

IMPORTANT DATES

Monday/Tuesday, April 22 & 23:
Passover

Friday, May 3: Pre-K Professional
Learning, No School for Pre-K ONLY

Monday, May 6: SHTA Executive
Board Meeting, Woodbury School

Monday, May 13: SHTA representative
Council meeting, Onaway School

Thursday, May 16: District Recognition
Reception, SHHS Upper Cafeteria, 4:15
PM

SHTA *news*

April 22, 2024

ISSUE #7

Message from the President

By the end of this school year, I will have taught in Shaker Heights for twenty-seven years. In this time, I have seen the career of professional educator ebb and flow. A recent article published last week is a stark reminder of the challenges facing our young colleagues and profession. The article, aptly titled [“It’s Even Bleaker for Teachers Than You Thought”](#), based on the recent Pew Research study, paints a bleak picture for educators.

One of my central goals before I retire from this position and this career is to make both better for those who come after us. The article displays how daunting this task is. Job satisfaction, student issues and parental involvement were the three primary focuses of the study. Key findings were that “a third of teachers overall said cell phones are a major distraction—and 77% of those being high school teachers. Almost 60% of teachers said they have to deal with students’ behavioral issues every day, and more than two-thirds of teachers in Pew’s survey said they have experienced verbal abuse from a student”.

Unless we make this profession livable and sustainable for teachers, we will be in danger of losing an entire generation of dedicated professionals. We know that part of the solution is making the career more economically viable for college graduates participating in a robust economy. As the article states, “only 15% of public-school teachers say they’re very happy with their salary”. Hopefully, as a district we can remedy this issue, as well as effectively addressing cell phone usage, student behaviors, adequate mental health, and providing adequate academic and social supports for our most at-risk students.

The upside of the article is that more than half of the teachers surveyed found teaching to be fulfilling. That’s a start but the challenge, as the article states, is that “the number of people undertaking teacher-training courses dropped 33% in the decade between 2011 and 2021, and a recent study found almost 80% of schools struggled to find enough qualified teachers”. Personal fulfillment is not enough when “a full 30% told Pew it’s likely they’ll look for a new job this academic year and 11% say it’s extremely likely”.

We can do better in Shaker. In a district where “a community is known by schools it keeps,” we must. Myself and many of our colleagues are within 5 to 8 years from retirement. We want to leave our schools staffed with the best and the brightest teachers. As a district, we have to embrace the competitive pay scale, adequate student supports, and common-sense cell phone and safety policies that will draw and keep dynamic new teachers here in Shaker. The stakes are too high to do anything else.

Speaking of support, we need your support to vote on and hopefully pass three additions to our by-laws that will benefit current and future SHTA members. The first by-law change would compensate our elected building head representatives for their monthly representative council meeting and one meeting with their building principal every month to express building member concerns. The second by-law would provide two SHTA scholarships for high school seniors (one for the child of an SHTA member and one for an SHHS graduate). The third by-law would codify our Vote of No Confidence protocol so it is accessible and transparent to all members. These additions necessitate that 75% of our membership vote on them to become part of our Constitution and By-Laws. We will vote in May and you will receive the full text of all three by-law changes before this critical vote.

