

IMPORTANT DATES

Tuesday, February 21 – BOE Finance & Audit Committee

Tuesday, February 22 – BOE Work Session

Friday, February 24 – St. Baldrick's Fundraiser, SHHS Large Auditorium, 7PM

Friday, February 25 – Sankofa, SHHS Large Auditorium, 7PM

Saturday, March 6 – SHTA Executive Board

Monday, March 13th- SHTA Representative Council – Middle School

SHTA *news*

February 21, 2023

ISSUE #5

Message from the President

In my mind, there are two worlds. There is the world we want to live in, and there is the world in which we actually live. Keeping these worlds divided has become a difficult if not impossible task, especially when I consider the issue of guns and schools.

Personally, I don't want to live in a world where we need metal detectors in our PreK-12 schools. I also don't want to live in a world where a first-grade teacher gets shot by a six-year-old in class. But here we are. From Newport News, [Virginia](#) to Pickerington, [Ohio](#) to our own ammunition issue at [Onaway](#), there are ever increasing numbers of stories about gun presence and gun violence in schools. And as Columbus legislators continue to remove restrictions on open and concealed [carry](#), and attempt to install people with only 24 hours of gun safety training in our [schools](#), I realize how irresponsible it is to pretend the real potential of gun violence in our schools is not increasing exponentially all around us. I also consider myself a fairly well-balanced thinker on the subject with both family and friends who own guns, serve in the armed forces, and are police officers who work with guns on a regular basis. Many of them question the proliferation of ever more lax gun restrictions that seem to be sweeping our state in particular.

In this time and place, with a Governor and Ohio Legislature that seems to be progressively stripping common sense gun safety from our laws, I believe it would be equally irresponsible to *not* imbed metal detection in each of our buildings. I have read the counter [arguments](#) about the relative ineffectiveness of metal detectors, but that doesn't stop them from being ubiquitous in nearly every public building in the [state](#). I would also argue that even a small deterrent to weapons and ammunition being brought into our schools would provide an extraordinary added value. I also know that modern technology such as Wide-Area Metal Detectors ([WAMD](#)) and other camera-based detection methods don't prevent like the metal detectors we see at airports and sports arenas. Finally, school systems not far from our own have chosen to shift to this preventative measure after gun violence occurred in their [schools](#).

It would be irresponsible at the juncture, in this time and place, to pretend to live in the world in which we want to live. We have to live in the world that we actually inhabit right now. It's time to make metal detectors a part of our holistic approach, along with social emotional support, to make our students and schools

as safe as possible. Maybe one day we can remove them like the old manipulatives and text books from the past, but I would rather us make the effort than to consider the “should haves” should the unthinkable occur.

It’s been a busy month. I spoke weekly with Superintendent Dr. David Glasner. I also spoke weekly with Human Resources Director Tiffany Joseph. I updated the SHTA Facebook Page with Publications Editor Andrew Glasier. I worked with Special Education Chair Tito Vázquez on Member Issues. I communicated with Boulevard Head Representative Cathy Grieshop on a safety concern. I collaborated with Personal Rights and Responsibilities Chair Mike Sears on a grievance and members’ concerns. I worked with MS Head Rep John Koppitch and Legal Aide Chair Jeremy Bishko on member concerns. I worked with Evaluation co-chair Lena Paskewitz, Addie Tobey, and Andrew Glasier on evaluation issues. I worked with MS Head Principal Michelle Hughes to address a member concern. I assisted a member with a legal issue. I attended a successful Winter SHTA Happy Hour planned by Social Relations Chair Selena Boyer. I helped with sick day transfer for a member. I communicated with SHTA legal counsel Susannah Muskovitz on member concerns. I worked with Onaway Head Representative Paula Klausner on member concerns. I assisted a member with an FMLA issue. I answered a question concerning Paternity Leave.

It continues to be an honor and pleasure to advocate for you as President of the SHTA. It is a challenge that is more than worth taking. I will continue to speak out on issues like metal detection in our schools because it is essential to the well-being of our students, our teachers, our staff, and our community. Please feel free to let me know if you feel that my perspective somehow misses the mark or should be moved forward. I can only do this job and have this voice with your support. As always, I can be reached at morris_j@shaker.or or x6033.

