

## IMPORTANT DATES

Conference Day: No Classes PreK-12  
Thursday, October 20, 2022

Conference Day: No Classes PreK-12  
Friday, October 21, 2022

Board of Education Work Session  
Tuesday, October 25, 2022

SHTA Executive Board Meeting –  
Fernway  
Monday, November 7, 2022

Election Day (No School for Teachers &  
Students)  
Tuesday, November 8, 2022

SHTA Representative Council Meeting –  
Boulevard  
Monday, November 14, 2022

# SHTA *news*

October 17, 2022

ISSUE #2

## Message from the President

There is an eerie feeling in the hallways and collective spaces throughout Shaker Heights City Schools, and it's not just that the season is upon us. A sense of "normalcy" is beginning to set in. After two and half years of COVID teaching and learning, including remote and hybrid models, we are seeing what used to be a relatively normal school experience begin to set in among our students and educators. Granted, there are still the new schedules to contend with and the ups and downs of teaching, but it almost feels like we are back to pre-pandemic stability in our schools. Let's hope we can hold onto this for the remainder of this year and beyond.

That being said, we also need to continue remain vigilant about getting our booster shots, and flu shots as well. Wellness, both physical and mental, are essential for doing our jobs. I encourage you all to take the actions necessary to keep yourselves healthy as temperatures turn cooler and viruses move through our population.

We are also remaining vigilant on the union front as we watch what is happening with our brothers and sisters in Garfield Heights City Schools. As of this weekend, the Garfield Heights Teachers' Association has voted on a 10-day strike notice as negotiations continue. Our hope is that they result in a contract that is fair and equitable. However, if they are forced to strike, we will vote on sending a donation from our Association to their strike fund. We will keep you updated as the situation continues to develop and you can also track the news through our [SHTA Facebook page](#).

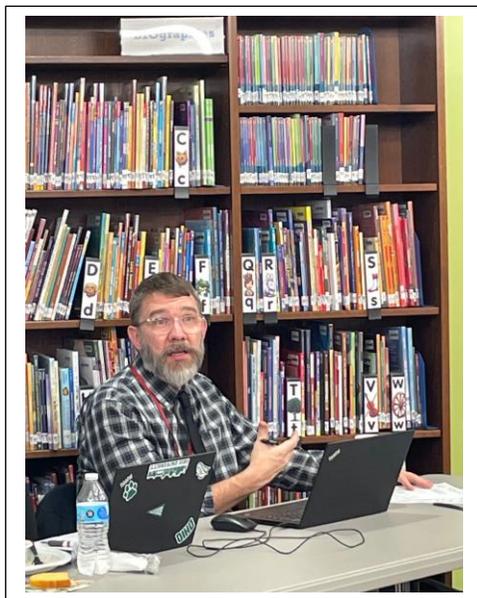
Finally, I look forward to our Building Committees coming together this month to meet on the non-contractual, but still essential issues that shape our lives as educators at each building. These committees consist of an SHTA Representative and anywhere from one to six members per building who will meet monthly with building administration to discuss curricular issues, school climate, programming decisions and other issues that directly impact the lives of the members in that building. Notes will be then shared among building members and reported back to SHTA leadership. This is part of our side-letter pilot program. I believe this has the potential to make our professional communications with our administrators that much more transparent.

It's been a typically active October. I spoke with superintendent Dr. David Glasner. I updated Shaker Heights Teachers' Association and Cuyahoga County Educator Summit Facebook Pages with SHTA Publications Editor

Andrew Glasier. I communicated with head representatives on Building Committee membership. I worked with SHTA Special Education Chairperson Tito Vazquez on member issues. I communicated with Director of Human Resources Tiffany Joseph on personnel issues. I worked with SHTA Personal Rights and Responsibilities Chairperson Mike Sears on Grievance issues. I communicated with SHTA Vice President Darlene Garrison, SHTA Secretary Lisa Hardiman, and SHTA Treasurer Bill Scanlon on funding issues. I assisted a member with a supplemental pay issue. I worked with a member on a personnel issue. I worked on finding clarification on a school fundraising issue with a member. I attended a successful SHTA Happy Hour hosted by SHTA Social Chairperson Selena Boyer (thank you, Selena!).

As we head into the fall, I hope that this growing sense of normalcy continues to flourish in our schools and we can continue educating our students in a safe and healthy environment. I also hope that your personal health and safety is also ensured through vaccination and self-care. This job is a marathon, not a sprint. Take care of yourselves and rely on your colleagues in the SHTA for support when you need it. That's what we are here for. And again, never hesitate to reach out to me if the need arises at morris\_j@shaker.org or x6033.