By the time this issue is published, you will have submitted your Negotiations Survey by via email. We will use these results to determine priorities and clarify our approach to negotiations next fall. Your diligence and honesty in these surveys is crucial to the Negotiations Team. Thank you for participating in this important work. Thank you to Matt Zucca for helping format, integrate new information, and revise this survey as well. As always, it's been a busy month. I spoke with Superintendent Dr. David Glasner weekly. I communicated with HR Director Dr. Tiffany Joseph regularly. I updated our SHTA Facebook page with Publications Editor Andrew Glasier. I met with High School Head Representative Jessica O'Brien, SHTA Building Safety and Sick Day Transfer Chair Matt Zucca, Assistant Director of Buildings and Grounds Sean Brown, Director of Operations Dave Boyer, and High School Principal Eric Juli to discuss air quality concerns at the High School. I met with members at the elementary buildings to discuss unique building concerns. I met with a member and administrator concerning a transfer issue. I met with a member concerning ADA accommodations in the transfer to a new building. I communicated with a member, SHTA Consul Susannah Moskovitz, and Treasurer Shelley McDermott concerning a years of service issue. I met with Tito Vazquez and Special Educators to discuss challenges in case load sizes and contractual obligations. I met with Personal Rights and Responsibilities Chair Mike Sears and Chief Operating Officer Jeff Grosse concerning a safety grievance. I consulted with PR&R Chair Mike Sears and SHTA Legal Consul Susannah Moskovitz on a pending Arbitration issue. I consulted on SHTA Negotiations Survey with Matt Zucca and Publications Editor Andrew Glassier. I met with SHTA Secretary Lisa Hardiman, SHTA Fenway Head Representative Selena Boyer, SHTA Middle School Head Representative John Koppitch, SHTA Professional Rights and Responsibilities Chair Mike Sears, SHTA Constitution and By-Law Chair Tim Kalan, SHTA Building Safety and Sick Day Transfer Chair Matt Zucca along with Director of School Leadership Felicia Evans and Curriculum Director Dr. John Moore to discuss Middle School and Elementary scheduling concerns. I attended the Investments Committee meeting with Treasurer Bill Scanlon, Elections Chair Chante Thomas, and Woodbury SHTA Member Todd Keitlen. I attended the monthly Collective Bargaining Group Woodbury Transition meeting with Technology Director John Rizzo, Superintendent Dr. David Glasner, Director of School Leadership Felicia Evans, Chief Operating Officer Jeff Grosse and the presidents and leadership of the unions in the district. Finally, I spoke with members about job descriptions and classification.

I will begin my 28th year of teaching next fall. It is my hope that within the time I have remaining as a teacher and SHTA President I can make this job and our Association as strong or stronger than when I came to it. I know that I am not alone in this pursuit. Please consider running for building representative if you are a new teacher. Please vote for our by-law changes and submit the Negotiations Survey. These are ways large and small that you can contribute to the effort to protect and promote our profession and ensure that we can attract and retain the best teachers in the country. It continues to be my honor to pursue these goals as SHTA President through negotiations and another year as SHTA President. In the meantime, please reach out to me if I can be of assistance at morris_j@shaker.org or x6033.

***Respectfully submitted,
John Morris***

OFFICERS' REPORTS

VICE PRESIDENT'S REPORT

Spring is here and I hope everyone had an enjoyable vacation. Fourth quarter is in full swing and we are now preparing for major changes taking place in our District.

During the month of March, I assisted members with questions, concerns and issues relating to Woodbury closing and staff members transitioning to new buildings. I finalized the count for SHTA guests who attended A Night for the Red & White and the generous donation given by the membership with Senior Administrative Assistant Erica Verderber. Thank you so much to all who were able to attend this special event and to staff members who graciously made donations giving back to our students. I attended the April 15th PTO Council Meeting at the Shaker Heights Public Library.

Recipients of the Dr. Rebecca L. Thomas Fellowship Grant, please remember to submit your receipts to receive your reimbursement of up to \$100. Once receipts are submitted, it may take up to 2-3 weeks to receive your check. A few members have asked about the reimbursement process.

1. Receipts can be mailed or sent via email to me, Darlene Garrison
2. I will then fill out a requisition form and send to the Treasurer, Bill Scanlon
3. The treasurer will write a check for the amount of the reimbursement and mail the check back to me using the school mail system
4. Once I receive the check, a second congratulatory letter is written and mailed to the recipient along with the check.

There will be no reimbursements made over Summer Vacation. Keep in mind that the deadline to submit receipts will be the end of September 2024.

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

Spring is finally springing! I hope that everyone feels rested, rejuvenated, and ready to complete the final stretch of the 2023-2024 school year.

During the months of March and April I continued to attend SHTA Representative Council and Executive Board Meetings. During these meetings I took attendance and minutes for the meetings. The minutes can be found at the end of SHTA newsletters each month.

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.

I have discussed with many members about the 15 gifted hours that teachers in grades 2-4 are required to complete by the end of April. Although some principals have given release time to work on these assignments, this time has not been sufficient to complete all 15 of these hours. Many teachers are not done. Some members say that these assignments are not of good quality and/or do not align with their teaching area. Members are also

saying that teachers should be allowed to attend quality professional development for gifted learners in person, for example at the Education Service Center.

