

## IMPORTANT DATES

November 20 & 21: PreK-12  
Professional Development Days (No  
Students)

November 29: B.O.E. Work Session

December 1: PreK Professional  
Learning (No Students)

December 5: B.O.E. Regular Meeting

December 20: Winter Recess Begins

January 3: Professional development

January 4: Classes Resume (K-12)  
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# SHTA *news*

November 20, 2023

ISSUE #3

## Message from the President

When John F. Kennedy reminded Americans that “a rising tide lifts all boats,” he could have easily have been referring to a healthy unionized labor environment as much as a thriving economy. I would argue that both are inextricably linked. With unionization reaching work places such as Amazon, Starbucks, and Trader Joe’s, it is difficult to deny. Americans are once again embracing labor unions. In a recent article from the *Washington Post*, aptly titled “[Why labor unions are more popular than they’ve been in six decades](#),” the author explains the reasons why Americans support unions.

Typically, when unemployment is low, more Americans endorse unions. However, when unemployment is high, many unemployed and non-Union workers “begrudge those who they think are better off.” This contradiction emphasizes how important it is for as many American to unionize when they can as employers vie for the best employees, and workers look for the best, unionized work environments. Unionization then leads to a stable, successful economy with low unemployment.

The author also goes on to explain that, when economic inequality is high, as with the Fight for \$15 Movement, union approval is strong. One need only look as far as the growing numbers of commercial workplaces fighting for unionization to see this reality. As JFK alluded to, “a strong union presence in local labor markets [leads](#) to higher pay for both union and nonunion workers, as nonunion employers match union pay scales to appease their employees.” We know this to be true as well.

I would encourage all of our members to maintain a sense of solidarity with our siblings in other unions. It has recently become popular for commentators to criticize the recent Writers Guild or Stage Actors Guild for their strikes. The truth is that, despite higher profile members of these unions, rank and file members are often fighting to financially survive and retain their right to control and be paid for their work and images, especially compared to the billions of dollars entertainment corporations are collecting from their efforts. We need to exhibit solidarity for ALL workers.

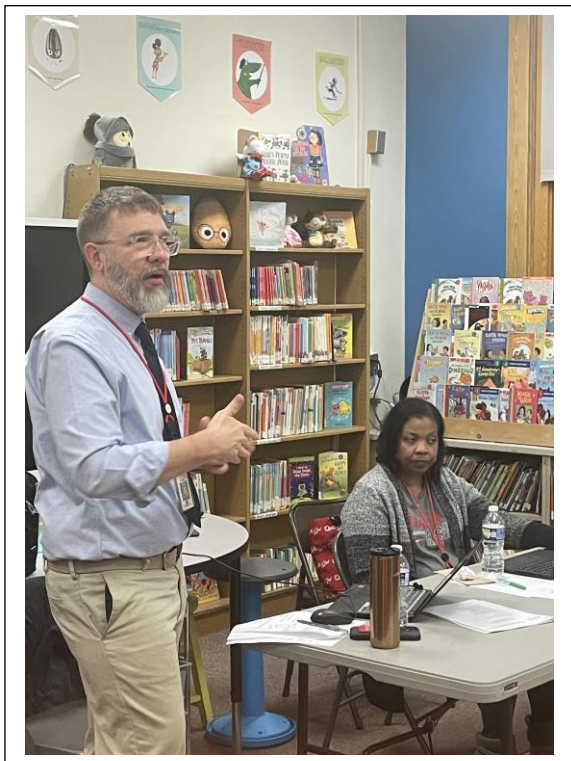
It’s been a busy November. I spoke regularly with Superintendent Dr. David Glasner. I communicated with Human Resource director Dr. Tiffany Joseph. I updated the SHTA Facebook Page with Publications Editor Andrew Glasier. I attended the SHTA Happy Hour planned by Vice President and Social Chair Darlene Garrison. I assisted a member with a legal issue. I met with Director of School Leadership Dr. Felicia Evans

along with SHTA Vice President Darlene Garrison and SHTA Secretary Lisa Hardiman to discuss elementary schedules. I spoke with SHTA legal counsel Susannah Muskovitz. I wrote Issue 13 Postcards with SHTA PAC Chair Cathleen Grieshop, SHTA Treasurer Bill Scanlon, and High School SHTA Member Bonnie Gordon. I attended the district insurance meeting. I attended two district calendar meetings. I assisted a member with a grievance. I assisted a member with a personnel issue. I assisted a member with a legal aid request. I assisted a member with a leave issue. I clarified a personal day issue with Chief Operating Officer Jeff Grosse. I worked with SHTA Special Education Chair Tito Vazquez on Intervention Specialist issues. I assisted a member with Workers Compensation concerns. I consulted with SHTA Legal Aid Chair James Schmidt on a request. I worked with Special Education Chair Tito Vazquez on a member concern. I communicated with SHTA High School Head Representative Jessica O'Brien on a scheduling issue. I spoke with SHTA Woodbury Head Representative Stacey DeYoung on a member concern. I worked with Vice President Darlene Garrison on a personnel issue. I asked SHTA Membership Chair Chante Thomas, SHTA Constitution and By-Law Chair Tim Kalan, and Legal Aide Chair James Schmidt to work on refining our ballot system for voting. I will attend the unveiling of the Aisha Fraser memorial bench at Woodbury in Friday, November 17th at 3:30.

It continues to be an honor and a privilege to serve as SHTA President. We will not meet in December, so allow me to wish you all a safe and restful winter break. I hope that you enjoy wonderful holidays with your family and loved ones. If any issues of concern should arise in the meantime, please do not hesitate to reach out to your building representatives or myself at [morris\\_j@shaker.org](mailto:morris_j@shaker.org) or extension 6030.