*Respectfully submitted,
John Morris*



SHTA President, Dr. John Morris, Vice President Darlene Garrison, Secretary Lisa Hardiman, and Social Committee Chairperson Selena Boyer at the February SHTA Representative Meeting @ SHHS

VICE PRESIDENT'S REPORT

It has been a busy month for all of us!! Parent/Teacher Conferences are over. I hope all of your conferences were productive and positive for all involved. On January 24th, I attended the general PTO Council meeting. Sharee Thornton, co-president of the PTO thanked our members for all of their hard work and dedication given to our students. During the month of January, each school celebrated Dr. Martin Luther King Jr with help from the PTO. Various activities were shared throughout the school district.

During the month of February, I attended a meeting with Holly Coughlin, the Shaker Schools Foundation Director to discuss the silent auction at *A Night for the Red and White*. SHTA's donation to the silent auction is titled, "A Taste of Shaker: Restaurant Tour". Our silent auction gift will include gift cards to NorthStar, Paloma and Shake It, three new restaurants at Van Aken Market District.

Members are encouraged to attend this year's *A Night for the Red and White*. This spectacular event is back at the beautiful Downtown Hilton Hotel. The focus will include "Excellence is Inclusive: Providing opportunities for all Shaker Students." Funds raised will remove barriers and support inclusion for a wide range of experiences inside and outside of the classroom. Tickets for staff members are priced at a discounted \$150 which includes: dinner, dancing, 2 drink tickets, champagne toast, valet parking and student performances. So, we hope to see you on Saturday, March 18th, 7:00 PM at the Downtown Hilton Hotel. You may purchase tickets using this link: [Purchase Tickets for the Annual Red and White Gala.](#)

Members have been submitting their receipts for the Dr. Rebecca L. Thomas Fellowship Grant. I encourage all Fellowship Grant recipients to forward receipts for their professional development to me, in order to receive your reimbursement. Once you submit your receipt, it takes 2-3 weeks to process your reimbursement.

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

Respectfully submitted,
Darlene Garrison

TREASURER'S REPORT

Hello all you hardworking teachers out there. I hope you enjoyed your President's Day weekend, our day off at the start of the five weeks leading into Spring Break.

Working with the majority of our students is a joy - good kids doing what they can to learn the ins and outs of schooling. A few of our students don't share that love for school and our classroom, and sometimes make small or large mistakes. When that happens it's our job to teach them boundaries for acceptable behavior. Setting and sticking to these guidelines is doing right by these children. Allowing them to break rules with no lasting consequence is setting them up for future failure. Let's stay strong and keep helping our students to be better versions of themselves.

I communicated with our accountants at John Hawkins, LLC to file our end of year tax forms. I completed the communications leading to the audit report for last year's books. I also communicated with our Edward Jones advisor to set up a Spring Investments Committee meeting. A full financial report will be included in the March Newsletter.

Respectfully submitted,
Bill Scanlon

EXECUTIVE BOARD REPORTS

PROFESSIONAL RIGHTS AND RESPONSIBILITIES REPORT

During the past month, I attended the SHTA Social at the Academy Tavern, the SHTA Executive Board and Representative Council meetings in February, and I plan to attend the Insurance Committee meeting on February 23.

After reviewing the administration's disposition from a Step II grievance hearing on December 6, both the member and the SHTA Grievance Committee decided to move to Step III. Attorneys for both the association and the administration are currently in the process of selecting an arbitrator.

Middle school head building representative John Koppitch consulted with me about a disciplinary issue at the middle school. I worked with SHTA President John Morris and John Koppitch to resolve questions from members at the middle school about the teacher evaluation process. I assisted a member with questions about job sharing and reduced time schedules. I spoke to a member with questions about voluntary transfer requests. I listened to members who are concerned about dental insurance not covering all procedures, especially wisdom teeth extraction and anesthesia. This issue will be discussed at the Insurance Committee meeting on February 23. I spoke to members about both maternity leave and paternity leave. Expectant mothers should review [Maternity Leave Considerations](#). These slides can also be found on the right side of the Insurance and Benefits website.

Here's a free link to a recent column that resonated with me about the challenges schools face in a post-pandemic world:

[America Should Be in the Middle of a Schools Revolution By David Brooks NY Times](#)

If you like podcasts, I recommend School Colors seasons 1 and 2. While it's about schools in Brooklyn and Queens, the issues discussed provide a deeper understanding about the challenges school districts face as their student populations change over time. The topics are all relevant to our work here on the east side of Cleveland. <https://www.schoolcolorspodcast.com/> "School Colors is a narrative podcast from Brooklyn Deep about how race, class, and power shape American cities and schools."