This month, I again participated in a meeting regarding next year's schedule. The individuals involved in the meeting were SHTA President Dr. John Morris, Fernway Head Representative Selena Boyer, SHTA Constitution and By-Laws Chair Tim Kalan, Middle School Head Representative John Koppitch, SHTA Professional Rights and Responsibilities Chair Mike Sears, SHTA Building Safety and Sick Day Transfer Chair Matt Zucca, SHTA Teacher Education Chair Wendy Lewis, Mercer Principal Ronisha Campbell, and Woodbury Principal Eric Forman, along with Director of School Leadership Dr. Felicia Evans, Director of Human Resources Dr. Tiffany Joseph, Transportation Supervisor Erin Spevak, Chief Operating Officer Jeff Grosse, and Director of Curriculum Dr. John Moore.

As always, if you have any concerns or questions that I can help address, please feel free to contact me at 4867 or hardiman_1@shaker.org

*Respectfully submitted,
Lisa Hardiman*

TREASURER'S REPORT

At this time of year, my thoughts go out to the Woodbury Staff. They have such a challenging situation ahead of them; switching buildings, for many of them, switching the colleagues they've been working with, having to decide what supplies and classroom materials should move to their next location, and what isn't worth moving - it's all a lot to handle. My heart goes out to them. And at the same time, I'm really happy that they all have us SHTA sisters and brothers looking out for them. Their continued support of the Woodbury Staff has been an ongoing discussion amongst the SHTA Executive Board.

The Investments Committee (Chante Thomas, Todd Keitlen, and myself) and John Morris met with our Edward Jones advisor on April 11th to look over the SHTA investments.

Next month's Representative Council meeting (May 13th) is when the Representatives will be discussing next year's (2024-25) SHTA budget and sending it to the membership for approval. A preliminary budget was distributed at April's Representative Council meeting for the purpose of sharing it with members in each individual building. If you have any concerns or thoughts on the preliminary budget, please let your head building Representative know, so it can be communicated at May's Representative Council Meeting. Or you are welcome to email/call me directly (scanlon_w@shaker.org, 216-333-2627).

*Respectfully submitted,
Bill Scanlon*

Please join us for our
DISTRICT RECOGNITION RECEPTION



Shaker Heights High School
Upper Cafeteria
May 16, 2024 @ 4:15 p.m.

ALL SHAKER EMPLOYEES ARE INVITED
AND ENCOURAGED TO ATTEND!

This event is sponsored by the Shaker Heights Teachers' Association and the Shaker Heights Board of Education.

Contact Darlene Garrison (garrison_d@shaker.org) or Nellie Brown (brown_c@shaker.org) with questions.

EXECUTIVE BOARD REPORTS

PROFESSIONAL RIGHTS AND RESPONSIBILITIES REPORT

SHTA President John Morris and I met with Director of Human Resources Tiffany Joseph and Chief Operating Officer Jeff Grosse on March 20 about the security grievance. We discussed the following topics:

- Active shooter drills
- An upcoming high school safety assessment
- Increased staff participation in online ALICE training (especially at the high school)
- Dedicated school resource officers
- Security monitors from Woodbury being reassigned next year
- Security monitors carrying wands (instead of installing metal detectors)
- Hiring door aides at the pre-K-5 buildings
- Installing more door monitoring systems at the high school (three are being used on a trial basis right now).

We expect a disposition (response) for this grievance from Ms. Joseph and Mr. Grosse in the coming days.

A large group of SHTA representatives, building administrators, and district administrators met on April 5 in response to a grievance by Middle School members about being left out of the process regarding both the transition plans and the changes to the school schedule for the 2024-25 school year. Chief Operating Officer Jeff Grosse, Human Resources Director Tiffany Joseph, Director of School Leadership Felecia Evans, Supervisor of Facilities David Boyer, Transportation Supervisor Erin Spevak, Director of Curriculum and Instruction John Moore, Mercer Principal Roneisha Campbell, Middle School Principal Tom Flood, Woodbury Principal Eric Forman, Middle School Building Representative John Koppitch, Fernway Building SHTA Representative Selena Boyer, SHTA Policy Chair Tim Kalan, SHTA Secretary Lisa Hardiman, SHTA President John Morris, SHTA Teacher Education Chair Wendy Lewis, SHTA Building Safety and Sick Day Transfer Chair Matt Zucca, and I all were in attendance.