*Respectfully submitted,*  
**John Morris**

<p style="text-align: center;"><b>IMPORTANT DATES</b> <b>(continued)</b></p> <p><b>January 8, 2023: SHTA Executive Board Meeting</b></p> <p><b>January 9: B.O.E. Regular Meeting</b></p> <p><b>January 15: MLK Day (Schools Closed)</b></p> <p><b>January 16: PreK-4 Professional Day, 5-12 Clerical Day (No Students)</b></p> <p><b>January 22: SHTA Representative Council Meeting @ Mercer</b></p>
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# OFFICERS' REPORTS

## VICE PRESIDENT'S REPORT

Congratulations to all of the recipients of the 2023-2024 Dr. Rebecca L. Thomas Fellowship Grant. Each of the winners will receive \$100 to use for their personal professional development. The grants may be used towards any of the following activities:

- professional workshops
- seminars
- professional conferences
- college course work
- membership fees for professional associations (Does not include SHTA)

*Fellowship Grants may not be used for classroom materials, supplies or special projects.*

## Dr. Rebecca L. Thomas Fellowship Grant 2023 - 2024 Recipients

High School/IC	Middle School	Woodbury	Boulevard
1 Aimee Grey 2 Amanda Ersek 3 Andrea Wright 4 Bonnie Gordon 5 Donna Jelen 6 John O'Verko 7 Kimberly Owens 8 Lauren Babcock 9 Martin McGuan 10 Molly Peabody 11 Sharita Hill 12 Victoria Schmidt 13 Windy Shiner	1 Addie Rae Tobey 2 Benjamin Stack 3 David Saluga 4 Jennifer Weisbarth 5 Regina Canady 6 Andrew Hosler	1 Addison Pretnar 2 Angela Goodrum 3 Aquita Shepherd 4 Heather Pincoe 5 Kristin Koterba 6 Laumara Springer 7 Raina Li 8 Mary Moroney 9 Melissa Albrecht 10 Wendy Lewis	1 Alison Bradford 2 Cathy Grieshop 3 Janet Meinhard 4 Juliann Ely 5 Kelly Kunchik 6 Stacey Krantz
Fernway	Lomond	Mercer	Onaway
1 Ellen Battle 2 Karmi Moldovan	1 Colleen Krawczak 2 Krystal Allen-Jackson 3 Mary Ann Durkalski	1 Karen Tritt 2 Lauren Daberko 3 Laurie Schlein	1 Abbey Rojeck 2 Cara Motelka 3 Cissy Burns 4 Karie Murphy 5 Katie Kendall 6 Sarah Krolikowski 7 Tim Kalan 8 Trisha Romano

Thank you to all 96 SHTA members who submitted a Fellowship Grant application. I am thrilled that our Association can support so many members pursuing their professional goals.

During the month of October, I attended the PTO Council meeting and shared the SHTA report. On October 6th, we enjoyed the SHTA Happy Hour at Pizzazz on the Circle. Together with Treasurer Bill Scanlon, Membership Chair Chante Thomas, and SHTA Member Todd Keitlen, we met with our Financial Advisor, Brady Krebs to discuss our investments. I attended a brief meeting with our Legal Aid Committee to discuss a personnel concern.

This year, the Shaker Schools Foundation selected a group of phenomenal Shaker Alumni for the Hall of Fame. Our beloved, Aisha Fraser was honored at this event. In the past, approximately 80 tickets have been sold but this year, there were over 200 guests present. This was a very special event; job well done.

I had a discussion with Shaker Schools Foundation Director Holly Coughlin to discuss my role with the annual *Night for the Red & White* event. I work with the Shaker Schools Foundation as the Teacher Liaison for this spectacular event. In the past, teacher donations to the Silent Auction were the most popular. I would like to encourage members to consider donating to this year's Silent Auction. All proceeds collected are all given back to our students. The *Night for the Red and White* will take place on Saturday, March 2nd at Shaker Heights High School. Staff tickets for this event are \$125 each and staff members can purchase a total of 2 tickets.

Enjoy your professional development days and have a wonderful Thanksgiving Holiday with family and friends.

*Respectfully submitted,*  
*Darlene Garrison*

## **SECRETARY'S REPORT**

And just like that, we are nearing the end of 2023! A couple of weeks ago, the much anticipated Shaker Bond Issue ballot issue 13 passed! This money and long-term facilities plan promises to “help to strengthen and create the safe, comfortable and vibrant learning environments that our students, staff and families need and deserve. It will help us expand our preschool program. Shaker Heights will continue to be known as a community who takes pride in our excellent schools and we will continue to attract and retain families and students from all across the region.” We are hopeful and we shall see.

As the holidays are sprinting closer, we are all looking forward to a much needed and well deserved break.

As Secretary of SHTA I continue to attend and take notes at monthly Executive Board and Representative Council meetings.

I serve on the Mercer's Building Committee and we had our second meeting. This committee, which meets in every school building, is an opportunity for SHTA members to discuss and have input into building issues that are not directly addressed in our collective bargaining agreement. Please contact members of your committee with any questions or if you have something that you would like included in the meetings.

Many members at the K-4 buildings have expressed numerous concerns about the new A-E schedule. I requested feedback from all SHTA K-4 Head Representatives regarding the schedule. After receiving this information, I shared it with district leadership. Director of School Leadership Felecia Evans, Director of Curriculum and Instruction John Moore, Director of Human Resources Tiffany Joseph, and Director of Exceptional Children Elizabeth Kimmel met with SHTA President John Morris, Vice President Darlene

Garrison, and myself to discuss the new schedule. It was a productive meeting where we discussed every item on the long list of concerns. Since this month's Representative council meeting, we heard back from Ms. Evans who said that the schedule is a standing item on the monthly Principals' meeting agenda. They are discussing using CPTs and Building Committees to problem solve the structural, instructional, and communication issues that were shared by SHTA members. We are in the process of scheduling a follow up meeting. This will take place before winter break. If you have any further questions or concerns that you would like discussed during this upcoming meeting, please let your head representative know or email me directly. We will be sure to share this with the administration.

I enjoyed connecting with colleagues at the fall SHTA Happy Hour at Pizzazz. Vice President Darlene Garrison, doing double duty this year, organized a wonderful event.

