

IMPORTANT DATES

Monday, September 25: Rosh Hashana, Schools Closed

Tuesday, September 26: B.O.E Work Session

Monday, October 2: SHTA Executive Board Meeting

Monday, October 9: SHTA Representative Meeting, Fernway & B.O.E. Candidate Forum (5-6 PM)

SHTA *news*

September 18, 2023

ISSUE #1

Message from the President

“And we’re baaack...” It feels like the summer was just a brief commercial break, but here we are again back in the thick of it. I hope you all had restful, healthy, and rejuvenating summers and your first weeks back have been successful and rewarding.

One of my favorite things about teaching is that we get to start all over again at the beginning of each year. New students, new staff members, new projects all with the same purpose: to educate and nurture our community of learners. I am always optimistic at the beginning of the school year because I have another chance to do, and hopefully improve, what I see as a lifelong opportunity to teach.

That doesn’t mean there aren’t challenges. Read the latest news stories on learning loss and student absenteeism and the resurgence of COVID-19 cases, and it’s obvious what challenges lie ahead. But if we can lean on one another through our solidarity as SHTA members, we can continue to do this lifework together in humane, transformative, and supportive ways.

I was also excited to see our year start out with our DEI work. Hearing Chief Diversity, Equity & Inclusion Officer Dr. Lawrence Burnley, Director of DEI Professional Learning Dr. Nicole Patterson, University Hospitals Chief Diversity, Equity & Belonging Officer Celina Cunanan, and our own Raina Li, and former SHTA Vice-President Dr. Dollye Finney speak to us about our collective anti-racist work in Shaker was inspirational. I look forward to more of this essential work as we move forward. Likewise, I am hopeful that our community supports the bond issue and levy that will fund much needed renovations and improvements to our 100-year-old buildings to make sure we have safe, dry, and even air-conditioned spaces where our students can learn without worrying about backed up basements or sweltering classrooms. After a summer communicating with the district about our K-8 facilities issues, I truly believe that we cannot afford to do nothing.

I look forward to working with all of you this year as SHTA President. We have a strong organization and it grows stronger each year. It is an honor to work alongside our Officers, Executive Board, and Representative Council Members to do this work. It’s invigorating to meet all the new members who are joining our ranks this year as well, another true pleasure in serving the SHTA. If this is your first time reading this newsletter, please do not hesitate to reach out to your Building Representatives or to myself with any questions and concerns as you begin what we hope will be your first year of many in Shaker Heights City Schools.

An essential part of my monthly report is to give members an idea of what I have done since the last time we met. I spoke regularly with Superintendent Dr. David Glasner. I communicated with Human Resources Director Tiffany Joseph. I updated the SHTA Facebook Page with Publications Editor Andrew Glasier. I attended New Teachers Orientation with Vice President Darlene Garrison, Secretary Lisa Hardiman, Treasurer Bill Scanlon, Membership Chair Chante Thomas, Special Education Chair Tito Vazquez, and Personal Rights and Responsibilities Chair Mike Sears. I toured the schools with Vice President Darlene Garrison, Secretary Lisa Hardiman, Treasurer Bill Scanlon, Personal Rights and Responsibilities Chair Mike Sears, and Building Safety/Sick Day Transfer Chair Matt Zucca along with Superintendent Dr. David Glasner, Chief Operating Officer Jeff Grosse, Director of School Leadership Felicia Evans, and Assistant Director of Buildings and Grounds Sean Brown. I attended the Summer Executive Board Meeting generously hosted by Membership Chair Chante Thomas. I conferred with SHTA Officers and Executive Board Members to approve and endorse the Shaker Heights Bond Issue and Operating Levy. I sent out an email to all members concerning DEI days and compensation with the help of Publications Editor Andrew Glasier. I answered member questions about the DEI days and building schedules. I assisted a member with a legal issue. I spoke with SHTA legal counsel Susannah Muskovitz. I worked with a member on an FMLA concern. I communicated with Superintendent Dr. David Glasner about concerns with building heat issues and PowerSchool. I communicated with COO Jeff Grosse about a Middle School building concern. I communicated with Assistant Director of Buildings and Grounds Sean Brown about a facility concern at the High School. I met with Building Representatives to discuss duties. I asked Building Safety/ Sick Day Transfer Chair Matt Zucca to work with Vice President Darlene Garrison on a Representative Council responsibilities overview. I worked with PAC Co-Chairs Cathy Grieshop and Jessica O'Brien on our upcoming October 9th Board of Education Candidate Forum. I agreed with Superintendent Dr. David Glasner and Director of School Leadership Felicia Evans to extend the Building Committee Pilot through this year.

These are just a few of my responsibilities as President of the Shaker Heights Teachers Association. I could not accomplish them without the support of Our Officers, Executive Board, and Representative Council. If you feel moved to become more involved with the SHTA, whether you have obtained continuing contract or you are still working towards it, please let your building representative(s) or myself know. We are always looking for members who are interested in getting involved. Please also don't hesitate to reach out if there is a part of the contract you need clarified or professional assistance you need help finding. I am here to help at morris_j@shaker.org or X6033.

*Respectfully submitted,
John Morris*

The SHTA PAC is on



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[PAC of the Shaker Heights Teachers Association](#)

VICE PRESIDENT'S REPORT

Leaving the Convocation this year, I felt rejuvenated and ready to take on the world. The start of the school year was very smooth and being back with familiar faces, my colleagues put a smile on my face. The SHTA Executive Board began our meetings this summer. Officers and Executive Board members had a chance to see school improvements, repairs, and walked on hallway floors that appeared to be made of glass. Our custodial staff always does an amazing job getting our buildings ready for students and staff. I applaud all involved in this process. A special thank you to our custodians, who make it all possible.

It was so nice attending the New Employee Summer Meeting at Fernway Elementary School. There were so many new faces and it was a pleasure having the opportunity to mix and mingle with them. SHTA Officers and Executive Board Members shared information about our union and answered all the questions that were asked. Two hours after meeting Shaker's newest educators, I was off to our first Executive Board meeting of the 2023-2024 school year. SHTA Membership Chairperson, Chante Thomas, opened up her beautiful home to host our first meeting.

As Vice President, I will attend all PTO Council meetings representing SHTA. This school year, there are three meetings scheduled that will be listed on the district calendar. The first meeting is scheduled for Wednesday, October 4th in-person at Shaker Heights High School. The PTO does so much for our schools and students. We ask that all teachers consider making a donation to the PTO. I am looking forward to working with President Brooke Bribiesco and the PTO Executive Board.

This year, I am a member of the Investments Committee. I will be working with SHTA Treasurer Bill Scanlon, SHTA Membership Chairperson Chante Thomas and Sixth Grade Educator Todd Keitlen.

If you have not attended Shaker's annual the *Night for the Red & White*, you are missing a spectacular event. I will be working with the Shaker Schools Foundation representing the SHTA. Planning parties, believe it or not, is one of my favorite hobbies. This year's annual event will take place at Shaker Heights High School. I am definitely looking forward to being a part of this committee.

A friendly reminder to all SHTA Dr. Rebecca Thomas Fellowship Grant recipients, your receipts for reimbursement are due by Friday, September 29th. Make sure that you email your information and receipts to garrison_d@shaker.org. It will take approximately 2-3 weeks from the time I receive your documents to receive your reimbursement check. Please don't miss out on this opportunity. The Dr. Rebecca Thomas Fellowship Grant application for the 2023 - 2024 school year will be shared with the membership on Wednesday, October 4th via a Google Form.

Wishing you a safe and healthy school year. I am looking forward to working with you as Vice President of SHTA. I am so proud to be an officer for the Shaker Heights Teachers' Association. If you have any questions or concerns, feel free to contact me at garrison_d@shaker.org or 216-295-4997.

