

## IMPORTANT DATES

March 19, Tuesday: BOE Work Session & ELECTION DAY.

April 2, Tuesday: SHTA Executive Board Meeting @ Woodbury.

April 8, Monday: Solar Eclipse, No school for students. Faculty & Staff report from 8:30-11:30.

April 10, Wednesday: Eid-al-Fitr, No school.

April 15, Monday: SHTA Representative Council Meeting @ Lomond. NEW DATE!

# SHTA *news*

March 18, 2024

ISSUE #6

## Message from the President

I spent the majority of the past week at home with the flu, despite the fact that I received the vaccine earlier this fall. While lying in my bed with a fever, headache, body aches, and the chills my mind went into the kind of loop that it does while in the limbo of illness, however brief. What I fixated on were two things: how impossible it is to focus on anything while you are sick and how grateful I am for both our negotiated sick days and our sick day transfer program.

I think it's easy to take for granted how essential sick days are to our employment as educators, both here in Shaker and nationwide. Even though we have to provide lesson plans for our absences, a task that can feel daunting when faced with illness, our sick days allow us to take care of ourselves and our families. Likewise, when we face critical illness that takes us beyond our earned days, we now have a Sick Day Transfer Program, thanks to the work of our negotiations team and specifically SHTA Legal Aid Chair and High School Science Teacher James Schmidt. This program has provided an ever-growing number of our members the opportunity to support one another by donating sick days to those of us who have run out.

Again, we have negotiated our sick days and our sick day transfer policies as part of our full compensation package as SHTA members. These days are ours to use when we need them and ours to donate as we see fit. It's one of the elements of our contract that I am extremely grateful for, especially given the week I've just had.

March, as always, is an active month. I spoke weekly with Superintendent David Glasner. I spoke regularly with Human Resource Director Dr. Tiffany Joseph. I updated our Facebook page with SHTA Publications Editor Andrew Glasier. I met with Dr. Tiffany Joseph to discuss member concerns with the Woodbury transition. I met with Woodbury Head Representative Stacey DeYoung and a member to discuss concerns with our legal counsel. I attended the District Insurance Committee meeting. I discussed Woodbury transition with Woodbury Head Representative Stacey DeYoung. I answered member questions on the Woodbury transition. I met with High School members on contract concerns facilitated by Head Representative Jessica O'Brien. I helped a member with a sick day concern. I communicated on member issues with Special Education Chair Tito Vazquez. I met with Pre-K teachers on building concerns with SHTA Vice President Darlene Garrison. I attended the Night for the Red and White. I worked with a member on a transfer issue. I communicated with Building Safety and Sick Day Transfer Chair Matt Zucca on HS building safety concerns and our upcoming negotiations survey. I worked with Personal Rights and Responsibilities Chair Mike Sears on

Grievance Issues. I communicated with Constitution and By-Laws Chair Tim Kalan on upcoming amendment proposals. I attended a meeting with SHTA Vice President Darlene Garrison and Mercer Principal Roneisha Campbell and Director of School Leadership Feleca Evans to clarify communications.

Spring is around the corner. Until then, I wish you all healthy days. But if you become ill, don't be afraid to use your sick days or to ask for help if you've run out. That's one of the great benefits of union membership. Feel free to reach out if I can help with these or any other issues at x6033 or [morris\\_j@shaker.org](mailto:morris_j@shaker.org).

*Respectfully submitted,  
John Morris*

**SHTA Treasurer Bill Scanlon, SHTA President Dr. John Morris, and SHTA Personal Rights & Responsibilities Chair Mike Sears at the March SHTA Representative Council Meeting at Shaker Middle School.**



The SHTA PAC is on  .  @

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

# ***OFFICERS' REPORTS***

## **VICE PRESIDENT'S REPORT**

Spring Break is right around the corner and I'm sure everyone is looking forward to some well-deserved rest and relaxation. On February 27th, I attended the general PTO Council meeting. Members from the PTO asked how they can help Woodbury teachers with the upcoming transition. Any suggestions would be greatly appreciated.

During the month of February, I met with Erica Verderber, Senior Administrative Assistant of the Shaker Schools Foundation, to discuss Silent Auction items from SHTA and SHTA ticket sales.

SHTA's donation to the silent auction is titled, "A Train Ride to Shaker Food Fantasies" and included:

- Northstar - \$100 Gift Card: Van Aken District
- 1899 Golf Social Club - \$100 Gift Card: Van Aken District
- Edwin's: - \$200 Gift Card: Shaker Square (\$100 matched by Edwin's)
- SAZA - \$100 Gift Card: Shaker Square

I attended this year's "A Night for the Red and White" at Shaker Heights High School. This event was spectacular, and being back at home made it even better. I also attended a Union Leadership meeting and a Pre-K discussion meeting.

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. Please remember that the \$100 grant can be used for any of the following:

- Professional Workshops
- Seminars
- Professional Conferences
- College Course work
- Membership fees for professional associations (Does not include SHTA)

Enjoy your Spring Vacation!!! If you have any questions, comments or concerns, please don't hesitate to contact me at ext. 4997.