I have been discussing issues at Mercer with head representative Eileen Sweeney and other members. We are attempting to resolve some of these issues through our Building Committee meetings.

Enjoy the upcoming holidays. Take time to connect with friends and family and to disconnect from your jobs. As always, if there are any concerns with which I can help, don't hesitate to contact me at extension #4867 or [hardiman\\_1@shaker.org](mailto:hardiman_1@shaker.org).

*Respectfully submitted,*  
*Lisa Hardiman*

## **TREASURER'S REPORT**

On November 7th, the Shaker Heights voters passed the Bond Issue and Levies 59% to 41%. I was part of the 59% voting "Yes". I have always supported the school levies, seeing it as the same as supporting my students. I also see the shape some of our buildings are in and know firsthand how much the district needs that money for infrastructure. And I'm fully aware that the passage of the Bond Issue and Levies in a roundabout way translates into a better chance of us receiving a favorable salary compensation package in next year's round of negotiations. There are so many reasons for me to be enthusiastic about my 'Yes' vote. I even mailed out postcards encouraging people to vote 'Yes'. But, despite all that, this November 7th was the first time I felt strong hesitation about submitting that vote. Over the past four years, I've witnessed what I see as an active decline in the academics of the high school, and I really didn't want my 'Yes' vote to be seen as an endorsement of the way the schools are being run.

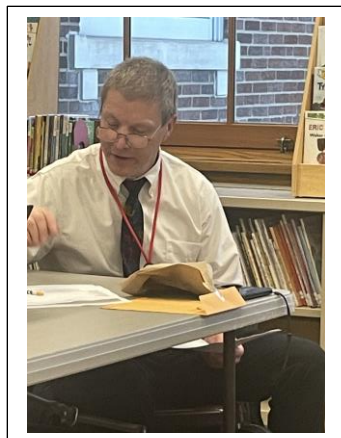
A full financial report is included below. If anyone has any questions about our Association's finances, please give me a call 216-333-2627.

*Respectfully submitted,*  
*Bill Scanlon*

The SHTA PAC is on  .  @

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

<b>Shaker Heights Teachers' Association</b>	
<b>Balance Sheet</b>	
<b>As of November 13, 2023</b>	
	<b>Total</b>
<b>ASSETS</b>	
<b>Current Assets</b>	
<b>Bank Accounts</b>	
<b>Key Bank (checking)</b>	<b>47,263.26</b>
<b>Total Bank Accounts</b>	<b>\$47,263.26</b>
<b>Other Current Assets</b>	
<b>Edward Jones 13760-1-1</b>	<b>540,964.36</b>
<b>Edward Jones 13768-1-3</b>	<b>912,270.47</b>
<b>Uncategorized Asset</b>	<b>0.12</b>
<b>Total Other Current Assets</b>	<b>\$1,453,234.95</b>
<b>Total Current Assets</b>	<b>\$1,500,498.21</b>
<b>TOTAL ASSETS</b>	<b>\$1,500,498.21</b>
<b>LIABILITIES AND EQUITY</b>	
<b>Liabilities</b>	
<b>Total Liabilities</b>	
<b>Equity</b>	
<b>Opening Balance Equity</b>	<b>2,224.74</b>
<b>Retained Earnings</b>	<b>1,685,152.46</b>
<b>Net Income</b>	<b>-186,878.99</b>
<b>Total Equity</b>	<b>\$1,500,498.21</b>
<b>TOTAL LIABILITIES AND EQUITY</b>	<b>\$1,500,498.21</b>



<b>Shaker Heights Teachers' Association</b>	
<b>Profit and Loss</b>	
<b>July 1 - November 13, 2023</b>	
	<b>Total</b>
<b>Income</b>	
<b>Income</b>	
<b>Member Dues</b>	<b>49,302.00</b>
<b>Total Income</b>	<b>\$49,302.00</b>
<b>Investments</b>	
<b>Change in Value in Edward Jones</b>	<b>-85,758.68</b>
<b>Edward Jones-Fees &amp; Charges</b>	<b>-2,709.00</b>
<b>Total Investments</b>	<b>\$88,467.68</b>
<b>Total Income</b>	<b>\$39,165.68</b>
<b>Gross Profit</b>	<b>\$39,165.68</b>
<b>Expenses</b>	
<b>Operations</b>	
<b>Accounting</b>	<b>129.60</b>
<b>Banking</b>	<b>130,000.00</b>
<b>Total Accounting</b>	<b>\$130,129.60</b>
<b>Conferences &amp; Meetings</b>	<b>1,881.92</b>
<b>Executive Board</b>	<b>194.94</b>
<b>Fellowships &amp; Grants</b>	<b>1,837.00</b>
<b>Insurance</b>	<b>5,943.00</b>
<b>Legal</b>	<b>5,889.15</b>
<b>Officers' Expenses</b>	<b>25.00</b>
<b>Public Relations</b>	<b>760.00</b>
<b>Publications</b>	<b>605.00</b>
<b>Social</b>	<b>447.70</b>
<b>Total Operations</b>	<b>\$147,713.31</b>
<b>Total Expenses</b>	<b>\$147,713.31</b>
<b>Net Operating Income</b>	<b>\$186,878.99</b>
<b>Net Income</b>	<b>\$186,878.99</b>

**SHTA Is now on**

**@SHTAssoc**

# ***EXECUTIVE BOARD REPORTS***

## **PROFESSIONAL RIGHTS AND RESPONSIBILITIES REPORT**

The Supplemental Committee met on October 24 to approve new proposals. Human Resources won't send out contracts until final Board approval. If you still haven't received your contract, please contact both your building principal and Human Resources Specialist Nellie Brown ([brown\\_n@shaker.org](mailto:brown_n@shaker.org)) for clarification.

