

IMPORTANT DATES

Tuesday, March 20, 2023: Board of Education Work Session

Monday, March 27, 2022 – Friday, March 31st: Spring Recess

Monday, April 3, 2022: SHTA Executive Board Meeting, Fernway School

Wednesday, April 5: Passover Begins

Friday, April 7: Good Friday, Schools closed

Monday, April 10, 2022: SHTA Representative Council Meeting, Lomond School

SHTA *news*

March 20, 2023

Message from the President

If it was a war, we would have had memorials and held a National Day of Commemoration. If it was a natural disaster, we would have held vigils and days of mourning. During any other historical moment when our country, or any country for that matter, loses over one million of its citizens, there is an acknowledgement that nothing will ever be quite the same again and that we will need to process our collective loss and grief. But here, three years into the pandemic, all we seem to want to do is get back to “normal”, and “the new normal” appears to be more of the same, counter to early promises of change. These are the findings of a powerful piece from a recent New York Magazine article entitled, [“Three Years Into Covid, We Still Don't Know How to Talk About It”](#).

The backbone of the piece is [The NYC Covid-19 Oral History, Narrative and Memory Archive](#), three years of interviews with New Yorkers between 2020 and 2022 conducted by sociologist and oral historians. What the author finds after going through these interviews should not shock anyone that has re-entered the world of working directly, face-to-face, with other people. We have not processed the collective grief and trauma we have endured over the last three years, and most Americans have no plans to do so.

Whether it is our impatience with the pandemic, our need to return to “the pathological normal”, or our collective attempt to escape what sociologist Emile Durkheim termed “anomie” or normlessness, we pushed desperately to return to our old lives without pausing to grieve, reflect, pause, and process our trauma. The result being that we have unprecedented needs for mental health care, painful new awareness of relating to one another in social environments, and unresolved anger from dealing with a pandemic that has yet to end. And all of this happened in a time already rocked by political unrest, racism, sexism, social upheaval, and climate change.

What’s the answer? There is no clear one. But one thing we can’t do is act like it never happened or that it is neatly compartmentalizable. The result will be that we hurt each other, our students, and ultimately ourselves. We need more mental health services for students and teaching professionals. We need more grace and space for one another as we navigate our collective recovery from a global trauma. We need leaders who acknowledge these realities and make decisions informed by these realities, as opposed to decisions focused on external issues like test scores and finances. We are not machines that can be turned off and on, and we need to act like we know this. The stakes are too high, and we may be dealing with this recovery for the better part of the decade, not simply the next three months. Our students and teachers are still in crisis and we need to operate accordingly.

There is no more “business as usual” in education, if there ever was. But now it’s glaringly obvious that old paradigms no longer apply.

March was a month. I spoke with Superintendent Dr. David Glasner weekly. I spoke regularly with Human Resource Director Tiffany Joseph. I updated the SHTA Facebook Page with Publications Editor Andrew Glasier. I attended the Insurance Committee meeting with Personal Rights and Responsibilities Chair Mike Sears. I communicated with Social Chair Selena Boyer about moving the day for the May Reception. I worked on an ongoing legal issue with PR&R Chair Mike Sears. I consulted with SHTA Lawyers Susannah Muskovitz and Brooks Boron about member legal issues. I worked with SHTA Vice President Darlene Garrison on member concerns. I communicated with members about Sick Leave transfer requests. I worked on an evaluation issue with Evaluation Co-chair and Publications Editor Andrew Glasier. I consulted on an FMLA issue. I worked with a member on an ODE concern. I communicated with Woodbury Head Rep Stacey DeYoung on member concern. I spoke with Vice President Darlene Garrison, Secretary Lisa Hardiman, and Treasurer Bill Scanlon on the *Night for the Red and White* support. I spoke with Onaway Head Representative Paula Klausner and Constitution and By-Laws Chair Tim Kalan on a member concern. I worked on a High School concern with HS Head Representative James Schmidt. I consulted on a calendar concern with Mercer Head Representative Nicole Cicconetti. I communicated with Middle School Head Representative John Koppitch on a member concern and a building heating issue.

