

IMPORTANT DATES

Board of Education Work Session
Tuesday, March 22, 2022

Spring Recess
Monday, March 28, 2022 – Friday,
April 1st

SHTA Executive Board Meeting -
Fernway (IN PERSON)
Monday, April 4, 2022

SHTA Representative Council Meeting
– Lomond (IN PERSON)
Monday, April 11, 2022

SHTA *news*

March 21, 2022
ISSUE #6

Message from the President

“When I was a boy and I would see scary things in the news, my mother would say to me, 'Look for the helpers. You will always find people who are helping.’” – Fred Rogers

March is here again. It feels like a decade has passed in the two years since the COVID-19 Pandemic began. Fortunately, we have made it to this point. As we cautiously peer out beneath our masks, we see that our students continue to need us now more than ever. I believe we will be contending with the fallout of our collective trauma for years to come. But we are the helpers, and we will do this together.

Watching the news coming out of Ukraine reminds us that our roles as helpers transcend our nationalities. Seeing a Ukrainian elementary teacher instructing students in a bunker reminds me that so many of us are hard-wired to do this job ([Scoop](#)). Reading about teachers who turned their school bus into a rescue vehicle reminded us that we are dedicated to helping those most in need ([Washington Post](#)). Teachers help others instinctively.

I saw the same impulse a few weeks ago, as SHTA members at the High School had their heads shaved for St. Baldrick's, and earned thousands of dollars in contributions to funding research on Childhood Cancers. These teachers shaved their hair off even though some of them knew it was unlikely to come back afterwards. They are exemplars of “the teacher as helper” mentality.

I have seen the impulse among members willing to donate their sick days to their fellow members through our Sick Day Transfer program. These teachers are willing to donate the vested interest that is their negotiated and earned sick time to help their peers in need. They are literally giving away part of their compensation to help others that are often unable to support themselves and their families due to illness.

I have seen members reach out at the High School to a teacher with a family member in medical crisis and deliver meals, gift certificates, and cards to uplift that member and their family. I have seen those efforts

repeated in multiple buildings when these issues arise. Of course, our ongoing efforts to support Aisha Fraser's daughters are part of this impulse. We are the helpers at work.

March always lives up to its reputation. I spoke weekly to Superintendent Dr. David Glasner. I spoke regularly to Human Resources Director Barb Maceyak. I spoke to Director of School Leadership Dr. Erin Herbruck about building concerns. I helped update the SHTA Facebook page with Communications Chair Andrew Glasier. I helped update the Cuyahoga County Educator Summit Facebook page. I consulted SHTA Consul Susannah Muskovitz on member legal concerns. I communicated with SHTA Special Education Chair Tito Vazquez on member concerns. I communicated with Vice President Darlene Garrison on a building issue. I worked with Professional Rights and Responsibilities Chair Mike Sears, SHTA Legal Chair Jeremy Bishko, and SHTA Building Representative Erika Pfeiffer on a grievance issue. I worked with High School Head Representative James Schmidt on a building concern. I worked with a member on an FMLA issue. I attended the Forward Together community session on February 22nd. I attended A Night for the Red and White on March 5th. I collaborated on a joint statement on our recent contract with the district.

I worked with Treasurer Bill Scanlon on budget issues. I helped members with leave questions. I gratefully accepted the happy resignation of Peg Rimedio from our Executive Board and Representative Council. As the Chair for Support Teachers, Peg advocated for the recognition of her constituents as Teachers. With our new contract that has happened, and all of our members are now teachers in one bargaining unit!

It is an honor and a pleasure to be a helper alongside all our members in the SHTA. If you are looking for good ways to help those in need in Ukraine, this is a good resource (<https://www.theguardian.com/us-news/2022/mar/04/how-americans-can-help-people-of-ukraine>) as is the Red Cross (<https://www.redcross.org/about-us/news-and-events/news/2022/ukraine-red-cross-delivers-aid-to-families.html>). If I can help with any issues or answer any questions, please feel free to reach out to me at x6030 or morris_j@shaker.org.

*Respectfully submitted,
John Morris*



VICE PRESIDENT'S REPORT

It is so hard to believe that Spring Break is just around the corner. I must admit that I am truly looking forward to a week away from school. It will be a much needed time for everyone to relax, unwind, and rejuvenate. Quality family time is definitely a must. Wishing you and yours a fabulous Spring Recess.

During the month of February, I participated in Equity training and building rounds for Woodbury. The two-day training was very informative and the most enjoyable part of the training was working with the students: having an opportunity to listen to their ideas and perceptions was an eye-opening experience. I also attended a community session of Forward Together at Shaker Heights High School.

Student behavior has been an ongoing challenge this year at Woodbury. I had two meetings with a sixth-grade community and administrators to discuss concerns centering around student behaviors and devising an action plan for the continued aggressive behaviors.

The 30th annual *A Night for the Red & White* was a successful event. Over 400 attendees were present to assist with raising money for the students of Shaker Schools. Talents from our very own students were showcased throughout the evening. We heard from the jazz ensemble, choir, Sankofa performers and the Chanticleers. Thank you to all SHTA members who attended the event, donated to the silent auction and purchased tickets for our annual drawing.

SHTA Fellowship recipients continue to turn in their receipts to receive their reimbursement. If you have not turned in your receipts, please make sure that you take the time to submit them to me.

If you have any questions, comments or concerns, please don't hesitate to contact me at ext. 4997. Enjoy your Spring Recess.