***Respectfully submitted,  
Darlene Garrison***

## **SECRETARY'S REPORT**

According to the Old Farmer's Almanac, the Ancient Greeks and Romans believed the "dog days" to be a time of misfortune plagued by drought and unrest as animals and people alike were driven mad. Many would agree with me, especially if you have been doing this job for a while, that February and March are the "dog days" of the school year. However, there is brightness looming on the horizon in the form of a well-deserved Spring Break! All, please take this time to rest, rest, and rest some more.

Each year, as Secretary of the SHTA, I organize the SHTA Drawing. Members in each building purchased chances to win two tickets to A Night for the Red & White. The winners for this year were: Tanutda Devine from Lomond and Cassidy Powers from Woodbury. Congratulations to both winners! I trust a good time was had by everyone.

This month I participated in Mercer’s Building Committee meeting. Please see members of your school’s Building Committee if you have non-contractual concerns that you would like to be addressed.

After meeting with Director of School Leadership Dr. Felecia Evans, other administrators, and SHTA leadership over the last several months, administration has released next year’s schedule for the PreK-5 elementary school buildings. We are appreciative of the administration’s willingness to collaborate with teachers and use our feedback to develop next year’s schedule. I have discussed this schedule with a number of members and have received really positive feedback.

This month, I have talked a number of times with Mercer’s head representative, Eileen Sweeney about various issues including the required gifted hours that 2nd, 3rd, and 4th grade teachers are required to complete.

I participated in a grievance meeting at Shaker Heights High School regarding security, and the lack thereof, in our buildings. We are awaiting the administration’s response.

I spoke to a member about the recent insurance audit and communicated with Personal Rights and Responsibilities Chair, Mike Sears regarding this issue. I also spoke to a member about the change in the schedule for the start of next school year. The Board of Education will be voting to have our DEI day on August 14th and pay members our per diem rate. Some members have already made plans, so they will not be able to participate on this day in August.

If you ever have any questions or concerns, please contact me at [hardiman\\_1@shaker.org](mailto:hardiman_1@shaker.org) or ext. 4867. Enjoy Spring Break!

*Respectfully submitted,  
Lisa Hardiman*

## **TREASURER’S REPORT**

Happy Spring Break (or at least almost). I don’t know if this is the right place for this but I’m going to brag a little. On Wednesday, March 13th, my YEH/Interact Club hosted the Staff vs. Student Basketball Game known as Hoops for Hunger. The event is dedicated to raising money for the Northeast Ohio Harvest for Hunger Food Campaign. The staff team is made up of anyone on staff in the district: teachers, custodians, security guards, coaches, and even a couple student teachers this year. The student team is made up of any student in the building (excluding varsity basketball players) who signs up. I charge students \$5 to get on the roster, we charge spectators \$3 admission to the game, and we sell concessions. This year the game was a battle, with the Staff team starting off with a small lead, then the students coming storming back in the 2nd quarter, and a neck-and-neck 2nd half. I always hope for a competitive game and this year met my expectations. But regardless of the score, the game is a chance for students and staff to have fun in a loose, celebratory atmosphere. The Middle School Drill Team put on a halftime show and the High School cheerleaders even spontaneously began organized cheer routines at either end of the court. It really turned out to be everything I hoped for - fun, competitive, exciting, happy, and satisfying - proven by the scoreboard at the end of the game:



While we haven't tallied up the total yet, I think we are close to raising \$800 for the charity. Thanks to all of my colleagues who helped make the whole event so much fun. Here is a picture of our winning team (minus a few players who had to leave early):



During this past month I attended the Safety & Security Grievance meeting. I attended a meeting focused on the MOU signed to allow a block schedule at the High School. I also attended a Detracking Data and Research meeting at the Administration Building.

Our accountants at Hawkins & Co have provided us with a Compilation Report on our 2022-23 fiscal year. I have that report if anyone wants to contact me to take a look at it (cell: 216 333-2627). I can also, upon request, provide a copy for anyone interested. Our current financial report is below.

*Respectfully submitted,*  
*Bill Scanlon*

<b>Shaker Heights Teachers' Association</b>	
<b>Balance Sheet</b>	
<b>As of March 13, 2024</b>	
	<b>Total</b>
<b>ASSETS</b>	
<b>Current Assets</b>	
<b>Bank Accounts</b>	
<b>Key Bank CD</b>	131,590.88
<b>Key Bank Checking</b>	192,771.68
<b>Total Bank Accounts</b>	\$ <b>324,362.56</b>
<b>Other Current Assets</b>	
<b>Edward Jones 13760-1-1</b>	613,403.67
<b>Edward Jones 13768-1-3</b>	1,046,443.27
<b>Uncategorized Asset</b>	0.00
<b>Total Other Current Assets</b>	\$ <b>1,659,846.94</b>
<b>Total Current Assets</b>	\$ <b>1,984,209.50</b>
<b>TOTAL ASSETS</b>	\$ <b>1,984,209.50</b>
<b>LIABILITIES AND EQUITY</b>	
<b>Liabilities</b>	
<b>Total Liabilities</b>	
<b>Equity</b>	
<b>Opening Balance Equity</b>	65,257.02
<b>Retained Earnings</b>	1,685,152.46
<b>Net Income</b>	233,800.02
<b>Total Equity</b>	\$ <b>1,984,209.50</b>
<b>TOTAL LIABILITIES AND EQUITY</b>	\$ <b>1,984,209.50</b>