***Respectfully submitted,
Darlene Garrison***

SECRETARY'S REPORT

Hello and welcome back! My name is Lisa Hardiman and this year I am serving the members of the Shaker Heights Teachers' Association in the role of Secretary. I hope that you found many ways to enjoy the summer and are refreshed and motivated to face all the excitement and challenges that the 2023-2024 school year is already bringing.

As part of my duties, I will schedule and invite members to both Representative Council meetings and Executive Board meetings. I take notes and record reports for Representatives, Officers and Executive Board members. These reports are an important part of the monthly SHTA newsletter. I am also in charge of the SHTA drawing which takes place in February, the winner of which will get two free tickets to the Night for the Red & White. This annual event will be taking place at Shaker Heights High School this year! I also serve on the Black Teachers' Task Force Steering Committee. SHTA is here to support its members in a variety of ways as we strive to educate our children.

During the summer months, as a member of The Black Teachers' Task Force Steering Committee, I participated in several interviews. These interviews resulted in the hiring of new teachers who will help our school district continue to educate our future leaders. In August, I also had the pleasure of attending, along with other SHTA leaders, The New Teachers' Academy at Fernway School where I enjoyed meeting many more teachers new to our district. We presented relevant information about our Association and answered questions that new teachers asked. That same day, the SHTA Executive Board convened at the beautiful home of Membership Chair Chante Thomas for our first meeting of the year.

Also in August, I had the opportunity to participate in walkthroughs of several school buildings. It was really nice to see the results of all the hard work of Shaker's custodial staff and other personnel. This work resulted in wonderful improvements and repairs to our buildings.

I wish everyone a productive year ahead. Please, do not hesitate to talk to your building representatives with any issues or questions you may have. You can always contact me at (216) 295-4867 or Hardiman_1@shaker.org.

Respectively submitted,

Lisa Hardiman

TREASURER'S REPORT

For those of you new to our Association, I have the honor of serving as the Treasurer. I maintain our finances by creating a budget, paying bills, and monitoring our dues income. I oversee our investments as chairperson of the Investments Committee that meets with our Edward Jones financial planner twice a year. I meet individually with our accountants to ensure our tax forms are up to date. I go through the process of having our accountants perform a compilation of our books each year with an audit performed every four years. I report our financial activity to the Representative Council and the members at large. I am also the treasurer for our Political Action Committee, for which I file paperwork with the State Board of Elections twice each year.

In May, the members of our Association approved the budget reflected by the current financial report. Also included is the summary of last year's financials (fiscal year 2022-23). If anyone has any questions about the Association's finances, please give me a call at ext.6296.

Payroll deduction for dues (\$33 per pay), for those who choose that option of payment, will begin with the October 1st paycheck. Anyone who prefers to pay her/his \$330 dues all at once can send a check to Chante Thomas at Woodbury School.

The Investments Committee (Todd Keitlen, Darlene Garrison, Chante Thomas, and myself) will be meeting next month with Brady Krebs, our Edward Jones advisor, to discuss our investments and whether any changes need to be made.

What a start to the year we had by having Dollye Finney as an opening speaker for our second DEI day. I started on the SHTA Executive Board back in 2003 when Dollye was the Vice President of our Association, and spent a couple years as Policy Chair before getting elected Treasurer in 2005. I was lucky enough to work under her leadership until her retirement in 2013. She was such a powerful presence and source of wisdom throughout all of our Association's adventures and endeavors. I learned so much from her tutelage, which made me truly understand the importance of solidarity with my SHTA Sisters and Brothers. Dollye is a major reason our Association is so strong. I thank her for years of selfless service.

Respectfully submitted,
Bill Scanlon

Shaker Heights Teachers' Association	
Balance Sheet	
As of September 14, 2023	
	Total
ASSETS	
Current Assets	
Bank Accounts	
Key Bank (checking)	138,103.89
Total Bank Accounts	\$ 138,103.89
Other Current Assets	
Edward Jones 13760-1-1	572,066.12
Edward Jones 13768-1-3	951,236.14
Uncategorized Asset	0.12
Total Other Current Assets	\$ 1,523,302.38
Total Current Assets	\$ 1,661,406.27
TOTAL ASSETS	\$ 1,661,406.27
LIABILITIES AND EQUITY	
Liabilities	
Total Liabilities	
Equity	
Opening Balance Equity	2,224.74
Retained Earnings	1,685,152.46
Net Income	-25,970.93
Total Equity	\$ 1,661,406.27
TOTAL LIABILITIES AND EQUITY	\$ 1,661,406.27

Shaker Heights Teachers' Association	
Profit and Loss	
July 1 - September 14, 2023	
	Total
Income	
Income	
Member Dues	330.00
Total Income	\$330.00
Investments	
Change in Value in Edward Jones	-17,037.26
Edward Jones-Fees & Charges	-1,362.99
Total Investments	-\$18,400.25
Total Income	-\$18,070.25
Gross Profit	-\$18,070.25
Expenses	
Operations	
Accounting	64.80
Conferences & Meetings	1,096.94
Executive Board	66.94
Fellowships & Grants	100.00
Insurance	5,943.00
Officers' Expenses	25.00
Publications	604.00
Total Operations	\$7,900.68
Total Expenses	\$7,900.68
Net Operating Income	-\$25,970.93
Net Income	-\$25,970.93

Shaker Heights Teachers' Association	
Balance Sheet	
As of June 30, 2023	
	Total
ASSETS	
Current Assets	
Bank Accounts	
Key Bank (checking)	145,674.57
Total Bank Accounts	\$ 145,674.57
Other Current Assets	
Edward Jones 13760-1-1	582,759.99
Edward Jones 13768-1-3	958,942.52
Uncategorized Asset	0.12
Total Other Current Assets	\$ 1,541,702.63
Total Current Assets	\$ 1,687,377.20
TOTAL ASSETS	\$ 1,687,377.20
LIABILITIES AND EQUITY	
Liabilities	
Total Liabilities	
Equity	
Opening Balance Equity	2,224.74
Retained Earnings	1,560,348.75
Net Income	124,803.71
Total Equity	\$ 1,687,377.20
TOTAL LIABILITIES AND EQUITY	\$ 1,687,377.20

Shaker Heights Teachers' Association	
Profit and Loss	
July 2022 - June 2023	
	Total
Income	
Income	
Member Dues	155,529.00
Total Income	\$ 155,529.00
Investments	
Change in Value in Edward Jones	99,988.61
Edward Jones-Fees & Charges	-7,872.51
Total Investments	\$ 92,116.10
Other Types of Income	
Miscellaneous Revenue	311.00
Total Other Types of Income	\$ 311.00
Total Income	\$ 247,956.10
Gross Profit	\$ 247,956.10
Expenses	
Operations	
Accounting	14,760.81
Banking	0.00
Total Accounting	\$ 14,760.81
Compensation	77,305.94
Conferences & Meetings	4,099.79
Executive Board	1,948.18
Fellowships & Grants	3,125.81
Insurance	5,419.00
Legal	8,629.38
Officers' Expenses	354.00
Payroll Taxes	362.51
Public Relations	2,626.57
Publications	212.95
Social	807.31
STRS (TPO Contribution)	3,500.14
Total Operations	\$ 123,152.39
Total Expenses	\$ 123,152.39
Net Operating Income	\$ 124,803.71
Net Income	\$ 124,803.71

EXECUTIVE BOARD REPORTS

PROFESSIONAL RIGHTS AND RESPONSIBILITIES REPORT

Welcome to the 2023-24 School Year! I hope everyone had a nice summer, and is off to a great start teaching and learning. My name is Mike Sears and I teach 8th grade American History at the Middle School. This is my 25th year in the district and my 28th year in education. This is my 19th year of involvement with SHTA, and my 14th year as the chairperson for Professional Rights and Responsibilities. This position is also called Grievance Chair. My extension at school is #4770 and e-mail (sears_m@shaker.org) is a great way to contact me. I enjoy working with the members and, as we tell our students, and “there is no such thing as a stupid question”. My cell phone # is **(216) 571-0447**. It is a good idea to text me first and introduce yourself. I may not answer calls from numbers I do not recognize.