Highlights from the meeting included:

- Pre-K-5 students need to start and end school earlier
- 6-8 students need to start and end school later, based on research about sleep needed by adolescents
- School start and end times must be staggered by 45 minutes to allow for school buses to complete routes on time
- Closing of Woodbury doesn't reduce bus routes because of the additional routes needed to accommodate 5th graders at elementary schools and 6th graders at the Middle School
- While there is a mutual interest in providing elementary teachers with more planning time at the beginning of the day, the only way to do that would be to continue to drop off Middle School students first and Elementary students second
- Ending the Middle School student day at 3:45 (as communicated to staff and families in February) creates challenges for the transportation department related to both after school activities and sports
- 2024-25 Elementary student day will be from 8:05-2:50
- 2024-25 Elementary teacher work day will be from 7:45-3:15
- 2024-25 Middle School student day will be from 8:50-3:30
- 2024-25 Middle School teacher work day will be from 8:00-4:00

- This group should meet more often, especially during these transitional years of major changes across the district

In the disposition (response) to this grievance, the administration conceded that they did not follow the language in Article VI School Procedures when making plans for next year. Their response also mentioned that “teacher advisors” wouldn’t have mattered because of transportation. They also wrote that they will include “teacher advisors” on all future decisions. I am hopeful they will keep their word.

“Article VI School Procedures

6.02 The Board will, prior to developing plans for any new buildings or major changes to present structures, **choose several teachers, representative of those instructional areas contemplated for the proposed building or changed structure, to serve as advisors** along with others with respect to the plans to be developed.”

I attended the April Executive Board meeting. During the past month, I provided feedback to the Supplemental Committee about proposed increases, spoke to members about FMLA, and answered members questions about the proposed school calendar changes related to Woodbury closing.

*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. 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 have been collected, reviewed, and sent to building administrators. Approval emails have been sent to individuals by Stacy Poole. A huge thank you to Stacy Poole for her help to organize spreadsheets for each building and assist with changes in partnerships due to reorganization. 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 day 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, all lesson observations 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. By May 10, 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 SHTA Representative Council meeting. I discussed various concerns with the Director of Exceptional Children Elizabeth Kimmel in the 10th of our bi-monthly meetings. Ms. Kimmel provided feedback and support to the issues that we presented. I worked with SHTA President Dr. John Morris over Exceptional Children concerns. I discussed with Human Resource Director Dr. Tiffany Joseph a placement concern that was appropriately and fairly solved. I attended the Exceptional Children's Leadership Team with Dr. Denise Snowden, PhD, Shaker administrators and SHTA members, participating in creating the new district handbook for Exceptional Children. I provided support to various SHTA members concerning issues including but not limited to job placement, personnel issues and work options. I participated in the School Psychologist interviews and I represented a member in a Fact-Finding meeting. I participated in the Itinerant Concerns meeting with SHTA President Dr. John Morris and SHTA members. I have communicated with Shaker Heights High School 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, and assistant principals. I also worked with Exceptional Children Supervisor K - 6 Erin Dzolic and 7-12 Supervisor Jennifer Currie.

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

POLICY COMMITTEE

This year our membership will be asked to vote on three amendments to our constitution. One amendment is to codify language concerning SHTA votes of no-confidence. One creates scholarships for students attending post-secondary school. The last inserts language into the constitution that will pay building head representatives stipends for their monthly meetings with principals. Three-fourths of the membership must vote in the affirmative for these amendments to take effect.

Here is the text of the proposed amendments as they will appear on the ballot (*I have italicized changes to current language*):

1) BY-LAW XI VOTES OF NO-CONFIDENCE

Votes of no-confidence in members of the Shaker Heights City School District Building Administrators, District Administration, and/or the School Board may be initiated in an individual building OR in Representative Council with a motion and a second from the floor by a

building SHTA Member or by a member of the Representative Council, respectively, to be followed by an affirmative vote of the Representative Council, and a subsequent secret ballot of the pertinent body in which an 80% threshold is necessary in order for the SHTA building or SHTA body as a whole to declare a Vote-of-No-Confidence in the applicable party.