*Respectfully submitted,  
John Morris*



**SHTA Is now on**  **@SHTAssoc**

# ***OFFICERS' REPORTS***

## **VICE PRESIDENT'S REPORT**

The weather is changing quickly and we are losing our daylight hours. I guess I'm not quite ready to turn on the heat but I can't wait to bring out the sweaters and boots. I hope you are enjoying this fall weather and your school year is running smoothly.

The 2021 - 2022 Fellowship Grant receipts were due by September 30th. There was a total of fifty grant recipients and thirty-two members submitted receipts for reimbursement. Members were reimbursed for membership dues to professional organizations, books for professional learning, reading material recommended by our SHTA Diversity, Equity, & Inclusion Chairperson Angela Goodrum, a graphing drawing table, subscriptions to professional journals, college fees and much more. The fellowship grant has been renamed to the Dr. Rebecca L. Thomas Fellowship Grant. The new application for the 2022 - 2023 school year was shared with our membership on October 6th. As of October 12th, eighty-one members have applied to receive the grant. If you are planning on applying for the Dr. Rebecca L. Thomas Fellowship Grant please submit your Google Form by Monday, November 7th. All recipients will be selected during a random drawing. Only members of the SHTA are eligible to participate in the drawing for the Fellowship Grant. All recipients will be awarded \$100 each. Recipients will be notified by district email and all names will appear in the November Newsletter.

On Tuesday, September 13th, I attended the Board of Education meeting. During this meeting, High School Principal, Eric Juli gave a detailed report about the new FLEX Period at the high school. Chief Operating Officer, Jeffrey Grosse shared a presentation covering safety, security and ALICE Training. There was a long list of items for the School Board to approve.

The first PTO meeting of the 2022 - 2023 school year took place on Wednesday, September 14th. Members of the PTO Council shared reports regarding individual school activities and events, fundraising and MLK Jr. Day activities. I invited both PTO Co-presidents, Sharee Thornton and Erika LoPresti to the October 10th SHTA Representative Council Meeting.

Last month, I met with SHTA Officers to discuss financial sponsorship ideas and suggestions. I attended the Executive Board Meeting at Fernway. I worked with a member on a personnel issue. Coming up, the October 12th Board of Education Meeting and the kick-off meeting for *the Night for the Red & White* is scheduled for Wednesday, November 2nd.

Thank you so much for your continued support for our Association. Please don't hesitate to contact me if you have any questions or concerns. A special shout out to SHTA Social Chairperson Selena Boyer for hosting a fabulous Happy Hour at Voodoo Brewery.

***Respectfully submitted,  
Darlene Garrison***

## TREASURER'S REPORT

On October 4th, the Investments Committee, made up of Darlene Garrison, Chante Thomas, Todd Keitlen, and myself, met with Brady Krebs, our Edward Jones advisor to examine our investments. Some minor changes were made to rebalance our portfolio. The Investments Committee meets a minimum of twice a year, once in the Fall and once in the Spring, to review our investments and decide on any changes.

A full financial report will be included in November's newsletter. If anyone has any questions about our Association's finances, please give me a call (216-333-2627).

*Respectfully submitted,*  
*Bill Scanlon*



# ***EXECUTIVE BOARD REPORTS***

## **PROFESSIONAL RIGHTS AND RESPONSIBILITIES REPORT**

The Supplemental Committee met on September 29 to approve new proposals. We also discussed the September 15th deadline in the Collective Bargaining Agreement for receiving supplemental contracts. Most contract holders received their contract by the deadline. Human Resources doesn't send the contracts until building principals have given their approval. If you still haven't received your contract, please contact both your building principal and Human Resources Specialist Stacy Poole ([poole\\_s@shaker.org](mailto:poole_s@shaker.org)) for clarification.

During the past month, I filed a step 1 grievance that was decided in the member's favor, attended both the SHTA Executive Board and Representative Council meetings, represented a member at a meeting about salary and benefits, had several phone meetings with members about maternity leave, responded to a member's questions about jury duty, communicated with a member about using FMLA to care for an elderly parent, and met with a member about an unpaid medical leave.

The Insurance Committee meets on October 18.

*Respectfully submitted,  
Mike Sears, chairperson*

## **EVALUATION COMMITTEE**

Greetings! All buildings have had staff meetings to review the Ohio Teacher Evaluation System (OTES), specifically regarding High Quality Student Data (HQSD). I will review these highlights, as well as some important clarifications and reminders:

- The first step in the OTES process is completion of the annual Professional Growth Plan. This plan was due to be completed by October 15. Last year, only one goal was required, with the option to add goal(s) later in the year to reflect chosen areas of focus. This year, the administration has requested two goals, although this has not been discussed by the full committee yet. Therefore, please be sure to create *at least* one goal, with the understanding that another goal may be added during the evaluation process. The committee will work to provide more clarity on this issue.
- We will continue to use all of the new forms and procedures within the OhioES system. You may opt to type directly into evaluation documents or cut and paste from other documents into the OhioES documents. Additional evidence may be uploaded, if you so choose.
- 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.
- Please use the HQSD (High Quality Student Data) Menu to select two measures you will be using this year in your practice. Then, enter these selections in OhioES on your evaluation page. The tab is on the left under the Professional Growth Plan tab.
- 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.