Respectfully submitted,
Darlene Garrison

TREASURER'S REPORT

There has been a lot of discussion recently about mental health. We are hopefully coming out of the two toughest years in regards to mental health that most of us have ever experienced. Often, I play the role of keeping other people's spirits up, at least that's what I try to do. The last week of February, I was not feeling it. I was having a rough time and finding it difficult to motivate myself to keep plugging away. I slogged through the weekend and came to school Monday morning to the news of Jessica and Adam O'Brien's daughter Fallyn being in the hospital with newly diagnosed leukemia. This did not help my state of being. I wandered through the day thinking, "What should we do for Jessica? Is there something specific I could do to help?" Then Monday evening Carole Kovach sent an email out with a meal delivery form to support the O'Brien family. I was stunned at how quickly it filled up, with meals being offered from now all the way to June. It filled up so fast Carole expanded it allowing for more meals per week. This act of kindness and caring by our staff in a colleague's time of need buoyed my spirits. I looked around, with all the craziness of this school year, and I said to myself, "I work with some really great people. These people I walk by in the hallway each day and casually say hello to are truly good people. They take care of each other." Being witness to this kindness made coming to work each day easier, and has helped carry me through to Spring Break. Thank you, my colleagues, for helping me cope.

I communicated with our accountants sharing paperwork with them for the audit of last fiscal year's books. The audit should be finished soon. I also communicated with our Edward Jones advisor to schedule for our Investments Committee's Spring meeting.

A proposed budget for next year will be presented to the Representative Council at the April Representative Council meeting. This gives the SHTA Representatives a chance to discuss the budget with their members before finalizing it for the May ballot.

The current financial report is included.

Respectfully submitted,
Bill Scanlon

Shaker Heights Teachers' Association Profit and Loss July 1, 2021 - March 17, 2022	Shaker Heights Teachers' Association Balance Sheet As of March 17, 2022
Total Income	Total ASSETS
Income 0.00	Current Assets
Members' Dues 106,722.00	Bank Accounts
Total Income \$ 106,722.00	Key Bank (checking) 186,920.57
Investments 0.00	Key Bank Aisha Trust 0.00
Change in Value in Edward Jones -15,229.08	Key Bank Investments 0.69
Edward Jones-Fees & Charges-5,887.00	Key Investments2 0.00
Total Investments -\$ 21,116.08	Total Bank Accounts \$ 186,921.26
Other Types of Income 0.00	Other Current Assets
Miscellaneous Revenue 45.24	A/R - Aisha Trust -2,225.43
Total Other Types of Income \$ 45.24	Edward Jones 13760-1-1 612,281.82
Uncategorized Income 50.00	Edward Jones 13768-1-3 970,493.09
Total Income \$ 85,701.16	Uncategorized Asset 0.12
Gross Profit \$ 85,701.16	Total Other Current Assets \$ 1,580,549.60
Expenses	Total Current Assets \$ 1,767,470.86
Operations 0.00	TOTAL ASSETS \$ 1,767,470.86
Accounting 161.88	LIABILITIES AND EQUITY
Banking 111.15	Liabilities
Total Accounting \$ 273.03	Total Liabilities
Compensation 25,886.19	Equity
Conferences & Meetings 460.41	Opening Balance Equity 0.00
Executive Board 633.67	Retained Earnings 1,728,248.32
Fellowships & Grants 1,828.26	Net Income 39,222.54
Insurance 5,419.00	Total Equity \$ 1,767,470.86
Legal 5,000.00	TOTAL LIABILITIES AND EQUITY: \$ 1,767,470.86
Officers' Expenses 134.00	
Payroll Taxes 412.62	
Public Relations 2,879.24	
Publications 154.00	
STRS (TPO Contribution) 3,398.20	
Total Operations \$ 46,478.62	
Total Expenses \$ 46,478.62	
Net Operating Income \$ 39,222.54	
Net Income \$ 39,222.54	

EXECUTIVE BOARD REPORTS

PROFESSIONAL RIGHTS AND RESPONSIBILITIES REPORT

During the past month, I filed a grievance for Middle School members regarding:

ARTICLE XXI - PROTECTION OF TEACHERS AND STUDENTS

21.01 General

The administration recognizes its responsibility to give all reasonable support and assistance to teachers with respect to the maintenance of control and discipline in the classroom in accordance with Section 3319.41 of the Ohio Revised Code. It is the responsibility of the teacher to provide a classroom learning situation which provides an atmosphere for learning to take place; when it becomes apparent that a breakdown in classroom discipline is caused by a particular pupil who is disruptive in nature, it is the duty of the teacher and principal to find a reasonable solution to the problem.

It is the intention of the administration to support teachers' efforts in maintaining orderly classrooms and in protecting them from unruly students. When a student's behavior is so extreme that it disrupts the educational process, parents will be consulted and, if necessary, the police. Suspension and expulsion from school may be considered in accordance with the provisions of the Ohio Revised Code.

The step I hearing for this grievance is scheduled for March 23. If members from other buildings have evidence that there is no administrative support to help teachers "maintain orderly classrooms and protect them from unruly students", please reach out to me. Article XXI is designed to ensure we have a safe environment for teaching and learning when we come to work each day.

I also worked with members with questions about maternity leave, FMLA, worker's compensation, and supplemental contracts. When a member isn't sure which administrative staff person in Human Resources to contact about a situation, use this link to see each staff person's responsibilities:

https://www.shaker.org/Intranet_HR.aspx.

The link can also be accessed on the Staff Intranet page by clicking on this icon:



Human Resources and Benefits

*Respectfully submitted,
Mike Sears, chairperson*

EVALUATION COMMITTEE

Hello Everyone! I continue to work with Human Resources Director Barb Maceyak to co-facilitate the Evaluation Committee and support members with evaluation concerns. The transition to the Ohio Teacher Evaluation System 2.0 (OTES 2.0) and use of the Ohio Evaluation System (OES) will continue through this

year and next as we improve our use of the OES platform and increase our focus on assessment and High Quality Student Data (HQSD) as part of the evaluation process. The Evaluation Committee worked with Mindy Geschke of the Educational Service Center of Northeast Ohio on March 15 to learn about HQSD requirements and implementation. The committee is creating a menu of choices for selecting the HQSD instruments you will use for your evaluation next year. This menu is based on data collected from a pre-pandemic survey, as well as assessments that are currently used across the district that meet the criteria for HQSD. Be sure to reach out to any member of the Evaluation Committee, or your building SHTA Representative, if you have specific questions, concerns, or suggestions for HQSD selection and implementation. Stay tuned for developments through this spring!