*Respectfully submitted,
Mike Sears, chairperson*

EVALUATION COMMITTEE

Greetings! As the Evaluation Chairperson, I continue to work with Human Resources Director Tiffany Joseph and the Evaluation Committee to address questions, concerns, and protocols.

Please be aware of the following reminders and clarifications of evaluation protocols:

- All observations should be completed by May 1, 2023
- All evaluation conferences, final summative ratings, and pinning should be completed by May 10, 2023
- Lesson observations should be scheduled at a mutually agreed upon time between the evaluator and the educator. This is true for all lesson observations during Full-Cycle and Off-Cycle years. The "informal" observations, a.k.a. walkthroughs, may be unannounced.

Please refer to the [Evaluation 2022-2023](#) slide deck for detailed information and resources. Be sure to utilize the resources on slide 26. The “Navigating OhioES” videos may be of particular help to those who are having trouble.

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.

*Respectful Submitted,
Lena Paskewitz, Evaluation Chair*

SPECIAL EDUCATION COMMITTEE

I participated in the SHTA Executive Board and SHTA Representative Council meetings. I have supported a high school intervention specialist over a classroom management concern and supported an intervention specialist with a parent and scheduling concern. I participated in a meeting with Shaker Heights High School principal Eric Juli, Exceptional Children Department Chair Jessica Wilkes and SHTA President Dr. John Morris to improve the functioning of the Shaker Heights High School Exceptional Children Department. I have answered questions from exceptional children and general education teachers concerning student accommodations, needs and providing support to often asked questions and communicated with district Exceptional Children Department Chairs at Woodbury, SMS and SHHS.

I attended and participated in the Black Teachers Task Force meeting led by Diversity, Equity, and Inclusion Learning Specialist and SHTA members Dr. Nicole Patterson, Ph.D. and Brittney Webb, with fellow BTTF Steering Committee members Selena Boyer and Lisa Hardiman.

I helped a SHTA member get the necessary curriculum and supplies to provide students with the essentials to support success and worked with a SHTA member to solve an ongoing concern.

I met with the Director of Exceptional Children Elizabeth Kimmel in the sixth of our monthly meetings to discuss concerns/issues to improve the functioning of the district wide Exceptional Children Department as well as communicated with Exceptional Children Supervisors Erin Dzolic (K-6) and Jennifer Currie (7-12) concerning various questions, comments and concerns that arise throughout the district. I am participating in the Exceptional Children's Leadership Team led by Dr. Denise A. Snowden, Ph.D. with various district administrators and fellow SHTA educators.

I attended the SHTA Happy Hour at the Academy Tavern. Thank you, Selena Boyer, for planning another Excellent event!

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

SOCIAL COMMITTEE

Thank you for coming to our January SHTA Happy Hour! It's always a pleasure to catch up with our members in a fun and casual setting! Our January Happy Hour was held at Academy Tavern on Larchmere Blvd. I am always open to ideas about venue suggestions. Feel free to email me.

Spring is around the corner and we are gearing up for our end of the year festivities. Stay tuned for details regarding our Annual District Recognition Reception.

*Respectfully submitted,
Selena Boyer, Chairperson*

POLICY COMMITTEE

Our Association's constitution consists of Articles and By-Laws that govern our operations, along with a Special Policy that we use as a mitigation to solve problems and lessen conflict. It reads:

SPECIAL POLICY POLICY FOR SOLVING PROBLEMS

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

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

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

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

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

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

*Respectfully submitted,
Tim Kalan, Chairperson*

MEMBERSHIP/ELECTIONS COMMITTEE.

This year marks five years since we tragically lost Aisha Fraser. In this newsletter, you will see information about the Aisha Fraser Memorial Bench Fund. Please take a moment to read the statements about Aisha's impact on the Shaker Community. If you did not know her, the spirit of Aisha was captured perfectly by the contributors.

Payroll deduction for SHTA dues began with the October 1st paycheck - \$33 per pay for 10 pays. Most of our members' payment for dues will be complete after the February 16th paycheck deduction. At this time, we have 474 members of SHTA. Your building representatives should have given you your 2022-2023 membership card.

Thank you for continuing to notify me with changes in roster or membership. If I can be of assistance, do not hesitate to contact me at thomas_c@shaker.org.