<b>Shaker Heights Teachers' Association</b>	
<b>Profit and Loss</b>	
<b>July 1, 2023 - March 13, 2024</b>	
	<b>Total</b>
<b>Income</b>	
<b>Income</b>	
<b>Member Dues</b>	169,521.00
<b>Total Income</b>	\$ <b>169,521.00</b>
<b>Investments</b>	
<b>Change in Value in Edward Jones</b>	123,589.77
<b>Edward Jones-Fees &amp; Charges</b>	-5,445.34
<b>Key Bank CD Interest</b>	1,590.88
<b>Total Investments</b>	\$ <b>119,735.31</b>
<b>Total Income</b>	\$ <b>289,256.31</b>
<b>Gross Profit</b>	\$ <b>289,256.31</b>
<b>Expenses</b>	
<b>Operations</b>	
<b>Accounting</b>	259.20
<b>Banking</b>	0.12
<b>Total Accounting</b>	\$ <b>259.32</b>
<b>Compensation</b>	25,000.97
<b>Conferences &amp; Meetings</b>	3,327.26
<b>Executive Board</b>	294.94
<b>Fellowships &amp; Grants</b>	2,955.00
<b>Insurance</b>	5,943.00
<b>Legal</b>	8,693.95
<b>Officers' Expenses</b>	25.00
<b>Payroll Taxes</b>	362.51
<b>Public Relations</b>	2,482.04
<b>Publications</b>	1,764.00
<b>Social</b>	848.16
<b>STRS (TPO Contribution)</b>	3,500.14
<b>Total Operations</b>	\$ <b>55,456.29</b>
<b>Total Expenses</b>	\$ <b>55,456.29</b>
<b>Net Operating Income</b>	\$ <b>233,800.02</b>
<b>Net Income</b>	\$ <b>233,800.02</b>

# ***EXECUTIVE BOARD REPORTS***

## **PROFESSIONAL RIGHTS AND RESPONSIBILITIES REPORT**

The Insurance Committee met on February 29. While I was unable to attend, I reviewed the slides from the meeting. Our medical insurance plan continues to spend more on claims than is budgeted each month, which could lead to increases in premiums in 2025. Medical Mutual presented a few ideas to consider regarding our prescription drug plan that could lead to some savings for both members and the district in the future. Upgrades to the Medical Mutual app to help members find doctors and other medical services quickly are in the works and should be available in the fall of 2024.

I attended both the March Executive Board and Representative Council meetings. During the past month, I assisted members with questions about FMLA, maternity leave, the spousal audit, involuntary transfers, worker's compensation, supplemental contracts, and appeals processes related to Medical Mutual. If you ever have questions about a medical bill or an Explanation of Benefits for Anthem (dental) or Medical Mutual, we have access to a service called Health Advocate. They will research your situation and work with you to solve all medical billing problems you may encounter. Here is a link with more information: [Health Advocate](#)

Middle school building representatives John Koppitch, Erika Pfeiffer, Matt Klodor, Kevin Thomas, and I met with 2024-25 Middle School Principal Eric Forman, Associate Principal Jasmine Venson, and current Middle School Principal Tom Flood about transitions for next school year.

Grievances regarding safety and security across the district and structural changes for the 24-25 school year at the Middle School are still ongoing. Look for more details on possible resolutions in the April newsletter.

***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 met in December and March 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.

Applications for participation in the Peer Evaluation Program for the 2024-2025 school year are currently being collected and reviewed by the Peer Evaluation Coordinators and will be sent to the principals shortly after spring break. Please remember that participants must complete the form and be approved every year. Participants must be on a continuing contract. The evaluation committee met to discuss and make decisions about how the reorganization will impact the participants, as well as evaluations overall. Due to the challenges associated with cross-building pairings of classroom teachers, pairings need to be made within buildings. We realize this will be an adjustment for many existing partnerships. It is my hope that those affected will approach the shift as an opportunity. I have had the pleasure of working with four different partners in the process over the last ten years. I have learned different things from each of them and greatly enjoyed the opportunity to see different teaching styles and strategies and receive feedback from different perspectives on my own teaching. Addie, Andrew, and I will be working with affected applicants to create

new partnerships within their new buildings. If you have already completed the intent form noting your current partner, there is no need to re-apply. We will adjust the information before it is sent to principals. If you have not filled out the intent form and wish to participate in the program next year, please complete it ASAP. ALL forms must be received by April 1. This is a hard deadline! The due date has been extended to allow time for us to work with members to assign new partners, where necessary. Principal approvals and denials will be made by current building principals and will be honored by principals in new buildings. 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.