I encourage you to access the highlighted link for evaluators and teachers on navigating the OES. Peer Evaluators should view the Principal Role video, in addition to the Teacher Role video. The videos are easy to scroll through for access to specific information, and they are fairly concise. If you still have questions about navigating OES after viewing the videos, please do not hesitate to reach out to any member of the Evaluation Committee for assistance. [OTES 2.0 Resources](#)

Please note - in the past, we have split Informal Evaluations into two 15-minute walkthroughs. OTES 2.0 calls for one 30-minute observation at any time during the year. Formal evaluations should include one holistic observation and one focused observation, in addition to at least two conferences and two walkthroughs. The following slide deck also provides a reminder of details of OTES 2.0. [EVALUATION POWERPOINT](#)

*Respectful Submitted,
Lena Paskewitz, Evaluation Chair*

SPECIAL EDUCATION COMMITTEE

This past month, I attended and participated in the SHTA Executive Board meeting and general body meeting. I collaboratively solved various concerns with the Director of Exceptional Children Elizabeth Kimmel in the 6th of our monthly meetings. I worked with SHTA President Dr. John Morris over Exceptional Children concerns. I provided support to various SHTA members concerning issues including but not limited to job placement, personnel issues and work options. I participated and represented SHTA in the Kent State University LGBTQ Center virtual panel: *So, Your Kid Came OUT as LGBTQ+... Now What?* hosted by [Kent State's LGBTQ+ Center](#).

I participated and supported a member in a Fact-Finding meeting with Shaker Heights High Assistant Principals Jacquelyn Baker and Marinise Harris. I participated in discussions with Shaker Heights High Assistant Principal Rebekah Sharpe concerning problem solving a situation. I participated in discussions with the high school and middle school Exceptional Children Department meetings. I consulted with SHTA Executive Board member Jeremy Bishko over a student placement concern at Shaker Middle School. I have spoken with Shaker Heights School Psychologists over workload concerns. I have communicated with Shaker Heights Exceptional Children Department Chairs over a variety of concerns in the district. I continue to work collaboratively with Shaker administrators, principals, assistant principals and Exceptional Children Supervisor (s) K-6 Erin Dzolic and 7-12 Supervisor Jennifer Currie on various issues to improve the functionality and support of the student and educators in the Exceptional Children Department in our district.

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

PAST PRESIDENT'S REPORT

Forward Together was the focus of several of the meetings that I attended in the past month. It was discussed at the February Finance and Audit meeting and was part of the March Finance and Audit meeting as well. It was also discussed at the March SHTA Executive Board and Representative Council meetings. The need for more input from diverse constituencies seems to be a priority. Focusing on the educational motivation and impact for any proposed changes has also been discussed. The possible timeline for presenting a ballot initiative was examined. This is available in the Minutes of the March 15 Finance and Audit meeting. Read the next paragraph to see how to access the Minutes.

At the March Finance and Audit Meeting, Dr. Lawrence Burnley, Shaker's Chief Diversity, Equity, and Inclusion Officer presented "[Making Excellence Inclusive: Operational and Financial Implications, A Conversation with the Finance & Audit Committee.](#)"

I am looking forward to seeing Executive Board and Representative Council members in person in April. Have a safe and restful spring break.

*Respectfully submitted,
Becky Thomas, chairperson*

POLICY COMMITTEE

As we all approach the homestretch, our association continues on meeting current issues and challenges, as well as dealing with the perfunctory tasks that cycle throughout the school year. By-Law IV, ADMINISTRATION elucidates the responsibilities of the Executive Board, and provides a broad view of what we do.

The Executive Board:

1. Shall meet each month prior to Representative Council or at the call of the President.
2. Shall prepare and submit for approval to the Representative Council and/or general membership a tentative plan of activities for the year which shall include consideration of the recommendation made in the annual reports of the previous year which have been accepted and endorsed by Representative Council and/or the membership as officially approved policy.
3. Shall manage the activities of the Association.
4. Shall provide for the official representation of the Association in all relations and communications with the school administration, the Board of Education and any other organizations.
5. Shall perform other duties as assigned by the President.

Some of our upcoming endeavors include running our election for representative council members and voting on our budget. And don't forget to attend the SHTA organized Service Recognition ceremony in May!

*Respectfully submitted,
Tim Kalan, Chairperson*

MEMBERSHIP/ELECTIONS COMMITTEE.

Thank you for taking the time to participate in our contract ratification vote. I sent the ballot and communicated results with the assistance of Andrew Glasier. Special thanks to Andrew Glasier and James Schmidt for always supporting me. If I can be of assistance, do not hesitate to contact me at thomas_c@shaker.org.

The 2021-2022 Elected Representative Council Members are:

Boulevard- Cathy Grieshop, Angela Anderson, alternate

Onaway- Paula Klausner

Fernway- Victoria Rosen

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

*Respectfully submitted,
Chante Thomas, chairperson*

DIVERSITY, EQUITY & INCLUSION COMMITTEE

As we concluded our African American History Month, I am most thankful for the forum that allows me the opportunity to share information via a book share. Each book focused on the need to continue to fight against systemic racism in our nation's schools. I become more aware of our district's desire to begin the conversation as well as have an action plan that is implemented beyond the committees and conference rooms.