A huge thank you to former Human Resources Director Barb Maceyak and current Human Resources Director Tiffany Joseph for going above and beyond to ensure that the Peer Evaluation partnerships are coded in OhioES. Please alert one of us ASAP if you cannot access your partner's evaluation.

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**

I attended the SHTA Back to School Happy Hour celebration, thank you Selena! I have represented members of the Exceptional Children Departments at Mercer, Woodbury, Shaker Middle School and Shaker Heights High School over staffing and paraprofessional concerns.

I have answered questions from various general education teachers in both elementary and secondary levels over students' IEPs both during and after the work day. I represented and provided support to a member during a Fact-Finding Meeting and I also represented a member in a mediation meeting concerning an ongoing concern with district administration. I met with Human Resource Director Ms. Tiffany Joseph over a member concern. I discussed with fellow Executive Board member and Shaker Heights High School head representative James Schmidt concerning a fellow SHTA member's questions about IEP support for a student at Shaker Heights High School. In addition, I communicated with Special Education Department Chairs and attended all Special Education Department Meetings at Woodbury, SMS and SHHS. I worked with SHTA President Dr. John Morris over a member's concerns.

I met with the Director of Exceptional Children Elizabeth Kimmel in the second of our monthly meetings to discuss concerns/issues to improve the functioning of the Exceptional Children Department. I have communicated with special education K-6 & 7-12 supervisors Eric Dzolic and Jennifer Currie concerning various questions, comments and concerns that arise throughout the district.

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

## **POLICY COMMITTEE**

This month's policy focus is on **By-Law V: Finances**, and in particular **Section A**, which concerns our dues.

### **A. Dues**

1. A change in the amount of dues shall be presented to the membership for its approval.
2. Dues will be collected through payroll deductions or by check. Members who select payroll deduction shall have ten (10) equal deductions starting with the first pay in October of the current school year. Members who choose to pay by check must do so in full, prior to October 1st of the current school year. Payroll deduction shall automatically continue from year to year unless the member notifies the Association and payroll office in writing, prior to October 1st of the current school year, that he or she wishes to stop payroll deductions.
3. Any member employed by the Shaker Heights City Schools after January 1st of the current school year, may join the Association and his or her dues will be one-half (50%) of the current dues assessment for that year. Any member employed after the start of the current school year,

but prior to January 1st, may join the Association at the current dues assessment (100%).

4. Association dues are not prorated by contract status, nor are any portion of the dues refundable.

Our dues payments provide the Association with resources and leverage. It allows us to protect members with legal coverage and pays for our excellent labor lawyer who is indispensable during negotiations. These payments are very reasonable compared to comparable collectively bargained districts, and I would urge any teacher not yet doing so to consider joining the SHTA to enjoy the full spectrum of these benefits.

*Respectfully submitted,  
Tim Kalan, Chairperson*

### **MEMBERSHIP/ELECTIONS COMMITTEE.**

At this time, you should have noticed your first dues deduction if they are paid via payroll deduction. Members who select payroll deduction shall have ten (10) equal deductions (\$33.00) starting with the first pay in October of the current school year. I have been working very closely with Assistant Treasurer Shelley McDermott to make sure we identify members and begin deductions with everyone in a timely manner.

I want to give a huge thank you to the building SHTA head representatives who have reached out to me regarding membership questions. Working together, we will have accurate membership records. The information that I am recording includes assignment changes, name changes and building changes. This month I will be sharing the membership spreadsheets with the head building representatives to verify my rosters.

Our membership form can be found on our website at <http://www.shtaweb.org/>. Completed forms should be scanned or mailed to my attention at Woodbury School. Any certificated employee of the Shaker Heights City School District who is employed as a Teacher becomes a member upon payment of the annual dues.

Lastly, October is Breast Cancer Awareness Month. The American Cancer Society says that one in eight women will be diagnosed with breast cancer in their lifetime. We can fight this by getting necessary screenings. As a result of the Pandemic, millions of women fell behind on their screenings. October 4-6 was designated as Pink Week this year. I choose to wear pink all month long as a grateful survivor. Please remember and tell everyone you know, early detection saves lives.

