

## IMPORTANT DATES

**Tuesday, May 16<sup>th</sup>: District Recognition Reception @ HS Upper Cafeteria**

Tuesday, May 16 & Monday, May 22nd: BOE Special Meetings

Monday, May 29<sup>th</sup>: Memorial Day, Schools & Offices Closed

Wednesday, June 7<sup>th</sup>: Last Day of Classes for Students

Thursday, June 8<sup>th</sup>: Close of School/Clerical Day

# SHTA *news*

**May 15, 2023**  
**ISSUE #8**

## Message from the President

It's hard to believe that we are close to the end of another school year. It's on May 1<sup>st</sup>, International Workers' Day, that I am personally reminded about the importance of being a union member. A recent [article](#) emphasizes the fact that union membership "significantly increases wealth for all households" and that "unions also narrow racial wealth gaps."

Members of the Shaker Heights Teachers' Association know this and the other profound benefits of union membership as well. Hard-won, collectively bargained for SHTA benefits such as competitive pay increases, reasonable health care costs, generous retirement sick day payouts, an innovative peer evaluation program, a groundbreaking sick day transfer protocol, and highly involved individual building representation have all been made possible by the hard work of dues-paying SHTA members. Our thirty most recent members who we first helped organize as SHTA Support Teachers are now full SHTA members and know the hard-fought battle for full inclusion and recognition. Being a member of the SHTA is both a right and a privilege, especially in an era of "Right to Work" and privatization. Add to these membership benefits, communication, social connection, as well as representation by the finest labor lawyer in the Northeast, Susana Muskovitz, and we understand how fortunate we are to have the SHTA.

I love this time of year because I can recognize SHTA members who understand the value of the union in their lives, their students' lives, their colleagues' lives, and their professions. These are the recipients of the Distinguished Service Award. This year our winners are Donita Townsend-Al Amin, Paula Klausner, and Peg Rimedio.

Donita taught in Shaker for 20 years teaching first grade at Lomond. She was persuaded by Dollye Finney and Dee Arrington to become Lomond's alternate representative initially. She later became a building representative and head building representative for a number of years. Donita's plan for retirement is to share God's word and love with as many people as possible through lots of writing and in her travels.

Paula has been lucky to have been a Shaker school nurse for 20 years, first at Boulevard, then Lomond, and, for the last 14 years at Onaway. She has been Onaway head rep for many years and has been on the Superintendent's Advisory Committee for the past 3 years. In retirement Paula plans to be a preceptor in a first-year medical school class, travel, and substitute in Shaker. She also thinks she is required to learn how to play pickleball.

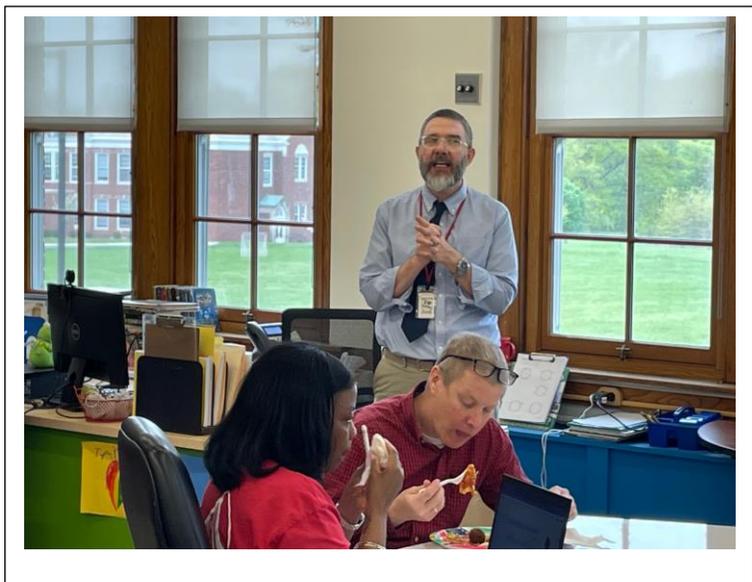
This is Peg's 54th year in the district, 57th teaching in all. She was the SHTA representative for Support Teachers and helped to eliminate that position. In retirement, Peg plans to work with individual students and dogs.

It will be an honor to recognize our three award winners, along with celebrating career milestones and retirees, at our District Reception on Tuesday, May 16th from 4:15 to 5:30 at the High School Upper Cafeteria. These are the extraordinary individuals who have dedicated a considerable portion of their lives to supporting their peers and profession through the SHTA. I encourage you all to come and celebrate with us on the 16th. This is what a union does. This is what the Shaker Heights Teachers' Association was built upon. Thank you all for being valued members of our association. I look forward to seeing you on May 16<sup>th</sup>!

May is a typically active month. I spoke with Superintendent David Glasner weekly. I spoke regularly with Human Resource Director Tiffany Joseph. I updated the SHTA Facebook Page with Publications Editor Andrew Glasier. I worked on and settled an ongoing grievance issue with Personal Rights and Responsibilities Chair Mike Sears. I consulted SHTA lawyers Susannah Muskovitz about member legal concerns. I communicated with Membership Chair Chante Thomas about High School membership. I met with High School members and shared a communication with the School Board and Administration about course concerns. I communicated with Middle School Representatives and Leadership about policy and procedures concerns. I worked with a High School member on a scheduling concern. I met with Middle School SHTA leadership and administration at the Middle School concerning building concerns. I attended a meeting with High School members at the High School concerning scheduling concerns.

This will be the last newsletter before summer break, so I would like to wish all of you a safe, happy, and re-energizing summer. Please take time to enjoy your friends and family, and take care of yourselves. This work demands an incredible amount of physical and emotional investment that cannot be sustained unless you take care of your physical and mental health. The break gives us the necessary time to do so. It continues to be an essential part of my life's work to serve as President of the Shaker Heights Teachers' Association. If I can be of any assistance over the summer, please don't hesitate to reach out to me at [morris\\_j@shaker.org](mailto:morris_j@shaker.org).

*Respectfully submitted,  
John Morris*



**SHTA President Dr. John Morris speaks at the May Representative Council meeting at Onaway School along SHTA Vice President Darlene Garrison & SHTA Treasurer Bill Scanlon.**

## **VICE PRESIDENT'S REPORT**

The 2022-2023 school year is quickly coming to an end. Together, we made it through another year of many changes making sure to provide an equitable education for all students. At Woodbury, we adopted a theme that the entire school embraced, UBUNTU. The meaning is perfect not only for Woodbury but for the entire school district. It reminds us each day that “I am what I am because of who we all are.”

As Vice President, I represent SHTA at the PTO Council meetings with co-presidents Sharee Thornton and Erika LoPresti. This year, the PTO sponsored a district-wide initiative with a focus on Dr. Martin Luther King Jr. Each school designed their own creative project paying tribute to Dr. MLK. Having the opportunity to see the parents in action, working so hard for our students and teachers gives me a sense of pride to be a part of this school district.