I also serve on the district’s Insurance Committee, which meets quarterly. Medical Mutual of Ohio replaced Anthem as our major medical health insurance company in January, 2018. Anthem is still our dental provider. Prescription drug information from Express Scripts is included on our Medical Mutual cards. Medical Mutual of Ohio runs our flexible spending account program. Members should have cards from Anthem (dental only) and Medical Mutual with member services phone numbers they can call as questions arise. If any member has a concern regarding health benefits, I can help point them in the right direction. However, directly contacting the service provider is often the best way to have your questions answered. For other needs related to Human Resources, here is an updated link to their website: https://www.shaker.org/Intranet_HR.aspx.

The paycheck from September 16th should include a step increase if you qualify for one this year. It should also include your daily rate for two days if you attended the DEI trainings on August 16 and 17. Another way to advance on the salary schedule is by reaching continuing education levels like B.A. + 15 or M.A. + 30. The Board approves these changes in November and April.

The district policy for maternity leave is in the contract. However, new mothers decide how many sick days they want to use and if they want to take any unpaid leave through the Family and Medical Leave Act. If you are pregnant, please contact me right away so we can look at a calendar, and I can assist you in a plan that works best for you and your family. You should be aware that notes from doctors do not always allow additional sick days to care for babies. For example, a note that discusses “failure to thrive” is an acceptable medical reason to use a sick day, but a note that mentions “bonding with the baby” will not be approved because that is not considered a medical condition that allows for a sick day.

Paternity leave is also in our contract. New fathers may use up to 10 sick days to help care for a new baby. No documentation from doctors is required for this leave. For both maternity and paternity leave, contact me before you contact administrators so you understand your rights.

It is your responsibility to keep the Human Resources Department informed of changes in your family status (over the summer as well as during the school year) concerning **births, adoptions, deaths, divorce, marriage, or entry into military service**. If these changes are not reported within **30 days** you will not be permitted to make this change until the next open enrollment, which is usually in November. **Please contact Human Resources before the 30-day deadline. This may cost you money if you miss this deadline.**

Personal days are personal. No one needs to know why you are taking a personal day. You do **not** need to fill out a form about a personal day. You may simply enter it on Frontline. However, you are responsible for

keeping track of your own personal days. If you enter a 4th or a 5th personal day, you will forfeit pay for those absences. You may not use personal days before or after a holiday unless you fill out the personal day request form. Both the building principal and the Human Resources Department must approve the request. Administrators consider each case on an individual basis. If you have a question about this, please contact me.

If you use more than 5 sick days in a row, a building secretary will have to enter days 6 and up into Frontline. The Human Resources Department reserves the right to ask you for a doctor's note explaining your absence beyond one week. If you use 10 sick days in a row, the Human Resources Department will send you a form about Family and Medical Leave. You may choose to continue using sick days with appropriate documentation or you may go on an extended and unpaid leave for family or medical reasons. Please call me if you are in this situation or if you anticipate being out for an extended time.

In recent months, I have:

- Worked with Assistant Treasurer Shelley McDermott on sick day transfers for a member at the Middle School
- Filed a grievance on behalf of a member at the Middle School related to supplemental contract compensation and the grievance was resolved to the member's satisfaction
- Collaborated with SHTA President Dr. John Morris and High School Head Building Representative Jessica O'Brien to resolve a salary concern from a member at the High School
- Met with Middle School Head Building Representative John Koppitch and newly appointed interim Middle School principal Tom Flood to discuss ways we can collaborate as we start a new school year
- Attended an Executive Board Meeting at Membership Chair Chante Thomas' home
- Toured buildings before school started with John Morris, SHTA Secretary Lisa Hardiman, SHTA Treasurer Bill Scanlon, SHTA Health and Safety Chair Matt Zucca, Director of School Leadership Felecia Evans, Chief Operating Officer Business and Operation Jeff Grosse and Superintendent Dr. Glasner. Tours were led by Assistant Director of Buildings and Grounds Sean Brown.
- Met with SHTA Head Representative John Koppitch and Middle School principal Tom Flood regarding a Middle School member's request for a handicapped parking spot
- Attended both the Executive Board and the Representative Council meetings in September

The current contract is available on our web site, <http://shtaweb.org>. I strongly recommend reading it and using it as a reference. I am also happy to help you with issues of interpretation and clarification. Best wishes for a wonderful school year!

*Respectfully submitted,
Mike Sears, chairperson*

EVALUATION COMMITTEE

Greeting colleagues and friends! Thank you for the continued opportunity to serve the Association as the Evaluation Chair. In this position, I serve as co-facilitator of the Evaluation Committee with Human Resources Director Tiffany Joseph. I also work with Andrew Glasier and Addie Tobey to coordinate the Peer Evaluation Program. All members of the committee and I am available to answer your evaluation questions and concerns. I will continue to communicate information about evaluation procedures throughout the year through this newsletter and during SHTA Representative Council Meetings.

All buildings should have staff meetings to review the [Evaluation OTES Overview](#) slides by September 30. These slides serve as a resource for both teachers and evaluators as they engage in the evaluation process. There are numerous links to videos, examples of forms, the High Quality Student Data menu, and Ohio Evaluation System (OES) support.

Please complete your Annual Professional Growth Plan (PGP) in the Ohio Evaluation System (OES) by October 15th. The expectation is for two goals to be created this year. Teachers who have “Self-Directed” Professional Growth Plans or who are participating in the Peer Evaluation Program are not required to work with building administrators to create these plans, nor do they need to be approved by building administrators. Self-Directed goals are created and edited only by the educator. The OES indicates the educator's Professional Growth Plan status at the top of the PGP page. This plan should be discussed and reviewed throughout the year with your evaluator. Also, be sure to review the OES site and forms, as well as check your evaluation cycle and listed evaluator asap.

The effective use of High Quality Student Data (HQSD) is a part of the evaluation process. Teachers will need to:

- Choose two sources from the [HQSD Instrument Menu](#). The Evaluation Committee will approve additional instruments, as needed. Teachers who have Value-Added data must use it as ONE of their sources.
- Complete the HQSD Verification Form on the Ohio Evaluation System. The HQSD form link is on the left under the Professional Growth Plan on each teacher’s evaluation overview page. Teachers should add the two measures they will use.
- Familiarize themselves with the OTES Rubric, particularly the references to use of data.
- Conference with their evaluators about their use of data, HQSD and otherwise. The HQSD slides in the above linked deck have specific questions aligned to rubric elements. It is strongly recommended that teachers consider these questions as they prepare for evaluation conferences.

The Peer Evaluation Program has well over 100 educators, counselors, and nurses participating across the district. It is exciting that this program continues to thrive as a unique professional learning opportunity. Peer Evaluation participants have been coded in OES, unless re-credentialing is still in progress for an evaluator. Please double check that you have access to your partner’s evaluation so that any errors can be corrected right away.

Last year, I proposed an increase in compensation for peer evaluators. This proposal was reviewed and an increase has been approved. Peer evaluators conducting full cycle evaluations will receive \$375 and those conducting off-cycle evaluations will receive \$125. I appreciate the continued support and recognition of this program as valuable professional learning work. I truly believe that this work brings us towards alignment with other highly professional fields. Andrew Glasier (High School), Addie Tobey (Woodbury and Middle School) and I (Elementary) will continue to serve as the co-coordinators of the program this year. We are happy to assist you in any way we can throughout the process.

