHTA and CCES Facebook Page with Publications Editor Andrew Glasier.
- I met with the Legal Aid Committee twice concerning pending issues.
- I worked on a grievance with a member.
- I communicated on security concerns at the High School with Head Representative James Schmidt and IC Head Representative Linda Roth.
- I conferred with Special Education Chair Tito Vazquez on member concerns.
- I worked with SHTA Lawyer Susannah Muskovitz on Legal Issues.
- I spoke with Past President Becky Thomas on negotiations issues. I communicated on Legal concerns with Legal Aid Chair Jeremy Bishko.
- I communicated with Onaway Head Representative Paula Klausner, Boulevard Head Representative Cathy Grieshop, and Woodbury Head Representative Stacey DeYoung about the power outage.
- I communicated with Chief Financial Officer Jeff Grosse on the power outage.
- I communicated with Middle School Head Rep Jackie Abrams on Building Concerns.
- I worked on a grievance with Support Teachers.
- I communicated with a member about FMLA.
- I assisted a member with a licensure issue.
- I represented a member with a building concern.
- I corresponded with the Cuyahoga County Educator Summit.
- I attended the Forward Together Advisory Committee.
- I worked on a Joint Statement on recommending vaccinations with Dr Glasner and Communications Director Scott Stephens.

Vice President, Darlene Garrison

- Working with Woodbury's 6th Grade Math Teachers to get a better understanding and clarification of the Class Acceleration process.
- Attended an after school meeting with Woodbury SHTA Executive Board Members and Woodbury Building Reps about teacher concerns at the school on Wednesday, October 6th
- Met with a Woodbury administrator on Wednesday, October 6th to discuss concerns and issues brought up by 6th grade math teachers.
- Attended meeting with 6th grade math teachers and Woodbury administrators on Wednesday, October 13th
- Attended second meeting representing 6th grade math teachers, with a member from central office and Woodbury administrators on Wednesday, October 20th
- Clarification is still needed about the process for class acceleration
- Attended Legal Aid meeting with Legal Aid Leadership Team on Monday, October 18th
- Attended Legal Aid Meeting with Legal Aid Leadership Team on Tuesday, October 26th
- Mailed all checks to members who received the \$100 Fellowship Grants. The 2020 - 2021 year is now in the books.
- The deadline for submission to apply for the 2021 - 2022 Fellowship Grant was last Friday, November 5th. Winners were announced today at the November 8th SHTA Representative Council Meeting.
- Used Wheel of Names to select recipients for the 2021-2022 Fellowship grant. Letters will be sent to members this week.
- Worked with a member on a personnel issue with Woodbury Head Rep. Stacy DeYoung.

Secretary, Lisa Hardiman

- Attended two Legal Aid Meetings
- Attended Black Teachers' Task Force Steering Committee Meeting
- Attended Black Teachers' Task Force General Body Meeting
- Answered a member's personal day question
- Advised a member on districts new vaccination mandate
- As suggested by SHTA's Diversity Equity and Inclusion chair, Angela Goodrum I am reading White Rage by Carol Anderson
- Continuing to advise members on classroom behavior issues

Treasurer, Bill Scanlon

- I helped a member get answers to leave questions.
- I met with our Investment Committee and our Edward Jones advisor to look over our financials
- I communicated with our accountants about the upcoming audit.
- I ordered new checks.
- I communicated with Hickman & Lowder about the Trust for Aisha's daughters.
- I set up a Paypal and Venmo account for donations from SHTA members.

Building Representative Report

Boulevard— Cathy Grieshop

- Literacy Specialists, Coaches and IB coordinators are being pulled from their jobs to cover classrooms for rounds and training. Many of these people are frustrated with this and not able to get their work done. Students are not always getting their Reading Improvement Plan services. With these many issues finding subs, why are we still having Rounds and implementing so much new curriculum? The district goals are important but isn't it really okay to take a break from initiatives while getting back on track from the tumultuous 18 months of teaching during Covid?