I am one of the members on the Investment Committee for SHTA along with Treasurer Bill Scanlon, Membership Chair Chante Thomas and SHTA Member Todd Keitlen. At each meeting that I attend, there is so much information to learn and our Financial Advisor, Brady Krebs, does a fantastic job making sure we understand the Union’s investments. Also, this year I took on the responsibility of attending the School Board meetings. If I am not able to attend in person, I make sure to view the recorded video.

This year, the *Night for the Red & White* was a success. I served as the teacher liaison and enjoyed every minute, starting with planning, silent auction ideas, and working with members from the Shaker Schools Foundation. The members from the Foundation always find a way to make each meeting, phone call and event enjoyable to all. I would like to thank the Executive Director, Holly Coughlin, for including me and always making sure that all ideas and visions are heard and shared.

This year, we renamed the fellowship grant to the Dr. Rebecca L. Thomas Fellowship Grant, giving tribute to our former SHTA President. She is truly missed and I am thankful for her time and expertise she provided to our Union. If you would like your reimbursement processed prior to summer vacation, I must have all receipts no later than Friday, May 26th. There will be no payments processed over summer break. Reimbursements will continue in the fall. Again, I would like to congratulate the following grant recipients:

### **SHTA Teacher Fellowship Grant Recipients 2022 - 2023**

<b>High School/IC</b>	<b>Middle School</b>	<b>Woodbury</b>	<b>Boulevard</b>
1 Brian Berger	1 Suzanna Adkins	1 Robert Bognar	1 Kathy Eagleton
2 Travis Cox	2 Mallory Bendezu	2 Betsy Brindza	2 Juliann Ely
3 Amy Fogerty	3 Jeremy Bishko	3 Deanna Clemente-Milne	3 Caitlin Kempton
4 Anne Hay	4 Beth Casey	4 Lauren Goodman	4 Megan Loomis
5 Yvonne Hortsman	5 Kathy Manning	5 Kristina Hayward	
6 Karen Howson		6 Shyla Nims	
7 Donna Jelen		7 Stephanie Smith	
8 Cathy Lawlor		8 Chante Thomas	
9 Caroline Markel			
10 Kerry O'Connor			

11 Kimberly Ponce de Leon 12 Eileen Roberts 13 Linda Roth 14 James Schmidt 15 Michelle Shaffer 16 Emily Shrestha 17 Robin Sweigert			
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<b>Fernway</b>	<b>Lomond</b>	<b>Mercer</b>	<b>Onaway</b>
1 Jocelyn Dietz 2 Karmi Moldovan	1 Mary Bourisseau 2 Tanutda Devine 3 Jill DiPiero 4 Penny Flynn 5 Ian Rice	1 Nicole Cicconetti 2 Nadia Chaudhry- Chowdhry 3 Robyn Feinstein 4 Laura Pope 5 Eileen Sweeney	1 Chelsea Lopez 2 Chelsea Nimmo 3 Susanne Peterjohn 4 Laura Robbins 5 Ciera Whitsett

I would like to thank our President, Dr. John Morris for his consistent leadership and dedication. Thank you to all the officers, executive board members, building representatives and all Association members for your effort, commitment and guidance. Have a fantastic summer vacation.

*Respectfully submitted,  
Darlene Garrison*

## **SECRETARY’S REPORT**

Well, the 2022-2023 school year will soon be a memory. For me and many others who teach or interact with children, many parts of this memory will not be particularly fond. Although as of Thursday May 11, 2023, COVID as a public health emergency officially ends, the effects of this crisis will be seen and felt for many years to come. Educators can attest to this fact better than most. We see the effects of this trauma in our students, in our families, in our leaders, and in each other. For the first time that I can remember, I am counting the school days that are left in the year. As I write, there are 19 more.

One of the highlights of my job is serving the members of SHTA. It has been a tremendous honor and privilege to work as Secretary for the past two years. We have had another busy year.

At the end of last summer, I participated in walkthroughs of the school buildings with SHTA President Dr. John Morris, SHTA Vice President Darlene Garrison, Health and Safety chair James Schmidt, Professional Rights and Responsibilities Chair Mike Sears, Assistant Director of Buildings and Grounds, Sean Brown, Superintendent Dr. David Glasner, and Chief Operating Officer Jeff Grosse.

This year was the first year of the pilot Building Committee Meetings. The purpose of the Building Committee is to address building issues that are not covered in the SHTA contract. I participated in this group that meets monthly along with Mercer principal, Roneisha Campbell, Mercer head representative, Nicole Cicconetti, and other SHTA members.

I attended Black Teachers' Task Force steering committee and general body meetings. Along with SHTA Special Education Chair Tito Vazquez, and other members of the Black Teachers' Task Force Steering Committee, I participated in numerous interviews last summer and early fall. These interviews resulted in the hiring of people in a variety of positions including classroom teachers, intervention specialists, and administrators.

This year we had the pleasure of participating in a casual meeting between Shaker Heights City Schools' administrators and the SHTA Executive Board. It was organized by Dr. John Morris, President of SHTA and Felicia Evans, Director of School Leadership. This took place in December in the Shaker Heights High School Upper Cafeteria and it was a very successful event.

I am the advisor for MAC Sisters for Mercer Elementary School. These exceptional girls and I meet bi-monthly to discuss many aspects of education including their academic progress, social relationships, and leadership.

I organized the SHTA drawing where two SHTA members were picked to receive two tickets to the *Night for the Red & White* which took place in March.

I take the minutes for all SHTA Representative Council meetings and they are published in our monthly SHTA newsletter. Also, I electronically send out invitations for all Executive Board and Representative Council meetings.

As the 2021-2022 school year ends, I wish everyone happiness, love, rest, and peace.

*Respectfully Submitted,  
Lisa Hardiman*

## **TREASURER'S REPORT**

As I complete my 27th year of teaching here in the Shaker Heights City Schools, I think of all the changes I have lived through. When I first started, the teachers had such a large influence on the tenor of the schools. The teachers molded building policies and collaborated with the administration to develop an incredible space for education. It really felt like we were all on the same team working hard to do what was best for the children of Shaker. I was proud to be a part of the collective team and proud of who I worked with. I didn't always agree with every decision being made, but I knew we were all working for the betterment of the students of Shaker Schools.

The last decade makes those memories of collaboration seem like a fairy tale. The current decisions being made (with no teacher input I'll point out) seem to be actively getting in the way of education. I don't understand the logic. It makes me worried about the future of this place I love.

The Investments Committee (Todd Keitlen, Chante Thomas, Darlene Garrison, and myself) met with Brady Krebs, our Edward Jones financial advisor, on April 18<sup>th</sup> to look over our investments.

At the May 8th Representative Council Meeting I presented a budget for the 2023-24 fiscal year. The Representative Council discussed the budget and voted to keep the officer's salaries and the Representatives' per meeting remuneration the same as last year. The budget was then approved for placing on the May SHTA ballot.