As always, I am here to help answer teacher and evaluator questions and navigate any part of the process with you, as are all members of the committee.

*Respectfully submitted,
Lena Paskewitz, chairperson*

EXCEPTIONAL CHILDREN EDUCATION COMMITTEE

This past month, I attended and participated in the Summer Executive Board meeting at Chante Thomas’ beautiful home. Thank you, Chante, for hosting! I attended the New Teacher Academy in August, SHTA Executive Board meeting and General Body meeting. I discussed various concerns with the Director of Exceptional Children Elizabeth Kimmel on (08/24/2023) in the 1st of our monthly meetings. I am working with

SHTA President Dr. John Morris, about a potential Exceptional Children concern. I provided support to various SHTA members concerning issues including but not limited to job placement, contractual expectations and requirements, personnel issues and work options. I continue to work collaboratively with district administrators, principals, assistant principals and Exceptional Children Supervisors Erin Dzolic (K-6) and Jennifer Currie (7-12) on various issues to improve the functionality and support for the students and educators in the Exceptional Children Department in the district.

SHTA would like to congratulate the following new hires & school transfers to the department:

- Rachael Parkin - District (SLP)
- Brittany Billups - SHHS (Intervention Specialist)
- Nia Chappell - SHHS (Intervention Specialist)
- Casey Speer - SHHS (Intervention Specialist)
- Andrea Wright - SHHS (Intervention Specialist)
- Sara Banda - SMS (Intervention Specialist)
- Kelly Collins - SMS (Intervention Specialist)
- Sherri Hegyes - SMS (PBC Teacher, Intervention Specialist)
- Katherine Lavik - SMS (Psychologist)
- Melissa Maienknecht - SMS (Intervention Specialist)
- Natalie Culkar - Woodbury (Psychologist)
- Jane Rohfeld - Woodbury (Intervention Specialist)
- Veronica Malone - Woodbury (Intervention Specialist)
- Veronica Wadsworth - Lomond (Intervention Specialist)
- Marissa Frank - Boulevard (Intervention Specialist)
- Kristina Simpson - Mercer (Intervention Specialist)
- Lori Murphy - Mercer (Intervention Specialist)
- Yasmin Mancilla - Onaway (Pre-K Intervention Specialist)

Congratulations to [Keesha Bryant](#) who has been named SHHS Co-Department Chair for Exceptional Children with Co-Department Chair Jessica Wilkes.

To those of you who are new to the district, please introduce yourself to Linda Williams. Linda is the Senior Administrative Assistant for Pupil Services/Exceptional Children. Linda has an incredible wealth of knowledge in the field of special education procedures. SameGoal concerns should be submitted to Linda Williams (williams_1@shaker.org) NOT the Help Desk. PowerSchool concerns are to be submitted to the Help Desk via a Help Desk ticket which is located under the Communication & Technology tab on the shaker.org home page.

Please remember, if you have any questions, comments or concerns about anything related to your position, please feel free to contact me vazquez_t@shaker.org.

PLEASE NOTE

- If there is an issue or concern, please contact me, & your department chair(s): **Kandice Brooks & Libby Dang** - (Woodbury), **Marla Wheatley & Nichole Kerr** - (SMS), **Jessica Wilkes & Keesha Bryant** - (SHHS). For buildings without a department chair, you should contact your **SHTA Head Building Representative**.

- We will assess the situation and then together we will contact the specific Exceptional Children Supervisor for your grade level: **Erin Dzolic (K-6) & Jennifer Currie (7-12)**.

My duties: As SHTA District Chairperson for Exceptional Children, part of my responsibility is to report special education concerns to the SHTA Executive Board. As District Chair for Exceptional Children, I will review and present issues to our Association concerning district policy in order to maintain consistency with state and federal law, the contract, and the current procedures and programs of our Association. I will problem solve disputes, mediate, support and defend SHTA member educators. Also, as SHTA District Chair for Exceptional Children, my duties include but are not limited to attending meetings with teachers and administrators, working collaboratively with administrators on various issues to improve the functionality and support for the students and educators in the Shaker Heights Exceptional Children Department district wide.

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

SOCIAL COMMITTEE

The 2023 - 2024 school year is moving right along. This year, I will be fulfilling two roles for SHTA, Vice President and Social Chairperson. I am not new to the position, I served as Social Chair many years ago. As Chair of this committee, I am responsible for planning all Executive Board meetings including ordering meals for the evening meetings. All meetings will be held at Woodbury Elementary School, in my classroom.

I will be organizing and planning two social gatherings for our members. The first event is scheduled for Friday, October 6th at Pizzazz on the Circle. Another event will take place during the winter season. SHTA and Shaker City Schools honor teachers at the Annual Spring Recognition Reception. I will work with the district to plan a special celebration for our members. I am looking forward to a fun, social and productive school year.

*Respectfully submitted,
Darlene Garrison, Chairperson*

POLICY COMMITTEE

My name is Timothy Kalan, and in addition to teaching art at Onaway & Lomond Elementary School, I am the SHTA policy chairperson. The policy chair's main concern is stewardship of the SHTA Constitution which defines our Association and provides us with the protocols that determine the structure of our operation. This document can be found at <http://www.shtaweb.org/>, along with our contract, newsletters and other interesting items. I also serve on the district's Teacher Evaluation Committee, and run a native gardening club at both my schools. Any questions concerning our Association's internal mechanisms can be directed towards me, as well as any concerning our evaluation system and the implementation of the new-and-improved OTES 2.0, (or ecological gardening!).

*Respectfully submitted,
Tim Kalan, Chairperson*

MEMBERSHIP/ELECTIONS COMMITTEE

Welcome back to the 2023-2024 school year! My name is Chante Thomas. This is my ninth year serving as your SHTA Membership /Elections Chair and I am beginning my 29th year of teaching at Woodbury School. If you need me I can be reached by email at thomas_c@shaker.org or my phone extension is #5601.

I am responsible for maintaining our membership directory and monitoring the collection of dues from payroll, or receiving a direct payment from the member. Members who select payroll deduction shall have ten (10) equal deductions starting with the first pay in October of the current school year. Members who choose to pay by check must do so in full, prior to October 1st of the current school year. Payroll deduction shall automatically continue from year to year unless the member notifies the Association and payroll office in writing, prior to October 1st of the current school year, that he or she wishes to stop payroll deductions.

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

The 2023-2024 Elected Rep Council Members are:

Boulevard- Cathy Grieshop, Stacy Stoller, alt

Onaway- Noreen Smyth-Morrow

Fernway- Selena Boyer

Lomond- Kelly Grahl, Shifa Isaacs

Mercer- Eileen Sweeney

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

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

High School – Jessica O’Brien, Brian Berger, Aimee Grey, Enid Vazquez, Kim Roberts, Joel Rathbone, Adam Cohen, Catherine Szendrey

IC- Linda Roth

*Respectfully submitted,
Chante Thomas, Chairperson*

OCCUPATIONA HEALTH AND SAFETY COMMITTEE

Welcome back SHTA members. My name is Matt Zucca and I serve as the Occupational Health and Safety chair for SHTA. My role is to assist members with concerns in the building related to conditions that create health and safety issues. I will assist building representatives and members communicate their concerns with building and district administrators to resolve issues collaboratively. Please communicate your concerns with your building representatives as well as me at zucca_m@shaker.org.

In preparation for the 2023-2024 school year, I attended the summer Executive Board meeting and participated in summer building tours. I prepared and presented Building Representative expectations and responsibilities overview for Representative Council, upon the request of SHTA President Dr. John Morris.