Respectfully submitted,
Chante Thomas, chairperson

DIVERSITY, EQUITY & INCLUSION COMMITTEE

African-American History Month reveals how much we do *not* know about our American history. As I share with my students, American history is everyone's history. One term that is often overused is Uncle Tom. In the black culture it often means a sell out, however, it is anything but... African and Black History archives share the real Uncle Tom, who was an asset to our race. Josiah Henson, who was the inspiration for Harriet Beecher Stowe's *Uncle Tom's Cabin*, was an abolitionist who was a leader in getting enslaved African Americans to freedom. He was born in 1789 in Charles County, Maryland. He was an eyewitness to atrocities against his family. As he aged, he would not snitch on slaves, and he added cotton to their bags to prevent the plantation owners from whipping the slaves. He became trusted and would oversee other enslaved. He used his position to aid in the Underground Railroad, freeing many from Maryland to Ontario, Canada. Later, he worked to support his family and founded a settlement and school for other fugitive slaves and became a minister, while serving in the British Army in Canada. When you hear someone calling an individual an Uncle Tom, stop them and ask why. In reality, Uncle Tom is a compliment and note that it was Sambo who was the real sell out. Sambo would do anything to get the plantation owner's approval. Uncle Tom is someone to respect and honor.

This month I would like to share the book *Dear White American: Letter To a New Minority* by Tim Wise, an anti-racist author who confronts the racist belief systems that permeate United States culture. "Wise confronts the white fear of losing cultural hegemony, on the one hand, and the politics of resentment that has been both a real and contrived source of right-wing power in national politics. The book is aimed at a reasonable audience who may describe themselves as 'not a racist,' but whose assumptions about race and social power make them underestimate or misrecognize racism's persistence in the US ". *Book News*

As we look at our school calendar for next year, it is refreshing to see that an additional religious day observance has been added. Eid al-Fitr or the Festival of Sweets is the earlier of the two official holidays celebrated within Islam. The religious holiday is celebrated by Muslims worldwide because it marks the end of the month-long dawn-to-sunset fasting of Ramadan.

Respectfully submitted,
Angela Goodrum

SHTA PAC COMMITTEE

Winter can feel long at this time of year and we hope that everyone is enjoying the sunny days we have seen. With the beginning of the new year we saw all of last year's bills die. However, the following three bills from last year have been reintroduced:

House Bill 1 - Dismantle Ohio State Board of Education

House Bill 11- Parental Education Freedom Act (Vouchers)

House Bill 14 - Veteran's teaching without a teaching license

We will continue to monitor these and find out about new bills being introduced. Any new information will be uploaded to the SHTAweb.org page. It's a new year and the bill are new so please check out the page and send a note against these bills again. Speak up! The more voices that are heard really does make a difference! Thank you!

Respectfully Submitted,

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

SICK DAY TRANSFER COMMITTEE

Middle School teacher Heather Sterby has exhausted her sick days and will fall into unpaid status. As a member of the Sick Day Transfer Program, she is eligible to receive donations directly from members who are eligible to donate sick days. To be eligible to donate sick days, an SHTA member must meet the following criteria:

- The total of an employee's sick leave donations to all recipients may not exceed 10 donated days per school year.
- Only employees with an accumulated sick leave balance of 20 or more days may donate more than one day per school year.
- Employees with fewer than 10 sick days may not donate at all.

If you are interested in donating sick days to Heather and you are eligible based on the above criteria, contact Jessica O'Brien at Obrien_j@shaker.org. You will indicate the maximum number of sick days, up to 10 maximum, that you wish to donate to Heather while she is enrolled in the Sick Day Transfer Program. ***You will not donate all of these "pledged" days at once, nor will they all be taken from your sick leave balance immediately.*** These days will not be taken from your sick leave balance until they are actually to be transferred to Heather. As donations are requested from the Treasurer's office, the chair of the Sick Day Transfer Committee will arrange transfers such that the total number of days taken are distributed evenly across all members who wish to donate. For every 2.5 sick days donated by our members, Heather receives one sick day

Respectfully Submitted,

James Schmidt, Chairperson

LEGAL AID COMMITTEE

I worked with SHTA President Dr. John Morris, Professional Rights and Responsibilities chairperson Mike Sears and Middle School SHTA head representative John Koppitch on member issues.