Some of the activities I performed while fulfilling my duties as SHTA Treasurer this year are listed below:

- I attended every Executive Board Meeting and every Representative Council Meeting throughout the year.
- I maintained our insurance through Musgrave Insurance.
- I coordinated and attended our Investment Committee meetings with Brady Krebs, our Edward Jones advisor, twice this year, once in the Fall and once in the Spring, to evaluate our investments and make any changes deemed necessary.
- I met with our accountants at Edward Hawkins & Co. at various times throughout the year to submit our financials for an audit, to complete the paperwork for our Form 990 tax filing, and to submit information for the issuance of W-2 forms.
- I communicated with the District Payroll Department to process the payment of our six salaried positions and the many Rep Council members, along with the relevant STRS and Medicare payments.
- I prepared the 2023-24 fiscal year budget for approval by the Representative Council at the May Association meeting.
- I paid bills throughout the year and balanced the checkbook, reimbursing any Association expenses incurred by our members.
- I kept an accurate record of our finances throughout the year, maintaining a paper record of every transaction.
- I met with and discussed Association business with the other Officers and Executive Board members throughout the year when needed.

*Respectfully submitted,  
Bill Scanlon*



Shaker Heights Teachers' Association Profit and Loss July 1, 2022 - May 12, 2023		Shaker Heights Teachers' Association Balance Sheet As of May 12, 2023	
	Total		Total
<b>Income</b>		<b>ASSETS</b>	
Income	0.00	Current Assets	
Member Dues	155,529.00	Bank Accounts	
<b>Total Income</b>	<b>\$155,529.00</b>	Key Bank (checking)	202,178.59
Investments	0.00	<b>Total Bank Accounts</b>	<b>202,178.59</b>
Change in Value in Edward Jones	81,503.26	Other Current Assets	
Edward Jones-Fees & Charges	-6,525.11	Edward Jones 13760-1-1	580,219.22
<b>Total Investments</b>	<b>\$74,978.15</b>	Edward Jones 13768-1-3	944,345.34
Other Types of Income 0.00		Uncategorized Asset	0.12
Miscellaneous Revenue	97.00	<b>Total Other Current Assets</b>	<b>\$1,524,564.68</b>
<b>Total Other Types of Income</b>	<b>\$97.00</b>	<b>Total Current Assets</b>	<b>\$1,726,743.27</b>
<b>Total Income</b>	<b>\$230,604.15</b>	<b>TOTAL ASSETS</b>	<b>\$1,726,743.27</b>
Gross Profit	\$230,604.15	<b>LIABILITIES AND EQUITY</b>	
Expenses		Liabilities	
Operations	0.00	Total Liabilities	
Accounting	14,728.41	Equity	
Banking	0.00	Opening Balance Equity	2,224.74
<b>Total Accounting</b>	<b>\$14,728.41</b>	Retained Earnings	1,560,348.75
Compensation	26,623.99	Net Income	164,169.78
Conferences & Meetings	3,095.14	<b>Total Equity</b>	<b>\$1,726,743.27</b>
Executive Board	1,841.23	<b>TOTAL LIABILITIES AND EQUITY</b>	<b>\$1,726,743.27</b>
Fellowships & Grants	2,550.81		
Insurance	5,419.00		
Legal	7,894.38		
Officers' Expenses	354.00		
Payroll Taxes	362.51		
Public Relations	-796.75		
Publications	112.95		
Social	748.56		
STRS (TPO Contribution)	3,500.14		
<b>Total Operations</b>	<b>\$66,434.37</b>		
<b>Total Expenses</b>	<b>\$66,434.37</b>		
<b>Net Operating Income</b>	<b>\$164,169.78</b>		
<b>Net Income</b>	<b>\$164,169.78</b>		

# ***EXECUTIVE BOARD REPORTS***

## **PROFESSIONAL RIGHTS AND RESPONSIBILITIES REPORT**

The 2022-23 school year included the most hours of in-person learning since the 2018-19 school year. The years of intermittent in-person learning continued to have an effect on our schools as students often demonstrated unexpected behaviors. Adults working in schools adjusted our expectations in the post-pandemic environment, sometimes even with how we interacted with each other. As we continue to focus on each child's academic, social, and emotional needs, the jobs we all have become even more challenging and complex.

As we prepare for the 2023-24 school year, we start our professional learning calendar with two days of training on diversity, equity, and inclusion. I am excited about this training as I am hopeful it will help us understand our students and one another even better as we collaborate to make sure every student succeeds. Yet, I am also reminded about my freshman year in college in 1989 when a new cultural diversity course requirement for all students was added. I registered for a class called Ethnic Studies 101, while some protested the requirement as unnecessary and burdensome to students hoping to graduate on time. Almost 35 years later, there are bills in the Ohio state legislature trying to restrict the teaching of diverse topics in history classes. Many of our own state legislators would not support the training we'll be attending in August. I know that our membership will come to these professional days with an open mind ready to continue growing as educators and becoming better equipped to help our students achieve success in a 21<sup>st</sup> century learning environment.

It has been my pleasure to serve the members of this Association during the past year. Here is a summary of my activities this year organized by month:

### September

- Attended SHTA Executive Board and Representative Council meetings
- Met with the Supplemental Committee on September 29 about new proposals
- Answered member questions about maternity leave

### October

- Attended SHTA Executive Board and Representative Council meetings
- Attended an Insurance Committee meeting on October 18
- Filed a step 1 grievance that was resolved to the member's satisfaction
- Represented a member at a meeting about salary and benefits
- Responded to a member's questions about jury duty
- Spoke to a member about using FMLA to care for an elderly parent
- Met with a member about an unpaid medical leave of absence
- Represented a member during a disciplinary investigation

### November

- Attended SHTA Executive Board and Representative Council meetings
- Worked with Human Resources Benefits Specialist Nellie Trier Brown to update a presentation about maternity leave considerations
- Assisted members with FMLA, maternity leave, and caregiver leaves of absence
- Spoke to Assistant Director of Buildings and Grounds Sean Brown about a water leak in a classroom at the Middle School

- Reminded members about the option in Frontline to use a partial sick day (2 hours) for a doctor's appointment at the beginning or end of a work day.
- Filed both a step I and a step II grievance for a member

### December

- Represented a member at a step II grievance hearing on December 6
- Attended an SHTA Executive Board/Administration Meet and Greet on December 12
- Participated in a Supplemental Committee meeting on December 6
- Assisted a member with bereavement leave

### January

- Attended SHTA Executive Board and Representative Council meetings
- Spoke to members about salary and benefits while on FMLA
- Worked with the Supplemental Committee on January 10 to approve new proposals
- Met with high school members about a step I grievance regarding teacher evaluation
- Assisted members with questions about dental insurance, stretch pay, family illness, and the school calendar
- Celebrated my birthday at the SHTA Social at Academy Tavern on January 27

### February

- Attended SHTA Executive Board and Representative Council meetings
- Filed a step III grievance for a member after reviewing the step II disposition
- Participated in an Insurance Committee meeting on February 23
- Spoke to members about dental insurance, voluntary transfer requests, job sharing, and reduced time schedules

### March

- Attended SHTA Executive Board and Representative Council meetings
- Represented SHTA at the *Night for the Red and White* on March 18
- Answered member questions about transitioning from a single health care plan to a family plan
- Spoke to a member about deductibles related to ambulance service coverage
- Assisted members with concerns about earning continuing contracts
- Spoke to Middle School Acting Principal Jalen Brown about a revised schedule for the 23-23 school year

### April

- Attended SHTA Executive Board and Representative Council meetings
- Continued to assist a member with a step III grievance, which was resolved to the member's satisfaction
- Provided feedback to the Supplemental Committee regarding new requests from Woodbury
- Communicated with Director of School Leadership Felecia Evans on April 18 about the plans for 7<sup>th</sup> grade students on June 7<sup>th</sup> when 8<sup>th</sup> grade students will be dismissed before 10:00 AM due to their promotion ceremony
- Reminded members in my monthly newsletter report to stay calm and not touch students during conflicts between students and/or with adults.

