

IMPOTANT DATES

Tuesday, February 27, 2024
Board of Education Work Session

Friday, March 1, 2024
PreK Professional Learning - No School
for PreK ONLY

Saturday, March 2, 2024
A Night for the Red & White

Monday, March 4, 2024
SHTA Executive Board Meeting -
Woodbury

Monday, March 11, 2024
SHTA Representative Council Meeting
– Middle School

SHTA *news*

February 20, 2024

ISSUE #5

Message from the President

During times of transition, like the one we face with the recent decision to move up the reorganization of Woodbury, it's easy to overlook one of the most essential elements of our union identity-- solidarity. As we begin moving sixth grade to the middle school and fifth grade to our five elementaries, it's important that we not lose sight of the fact we, as SHTA members, are all in this together. Classroom teachers, guidance counselors, school psychologists, speech pathologists, student deans, nurses, librarians, instructional coaches, and IB coordinators; we all rely on one another's support and advocacy. It's easy to lose sight of this as we approach uncertainty. We know that, even though our work environments are being re-arranged, there is no intent to lose any positions or reduce any jobs. We are heading into negotiations (which I will discuss in this month's Salary-Tenure Report) in a good place. We should feel confident in the support we receive from our SHTA siblings, no matter their role. Let's speak about one another with kindness and lift one another up as we approach this time of change. That's what a union does, and that is who we are as members of the SHTA. The SHTA is not a third party. The SHTA is you and me; all of us.

It's been a busy month. I spoke weekly with Superintendent David Glasner. I spoke regularly with Personnel Director Dr. Tiffany Joseph. I updated our Facebook page with SHTA Publications Editor Andrew Glasier. I met with Collective Bargaining Leadership along with Vice President Darlene Garrison, Director of School Leadership Felicia Evans, Chief Operating Officer Jeff Grosse, and Superintendent David Glasner to discuss Woodbury reorganization plans. I helped a member with an FMLA question. I worked with a member on a grievance issue. I communicated with Assistant Director of Buildings and Grounds Sean Brown about a facilities concern. I met with SHTA Vice President Darlene Garrison and SHTA Secretary Lisa Hardiman along with Director of School Leadership Felicia Evans and Director of Curriculum Dr. John Moore to follow up on elementary schedule concerns with SHTA Constitution and By-Law Chair Tim Kalan and Fernway Head Representative Selena Boyer. I worked with Special Educations Chair Tito Vazquez on member concerns. I communicated with SHTA lawyer Susannah Muskovitz on member concerns. I worked with Woodbury Head Representative Stacey DeYoung on a member concern and other concerns. I communicated with Lomond Head Representative Kelly Grahl concerning a member concern. I worked with High School Head Representative Jessica O'Brien on scheduling concerns. I filmed a spot for A Night for the Red and White with the Shaker Schools Foundation. I communicated with COO Jeff Grosse on a building concern. I worked with Personal Rights and Responsibilities Chair Mike Sears on personnel and grievance issues. I attended the SHTA Winter Happy Hour on Friday February 9th at Midnight Owl Brewery.

One of my favorite recent memes from the AFL-CIO focuses on Travis Kelce yelling at Kansas City coach Andy Reid, “A union is not an outside party. It is you and your coworkers. Together you set your goals and negotiate with the employer!” I like the message and the humor. It reminds us that we need to remember central union tenets like this, as well as a union’s dedication to solidarity. Even as SHTA President, I need the reminders as well. Please reach out to me with any questions and concerns at x6033 or morris_j@shaker.org. It is my honor to serve all of our valued and essential members.

*Respectfully submitted,
John Morris*



The SHTA PAC is on



@

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

OFFICERS' REPORTS

VICE PRESIDENT'S REPORT

Winter Parent/Teacher conferences are complete. I hope each of you had productive meetings concerning our students. The school year is going by so fast, it's hard to believe Spring is right around the corner. This month I assisted a SHTA member with a personnel issue. I attended an elementary school scheduling meeting with members of the Central Office and SHTA members. On February 6th, I was included in a Teacher Focus Group to discuss the transition of Woodbury teachers next school year. The next PTO Council meeting will be held on February 27th and I will be in attendance.