*Respectfully submitted,
Matt Zucca, Chairperson*

DIVERSITY, EQUITY & INCLUSION COMMITTEE

As the Diversity, Equity and Inclusion Coordinator for the Shaker Heights Teachers’ Association, it is my goal to support an inclusive environment that embraces, encourages and empowers the voices of our members. I completed my Ph.D. with a focus on African American males in sixth grade at Woodbury Elementary School in May of 2000. The focus groups underscored the covert racism that began for them as early as second grade. This

research was the impetus for my desire to educate those who are unknowledgeable of the plight of people of color in our country and particularly in our school district.

This year, my focus will be to introduce articles and books that will continue discussions on implementing equitable classroom practices. This month the article I shared was “Taking Multicultural, Anti-Racist Education Seriously: An Interview with Enid Lee.” A very profound statement in this article: “If you don’t take multicultural education or anti-racist education seriously, you are actually promoting a monocultural or racist education. There is no neutral ground on this issue.” It is imperative that we take a close look at ourselves and our classrooms to ensure all students feel welcomed, appreciated and respected.

How do we discourage discrimination in a multicultural classroom? This is a short list but can be a guiding tool for promoting anti-racist classrooms;

- using inclusive language.
- including human rights.
- encouraging the discussion of controversial issues.
- promoting student voice.
- involving students in peer education and peer mediation activities.

Respectfully submitted,
Angela Goodrum

LEGISLATIVE COMMITTEE

The Legislative Committee has the responsibility of keeping SHTA members up to date about the latest in legislation involving education. To that end, I have signed up for newsletters from the National Education Association, the American Federation of Teachers, the Ohio Federation of Teachers, the Association of American Educators, the Ohio Education Association, Policy Matters Ohio, ChalkBeat, and Education Week.

Respectfully Submitted,
David Klapholz

SHTA PAC COMMITTEE

Welcome back to school! It is a pleasure to serve as SHTA Political Action Committee Co-Chairs again this year. We are Cathy Grieshop, first-grade teacher at Boulevard School, and Jessica O’Brien, high school social studies teacher. Our job as chairpersons is to share information about current political campaigns or events that affect teachers, unions, and students.

We hope the start of this school year was wonderful for you. Over the summer, we updated the Facebook page while keeping track of important legislation introduced in the Ohio Legislature. We will continue to keep our link on [SHTAweb.org](https://www.shta.org) updated to make it easier for members to find legislative information and take action to protect students, teachers, and education. Our goal is to make accessing this information convenient to members and also to get members to respond to legislation and legislators that are impacting education. We need you to speak up!

Election Day is around the corner! There are two seats open on the Shaker Heights School Board this fall. The SHTA PAC will hold a [Candidate Forum](#) on October 9, 2023, from 5-6 in the Fernway cafeteria. All Shaker Union members are invited to attend. The candidates will have a few minutes to speak followed by a question-and-answer period.

Thank you to Dr. Emmit R Jolly and Jeffrey Issacs for their time and dedication to our schools and community. We wish you the best in your future endeavors.

Please follow the [SHTA Political Action Committee Facebook page](#) for information about what is happening politically in education! Have a great year!

*Respectfully Submitted,
Cathy Grieshop & Jessica O'Brien, Co-Chairpersons*

PUBLIC RELATIONS COMMITTEE

As Public Relations chair I would like to welcome back all of our members. My responsibilities include placing ads in various publications such as *Shaker Life Magazine*, the *Shakerite* and the *Gristmill*. I also am responsible for making donations to various organizations that help to enrich the lives of our Shaker students. In addition, I purchase teacher appreciation gifts for our members that are given out during Teacher Appreciation Week. As stated in the SHTA Constitution and By-Laws, I will continue to work at fostering mutual understanding, good will and respect between and among students, staff, community and administration.

As always, we are committed to using American made and union printed items in our promotion. A new T-shirt order will be coming soon.

*Respectfully Submitted,
Bob Bognar, Chairperson*

LEGAL AID COMMITTEE

September - I collaborated with Building Principal Tom Flood to have our first building committee meeting of the 23-24 school year.

*Respectfully submitted,
Jeremy Bishko, Chairperson*

NEW TEACHER COMMITTEE

Greetings teachers and welcome to the 2023-2024 school year. My name is Wendy Lewis and I am your New Teacher Education Committee Chairperson. This is my 30th year teaching, all in Shaker! I teach 6th grade IAS at Woodbury. My job with SHTA consists of keeping new teachers abreast of important dates and deadlines. Please be sure to read the information in the SHTA Newsletter carefully.

I am sure many of you might have taken classes over the summer. Remember to save your payment receipts and request your transcripts for tuition reimbursement and salary reclassification. The first opportunity to submit receipts and turn in transcripts will be late this fall. Details and deadlines will be forthcoming. Please save the date for our first SHTA social that will be held at Pizzazz on the Circle in University Heights- October 6th at 4:30pm. This is a great opportunity for you to meet and mingle with new colleagues. It is always a fun time!

Please do not hesitate to contact me with any questions you may have. My district email is: lewis_g@shaker.org. This seems like it will be a fun and exciting year.

*Respectfully Submitted,
Gwendolyn "Wendy" Lewis, Chairperson*

PUBLICATIONS COMMITTEE

Publications is in charge of creating, editing, and seeking submissions for the newsletter. I also often write editorials for the newsletter. I also update our SHTA social media accounts, Facebook & Twitter, as well as communicate with membership through email for our officers & Executive Board.

If you know of a member NOT receiving the SHTA Newsletter or email communications, please have them email me directly at glasier_a@shaker.org.

If you wish to write an editorial for the newsletter, please email directly at glasier_a@shaker.org. Our cut off for publication is the Wednesday after the Representative Council Meeting. I hope we may have an editorial from each of our school buildings!

***Respectfully Submitted,
Andrew Glasier, Chairperson***

MINUTES FOR THE REPRESENTATIVE COUNCIL MEETING

SHTA President, Dr. John Morris started the September 11, 2023 Representative Council Meeting at 4:32 PM. **The meeting took place at Woodbury Elementary School.** Dr. Morris introduced *Woodbury Principal, Mr. Eric Forman*.

Woodbury Principal, Mr. Eric Forman welcomed the SHTA Representative council to Woodbury Elementary School. He said that it is hard to believe it has already been a whole year since last there was a Representative Council meeting at Woodbury. He said that Woodbury has had a smooth start to the year and the staff has done an amazing job of welcoming the kids. He is also enjoying that his own child is now experiencing the unique and wonderful experience of Woodbury School.

Superintendent, Dr. David Glasner was also present. He expressed appreciation to SHTA members for their hard work and for the smooth and successful opening of the school year. He encouraged members to ask any questions about the Long Term Facilities plan which will appear on the November ballot. Dr. Glasner also mentioned the Superintendent's Series which will help communicate information about detracking. This series will take place October 12th, October 23rd, and November 1st.

A motion for approval of the MINUTES from the May 8, 2023 Representative Council meeting was made by Tim Kalen and seconded by Robert Bognar.

Administration Report

Director of Human Resources, Dr. Tiffany Joseph was present for the Representative Council Meeting. She welcomed everyone back. She reminded members that the deadline for submitting salary reclassification forms is October 31, 2023.