I had the opportunity to attend the Equity, Advisory, and Action Team meeting on March 2nd. The conversations were real and necessary. If we are to move forward together, we must address the lack of teachers of color, both male and female, in our classrooms. In addition, the implicit bias that students feel daily in their classrooms and communicate with their families is enormous. White teachers are the majority in our district, and it is imperative that they understand their racial identity and whiteness.

The book I am sharing this month, is a guide to helping eradicate the ills that plague our black boys and discount their value. *The Guide for White Women who Teach Black Boys* Eddie Moore Jr., Ali Michael, Marguerite W. Penick-Parks., brings together research, activities, personal stories, and video interviews to help us all embrace the deep realities and thrilling potential of this crucial American task. Schools are failing our black boys is not a new phenomenon, but a reality. If change is going to occur, teachers will need to identify their academic weakness, address them, and change them. The frank discussions, scenarios and students' accounts will grab your attention, and move you to action. Our white teachers are a valuable resource and have the ability to make substantive changes that will impact students for a lifetime.

*Respectfully submitted,
Angela Goodrum*

SHTA PAC COMMITTEE

This month we updated the PAC FB page and talked with a representative from Honesty for Ohio Education about [Ohio House Bill 327](#). This bill undermines the learning environment by restricting the exploration of ideas, teaching methods, curriculum, and lesson plans. It also restricts essential professional development and training, violates academic freedom in higher education, threatens and intimidates educators with severe penalties without clear standards for violations, and much more.

Many groups, including the Ohio Education Association, NAACP, Children's Defense Fund Ohio, ACLU Ohio, have spoken out against this bill. The College Board has stated that if the Bill passes, they will pull Advanced Placement classes from all Ohio schools. This bill threatens academic integrity and freedom of speech.

This bill is scary. We MUST encourage people from all over Ohio to reach out to friends and family asking them to send a message to State and Local Government the committee insisting this bill is dropped. Please see the [Honesty for Ohio Education](#) web site to find ways to easily oppose this bill and please spread the word!

Respectfully Submitted,
Cathy Grieshop and Jessica O'Brien, Political Action Committee Co-chairs

NEW TEACHER COMMITTEE

Hello Colleagues, it is finally feeling like Spring has sprung, for now at least. If any of you are planning to submit documentation for Salary Reclassification, it is due to Stacy Poole by March 29, which is two weeks before the April Board Meeting. Should any of you have questions about final evaluations, please do not hesitate to contact me.

Respectfully Submitted,
Wendy Lewis

PUBLIC RELATIONS COMMITTEE

The Public Relations Committee has completed the distribution of SHTA shirts. If you have not received your shirt please feel free to send an email including your order number to bognar_r@shaker.org. Plans are underway for an additional t-shirt sale in the fall. This fall sale will include other fashionable items.

Respectfully Submitted,
Bob Bognar

OCCUPATIONAL HEALTH & SAFETY COMMITTEE

The district ended the mask mandate on March 1st in accordance with guidance from CDC and CCBH. In the event that the number of active cases of COVID-19 rises significantly in our area, we expect that the guidance would be revisited.

In addition, as of Thursday, March 10, school districts also are no longer required to collect reports of COVID-19 cases, provide community case notifications or report cases to local health departments unless a COVID-19 case is detected through a school-administered test. As a result of this change, families no longer need to report positive cases of COVID-19 to the District.

Respectfully Submitted,
James Schmidt, Chairperson

SICK DAY TRANSFER COMMITTEE

We have four members currently benefiting from the Sick Day Transfer Program, two of whom have been able to return to work full time. Unfortunately, Kenya Gest did not have enough days donated at the time she returned to work to cover her last paycheck. Thanks to Bryan Christman and Shelley McDermott, we were able to get a short extension to solicit enough donations to cover this shortfall. Kenya needs 5.6 days, which equates to 14 days donated by members. If you would be willing to donate one day or even half a day to keep Kenya in full pay status, it would be appreciated. Angela Anderson is also reaching the end of her donations, but could still use more days.

For SHTA Members, if you would like to donate sick days to either Kenya Gest or Angela Anderson, please make a copy of this form and complete it. Once it is complete, you may either share it with me electronically or print it and send it to me at the High School via interschool mail. [Sick Day Donation Form](#)

For clarification, you are indicating the maximum number of days that you would be willing to donate to the recipient. Those days will most likely not come out of your sick leave balance all at once. Donations are made as needed to ensure that the recipient has all of their days covered by sick days in a given pay period. Additionally, donations to a particular recipient are spread out and made evenly from all potential donors to that recipient. If there are a large number of possible donors, we may only need to take one sick day or possibly even a half of a sick day from one donor in a given donation's pay period. If you have any questions about the Sick Day Donation process, please email me at schmidt_j@shaker.org and I will be happy to answer them.

*Respectfully Submitted,
James Schmidt, Chairperson*

LEGAL AID COMMITTEE

I consulted with SHTA President Dr. John Morris about member issues. I collaborated with SHTA Middle School Head Representative Erika Pfeiffer and SHTA Professional Rights and Responsibilities Chair Mike Sears about building issues. I consulted with Special Education Chair Tito Vazquez about building concerns.

*Respectfully submitted,
Jeremy Bishko*

LEGISLATIVE COMMITTEE

The Plain Dealer is [reporting](#) that the College Board is threatening to remove the Advanced Placement designation from high school courses in Ohio if the state legislature limits what teachers can discuss in some courses. At issue are two bills in the Ohio House that limit what teachers can discuss.

The Plain Dealer is following the [story](#) of retired teachers asking the STRS to provide a cost-of-living allowance even though we have seen significant inflation and significant gains in the stock market. The route that the retirees are taking could lead them to the Ohio Supreme Court because they are asking for a change in the STRS's policy of releasing information.