Evaluators must take recertification exams every two years to sustain their status as approved evaluators. Most existing peer evaluators will be due to take the recertification exam in 2025. That being said, many of us received an email stating that our certification test was due in sixty days. Most of those emails were sent in error by Insight Advance. PLEASE be sure to go to the Insight Advance site and/or review your certificate to make sure you maintain evaluator status. The system will not provide an exam unless you are up for recertification. ALL newly approved peer evaluators will need to register for the three days OTES 2.0 training on STARS and pass the credentialing exam prior to Sep 1, 2024 in order to participate next year. The district will pay for the training. Please work with Human Resources to arrange for payment to ESC.

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.

*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 9th of our monthly meetings. Ms. Kimmel provided feedback and support to the issues that I presented to her. I worked with SHTA President Dr. John Morris over Exceptional Children concerns. I met with Human Resource Director Dr. Tiffany Joseph over a placement concern that was appropriately and fairly solved. I provided support to various SHTA members concerning issues including but not limited to job placement, personnel issues and work options. I attended the District Leadership Meeting with Dr. Snowden, and participated in creating the new district handbook for Exceptional Children. I represented a member in a Fact-Finding meeting. I have communicated with Shaker Heights Exceptional Children Department Chairs Jessica Wilkes and Keesha Bryant over a variety of concerns at the high school. I continue to work collaboratively with Shaker administrators, principals, assistant principals. I also worked with Exceptional Children Supervisor K - 6 Erin Dzolic for her support in covering 7-12 duties in the absence of 7 - 12 Supervisor Jennifer Currie. Erin was



extremely supportive 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**

From time to time, it becomes necessary to alter the SHTA's protocol because of a change in circumstance, or a need for clarification or direction. This year we will be once again asking SHTA members to weigh in on a change to our constitution. This process is governed by:

**ARTICLE XII AMENDMENTS TO THE CONSTITUTION AND BY-LAWS, section B-  
By-Laws** Any amendment to the By-Laws may be initiated by the Executive Board, the Representative Council, or by petition signed by at least twenty current members of the Association. Such proposed amendment must be filed in writing with the Secretary, and the Secretary shall submit said amendment in writing to all members of the Association within fifteen school days. No amendment shall be voted upon less than fifteen days after its submission to the members by the Secretary. The Representative Council shall designate whether the proposed amendment shall be voted upon at a meeting of the Association or at separate meeting of the several building groups, and it shall designate the time of voting upon said amendment.

*Respectfully submitted,*  
*Tim Kalan, Chairperson*

### **MEMBERSHIP/ELECTIONS COMMITTEE.**

Hello everyone, Happy Spring!  
Payroll deduction for SHTA dues began with the October 1st paycheck - \$33 per pay for 10 pays. All deductions have been completed at this time! We have 476 members of SHTA.

Thank you for continuing to notify me with changes in roster or membership. If I can be of assistance, do not hesitate to contact me at [thomas\\_c@shaker.org](mailto:thomas_c@shaker.org).

*Respectfully submitted,*  
*Chante Thomas, chairperson*

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

Understanding the importance of our history and how it currently affects our African American community and their daily navigation has to be addressed. Although African Americans History Month is over, it must be discussed daily to allow authentic dialogue. I have noticed that the more I research, the more I learn about the intricacies of our history.

Did you know, the Tignon laws of the 18th century were laws that banned black women from exposing their natural hair in public? Their hairdos were obscuring the status of the white women and this threatened social stability. The law would control colored women “who dressed too elegantly.” Resembling today’s West African Gele, a tignon is a type of head-covering. It is a large piece of material wrapped or tied around the head to form a kind of turban concealing the hair. Tignons were worn by free and slave Creole women of African descent in Louisiana beginning in 1786. Historically, their prevalence was as a result of sumptuary laws passed in 1786

under Governor Esteban Rodriguez Miró. These prescribed and enforced appropriate public dress styles for women of color in a white-dominated society. Hence, they were made as a way of regulating the appearance of black women in the U.S. During the period, when black enslavement in America was at its peak, and a place like New Orleans was unique in its high population of gens de couleur libres (free people of color), black women's beauty and features often attracted white men who approached them as suitors. This enraged white women who perceived them as competitors. Evidently, African women competed openly with white women through elegant dressing, including adorning their textured hair with gems, beads, and other accents that made them stand out from white women and possessing great beauty. (African American Archives) Today, African Americans value the importance of both inward and outward appearances because of the historical mindset.

*Respectfully submitted,*  
*Angela Goodrum, Chairperson*

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

This month started out for me helping a member who sustained a very serious injury after slipping on "black ice" on the Fernway parking lot. I reached out to Sean Brown, Assistant Director of Building and Grounds, and had a meeting about parking lot snow and ice removal. I want to thank Mr. Brown for his quick response.

I assisted a member with long term absence concerns and directed them to contact the Human Resource Department and Professional Rights & Responsibilities Chair Mike Sears.