The Insurance Committee met for the first time this school year on October 26th. The school district's self-funded plan with Medical Mutual for major medical and prescription drug coverage has been spending more on claims than is currently budgeted each month. As a result, the district will increase monthly allocations to the plan by 15 %, beginning in January, 2024. Last year, there was a 10 % increase. Members will still pay 13 % for the plans, but it will be 13% of a larger monthly premium. The total amounts deducted from each paycheck beginning January 16 are listed on page 10 of the SHTA Employee Benefit Guide. A link to the guide was included in all the Open Enrollment emails recently sent by the Human Resources department. Interim Treasurer Shelley McDermott will send specific details that compares 2024 costs with 2023 costs closer to January 16.

During the past month, I attended all the October and November Executive Board and Representative Council meetings. I also worked with members at the Middle School regarding changes to supplemental contracts. I communicated with members at Woodbury about supplemental contracts and job descriptions. I continued conversations with Human Resources Director Tiffany Joseph and High School Athletic Director Mike Babinec about coaching supplementals for high school sports. I enjoyed the Health and Benefits Fair at the Middle School on October 30. Please take advantage of the many opportunities related to health and wellness that our benefits plan includes. Human Resources does an excellent job communicating these opportunities and programs through emails and newsletters posted here: <https://www.shaker.org/EmployeeAssistance.aspx>

Finally, thank you to the voters of Shaker Heights for passing Issue 13. Its passage will positively impact generations of Shaker students.

*Respectfully submitted,  
Mike Sears, chairperson*

## **EVALUATION COMMITTEE**

Greetings 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 are available to answer your evaluation questions and concerns. The committee will be meeting in late November to review various protocols and address current concerns. I will continue to communicate information about evaluation procedures throughout the year through this newsletter and during SHTA Representative Council Meetings.

Here is a link to the [Evaluation OTES Overview](#) slides. 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 use the OES site to complete all forms.

All teachers evaluated with OTES should have completed the 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.

If you are an evaluator and have not made personal contact with an educator you are evaluating, please do so as soon as possible. First observations for those on a Full Cycle should take place before winter break to avoid a time crunch in January. If you haven’t heard from your evaluator to schedule your observation by December 1st, please reach out to me, or another member of the evaluation committee.

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*



## **SPECIAL EDUCATION COMMITTEE**

This past month, I attended and participated in the SHTA Executive Board Meeting and Representative Council Meeting. I attended the SHTA Happy Hour; thank you to Darlene Garrison for hosting. I discussed and solved various concerns with the Director of Exceptional Children Elizabeth Kimmel (11/02/2023) on the 4th of our monthly meetings. I am working with SHTA President Dr. John Morris concerning Workers' Compensation issues for a member. I provided support to various SHTA members via email, phone and text messages concerning issues including but not limited to job placement, contractual expectations and requirements, personnel issues and work options. I am working with an Elementary Intervention Specialist concerning safety concerns. I represented a member in a Fact-Finding Meeting. I also represented a member in a meeting with the Director of Human Resources Dr. Tiffany Joseph concerning job duties and also participated in a Safety Plan Meeting concerning the safe return to work of a member who was on leave. I continue to work collaboratively with district administrators, principals, assistant principals, Exceptional Children Supervisors and members for our union. I want to thank the Executive Board for the card of care and support when I was on leave.

I want to give a HUGE thank you to Erin Dzolic (K-6) who was performing double duty in supporting grades 7-12 on various issues during Jennifer Currie's absence. Erin did not hesitate to pick up the duties and appropriately remedy them to provide support to the students and educators in the Exceptional Children Department in the district. Thank you, Erin, for your sacrifice and support.

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](mailto:vazquez_t@shaker.org).

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

## **POLICY COMMITTEE**

As policy chair, my primary responsibility is dealing with the SHTA's Constitution. This Constitution is the document that governs our internal affairs. **Article II** concerns our governance and states:

*The Association shall be governed by this Constitution, and by the By-Laws, Standing Rules and actions of the Representative Council and of the Executive Board consistent with this Constitution.*

As our Association's needs and obligations change, we will have to amend our Constitution to adapt to the current demands of the times. If you have any questions or suggestions about our Association's operations, don't hesitate to contact me at [kalan\\_t@shaker.org](mailto:kalan_t@shaker.org).

*Respectfully submitted,*  
**Tim Kalan, Chairperson**

## **MEMBERSHIP/ELECTIONS COMMITTEE.**

At this time, we have 464 members of the SHTA. I will be sending SHTA membership cards to the head building representatives before winter break. I will attach my most current building spreadsheet to be used for distribution. Please alert me to changes or corrections that need to be made to the building rosters.

The 2023-2024 Elected Representative Council Members are:

Boulevard - Cathy Grieshop, Stacy Stoller (alternate)

Onaway - Noreen Smyth-Morrow

Fernway - Selena Boyer

Lomond - Kelly Grahl, Shifa Isaacs

Mercer- Eileen Sweeney

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

Middle School- John Koppitch, Matt Klodor, Erika Pfeiffer

High School – Jessica O’Brien, Brian Berger, Tod Torrence, Adam Cohen, Aimee Grey, Kim Roberts, Joel Rathbone, Cathy Szendry, Enid Vazquez (alternate)

Innovation Center - Linda Roth

May your blessings be multiplied this year and throughout your life. Happy Thanksgiving Wishes to all of You!

*Respectfully submitted,*  
*Chante Thomas, chairperson*

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

As we approach the Thanksgiving holiday, it is important to remember the history of the day. How did African Americans view Thanksgiving? John Saunders shares that historically, Black people have not traditionally celebrated Thanksgiving because they were excluded from the event since its inception. Typically, during this holiday it was a time that many enslaved people would attempt to escape. However, when the law was passed to return escaped enslaved people, it changed how African Americans viewed Thanksgiving. African Americans were never invited to the party and didn’t have the opportunity to create or celebrate their own. They often celebrated in secrecy for the fear of retribution. That is why Sarah Maud Young created the National Negro Thanksgiving Festival in the 1920s.