Fernway—Tori Goldfarb

- No report

Lomond-Jill DiPiero

- Thank you to the Lomond PTO and administration for a week of appreciation snacks and breakfast in the cafeteria.
- Thank you to Lomond Principal Mr. George Clark for regular communication with SHTA representatives and members.

Mercer-Nicole Cicconetti

- Assisted members with contract clarifications regarding planning time, lunch, and personal days
- Frequent communication with Mercer Principal Roneisha Campbell, including our scheduled meeting once a week
- Continued concerns with shortage of substitutes
- I am working with a couple members on a specific behavior concern. I have been in communication multiple times with Mercer Principal Roneisha Campbell and SHTA Exceptional Children Chair Tito Vazquez; I hope to be sharing a positive outcome in the near future.

Onaway—Paula Klausner

- Attended a meeting of the Superintendent's Teacher Advisory Committee
- Accompanied a member to a meeting with Director of Human Resources Barb Maceyak to discuss leave options
- Met with Onaway Principal Eric Forman and Literacy Specialists about requests to pull specialists to HS and MS to cover teacher absences.
- Met with members who felt that a parent had wrongly accused them of incorrectly picking up a preschool student
- Meet with Eric Forman at least once every week to check in

Woodbury— Stacey DeYoung

- Met with Woodbury Principal Ms. Tiffany Joseph on 10/28 (meeting every other week)

Instructional matters:

- Sixth grade math teachers are having issues with the protocol for student acceleration.
- The situation continues to exist. Teachers were told students could be added to their classes throughout the year.
- Administration is aware of the lack of paraprofessionals for students with IEPs and they are working on filling those vacancies with the special education department.
- Woodbury has a serious issue with lack of substitute teachers. We need at least one more building sub. We know this is a district problem and we realize work is being done to solve the issue.

Communication:

- We are still having our 8th period instruction interrupted to remind us to check for bus changes. We were told it would happen at 2:27 each day, but that is not occurring.
- Administration is trying hard to communicate through the weekly newsletter.
- Grade level meetings will be beginning in December in order to increase communication.

Safety:

- Teacher in the building has a student who has been verbally abusive and is not doing work in class. There have been multiple meetings with teacher, parent and student. There is a plan to move the student to a different schedule, to a different period where the teacher has a support teacher in the classroom. Per the assistant principal, the student was not supposed to be in the classroom today, but was present. The new schedule should be followed tomorrow.

- During a building evacuation on Friday, November 5, the lights flashed on the smoke detectors and a quiet recording told people to leave the building. It was not loud enough to hear, students were in transition.
- During a power outage on October 29 for about 1.5 hours, the building was very dark with no phones, no internet. Teachers were asked to walk students through dark hallways to their next classes using cell phone flashlights.
- Due to this year's new schedule there are students who are habitually late- if our schedule is changed, administrators will conduct a lockout to identify students who are tardy. For now, teachers should identify these students, address the behavior and/or share the information with an assistant principal.

Middle School—Jaclyn Abrams

- Member's car had catalytic converter stolen in SMS parking lot; was told district would reach out to staff about safety measures and have yet to hear from district security
- Worked on a department grievance that is still in process and we hope the administration agrees to the desired resolution
- Attended conference between a member and principal regarding a student behavior issue

Ongoing Concerns

- Still need to define and implement SEL strategies and school wide PBIS system
- Still collaborating with building administration on student hallway behavior; met with administration and other building leaders to discuss concerns and come up with solutions.
- Morning busses are still arriving late; need to refine consistent communication on specific busses that are arriving late to monitor attendance.
- Inconsistent administrative presence in public areas such as hallways and cafeteria; partially due to having to cover classes due to sub shortage