My intent is not to leave you hopeless with this letter. I believe that as SHTA members we have each other. Isolation was the hardest part of the pandemic for so many of us. We are no longer isolated, with whatever liabilities and difficulties that being in-person may present. We teach because we want to engage our students directly in learning. We need our students and we need our colleagues. That’s why we have chosen this profession in these schools. However, sometimes owning that you are “not okay” is okay. And I don’t believe we are collectively okay right now. But we are here for each other. And I am here for you. Whether it’s the extraordinary generosity and care you have shown one another in donating sick days to fellow members in need or simply being an ear to listen or a shoulder to lean on during a difficult day, I am constantly in awe of our members compassion and strength. It is a gift and an inspiration to help lead the SHTA every day. Please take me up on the offer if you ever need to reach out at morris_j@shaker.org or x6030.

***Respectfully submitted,
John Morris***



VICE PRESIDENT'S REPORT

Spring Break is quickly approaching and I hope that everyone has a fabulous week enjoying your time with family and friends.

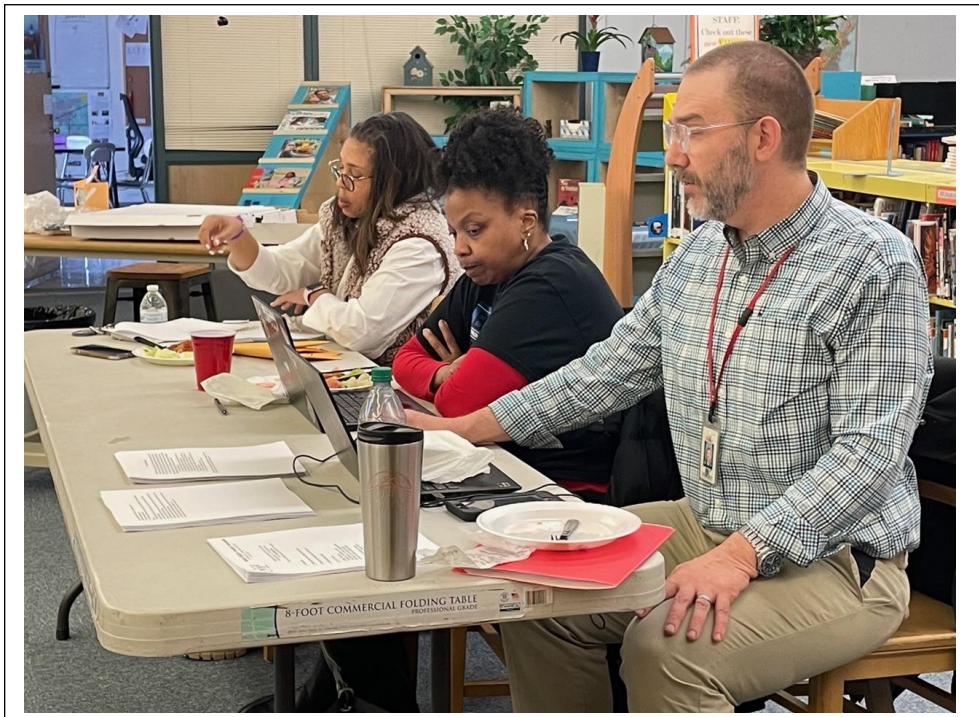
During the month of February, I met with Holly Coughlin, the Shaker Schools Foundation Director, to finalize items that SHTA will donate to the silent auction at the *Night for the Red and White*. SHTA's donation to the silent auction is titled, "A Taste of Shaker: Restaurant Tour". Gift cards were purchased from three restaurants at Van Aken Market District: Paloma, NorthStar and Michael's Genuine Food & Drink.

On February 14th, I attended the regular school board meeting and will attend or watch the March 14th school board meeting. I assisted a member with personnel issues and discussed school issues with a member at Woodbury.

Members submitted their receipts for the Dr. Rebecca L. Thomas Fellowship Grant. If you are a fellowship grant recipient, please make sure that you forward receipts for your 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



**Shaker Heights Teachers' Association
Profit and Loss
July 1, 2022 - March 16, 2023**

Total Income

Income	0.00
Member Dues	154,341.00
Total Income	\$154,341.00
Investments	0.00
Change in Value in Edward Jones	32,801.75
Edward Jones-Fees & Charges	-5,232.62
Total Investments	\$27,569.13
Other Types of Income	0.00
Miscellaneous Revenue	15.00
Total Other Types of Income	\$15.00
Total Income	\$181,925.13
Gross Profit	\$181,925.13
Expenses	
Operations	0.00
Accounting	9,528.80
Banking	0.00
Total Accounting	\$9,528.80
Compensation	26,623.99
Conferences & Meetings	2,680.04
Executive Board	1,841.23
Fellowships & Grants	2,059.02
Insurance	5,419.00
Legal	4,821.63
Officers' Expenses	354.00
Payroll Taxes	362.51
Public Relations	-796.75
Publications	88.00
Social	748.56
STRS (TPO Contribution)	3,500.14
Total Operations	\$57,230.17
Total Expenses	\$57,230.17
Net Operating Income	\$124,694.96
Net Income	\$124,694.96