### May

- Attended SHTA Executive Board and Representative Council meetings
- Celebrated members milestones at the District Recognition Reception on May 16
- Participated in two building meetings at the Middle School to address school safety and student behavior

- Met on May 9th with Middle School building representatives John Koppitch, Matt Klodor, and Erika Pfeiffer, Legal Aid Chair Jeremy Bishko, President John Morris, Superintendent David Glasner, Middle School Acting Principal Jalen Brown, and Director of School Leadership Felecia Evans to discuss proposals regarding the Building Committee and an improved PBIS program as potential solutions to address the learning environment at the Middle School
- Attended an Insurance Committee meeting on May 25

Have a wonderful summer!

*Respectfully submitted,  
Mike Sears, chairperson*

## **EVALUATION COMMITTEE**

I greatly appreciate the opportunity to serve as the Association’s Evaluation Chair for another year. Throughout the year, I have co-facilitated the district Evaluation Committee with Human Resources Director Tiffany Joseph. The six teachers and six administrators on the committee continue to work collaboratively to make decisions regarding evaluation.

Over the last two years, we have transitioned to the revised version of the Ohio Teacher Evaluation System (OTES 2.0), which now incorporates analysis and effective use of High-Quality Student Data as part of the Teacher Performance ratings. Additionally, we have been adjusting to the Ohio Evaluation System (OES), the new platform on which evaluations are stored and reported to the state. Thank you to all committee members, building representatives, and everyone else who has worked to make this transition as smooth as possible.

Another focus of my work for the Association is co-coordinating the district Peer Evaluation Program with Andrew Glasier and Addie Tobey. The support of the Human Resources team and building administrators across the district has been an essential element of the success of this program over the last many years. We have a group of over 120 educators who have been approved to participate in the program next year. Peer Evaluation is professional learning that truly elevates our craft. It is imperative that participants in the program are following all protocols and meeting all due dates and expectations. During the 2023-2024 school year, participants will be required to attend a work session in the fall and one in the spring with one of the co-coordinators.

I look forward to serving the Association in this role again next year! Have a relaxing, enjoyable summer break. You all deserve it!

*Respectful Submitted,  
Lena Paskewitz, Evaluation Chair*

## **SPECIAL EDUCATION COMMITTEE**

This past month, the SHTA Special Education Chairperson attended and participated in the SHTA Executive Board meeting and Representative Council meeting. The Chairperson discussed various concerns with the Director of Exceptional Children Elizabeth Kimmel in the 7th of our monthly meetings. The Chairperson worked with SHTA President Dr. John Morris, over Exceptional Children concerns. The Chairperson provided

support to various SHTA members concerning issues including but not limited to job placement, personnel issues and work options. The Chairperson continues to work collaboratively with Shaker administrators, principals, assistant principals and Exceptional Children Supervisor on various issues to improve the functionality and support to the students and educators in the Exceptional Children Department in our district.

**SHTA Chairperson of Exceptional Children would like to congratulate the following new hires:**

Tanya Chaney - Intervention Specialist at Mercer  
Nia Chappell - Intervention Specialist at Shaker Heights High School  
Sherri Hegyes - Intervention Specialist at Shaker Middle School  
Romy Larson - Intervention Specialist at Shaker Middle School

**SHTA Chairperson of Exceptional Children would like to congratulate the following Educators Receiving a Continuing Contract:**

Richelle Banks, Intervention Specialist at Shaker Heights High School  
Mallory Bendezu, School Psychologist at Shaker Heights Middle School & High School  
Keesha Bryant, Intervention Specialist at Shaker Heights High School

**SHTA Chairperson of Exceptional Children would like to congratulate the following Educators for their years of service to the children of our district:**

Laura Boris - Intervention Specialist at Middle School (22 years of service)  
Cheri Shapero - School Psychologist at Woodbury (18 years of service)

The SHTA Chairperson duties are, but not limited to:

- meet monthly with Exceptional Children Director Elizabeth Kimmel.
- communicate with Exceptional Children Supervisors.
- communicate and interact with Exceptional Children Department Chairs.
- attend and participate in Exceptional Children Department Meetings.
- support SHTA members of the Exceptional Children Department during and after school hours.
- represent Exceptional Children staff during Fact-Finding Meetings.
- communicate and collaborate with Shaker Heights Building Administrators.

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

## **POLICY COMMITTEE**

As the Policy Chairperson of the SHTA, my primary responsibilities concern the SHTA constitution - not to be confused by our collectively bargained contract with the school district. Our constitution creates the structure within which our Association operates, and provides a framework for our decision making and management of responsibilities. Every month I try to highlight pertinent sections of our constitution and remind our members of our mission and protocols. Our constitution, as well as our contract and newsletter can be found at [www.shtaweb.org](http://www.shtaweb.org). This year we are asking the membership to consider amending our constitution to award stipends to Head Building Representatives, and start a scholarship program through the SHTA.

I also am a participant on the Teacher Evaluation Committee, which is a teacher/administrator partnership that determines our district's policy concerning evaluations within the broader framework of the Ohio Department of Education guidelines. In this capacity, I try to educate teachers and administrators on our decisions and directives, as well as answer questions to provide clarity to our system of evaluation. This is in addition to the

role all of our SHTA board members play in assisting members with problems, offering support, and answering questions. This includes my participation in the Forward Together process, as a voice in the process as well as someone familiar with the proceedings. Don't hesitate to contact me with questions at [kalan\\_t@shaker.org](mailto:kalan_t@shaker.org), and enjoy the summer!

*Respectfully submitted,  
Tim Kalan, Chairperson*

## **MEMBERSHIP/ELECTIONS COMMITTEE.**

This year I continue to serve SHTA by maintaining the membership directories for each of our amazing schools. This includes making name changes, assignment changes, location changes, retirements, leaves of absence etc. I am incredibly grateful for the support of our amazing representatives who help me by providing accurate information and updates about the members at their schools. I also serve on the Investments Committee with Bill Scanlon, Darlene Garrison, and Todd Keitlen. Lastly, I coordinate elections. This year, we will continue to vote using a Google form.

I want to remind you that there is a [landing page](#) on the Shaker Schools Foundation website that is active and accepting donations towards the Aisha Fraser Memorial Bench. Aisha was a good friend to many of us, but also an exceptional teacher and beloved member of the association. Please share the link with your friends and network. Any funds collected over the needed amount for the bench will be designated for camperships at Woodbury Elementary School.