I attended a meeting with SHTA President Dr. John Morris, High School Building Rep. Jessica O'Brien, and high school teachers Aimee Grey, Cathleen Lawlor, and Brad Bullard regarding health and safety concerns within various learning spaces at the High School. I asked to meet with Sean Brown, Assistant Director of Building and Grounds, and David Boyer, Supervisor of Facilities to address health and safety issues at the High School. Mr. Brown along with the High School custodial staff have been very responsive as the resolution to these problems are resolved. I want to thank them for their efforts.

I assisted a member with Sick Day Transfer eligibility and requirements.

I am coordinating efforts with SHTA President Dr. [John Morris](#) on creating the SHTA Negotiation Survey. I talked with Pre-K representative about concerns that could be addressed in the upcoming survey.

I am also currently working on creating parity between buildings for Gifted training requirements for 2nd through 4th grade teachers.

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](mailto:zucca_m@shaker.org)

*Respectfully Submitted,*  
*Matt Zucca, Chairperson*

## **LEGISLATIVE COMMITTEE**

The Plain Dealer [reported](#) on a bill passed by the Ohio House that would require high schools to teach about free-market capitalism. This would also be an additional graduation requirement for students. Democrats largely opposed it on the grounds that it asks more of schools and teacher at a moment when there aren't enough teachers to meet the demand.

Ohio's Private School Voucher program is being challenged in court, and the President of the Ohio Senate (Matt Huffman) is being asked to testify, but he is trying to avoid testifying. The Ohio Capitol Journal [reports](#) that the current legal battle is focused on if he can be required to testify in court.

*Respectfully Submitted,  
David Klapholz, Chairperson*

## **SHTA PAC COMMITTEE**

“There is no such thing as a vote that doesn't matter.” - Barak Obama

The Presidential Primary is Tuesday, March 19, 2024. Also, on the ballot in Cuyahoga County is Issue 26, which renews Health and Human Services funding. The Cleveland Plain Dealer endorsed this levy. There are also many judicial seats on the ballot. You may feel in the dark when voting for judicial candidates but [Judge4Yourself.com](#) is a wonderful website to learn about these candidates. No matter which county you live in you can look up your current ballot on your county's Board of Elections website.

In November, we will be choosing a president. There is plenty of time to get any unregistered voters signed up to vote! Do you know anyone turning 18? The Ohio deadline to register to vote for the November 5th general election is October 7, 2024.

Teacher licensing fees may go up to \$350. Join the Ohio Education Association in taking action to stop this [here](#).

Have a restful spring break!

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

## **SOCIAL COMMITTEE**

The Annual Recognition Reception will be held on Thursday, May 16th at 4:15PM. Come to Shaker Heights High School's upper cafeteria to celebrate our colleagues. Have a wonderful Spring Vacation with family and friends.

*Respectfully Submitted,  
Darlene Garrison, Chairperson*

## **SALARY TENURE REPORT**

The SHTA Negotiations Survey will be emailed to individual members in April. Responses will be collected online. Responses will remain confidential and will be utilized by the Negotiations Team to provide input and help set priorities for next fall's negotiations.

*Respectfully Submitted,  
Dr. John Morris, Chairperson*

# MINUTES FOR THE REPRESENTATIVE COUNCIL MEETING

*SHTA President, Dr. John Morris* started the March 11, 2024 Representative Council Meeting at 4:30 PM. **The meeting took place at Shaker Heights Middle School.** Dr. Morris introduced *Interim Principal Thomas Flood* to the Representative Council.

*Shaker Heights Middle School Interim Principal, Thomas Flood* welcomed the SHTA Representative Council to Shaker Heights Middle School. Mr. Flood expressed that he appreciated the collaboration between SHTA members through the Middle School Building Committee and working together with the Be There Be Ready policy. He noted that every 7th and 8th graders attended a field trip. Mr. Flood is looking forward to 6th graders coming to the Middle School next year.

**A motion for approval of the MINUTES** from the February 12, 2024 Representative Council meeting was made by James Schmidt and seconded by Andrew Glasier.

## Administration Report

*Director of Human Resources, Dr. Tiffany Joseph* was present for the SHTA Representative Council Meeting. She reminded members that if they are looking to apply for salary reclassification for the next year, the paperwork needs to be submitted two weeks before the April deadline. This is right around the corner.

## PTO Report

*PTO Council President Ms Brooke Bribriesco* was present for the Representative Council meeting. Ms. Bribriesco introduced Samantha who is the PTO president from Lomond Elementary School. She said that PTO has been busy planning to restructure the organization to align with the restructuring of buildings. They have a Woodbury and Middle School meeting this week to get together with those members for unified collaboration. Ms. Bribriesco reminded everyone that the PTO is there to support.