A. A Vote of No-Confidence in the Shaker Heights Building-Level Administrator must initiate with a motion from the floor of an SHTA building meeting by a building SHTA Member and, once properly seconded, to be followed by an affirmative vote to move forward to a secret ballot by a simple majority vote of the building membership in attendance, and a subsequent secret ballot of the SHTA membership in the affected building, in which 80% of the total SHTA building membership is necessary in order for the SHTA to declare a Vote-of-No-Confidence in the applicable party. The results of the vote will be shared with the SHTA members of the building affected and communicated by the SHTA President to District Administration and the School Board. The decision to share this VNC (vote of No-Confidence) with the public will be determined by the SHTA President and Executive Board.

B. A Vote of No-Confidence in the Shaker Heights School Board must initiate with a motion from the floor of the SHTA Representative Council to be followed by an affirmative vote to move forward to a secret ballot by a quorum majority vote of the members of the Representative council and voting members of the Executive Board, and a subsequent secret ballot of the SHTA membership in which 80% of the total SHTA membership is necessary in order for the SHTA to declare a Vote-of-No-Confidence in the applicable party. The results of the vote will be shared with the SHTA members and communicated by the SHTA President to District Administration and the School Board. The decision to share this VNC (Vote of No-Confidence) with the public will be determined by the SHTA President and Executive Board.

C. A vote of No-Confidence in a Shaker Heights School District-Level Administrator must initiate with a motion from the floor of the SHTA Representative Council to be followed by an affirmative vote to move forward to a secret ballot by a quorum majority vote of the members of the Representative council and voting members of the Executive Board, and a subsequent secret ballot of the SHTA membership in which 80% of the total SHTA membership is necessary in order for the SHTA to declare a Vote-of-No-Confidence in the applicable party. The results of the vote will be shared with SHTA members and communicated by the SHTA President to District Administration and the School Board. The decision to share this VNC (Vote of No-Confidence) with the public will be determined by the SHTA President and Executive Board.

2) By-Law VII: FINANCES

F. SHTA Scholarships

1. The SHTA will disburse two (2) SHTA scholarships per school year for a total of up to one-thousand (\$1000) dollars.
2. One scholarship, the SHTA Legacy Award, will be a five-hundred (\$500) scholarship for the child of an SHTA member who graduates from high school during the year of the award and who applies for the award and meets the qualifications.
3. The second scholarship, the SHTA SHHS Distinguished Senior Award, will be a five-hundred (\$500) scholarship for a Shaker Heights High School graduate who applies for the award and meets the qualifications.
4. Applicants for this scholarship will submit their applications no later than March 15th. Applications will then be reviewed by a panel of five (5) members chosen by the SHTA President. The panel will determine one recipient for each award based on the student application and essay. Panelists will serve two (2) year renewable terms. Any member whose own child is considered for either award cannot serve on the scholarship panel in that year. Awards will be announced at the May SHTA Representative Council meeting.
5. No recipient can receive both awards for these scholarships.
6. The President of the SHTA will be responsible for choosing the scholarship panel members and for approving the funds.

3) By-Law IV ADMINISTRATION

D. Head Building Representative

- 1. Head Building Representatives will be responsible for executing all duties outlined within item C. above.*
- 2. Head Building Representatives will be defined as those representatives who receive the most votes per building OR the representative that is selected, by consensus, among the regular elected building representatives.*
- 3. Regular Representatives will continue to receive a per meeting stipend for the monthly Representative Council meeting, while Head Representatives shall receive one per meeting stipend for attending the Representative Council meeting AND an additional per meeting stipend for a monthly meeting with building administration before the Representative Council meeting.*

*Respectfully submitted,
Tim Kalan, Chairperson*

MEMBERSHIP/ELECTIONS COMMITTEE

Greetings everyone! On Monday, May 20th we will be holding our building representative elections, and voting on the 2024/2025 SHTA Proposed Budget. Also, three proposed bi-laws have been shared with you (see Policy Committee) regarding an SHTA Scholarship and Head Rep stipend increase including a clarification of duties in our Association's constitution. Please review and be sure to review the proposed changes that will need your approval.

If you are interested in being placed on the ballot and have been a member of SHTA for three years, you are eligible to run! *Please be sure to let the building head representative know you want to be included on the ballot.*

Also, for the 2024-2025 school year, for one year only, current Woodbury staff will elect a building representative to follow them to each of their new schools. K-4 and Middle School head representatives will be notified about the person fulfilling this role so they can work together.