I look forward to recharging this summer and hope to see all of you in the fall. As you prepare for summer recess, please be sure to take some time for yourself, for your families and those you love. Enjoy each and every precious day.

*Respectfully submitted,  
Chante Thomas, chairperson*

## **DIVERSITY, EQUITY & INCLUSION COMMITTEE**

As we near the end of another academic year, I want to revisit our mission statement: *We support an inclusive environment that embraces, encourages and empowers the voices of our members. We are committed to celebrating, honoring and uplifting historically marginalized identities within our membership.* The many books and articles that were shared hopefully gave tools and understanding of our colleagues, staff and students of color. This summer is a perfect time to review and read books that were shared over the past two years.

*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.

*Why Are All The Black Kids Sitting Together In The Cafeteria, And Other Conversations About Race*. Part I gives clarity to terms used in this book, Black versus African American and White versus Caucasian. Part II concerns understanding Blackness in a White context, identity development, and its effect on the adult identity of an African American. Why do Black kids still eat together in the cafeteria even in a diverse school, what are the commonalities that bring them together? Part III opens the eyes of white people and how their whiteness is understood.

*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.

*Dear White American, Letter to a New Minority* by Tim Wise, an anti-racist, confronts the racist belief systems that permeate the 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.

*PUSHOUT: The Criminalization of Black Girls in Schools* by Monique W. Morris. This book is gripping and heart wrenching. It opens up dialogue with black girls who are categorized and eventually pushed out, suspended and expelled out of schools.

“*So you want to talk about race*” by Ijeoma Oluo is a frank discourse on race. It walks through 17 different areas that are common place discussion points for people of color. In addition, there is a workbook that helps facilitate a discussion. Starting with “Is it really about race?” to “Talking is great, but what else can we do?”

*Wisdom Warriors* by Mary Watson and *A Black Women’s History of the United States (Revisioning American History)* both share life through the eyes of a Black woman. The untold story of how women of color have shaped this nation and how some of your colleagues' perspectives differ on race relations because of their history.

I enjoyed reading the many books because it gave information that will allow for reflection and implementation of strategies in the classroom. In addition, I hope it opens conversations within our learning communities.

***Respectfully submitted,***  
***Angela Goodrum***

## **SOCIAL COMMITTEE**

We have had a busy year with ups and down, made easier because of the support that we provided to one another! Thank you for coming to our social gatherings this year--hopefully you enjoyed spending time with your colleagues turned friends!

One of my responsibilities is to organize and host social events for the SHTA. This year our Back to School Happy Hour and a Winter Happy Hour (in January) were well attended! I also host the Executive Board Meetings in my classroom each month.

We will wrap up this school year with our Annual Recognition Reception in the High School’s Upper Cafeteria at 4:15 p.m. on May 16 2023. Newly tenured, career milestones (15 and 25 years), and retirees will be honored. Dr. John Morris, our Association President, will award three individuals with the SHTA Service Award. All employees are invited and encouraged to attend. I hope to see all of you there!

Since Fall of 2014 I have had the pleasure of serving in the capacity of Social Committee Chairperson. At the conclusion of this school year I will step down and plan to help the Association in a different way as a Building Representative for Fernway. I would like to thank Dr. Morris for trusting me so many years ago and giving me this opportunity. I have enjoyed the friendships made with other members of the Executive Board during the countless hours of meetings! Have a great summer; relax and be well.

***Respectfully submitted,***  
***Selena Boyer***

## SHTA PAC COMMITTEE

“An attack on public education is an attack on democracy.” -Diane Ravitch

The school year is coming quickly to an end. As we reflect, it has been a year of continued attacks on public education and human beings in our state and country. One of the SHTA Political Action Committee's successes this year was creating the “Take Action” link on the [SHTA.web](#) site. This is one spot where we will continue to provide you with the easiest and fastest ways to contact your representatives and speak out against bills that will harm our schools and students. Please occasionally check this page especially if you are not a Facebook user. We will continue to post on our [Facebook page](#) and carry on perusing many websites including the [Ohio Education Association](#) and [Honesty for Ohio Education](#), this summer to find the latest on what is happening politically in education.

Please take the time to relax and recharge this summer. It is our pleasure to serve you as SHTA co-chairs. Please reach out if you have any questions or suggestions for us. We are here for you.

*Respectfully Submitted,*

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

## NEW TEACHER COMMITTEE

Happy Spring everyone! It's hard to believe that this is our last Newsletter of the 2022-2023 School Year. Things were pretty quiet this year for Teacher Education. Only a few issues were presented and they were handled well by Human Resources. As a reminder and as evaluations have been entered, please do not hesitate to question anything you may not disagree with. It is one-hundred percent within your right to do so. Contact your building representative or myself if you have any questions or concerns.

The Association would like to acknowledge and congratulate the following teachers who received continuing contracts:

Adkins, Suzanna - (Music-Choir Teacher/Middle School) - M.A.  
Banks, Richelle - (Intervention Specialist/High School) - M.A.+30  
Bartley, Matthew - (Physical Education & Health Teacher/High School) - M.A.  
Bell, Jemonica - (School Nurse/Fernway) - M.A.+15  
Bendezu, Mallory - (School Psychologist/Middle School & High School) - M.A.+30  
Bryant, Keesha - (Intervention Specialist/High School) - M.A.  
Chaney, Tanya - (Intervention Specialist/Mercer) - M.A.+15  
Collins Sieg, Emily - (Language Acquisition-German Teacher/Woodbury) - M.A.  
Haggerty, Kelsey - (School Counselor/High School) - M.A.  
Kane, Molly - (Administrative Intern/Onaway) - M.A.+45  
Klodor, Matthew - (Social Studies Teacher/Middle School) - M.A.  
Luthy, Rachel - (Math Teacher/Middle School) - M.A.+15  
Pope, Laura - (Language Acquisition-Spanish Teacher/Boulevard & Mercer) - M.A.  
Saluga, David - (Social Studies Teacher/Middle School) - M.A.+30  
Tonti, Brittany - (Science Teacher/Middle School) - M.A.  
Turner, Benjamin - (Science Teacher/High School) - B.A.+15  
Tuttle, Nicole - (Grade 5 Teacher/Fernway) - M.A.  
Wasserman, Marina - (English Language Arts Teacher/High School) - M.A.  
Wyman, Matthew - (Science Teacher/Middle School) - M.A.

I wish everyone a great ending to the school year and well-deserved summer vacation. As always, it is a pleasure to serve as your Teacher Education Chair.

*Respectfully Submitted,  
Wendy Lewis*

### **PUBLIC RELATIONS COMMITTEE**

It has been an honor to serve as Public Relations Chairperson. I have worked to promote the Association through the community advertisements and SHTA shirt sales. I have attended Executive Board and Representative Council meetings to keep membership informed about PR efforts and to take part in the Association discussions. Arrangements for advertisements in *Shaker Life Magazine* and the *Gristmill* (high school yearbook) were made. SHTA service awards will be distributed during the District Recognition Reception ceremony. I am proud to serve the Association as Public Relations chairperson.