High School—James Schmidt

- I continue to meet weekly with high school principal Mr. Eric Juli to try to resolve issues at the High School.
- The ongoing issue with our fire alarm seems to be resolved. Mr. Juli has taken the following steps to ensure that we do not have further interruption to our school days:
 - Faulty sensors have been replaced - these sensors were the cause of several disruptions
 - A student who was responsible for setting off the fire alarm by vaping in the building have been suspended/expelled
 - A student who was responsible for pulling the fire alarm twice was suspended and put up for a 90-day expulsion
 - Blue dye has been placed on the back of all fire alarm pulls and, in the event, that we experience another false alarm due to a pull, we will be able to determine who pulled the alarm
 - Plastic covers are being placed over the fire alarm pulls. When lifted, these covers sound an alarm in the area to alert anyone nearby that the plastic cover has been lifted. Lifting the cover does not trigger the fire alarm.
- We still are working on resolving the issues with parity in our schedule. Mr. Juli and I met to discuss possible options and he subsequently met with Director of Student Data Systems & Accountability Chris Rateno and Student Data Specialist Jim Holesovsky to discuss the possibility of the schedule change occurring at the semester break. We both believe that this will require teacher input and assistance to make these changes work and I am hopeful that Mr. Juli will call for volunteers soon and that we will be able to help solve this issue.
- Due to the bomb threat evacuation and multiple fire drills, several members reported missing their prep time and lunch time as well. At SHTA President Dr. John Morris' suggestion, these members submitted Waivers of Planning time. These waivers have not been paid yet. Mr. Juli says that the determination for these waivers is being made by the District Administration, not High School Building Administration. We

are hopeful that our HR department or whomever is holding up these waivers relents soon, as teachers who are due compensation have been waiting for several weeks.

Innovative Center--Linda Roth

- The IC's security guard was reassigned to another building, without notice, and was replaced by an administrative assistant sub. We have had a few people enter the IC who have caused some alarm. A Shaker security guard is a vital presence for ensuring the safety of all students and staff at the IC. IC Coordinator Matt Simon has been working with Chief Operating Officer Jeff Grosse and District Safety and Security Supervisor Victor Farrell, and the job is being posted. We are hopeful to have a new security guard at the IC soon.
- IC students continue to thrive both academically and with their wellness. Students have continued to engage in presentations of learning, visited Holden Arboretum, welcomed poet Ali Black for an author visit and reading, and met with financial expert Doug Wang.

Executive Board Reports

Publications—Andrew Glasier

- Updated Facebook and Twitter account
- Sent out Newsletter to members and later administrators and community.
- updated SHTAweb.org
- Sent out emails to membership
- Heather Pincoe of Woodbury has joined our Newsletter editing team
- Editorial: Need from different buildings.
- Executive Board please have blurb ready NEXT Wednesday (November 10th) at midnight. Please write in paragraph form. Please add people's full names and titles. Please use Times New Roman, size 12 Font. No abbreviations please (chairperson, representative, etc...) or Acronyms (for first time).
- Dealing with lots of Evaluation Issues at the HS

Evaluation - Lena Paskewitz

- OES needs to be updated
- Calls from teachers dealing with impact of switching to 2.0 this year
- Observations should be taking place for teachers in a formal evaluation year
- Walk-throughs should be taking place before winter break

Membership and Elections-Chante Thomas

- All is well

Policy-Tim Kalan

- Assisted members with questions regarding the new evaluation protocols, and also consulted with members about their concerns regarding being pulled from their jobs to substitute.

Public Relations-Bob Bognar

- New publication in *Shaker Life* magazine with National Merit Scholars
- There are new SHTA shirts that are available
- There is a web-based order form that can be used to make purchases