**Shaker Heights Teachers' Association
Balance Sheet
As of March 16, 2023**

Total ASSETS

Current Assets	
Bank Accounts	
Key Bank (checking)	210,112.79
Key Bank Aisha Trust	0.00
Key Bank Investments	0.69
Key Investments	0.00
Total Bank Accounts	\$210,113.48
Other Current Assets	
A/R - Aisha Trust	-2,225.43
Edward Jones 13760-1-1	565,077.70
Edward Jones 13768-1-3	912,077.84
Uncategorized Asset	0.12
Total Other Current Assets	\$1,474,930.23
Total Current Assets	\$1,685,043.71
TOTAL ASSETS	\$1,685,043.71
LIABILITIES AND EQUITY	
Liabilities	
Total Liabilities	
Equity	
Opening Balance Equity	0.00
Retained Earnings	1,560,348.75
Net Income	124,694.96
Total Equity	\$1,685,043.71
TOTAL LIABILITIES AND EQUITY	\$1,685,043.71

EXECUTIVE BOARD REPORTS

PROFESSIONAL RIGHTS AND RESPONSIBILITIES REPORT

During the past month, I attended the SHTA Executive Board and Representative Council meetings in March, the Insurance Committee meeting on February 23, and the *Night for the Red and White* on March 18.

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.

I spoke to members in the past month about reduced time schedules, the transition from a single health insurance plan to a family plan, ambulance service coverage, and FMLA. I worked with Middle School head building representative John Koppitch and SHTA President John Morris to address member concerns about continuing contracts. I am currently working with Middle School Acting Principal Jalen Brown on a revised schedule for the 2023-24 school year to make sure it follows the collective bargaining agreement.

Expectant mothers should review [Maternity Leave Considerations](#). These slides can also be found on the right side of the Insurance and Benefits website. Contact me with any questions or concerns at sears_m@shaker.org.

*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.

All OTES 2.0 Evaluators must take the credentialing exam every two years. Evaluators will receive an email sixty days in advance of their certificate expiration date. The credentialing exam will then become available on the Insight Advance site. Evaluators will also receive two more emails thirty days in advance of expiration. Evaluators must have a current credential to continue participation in the Peer Evaluation Program. Please make time on your calendar to complete the exam in advance of your expiration date. The exam takes anywhere from 45-90 minutes.

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. Peer Evaluators should access the Evaluations (Principal Role) Video, as well as the Teachers in OhioES Video.

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 meeting and the SHTA Representative Council meeting.

I have supported a high school intervention specialist over a classroom management concern. I have answered questions from exceptional children and general education teachers concerning student needs and accommodations, and providing support to often asked questions. I communicated with SHTA President Dr. John Morris on matters concerning the Exceptional Children Department district wide concerns. I communicated with district Exceptional Children Department Chairs at Woodbury, SMS and SHHS. I worked with a SHTA member to solve an ongoing concern.

I met with the Director of Exceptional Children Elizabeth Kimmel in our monthly meetings to discuss concerns/issues to improve the functioning of the district wide Exceptional Children Department. I have 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.

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

POLICY COMMITTEE

Our SHTA Representative Council meetings are not only a forum to discuss matters pertinent to our Association. It is also a forum to bring attention to issues that may otherwise go unnoticed or unaddressed by district administration. **By-Law IV, section C. Building Representatives** states, in part, that representatives:

- 1. Shall represent their respective building groups in the deliberations of the Representative Council.*
- 2. Shall call and preside at all building meetings of members of the Association in their respective buildings.*

Communication is the best medicine for our members. There can be no dialogue if our teachers toil in obscurity. A solved problem in one building can lead to solutions all over the district. Please communicate to your building representatives issues you feel are not currently being addressed in an effective manner. The subsequent conversations can lead to better outcomes for our students and classrooms.