#### **The 2022-2023 Elected Representative Council Members are:**

**Boulevard** - Cathy Grieshop

**Onaway** - Paula Klausner

**Fernway** - Victoria Rosen, Matt Zucca

**Lomond** - Jill DiPiero, Steve Smith, Veronica Malone

**Mercer**- Nicole Cicconetti, Cathy Richards, alt

**Woodbury** - Stacey DeYoung, Aquita Shepherd, Lee Appel

**Middle School**- John Koppitch, Erika Pfeiffer, Matt Klodor,

**High School** – James Schmidt, Brian Berger, Jessica O'Brien, Tod Torrence, Aimee Grey, Enid Vazquez, Kim Roberts, Joel Rathbone

**Innovation Center** - Linda Roth

*Respectfully submitted,  
Chante Thomas, chairperson*

## DIVERSITY, EQUITY & INCLUSION COMMITTEE

As we continue to focus on students who are marginalized, I would like to share [BLACK LIVES MATTER AT SCHOOL: An Uprising for Educational Justice, Edited by Denisha Jones and Jesse Hagopian](#). This book examines how our institutions continue to move at a tortoise pace in making notable changes in the daily lives of students of color. A collection of writers brings to light how districts have committees and subcommittees that discuss what an Anti-Racist school looks like but fail to move to the next level. The book shares how teachers can join the movement, and join districts across the country that have uplifted students by showing them that they believe their lives matter. It's time to act!

A call to action outlines how, as a district, we can focus on the lives of our students by doing. Our students may see that teachers of color have been added to the staff, but may not feel the impact of their presence. My suggestion is a Call to Action week, where students learn the 13 principles of the Black Lives Matter movement and participate in activities focused on the why. [WHAT WE BELIEVE by Lalena Garcia](#) is a simplistic approach to opening a dialogue with all children K-12.

We currently have no mandatory Black Studies class that must be taken by all graduating students; most knowledge is gleaned in a few lessons during African American History month. The Black Lives Matter movement is not just a t-shirt or poster but a verb.

*Respectfully submitted,  
Angela Goodrum*

## NEW TEACHER COMMITTEE

Hello Colleagues. I hope you are all enjoying this beautiful Fall weather. I enjoyed seeing so many of you at the wonderful Fall Social Happy Hour organized by SHTA Social Chairperson Selena Boyer and hosted at Voodoo Brewery. It was a great event.

I have some important deadlines and information to share with you. [SALARY RECLASSIFICATION](#) happens twice a year, in November and April. The due date for submissions is TWO WEEKS prior to that month's Board Meeting. November submissions are due now, in time for the November 1st Board Meeting. Along with the form, you will need to submit an official transcript.

The District also offers tuition reimbursement. [TUITION REIMBURSEMENT forms](#) are due by December 1st. Along with the form, you will need a receipt of payment, which can be the original receipt or a credit card statement. OPEN ENROLLMENT for our Medical Mutual Insurance is November 1-16th.

Both forms are linked, but you may also find them by going to the Staff Intranet, going to the Human Resources & Benefits sections, and selecting Human Resources Forms.

As always, please do not hesitate to contact me with any questions or concerns you may have- [lewis\\_g@shaker.org](mailto:lewis_g@shaker.org).

*Respectfully submitted,  
Wendy Lewis*

## **SOCIAL COMMITTEE**

Thank you! Thank you! Thank you! Our annual Back to School SHTA Happy Hour was held on Friday, September 30th at Voodoo Brewery Cleveland and about 90 members came to celebrate with us and kick off a new school year! The best events are the ones that are well attended.

If you have suggestions for me for possible events feel free to contact me. Be sure to read the Social Committee monthly report for information about our next gathering. Thanks for your support!

*Respectfully submitted,  
Selena Boyer*

## **SHTA PAC COMMITTEE**

Election day is around the corner and many elected officials are attacking public education. We have to write letters, educate others, and vote in order to fight these attacks. To help with this we are currently creating the SHTA Political Action Page. This will be your one-stop shop for learning about current legislation and how to act against it. This page should be up and running soon on [www.shtaweb.org](http://www.shtaweb.org).

This month we attended the Executive Board, are planning and creating the Political Action Page Meeting and we continue to update the [Facebook SHTA Political Action](#) page.

Make sure your friends and family are prepared to vote on November 8, 2022!

*Respectfully Submitted,  
Cathy Grieshop & Jessica O'Brein*

## **PUBLIC RELATIONS COMMITTEE**

As the SHTA Public Relations chairperson I am currently working on putting together the merit scholarship congratulatory ad for *Shaker Life* magazine. The SHTA shirt sale has concluded. We sold approximately 60 shirts. I hope to distribute shirts at the end of October or the beginning of November. Shirts will be distributed to building Representatives and each shirt will be labeled with the purchaser's name. The SHTA happy hour was a wonderful way to demonstrate our solidarity and show off our vintage SHTA shirts.

*Respectfully Submitted,  
Bob Bognar*

## **SICK DAY TRANSFER COMMITTEE**

I met with two members to explain the process to enroll in the Sick Day Transfer Program.

*Respectfully Submitted,  
James Schmidt, Chairperson*

## LEGISLATIVE COMMITTEE

Shaker Heights Schools joined the lawsuit against Ohio's EdChoice program. This program uses tax dollars to create vouchers for private schools. As school-funding issues go, this one is big at about a quarter of a billion dollar annually. Ohio Capitol Journal has the [story](#).