## Officers' Reports

### *President, John Morris*

- 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 Dr. Tiffany Joseph to discuss member concerns with the Woodbury transition
- Met with Woodbury Head Representative Stacey DeYoung and a member to discuss concerns with our legal counsel
- Attended the District Insurance Committee meeting
- Discussed Woodbury transition with Woodbury Head Rep. Stacey DeYoung
- Answered member questions on Woodbury transition
- Meet with HS members on contract concerns facilitated by Head Representative Jessica O'Brien
- Helped a member with a sick day concern
- Communicated on member issues with Special Education Chair Tito Vazquez
- Met with Pre-K teachers on building concerns with SHTA Vice President Darlene Garrison
- Attended A Night for the Red and White
- Worked with a member on a transfer issue

- Communicated with Building Safety and Sick Day Transfer Chair Matt Zucca on HS building safety concerns and our upcoming negotiations survey
- Worked with Personal Rights and Responsibilities Chair Mike Sears on Grievance Issues
- Communicated with Constitution and By-Laws Chair Tim Kalan on upcoming amendment proposals
- I attended a meeting with SHTA Vice President Darlene Garrison and Mercer Principal Roneisha Campbell and Director of School Leadership Felica Evans to clarify communications

***Vice President, Darlene Garrison***

- Met with Erica Verderber, Senior Administrative Assistant of the Shaker Schools Foundation to discuss Silent Auction items from SHTA and SHTA ticket sales.
- Finalized Silent Auction items from SHTA to A Night for the Red & White.
  - Donation from SHTA for the Silent Auction: “A Train Ride to Shaker Food Fantasies”
    - Northstar - \$100 Gift Card: Van Aken District
    - 1899 Golf Social Club - \$100 Gift Card: Van Aken District
    - Edwin’s: - \$200 Gift Card: Shaker Square (\$100 matched by Edwin’s)
    - SAZA - \$100 Gift Card: Shaker Square
- Attended the February 27th PTO Meeting.
  - Attended a meeting with Mercer Principal Roneisha Campbell, Director of School Leadership, Felecia Evans, SHTA President John Morris and Mercer PTO President concerning PTO communication
- Attended A Night for the Red and White at Shaker Heights High School.
- Attended Union Leadership Meeting.
- Attended SHTA Pre-K Meeting to discuss concerns.
- Met with Woodbury Principal, Eric Forman and Head Rep. Stacey DeYoung to discuss Woobury closing and transition.
  - Met with several members to discuss transition concerns
- Completed documents to reimburse members for their Dr. Rebecca L. Thomas Fellowship Grant.

***Secretary, Lisa Hardiman***

- Participated in Mercer’s monthly Building Committee meeting
- Met with Mercer Head Representative, Eileen Sweeney about building issues
- Discussed new elementary schedule and teacher moves with a number of members
- Participated in grievance meeting regarding safety & security in Shaker school buildings
- Organized the SHTA Drawing
- Picked two SHTA Drawing winners who are Cassidy Powers from Woodbury and Tanutda Devine from Lomond
- Talked to a member about the recent insurance audit and communicated with PR&R Chair Mike Sears about it
- Talked to a member who was concerned about changing the start date for the 2024-2025 school year from August 15th to August 14th for a DEI day. This member has plans that will prevent her from participating in the DEI day if it takes place on August 14th.

***Treasurer William Scanlon***

- Spoke to Financial Advisor from Edward Jones
- Met with High school group about issues
- Attended a meeting at the Administration Building which analyzed the effects of detracting. This meeting involved a researcher who compared our school with other schools
- Passed out the financial report to Representative Council

## **Building Representative Reports**

### ***Boulevard-Cathy Grieshop***

- No Report

### ***Fernway-Selena Boyer***

Two questions for which I would like clarification:

- A member who was on leave is seeking to be credited sick days because there were calamity days due to weather (during their leave).
- A member who submits mileage each trimester for travel within the district is seeking the current IRS rate (which is 67 cents per mile). Shaker employees are only reimbursed at a rate of 55 cents per mile.

### ***Lomond-Kelly Grahl***

- No Report

### ***Mercer-Eileen Sweeney***

- Held 4 drop-in sessions to allow members to share any concerns. Staff shared their concerns about safety and professional learning/ALICE training
- Attended the Safety & Security Grievance Meeting on February 26th
- Met with the Building Committee meeting
- Encouraged members to purchase A Night for Red and White drawing tickets
- Met with Mercer Principal Roneisha Campbell for our regularly scheduled meetings

### ***Onaway—Noreen Smyth-Morrow***

- Pre-K staff had concerns at the last PL day regarding large class sizes to capacity next year and the admins decision to prioritize 4 year olds for full-day spots for next year. There is a follow-up meeting with admin. and staff to address these concerns.
- Building committee meeting held today. Mrs. Bechtel explained that para grade level assignments (k-4) will not change next year, but the students with IEP's will be assigned to 2-3 classes per grade level rather than traditionally 1 or 2 classes due to the increase in students with IEP's (we had 9 students with IEP's transfer in from other districts throughout the past year).
- 2 Pre-K Paraprofessionals were notified that they were reassigned for next year via email, (possibly in error). This will be followed up with the para-association, but we are expressing our support for their concern that these weren't voluntary reassignments.