The 2023-2024 Elected Representative Council Members are:

Boulevard- Cathy Grieshop,
Onaway- Noreen Smyth-Morrow
Fernway- Selena Boyer
Lomond- Kelly Grahl, Shifa Isaacs
Mercer- Eileen Sweeney
Woodbury-Stacey DeYoung, Aquita Shepherd, Melissa Albrecht, Lee Appel (alt)
Middle School- John Koppitch, Erika Pfeiffer, Matt Klodor
High School – Jessica O'Brien, Brian Berger, Aimee Grey, Enid Vazquez, Kim Roberts, Joel Rathbone, Adam Cohen, Catherine Szendry
IC- Linda Roth

*Respectfully submitted,
Chante Thomas, chairperson*

DIVERSITY, EQUITY & INCLUSION COMMITTEE

This month I had the opportunity to chat with educators and administrators across the city who are focused on inclusive education. While there were many perspectives, ultimately the common denominator is progress is slow, and more intentional work is needed to bridge the gaps that occur in teacher and staff hiring practices. Until the “plan” is put into action, we will continue to have the same conversation we are having for the next generation of educators.

My research continues to open up dialogue about our history and through understanding our history we can transform our future;

Did you know... The Human Zoo in Paris, 1905. In the late 1800s through the 1900s, White Americans & Europeans used Africans to create "Human Zoos" in cities like Paris, Hamburg, Antwerp, Barcelona, London, Milan, Warsaw, St Louis, and New York City. The idea of a Negro village was the most popular in Germany, where the ideas of Social Darwinism were widely accepted by many people. Human zoos were 19th and 20th century public exhibits of African people on display like at a museum, but in true life forum, also known as an "ethnological exposition" (the exhibition of human beings & a Negro village). Rarely did you find whites in these exhibitions, but you could always find Africans, Asians & Indigenous people of all kinds caged and displayed in a "makeshift natural habitat." These human displays were very popular & shown at world fairs where they drew Europeans and Americans in the tens of millions, from Paris to Hamburg, London to New York, Moscow to Barcelona. This was the Europeans' way of solidifying "White Supremacy", through the expense of torturing and humiliating indigenous people. The Africans were usually forced to live behind gates and in cages similar to animals in a zoo today. Most Africans were kidnapped and brought to be exhibited in the human zoo. Many of them died quickly, more within a year of their captivity. A Large number of visitors attend these exhibitions in each city daily. The Parisian World Fair featured a human zoo that exhibited Africans, and 34 million people were drawn to the exhibition in just six months.

Credits: *African American Archives*

*Respectfully submitted,
Angela Goodrum, Chairperson*

BUILDING SAFETY & SICK DAY TRANSFER COMMITTEE

This month started with a meeting at the high school regarding safety concerns in specific classrooms with SHTA High School Head Representative [Jessica OBrien](#), SHTA President Dr. [John Morris](#), Assistant Director of Building and Grounds Sean Brown, Supervisor of Facilities David Boyer and High School Principal Eric Juli. Upon the request of the Association, an air quality test was conducted. I was provided with the results from the EA Group Environmental Analysis, which reported no adverse air quality concerns at the time of the testing. I want to thank Sean Brown and the High School custodial staff for the timely response to our concerns.

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

I asked K-4 building representatives to check in on members who have gifted training requirements in order to help obtain additional release time to complete the training. I want to thank the k-4 building reps for their assistance with this endeavor.

I worked with Dr. Morris to create the current SHTA Negotiation Survey.

Finally, I attended a meeting at the administration building regarding the schedules of the Middle School and Elementary buildings for next year.

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

Aisha's Law is coming up again for a vote in the Ohio House. The law is named for Aisha Fraser, the Shaker teacher who was killed by her ex-husband in 2018. The law would require police officers to screen victims of domestic violence to assess the risk that they could be killed by their partners. The Plain Dealer is [covering](#) the bill.

EdWeek is [reporting](#) on the cut to the budget of the US Department of education as a part of averting a shutdown of the Federal government. Also, the Biden administration is requesting money to fund Pre-K education and raises for teachers (EdWeek has an [article](#)).