In addition, I am sharing the book, *Black in a White Space: The Enduring Impact of Color in Everyday Life* by Elijah Anderson. Anderson brings knowledge and ethnography to bear in this timely study of the racial barriers that are still firmly entrenched in our society at every class level. He noted that White people typically avoid Black space, but Black people are required to navigate the “white space” as a condition of their existence. From Philadelphia to Cape Cod, he probes a wealth of experiences to shed new light on how symbolic racism makes all Black people uniquely vulnerable to implicit bias. It is a must read, it is thought-provoking and eye-opener regardless of your race and ethnicity.

*Respectfully submitted,*  
*Angela Goodrum*

## **PUBLIC RELATIONS COMMITTEE**

As the public relations chairperson, I have created an advertisement to congratulate National Merit Scholars and the National African American Recognition Award Honorees. This advertisement will be posted in the winter edition of the *Shaker Life Magazine*. I have authorized an advertisement in the high school yearbook, the *Gristmill*. A link for the 2023-24 SHTA T-shirt order will be sent out to members soon.

*Respectfully Submitted,*  
*Bob Bogнар*

## **BUILDING SAFETY & SICK DAY TRANSFER COMMITTEE**

This past month I attended a Legal Aid Committee meeting on October 20th. I assisted High School Head Representative Jessica O'Brien about Sick Day Transfer procedures. Finally, I attended the SHTA Fall Happy Hour at Pizzazz. If you have any questions or concerns, please feel free to contact me at 216-295-4692 or at [zucca\\_m@shaker.org](mailto:zucca_m@shaker.org).

*Respectfully Submitted,  
Matt Zucca, Chairperson*

## **LEGISLATIVE COMMITTEE**

Both [EdWeek](#) and the Columbus [Dispatch](#) are reporting on a judge's ruling that the Governor of the Ohio can take power from the State Board of Education. While the old law had stakeholders from a variety of sources to set state education policy set, the new law consolidates that power with the Governor.

The Ohio Capitol Journal [reports](#) on Ohio Senate Bill 168. The bill would give school districts more local control over teacher evaluations.

An [article](#) in EdWeek describes the part of the Ohio Budget that [prohibits](#) (that's the unusual part) certain methods for teaching reading. The organization that manages *Reading Recovery* is suing Ohio for forbidding the method known as "three-cuing".

*Respectfully Submitted,  
David Klapholz*

## **NEW TEACHER COMMITTEE**

Hello New Teachers. As mentioned in last month's blurb, Tuition Reimbursement and Salary Reclassification information is now due. If you have any questions about your status, please contact Stacy Poole at [poole\\_s@shaker.org](mailto:poole_s@shaker.org). As always, please feel free to contact me with any questions or concerns. Have a great Thanksgiving break with your friends and families. Stay safe and take care.

*Respectfully Submitted,  
Wendy Lewis*

## **LEGAL AID COMMITTEE**

The Legal Aid Committee of the Shaker Heights Teachers' Association met on Friday October 22nd, 2023 to review the request by a member for a disbursement from the SHTA Legal Aid funds and whether there would be a likelihood of success at arbitration justifying that disbursement. After reviewing the request, the Legal Aid Committee voted against the disbursement of funds because the grievance is not likely to establish a violation of the collective bargaining agreement. The Committee members did not believe that authorizing funding for a Step III Grievance arbitration was advisable, given the facts of the matter.

*Respectfully submitted,  
James Schmidt*

## SHTA PAC COMMITTEE

Election Day is over and now with the passage of Issue 13, we have a future of building improvements and changes ahead of us. Change can be hard but should lead us to positive places. Thank you to Jill DiPiero, Patty Kilroy, Bonnie Gordon, Bill Scanlon, and John Morris for helping to write postcards in support of Issue 13. We wrote and mailed 240 postcards! The hard work paid off!

Congratulations to new Board of Education members Pam Scott and Doug Wang! Thank you for offering your talent and time to the Shaker Heights City Schools.

This anti-labor bill that's opposed to diversity, equity and inclusion, Ohio Senate Bill 83, has passed out of the Ohio Senate and is currently in a House committee. There is a lot in this bill to cause the Ohio Education Association to rename it The Higher Education "Destruction" Act. [Linked is the OEA page](#) explaining the bill.

We will continue to update [SHTA PAC Facebook](#) and the [SHTAweb PAC page](#).

Have a wonderful, restful holiday season!

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

## SOCIAL COMMITTEE

On Friday, October 6th, I planned and attended the SHTA Fall Happy Hour at Pizzazz on the Circle. We enjoyed great food, friends and SHTA prizes. If you have any suggestions for a location to plan our next Winter Happy Hour, please let me know. Have a wonderful Thanksgiving Holiday.

*Respectfully Submitted,  
Darlene Garrison*

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

# MINUTES FOR THE REPRESENTATIVE COUNCIL MEETING

*SHTA President, Dr. John Morris* started the November 13, 2023 Representative Council Meeting at 4:31 PM. **The meeting took place at Boulevard Elementary School.** Dr. Morris introduced *Boulevard Principal Mr. Neal Robinson*.

*Boulevard Principal, Mr. Neal Robinson* welcomed the SHTA Representative council to Boulevard Elementary School. He recalled his own participation on the representative council as Mercer's head rep. He thanked every one of the teachers for what they do for students. He said that we are making the world a better place. He also thanked his colleagues, Boulevard representatives Cathy Grieshop and Stacey Stoller for serving Boulevard teachers.

**A motion for approval of the MINUTES** from the October 9, 2023 Representative Council meeting was made by James Schmidt and seconded by Tim Kalen.

## Administration Report

*Director of Human Resources, Dr. Tiffany Joseph* was present for the SHTA Representative Council Meeting. She said there was not much to update except for the November 17th deadline for open enrollment. Also, administrators are gathering feedback from new staff about their experiences for the purpose of retention of these new employees.

## PTO Report

*PTO Council President Brooke Bribriesco* was present for the Representative Council meeting. She said that the council was beginning to plan for Martin Luther King Day celebrations which will take place January 10th-14th. They are talking to building principals about this. She said it was a pleasure to be in this space today.