Members are encouraged to attend this year's "A Night for the Red and White" at Shaker Heights High School. This is so exciting for this event to be held at home. The theme for this year's event is centered around, "Every Student. Every Grade. Every School." Funds raised will provide an opportunity for every child in Shaker Heights City Schools to thrive. Tickets for staff members are priced at a discounted \$125 which includes: dinner, dancing & drinks. (\$50 tax-deductible). So, we hope to see you on Saturday, March 2nd at 7:00 PM at Shaker Heights High School. You may purchase tickets using this link: [TICKETS](#)

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

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

Respectfully submitted,
Darlene Garrison

TREASURER'S REPORT

Happy February. This month I attended a Detracking Data and Research meeting run by John Moore at the Administration Building. The information about the meeting said, "The District is committed to understanding the successes and challenges of detracking both quantitatively and qualitatively. To that end, we are partnering with NWEA and Rowan University to learn more." The NWEA (Northwest Evaluation Association) will be providing a comparative analysis so that we can better understand Shaker student performance in relation to other similar districts and children. The representative from Rowan University will be interviewing teachers, students, administrators, and families to research the effects of detracking in our district. I was pleased to see the central office dedicating time to analyze whether detracking has achieved what they were hoping. It will be interesting to see the results of the research and data analysis in the coming year.

During January and the beginning of this month, I communicated with our accountants at John Hawkins, LLC to file our end of year tax forms. I completed the communications leading to the accountant's compilation report for last year's books. If anyone would like to look at that report, please don't hesitate to contact me (Ext #6296, or cell is 216 333-2627). I'd be happy to give anyone who's interested a copy. I also communicated with our Edward Jones advisor to set up a Spring Investments Committee meeting. A full financial report will be included in the March Newsletter.

Respectfully submitted,
Bill Scanlon

EXECUTIVE BOARD REPORTS

PROFESSIONAL RIGHTS AND RESPONSIBILITIES REPORT

The Supplemental Committee met on January 4 and February 2 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) for clarification. The Insurance Committee will meet on February 29.

During recent months, I attended both the January and February Executive Board meetings and the February Representative Council meeting. I enjoyed the SHTA Happy Hour at the Midnight Owl on February 9. I met with members who had questions about maternity leave, FMLA, sabbaticals, and unpaid leaves of absence. Article XX, (Absence and Leave), is on pages 21-28 in our collective bargaining agreement. An electronic copy of our contract is on our website at <http://www.shtaweb.org/>. For anyone either considering or approaching maternity leave, another valuable resource is a slideshow titled Maternity Leave Considerations found on the district website under Human Resources and Benefits in the Insurance and Benefits section <https://www.shaker.org/insurance.aspx>.

In recent weeks, I worked with several members on possible grievances related to safety and security, student attendance, and changes being made for the 2024-25 school year at all grade levels. Look for more details on possible resolutions in the March newsletter.

*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 are available to answer your evaluation questions and concerns. The committee met in December 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.

While it is the responsibility of evaluators to complete the evaluation process with educators, it is prudent for educators to understand the steps and advocate for themselves if the steps are not followed. Teachers on full-cycle evaluations should have had one lesson observation and post conference to determine a focus area by this point in the year. Before the end of April, another lesson observation and informal observations (walkthroughs) should take place. Teachers in off-cycle (rating carried forward) evaluation years will be observed for one 30-minute lesson before the end of April. In early May, final ratings should be discussed and pinned on the OES platform. If any part of this process is not occurring, please reach out to your

evaluator right away. Please feel free to contact me, one of your SHTA building representatives, or any member of the Evaluation Committee, for clarification or assistance.

Applications for participation in the Peer Evaluation Program for the 2024-2025 school year will be coming soon! Please remember that participants must complete the form and be approved every year. Participants must be on a continuing contract. Andrew Glasier (High School), Addie Tobey (Woodbury and Middle School) and I (Elementary) serve as the co-coordinators of the program. We are happy to assist you in any way we can throughout the process.