The Ohio Capitol Journal is [reporting](#) on the "Backpack Bill" in the Ohio House that would take tax revenues that had been headed toward local schools and redirect them to private schools.

The Ohio House and Ohio Senate are in a [conflict](#) about the process by which a school district can have properties appraised for taxes.

The Columbus Dispatch is [reporting](#) on the search for a new state superintendent of schools for Ohio (28 people have applied).

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*

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 March 14, 2022 Rep. Council Meeting at 4:30PM. **The meeting took place via Google Meet.**

Shaker Heights Middle School Principal, Michelle Hughes greeted the SHTA Representative Council. She said that this was her first year in her role as principal and she has had a warm welcome and a tremendous amount of support. She thanked the SHTA leadership in her building for helping her learn institutional knowledge and thanked members for all of their hard work.

A motion for approval of the MINUTES from the February 14, 2022 Representative Council meeting was made by Jeremy Bishko and seconded by Erika Pfeiffer.

Administration Report

Barbara Maceyak, Director of Human Resources was present for the Representative Council meeting.

- Participating in staffing meetings
- Met with elementary education principals to see where we stand for staff for next year
- Transitioning to Powerschool
- New postings will be in the new system
- AppliTrack will still be active until we get all reports moved
- Employee records will be moving to electronic files which will be much easier with everything together in one place
- She would like members to encourage colleagues to send letters as soon as possible if they are planning to retire this year so that HR is aware and can post openings
- Remember that to get on the April 12th board meeting agenda for reclassification, forms should be submitted two weeks before,

Officers' Reports

President, John Morris

- Spoke weekly to Superintendent Dr. David Glasner.
- Spoke regularly to Human Resources Director Barb Maceyak.
- Spoke to Director of School Leadership Dr. Erin Herbruck about building concerns.
- Helped update SHTA Facebook page with Communications Chair Andrew Glasier.
- Helped update Cuyahoga County Educator Summit Facebook page.
- Consulted SHTA Consul Susannah Muskovitz on member legal concerns.
- Communicated with SHTA Special Education Chair Tito Vazquez on member concerns.
- Communicated with Vice President Darlene Garrison on a building concern.
- Worked with Professional Rights and Responsibilities Chair Mike Sears and SHTA Legal Chair Jeremy Bishko on a grievance issue.
- Worked with High School Head Representative James Schmidt on a building concern.
- Worked with a member on an FMLA issue.
- Attended Forward Together community session on February 22nd.
- Attended Night for the Red and White on March 5th.
- Accepted the happy resignation of Peg Rimedio from our Executive Board and Representative Council. Support Teachers are no more!
- Collaborated on a joint statement on our recent contract with the district.

- Worked with Treasurer Bill Scanlon on budget issues.
- Helped members with leave questions.

Vice President, Darlene Garrison

- I participated in Equity Training and Classroom Rounds at Woodbury with West Wind facilitators and Woodbury’s Equity Team.
- Attended one community session of Forward Together at Shaker Heights High School.
- Met with a sixth-grade community and administrators at Woodbury to discuss concerns centering around a student and the plan for continued aggressive behavior when the student returns to school. Two meetings took place.
- Created a gift basket of Van Aken Market District gift cards and two bottles of wine for the SHTA donation to A Night for the Red & White Silent Auction.
- On Saturday, March 5th, attended the Annual Night for the Red & White Gala at Landerhaven.
- Collected receipts and sent reimbursements to members who were awarded SHTA Fellowship Grants.

Secretary, Lisa Hardiman

- Participated in virtual meeting with members to discuss the new contract
- Completed SHTA drawing and notified winners
- Sent email to SHTA members announcing winners of the drawing
- Participated in Teacher advisory meeting, one of which focused on Forward Together concepts

Treasurer, Bill Scanlon

- Worked on the negotiating team
- Attended A Night for the Red & White
- Dealt with the trust for Aisha’s Fraser’s daughters
- Scheduled meeting with Edward Jones advisor
- Did paperwork for PAC
- Helped the high school get food for a family with a sick child.
- Spoke at March’s Shaker Heights Board of Education meeting to tell BOE how productive the negotiating experience was.

Building Representative Reports

Boulevard—Cathy Grieshop

- Teachers are hoping lunch and recess will be scheduled together in order to gain the missing hour and ½ back next year.
- Thank you to the administration for hiring more substitutes and paraprofessionals however we still have many SHTA members covering lunch and classes.
- We are thankful for the extra couple of days to work in ProgressBook.
- I continue to meet with Principal Neal Robinson a few times a month.

Lomond-Jill DiPiero

- Meeting regularly with Principal George Clark
- Completed the first part of Equity Rounds

Mercer-Nicole Cicconetti

- Attended A Night for the Red & White
- Hand delivered new SHTA apparel to members
- Regular communication with Mercer Principal Roneisha Campbell

Onaway—Paula Klausner (Tim Kalan reporting)

- I have been speaking to our kindergarten teachers about their serious need for consistent, reliable aide support in their classes. Aides are provided for the first month or so of school, but, after that, there are not regularly assigned aides in their classrooms. This year has been particularly difficult, with so many children coming to kindergarten after NO socialization or preschool experience. I believe that the kindergarten teachers at all 5 lower elementary schools are having the same struggles. They need permanent, reliable aides, one in each classroom

Woodbury— Stacey DeYoung

- I try to meet with Principal Tiffany Joseph every other week.
- We spoke about discipline issues and when students are removed for a Take 5 break what's the next step if a student is removed several times in a day or a week? We need a plan.
- Teachers are calling for a student to be removed from the classroom due to behavior and being told that no one can come and remove the student and/or that the space is full and no other students can be placed in the room. What happens then?
- The SHTA representatives sent out a building survey to members to see what the areas of most concern are right now. This will be shared with administration and SHTA president as soon as possible.
- Many students with IEPs have no paraprofessional support, although it is part of their education plan.
- We have a field trip this week and although teachers have serious concerns about student behavior, we have been told all students will attend and have no clear plan in place to have a successful trip.