*Respectfully submitted,
Tim Kalan, Chairperson*

SOCIAL COMMITTEE

Our Annual District Recognition Reception has been rescheduled for Tuesday, May 16, 2023. This celebratory event will take place in the High School Upper Cafeteria at 4:15pm. This is an event for all faculty and staff. The district will honor this year's retirees as well as employees who have twenty-five and fifteen years of service. Our newly tenured teachers will also be recognized. Our Association President, Dr. John Morris, will also award one of our members with the prestigious President's Award. We hope to see you there!

*Respectfully submitted,
Selena Boyer, Chairperson*

MEMBERSHIP/ELECTIONS COMMITTEE

Happy Spring! Payroll deduction for SHTA dues began with the October 1st paycheck - \$33 per pay for 10 pays. All deductions have been completed at this time! We have 474 members of SHTA.

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

Did you know Harriet Tubman was known as the Moses of her people? While we often see the same picture of her in most books, there were many pictures that gave us a window to her soul. Tubman had a disability, narcolepsy, due to a head injury from a slave owner. After Harriet Tubman was separated from her first husband John Tubman, Harriet remarried Nelson Davis in 1869 and adopted a daughter named Gertie. Tubman's husband was a private in the 8th United States Colored Infantry Regiment. Tubman is often referred to as a Renaissance woman. Tubman's intellect was not from reading books, she was illiterate, but by her ability to understand human psychology enabling her to free thousands.

Stamped: Racism, Anti-racist and You by Ibram X, Kendi and Jason Reynolds is not a history book. Unlike *Stamped from the Beginning* which shared the early reveal of racist ideas in America, this book is introspective; the goal of which many are calling a *remix*. This book takes you on a race journey from the 1600's to now, and shows you why we feel how we feel, and why the poison of racism lingers. It also proves that while racist ideas have always been easy to fabricate and distribute, they can also be easily discredited. Jason Reynolds "shines a light on the many insidious forms of racist ideas--and on ways readers can identify and stamp out racist thoughts in their daily lives."

*Respectfully submitted,
Angela Goodrum*

SHTA PAC COMMITTEE

CONGRATULATIONS, Spring Break is around the corner! We hope everyone will take the time to relax and rejuvenate. The Political Action Committee has been working to keep everyone up to date with what is currently happening in the Ohio State legislature. We are primarily focused on Ohio Senate Bill 11. This bill was previously called the Backpack Bill. The proposal is for substantial increases to homeschooling scholarships and to EdChoice scholarships. If you would like more information please go to SHTAweb.org and click on the PAC link at the top of the page. We will be creating a postcard and email campaign that we hope members will participate in. Our goal is to make it easy for members to contact their representatives so that their voices can be heard and help to make a difference. Please let us know if you have ideas or suggestions for us.

Respectfully Submitted,

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

SICK DAY TRANSFER COMMITTEE

There are currently three SHTA members benefiting from the Sick Day Transfer Program. If you would like to donate sick days to a member who is in need, please contact your head building representative or me at schmidt_j@shaker.org and we will be happy to assist you. If you have any questions about enrolling or eligibility for the Sick Day Transfer Program, please contact me at the email address above.

Respectfully Submitted,

James Schmidt, Chairperson

LEGISLATIVE COMMITTEE

The Columbus Dispatch is [reporting](#) that the Ohio Senate passed a bill on March 1 that would give control of the State Department of Education to the Governor, instead of a State School Board. The bill is now headed to the Ohio House.

Reading instruction is again in the news: The Cleveland Plain Dealer has two articles about Governor DeWine's intent to move Ohio to the "science of reading" approach ([first article](#), [second article](#)).

The Statehouse New Bureau reports on the number one priority of Republican Ohio House Speaker Jason Stephens ([first article](#), [second article](#)). The upshot of the bill will be to cut the state's contribution to local school districts.

Education Week [reports](#) that the tax deduction for teachers has increased for the first time since 2002. The deduction went up from \$250 to \$300.

Respectfully Submitted,

David Klapholz

MINUTES FOR THE REPRESENTATIVE COUNCIL MEETING

SHTA President, Dr. John Morris started the March 13, 2023 Representative Council Meeting at 4:35 PM. **The meeting took place at Shaker Heights Middle School.** Dr. Morris introduced Mr. Jalen Brown.

Jalen Brown, Acting Principal of Shaker Heights Middle School, welcomed the SHTA Representative council to the Middle School. He stated that he was once a building union representative and he wished everyone a great rest of the day.