*Respectfully Submitted,  
Bob Bognar*

### **SICK DAY TRANSFER COMMITTEE**

There are four members who are enrolled in the Sick Day Transfer Program. SHTA members at the High School were informed about a new request from one of our building members. I will be working with our building members and our Assistant Treasurer Shelley McDermott to ensure that this member stays in full pay status.

This will be my last report as Sick Day Transfer Committee Chair. Matt Zucca will be taking over this responsibility next year, and I look forward to assisting him with a smooth transition. I am glad that I was able to help our members who needed to utilize this benefit. I am very grateful to Shelley McDermott and Jennifer Browne for their invaluable assistance with this process each time donations are needed by our members. I also want to thank our retiring Treasurer Bryan Christman who worked with me to set up this initial pilot program. Thanks to all of you who made donations to help out your colleagues in a time of need.

*Respectfully Submitted,  
James Schmidt, Chairperson*

### **LEGAL AID COMMITTEE**

I interfaced with Shaker Middle School Head Building Representative John Koppitch and Rights and Responsibilities Chair Michael Sears regarding member concerns. I also collaborated with SHTA President Dr. John Morris, Superintendent Dr. David Glasner, Director of School Leadership Felicia Evans, Shaker Middle School SHTA Head Building Representative John Koppitch and Shaker Middle School SHTA Building Representatives Erika Pfeiffer and Matt Klodor on solutions to Shaker Middle School educator concerns.

This was not a very busy year for me, and that's not a bad thing. Throughout the year, I collaborated with SHTA building leadership and building administration. In May, I collaborated with SHTA President Dr. John Morris, Superintendent Dr. David Glasner, Director of School Leadership Felicia Evans, Shaker Middle School SHTA Head Building Representative John Koppitch and Shaker Middle School SHTA Building Representatives Erika Pfeiffer and Matt Klodor on solutions to Shaker Middle School educator concerns.

*Respectfully submitted,  
Jeremy Bishko*

## LEGISLATIVE COMMITTEE

### Recent Developments

- EdWeek is [reporting](#) on a recent trend that makes it illegal for a teacher to choose to have their union dues automatically deducted from their paycheck. Just this March this became law in Kentucky, and it has been introduced in four other states, but not yet Ohio. The law in Kentucky targets teachers, but exempts firefighters and police unions.
- The *Ohio Capitol Journal* is [reporting](#) on initiatives in the Ohio legislature. The Ohio Senate is considering making it much easier for families to use public money to get a scholarship to a private school. Also, in that article is an update on the Ohio Department of Education's push for the controversial science of reading.

### Recap of the School Year

There has been a lot of legislative activity around schools this year:

- Money, again, was a common theme in education legislation, both in our state and in the nation.
- Race, Gender and Sexual Orientation were repeatedly involved in new school laws.
- Guns in schools, and police in schools, continue to be active areas of legislation.
- The teaching of reading is increasingly on the mind of governors, mayors, and legislators.
- There is a teacher shortage, and states are trying to come up with ways of dealing with that problem.

It has been an honor to serve as the chair of the Legislative Committee this year for the SHTA.

*Respectfully Submitted,  
David Klapholz*

## PUBLICATIONS COMMITTEE

I am extremely lucky to work with such a fine faculty and staff. While I have had to work harder this past year to communicate and update the Association, it has been worth it for the gratitude members have shown. Our members are the main reason that Shaker Schools have the reputation that they do. It is my hope that the administration & Board of Education opens their eyes to this truth; it is not about new buildings but about uplifting and supporting people that promotes equitable education. We are not underlings to be ordered to educate, but skilled and devoted equals in the process of educating the students of Shaker Heights.

I have formed, edited and distributed eight SHTA Newsletters to our Membership. I have also made sure that the newsletters are added to our website, [shtaweb.org](http://shtaweb.org). I have distributed our Newsletter to retired members, school board members, administration and community members.

I have written editorials and have worked with members on their own editorials for the newsletter. I have worked with our amazing editing staff, Jeremy Bishko, Erika Pfeifer, Heather Pincoe, Nicole Cicconetti and Chris Cotton, to make sure I have dotted all my I's and crossed all my t's. I want to personally thank them for their service.

I have updated our [Facebook page](#) and [Twitter](#) account. I have sent reminders and updates to our Membership throughout the year through email. I am currently working on the #shakerhasgreatteachers campaign. If you or a colleague have been apart of something great for the school community, please reach out to me.

I enjoy the responsibility of working for our membership. Please feel free to contact me any concerns or opinions at [glasier\\_a@shaker.org](mailto:glasier_a@shaker.org) or #6168.

*Respectfully Submitted*  
*Andrew Glasier, Chairperson*



**The SHTA May Representatives Meeting at Onaway School.  
Thank you, Onaway School Representative Paula Klausner  
for hosting.**

# MINUTES FOR THE REPRESENTATIVE COUNCIL MEETING

*SHTA President, Dr. John Morris* started the May 8, 2023 Representative Council Meeting at 4:29 PM. **The meeting took place at Onaway Elementary School.** Dr. Morris introduced *Onaway Administrative Intern, Molly Kane*.

*Onaway Administrative Intern, Molly Kane* welcomed SHTA Representative council to Onaway Elementary School. She has had a good experience working with Tim Kalen and Paula Klausner. Ms. Kane has spent 16 years as a teacher. She told the Council to enjoy the library space and their time together.

**A motion for approval of the MINUTES** from the April 10, 2023 Representative Council meeting was made by Tim Kalen and seconded by Bill Scanlon.

## Administration Report

**Director of Human Resources, Tiffany Joseph** was present for the Representative Council Meeting. She had no report but President John Morris asked for a round of applause for Ms. Joseph's defense of her dissertation.

## Officers' Reports

### *President, John Morris*

- Spoke with Superintendent David Glasner weekly
- Spoke with Human Resource Director Tiffany Joseph
- Updated the SHTA Facebook Page with Publications Editor Andrew Glasier
- Worked on and settled an ongoing grievance issue with PR and R Chair Mike Sears
- Consulted SHTA Lawyers Susannah Muskovitz about member legal concerns
- Communicated with Membership Chair Chante Thomas about HS membership
- Met with HS members and shared a communication with the School Board and Administration about course concerns
- Communicated with MS members about policy and procedures concerns
- Worked with a HS member about a course concern
- I will meet with MS SHTA leadership and administration tomorrow at the MS concerning building concerns
- I will attend a meeting with HS members this Thursday concerning scheduling concerns
- It is my pleasure to award this year's distinguished service awards to Donita Townsend-Al Amin, Paula Klausner, and Peg Rimedio at the May 16th Recognition Reception at the High School Upper Cafeteria

### *Vice President, Darlene Garrison*

- It has been a very busy month for evaluations at Woodbury Elementary School. I spent a great deal of time working with individual members discussing OTES Evaluations.
- Sent out congratulatory letters and Fellowship reimbursement checks to members who have sent in their receipts for reimbursement.
  - Please remember that it takes 2 -3 weeks to receive your reimbursement for the fellowship grant.
- Attended an Investment Committee meeting with Financial Advisor Brady Krebs, Treasurer Bill Scanlon, Membership and Elections Chair Chante Thomas and SHTA Member Todd Keitlen on Tuesday, April 18th.
- Attended SHTA Executive Board meeting on Monday, May 1st at Fernway.
- Will attend the *Night for the Red & White* finale meeting on Monday, May 15th at 1899 Social Club.