The Plain Dealer is [reporting](#) that the state is paying for more students to use vouchers go to private schools. Most of the students using these vouchers were already going to private schools, but now the state is picking up more of the bill.

EdWeek has an [article](#) describing the recent pattern of decreased funding for education at the state level. This is in contrast with increases in funding over recent years.

The Ohio Department of Public Safety has requested money to fund two mobile "shoot houses" to help train school staff armed with guns – The Ohio Capitol Journal [reports](#).

In the aftermath of a recent election, seven school districts in Texas are being sued because administrators publicly expressed preference for candidates that were against school vouchers. EdWeek has [coverage](#).

*Respectfully Submitted,
David Klapholz, Chairperson*

SHTA PAC COMMITTEE

Did you complete your State Teachers' Retirement System ballot? There are two candidates for one open seat. Michelle Flanigan has this [website](#). Here is some information about [Sandy Smith Fischer](#). There is information about both candidates in the mailing. [This is the information](#) from STRS. There is information on the ballot for voting electronically. If you threw out your ballot email STRSOHhelp@electionservicescorp.com for a ballot. You may vote until May 6.

Take time for yourself and enjoy spring!

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

TEACHER EDUCATION COMMITTEE

This is a busy time of year with evaluations, tenure requests, and licensure renewals. If your license is expiring this June and you have a four-year Resident Educator License, you will either need to apply for an extension or apply for the 5-year Professional Educator license. Please check with your RESA mentor if you have any questions about which is appropriate for where you are in the process.

*Respectfully Submitted,
Wendy Lewis, Chairperson*

SOCIAL COMMITTEE

On Thursday, May 16th, SHTA and the Shaker Heights City Schools will host the Annual Spring Recognition Reception. We will honor and celebrate our colleagues for their commitment and dedication to the students of Shaker Heights. This event will take place at Shaker Heights High School in the upper cafeteria at 4:15PM.

*Respectfully Submitted,
Darlene Garrison, Chairperson*

The SHTA is on



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MINUTES FOR THE REPRESENTATIVE COUNCIL MEETING

SHTA President, Dr. John Morris started the April 15, 2024 Representative Council Meeting at 4:30 PM. **The meeting took place at Lomond Elementary School.** Dr. Morris introduced *Lomond Elementary School's Principal, Mr. George Clark* to the Representative Council.

Lomond Elementary School, Principal Mr. George Clark welcomed the SHTA Representative council to Lomond Elementary School. He explained a few of the learning activities that Lomond students have been involved in around the community. Mr. Clark called attention to a display which features students who participated in "Black Men in White Coats", which was facilitated by Lomond's IB Coordinator and SHTA Representative, Shifa Isaacs. He also discussed a project which he hopes to get going by the end of the year. This project will make connections between elementary students and high school students and will focus on entrepreneurship. They will be working with Angela Harrell from Shaker Heights High School.

A motion for approval of the MINUTES from the March 11, 2024 Representative Council meeting was made by Jessica O'Brien and seconded by Lena Paskewitz.

Administration Report

Director of Human Resources, Dr. Tiffany Joseph was present for the SHTA Representative Council Meeting. She said that emails will be sent out regarding Peer Evaluation for 2024-2025 by Wednesday of this week. The Human Resources Department has been addressing individuals who are changing buildings next year. Dr. Joseph also said that the recognition reception information will be coming out soon.

Officers' Reports

President, John Morris

- Spoke with Superintendent Dr. David Glasner weekly
- Communicated with HR Director Dr. Tiffany Joseph regularly
- Updated SHTA Facebook page with Publications Editor Andrew Glasier
- Met with High School Head Representative Jessica O'Brien, SHTA Building Safety and Sick Day Transfer Chair Matt Zucca, Assistant Director of Buildings and Grounds Sean Brown, Director of Operations Dave Boyer, and HS Principal Eric Juli to discuss air quality concerns at the High School
- Met with members at the elementary building to discuss unique building concerns
- Met with a member and administrator concerning a transfer issue
- Met with a member concerning ADA accommodations in the transfer to a new building
- Communicated with a member, SHTA Consul Susannah Moskovitz, and Treasurer Shelley McDermott concerning a years of service issue
- Met with Tito Vazquez and Special Educators to discuss challenges in case load sizes and contractual obligations
- Met with Personal Rights and Responsibilities Chair Mike Sears and Chief Operating Officer Jeff Grosse concerning a safety grievance
- Consulted with PR&R Chair Mike Sears and SHTA Legal Counsel Susannah Moskovitz on the pending Arbitration issue.
- Consulted on SHTA Negotiations Survey with Matt Zucca and Publications Editor Andrew Glassier.
- Met with SHTA Secretary Lisa Hardiman, SHTA Fenway Head Representative Selena Boyer, SHTA Middle School Head Representative John Koppitch, SHTA Professional Right and Responsibilities Chair Mike Sears, SHTA Constitution and By-Law Chair Tim Kalan, SHTA Building Safety and Sick Day Transfer Chair Matt Zucca along with Director of School Leadership Felicia Evans and Curriculum Director Dr. John Moore to discuss Middle School and Elementary scheduling concerns.