A motion for approval of the MINUTES from the February 13, 2023 Representative Council meeting was made by Amiee Grey and seconded by Robert Bognar.

Administration Report

Director of Human Resources, Tiffany Joseph was present for the Representative Council Meeting. She said that there were not too many updates. She reminded everyone that there will be a hiring fair on April 5th and they are looking for paraprofessionals and literacy specialists.

Officers' Reports

President, John Morris

- Spoke with Superintendent Dr. David Glasner weekly
- Spoke with Human Resource Director Tiffany Joseph
- Updated the SHTA Facebook Page with Publications Editor Andrew Glasier
- Attended the Insurance Committee meeting with Personal Rights and Responsibilities Chair Mike Sears
- Communicated with Social Chair Selena Boyer about moving the day for the May Reception
- Worked on an ongoing legal issue with Professional Rights and Responsibilities Chair Mike Sears
- Consulted with SHTA Lawyers Susannah Muskovitz and Brooks Boron about member legal issues
- Worked with SHTA Vice President Darlene Garrison on member concerns
- Communicated with members about Sick Leave transfer requests
- Worked on an evaluation issue with Evaluation Co-chair and Publications Editor Andrew Glasier
- Consulted on an FMLA issue
- Worked with a member on an ODE concern
- Communicated with Woodbury Head Rep Stacey DeYoung on member concern
- Spoke with Vice President Darlene Garrison, Secretary Lisa Hardiman, and Treasure Bill Scanlon on the Night for the Red and White support
- Spoke with Onaway Head Rep. Paula Klausner and Constitution and By-Laws Chair Tim Kalan on a member concern
- Worked on a HS concern with HS Head Rep. James Schmidt
- Consulted on a calendar concern with Mercer Head Rep Nicole Cicconetti
- Communicated with MS Head Rep. John Koppitch on a member concern and a building heating issue

Vice President, Darlene Garrison

- Attended the February 14, 2023 Board of Education Meeting.
 - Will be attending the March 14, 2023 Board of Education Meeting.
- Met with Holly Coughlin, Executive Director of the Shaker Schools Foundation to discuss Silent Auction items from SHTA.
- Finalized Silent Auction items from SHTA to Night for the Red & White.

- Donation from SHTA for the Silent Auction: “A Taste of Shaker: Restaurant Tour”
 - Shake It - \$100 Gift Card
 - NorthStar - \$100 Gift Card
 - Paloma - \$100 Gift Card
- Helped a member with a personnel issue.
- Finalized and completed the donation to One Love in Memory of our beloved colleague, Kayla Sweeney.
- Met with and discussed a few personnel issues with Woodbury staff members.
- Completed the documents to reimburse members for their Dr. Rebecca L. Thomas Fellowship Grant.
- Spoke with Erica Verderber, Senior Administrative Assistant Shaker Schools Foundation about Red and White Tickets and Silent Auction items.

Secretary, Lisa Hardiman

- Created and distributed reports for annual SHTA Drawing
- Sent email reminders to head representatives about the deadlines for the Drawing
- Collected tickets and money for Drawing
- Gave input on an association issue
- Answered member questions
- Gave feedback about A Night for the Red & White
- Participated in a meeting with Mercer SHTA members and Mercer Principal Roneisha Campbell
- Attended Representative Council and Executive Board meetings
- Wrote minutes for the Representative Council meeting.

**WINNERS OF THIS YEAR’S SHTA DRAWING ARE:
 Caroline Markel (Shaker Heights High School) and
 Cathy Richards (Mercer)**

Building Representative Reports

Boulevard— Cathy Grieshop

- No Report

Fernway-Matt Zucca

- Heat issue with three classrooms
 - Sometimes too hot and sometimes too cold
 - Spoken to administration
 - Been told to be patient with this issue that has been going on for two years
- Dealing with issue of no planning time between classes with single subject teachers

Lomond-Jill DiPiero

- No Report

Mercer-Nicole Cicconetti

- Communicated with Principal Roneisha Campbell and Mercer alternate Cathy Richards for our weekly SHTA representative check-ins
- Helped organize and facilitate meeting with Principal Roneisha Campbell, some classroom teachers, and special area teachers to resolve some issues and clarify contract and Building Committee language
- Presented at Mercer’s staff meeting regarding Building Committee criteria and contract language