Officers' Reports

President, John Morris

- Spoke regularly with Superintendent Dr. David Glasner
- Communicated with HR director Dr. Tiffany Joseph
- Updated the SHTA Facebook Page with Publications Editor Andrew Glasier
- Attended New Teachers Orientation with VP Darlene Garrison, Secretary Lisa Hardiman, Treasurer Bill Scanlon, Membership Chair Chante Thomas, Special Education Chair Tito Vazquez, and Personal Rights and Responsibilities Chair Mike Sears
- Toured the schools with VP Darlene Garrison, Secretary Lisa Hardiman, Treasurer Bill Scanlon, Personal Rights and Responsibilities Chair Mike Sears, and Occupational Health & Safety Chair Matt Zucca along with Superintendent David Glasner, Chief Operating Officer Jeff Grosse, Director of School Leadership Felicia Evans, and Assistant Director of Facilities Sean Brown
- Attended the Summer Executive Board Meeting generously hosted by Membership Chair Chante Thomas
- Conferred with SHTA Officers and Executive Board Members to approve and endorse the Shaker Heights Bond Issue and Operating Levy
- Sent out an email to all members concerning DEI days and compensation with the help of Publications Editor Andrew Glasier
- Answered member questions about the DEI days and building schedules

- Assisted a member with a legal issue
- Spoke with SHTA legal counsel Susannah Muskovitz
- Worked with a member on an FMLA concern
- Communicated with Dr. Glasner about concerns with heat and PowerSchool
- Communicated with Jeff Grosse about a MS building concern
- Communicated with Sean Brown about facilities concern at the HS
- Met with Building Reps to discuss duties
- Asked Occupational Health & Safety Chair Matt Zucca to work with Vice President Darlene Garrison on a Representative Council overview.
- Agreed with Superintendent Dr. David Glasner and Director of School Leadership Felicia Evans to extend the Building Committee Pilot through this year.

Vice President, Darlene Garrison

- Attended kickoff meeting for the planning of the Night for the Red & White.
- Attended the Shaker Heights City Schools New Employees Summer Meeting at Fernway.
- Attended the summer SHTA Executive Board Meeting hosted by Membership Chair Chante Thomas.
- Attended SHTA Executive Board Meeting on Tuesday, September 5th at Woodbury Elementary.
- Created a reminder notice for members to turn in their receipts for fellowship reimbursements.
- Processed and mailed reimbursement checks to SHTA Fellowship Grant recipients.
- Will be attending the first PTO Council meeting for the 2023 - 2024 school year on Wednesday, October 4th.

Secretary, Lisa Hardiman

- Attended summer Executive Board Meeting at Elections Chair Chante Thomas' house. Thank you, Chante!
- As a member of the Black Teachers' Task Force, participated in several interviews this summer
- Participated in building walkthroughs with President John Morris, Vice President Darlene Garrison, Treasurer Bill Scanlon, Personal Rights and Responsibilities Chair Mike Sears, and Occupational Health & Safety Chair Matt Zucca along with Superintendent David Glasner, Chief Operating Officer Jeff Grosse, Director of School Leadership Felicia Evans, and Assistant Director of Facilities Sean Brown
- Spoke to members about increasing demands
- Attended New Teacher Academy at Fernway with President John Morris, Vice President Darlene Garrison, Treasurer Bill Scanlon, Membership Chair Chante Thomas, Special Education Chair Tito Vazquez, and Personal Rights and Responsibilities Chair Mike Sears
- Answered questions about the DEI days and compensation for these days

Treasurer William Scanlon

- Attended the summer Executive Board meeting
- Attended the new teacher welcome meeting
- Participated in building walk-throughs
- Paid some bills
- Presented Financial Reports to Representative Council

Building Representative Reports

Boulevard—Cathy Grieshop

- Assistant Director of Building and Grounds, Sean Brown, Principal Neal Robinson, and Custodian Tim Englehardt addressed an environmental issue within 24 hours after being brought to their attention.
- Many teachers are upset with the loss of planning/prepping and grading time this year.
- With the new schedule, K and 1st have a 3 hr 40 min afternoon, and 4th has a 3 hr 40 min morning. We feel this is too long for any elementary student.

Fernway-Selena Boyer

- Staff appreciates the three great events from the PTO
- Doug Myles has been filling in Chris Hayward's absence. Doug has been great!
- Teachers have been struggling a lot with the new schedule-have not heard any positive feedback about it.
- Creation of schedule was not collaborative-no input from teachers
- Teachers are trying to collect data about schedule

Lomond-Kelly Grahl

- Lomond members echo all of things that have been said about the schedule
- It has been a calm start to the school year.

Mercer-Eileen Sweeney

- There is a concern that timeline expectation deadlines for work (including the six-week plan) are unrealistic. Staff was told the deadlines at different times due to the grade PLC schedule.
- There is a concern that the timelines are being communicated by the IB coordinators and the Instructional Coaches, who are SHTA members. The Building Representative communicated the concern to the principal and staff was given one day additional time to complete a huge amount of work over the holiday weekend. The variety of demands on teachers' plates was not factored in when setting the timelines.

Onaway—Noreen Smyth-Morrow

- There has been no LPDC person at Onaway for over a year
- Echo issues with the schedule
 - Met with building principal to work together to collect data
- Questions about the COVID-19 policy-parents sending kids back to school too soon. Read section from the Safety Handbook (also in this newsletter)
- Concerns about Preschool expanding but remaining in the same building-confusion about who is responsible for what

Woodbury—Stacey DeYoung

- Air issue has been resolved
- Met weekly with Principal Eric Forman-working and will continue to work on issues

Middle School—John Koppitch

- Represented a member who was in need of an accessible parking spot (John Morris clarified that no member of any union in Shaker has a reserved parking space.)
- Negotiated with principal Mr. Tom Flood about students being in the hallway before 7:45, he offered a paid stipend or time sheets to staff who'd be willing to supervise the hallways between 7:30-7:45.

- A Health & PE teaching position was eliminated at the end of last year. Ever since the Design classes were introduced there have always been the same number of Design teachers and PE teachers which allowed for classes to simply flip at the semester. With the PE position eliminated it has created an imbalance of class sizes (20 Design class sections have to merge into 15 PE class sections). The Design and PE staff spent the first two weeks moving dozens of students to make reasonable class sizes and allow for classes to flow in the second semester. These department members made these alterations and this created extra stress and work for the two departments. Principal Tom Flood and the counselors have assisted in this effort. Mr. Flood did advocate for at least a half time position.
- Mr. Flood convened our first Building Committee meeting on August 31. He would like to meet with the committee at least once a month to keep on top of ongoing issues. Rep. Erika Pfeiffer serves on the Building Committee.
- I talked with Mr. Flood about an early release time on MAP testing days because we didn't receive a 50-minute uninterrupted lunch, he agreed to release staff @ 2:45 on those days.

High School—Jessica O'Brien

- Helped a member pursue a medical leave request
- Worked with members that were over contact time
- Met with and discussed lack of screens in 3rd floor windows; safety concern because of bees near/on 3rd floor, students throwing things out the windows, etc
- Discussed with members issues we are experiencing with Powerschool, unable to see IEPs and 504s. Issue was brought to the attention of Director of Exceptional Students Dr. Elizabeth Kimmel
- Discussed a concern about Supplementals and was told that a document would be sent out today 9/11 for members to confirm their supplementals.
- Working with Middle School Representative John Koppitch and a member that is splitting time between the MS and HS who is teaching 6 classes total and has not received a contract to supplement this.
- Discussed with SHTA President Dr. John Moore and principal Eric Juli about members getting time to complete their public works training and Director of Curriculum Dr. John Moore confirmed we will get the time on the Tuesday before Thanksgiving on our Professional Development day.
- Flex block questions being addressed and answered. One issue is not everyone has collaborative planning time.

Innovative Center--Linda Roth

- The IC community is happy to welcome Mr. Isaiah Wyatt as our new administrator. Mr. Wyatt has been a communicative, positive addition to the IC and we are especially grateful for his collaborative work with the Counseling and Transportation Departments.
- Mr. Wyatt has been working closely with the Counseling Department to ensure all IC students have complete and accurate schedules. He also worked with District administration and Transportation to secure a shuttle that runs between the IC and main campus six times per day and we are hoping to retain a permanent driver shortly. We are grateful that the main campus all-Monday schedule has come to an end as it has prevented several IC students from following their complete schedules so far this year.
- More than two dozen students have joined the IC this year and more are enrolling daily. We are excited to continue to provide an opportunity for students to engage in meaningful personalized learning in our caring community. We are looking forward to meeting new families and students, and reconnecting with our returning community members, at this Wednesday's Open House (occurring *before* Curriculum Night on main campus.)