Diversity, Equity and Inclusion-Angela Goodrum

- Participated in the Black Teacher's Task Force,

- Worked with the Equity, Advocacy and Advisory Team,
- Chatted with Coordinator of Family & Community Engagement Keith Langford on the Winter Clothing Donation drive for students from pre-K to 12th grade.
- Shared an ongoing concern with administration regarding the level of behavior problems that exist in many of the 5-6 classrooms.
- This month I am sharing Why Are All The Black Kids Sitting Together In The Cafeteria, And Other Conversations About Race. Part I gives clarity to terms used in this book, Black versus African American and White versus Caucasian... Part ii Understanding Blackness in a White Context.: identity development and its effect on adult identity of an African American. Why do Black kids still eat together in the cafeteria even in a diverse school, what are the commonalities that bring them together. Part III opens the eyes of white people and how their whiteness is understood. Additionally, even if they perceive themselves as not color blind the question is “do they see themselves as Saviors for the children of color?” Do they care but lack knowledge. Also, how their choices to learn more about Black people is from their perspective i.e. which workshops they attend based on comfort level not addressing what matters and that is lack of understanding culture etc. The remaining chapters look at additionally marginalized groups and how their identities are at the forefront of the ever-changing society.
- In January, I will share a book that is for young people Wisdom Warriors by Mary Watson and A Black Women’s History of the United States (Revisioning American History) because both share life through the eyes of a Black woman. The untold story of how women of color have shaped this nation and how some of your colleagues' perspectives differ on race relations because of their history. Understanding your colleagues' perspectives hopefully will open up dialogue that is real and productive. Our children of color are connected deeply with their mothers or grandmothers and how understanding the Black womans’ history is foundational to your interactions with our children.

Special Education-Tito Vazquez

- Attended and participated in the Black Teachers Task Force Steering Committee Executive Board Meeting and the General Body Meeting.
- Attended the SHTA Executive Board meeting.
- Interacted, communicated and collaboratively solved various concerns with the Director of Exceptional Children Elizabeth Kimmel in the second of our monthly meetings.
- Provided support to various SHTA members concerning issues including but not limited to job placement, personnel issues and work options.
- Participated in a series of meetings with district psychologist discussing various compliance concerns.
- I am supporting a member in an ongoing Fact-Finding investigation.
- Worked with Boulevard Head Rep. Cathy Grieshop in supporting a member with a concern.
- Participated in the interview committee for the ATS Supervisor position at Shaker Middle School as a representative of The Black Teachers Task Force Steering Member.
- Collaborated with Shaker Middle School principal Michelle Hughes over a member concern.
- Have communicated with Shaker Heights High School Exceptional Children Department Chair Jessica Wilkes over concerns at the high school.
- Continue to work collaboratively with SHHS Assistant Principals Ms. Jacquelyn Baker, Ms. Marinise Harris, Ms. Rebekah Sharpe and Mr. Kraig Thornhill on various issues to improve the functionality and support to the Exceptional Children department at SHHS.
- Communicated with Exceptional Children department chairs from Woodbury Elementary, Shaker Middle School and Shaker Heights High School over various concerns.

Legal Aid-Jeremy Bishko

- I met with SHTA President Dr. John Morris to discuss a legal issue.
- I met with the Legal Aid Committee twice.
- Attended the SHTA Executive Board meeting.

Legislative, Dave Klapholz

- The Plain Dealer covered Aisha's law as it passed the Ohio House and headed to the Ohio Senate. The law provides a method that police can use to help determine if a victim of domestic violence is especially at risk for being murdered at a later time.
- Ohio House Bill 99 is in committee; this bill would allow some personnel in a school to carry a gun. As the Ohio Capital Journal reports, both the Fraternal Order of Police and the Ohio Federation of Teachers have testified against the proposed legislation.
- Across the country, teachers, administrators, and school board members have been threatened with violence more frequently in recent months. In response to this increase, the National School Boards Association wrote a letter to President Biden to ask for help. You might not guess that the request for help in preventing violence would have triggered much fallout, but that's not what happened. One result was that US Attorney General Merrick Garland wrote a memo to the US Department of Justice, with instructions for dealing with the problem, and in the highly polarized world of today, Garland was accused, by US Senators, of infringing on the free-speech of parents (even though Garland's memo focused on threats of violence, which one would think would not be a political issue). There is more. The Ohio School Boards Association ended its association with the NSBA, saying that the letter had been written without the OSBA's input. And in an attempt at ending the spiraling mess, the NSBA rescinded its letter to President Biden.
- If you know of an education issue that is in transition in the legislative world, please let me know about it.