Middle School—Erika Pfeiffer

- Consulted with Principal Michelle Hughes weekly on various building items.
- Represented a member in a fact-finding meeting
- Represented a member in a pre-disciplinary meeting
- Met with members to address individual questions and concerns
- Consulted with Legal Aid Jeremy Bishko on building issues
- Served as SHTA representation in Redesign Team meetings
- Continued supporting members on the SMS grievance which is as yet unanswered. The extended deadline was 4 pm today.

High School—James Schmidt

- A group of more than thirty teachers met several times over the past month to develop a schedule for next year. While no one was 100% happy with the three schedules that were presented to Principal Eric Juli and Director of Curriculum & Instruction Dr. John Moore for consideration for next year, all three schedules addressed some of the issues with our current schedule.
- We are now awaiting the final decision as to what our daily schedule will look like next year and hope that it will not be in violation of our contract, as this year's schedule was when it was released in mid-August.

Innovative Center--Linda Roth

- The IC teachers would like to share a huge shout out to Innovative Center Coordinator Matt Simon for envisioning, creating, and leading a school that restores passion and purpose in both students and staff. In addition, Mr. Simon has developed a school that centers health and well-being, meaningful learning, inclusion, and relationships. We are proud and grateful to be part of this innovative educational model.

Executive Board Reports

Publications—Andrew Glasier

- Updated Facebook and Twitter account
- Worked with SHTA Diversity, Equity & Inclusion chair Angela Goodrum and Diversity, Equity & Inclusion Learning Specialist Dr. Nicole Paterson on Black History Month social media posts
- Sent out Newsletter to members and later administrators and community.
- Added Elections addendum before newsletter was posted on website
- Sent out emails to membership, including tentative agreement meeting information, Red & White winners, And elections information
- Editorial: Last month 3 editorials from 3 levels: elementary, middle school and high school. This month, Elementary Art Teacher Tim Kalan & former SHTA-ST now SHTA Teacher, Bonnie Gordon
- Evaluation committee met March 15 to learn about HQSD
- St. Baldricks: thank you to all who donated. Was able to raise over \$3200, \$25,000 overall

Evaluation - Lena Paskewitz

- Have Highly Qualified Student Data training at the administration building
- Attended A Night for The Red & White
- Sharing CSC information on Wednesday

Teacher Education - Wendy Lewis

- Hope evaluations are going well
- Turn in reclassification forms by March 29th

Membership and Elections-Chante Thomas

- Thanks for encouraging members to vote on February 22nd
- Communicated results of the election

Policy-Tim Kalan

- Attended numerous Forward Together discussions
- Helped member with salary classification concern
- Attended a teacher evaluation meeting
- Wrote essays for our newsletter

Public Relations-Bob Bognar

- All SHTA shirts have been distributed. Have gotten positive feedback.
- If you did not receive a shirt that was ordered reach out to let me know
- Hoping to have a fall sale of shirts with some additional options

Diversity, Equity and Inclusion-Angela Goodrum

- As we concluded our African American History Month, I am most thankful for the forum that allows me the opportunity to share information via a book share. Each book focused on the need to continue to fight against systemic racism in our nation's schools. I become more aware of our district's desire to begin the conversation as well as have an action plan that is implemented beyond the committees and conference rooms.
- I had the opportunity to attend the Equity, Advisory and Action Team meeting on March 2nd. The conversations were real and necessary. If we are to move forward together, we must address the lack of Teachers of Color both male and female, in our classrooms.

- In addition, the implicit bias that students feel daily in their classrooms and communicate with their families is enormous. White teachers are the majority in our district, and it is imperative that they understand their racial identity and whiteness.
- The book that I am sharing this month, is a guide to helping eradicate the ills that plague our black boys and discount their value. *The Guide for White Women who Teach Black Boys* by Eddie Moore Jr., Ali Michael, Marguerite W. Penick-Parks., brings together research, activities, personal stories, and video interviews to help us all embrace the deep realities and thrilling potential of this crucial American task. Schools are failing our black boys is not a new phenomenon but a reality. If change is going to occur teachers will need to identify their academic weakness, address them and change them. The frank discussions, scenarios and student's accounts will grab your attention and move you to action. Our white teachers are a valuable resource and have the ability to make substantive changes that will impact students for a lifetime.

Special Education-Tito Vazquez

- Attended and participated in the SHTA Executive Board meeting and general body meeting.
- Collaboratively solved various concerns with the Director of Exceptional Children Elizabeth Kimmel in the 6th of our monthly meetings.
- Worked with SHTA President Dr. John Morris, over Exceptional Children concerns.
- Provided support to various SHTA members concerning issues including but not limited to job placement, personnel issues and work options.
- Participated and represented SHTA in the Kent State University LGBTQ Center virtual panel: *So, Your Kid Came OUT as LGBTQ+... Now What?* hosted by Kent State's LGBTQ+ Center.
- Participated and supported a member in a Fact-Finding meeting with Shaker Heights High Assistant Principals Jacquelyn Baker and Marinise Harris.
- Participated in discussions with Shaker Heights High Assistant Principal Rebekah Sharpe concerning problem solving a situation.
- Participated in discussions with the high school and middle school Exceptional Children Department.
- Consulted with SHTA Executive Board member Jeremy Bishko over a student placement concern at Shaker Middle School.
- Spoken with the Shaker Heights School Psychologists over workload concerns.
- Communicated with Shaker Heights Exceptional Children Department Chairs over a variety of concerns in the district.
- Continue to work collaboratively with Shaker administrators, principals, assistant principals and Exceptional Children Supervisor (s) K-6 Erin Dzolic and 7-12 Supervisor Jennifer Currie on various issues to improve the functionality and support to the students and educators in the Exceptional Children Department in our district.