*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 discussed various concerns with the Director of Exceptional Children Elizabeth Kimmel in the 8th of our monthly meetings. I worked with SHTA President Dr. John Morris over Exceptional Children concerns. I talked with Executive Board member Lena Paskewitz over an evaluation concern. I worked with SHHS Head Representative Jessica O'Brien over equity concerns regarding members missing lunch and planning periods to cover an open paraprofessional position. I provided support to various SHTA members concerning issues including but not limited to job placement, personnel issues and work options. I have communicated with Shaker Heights Exceptional Children Department Chairs Jessica Wilkes and Keesha Bryant over a variety of concerns in the district. I continue to work collaboratively with Shaker 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 to the students and educators in the Exceptional Children Department in our district.

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

POLICY COMMITTEE

Our Association is composed of diverse educators, with a variety of philosophies, ideas and perspectives. For our Association to function best, our members need to actively participate in its governance, which includes voting, talking with representatives, reading the newsletter, and speaking up when necessary. Article V of our constitution refers to our membership and, Section B, "Regulations Governing Membership", number 2, states:

Any member may attend Representative Council meetings without voting privileges, and may join discussions with the permission of the Council.

Any member with a pertinent concern may attend our meetings and participate in our discussions, and are encouraged to do so when issues arise.

*Respectfully submitted,
Tim Kalan, Chairperson*

MEMBERSHIP/ELECTIONS COMMITTEE.

Happy February! This short month is packed with so many of my favorite celebrations and holidays from Black History Month, Mardi Gras, Valentine's Day and President's Day. Lastly, we finish payroll deductions for dues this month. I hope you find the time to enjoy this short month.

Payroll deduction for SHTA dues began with the October 1st paycheck - \$33 per pay for 10 pays. Most of our members' payment for dues will be complete after the February 16th paycheck deduction. At this time, we have 476 members of SHTA.

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 Szendrey, Enid Vazquez (alternate)

Innovation Center - Linda Roth

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

Respectfully submitted,
Chante Thomas, chairperson

DIVERSITY, EQUITY & INCLUSION COMMITTEE

As we embrace African American History Month (and throughout the year), I find myself learning about individuals who have made an impact in our daily lives. The heroism of the Buffalo Soldiers has been celebrated by filmmakers, musicians, military reenactors, and descendants who want to preserve their legacy. Yet that legacy is a complex one and raises challenging questions about the relationship of the soldiers to the government they served as well as to the native peoples they fought. The Buffalo Soldiers' main duty was to support the nation's westward expansion by protecting settlers, building roads and other infrastructure, and guarding the U.S. mail. They served at a variety of posts in the Southwest and Great Plains, taking part in most of the military campaigns during the decades-long Indian Wars — during which they compiled a distinguished record, with 18 Buffalo Soldiers awarded the Medal of Honor.

Other interesting but lesser known items in African American History:

Mary Fields aka Stagecoach Mary was hired as a mail carrier because she was the fastest applicant to hitch a team of six horses. She was the first Black woman employed as a mail carrier in the US and second woman to work for the US Postal Service.

Did you know that an entire Manhattan village owned by Black people was destroyed to build Central Park? The community was called Seneca Village and spanned from 82nd Street to 89th Street.

Respectfully submitted,
Angela Goodrum, Chairperson

BUILDING SAFETY & SICK DAY TRANSFER COMMITTEE

I attended the SHTA sponsored gathering at The Midnight Owl; thank you to SHTA Vice President and Social Committee Chair Darlene Garrison for planning this event.

I assisted a member with evaluation questions and directed them to contact Lena Paskewitz, SHTA Evaluation Chair.

I monitored the current caseload for members currently in the Sick Day Transfer program.

If you have any questions about Building Safety or Sick Day Transfer, please feel free to contact me at 216-295-4692 or at zucca_m@shaker.org.