### ***Woodbury— Stacey DeYoung***

- For the Red & White I put up fliers and sold raffle tickets.
- Met with a member, SHTA President Dr. John Morris and legal counsel to discuss member concerns. With the same member, we continued the conversation with Woodbury administrators. This provided much progress with the matter.
- Met with SHTA Vice President Darlene Garrison and Principal Eric Forman to discuss teacher transitions for next year.
- Spoke with several members concerning changes in assignment for next year. I appreciate that our building administration took time to meet with all members who needed to discuss their situation.
- There are concerns about the Proposed Calendar Amendments that are being presented to the Board tomorrow. Part of this document states that one additional day is being given for packing of classrooms. We feel like this is NOT an adequate amount of time. Also, there is no clear mention of unpacking days.

### ***Middle School—John Koppitch***

- I represented a member in an investigation issue.

- I polled the staff about club and activity involvement for next year with the proposed schedule.
- I investigated the rationale for some different staff assignments for the next school year.
- SHTA representative Erika Pfeiffer attended the Building Committee meeting on March 5, where structures and procedures for next year were discussed. The committee included incoming principal Eric Forman, and established that Be There, Be Ready would continue.

### ***High School—Jessica O’Brien***

- Met with a member and Assistant Principal Katie Slifkin about using PowerSchool to communicate about students and any disciplinary actions that are taking and how the administration and teachers can better communicate.
- Held a meeting of the High School SHTA on behalf of a member that wanted more information on the MOU that SHTA President Dr. John Morris signed through the end of the 2024/2025 school year.
- Met with a member and high school administration about roles and responsibilities of a proposed new Department Head.
- Provided information to members about what a fact-finding meeting is and asked another building rep to attend these meetings in my absence.
- Followed up with the members and the building rep. One member expressed that they felt the fact finding was targeting.
- Discussed building transfers with principal Mr. Eric Juli.
- Discussed attendance issues and concerns that the building committee also brought to Mr. Juli. Mr. Juli expressed he would like the staff to collaborate with administration to establish what the role of an attendance officer would be. Many members feel that they should not be asked to write what they consider a job description.
- Mr. Juli followed up about members feeling that they were being tasked with writing a job description. Mr. Juli requests that the attendance committee collaborate with administration to establish what the role of the Attendance officer would be i.e. Dean, Administrative assistant, or AP. This would establish what the Attendance officer could or could not do.
- Met with health and safety chair Matt Zucca, SHTA President John Morris, and members about concerns of mold and dampness within particular classrooms of the high school.

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

- No Report

## **Executive Board Reports**

### ***Publications—Andrew Glasier***

- Lynette Hart is the winner of SHTA Holiday Outfit winner. SHTA Treasurer Bill Scanlon purchased a gift card from Pizzazz for her.
- Attended the SHTA Executive Board & Representatives Council meetings.
- Updated Facebook and Twitter accounts.
- Dr Glasner has asked to meet with me concerning the February editorial.
- This Month’s Editorial: administrators should teach to see what we need and how policies affect students.
- Executive Board please have a blurb ready Wednesday, March 13th by midnight.
- Worked with a member on an evaluation issue.
- Participated in the safety & security grievance hearing.

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

- Attending Evaluation Committee meeting this coming Thursday
- Discussed Personnel evaluation issues
- Met with members about Woodbury moves and peer evaluation

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

- Attended A Night for the Red & White-nice job was done with transforming the gym.
- In the newsletter will be information on salary reclassification.
- No members have had issues.

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

- Attended A Night for the Red & White
- Working on changing rosters with new locations

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

- Attended grievance hearing
- Attended SHTA happy hour
- Attended Building Committee Meeting

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

- No Report

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

- No Report

### ***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 9th of our monthly meetings. Ms. Kimmel provided feedback and support to the issues that I presented to her.
- Worked with SHTA President Dr. John Morris, over Exceptional Children concerns.
- Met with Human resource Director Dr. Tiffany Joseph over a placement concern that was appropriately and fairly solved.
- Provided support to various SHTA members concerning issues including but not limited to job placement, personnel issues and work options.
- Attended the District Leadership Meeting with Dr. Snowden, and participated in creating the new district handbook for Exceptional Children.
- Represented a member in a Fact-Finding meeting.
- Communicated with Shaker Heights Exceptional Children Department Chairs Jessica Wilkes and Keesha Bryant over a variety of concerns at the high school.
- Continue to work collaboratively with Shaker administrators, principals, assistant principals.
- Worked with Exceptional Children Supervisor K - 6 Erin Dzolic for her support in covering 7-12 duties in the absence of 7 - 12 Supervisor Jennifer Currie. Erin was extremely supportive 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***

- The Plain Dealer reported on a bill passed by the Ohio House that would require high schools to teach about free-market capitalism. This would also be an additional graduation requirement for students. Democrats largely opposed it on the grounds that it asks more of schools and teachers at a moment when there aren't enough teachers to meet the demand.
- Ohio's Private School Voucher program is being challenged in court, and the President of the Ohio Senate (Matt Huffman) is being asked to testify, but he is trying to avoid testifying. The Ohio Capital Journal reports that the current legal battle is focused on if he can be required to testify in court.