Legal Aid-Jeremy Bishko

- Consulted with SHTA President Dr. John Morris about member issues.
- Collaborated with SHTA Middle School Head Representative Erika Pfeiffer and SHTA Professional Rights and Responsibilities Chair Mike Sears about building issues.
- Consulted with Special Education Chair Tito Vazquez about building concerns.

Legislative-Dave Klapholz

- The Plain Dealer is [reporting](#) that the College Board is threatening to remove the Advanced Placement designation from high school courses in Ohio if the state legislature limits what teachers can discuss in some courses. At issue are two bills in the Ohio House that limit what teachers can discuss.
- The Plain Dealer is following the [story](#) of retired teachers asking the STRS to provide a cost-of-living allowance even though we have seen significant inflation and significant gains in the stock market. The

route that the retirees are taking could lead them to the Ohio Supreme Court because they are asking for a change in the STRS's policy of releasing information.

- The Ohio Capitol Journal is [reporting](#) on the “Backpack Bill” in the Ohio House that would take tax revenues that had been headed toward local schools and redirect them to private schools.
- The Ohio House and Ohio Senate are in a [conflict](#) about the process by which a school district can have properties appraised for taxes.
- The Columbus Dispatch is [reporting](#) on the search for new state superintendent of schools for Ohio (28 people have applied).
- 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

- Attended the February Finance and Audit Meeting which included a discussion of Forward Together.
- Attended SHTA Executive Board and Representative Council for March.
- Attended both February Board of Education meetings but missed the March Board of Education meeting.
- Plan to attend the Finance and Audit Meeting March 15.

Social-Selena Boyer

- Planning IN-PERSON District Recognition Reception on May 25th in the high school upper cafeteria
- Has secured permit for reception
- Has been talking to Stacy Poole about plans
- Nicole Gardner will also help this year

Occupational Health and Safety-James Schmidt

- The district ended the mask mandate on March 1st in accordance with guidance from CDC and CCBH. In the event that the number of active cases of COVID-19 rises significantly in our area, we expect that the guidance would be revisited.
- In addition, as of Thursday, March 10, school districts also are no longer required to collect reports of COVID-19 cases, provide community case notifications or report cases to local health departments unless a COVID-19 case is detected through a school-administered test. As a result of this change, families no longer need to report positive cases of COVID-19 to the District.

Sick Day Transfer-James Schmidt

- We have four members currently benefiting from the Sick Day Transfer Program, two of whom have been able to return to work full time. Unfortunately, Kenya Gest did not have enough days donated at the time she returned to work to cover her last paycheck. Thanks to Bryan Christman and Shelley McDermott, we were able to get a short extension to solicit enough donations to cover this shortfall. Kenya needs 5.6 days, which equates to 14 days donated by members. If you would be willing to donate one day or even half a day to keep Kenya in full pay status, it would be appreciated. Angela Anderson is also reaching the end of her donations, but could still use more days. Head reps, please share the following information with your members at your school. You should have received an email with this information around 5 PM.

For SHTA Members:

If you would like to donate sick days to either Kenya Gest or Angela Anderson, please make a copy of this form and complete it. Once it is complete, you may either share it with me electronically or print it and send it to me at the High School via interschool mail.

[Sick Day Donation Form](#)

- For clarification, you are indicating the maximum number of days that you would be willing to donate to the recipient. Those days will most likely not come out of your sick leave balance all at once. Donations are made as needed to ensure that the recipient has all of their days covered by sick days in a given pay period. Additionally, donations to a particular recipient are spread out and made evenly from all potential donors to that recipient. If there are a large number of possible donors, I may only need to take one sick day or possibly even a half of a sick day from one donor in a given donation's pay period. If you have any questions about the Sick Day Donation process, please email me at schmidt_j@shaker.org and I will be happy to answer them.

PAC (at-large)-Cathy Grieshop

- This month we updated the PAC FB page and talked with a representative from Honesty for Ohio Education about [Ohio House Bill 327](#). This bill undermines the learning environment by restricting the exploration of ideas, teaching methods, curriculum, and lesson plans. It also restricts essential professional development and training, violates academic freedom in higher education, threatens and intimidates educators with severe penalties without clear standards for violations, and much more.
- Although many groups including the Ohio Education Association, NAACP, Children's Defense Fund Ohio, ACLU Ohio have spoken out against this bill. The College Board has stated that if it passes they will pull Advanced Placement classes from all Ohio schools. This bill threatens academic integrity and freedom of speech.
- This bill is scary. We MUST encourage people from all over Ohio to reach out to friends and family asking them to send a message to State and Local Government the committee insisting this bill is dropped. Please see the [Honesty for Ohio Education](#) web site to find ways to easily oppose this bill and please spread the word!

Old Business - None

New Business

- Bill Scanlon reminded everyone to come out for the Staff vs. Student basketball game on March 17th at 3:30 in the high school north gym.

Good of the Order-

- John Morris expressed that he was excited to be meeting in person for our next meeting in April.

Motion to adjourn the meeting was made by Tim Kalan. It was seconded by Jeremy Bishko.

***Respectfully submitted,
Lisa Hardiman***

Forward together?