## 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 the SHTA Happy Hour facilitated by Vice President and Social Chair Darlene Garrison
- Assisted a member with a legal issue
- Spoke with SHTA legal counsel Susannah Muskovitz
- Met with Director of School Leadership Dr. Felicia Evans, Director of Curriculum and Instruction John Moore with Vice President Darlene Garrison and Secretary Lisa Hardiman to discuss elementary building schedules
- Wrote Issue 13 Postcards with PAC Chair Cathleen Grieshop, Treasurer Bill Scanlon, and HS Member Bonnie Gordon
- Attended the district insurance meeting
- Attended two district calendar meetings
- Assisted a member with a grievance
- Assisted a member with a personnel issue

- Assisted a member with a legal aid request
- Assisted a member with a leave issue
- Attended the Hall of Fame Assembly where our own Aisha Fraser was inducted
- Clarified a personal day issue with Human Resources Specialist Stacy Poole and Chief Operating Officer Jeff Grosse
- Consulted with Legal Aid Chair James Schmidt on request
- Worked with Special Education Chair Tito Vazquez on a member concern
- Communicated with High School Head Representative Jessica O'Brien on scheduling issue
- Spoke with Woodbury Head Representative Stacey DeYoung on a member concern
- Worked with Vice President Darlene Garrison on a personnel issue
- Assisted a member with Workers Compensation concerns
- Asked Membership Chair Chante Thomas, Constitution and By-Law Chair Tim Kalan, and Legal Aid Chair James Schmidt to work on refining our ballot system for voting.
- Will attend the unveiling of the Aisha Fraser memorial bench at Woodbury in Friday, November 17th from 3:30 – 4:30

### ***Vice President, Darlene Garrison***

- Attended the October PTO Council Meeting.
- Planned and attended the SHTA Happy Hour at Pizzazz on the Circle.
- Attended a meeting concerning Elementary School issues.
- Attended the Investment Committee meeting on October 17th with Treasurer Bill Scanlon; Membership Chair Chante Thomas and SHTA Member Todd Keitlen.
- Attended a Legal Aid meeting along with the Legal Aid Committee on October 20th.
- Met with Shaker Schools Foundation Director, Holly Coughlin to discuss the Night for the Red & White 2024.
  - Event will be held at Shaker Heights High School
  - Staff tickets are priced at \$125
- Completed all reimbursements for the 2022-2023 Dr. Rebecca L. Thomas Fellowship Grant.
  - 41 members were reimbursed for professional learning activities and items
- Assisted a member with a personnel issue.
- Attended the Shaker Schools Foundation Hall of Fame Banquet honoring our Beloved Aishe M. Fraser.
- Created a new form for the 2023-2024 Dr. Rebecca L. Thomas Fellowship Grant.
  - Last day to enter was November 6th
  - Names were selected randomly at the November 6th Executive Board Meeting
  - 51 Members were selected
  - Each recipient received a congratulatory email
- Assisted a member with a personnel issue along with administration of Woodbury
- Clarified information shared in an email with several Woodbury members

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

- Attended and took notes at November's Executive Board meeting and Representative Council meetings
- Along with President John Morris and Vice President Darlene Garrison, met with Director of School Leadership Felecia Evans and other administrators to discuss numerous concerns expressed by all five buildings about the new schedule in the K-4 buildings; a follow-up meeting is being planned
- Participated in Mercer's Building Committee Meeting
- Attended SHTA Happy Hour at Pizzaz on The Circle which was organized by Vice President/Social Chair Darlene Garrison. Thank you, Darlene!
- Discussed ongoing concerns with members at Mercer
- Spoke to Mercer's Head Representative, Eileen Sweeney about member concerns

### *Treasurer William Scanlon*

- Wrote postcards with President John Morris and SHTA PAC Co-Chair Cathy Grieshop
- Communicated with accountants
- Attended the Investment Committee meeting
- Investments have gone down because of the market
- Passed out and explained financial report

## **Building Representative Reports**

### *Boulevard—Cathy Grieshop*

- I would like to thank the members of the Boulevard Building Committee for sharing their time and ideas with our thoughtful conversations.
- Principal Neal Robinson and I met to discuss a teacher concern that is currently being addressed.

### *Fernway-Selena Boyer*

- Assisted a member while on leave and have supported her as she returned to work.
- Have been in regular communication with Tito Vazquez who has been advising me regarding a personnel matter.
- Many members have expressed concerns about the current K-4 schedule and several have asked about an update about the meeting that officers had with Director of School Leadership Felecia Evans and Curriculum and Instruction Director Dr. John Moore regarding our schedule.
- Held a Building Committee meeting.

### *Lomond-Kelly Grahl*

- **NO REPORT**

### *Mercer-Eileen Sweeney*

- Attended a couple of meetings with members to discuss issues and we decided to try to resolve them through Mercer's Building Committee first
- Attended Building Committee meeting

### *Onaway—Noreen Smyth-Morrow*

- Met as a building committee, but have not had a SHTA head rep/building principal meeting yet?
- We are navigating having two instructional leaders in the building, building principal and director of Pre-K, and the subsequent issues of decision making and communication that entails
- We are attempting to build supportive systems moving forward for our Pre-K team while dealing with an investigation of a staff member.
- Schedule continues to be a considerable problem, exacerbated by increased demands for data collection and other clerical duties. Staff would like to revisit the model used for CPT meetings

### *Woodbury—Stacey DeYoung*

- Woodbury SHTA reps sent out a newsletter with information and a link to the SHTA newsletter.
- Met weekly or bi-weekly with Principal Eric Forman.
- Communicated with a member about a student's behavior on their team.
- Spoke with a member about a social media post concerning direction and resources involving detracking and other strategic planning initiatives. This conversation continued with Mr. Forman and Ms. Venson. It will be an ongoing conversation.
- Spoke with members concerning meetings scheduled during the teacher lunch period as well as planning period.