*Respectfully Submitted,
Matt Zucca, Chairperson*

LEGISLATIVE COMMITTEE

The Ohio Capitol Journal is [reporting](#) on the latest changes to EdChoice. EdChoice is a program that redirects tax dollars that were originally headed to public schools, and sends that money to private schools. EdChoice has changed from a program that supported impoverished families to one that gives money to *all* families, and in turn has become a way of sending hundreds of millions of tax dollars per year to private schools. This expansion beyond financial need has led private schools to require that the parents of its students apply for EdChoice funding. Interestingly, some of the pushback to this change has come from parents of students in private schools who find it upsetting that they are taking money from public schools.

EdWeek is [reporting](#) on a law suit brought by over 200 school districts against the major social media platforms. The suit says that social media has caused a decline in the mental health of students and that schools are forced to use their resources to help moderate those problems. In the suit the schools are asking for financial help for this work and are asking for social media companies to change their practices.

*Respectfully Submitted,
David Klapholz, Chairperson*

SHTA PAC COMMITTEE

How do you keep up with all the politics of schools, universities, and policies affecting children and their families? [The Ohio Capitol Journal](#) has an education page filled with current news. [Honesty for Education](#) is a “centralized network for education, advocacy, and community-building to protect honest education in the Ohio Statehouse, State Board of Education, and local school districts”. The Ohio Education Association has a [Legislative Watch](#) page. On a national level, [The National Education Association](#)’s Take Action page is a user-friendly page for learning about and speaking up on the issues that affect our children.

As YouTuber *Kid President* says, “If you make the world a better place for kids, you make it better for everyone.”

*Respectfully Submitted,
Cathy Grieshop & Jessica O’Brien, Chairpersons*

SOCIAL COMMITTEE

On February 9th, I planned a Winter SHTA Happy Hour at the Midnight Owl in Shaker Heights. The event was well attended and everyone had a great time. Our next Spring event will be the Annual Recognition Reception. It will be held on Thursday, May 16th at 4:15PM. Of course, this event will take place at Shaker Heights High School in the Upper Cafeteria. I hope to see you there celebrating our colleagues!!

[Recognition Reception Flyer](#)

*Respectfully Submitted,
Darlene Garrison, Chairperson*

SALARY TENURE REPORT

As Salary-Tenure Chair and Lead Negotiator, I will update this column regularly beginning next fall. Due to a request, I am sharing a tentative timeline for next year's negotiations for members.

Negotiation Timeline:

- March – Survey and Negotiation Team Meetings
- April to May – Negotiation Team Meetings
- September to completion – Sit Down with Administration Team

The SHTA Negotiations Team

HIGH SCHOOL

- John Morris (Salary Tenure Chair)
- David Klapholz
- James Schmidt

MIDDLE SCHOOL

- Mike Sears
- Matt Klodor

WOODBURY

- Darlene Garrison
- Matt Klodor
- Wendy Lewis

ELEMENTARY

- Lisa Hardiman (Mercer)

SHTA Counsel

- Susannah Moskowitz

Agreed upon updates will be shared via the **Salary Tenure Report** column in this Newsletter throughout the fall.

Ideally, we will have a contract to ratify by the end of December 2024 unless both sides agree to continue negotiations beyond the end of the contract. All terms of the previous contract remain in effect until the new contract is negotiated.

*Respectfully Submitted,
Dr. John Morris, Chairperson*

MINUTES FOR THE REPRESENTATIVE COUNCIL MEETING

SHTA President, Dr. John Morris started the February 12, 2024 Representative Council Meeting at 4:26 PM. **The meeting took place at Shaker Heights High School.** Dr. Morris introduced *Principal Eric Juli* to the Representative Council.

Shaker Heights High School Principal, Mr. Eric Juli, welcomed the SHTA Representative council to Shaker Heights High School. Mr. Juli noted that at this moment in time the High School SHTA and building administration are working in concert using one voice with regard to safety. It is very positive and the best collaboration that they have had since Covid. He said that hopefully it will continue.

A motion for approval of the MINUTES from the January 22, 2024 Representative Council meeting was made by Tim Kalan and seconded by Bill Scanlon.