*Respectfully submitted,
Jeremy Bishko*

LEGISLATIVE COMMITTEE

The Statehouse News Bureau [reports](#) on the impact that Governor Mike DeWine's proposed budget will have on public education. The proposed budget expands the voucher program for private and charter schools through the *Ed Choice Scholarship Program*. Originally this program was designed for impoverished families, but the proposal would let a family with an income of \$120,000 use the scholarship. The Plain Dealer [reports](#) that the current threshold is that family income be below \$69,375 and would go up to \$111,000. Opposing this change are the Ohio Federation of Teachers, and the Ohio Education Association.

The Ohio Capitol Journal [reports](#) that Governor DeWine signed HB 554 into law. The statute makes it easier for people who have left teaching to reinstate their licenses. Ohio is facing a significant shortage of teachers, and while this new law will help a bit, no one expects that the new law will be enough to eliminate the shortage.

The New York Times has several articles that [cover](#) Florida's Department of Education banning of the Advanced Placement course on African American Studies.

*Respectfully Submitted,
David Klapholz*

MINUTES FOR THE REPRESENTATIVE COUNCIL MEETING

SHTA President, Dr. John Morris started the February 13, 2023 Representative Council Meeting at 4:31 PM. **The meeting took place at Shaker Heights High School.** Dr. Morris introduced HS principal Mr. Eric Juli.

Eric Juli, Principal of Shaker Heights High School, welcomed the SHTA Representative council back to the High School. He said that this year with teachers and students is positive and collaborative. He expressed that he hopes the meeting is not at all related to Covid, as it was the last two years. He wished the council a good meeting!

A motion for approval of the MINUTES from the January 17, 2023 Representative Council meeting was made by Aimee Grey and seconded by Robert Bognar. President John Morris stated that if there is a correction to be made to the notes from the previous month, that it should be noted during the approval and then the correction should be included in the notes for the present month.

Administration Report

Director of Human Resources, Tiffany Joseph was present for the Representative Council Meeting. She stated that March 30th is the deadline for Voluntary Transfer. She then announced that the dates for the New Teacher Academy are August 10th and 11th, 2023.

Officers' Reports

President, John Morris

- Spoke weekly with superintendent Dr. David Glasner
- Spoke weekly with Human Resource Director Tiffany Joseph
- Updated SHTA Facebook Page with Publications Editor Andrew Glasier
- Worked with Special Education Chair Tito Vázquez on Member Issues
- Worked with Boulevard Head Rep Cathy Grieshop in a safety concern
- Worked with Personal Rights and Responsibilities Chair Mike Sears on a grievance and member concerns
- Worked with MS Head Rep John Koppitch and Legal Aide Chair Jeremy Bishko on member concerns
- Worked with Evaluation Committee members Lena Paskewitz, Addie Tobey, and Andrew Glasier on evaluation issues
- Worked with MS Head Principal Michelle Hughes to successfully address a member concern
- Assisted a member with a legal issue
- Attended SHTA Happy Hour
- Helped with sick day transfer for a member
- Communicated with SHTA legal counsel Susannah Muskovitz on member concerns
- Worked with Onaway Head Representative Paula Klausner on member concerns
- Assisted a member with an FMLA issue
- Answered a question concerning Paternity Leave

Vice President, Darlene Garrison

- Attended the January 24th PTO Council Meeting.
- Attended the Black Teacher Task Force Zoom meeting.
- Attended the fabulous Happy Hour sponsored by SHTA on January 27th at Academy Tavern. Thank you Selena Boyer!!!!

- Attended a meeting with Holly Coughlin, Director of the Shaker Schools Foundation to discuss the *Night for the Red and White*.
 - Donation from SHTA for the Silent Auction: “A Taste of Shaker: Restaurant Tour”
 - Shake It
 - NorthStar
 - Paloma
- Attended the January 17th School Board Meeting
 - Will attend School Board Meeting tomorrow, February 14th
- Helped a member with an evaluation concern.
- Completed the documents to reimburse members for their Dr. Rebecca L. Thomas Fellowship Grant
- Contacted PTO co-presidents to remind them about the February Rep. Council meeting.
 - Both co-presidents are unable to attend

Secretary, Lisa Hardiman

- Helped facilitate and participated in Black Teachers’ Task Force general body meeting
- Gave input on an Association issue
- Continued to participate in a Building Committee meetings
- Watched Shaker Heights City Schools Board meeting
- Attended SHA Happy Hour at Academy Tavern
- Discussed with members the need for time to complete required gifted training hours
- Organizing SHTA Annual drawing
 - Distributed tickets and flyers to head representatives
 - Emailed head representatives
 - Money is due to me at Mercer on Friday, March 10th
 - Drawing will take place at next Representative Council meeting on March 13th

Building Representative Reports

Boulevard—Cathy Grieshop

- David Boyer, Director of Building and Grounds, and Principal Neal Robinson met with a small group of teachers to discuss a health issue.