Education Week has an [article](#) on the US Department of Education's upcoming decision on the legality of transgender students playing sports.

At the state level, EdWeek is [reporting](#) on the spectacular increase in legislation that concerns race, racism, gender identity and sexual orientation.

The Columbus Dispatch has a [piece](#) on a bill that is proposed in the Ohio senate that would allow military veterans to become teachers without getting a traditional teaching license.

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

*Respectfully Submitted,  
David Klapholz*

# MINUTES FOR THE REPRESENTATIVE COUNCIL MEETING

*SHTA President, John Morris* started the September 12, 2022 Representative Council Meeting at 4:34 PM. **The meeting took place at Fernway Elementary School.**

*Christopher Hayward, Principal of Fernway Elementary School*, welcomed SHTA membership. He said that Fernway has been collaboratively preparing for the IB evaluation visit. He noted that our teachers are an important part of bringing our curriculum to life. Mr. Hayward suggested and distributed an article entitled, “Let’s Talk Up the Profession”, which he encouraged teachers to read.

**A motion for approval of the MINUTES** from the September 12, 2022 Representative Council meeting was made by Robert Bognar and seconded by Lee Appel.

## Administration Report

**Director of Human Resources Tiffany Joseph**, was present for the Representative Council Meeting. District MAC Scholars supplemental contracts are out. The board of education will vote for approval of these contracts.

## P.T.O. Report

PTO President Erika LoPresti introduced herself to the SHTA Representative Council. She has three children in the Shaker Heights school district. She said she understands teachers because before she was a mother she was a teacher. She is looking forward to speaking with teachers about concerns. She looks forward to helping teachers.

## Officers’ Reports

### *President, John Morris*

- Spoke with superintendent Dr. David Glasner weekly
- Updated SHTA and CCES Facebook Pages with Publications Editor Andrew Glasier
- Communicated with head representatives on Building Committee membership
- Worked with Special Education Chair Tito Vazquez on member issues
- Communicated with Human Resources Director Tiffany Joseph on personnel issues
- Worked with PR&R Chair Mike Sears on Grievance issues
- Communicated with Vice President Darlene Garrison, Secretary Lisa Hardiman, and Treasurer Bill Scanlon on a funding issue
- Assisted a member with a supplemental pay issue
- Worked with a member on a personnel issue
- Working on clarification on school fundraising
- Attended the successful SHTA Happy Hour hosted by Social Chair Selena Boyer
- Tracked Garfield Heights Teachers contract progress

### *Vice President, Darlene Garrison*

- Attended the September 13th Board of Education Meeting.
  - High School Principal Eric Juli gave a detailed report about the High School FLEX Period
  - Chief Financial Officer Mr. Jeff Grosse Shared a presentation regarding Safety, Security and ALICE Training
  - Board Approvals
- Attended the September 14th PTO Council Meeting.
  - Shared individual school activities and events

- Fundraisers
- MLK Day activities
- Attended the SHTA Happy Hour at Voodoo, fabulous event and thank you Social Chair Selena Boyer
- Met with SHTA Officers to discuss financial sponsorship ideas and suggestions,
- Attended SHTA Executive Board Meeting at Fernway Elementary.
- Talked to a member concerning a personnel issue.
- Processed SHTA Fellowship Grant Reimbursements for the 2021 - 2022 School Year.
  - Sent out a reminder email for the September 30th deadline.
  - Fifty members won a fellowship grant.
  - Thirty-two members sent in requests to receive their reimbursement check for:
    - Membership dues to educational professional organizations
    - Books for professional learning
    - Recommendation Books shared by our DEI Committee Chair
    - Graphic Drawing Tables
    - Subscriptions to professional journals
    - Fees for college classes
- Created a new application for the Dr. Rebecca L. Thomas Fellowship Grant.
  - As of October, 09th, 80 members have applied.
- Contacted PTO Presidents to invite them to our SHTA October Rep. Council Meeting.
- Will listen to the October 12th Board of Education Meeting.
- Will attend the kick-off meeting for the *Night for the Red & White* on Wednesday, November 02nd.