Administration Report

Director of Human Resources-Dr. Tiffany Joseph was present for the SHTA Representative Council Meeting. Dr. Morris inquired about Woodbury teachers and when they will be told their school placement for next year. Dr. Joseph replied that they will know by March 1st. She also reminded everyone that the deadline for submitting paperwork for job sharing for the 2024-2025 school year is **April 1st**.

PTO Report

PTO Council President-Ms Brooke Bribriesco was present for the Representative Council meeting. Ms. Bribriesco introduced Austin who is the PTO president from Fernway Elementary School. She said she was looking for people to be involved in the PTO council next year. She spoke of the Elementary PTO meeting where they discussed how to best support 4th and 5th grade teachers during this transition. Ms. Bribriesco talked about the Woodbury/Shaker Heights Middle School meeting where they discussed how to support those buildings. Woodbury's PTO has \$11,000 in the bank and it has been suggested to use them for teacher grants. At the high school the PTO is celebrating the athletic department and P.E. teachers. She encouraged buildings that do not have a teacher liaison to step up.

Officers' Reports

President-John Morris

- SHTA 2024 February Executive Board Notes.
- Spoke weekly with Superintendent Dr. David Glasner.
- Spoke regularly with Personnel Director Dr. Tiffany Joseph.
- Updated Facebook page with SHTA Publications Editor Andrew Glasier.
- Met with Collective Bargaining Leadership along with Vice President Darlene Garrison, Director of School Leadership Felicia Evans, Chief Operating Officer Jeff Grosse, and Superintendent Dr. David Glasner to discuss Woodbury organization plans.
- Helped a member with an FMLA question.
- Worked with member on a grievance issue.
- Communicated with Assistant Director of Buildings and Grounds Sean Brown about a facilities concern.
- Met with SHTA Vice President Darlene Garrison and SHTA Secretary Lisa Hardiman along with Director of School Leadership Felicia Evans and Director of Curriculum Dr. John Moore to follow up on

elementary schedule concerns with SHTA Constitution and By-Law Chair Tim Kalan and Head Fernway Representative Selena Boyer.

- Worked with Special Educations Chair Tito Vazquez on member concerns.
- Communicated with SHTA lawyer Susannah Muskovitz on member concerns.
- Worked with Woodbury Head Representative Stacey DeYoung on a member concern and move concerns.
- Communicated with Lomond Head Representative Kelly Grahl concerning a member concern.
- Worked with High School Head Representative Jessica O'Brien on scheduling concerns.
- Filmed a spot for A Night for the Red and White with the Shaker Foundation.
- Communicated with COO Jeff Grosse on a building concern.
- Worked with Personal Rights and Responsibilities Chair Mike Sears on personnel and grievance issues.
- I attended the SHTA Winter Happy Hour on Friday February 9th at Midnight Owl Brewery.

Vice President-Darlene Garrison

- Processed paperwork for Fellowship Grant reimbursements.
 - Mailed checks to members.
- Assisted a member with a personnel issue.
- Attended Elementary School Scheduling meeting.
- Attended a Teacher Focus Group meeting with members from Central Office and Woodbury teachers on February 6th.
- Communicated with Shaker Schools Foundation concerning ticket sales for A Night for the Red and White.
 - Thinking of ideas for the SHTA donation to the Silent Auction.
 - Filmed a video for A Night for the Red & White.
- Will attend the February 27th PTO meeting.

Secretary-Lisa Hardiman

- Sent out invitations for SHTA meetings.
- Took the minutes of Representative Council Meeting.
- Participated in a meeting with SHTA President Dr. John Morris, Vice President Darlene Garrison, Fernway Head Representative Selena Boyer, and SHTA Constitution and By-Laws Chair Tim Kalan, along with Director of School Leadership Dr. Felicia Evans, Director of Human Resources Dr. Tiffany Joseph, and Director of Curriculum Dr. John Moore to follow up on elementary schedule concerns.
- Met with Mercer Head Representative Eileen Sweeney to discuss building concerns.
- Watched the Shaker Heights Board of Education work session on Tuesday, January 23rd.
- Prepared and distributed SHTA Drawing tickets to head representatives in nine buildings. Chances are \$2.00 each. Two winners will be chosen to receive two free tickets to A Night for The Red & White which will take place on Saturday March 2nd at Shaker Heights High School.