Fernway-Matt Zucca

- Staff concerns about severe and frequent disturbances from students; building administration will be implementing new strategies to address the behavior, a new building wide behavior program will possibly help with this.
- Breakfast continues to be a concern; building administrator stated new routine can address the issues
- Single subject transition time continues to impede good use of instructional time. There is no time to prepare spaces from one class to the next.

Lomond-Jill DiPiero

- Lomond Building subs are filling in for paraprofessionals on a regular basis. We are eagerly awaiting the hiring of paraprofessionals to fill vacancies and serve students.
- We are eager for a district plan to restart RTI at Lomond. RTI supports students at all tier levels.
- We would like to thank the Lomond PTO for the Staff Lounge "Makeover!" Thank you for creating a beautiful space for teachers to recharge!

Mercer-Nicole Cicconetti

- No Report

Onaway—Paula Klausner

- Working with SHTA Policy Chair Tim Kalan and SHTA President Dr. John Morris with members embroiled in an incident that happened at school
- Helped member with getting days for medical issues
- Participated in two more building committee meetings and discussed gifted training
- Attended Teacher Advisory group meeting

Woodbury— Stacey DeYoung

- Meets regularly with Principal Eric Foreman

Middle School—John Koppitch

- Represented a member in a fact-finding investigation.
- Principal Mrs. Michelle Hughes and I have been meeting weekly to collaborate on member/school concerns.
- Mrs. Hughes responded to our concern regarding students in the third wing before 7:45 by asking Mr. Dean to deter the students from entering the wing before 7:45. This has been very helpful.
- Worked with SHTA Evaluation Chair Lena Paskewitz on an OTES concern regarding observations.
- Reported the results of a staff survey concerning evening parent conferences to Mrs. Hughes.
- Worked with SHTA Professional Rights & Responsibilities Chair Mike Sears and Mrs. Hughes into looking to move the cutoff time for AESOP later in the morning from the current 5:00 am time.

High School—James Schmidt

- No Report

Innovative Center--Linda Roth

- No Report

SIDE NOTE

The IC to Present at OH Personalized Learning Network

This Thursday, February 16, 2023, The IC will join Ohio’s Personalized Learning Network to share how The IC works with educators and administrators from across our state who are interested in moving towards a more personalized approach to learning and teaching. The IC was one of two northeast Ohio schools selected to present to the Personalized Learning Network.

The state of Ohio defines personalized learning, in part, as learning where educators:

1. Really know and empower their learners
2. Facilitate and co-design learning experiences with their learners
3. Align supports to meet individual learners’ distinct learning needs, interests, aspirations or cultural backgrounds
4. Provide ways for learners to demonstrate what they know and know how to do.

We are excited and honored by the opportunity to present the IC’s model to Ohio’s Personalized Learning Network on Thursday, February 16, 2023, and we are grateful to every student and family member who decided to join us on this personalized learning journey.

Executive Board Reports

Publications—Andrew Glasier

- Attended Representative Council and Executive Board meetings
- Updated Facebook and Twitter
- January editorial was well received by members
- Worked on a grievance that was resolved
- Working on another *grievance* now
- Said that there is an SHTA file cabinet in the Shaker Heights High School basement. Need to find a secure location.

Evaluation - Lena Paskewitz

- Clarifying issues: Observations by evaluators should always be announced. They should take place during a “mutually agreed upon time”. They should always be scheduled.

Teacher Education-Wendy Lewis

- No Report

Membership/Elections-Chante Thomas

- Will be distributing membership cards
- There will be a fundraiser to raise money for a bench in Aisha Fraser’s name (see below)

Policy-Tim Kalan

- Working with members and our principal to find ways to accommodate the increasing load of responsibilities with shrinking planning time. In particular, dealing with the new Gifted mandates, and how that will look moving forward.
- Trying to help members with the fallout from our building's recently reported-on incident.