- Communicated with members via email and again shared the SHTA folder I created with materials and our contract for members to easily access

Onaway—Paula Klausner

- Participating in ALICE training
- Dealing with the issue of bullets found in a classroom; everyone was not informed
- Discussing staffing decisions i.e. plans to move people around in grades

Woodbury— Stacey DeYoung

- Awful sewer smell in lower level library
- Spoken to Principal Eric Foreman but it has not been rectified

Middle School—John Koppitch

- I represented a member in a fact-finding investigation.
- During our weekly meetings to collaborate on member/school concerns, acting Principal Mr. Jalen Brown shared the progress of our tenure candidate members.
- Members were not pleased with the non-collaborative method that was used in making decisions of relocation and different assignments for the upcoming school year.
- Mr. Brown agreed to cancel PD carousel rounds the week before spring break to have time to complete Alice and Public Works certification.

High School—James Schmidt

- Several members have expressed a desire to have Faculty meetings to discuss building issues.
- There is an issue with supplemental contracts that we believe has finally been resolved since the representative council meeting.
- There is an issue that we believed was resolved with department chair compensation for teaching additional instructional periods. The SHTA members involved have been board approved as of the January 10, but no payment has been provided.
- We hope that the administration listens to our concerns and addresses them

Innovative Center--Linda Roth

- No Report

Executive Board Reports

Publications—Andrew Glasier

- Took pictures for social media
- Updated Facebook and Twitter pages
- Worked with member on an evaluation issue
- File cabinet at the high school has SHTA documents
- Working on an editorial for the newsletter

Evaluation - Lena Paskewitz

- Peers will be getting emails about re-credentialing for OTES if it is due to expire. One email 60 days in advance and two more 30 days in advance of expiration. They will need to go to Insight Advance (one of the second emails contains a link) to retake the

credentialing exam. The test appears as an option in Insight Advance 60 days ahead, but the link isn't sent until 30 days ahead. I assume it is pretty much the same test as it was for the OTEs 2.0 bridge test. I am planning to take it today and can provide any additional info next week.

- Will continue to provide timelines and links

Teacher Education-Wendy Lewis

- No issues with teacher education
- Attended the Finance and Audit meeting
- Participating in Woodbury Building Committee

Policy-Tim Kalan

- Represented two members
- Helping with Pre-K concerns
- Attended Sankofa-wish it was advertised better because it was such a great show!

Public Relations-Bob Bognar

- No Report

Diversity, Equity, and Inclusion-Angela Goodrum

- Recommending the book, Stamped: Racism, Anti-Racism and You by Jason Reynolds and Ibram X Kendi

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.
- Answered questions from exceptional children and general education teachers concerning student accommodations, needs and providing support to often asked questions.
- Communicated with SHTA President Dr. John Morris on matters concerning the Exceptional Children Department district wide concerns.
- Communicated with district Exceptional Children Department Chairs at Woodbury, SMS and SHHS.
- Worked with a SHTA member to solve an ongoing concern.
- Met with the Director of Exceptional Children Elizabeth Kimmel in 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.

Legal Aid-Jeremy Bishko

- No Report

Legislative-Dave Klapholz

- The Columbus Dispatch is reporting that the Ohio Senate passed a bill on March 1 that would give control of the State Department of Education to the Governor, instead of a State School Board. The bill is now headed to the Ohio House.

- Reading instruction is again in the news: The Cleveland Plain Dealer has two articles about Governor DeWine’s intent to move Ohio to the “science of reading” approach (first article, second article).
- The Statehouse New Bureau reports on the number one priority of Republican Ohio House Speaker Jason Stephens (first article, second article). The upshot of the bill will be to cut the state’s contribution to local school districts.
- Education Week reports that the tax deduction for teachers has increased for the first time since 2002. The deduction went up from \$250 to \$300.

Social-Selena Boyer

- Good news! Changed the May reception from Friday (Memorial Day weekend) to Tuesday May 16th
- As of February, there are 15 retirees, 33 teachers celebrating 15-years, and 10 teachers celebrating 25-year.