Past President-Becky Thomas

- Will attend board of education meeting on Wednesday (changed to Wednesday this month)
- Will attempt to attend the finance and audit meeting

Social-Selena Boyer

- Working on a special project but has had problems with distributors

Professional Rights and Responsibilities-Mike Sears

- Communicated with several members about maternity leave
- Spoke to a member about FMLA and other leave of absence options
- Advised a member on the Covid vaccine requirement
- Met with the Supplemental Committee on November 2 about proposals from Woodbury and the High School
- Worked with the Middle School Health and Physical Education Department about a possible grievance related to teaching spaces
- The Insurance Committee is meeting on November 17. Look for a report about that meeting in January.
- **Open Enrollment continues through November 19. If you plan to make changes to your Flexible Spending Accounts for Child Care and/or Medical Expenses for 2022, now is the time.**

Support Teachers-Peg Rimedio

- Recently advised a member regarding a grievance.
- Literacy Specialists are settling into this new and challenging role. The substitute shortage is seriously affecting the Literacy Specialists as it is with everyone. On the last Friday of October, five of us were assigned to cover classes at the Middle School.
- Currently there are only five Support Teachers who are not yet being paid on the Teachers' scale. However, since the Support Teacher bargaining unit still exists, I will continue to advocate and support all who are, or have been, Support Teachers. Hopefully, the unit will disappear in the near future.

Occupational Health and Safety-James Schmidt

- Assisted several members in obtaining electronic copies of their vaccine records.

Sick Day Transfer-James Schmidt

- Assisted two members with the process for determining eligibility for the Sick Day Transfer Program.
- A member was deemed eligible for the Sick Day Transfer Program and I will be coordinating the process.

PAC (at-large)-Cathy Grieshop

- Continue to update the FB PAC page.
- [Aisha’s Law](#) (HB 3) has passed through the House and was introduced in the Senate on November 2, 2021
- Jessica O’Brien is now my co-chair for PAC. We will be working together to rev up our PAC. Welcome Jessica to this new position!

Salary Tenure-John Morris

- We are moving toward a November 30th IBB Training Date. I have asked James Schmidt to send out an updated survey to the membership to capture any new requests. Negotiations will take place throughout December. I will update membership as the process continues.

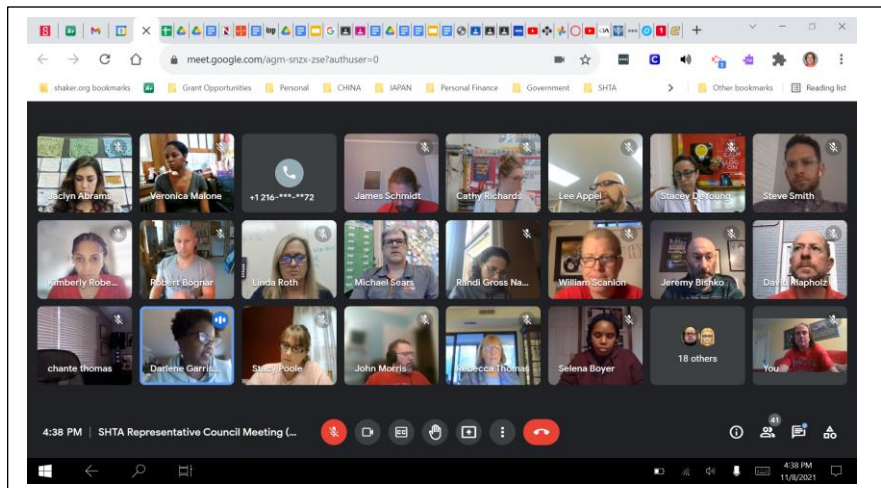
Old Business - NONE

New Business - Darlene Garrison made a motion. On November 17, 2021 it will be the third anniversary of the death of Aisha Fraser. The motion was to authorize \$500 from SHTA to donate to the Aisha Fraser fund. The motion passed.