- Have spoken with Mr. Forman concerning the lack of an intervention specialist (long term) and no permanent substitute has been found to fill the vacancy.
- Another member and I are working on updating the description of the Community Leader position as many added responsibilities are being required. This update is in order to clarify and to receive commensurate pay.
- Spoke with administration and a member concerning student issues within the classroom.
- Spoke with a member multiple times concerning handicapped parking. More spaces are needed.
- Spoke with several members, intervention specialists, who are having difficulty with their schedule this year.
- Spoke with SHTA President Dr. John Morris about a member issue.
- Participated in conversations with administration are ongoing as we work to find solutions.

#### ***Middle School—John Koppitch***

- I have been working extensively for the rights of a member who was injured at work.
- I have also been working with SHTA Rights & Responsibilities Chair Mike Sears on the injured employee's issue.
- I have been working with interim Principal Tom Flood on bringing breakfast to the 1st period classrooms and reviewing our tardy system.
- I worked with assistant principal Patricia Rashid on resolving a situation regarding a student threat against a teacher.

#### ***High School—Jessica O'Brien***

- Helped a member with FMLA
- Met with a member and principal Eric Juli about an email that was sent to parents and inadvertently sent to emergency contacts, because of an issue with PowerSchool. This issue in PowerSchool is being addressed.
- Worked with Assistant Principal Jamie Dubsky to get teachers access to journal entries in PowerSchool. Teachers are now able to see all comments in PowerSchool.
- Working with high school Evaluation Committee members Megan Dora and Andrew Glasier about two members at the high school whose evaluations were not completed by the administrator last year. Indication from Ms. Dora and Mr. Glasier is that the evaluation committee may need to be consulted.
- Attended the Scheduling Committee meeting for the high school for next year.
- Notified of a member that will be attending a fact finding meeting this week, the member will be taking a representative with them.

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

- **NO REPORT**

## **Executive Board Reports**

#### ***Publications—Andrew Glasier***

- Created and edited and sent the SHTA newsletter
- Sent newsletter to administrators & community
- Sent out numerous emails for various Officers & SHTA PAC
- Upcoming Editorial: Erika Pfeifer
- Updated SHTAweb.org, with new officers, reps, meeting dates, & service award winners
- Representatives, if you hear of a member in your building who is not receiving the newsletter or other email communications, please have them email me directly



- Evaluations: worked with a member along with Megan Dora on evaluation issues of members that were not completed

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

- Answered questions
- Committee meeting planned for after Thanksgiving to make sure everyone is on the same page

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

- Attended SHTA Happy Hour at Pizzaz, thanks Darlene Garrison for planning.
- Attended Hall of Fame ceremony at high school
- Attended ceremony at Cleveland Skating Club honoring Aisha Frasier

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

- Attended Finance and Audit meeting with Treasurer Bill Scanlon and Member Todd Keitlen
- Attended Hall of Fame ceremony along with a number of other members to honor Aisha Fraser
- Mentioned that a ceremony will be held on Friday at Woodbury from 3:30-4:30 which is open to the public to show appreciation for people who have been supportive with regard to Aisha Frasier's tragedy. This marks five years since her murder

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

- Participated in podcast
- Represented member in a hearing
- Met with many members who have issues with elementary schedule
- Responses to concerns have been unsatisfactory- been simply handed the teacher handbook

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

- Attended SHTA Happy Hour
- Attended BELT meeting at Woodbury
- Had conversations with administrators about racism vs. sexism vs. agism
- Had conversations with the Chief Diversity, Equity, and Inclusion Officer Dr. Lawrence Burnley regarding how to bring together DEI District with DEI Union
- Had conversations with Director of DEI Professional Learning Dr. Nicole Patterson

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

- Attended and participated in the SHTA Executive Board Meeting and Representative Council Meeting.
- Attended the SHTA Happy Hour, thank you Darlene Garrison.
- Discussed and solved various concerns with the Director of Exceptional Children Elizabeth Kimmel on November 2<sup>nd</sup>, in the 4th of our monthly meetings.
- Working with SHTA President Dr. John Morris, concerning Workers' Compensation issues for a member.
- Provided support to various SHTA members via email, phone and text messages concerning issues including but not limited to job placement, contractual expectations and requirements, personnel issues and work options.
- Working with an Elementary Intervention Specialist concerning safety concerns.
- Represented a member in a Fact-Finding Meeting.
- Represented a member in a meeting with the director of Human Resources Dr. Tiffany Joseph concerning job duties and also participated in a Safety Plan Meeting concerning the safe return to work of a member who was on leave.

- Continue to work collaboratively with district administrators, principals, assistant principals, Exceptional Children Supervisors and members for our union.
- I want to thank the Union for the card of care and support when I was on leave.
- I want to give a HUGE thank you to Erin Dzolic (K-6) who was performing double duty in supporting grades 7-12 on various issues during Jennifer Currie's absence. Erin did not hesitate to pick up the duties and appropriately remedy them to provide support to the students and educators in the Exceptional Children Department in the district. Thank you, Erin, for your sacrifice and support.

#### ***Legal Aid-James Schmidt***

- The Legal Aid Committee of the Shaker Heights Teachers' Association met on Friday October 22nd, 2023 to review the request by a member for a disbursement from the SHTA Legal Aid funds and whether there would be a likelihood of success at arbitration justifying that disbursement. After reviewing the request, the Legal Aid Committee voted against the disbursement of funds based on the fact that the grievance is not likely to establish a violation of the collective bargaining agreement. The Committee members did not believe that authorizing funding for a Step III Grievance arbitration was advisable, given the facts of the matter.

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

- Both EdWeek and the Columbus Dispatch are reporting on a judge's ruling that the Governor of Ohio can take power from the State Board of Education. While the old law had stakeholders from a variety of sources to set state education policy, the new law consolidates that power with the Governor.
- The Ohio Capitol Journal reports on Ohio Senate Bill 168. The bill would give school districts more local control over teacher evaluations.
- An article in EdWeek describes the part of the Ohio Budget that prohibits (that's the unusual part) certain methods for teaching reading. The organization that manages Reading Recovery is suing Ohio for forbidding the method known as "three-cuing".