Professional Rights and Responsibilities-Mike Sears

- Attended the SHTA Representative Council meeting in February and the Executive Board meeting in March
- Attended the Insurance Committee meeting with John Morris
- Helped a member with a step III grievance, currently waiting for attorneys to select an arbitrator
- Worked with a member about a reduced time schedule
- Assisted a member with the transition from a single health insurance plan to a family plan
- Spoke to members about maternity leave and FMLA
- Discussed member concerns about continuing contracts with John Morris and John Koppitch

Occupational Health and Safety-James Schmidt

- 3 members are currently enrolled in sick-day transfer; will begin asking for donations

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

- Main focus has been Senate Bill 11 which is the voucher program
- Putting together postcards and emails

Sick Day Transfer-James Schmidt

- There are currently three SHTA members benefiting from the Sick Day Transfer Program. If you would like to donate sick days to a member who is in need, please contact your head building representative or me at schmidt_j@shaker.org and we will be happy to assist you. If you have any questions about enrolling or eligibility for the Sick Day Transfer Program, please contact me at the email address above.

Executive Session

Old Business

- There was a motion to revisit-move from to table the Spirit of Shaker Scholarship. Questions were asked.
- Another motion was made to table the issue

New Business

- President Dr. John Morris made a motion to change language for compensation for building head representatives based on the ever-increasing demands;

- A motion was made to table this issue and it was approved

Good of the Order

- President Dr. John Morris thanked the Middle School representatives for food.
- Motion for adjournment was made by Paula Klausner. It was seconded by Lee Appel.

Meeting adjourned at 5:50 pm.

*Respectfully submitted,
Lisa Hardiman*



No Discussion, No Meetings, No Collaboration

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.

Just like that.....our subjects are cut in half. No discussion, no meetings, no collaboration. What happened to educating the whole student? What happened to following the data? What happened to mental health concerns? What happened to equity? What happened to IB? What happened to the district of collaboration? What happened to including stakeholders? We are in a district where what we preach and what we practice are vastly different, and at some point, people need to speak up.

Recently, we heard about the District's push for "Algebra for all." The district wants all students to master Algebra 1 by the end of eighth grade. This is a terrific idea in theory, and is hard to argue with, but at what expense are we doing this? With the new "Algebra for All" initiative something has to give at SMS, as extra time for Math will mean less time for other subjects. The decision was made (without collaboration—more later) to cut Foreign Language from a full year to one semester, PE/Health from one semester to one quarter, Band from a full year to one semester, Design from one semester to one quarter, and Art from full year to one semester (one could also suggest this is as much a budget move as anything else...less time equals less teachers). So, now we are providing a "World-class" education by providing dramatically less time for these valuable "worldly" subjects.

Our district is consistently stressing equity, but how does equity play into these changes at SMS? It was reported that SMS students who are not progressing in their reading and/or math classes will be excluded from the new "watered down" non-core carousel (9 weeks each of PE/Health, Design, Inquiry, and Visual Art) and assigned to "workshop" in an attempt to improve their reading or math skills. This will give these students the support they need in math and reading. Again, in theory wonderful, but this is taking our lowest achieving students out of subjects where they can have hands-on IB experiences. This is taking our lowest achieving students out of subjects where many can find success. This is taking our lowest achieving students out of subjects many actually enjoy. This is a roadblock to educating the whole child! This is anti-equity!

Our district prides itself on being an IB district. Clearly, IB has some aspects that benefit kids, but in many cases we are merely checking boxes to satisfy IB. Case in point: with the reduction of PE/Health at SMS we will not be meeting the MYP requirement that each student receives 50 hours of instruction (one quarter equals 39 hours of instruction). When asked about this, it was reported that the eleven additional PE/health hours will be taught in the new "Inquiry" course. So, our students will seemingly have 11 hours of health content taught to them in a course by a teacher who is not certified in health just to check the IB box. The district would never ask (nor should they) a teacher who is not certified in a core class to teach that subject. This is the continued cheapening of IB, non-core subjects, and the overall education of our students.

Over the years we have all heard that our teaching should be driven by the data. Data, data, data...morning, noon, and night. We look at data, analyze data, make decisions based on data, etc. However, it's easy to only look at data when it's convenient. As part of increased math our students will have half the amount of PE/Health in 7th and 8th grade that they previously had. How will this affect our students?...well, let's look at the data! In the wake of the pandemic (though it was rising prior) mental health concerns of teens are on the rise. In a recent survey by the CDC, 37.1% of teens reported poor mental health with 19.9% considering suicide and 9% attempting suicide in 2021. As we look at further data, a recent study published by the American Medical Association concluded that physical activity interventions in adolescents were associated with reduction of depressive symptoms. So, the data clearly shows that mental health issues are rising in our country, and one

intervention to disrupt this trend is physical activity. However, our district does not want to look at this data, and instead is cutting the amount of time students at SMS will spend getting physical activity. In addition, there is plenty of data out there that the use of fentanyl is on the rise, obesity is on the rise, kids are sedentary, etc. Again, our district would rather cut the courses (health and PE) where this is being taught than truly dealing with the issue. In the end, we may have more kids who master algebra by the end of 8th grade but many will suffer the consequences.