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

As we all move *forward together* I think it is important to dispel some notions and misconceptions that may interfere with sound decision making. I have heard a lot of talk about equity, declining enrollment, and outdated buildings used as a reason to completely transform our district to meet the challenges of a new century. The problem with the concepts being proposed to address these dilemmas is that they rely on specious reasoning and shortsighted solutions that risk the very mission of our school district. Let us ask ourselves, "What actually works in our district at present?" Well, I would argue our elementary school model is the strength of our school system. It is the face of our district. It is the reason people choose to send their children to us. Our K-4 neighborhood model allows our educators at the building level to build relationships with families that last for five years and provide us opportunities to intimately address issues and obstacles that those families may face. Many of us know every child in our building. I would argue that this neighborhood model is one that we should build on and improve, not eliminate or weaken.

It is a mistake to treat neighborhood schools as a bygone vice that are an obstacle to 21st century education? In fact, it is one of the few strengths we have to build on in a time of increased challenges and an uncertain future. A model that recognizes the intimacies of community as well as the importance of our families and relationship building, should be expanded, not contracted. Marrying declining enrollment with the necessary elimination of Onaway elementary school, and possibly the elimination of all our neighborhood schools, is a distortion that confuses a need to rethink our current model, with a self-fulfilling prophecy of diminished capacity and reduced services. A cynic may see it as a ploy to create a smaller and cheaper version of our district by reducing space and staff, while promising the same level of quality. Certainly, a district-model any accountant could love, provided their children didn't actually have to attend that particular district.

Reducing the transitions our students face should be a priority. We can build on a current strength by adding fifth grade to the elementary schools. This reduces the burden on our middle school model, and allows our younger students to continue the benefits and attention they receive at their neighborhood school. It also would fill any perceived 'underused' or 'redundant' space that apparently needs to be addressed. It should be noted that this 'underused space' is not currently visible to the majority of us who work in these buildings; particularly those of us whose 'classroom' is a hallway. In addition, our Pre-K program should be expanded and afforded its own space in order to help build bonds, meet needs, and increase our capacity to identify and ameliorate issues before our students even arrive in kindergarten.

What do we need as a district? We need better relationships with the families we serve. We need more effective resources to serve them. I don't see anything implicit in the proposed 'concepts' that directly reflect those needs. Our buildings pose a maintenance and accounting problem. A facilities plan certainly needs to address those factors. We presently have an opportunity to deal with those challenges while at the same time putting us in a better position to address the needs of the community.

As a resident in this district, I appreciate the allure of state dollars mitigating the cost of our infrastructure needs. But to infer that because of our *perceived* fate as a district doomed to shrink, we must drastically reduce and alter our space at the cost of our neighborhoods, belies the fact that space is currently at a premium in our district. I appreciate that the actuarial-minded sees an opportunity to shed principals, teachers, and custodians while winnowing down our district to as few buildings as possible. Anyone who works at the building level with

students understands what would be sacrificed through consolidation: increasing class sizes, decreasing green space, limiting specialization and ignoring the *real* educational barriers. Is less more?

I am also afraid there is a misconception that 21st century education implies some type of magical technologies, some cutting-edge architecture, or a building that will be the panacea for our modern challenges. In fact, there isn't much new under the sun, and a plain old room works just fine if you trust it to an effective teachers' judgment, allow it to be responsive to its present needs, and support it with common sense management decisions. No holograms, moveable walls, or virtual realities needed. And why no mention of outdoor classroom spaces? While it appears that the superintendent and the consultants seem prepared to go forward together in their current direction, I am hoping the boards and the community consider alternatives to this philosophy. Who wants to spend \$400 million dollars for less than they started with? We need a bond issue that will keep our children returning to this community, like it did for me. It is important not to lose sight of the mission of our schools, and the current needs that ought to be addressed. Keep in mind that our relationships with students and their families are our most precious capital, and our city is known by the schools it keeps, not kept.

Tim Kalan

Onaway School & Lomond School Art Teacher

Shaker Graduate

Shaker Parent

The End of Support Teachers

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For decades, this district undervalued the teachers who served students facing the greatest challenges in terms of academic preparedness. We worked without a minute of planning time, for a third less pay than regular SHTA members - or, in the case of Kindergarten Reading Program specialists, for less than half-pay. We were not eligible for continuing contracts, and our salaries were subject to freezes without the possibility of redress. We had no right to bargain collectively.

This was the situation when I started at Shaker. I believed then, and I still believe today, that it ran utterly counter to our guiding principle of equity - because we Support Teachers were working almost exclusively with our most at-risk Black and brown students.

Beginning with our first CBA, which created the SHTA-ST bargaining unit, the SHTA and District have whittled away at this entrenched injustice. Our working conditions improved, and KRP was paid the same as other Support Teachers. Some of us were moved directly into the regular SHTA bargaining unit.

Three years later, all of the Intervention Specialist Support Teachers, and the rest of the English Learner Support Teachers went onto the SHTA wage scale. And then, before negotiations for the present draft CBA even began, all of the Reading Skills Support Teachers were offered the opportunity to apply for new jobs, still helping our struggling readers at the elementary level, paid at SHTA rates and protected by the SHTA contract.

And now, in 2022, the last vestiges of the two-tier system will disappear. Those of us helping students recover credit lost during hard times in freshman or sophomore year will be treated exactly the same as those of us helping students in IB Diploma Programme courses. And that is as it should be. In my experience, the "C" in a failed Algebra 1 class is just as coveted by the student who works their butt off to earn it as the 4 in APUSH. This is what meeting students where they are looks like.

I have always been proud to work at Shaker. I chose this district from afar, when I was living in Germany and deciding where to go when I moved back to the U.S. with my German-born child. But now my pride is broader and sunnier than ever before. I congratulate Dr. Glasner and all the members of this brilliant negotiations team for their courage and integrity, and I thank the members of the Board with all the gratitude I possess.

Bonnie Gordon, Teacher