#### ***Social-Darlene Garrison***

- Planned Fall Happy Hour festivities for SHTA on Friday, October 6th at Pizzazz on the Circle.
- Organized necessary items for the November 6th Executive Board Meeting.
- Working on finding a venue for Winter SHTA Happy Hour.
  - Any ideas or suggestions for a venue please let me know

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

- Attended Supplemental Committee meeting
- Attended Insurance Committee meeting-we are self-insured and the amount we are paying is not enough so the district has to set aside more money; we will still be paying 13% but since the cost has increased, we will be paying 13% of more money starting in January. There is a shortage everywhere.

#### ***Building Safety and Sick Day Transfer-Matthew Zucca***

- Attended Legal Aid Committee meeting on October 20th
- Fielded questions from High School Head Rep. Jessica O'Brien about Sick Day Transfer procedures.
- Attended SHTA Happy Hour at Pizzazz.

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

- Attended SHTA Happy Hour
- Thank you to the people who helped with the 240 postcards
- Updating Facebook page and [SHTAweb.org](http://SHTAweb.org)
- House Bill 83, The Higher Education Bill

**Old Business**-None

**New Business**-None

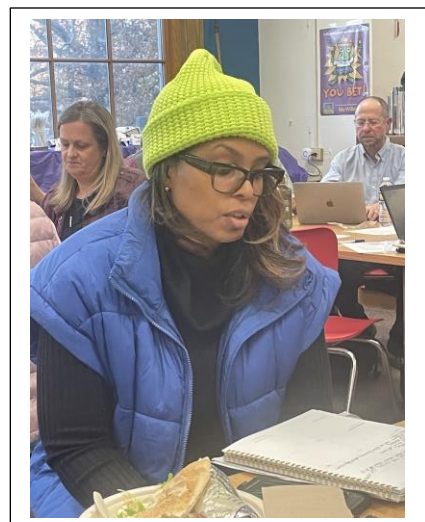
**Good of the Order-**

- President Dr. John Morris thanked Boulevard head representatives for hosting and providing food for the meeting

Motion for adjournment was made by James Schmidt. It was seconded by Jessica O'Brien.

Meeting adjourned at 5:40 pm.

*Respectfully submitted,  
Lisa Hardiman*



## *Getting Serious about ‘First Choice’*

*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.*

When you hear the phrase “first choice,” what comes to mind? Think about your first choice in restaurants; what makes your favorite your favorite? If it’s anything like mine, it’s probably a combination of things: the service, atmosphere, clientele, and most importantly, the food. Yours, like mine, is probably not based on the restaurant’s slogan or the phrasing of their marketing materials. These things can get us in the door, but it’s the actual experience that matters, no matter what claims are made publicly. The proof is in the pudding, so to speak.

We are all familiar with Shaker’s intention to be the “first choice” district, both locally and globally. It’s an honorable goal, to be sure. But much like our first choice restaurants, vacation spots, grocery stores, workplaces, and neighborhoods, to be the first choice school district requires more than a mission statement and a few select data points. It requires real-life experiences of current stakeholders that not only retain the clientele we have, but consistently attract new ones.

Our community has expressed their support for and faith in our schools by passing our latest bond issue. They have spoken loudly and clearly that they want their students to receive the best possible education in the freshest and most forward-facing facilities available. As a longtime teacher in the district, I frequently have the opportunity to hear directly from our parents what their hopes, dreams, and expectations are. In recent years, parents are opening up more than ever in their conversations with us and sharing their true feelings about their overall Shaker experience. They are sticking with us—for now. But they have very clear expectations, and if we want to meet them AND bring new families into the fold, there are some very specific actions we must be willing to take, no matter the investment.

As research shows, class sizes are a universal indicator of student success. But class sizes at Shaker Middle School now vary between as few as 7 to more than 27 students. The short-sighted decision to eliminate two full academic teams at SMS since 2021 has resulted in scheduling difficulties and a complete loss of flexibility to ensure that students are placed in equitable and appropriate learning environments. Further staff contraction in our language offerings and Physical Education has resulted in an irreparably overcrowded 6th period across the building and loss of options for students to pursue their academic interests. We do not have enough paraprofessionals consistently available for the students who need that support. The post-pandemic elimination of after-school conference time, long a “sacred cow” in the community and a jewel in its academic crown, has had serious consequences in terms of our ability to serve our students with intentional intervention and enrichment. Restricting clubs and activities to two days per week has been devastating to both the programs themselves, and to students’ ability to be involved in the things they care about. Having 50 different options on paper is meaningless when students can only choose one or two. When we talk about first choice in school districts, we have to be realistic about what we are offering. We have to ask ourselves, “Given the choice, what reasons would I have to move my children from \_\_\_\_\_ to Shaker?” We must be doing everything in our power to grow opportunities for our students, increase value in what we offer, and refuse to accept self-imposed limitations. Growth continues, it seems, only at the Administration building. Our stakeholders want growth where it directly affects their students—in our classrooms.

When a spider dies, its legs contract into its body as the inner workings shut down. We are not dying, and we must stop contracting. If we are serious about offering an equitable, first class, first choice educational

experience, we must pour into our schools and expand, in order to reach all of our students and beyond. We have the ability to attract the human resources needed for this mission. We don't accept excuses in Shaker, we put our noses to the grindstone and do the right thing. It's time to put our money where our mouth is and do what is necessary to be what we say we are.

*Respectfully submitted,  
Erika Pfeiffer  
Language & Literature Teacher  
Shaker Middle School*

## ***WE NEED METAL DETECTORS IN OUR SCHOOLS***

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

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

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

It would be irresponsible at the juncture, in this time and place, to pretend to live in the world in which we want to live. We have to live in the world that we actually inhabit right now. It's time to make metal detectors a part of our holistic approach, along with social emotional support, to make our students and schools as safe as possible. Maybe one day we can remove them like the old manipulatives and text books from the past, but I would rather us make the effort than to consider the "should haves" should the unthinkable occur.

*Respectfully submitted,  
John Morris  
(Reprinted from February 2023)*