Executive Board Reports

Publications—Andrew Glasier

- Published #shakerhasgrateachers stories on our social media accounts
- Went to summer Executive Board Meeting
- Went to New Teacher Orientation for SHTA & Evaluations Orientation
- Sent out numerous emails for various Officers & HS representative
- Helped a member who works in two buildings with a student contact time issue
- Have an editorial from HS teachers Chris Cotton & Natalie Sekicky.
- Received New Teachers list from Membership Chair. Chante Thomas and updated email lists
- Representatives: if you hear of a member not receiving the SHTA newsletter have them email me directly.
- Evaluations: worked with HR Director Dr. Tiffany Joseph on the Teacher Evaluation Presentation

Evaluation - Lena Paskewitz

- OTES staff meetings should be taking place by the end of September; Staff should have access to slide deck
- Professional Growth Plans should be uploaded to OES by October 15th
- Teachers should have two goals this year for their Professional growth Plans
- Anyone who is planning to do peer evaluations needs to complete accreditation exam

Teacher Education-Wendy Lewis

- Will be sending new teachers an introductory message through email

Policy-Tim Kalan

- Gave OTES information to Onaway and Lomond at meetings
- Helping with scheduling issues
- There are two buildings (Onaway Pre-school and Onaway) under one roof-
 - Preschool is having issues but there is no representation
- Issues with a violent Kindergarten child, almost daily. Told that there needs to be data collected before anything can be done, but in the meantime violent behaviors continue. Despite the number of issues, members are stuck. The fear is that another child will get hurt.

Public Relations-Bob Bognar

- There will be new SHTA shirts available within a month

Diversity, Equity, and Inclusion-Angela Goodrum

- Met with Chief Diversity, Equity, & Inclusion Officer, Dr. Lawrence Burnley to discuss bridging DEI Union and DEI District
- As the Diversity, Equity and Inclusion Coordinator for the Shaker Heights Teachers' Association; It is my goal to support an inclusive environment that embraces, encourages and empowers the voices of our members. I completed my Ph.D. with a focus on African American males in sixth grade at Woodbury Elementary School in May of 2000. The focus groups underscored the covert racism that began for them as early as second grade. This research was the impetus for my desire to educate those who are unknowledgeable of the plight of people of color in our country and particularly in our school district.

Special Education-Tito Vazquez

- This past month, I attended and participated in the Summer Executive Board meeting at Membership Chair. Chante Thomas' beautiful home. Thank you, Chante, for hosting!
- Attended the New Teacher Academy in August,
- Attended SHTA Executive Board meeting

- Attended Representative Council meeting.
- Discussed various concerns with the Director of Exceptional Children Elizabeth Kimmel on (08/24/2023) in the 1st of our monthly meetings.
- Working with SHTA President Dr. John Morris, about a potential Exceptional Children concern.
- Provided support to various SHTA members concerning issues including but not limited to job placement, contractual expectations and requirements, personnel issues and work options.
- Continue to work collaboratively with district administrators, principals, assistant principals and Exceptional Children Supervisors Erin Dzolic (K-6) and Jennifer Currie (7-12) on various issues to improve the functionality and support for the students and educators in the Exceptional Children Department in the district.

Legal Aid-James Schmidt

- No Report

Legislative-Dave Klapholz

- The Legislative Committee has the responsibility of keeping SHTA members up to date about the latest in legislation involving education. To that end, I have signed up for newsletters from the National Education Association, the American Federation of Teachers, the Ohio Federation of Teachers, the Association of American Educators, the Ohio Education Association, Policy Matters Ohio, ChalkBeat, and Education Week.

Social-Darlene Garrison

- Organized catering for the August 11, 2023 Executive Board meeting at the home of Membership Chair, Chante Thomas.
- Sent condolences to a member from SHTA.
- Organized the September 5th Executive Board meeting at Woodbury Elementary School.
- Planned Fall Happy Hour festivities for SHTA on Friday, October 6th at Pizzazz on the Circle.
- Passed out flyers to Head Reps. to post at home schools for the Fall SHTA Happy Hour.

Professional Rights and Responsibilities-Mike Sears

- Worked with Assistant Treasurer Shelley McDermott on sick day transfers for a member at the Middle School
- Filed a grievance on behalf of a member at the Middle School related to supplemental contract compensation and the grievance was resolved to the member's satisfaction
- Collaborated with John Morris and High School Head Building Representative Jessica O'Brien to resolve a salary concern from a member at the High School
- Met with Middle School Head Building Representative John Koppitch and newly appointed interim Middle School principal Tom Flood to discuss ways we can collaborate as we start a new school year
- Attended an Executive Board summer meeting at Membership Chair Chante Thomas' home
- Toured buildings before school started with SHTA President Dr. John Morris, Secretary Lisa Hardiman, Treasurer Bill Scanlon, Health and Occupational Safety Chair Matt Zucca, Director of School Leadership Felecia Evans, Chief Operating Officer Business and Operation Jeff Grosse and Superintendent Dr. David Glasner. Tours were led by Assistant Director of Buildings and Grounds Sean Brown.
- Met with John Koppitch and Tom Flood regarding a Middle School member's request for a handicapped parking spot

Occupational Health & Safety-Matthew Zucca

- Attended summer Executive Board meeting hosted by Membership Chair. Chante Thomas.
- Participated in building tours
- Prepared and presented Building Representative expectations and responsibilities overview [LINK](#)

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

- Organized a panel with Shaker Heights Board of Education candidates which will take place on October 9th at Fernway School from 5:00-6:00 PM.

Executive Session

Old Business-None

New Business-none

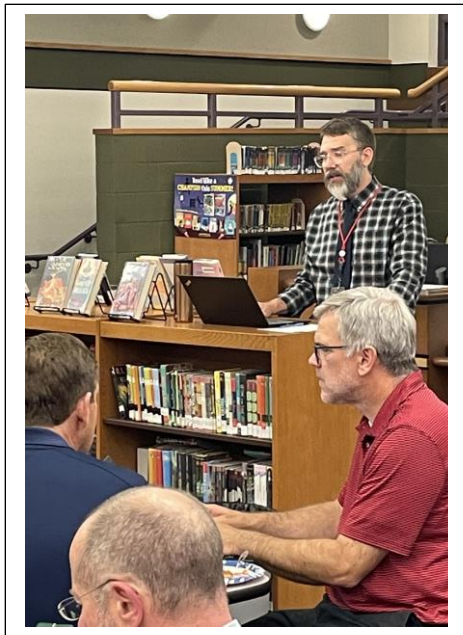
Good of the Order-

- President Dr. John Morris thanked Stacey DeYoung and other Woodbury representatives for a phenomenal meal.
- John Morris also thanked the Representative Council

Motion for adjournment was made by James Schmidt. It was seconded by Michael Sears.

Meeting adjourned at 5:52 pm.

***Respectfully submitted,
Lisa Hardiman***



**SHTA
Representative
Council
September
Meeting hosted at
Woodbury
School**



SHTA Is now on  @SHTAssoc
FOLLOW US!

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

If we can't find recruits, let's make them!

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.

In the district's strategic plan, strategic goal two, objective seven reads:

Develop and implement a plan to recruit and retain Black teachers and other underrepresented demographic groups.

If such a plan has ever been developed, let alone implemented, there is no evidence of it. Minority teachers are still woefully underrepresented on our faculty. This is of course a national problem that all diverse districts struggle with. The problem is that there are not enough minority college students going into education.