#### ***Secretary, Lisa Hardiman***

- Attended Happy Hour hosted by Social Chair Selena Boyer. Thanks Selena!
- Continuing conversations with Mercer Principal Roneisha Campbell, building secretaries, and other staff members about security issues at Mercer
- Gave input on a financial issue along with President John Morris, Vice President Darlene Garrison, and Treasurer Bill Scanlon
- Participated in ALICE training which raised a lot of questions from some staff members. What are the next steps?
- Will be serving on the newly formed Building Committee at Mercer
- Submitted minutes for October's SHTA Representative Council Meeting

#### ***Treasurer, Bill Scanlon***

- Attended SHTA Happy Hour. Thanks Selena Boyer.
- Had an Investment committee meeting with Edward Jones advisor.
  - A few small changes were made but staying along the plan
- Passed out W 9 forms that have to be on file for SHTA

### **Building Representative Reports**

#### ***Boulevard— Cathy Grieshop***

- Formed the Boulevard Building Committee.
- When we met we discussed the purpose of the committee.
- At the meeting, Principal Neal Robinson said that any issues, such as non-working lock-down door props, are being taken care of.
- We are supposed to be getting a newly hired paraprofessional very soon.
- When are the 3rd and 4th grade teachers going to complete the yearly Ohio Gifted education training?

### ***Fernway-Matt Zucca***

- Held Building Committee meeting
  - Discussed function and procedures
- Positive resolution to a grievance worked on by Mike Sears.
- Asked if PD time will be given to complete Public Schools training.
- Single Subject schedule concerns; classes are scheduled back to back with no set up time in between.

### ***Lomond-Veronica Allen***

- Building Committee formation is in the works.
- Had a lockdown drill. The app worked well.

### ***Mercer-Nicole Cicconetti***

- Helped edit September newsletter
- Helped Principal Roneisha Campbell form Building Committee; our first meeting is later this month
- Created a Google folder for members with SHTA documents and our contract for easy access for members for materials and contract language often requested/needed during the school year
- Communicated multiple times with members throughout the month, as well as being in communication with Principal Roneisha Campbell
- Assisted members with the process of getting paid for room relocation; some members have been paid, we look forward to the remaining members being paid. Thanks to Principal Roneisha Campbell & Administrative Assistant, Jane Ng, for working with me on this issue.
- As of last week, our Extended Standards (ES) units have been staffed with paraprofessionals, according to the original plan of staffing communicated to ES teachers; we look forward to this being a permanent situation and solution for our ES students and staff

### ***Onaway—Paula Klausner***

- Met with Principal Dora Bechtel twice about a preschool staffing matter.
- Met with a member to discuss paternity leave
- Spoke with Speech Language Therapists (SLT) about staffing and burdensome workloads. I advised Onaway's SLT to collaborate with other SLTs to document all of their schedules. This will be ready for the November meeting. SLTs want more SLTs to be hired.
- Checked in every week with Principal Dora Bechtel

### ***Woodbury— Stacey DeYoung***

- Met weekly with Principal Eric Foreman.
- In the process of creating the Building Committee.
- Discussed concerns about gifted training and support needed when speaking to parents.

### ***Middle School—John Koppitch***

- Met with Principal Mrs. Michelle Hughes extensively about trying to coordinate teacher and administration behavior reflection documents in PowerSchool.
- We discussed an additional possible Raider Time for students after school on Thursdays (they would have to provide their own transportation).
- Addressed the violation of teacher lunch and planning time periods (30 minutes) on MAP testing and the Rainbow Run day; Mrs. Hughes responded by giving staff early release time on Fridays (2:45) to make up for the lost time.
- We are still trying to coordinate a bilateral agreed upon time for the Building Committee to meet.
- There are questions from members about the roles of the student support coordinators.

### ***High School—James Schmidt***

- Continue to meet weekly with Principal Mr. Eric Juli to address issues that we encounter at the High School.
- Held the High School's curriculum night on September 15th. Thank you to all of the SHTA members who worked outside of our contract hours to make the evening a success.
- There is a teacher who, by mutual agreement, is working outside of the normal contract hours. The terms of the agreement were to include compensation for the additional duties. This agreement was made between the member and the building administration prior to the start of the school year. The teacher has been performing these duties and waiting patiently, but the document is supposedly sitting on our Treasurer's desk. We hope that the teacher receives signed confirmation of the agreed upon compensation by the end of the week and does not need to stop performing these duties and seek retroactive compensation through a grievance.
- Working with Mr. Juli on an issue with a teacher who will need to be out for an extended period of time for medical reasons. Hopefully a substitute can be found soon and allowed to work with the teacher while the teacher prepares to be out of the classroom so that the transition to a long-term substitute will have minimal impact on student learning.
- Have been speaking with our counselors and our building administration about a plan that our district administration would like to implement that would add the responsibility of managing students' 504 plans to our counselors' workload. The American School Counselors Association lists this specifically as a duty that should not be performed by school counselors. House Bill 333 seeks to codify the job descriptions for school counselors and was referred to the Senate Primary and Secondary Education Committee on 5/25/22. We understand that managing 504s can be a time-consuming process for administrators, which appears to be the impetus for this proposed change. Passing the work on to an already overburdened counseling department does not solve the problem, but merely moves it from an administrative problem to SHTA members' problem. There appears to be a need for a full-time administrator or an additional school psychologist to manage these cases.
- Working with a member who is dealing with a payment issue related to summer writing.
- Thanks to our building committee for meeting with the building administration for the first time. The building committee members for the high school are Joel Rathbone, Shauna Bonner, Aimee Grey, Geoff Gainford, Adam Cohen, Donna Jelen, and Brad Bullard.