Treasurer-William Scanlon

- Spoke with accountants.
- Every four years there is an audit of our finances. The report is back from the audit which says how much money we have taken in and spent.
- Attended SHTA Happy Hour.

Building Representative Reports

Fernway-Selena Boyer

- Worked with members on personnel matters which were Ohio Teacher Evaluation System (OTES) related.
- Worked with the 2nd grade team regarding release time for completing gifted hours. This is a district issue and will need assistance.
- Attended meeting with SHTA leadership to discuss schedule.

Lomond-Kelly Grahl

- No Report.

Mercer-Eileen Sweeney

- Met with Lisa Hardiman about building issues and concerns.
- Met with members to discuss issues at Mercer.
- Met with Mercer Principal Roneisha Campbell.
- Enjoyed the SHTA Happy Hour.

Onaway-Noreen Smyth-Morrow

- Onaway staff had questions about next year's staffing levels. In particular the possibility of not having building substitutes anymore and the subsequent detrimental impacts to instruction. We hope that starting a conversation now can lead to proactive solutions to what will most likely be a challenging year next year.
- We also discussed the need for a bolstered literacy specialist team, as well as the value of adding math specialists, and more behavioral support staff. Our principal has been supportive of these discussions and has been helpful in sharing data with us.
- Pre-K update – the central administration provided an informative and collaborative PL day this month. They also provided the training that staff has been requesting.

Woodbury-Stacey DeYoung

- This January and February have been very busy since the announcement concerning an accelerated schedule for construction at Woodbury. Many members have come to me to discuss how the future plans will affect them. These discussions occur daily.
- I continue to meet weekly with Woodbury Principal Eric Forman, mostly about concerns members have about the coming transitions.
- I spoke with a member and SHTA Vice President Darlene Garrison about member concerns. I also spoke with SHTA President Dr. John Morris about these same concerns, and I continue to speak with the member in order to help find solutions.
- Superintendent Dr. David Glasner met with Woodbury staff on Feb. 1, and prior to the meeting, members put their questions into a Google Form. The questions were shared with Dr. Glasner, who addressed some of the concerns within his presentation. Staff then had time during the meeting to ask unanswered questions.
- I met with Aquita Shepherd to discuss topics to bring up at the Superintendent's Leadership Team visit.
- On Feb. 6, the Superintendent's Leadership Team met with Woodbury Association members to discuss ways in which the SLT can support Woodbury right now, and moving forward. In addition, the SLT spent time doing classroom observations.

Middle School-John Koppitch

- I represented members in (2) investigation issues.
- On behalf of many staff members, I asked Mr. Flood to deter the bringing of “Beats” headphones to school. He agreed and asked students to not bring them to school or to leave them in their lockers during the school day.
- Many members were concerned about the new schedule and changes for the upcoming school year. I sent out a survey to listen to the concerns and questions from our members.
- I worked with SHTA Rights & Responsibilities Chair Mike Sears on filing a safety grievance with the district.
- I worked with Mike Sears on filing a grievance, related to next year’s building planning and organization without the collaboration of middle school teachers.

High School-Jessica O’Brien

- Worked with SHTA Exceptional Student Chair Tito Vazquez on getting an aide hired for our MH room.
- Worked with SHTA President Dr. John Morris about concerns for next year's high school schedule.
- Worked with SHTA Rights and Responsibilities Chair Mike Sears on a grievance.
- Worked with a member about concerns that they encountered with their interactions with an administrator.
- Represented a member at a fact-finding hearing
- Met with High School Principal Mr. Eric Juli to discuss next year's schedule at the high school and the concerns of it violating the SHTA contract.
- Met with multiple members about concerns that they have regarding the contract language, MOU language, and what future high school schedules will be.