Public Relations-Bob Bognar

- No Report

Diversity, Equity, and Inclusion-Angela Goodrum

- Recommending the book, *Dear White America, Letter to a New Minority* by Tim Wise. In it he discusses how perceptions impact the Black experience. He looks at issues from various angles and explores misperceptions.

Special Education-Tito Vazquez

- Participated in the SHTA Executive Board meeting.
- Participated in the SHTA Representative Council meeting.
- Supported a high school intervention specialist over a classroom management concern.
- Supported an intervention specialist with a parent and scheduling concern.
- Participated in a meeting with Shaker Heights High School principal Eric Juli, Exceptional Children Department Chair Jessica Wilkes and SHTA President Dr. John Morris to improve the functioning of the Shaker Heights High School Exceptional Children Department.
- Answered questions from exceptional children and general education teachers concerning student accommodations, needs and providing support to often asked questions.
- Communicated with district Exceptional Children Department Chairs at Woodbury, SMS and SHHS.

- Attended and participated in the Black Teachers Task Force meeting led by SHTA members Dr. Nicole Patterson, Ph.D. and Brittney Webb, with fellow BTTF Steering Committee members Selena Boyer and Lisa Hardiman.
- Helped a SHTA member get the necessary curriculum and supplies to provide students with the essentials to support success in the members class.
- Worked with a SHTA member to solve an ongoing concern.
- Met with the Director of Exceptional Children Elizabeth Kimmel in the sixth of our monthly meetings to discuss concerns/issues to improve the functioning of the district wide Exceptional Children Department.
- Communicated with Exceptional Children Supervisors Erin Dzolic (K-6) and Jennifer Currie (7-12) concerning various questions, comments and concerns that arise throughout the district.
- Participating in the Exceptional Children's Leadership Team led by Dr. Denise A. Snowden, Ph.D. with various district administrators and fellow SHTA educators.
- Attended the SHTA Happy Hour at the Academy Tavern. Thank you, Selena, for planning another Excellent event!

Legal Aid-Jeremy Bishko

- Worked with SHTA President Dr. John Morris, Professional Rights & Responsibilities Chair Mike Sears, and SHTA MS Head Representative John Koppitch on a member issue

Legislative-Dave Klapholz

- The Statehouse News Bureau reports on the impact that Governor Mike DeWine's proposed budget will have on public education. The proposed budget expands the voucher program for private and charter schools through the Ed Choice Scholarship Program. Originally this program was designed for impoverished families, but the proposal would let a family with an income of \$120,000 use the scholarship. The Plain Dealer reports that the current threshold is that family income be below \$69,375 and would go up to \$111,000. Opposing this change are the Ohio Federation of Teachers, and the Ohio Education Association.
- The Ohio Capitol Journal reports that Governor DeWine signed HB 554 into law. The statute makes it easier for people who have left teaching to reinstate their licenses. Ohio is facing a significant shortage of teachers, and while this new law will help a bit, no one expects that the new law will be enough to eliminate the shortage.
- The New York Times has several articles that cover Florida's Department of Education banning the Advanced Placement course on African American Studies.

Social-Selena Boyer

- Thanked members for coming to Happy Hour
- There will likely not be another happy hour this school year
- Asked for ideas for the annual reception and ideas for future Happy Hour places. It's getting harder to find places because many of them require a large deposit. It's also hard to find a caterer.

Professional Rights and Responsibilities-Mike Sears

- Attended the SHTA Happy Hour at the Academy Tavern
- Attended the SHTA Representative Council meeting in January and the Executive Board meeting in February
- Spoke to a member about job sharing and reduced time schedules
- Spoke to a member about dental insurance (specifically wisdom teeth anesthesia)
- Working on a possible step III grievance after receiving a step II disposition
- Talked to John Morris and John Koppitch about Middle School evaluation questions
- Working with John Koppitch about a disciplinary matter at the Middle School

- Spoke to members about voluntary transfers
- Spoke to members about maternity leave and FMLA

Sick Day Transfer-James Schmidt

- Need of donations. Will contact head representatives.

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

- All bills from last year have died and will need to be reintroduced.
- Studying 3 bills at the moment. House Bill 1 (dismantle the board) House Bill 11 (Vouchers) and House Bill 14 (Veterans teach without a license).
- Continually updating the Facebook page, and also updating all links on the SHTA website.