### ***Innovative Center--Linda Roth***

- No Report

## **Executive Board Reports**

### ***Publications—Andrew Glasier***

- Sent emails to members about T-shirt sales and happy hour
- Updated SHTAweb.org
- Updated distribution list
- Nicole Cicconetti will be writing an editorial for the next newsletter
- Reminded executive board that blurbs are due by Wednesday at midnight using Times New Roman size 12 font

### ***Evaluation - Lena Paskewitz***

- Continuing work with HQSD
- Everyone should put in measures by October 15<sup>th</sup>
- There is a question about the number of goals needed in our professional growth plan. Am working with Human Resource Director Tiffany Joseph.

### ***Teacher Education-Wendy Lewis***

- Attended SHTA Happy Hour-Thanks Selena
- Will be sending out reminders for tuition reimbursement and salary reclassification dates.

### ***Policy-Tim Kalan***

- Helped with OTES training at Lomond and Onaway
- Help with forming the building committee

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

- As we continue to focus on students who are marginalized students in our district, I would like to share *BLACK LIVES MATTER AT SCHOOL: An Uprising for Educational Justice* Edited by Denisha Jones and Jesse Hagopian. This book examines how our institutions continue to move at a tortoise pace in making notable changes in the daily lives of students of color. A collection of writers brings to light how districts have committees and subcommittees that discuss what an Anti-Racist school looks like but fail to move to the next level. It's time to act!
- A call to action outlines how as a district we can focus on the lives of our students by doing. Our students may see that teachers of color have been added to the staff, but may not feel the impact of their presence. My suggestion is a Call to Action week, where students learn the 13 principles of the Black Lives Matter movement and participate in activities focused on the why.
- *WHAT WE BELIEVE* by Lalena Garcia is a simplistic approach to opening a dialogue with all children K-12.
- We currently have no mandatory Black Studies class that must be taken by all graduating students; most knowledge is gleaned in a few lessons during African American History month. The Black Lives Matter movement is more than a t-shirt or poster but a verb.

### ***Public Relations-Bob Bognar***

- T-shirt sale wrapped up
- Will be sending shirts to head reps in each building with person's name

### ***Special Education-Tito Vazquez***

- Attended the SHTA Back to School Happy Hour celebration, thank you Selena!
- Represented members of the Exceptional Children Departments at Mercer, Woodbury, Shaker Middle School and Shaker Heights High School over staffing and paraprofessional concerns.
- Answered questions from various general education teachers in both elementary and secondary levels over students' IEPs both during and after the work day.
- Represented and provided support to a member during a Fact-Finding Meeting and I also represented a member in a mediation meeting concerning an ongoing concern with district administration.
- Met with Human Resource Director Ms. Tiffany Joseph over a member's concern.
- Discussed with fellow Executive Board member and Shaker Heights High School head representative James Schmidt concerning a fellow SHTA member's questions about IEP support for a student at Shaker Heights High School.
- Communicated with Special Education Department Chairs and attended all Special Education Department Meetings at Woodbury, SMS and SHHS.
- Worked with SHTA President Dr. John Morris over member concerns.
- Met with the Director of Exceptional Children Elizabeth Kimmel in the second of our monthly meetings to discuss concerns/issues to improve the functioning of the Exceptional Children Department.
- Communicated with special education K-6 & 7-12 supervisors Eric Dzolic and Jennifer Currie concerning various questions, comments and concerns that arise throughout the district.

### ***Legal Aid-Jeremy Bishko***

- No Report

### ***Legislative-Dave Klapholz***

- Shaker Heights Schools joined the lawsuit against Ohio's EdChoice program. This program uses tax dollars to create vouchers for private schools. As school-funding issues go, this one is big at about a quarter of a billion dollars annually. Ohio Capitol Journal has the story.
- Education Week has an article on the US Department of Education's upcoming decision on the legality of transgender students playing sports.
- At the state level, EdWeek is reporting on the spectacular increase in legislation that concerns race, racism, gender identity and sexual orientation.
- The Columbus Dispatch has a piece on a bill that is proposed in the Ohio senate that would allow military veterans to become teachers without getting a traditional teaching license.
- If you have ideas about where I should get the latest legislative news, please let me know.
- I'm looking forward to a great school year.