Good of the Order-James Schmidt asked if we have gotten the forms for tuition reimbursement and salary reclassification from HR.

Motion to adjourn the meeting made by Andrew Glasier.

***Respectfully submitted,
Lisa Hardiman***



**The SHTA
Representative
Council
November
Meeting.**

Our Students Need Supports

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.

When we were notified that we would be going 100% in-person for the 2021-2022 school year, I assumed that supports would be in place for our students. Knowing that many of them had been remote for one and half years, I thought we would have changed our protocols to support students' mental health. Knowing that the majority of my students had their cameras off and did not interact with their classmates or myself, I thought we would have implemented services to support those kids. I assumed that educators would be queried about their observations of students after such a trying one and a half years -- about how we could best support our still suffering students. Unfortunately for our students, none of these things have taken place.

Students (along with teachers and administrators) are still suffering from the effects of isolation and living under continuous duress due to Covid-19. How is it that we are ignoring the elephant in the room and proceeding like there is nothing wrong? Our kids are showing an extreme lack of intellectual stamina, maturity, self-awareness, self-control and empathy and we have little in place to support them. These skills need to be explicitly taught.

Many teachers, with the assistance of our Positive Behavior Coordinators, are implementing their own social-emotional learning (SEL) support due to a lack of a comprehensive, student-support system. While effective, it is far less effective than something that is systemic and consistent with all the teachers. On several occasions, we suggested that we implement a system that had proved to significantly decrease negative student interactions (and increase positive student interactions) and was told we could not. On several occasions, we have suggested implementing a research-based SEL curriculum (Emory University's SEE Learning Program). Again, this idea was not implemented. Instead, students were rewarded with a cupcake for perfect attendance. **During a pandemic.** Therefore, effectively penalizing students who followed the District's health and safety protocols. Why don't we promote the positive behaviors we are seeing from the vast majority of our students? We can easily align our IB Learner Profiles with the behaviors we see and want to see from our students -- something that is done in other buildings in the district. With an impending visit from IB, it seems that this would be the perfect time to embrace IB on a deeper level.

There are many administrators that I have a deep respect for and many of them have been in Shaker for longer than myself -- they possess institutional knowledge that can only be gained through time and effort. Like many of the teachers who possess that institutional knowledge, they understand how things work and what our students need.

Why are we not collaborating about how to best support our students? Why are the teachers, the ones who spend the most time with the students and who have the most institutional knowledge, not a collaborative partner in supporting our students? We know our students better than anyone in the building. We have deep, meaningful relationships with them and their families -- why would we be excluded from the decisions that affect them (and ourselves) the most?

*Jeremy Bishko,
Middle School Science Teacher
Shaker Alumni*

WE DO NOT HAVE THE TIME

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From the Cult of Pedagogy Podcast (link below):

The 2021-22 school year is off and running, and what I've been hearing from teachers over and over, from every corner, is that this is the worst school year ever. So much worse than 2020, which should have easily held the title for "worst year ever" in every category, for a long, long time.

But for so many teachers the worst year is turning out to be this year, and that really grinds my gears, because it shouldn't be.

Before COVID, teachers already didn't have enough time to do their jobs well. Now that schools are transitioning from fully remote back to in-person classes, the problem of teacher time has reached epic proportions.

Teachers can NOT do their jobs effectively with the time that administration has given us.

Solutions: Cut WAAAAAY back on testing and data analysis. Fewer, shorter meetings. No new initiatives. Hire help for administrative, clerical, and supervisory work. Compensate more for extra work. Treat classroom time as precious. Reduce teaching hours. Administrators should take over a class.

For a good synopsis of what many teachers are feeling and more importantly, steps administrators and teachers can take to address many of these issues, listen to the [Cult of Pedagogy podcast, episode 179: Teachers Are Barely Hanging On. Here's What They Need.](#)

AG

The SHTA PAC is on



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