Through the years, our district has said they wanted to have collaboration between SHTA and Administration. Our Union contract even states: “Teachers are expected to participate with department chairs, supervisors, and principals in decision making regarding curriculum development, implementation of program, evaluation of program, textbook selection and curriculum revision.” Well, in this case the PE/Health program and curriculum will have a vast change (it could spell the end of swimming at SMS)...was our department ever consulted? No! Rather we were told at 3:00 on a Friday in late February that there would be a new non-core carousel, but there was no discussion, no details, no questions, nothing. Two weeks later WE approached administration for more information, and this is when we found our program (and others) was being sliced in half. Further, music and foreign language will be paired together (without discussion), and instead of a full year they will alternate days between the two....in subjects where memory and practice is of utmost importance. Now, for the fifth time in five years we will have a brand new schedule at SMS...this time without any collaboration.

As Shaker moves further into the 21st century, we continue to abandon the principals that Shaker was built on. Yes, as times change things are certain to change, but at what expense? Are we really willing to make these sacrifices so our kids score better on their State math Assessments? Are we really ok not holding to the ideals of a world-class, IB, student-centered collaborative education? The district always talks about involving its stakeholders in its decisions. While all stakeholders are important, the group of utmost importance are the families we serve. I believe the district has not listened to the families—and they have spoken. Just take a look at the current trend of declining enrollment, and you can hear them loud and clear! Now it’s time to hear from teachers as well.

*In Union,
Rob Senor and Tim Richards
Physical Education Teachers
Shaker Middle School*

Women’s History Month & Educational Leadership

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.

The profession of teaching is intermixed with the rights of women in our country. Our profession is one of the few that has a majority of women. On this Women’s History Month, I have been thinking about how Our Association and our school district have worked to create an equitable work environment and what we need to improve.

Young women were first brought in as teachers in the late 1800’s as industrialization changed the landscape of the United States. With new work being created, many young educated men were ushered into new and more lucrative industries, and in order to maintain a public education system, districts began to hire young women to

teach students. While this allowed young women to find a steady occupation and make their own money, it also allowed school districts to pay their women teachers less than their male counterparts. Women were paid a third of male teachers. It also meant that supervision, principals, superintendents, and school boards, were still entirely male and women were also expected to quit their job when they married!

These early teachers resisted this second-class status. As early as 1897, the first teachers' union, the American Federation of Teachers (AFT), was formed in Chicago to increase teachers' wages and pensions. By 1940, the AFT organized and negotiated for teachers across the country. It was through the work of unions that teaching became one of the most equitable professions in our country. Our pay scale is open and based on experience and education, unlike most white-collar professions. There is clarity on working conditions and equity. The unions helped to develop an equitable profession.

As we all know, partially because women have been the majority in our profession, teachers have not always been treated with respect. Throughout the country, teachers have been paid below the level of other professionals, forcing many of them to secure second jobs. A recent article in [Business Insider](#) interviewed a former teacher who is much happier working at Costco, mainly because of the treatment of teachers. In the article, she is quoted as saying "My pace of my work life now is so much better, I am not sick or exhausted like I used to be when I was a teacher." The demands on teachers have gone from ridiculous to impossible.

One strong indication of the equity of women in the workplace is their numbers in leadership. Having more women in leadership increases the diversity of voices and ideas that are heard in implementation. In the SHTA, two of the four officers are women, and five of the thirteen Executive Board members are women. For the district, of the sixteen district and department leadership five are women, and of the eight principals three are women. What are the barrier to true leadership equity in our district? With approximately 75% of all teachers in the country being women, shouldn't they hold 75% of the leadership positions?

True women's equality will come when women are equally represented in all facets of leadership. In our small corner of education, we can do better to place more women in these roles. Our Association needs to be mindful and make a concerted effort to make the leadership feel welcoming and inviting. In this way we can finally reach true parity and equality.

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The SHTA is on   us @

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