- I will be attending the final PTO meeting for the 2022 - 2023 school year on Monday, May 18th at 7PM - 1899 Social Club.

***Secretary, Lisa Hardiman***

- Took notes during Representative Council meeting
- Sent invitations for various meetings
- Met with President John Morris and Vice President Darlene Garrison to discuss a personnel issue
- Serving on Mercer’s Building committee
- Continued conversations with members regarding next steps of ALICE training
- Participated in interview for Literacy Specialist position
- Watched Shaker Heights Board of Education meeting
- Communicated with Membership and Elections Chair, Chante Thomas

***Treasurer, Bill Scanlon***

- Attended the Investment Committee meeting with Vice President Darlene Garrison and Todd Keitlen
- Distributed the financial report and noted 1.7 million in investments and assets
- Also noted that we have \$155,500 in member dues and \$66,000 has been spent so far this year

**Building Representative Reports**

***Boulevard—Cathy Grieshop***

- Discussed need for security in Building Committee Meeting
- Discussed need for more time for teachers to be in the building preparing in August
- Had an amazing Teacher Appreciation Week! Thank you to Boulevard P.T.O. and administration

***Fernway-Matt Zucca***

- No report

***Lomond-Jill DiPiero (Veronica Malone reporting)***

- Lomond had a great Teacher Appreciation Week. The refrigerator was stacked with snacks. Thank you to the P.T.O.

***Mercer-Nicole Cicconetti***

- Thank you to P.T.O., Mercer Principal Roneisha Campbell and Administrative Intern, Carmen Chung, for a great Teacher Appreciation Week.

***Onaway—Paula Klausner***

- Had a fabulous Teacher Appreciation Week. PTO is awesome!
- Meeting about issues with teacher evaluations
- Did not have a chance to have a Building Committee Meeting this month
- Dealing with serious security concerns
- Questions and concerns about DEI professional development days in August

***Woodbury—Stacey DeYoung***

- Had a nice Teacher Appreciation Week
- The bad smell on the bottom level of Woodbury continues to be worked out

***Middle School—John Koppitch***

- Represented a member during a fact-finding investigation.
- Held (2) listening session meetings with building reps and members over safety concerns

- Erika Pfeiffer attended a meeting with a concerned member and Principal Brown.
- Tomorrow morning building reps will attend a meeting with Dr. David Glasner, Interim Principal Jalen Brown, and Felicia Evans regarding school concerns

### ***High School—James Schmidt***

I continue to meet weekly with Mr. Juli about matters at the High School.

- Members expressed their concern at a building meeting held on April 24th to discuss cuts made to course offerings at the High School. Members sent a letter to the Board of Education expressing their concerns about these decisions and the impact that it has on our students. We are hopeful that the “penny-wise, pound-foolish” decision making by our Administration does not continue.
- Approximately forty members attended a meeting to discuss the issues with implementing and maintaining fidelity of our Tardy Policy. Members were pleased at the candor of the meeting and are hopeful that more meetings involving all faculty and staff will be held in the future so we can all express our concerns and work collaboratively towards solutions. Members were also surprised to learn that our principal does not direct the Security staff at the High School and that this responsibility belongs to District Safety & Security Supervisor Mr. Vic Farrell. Members also expressed that security monitors told them that they (Security) are not empowered to handle discipline and student behavior concerns in the hallways, but would only speak on the condition of anonymity.
- I will be filing a grievance on behalf of a department chair who should be receiving compensation for teaching an extra class but has not been Board approved. I have been working in good faith with Mr. Juli to avoid a grievance and waiting patiently for an answer from our District Administration, but we have not been given one. At this time, this member is not on the Board agenda for tomorrow, nor on the addendum, so we have no choice but to grieve this issue to get the compensation this member deserves for the work she has been performing in good faith.
- Members have expressed a concern about the lack of safety drills at the High School.
- One of our assistant Principals, Mr. Kraig Thornhill, will be resigning at the end of the school year. We wish him well and thank him for working with us.

This year has been more difficult than ever before and our members at the high school do an incredible job of working through adverse conditions to do their very best for our students and for each other. I am lucky to be able to work with each of you.

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

- A huge thank you to Matt Simon and IC parents and students for all of the Teacher Appreciation Week love and treats!
- Interviews are underway to find a new IC Coordinator and we would like to thank Felicia Evans for facilitating a thoughtful process. This Friday, May 12th, three finalists will participate in final-round performance interviews.
- We have endless gratitude and respect for Matt’s vision, leadership, and people-first, caring approach to education and we wish him well at Hawken School. He will be greatly missed among the IC community.
- The Innovative Center’s Exhibition of Learning on May 11th from 5:30-7:30. Students will be showcasing their personalized learning projects and experiences from the school year.
- On May 13th, all are invited to a march to raise awareness about bodily autonomy, register people to vote, and petition for getting The Right to Reproductive Freedom with Protections for Health and Safety amendment on the ballot. This event is being organized by IC student Evie Macklin. There will be three speakers present, including SHHS senior Meilani Walker, Planned Parenthood's Malik Swisher, and UH midwife Courtney. The event begins on Shaker Heights High School's front lawn, and we will then walk to the Colonnade on Lee, 11 AM-12:30 PM.

## Executive Board Reports

### ***Publications—Andrew Glasier***

- Took pictures and posted on Facebook and Twitter
- Posting Teacher highlights; what great things teachers are doing. Ex. Chante Thomas' as author & visit to 1<sup>st</sup> graders at Fernway.
- Many times, it is the high school that is being highlighted. Encouraging lower grades to send pictures to be included. Will put together Google form to reach all members.
- Valerie Doersen is writing an editorial
- Blurbs are due on Wednesday May 10th at midnight
- Attended post-observation meeting
- Discussed an issue with Director of Curriculum and Instruction, Dr. John Moore
- Have not moved the file cabinet with SHTA history in it to James Schmidt's office.

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

- Evaluations are due Wednesday, May 10th. Hopefully they are all done
- There are over 120 peer evaluators who have been approved. The program is thriving!

### ***Membership/Elections-Chante Thomas***

- On Monday May 15, 2023, members will be voting for SHTA officers, building representatives, the bylaws, and the budget. The voting will take place electronically. The budget and bylaws will be attached to the form.

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

- Spoke at Shaker Heights School Board Meeting regarding Onaway garden
- Attended meeting with a teacher about issues with evaluation
- There was a concern that equity rounds were being used in an evaluative manner
- Dealing with a security issue

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

- Teacher Appreciation gift was given to all head representatives. Representatives should use included list to note any changes
- Gift was union printed

### ***Special Education-Tito Vazquez-Enid Vazquez present***

- No report

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

- No report

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

- "EdWeek is [reporting](#) on a recent trend that makes it illegal for a teacher to choose to have their union dues automatically deducted from their paycheck. Just this March this became law in Kentucky, and it has been introduced in four other states, but not yet Ohio. The law in Kentucky targets teachers, but exempts firefighters and police unions.