### ***Social-Selena Boyer***

- Thanked everyone for coming to Happy Hour
- Open for feedback on future happy hour locations
- Working on Fernway building committee

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

- Supplemental Committee Meeting on September 29
- Grievance decided at step 1 in the member's favor
- Working on another grievance for a member
- Helped members with questions about jury duty
- Answered member questions about maternity leave
- Communicated with a member about FMLA regarding an elderly parent
- Represented a member at a meeting about salary and benefits
- Insurance Committee Meeting on October 18

### ***Sick Day Transfer-James Schmidt***

- Met with two members to explain the process to enroll in the Sick Day Transfer Program.

### ***PAC (at large)-Cathy Grishop and Jessica O'Brien***

- Attended Happy Hour
- Updated Facebook page
- Created Hyperdoc

## **Executive Session**

**Old Business** - none

**New Business**-none

**Good of the Order-**

- President John Morris thanked the Fernway representative for hosting a good meeting.
- Mentioned that this Saturday at Shaker Heights High School's auditorium, there will be a production called, "What We Learned While Alone".
- President John Morris stated that Membership/Elections Chair Chante Thomas and Legal Aid Chair Jeremy Bishko have been celebrated on the SHTA Facebook page.

Motion for adjournment was made by James Schmidt. It was seconded by Paula Klausner.  
Meeting adjourned at 5:50 pm.

*Respectfully submitted,  
Lisa Hardiman*



**The October SHTA Representative Council Meeting at Fernway Elementary library.**

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

## ***Fairness & Justice***

*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.*

Equity is defined as **fairness and justice** and is distinguished from equality. Whereas equality means providing the same to all, equity recognizes that we do not all start from the same place. For equity, we must acknowledge and adjust address these imbalances. Please read that again. We must acknowledge and adjust. The word equity is used on a daily basis in Shaker Heights Schools. It is a part of our IB Units of Inquiry and displayed on our District webpage as part of our Strategic Plan. There are jobs and committees solely based on equity and diversity—yet our most fragile population, our Special Education students, are far from being given an equitable education by all stakeholders.

Our Extended Standards Classroom teachers and their paraprofessionals have been teaching—for years all while understaffed, overworked, and underappreciated. And the start of the 2022-2023 school year for these specific Shaker employees continued that pattern. Our students, yes 'our' students not 'their' students, have significant and intense daily needs, and the promised staff was not provided until almost 30 days into the school year.

Why? This continuously occurs for a few reasons. First, our paraprofessionals are underpaid for the work they do. This is insulting. The pay they receive does not align with the expectations we ask them to meet. Secondly, Special Education students are simply not a priority in our district. The Intervention Specialists and Special Education educators are a special class of people. The role they fulfill day in and day out takes a level of patience, love, organization, knowledge, and time. So, what do they do when they are severely understaffed and overworked? They still get the job done each day and ensure our students feel safe, welcomed, supported, and set up for success. The problem with this is regardless of being understaffed, our Special Education teachers and paraprofessionals will not falter. The district knows this and allows it to continue.

Is this sustainable? Absolutely not. These are human beings we are talking about. We all have our breaking point and when people are taken advantage of and underappreciated, they will eventually walk away—and who will suffer the most? Our Special Education students.

To be specific, our low socioeconomic Special Education students will suffer the most. The students whose home environments are of comfortable wage, with access to childcare and familial support, access to daily necessities, and those with the most knowledge of Special Education rights, have an advantage when it comes to advocating for the needs of their student(s).

The disbelief I am often left with when discussing these ongoing concerns is why has nothing changed? We have implemented the International Baccalaureate Programme with vigor, consistency, reflection, growth, and change, but yet when it comes to Equity and Diversity, all of our students are not considered for the same rigorous level of implementation. As an IB school district, we commit to uphold the premise of "Education for a Better World".

Currently, our students with disabilities are not consistently being provided with an equitable environment, support staff, and tools for learning, beginning with our youngest learners. As a result, their contributions to creating a better world are hindered.

If we are a district focused on Equity and Diversity, we must first acknowledge ALL of our students, then make adjustments to truly consider ourselves a district striving for inclusion for all learners.

*Respectfully Submitted,  
Nicole Cicconetti  
1st Grade Teacher, Head SHTA Building Representative  
Mercer Elementary*

## ***State Justices are Important***

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Excuse me for getting political for a moment, but we have an important election coming up in less than a month. All over the country, states have candidates on the ballot who promote the Big Lie. These are the kind of politicians who promote laws that restrict what we're permitted to teach, who send public tax dollars to private schools (EdChoice Program), and who make it easier for uncredentialed people to become teachers. Many times, these anti-public education laws end up getting challenged in the courts and sometimes make it all the way to the State Supreme Court. We have a good opportunity (Marilyn Zayas, Terri Jamison, & Jennifer Brunner) to create a backstop that will protect our schools from attack. Please use your votes on November 8th to protect our public education system.

*Respectfully Submitted,  
Bill Scanlon  
High School Science Teacher/SHTA Treasurer  
Shaker Heights High*

The SHTA PAC is on



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**PAC of the Shaker Heights Teachers  
Association**