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

- Finalized Annual Recognition Reception Items with senior administrative assistant Nellie Brown.
- Met with AVI director Amanda Schindley to discuss menu items for the May 16th event.
  - 2024 Annual Recognition Reception, Shaker Heights High School Upper Cafeteria

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

- Attended the Executive Board meeting and the Representative Council meeting in March
- Facilitated grievance hearings
- Spoke with members about involuntary transfers
- Met with 2024-25 Middle School Principal Eric Forman, Associate Principal Jasmine Venson, current Middle School Principal Tom Flood, and Middle School building representatives John Koppitch, Erika Pfeiffer, Matt Klodor, and Kevin Thomas about transitions for next year.

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

- Reached out to Sean Brown, Assistant Director of Building and Grounds, and had a meeting about parking lot snow and ice removal. I want to thank Mr. Brown for his quick response.
- Assisted a member with long term absence concerns and directed them to contact HR. and Mike Sears.
- Meet with [Jessica O'Brien](#) , [John Morris](#), [Aimee Grey](#), Cathleen Lawlor, and Brad Bullard regarding safety concerns with the specific classroom concerns.
- Reached out to Sean Brown, Assistant Director of Building and Grounds, to have a meeting with Jeff Grosse, Chief Operating Officer, and David Boyer, Supervisor of Facilities meeting to address safety concerns at the High School
- Assisted a member with Sick Day Transfer eligibility and requirements.
- Working to create parity between buildings for Gifted training requirements.
- Talked with Pre-K representatives about concerns that could be addressed in the upcoming Contract Survey.

**Old Business**-None

**New Business**-None

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

- President Dr. John Morris thanked Middle School representatives for the food
- Treasurer Bill Scanlon reminded everyone about the Staff vs. Student basketball game

Motion for adjournment was made by James Schmidt. It was seconded by Aimee Grey.

Meeting adjourned at 5:20 pm.

***Respectfully submitted,***  
***Lisa Hardiman***

## *Administrators Should Teach*

*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.*

It is this time of year that the SHTA leadership begins thinking about negotiations for our next contract. The current contract expires on December 31st, 2024. The SHTA Salary-Tenure Committee, which will negotiate our contract, will send inquiries to the membership asking what we would like to see in the new contract. I wish to make a proposal that we add a clause that requires all administrators to teach a class every other year.

In some ways, this proposal to have administrators teach seems antithetical to contract negotiations. Typically, the Association negotiates for higher salaries, better benefits, and better structures in which to teach. My argument for having administrators teach a class or classes is that this would ground administrators in the profession, build relationships with students, teachers, and staff, and allow administrators to see the effects of their policies. How could they know how policies are adapted in the classroom if they are not in the classroom?

When I was attaining my Master of Arts in Teaching, the professor who was at the head of the program, also worked for Kent City Schools as the Director of Professional Development, AND she also taught a ninth-grade English class every morning. She negotiated this in her contract primarily so that she supports other teachers in the district through professional development that targets the needs of the working teachers. She saw and discussed with other teachers their needs in the classroom and created professional development opportunities that targeted those needs. She spoke to the pre-service teachers about what to expect in the classroom and how best to prepare for that with experiences, not from the past but from the present. This was not easy for her. She had to juggle multiple jobs. Yet she felt this was the best model and her teaching in the program was well respected by us and her colleagues.

The literature on administration also teaching classes is clear; the model is successful where it is implemented. My colleague, Joe Konipinski, found multiple articles that promote the model ([Admin in Classroom Articles](#)). A 2021 [EdWeek article](#) claimed "Effective leaders often point to trust as central to their success. And teaching, say principals who make a habit of it, is a concrete way to garner trust from their teacher colleagues." In [another article](#), a New Orleans Teacher-Principal was able to understand how the pandemic has affected the students in her school: "Being in the classroom has also allowed her to witness some alarming behavior: Her students fall asleep in class, even during usually-engaging group activities. She's also seen them talking to themselves." The articles all continue to address how administrators who continue to teach find that they are better connected to the students and the staff

If administrators were also teaching, there would be a better connection between administration and staff. Administrators would see the difficulties we face, and be able to troubleshoot the issues with staff to make a truly collaborative workplace. This would build trust with administrators, teachers, and students, and force administrators to be able to openly defend their policies in person as opposed by an email.

I know there are many difficulties in implementing such a policy. I know that Shaker principals and administrators work incredibly hard at an incredibly demanding job. I'm not suggesting that they have free time in their current schedules. I also understand that scheduling the policy is much easier in the upper grades than in the lower grades. This proposal would require a major rethinking of the job description of administrators and many other complications. Yet the benefits seem to far outweigh these difficulties and could lead to a true

collaborative district that balances students' needs, with teachers' resources and the community's wishes. I hope both sides of the negotiating table consider this change to our district, which I believe will greatly benefit us all.

AG



**Images from the March SHTA Representative Council Meeting held in the Shaker Middle School library.**