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

- District reception will take place on May 16th at 4:15 in the Shaker Heights High School Upper Cafeteria. Hope to see everyone there.

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

- Attended two Middle School building meetings to listen to member concerns about school safety and student behavior.
- Continued to assist a member whose grievance is in the process of being resolved to their satisfaction. Look for more details in newsletter report.

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

- There are four members who are enrolled in the Sick Day Transfer Program. SHTA members at the High School were informed about a new request from one of our building members today. I will be working with our building members and our Assistant Treasurer Shelley McDermott to ensure that this member stays in full pay status.
- This will be my last report as Sick Day Transfer Committee Chair. Matt Zucca will be taking over this responsibility next year, and I look forward to assisting him with a smooth transition. I am glad that I was able to help our members who needed to utilize this benefit. I am very grateful to Shelley McDermott and Jennifer Browne for their invaluable assistance with this process each time donations are needed by our members. I also want to thank our retiring Treasurer Bryan Christman who worked with me to set up this initial pilot program. Thanks to all of you who made donations to help out your colleagues in a time of need.

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

- H.B. 20, the "Backpack" Bill, which supports charter schools. Please send letters

## **Executive Session**

### **Old Business**

- Treasurer Bill Scanlon led a discussion about next year's budget
- President John Morris, Bill Scanlon, and other members discussed the proposal for head representatives to receive more compensation starting next year. The proposal is that head representatives would receive the regular meeting amount, that same amount for meeting with the building principals once per month, and a third stipend at the end of the school year. This stipend would be based on the number of members in the three levels-PK-4 buildings \$400, Woodbury/Middle School \$600, and High School \$800.
  - The Representative Council approved the budget, which includes the new head representative proposals, to appear on the May 15th ballot to be voted on by SHTA members.

### **New Business-none**

### **Good of the Order-**

- President John Morris thanked the Onaway representatives for hosting the meeting and thanked Onaway Head Representative Paula Klausner for her years of service.

A motion for adjournment was made by James Schmidt. It was seconded by Paula Klausner.

Meeting adjourned at 5:51 pm.

***Respectfully submitted,  
Lisa Hardiman***

## ***PRIORITIES***

*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.*

I am spending more time lately thinking about priorities. What do we value? By definition, we value the things we're willing to sacrifice for – time, money, energy.

We claim to value relationships, constantly being told that it's the most important factor for student success. We know that small classes are essential to building strong teacher-student bonds. Right now, the district is focused on cutting teaching positions. Recent board docs project nearly 20 positions needing to be cut in the next five years. This has resulted in cuts to the very classes kids love the most, the ones that motivate them to come to school, whether in the arts or STEM. Those specialty classes are by their very nature small, because they're authentic, hands-on, and project based (qualities we say we value in education), and so don't meet the arbitrary minimum of 15. My 11th graders were complaining that there aren't enough writing center slots, and I told them to tell administration that they wanted the WC expanded rather than cut; they sighed and said that would be useless. But I haven't seen any similar proposals about cutting central administration, which is as bloated as I've ever seen it. We have people making six figures whose primary responsibilities seem to be sending us reading material and making presentations to the community for PR. Oh, and though we need to cut teachers, we somehow are debating compensation for board members, a role which up till now have been considered public service. If we value relationships with students, shouldn't we be focusing on bolstering positions where people actually have contact with students?

We claim to value a safe and secure learning environment, but replacing our failing facilities seems to have taken a backseat, with the high school, arguably the worst among them, completely off the agenda for the foreseeable future. One of my rooms (because we don't have the space for teachers to have their own) encapsulates the building's state pretty well. Last year, the room was usually around 40 degrees, because the air conditioning was uncontrollable; now the temperature is regularly in the 90s (neither of these is an exaggeration – we have thermometers). Around winter break the pipe that provides ventilation (since the room has no windows) broke, and the stuffiness has gotten even worse. Last semester the radiator sprung a leak and the carpet was flooded. Earlier this year I had the dangerous “doghouse” tripping-hazard outlets removed from all over the floor, and now it's all I can do to keep my freshmen from dropping “presents” down the resulting holes to the basement below. One student recently asked whether they'd ever get fixed, but then just laughed at his own question. Every teacher in the building has stories like this.

In the meantime, the district is renovating the DEI office, at a price tag of at least \$60,000. Unless that office has no HVAC, floods twice a year and is infested with bedbugs, shouldn't we be spending that money on the buildings where we send *children*? Careful, your priorities are showing.

At Onaway, the native flower beds are targeted for removal. These beds are a community collaboration, student-driven, hands-on and eco-friendly, all things the district claims to value, not to mention essentially free. But they are not, apparently, pretty enough (for whom, I wonder?). So the district wants to tear them out and replace them with manicured beds, generic and costly, but good optics.

So, let's look at our priorities. The things that are getting our money, time and energy right now are things that are outward-facing; those that are being ignored, cut or devalued are the things that only we see and only affect students. What do we value? Apparently, optics.

***Valerie Doersen***  
***Shaker Heights High English Teacher***

## ***MAY 2023 ELECTION ADDENDUM***

May 15, 2023

Dear SHTA Members,

It is my pleasure to announce the results from our May 15th Election and Budget Vote. If you voted, thank you.

**The 2023-2024 Budget passed, receiving 247/251 votes. ( 98.4%)**

We did not meet our threshold of 75% of the total SHTA Membership. Our By-Laws state:

### *ARTICLE XII AMENDMENTS TO THE CONSTITUTION AND BY-LAWS*

#### *A. Constitution*

*3. The approval of three-fourths of the members of the Association shall be necessary for the adoption of any amendments to this Constitution.*

We currently have 474 members; 75% = 356 members. Therefore, the two proposed amendments to our Constitution will not be approved. The results are:

#### **Amendment #1: Proposed SHTA Scholarship**

233 for, 16 opposed

#### **Amendment #2: Proposed Head Representative job description amended in by laws and stipend increase:**

237 for, 13 opposed

*Our SHTA Officers have been re-elected for the 2023-2025 term. Congratulations to President John Morris, Vice-President Darlene Garrison, Secretary Lisa Hardiman and Treasurer Bill Scanlon!*

#### **The 2023-2024 Rep Council Elected Members are (BOLD indicates Head Representative):**

Boulevard- **Cathy Grieshop** Stacy Stoller, alt

Fernway- **Selena Boyer**

Lomond - Kelly Grahl, Veronica Malone

Mercer- **Eileen Sweeney**

Onaway - **Noreen Smyth- Morrow**

Woodbury- Aquita Shepherd, Stacey DeYoung, Melissa Albrecht, Lee Appel, alt

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

High School – Jessica O'Brien, James Schmidt, Brian Berger, Aimee Grey, Joel Rathbone, Kim Roberts;

Adam Cohen, Catherine Szendry

IC- Linda Roth

Again, congratulations to all of you!

**Chante Thomas**

**Membership/Elections Chairperson**