Innovative Center-Linda Roth

- Dr. Glasner visited the IC on January 30th as part of his building tour for a conversation about the long-term facilities plan.
- In response to the SHTA’s grievance on safety, we shared IC-specific safety and security information with John Morris, Mike Sears, and Andrew Glasier.
- Some IC-specific safety concerns include:
 - The IC does not always have substitute coverage for our security guard when she is absent. When we do get a sub, AP Isaiah Wyatt has to "negotiate" to get someone here from approximately 9:30 - 2:30.
 - The IC’s main emergency exit is not cleared following inclement weather.
 - During our visit w/the PA educators and superintendents, a suspended student was left at the IC by a main campus AP. The AP shared that she needed to go get lunch at a nearby location and left the suspended student at the IC indefinitely.
 - AP Isaiah Wyatt shared that there is no emergency action plan for the IC. To our recollection, the IC has only had two fire drills in the past three years and no other emergency-type drills. Being in a city-owned building should not preclude the IC from having an adequate safety plan.

Executive Board Reports

Publications-Andrew Glasier

- Created, edited, and sent out the January SHTA newsletter to membership, administration, and the community.
- Sent out numerous emails for various Officers & the SHTA PAC.
- Writing an editorial: Treat Us Like Humans/Safety First.
- Executive Board: Blurb due by Wednesday, February 14th by midnight.

- 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.
- Have been working with Professional Rights and Responsibilities Chair Mike Sears on the Security Grievance.
- I attended the SHTA Winter Happy Hour on Friday February 9th at Midnight Owl Brewery and posted pictures on our social media pages.
- The Winner of the Holiday Outfit Contest: Lynette Hart of Onaway! She will receive a \$25 gift certificate to Pizzazz on the Circle.

Policy-Tim Kalan

- Attended SHTA Happy Hour at Midnight Owl.
- Helping members with special education issue.
- Some Pre-K issues have been resolved but others are systemic issues.
- Attended meeting regarding elementary schedule with SHTA Secretary Lisa Hardiman and Fernway Head Representative Selena Boyer.

Public Relations-Bob Bognar

- SHTA new clothes have been distributed.
- Hoping to get more options for next time.
- Suggested that head reps could go face-to-face to each teacher to make sure they see the emails about clothing.

Diversity, Equity, and Inclusion-Angela Goodrum

- Spoke with Director of Diversity, Equity, and Inclusion Dr. Lawrence Burnley who asked me to be a part of the fact-finding resources for Black History Month.
- Spoke with Director of Diversity, Equity and Inclusion Professional Learning Dr. Nicole Patterson.
- Attended data detracting meeting.

Special Education-Tito Vazquez

- Attended and participated in the SHTA Executive Board meeting and Representative Council meeting
- Discussed various concerns with the Director of Exceptional Children Elizabeth Kimmel in the 8th of our monthly meetings.
- Worked with SHTA President Dr. John Morris, over Exceptional Children concerns.
- Talked with SHTA Evaluation Chair Lena Paskewitz over an evaluation concern.
- Worked with SHHS Head Representative Jessica O'Brien over equity concerns regarding members missing lunch and planning periods to cover an open paraprofessional position.
- Provided support to various SHTA members concerning issues including but not limited to job placement, personnel issues and work options.
- Communicated with Shaker Heights High School Exceptional Children Department Chairs Jessica Wilkes and Keesha Bryant over a variety of concerns in the district.
- Continue to work collaboratively with Shaker administrators, principals, assistant principals and Exceptional Children Supervisor (s) K - 6 Erin Dzolic and 7 - 12 Supervisor Jennifer Currie on various issues to improve the functionality and support to the students and educators in the Exceptional Children Department in our district.

Legislative-Dave Klapholz

- Ohio EdChoice takes state money for schools and gives it to people who are financially in need to pay for private school. The requirement of being financially in need is being taken away. This will cost 100 million dollars a year. Private schools are encouraging families to do this.

Social-Darlene Garrison

- Sent SHTA member a “Thinking of You” item for the loss of a loved one.
- Set up a meeting with Nellie Brown to discuss Annual Recognition Reception.
 - Event scheduled for Thursday, May 16th- Shaker Heights High School Upper Cafeteria.
 - Will meet with Marc Jacobs to discuss menu items for the event.
- Planned and executed the second Happy Hour for SHTA.
 - Midnight Owl on February 9th.
 - Great turnout and nice venue.