However, there is a solution. A group of teachers, backed by the union and with the emphatic support of the faculty, has a "plan to recruit and retain Black teachers." It turns out, there *is* a pool of BIPOC recruits within our reach — educators who are talented, smart and dynamic, who love kids and are highly skilled at motivating and connecting with them. Even better still, these recruits are right here, in the very buildings of our district. These are the paraprofessionals, aides, secretaries, security monitors, bus drivers, groundskeepers and other staff.

We teachers know how lucky we are to work alongside these amazing people. Those of us who work with para-pros see their talent. We value their contribution to our classes, and we are grateful for the ways that they create emotional bonds with our students, helping them feel at home in school. We see the direct educational benefit of the para-pros, who often have relevant and evocative ways of explaining concepts. We see security staff who are trusted confidants of alienated, disengaged students. We see students rushing to secretaries between classes for a daily dose of love and affirmation. We see bus drivers who form lasting bonds with students.

Wouldn't these colleagues be wonderful teachers? Some of them might like to become teachers, but, for one reason or another, they never earned the necessary degree. They may have been thwarted by the racism baked into America's economic, social and educational systems. This is where we can help. Here is our strategic plan:

1. Partner with Cleveland State University (and/or other schools) to create a pathway for these employees to work toward a bachelor's or master's degree in education, taking classes at night, during the summer, or online.
2. Fund 100 percent of the tuition. This money would be paid directly to the institution, so that the employees would not need to pay anything out-of-pocket. If the district can't pay the entire cost, then it could also offer interest-free loans repayable with paycheck deductions, after the employee is hired as a teacher.
3. Allow these recruits to use paid work time over the summer to attend classes.

Obviously, this will not be cheap. However, due to the small pool of traditional candidates, and the intense competition for BIPOC teachers, there simply may not be another way. If we can't find the recruits, we have to cultivate them within the district.

And it may not be as expensive as it first appears. Many of our staff already have bachelors or even advanced degrees. Cleveland State's MUST program (Masters in Urban Secondary Teaching) was created for exactly these people, and it can be completed in a little more than a year. Ursuline and Notre Dame also have one-year

masters programs. Plus, there is the alternative resident educator licensure program, which is much faster than the traditional path, but every bit as official.

We're not sure how many employees the district could fund at one time; there should be enough to create a genuine cohort, with people representing the elementary schools, Woodbury, SMS, and the high school. There would have to be some sort of application process. The SHTA would be happy to collaborate on a committee to identify and evaluate candidates.

However, the benefits of this career ladder would extend far beyond fulfilling a key strategic plan goal. If these employees were to join the faculty, we would receive more than a larger minority representation. More even than a new cohort of gifted teachers. Consider the camaraderie everyone would feel. Think of the loyalty such a program would engender. Think of the pride we would all feel for these teachers and for the district. And think of the message we would be sending to our students and the community: we see you, we appreciate your gifts, we want to work with you.

The district has contemplated such a program in the past. In a 2020 *Shakerite* [article](#) by the student Morgan Fowler, Executive Director of Communications and Public Relations Scott Stephens said, "We are also looking at internal candidates in order to encourage upward mobility and morale within the district." So far, these programs have been a good start, but insufficient. Currently there are three teachers in the high school who began as para-pros and earned further degrees and credentials, advancing their careers. They all describe the process as long, cumbersome and expensive. One said that, once they had the new degree, they felt that we still preferred to hire from outside the district; we "would rather outsource than uplift." A major problem is that the district reimburses paraprofessionals at a much lower rate than teachers — despite the fact that they are paid considerably less. One former para-pro told me that it's an example of how our society "keeps the poor poor." One staff member, Andrea Wright, planned and worked on her career-advancing degree for over 10 years, and now, as an intervention specialist, is faced with insurmountable student debt. She described the process as "a lonely road." As a paraprofessional at Shaker, she navigated through undergrad and graduate school coursework, as well as testing for the Ohio state exams, all with "minimal support and encouragement."

Other districts have robust programs. In Cleveland, the teacher contract includes a "Paraprofessional Career Ladder." While CMSD does not pay tuition, it does offer paid education leave. In New York City, the local chapter of the [United Federation of Teachers](#), subsidizes tuition and provides release time. As far back as 1998, an article in [Education](#) lauded an initiative of the Los Angeles Unified School District: "The Career Ladder also promises to be cost effective. In this time of limited financial resources for education, it is a way to attract and retain a cadre of high quality teachers that achieves a high return on investment."

The same philosophy informs professions other than education — wherever recruiting new talent is crucial for diversity, equity and inclusion. The speaker for our opening day, Celina Cunanan, Director of DEI at University Hospitals, spoke of her program that allows employees pursuing career advancement to continue at their job, have time for school and receive financial support.

As a part of our Convocation, the gathered staff was shown a video featuring five district employees sharing their "Shaker stories." One was a paraprofessional at Onaway, and she was an educator of obvious talent. A parent who had often volunteered at school, she became a paraprofessional simply because the principal noticed her — and asked. She would make a great teacher — if she was asked, and if she was provided with the means. How many future teachers are out there, waiting to be asked?

A solution to our faculty minority representation problem is right in front of us.

During her speech to the district on the second day of DEI professional development, retired speech pathologist Dollye Finney talked warmly of her days in early elementary school, when her class would sing:

*To be young, gifted and Black,
And that's a fact,
That's where it's at.*

Finney talked of how, when she transferred to a more prestigious, predominantly white school, no one sang this song. And no one sent this message to young Dollye and the other Black students. In this district, we have educators who are young, gifted and Black. Let's send them the message of this song. Let's show them that we see their brilliance, dedication and promise; we value their contributions to our community; we want to work with them and deploy their talents for the benefit of all. And in so doing, we'll give our students the same uplifting message: "To be young, gifted and Black. And that's a fact. That's where it's at."

by Chris Cotton and Natalie Sekicky
Shaker Heights High Language & Literature Teacher

Shaker Heights City Schools COVID-19 Protocols

The District continues to follow the CDC and CCBH [Isolation and Precautions for People with COVID-19](#)

Guidance:

- Students or staff members with symptoms of respiratory or gastrointestinal infections, such as cough, fever, sore throat, vomiting or diarrhea, should stay home from school.
- Testing is recommended for people with symptoms of COVID-19 (sore throat, headache, muscle or body aches, fever or chills, cough, shortness of breath or difficulty breathing, fatigue, new loss of taste or smell, new congestion or runny nose, nausea or vomiting, and/or diarrhea) as soon as possible.
- Students and staff who test positive for COVID-19 are to follow CDC and CCBH guidelines to stay home for at least 5 days from the onset of symptoms if symptomatic or from the test date if asymptomatic. Isolation from others in the home is also recommended whenever possible. If symptoms are improving, individuals may end isolation after 5 days if fever free without the use of a fever reducing medication.
- Students and staff who end home isolation after 5 days need to wear a mask for an additional 5 days following the end of isolation.
- Any individual who returns to school prior to the end of the isolation period will be sent home by the school nurse.
- For questions regarding the start and end dates of the isolation period, please contact the school nurse for your school building.

The CDC also recommends that individuals with a known exposure to COVID-19 wear a well-fitting mask for 10 days following exposure, regardless of their vaccine status or previous infections with COVID-19.

The District continues to strongly encourage all eligible students and adults to remain up to date on COVID-19 vaccinations.

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Anyway You Slice It,



We Are One!



SHTA

Join members at

Pizzazz on the Circle

20680 John Carroll Blvd

University Heights, OH 44118

When: Friday, October 6th, 2023

Time: 4:30pm

For the 3 Fs: Fellowship, Food and Fun