Executive Session

Old Business - none

New Business

- Aimee Grey proposed a Spirit of Shaker Scholarship. The SHTA is considering the creation of an annual scholarship. It would be open to a child of a current member of SHTA who is completing their senior year of high school, to be used at any post-secondary educational institution.
- Proposal was tabled until next month.

Good of the Order

- President John Morris thanked the High School representatives for dinner and recognized the challenge of moving food around the high school during the day.
- Motion for adjournment was made by Andrew Glasier. It was seconded by John Koppitch

Meeting adjourned at 5:50 pm.

Respectfully submitted,
Lisa Hardiman

Aisha Fraser Memorial Bench Fund

Donate Here

November 17, 2023 will mark the five-year anniversary of Aisha Fraser's passing. As a sixth-grade teacher at Woodbury, Aisha had a gift of making math accessible and interesting to all of her students. She spent several years as an enriched math and core math teacher. At the same time, she served as director of the Granville Academy, a student-centered school that provides flexible, personalized education. It was important to Aisha to work with all children to provide the mentorship and opportunities needed to have a successful life.

During the 2017-2018 school year, Ms. Fraser supported the Woodbury Female Scholars by providing tech support for our National Geographic Society research project. She opened her classroom to our scholars and gave them valuable instruction on using video to tell important stories. The research being done was important to her because the students wanted to propose an accessible playground at Woodbury. As the mother of a child with Down Syndrome, she knew how important accessible playground equipment was for these children.

Honoring Aisha Fraser By Providing a Bench to be placed at Woodbury School

Not only was Aisha a teacher in Shaker Schools for 15 years, all at Woodbury; she served as the District Testing Coordinator from 2014-2015. Aisha was a 1991 graduate of Shaker Schools. Her daughters are attending Shaker Schools and her mother resides in Shaker Heights. Aisha developed many lasting friendships in the Shaker community and we do not want her to be forgotten. So please consider donating to the Aisha Fraser Memorial Bench Fund. The bench will be placed near the Woodbury School sixth grade playground.



From her friends and colleagues....

Aisha was an incredible teacher and colleague. She was also an exemplary representative for the Shaker Heights Teachers Association. Aisha could always be relied upon to support her fellow teachers through good times and bad. A SHTA Distinguished Service Award Winner, Aisha held the bar high for all those who seek to serve others through their union. Her legacy will live on through her students, colleagues, and fellow SHTA members for generations. This gift will symbolize Aisha's profound legacy.

John L. Morris, PhD
SHTA President
High School English Instructor



I served as Principal of Woodbury from 2014-2020, I had the pleasure of working with Aisha Fraser. She had a wonderful spirit that illuminated the Woodbury building! She approached everything with a smile, energy, and enthusiasm that was unmatched. I could always count on her to do what's best for all of her students. She cared for them very deeply and they respected her just as much. Aisha was a team player and would always do what's best for the building. She taught all levels of math and advanced math as well. Her students learned so much from her methods of teaching which were always student centered. Even though she is not with us physically, her spirit, light and legacy still shines through the Woodbury and Shaker Community forever! Heaven has a true angel and that angel is looking over us daily! We will continue to keep the Fraser family lifted up in our thoughts and prayers.

H. Danny Young Jr. Ed.S.
School Counselor
Head Men's Basketball Coach



As a seventh grader, I met Aisha in the Fall of 1985 at Shaker Heights Middle School. Her smile was infectious, her laugh unforgettable and the fun times we had were legendary. I never had a dull moment with Aisha. We encouraged one another through break-ups, AP courses and the path to college; ultimately selecting HBCUs in adjacent states at Spelman and Florida A&M University. My life is forever enriched because of Aisha.

Lisa Farmer Cole
Chief of Schools, Cleveland Metropolitan School District
Shaker Heights Class of 1991



I had the pleasure of working with Aisha during the 2018-2019 school year. Aisha approached each day with a positive attitude and willingness to take anything on. Together we would take on challenges with our classes and oftentimes she would just look at me, smile and say, "Girl!" It was her way of saying, "We got this!" And who can forget that Friday afternoon dismissal. We were all ready for the weekend and instead of saying have a good weekend, she looked at me and couple of other colleagues and said, "Ziggetyboo!" We will all forever use that fun, catchy, phrase as a great reminder of her light, fun, care-free spirit! Aisha will forever live on in our hearts!

Kristina Hayward
Educator, Woodbury Elementary