Building Safety and Sick Day Transfer-Matthew Zucca

- Attended SHTA sponsored happy hour at Midnight Owl -Thanks to Darlene Garrison for planning the event.
- Fielded questions from a member about evaluations and directed them to contact SHTA Evaluation Chairperson [Lena Paskewitz](#).
- Monitored open Sick Day Transfer cases.

Old Business-None

New Business-None

Good of the Order-

- President Dr. John Morris thanked High School representatives for the food and drinks.

Motion for adjournment was made by Bill Scanlon. It was seconded by Robert Bognar.

Meeting adjourned at 6:10 pm.

***Respectfully submitted,
Lisa Hardiman***

As Humanly As Possible...

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.

A month ago, there was a horrible fight between young men during the Crew period at the high school. Surrounding the fight were 50-70 students watching, filming, and ignoring the adults around them. We screamed for them to go to class, and security personnel tried to stop the fight. I was there, trying to get students to leave and give the adults space to stop the fight and move the students away from danger. I remember little of the incident, as I had been in total shock at the violence and the disregard by students. Only later— when a student showed me a video another student had taken of the event and posted on social media— did I see my shocked face, and then I realized all that had happened.

I am still in shock. The events that followed next, the fights I had seen in the past several weeks or heard about, all led me to one conclusion. As the adults in the building, teachers have not been heard by our central administration, or even worse, teachers have been ignored. I recalled the January 3rd Diversity, Equity, and Inclusion learning day, when we heard speakers over a Zoom call, and a former student spoke about treating students like humans. I ask that administrators treat us as humans too. There needs to be more than an email reply. A “we will get back to you” is not enough. This district is not so big that anyone could walk from the central administration and talk to us. Why don't administrators come and talk to us like humans and make a human connection?

Education is a human venture. We learned during the pandemic true learning does not happen well online. It takes true human interaction to engage in learning so that students feel connected to the teacher, the class, and the content. My colleagues and I take every step we humanly can to make the learning personal; we differentiate to the best of our abilities to reach as many students as we can, we create welcoming environments, we learn about our students' lives and interests, and we make a human connection to them. It is how our district has been successful throughout the time I have taught here. Central administrators have no excuse for not doing the same with us.

In the past, the administration reciprocated these connections with educators. Director of Curriculum Jim Paces often discussed program changes in the high school, asking about our family, relaying good things he had heard about our teaching, and making us feel a part of a greater family. Now, if we see an upper administrator in the building, it typically is because of an emergency, and they are stationed next to the principal. Have they learned our names? Do they know what we teach? Have they any questions for us about how we are doing? I know this seems like management 101, but I have only seen uncaring and bothered looks as we ask clarifying questions. It saddens me when we are seen as a hindrance and not part of the solution.

When the administration denies us something, they do so by email, or even worse, on Frontline. No calls or checking our schedule and walking over to discuss with us the denial. This impersonal and sterile relationship is why many of us no longer trust or believe in our leaders. Over and over again, I hear my colleagues express their fears and their anger toward the faceless leaders of central administration. Where once administrators were thoughtful and communicative, we now get vague emails. When will they realize we are humans too?

The sad part is that, if they did treat us as humans, if they did listen to our concerns and worked to address them, if they did make connections with the people who work with them, we would work in tandem to engage in their initiatives. I know this, because I have worked for such administrators and I did support and carry out massive

changes in tandem, and my effort was appreciated. It is a shame that administrators have missed that opportunity.

Which brings me back to the violence that erupted in the high school. The concern about the safety of our work environment for both the adults and the students has been an ongoing concern, one that was grieved as recently as two years ago. Minor changes were made, but a true focus on our safety has never happened. It shows a indifference to our concerns, not just in the high school but all the schools in the district. Every district surrounding us has school resource officers, alarms on doors, and more advanced safety measures. Why will the administration not hear our voices? What tragedy must happen before they react? How can we teach when we do not feel safe?

AG