- Attended Investments Committee meeting with SHTA Treasurer Bill Scanlon, SHTA Elections Chair Chante Thomas, and Fernway SHTA Member Tod Keitlin.
- Woodbury Transition meeting with Collective Bargaining Groups, John Rizzo and Admin: Teachers should not bring own boxes or containers to move to new space (the moving company will also have its own label scheme). Wait for the district to provide. This is the "I need the stuff in these crates day one." *Unless personal effects. You can box and take these home as you see fit. June 7th last workday. Moving company comes in on June 8th. We need to be out of Woodbury by June 14th. I anticipate building administration reiterating this communication to Woodbury.

Secretary, Lisa Hardiman

- Sent out invitations for SHTA meetings
- Took the minutes of the Representative Council Meeting
- Compiled attendance at executive board and representative council meetings
- Participated in another meeting with SHTA President Dr. John Morris, Fernway Head Representative Selena Boyer, SHTA Constitution and By-Laws Chair Tim Kalan, Middle School Head Representative John Koppitch, SHTA Professional Rights and Responsibilities Chair Mike Sears, SHTA Building Safety and Sick Day Transfer Chair Matt Zucca, SHTA Teacher Education Chair Wendy Lewis, Mercer Principal Ronisha Campbell, and Woodbury Principal Eric Forman, along with Director of School Leadership Dr. Felicia Evans, Director of Human Resources Dr. Tiffany Joseph, Transportation Supervisor Erin Spevak, Chief Operating Officer Jeff Grosse, and Director of Curriculum Dr. John Moore regarding the elementary and middle school schedules for next year.
- Met with Mercer Head Representative Eileen Sweeney to discuss building concerns
- Participated in Mercer's Building Committee Meeting

Treasurer William Scanlon

- Met with SHTA investment advisor Brady Krebs
- Passed out and explained the proposed budget for next year. Members will vote on the budget next month.

Building Representative Reports

Boulevard-Cathy Grieshop

- Many activities occur during arrival and dismissal. The office staff cannot answer phones, manage dismissal, talk to parents who come in, and then make sure that the parents do not walk past the office instead of waiting where asked. We need to have a security guard in the building.

Fernway-Selena Boyer

- Attended a meeting with Director of School Leadership Dr. Felicia Evans, Director of Curriculum Dr. John Moore as well as elementary and middle school teachers to discuss the changes to next year's schedule.
- There have been ongoing conversations with Fernway principal Chris Hayward and Beth Wilson-Fish regarding release time for teachers (second-fourth) to complete the gifted hours requirement. While the affected teachers are happy that they have finally been granted release time to work, they are now very rushed as there were only 13 school days left until the completion deadline when they received notice. Matt Zucca took lead on securing release time for our teachers for these last several months. Because some of these teachers have state testing this week, they have been unable to use the release time because they are concerned and motivated to make sure their students are as prepared as possible for state testing.
- There are members also disappointed with the quality of the training. Members have expressed that they don't mind doing some independent work, but 15 hours of independent work is quite a task. They believe they would benefit more if they were able to complete hours of PD in person. In the past, teachers have done gifted training at the ESC and learned a lot. Giving teachers assignments on Google, assignments

feels like busy work and some are not sure they are getting the most out of their learning. Another member mentioned that this is not the kind of PD that Shaker usually offers.

- Finally, teachers are requesting that the gifted training hours be revised for next year.

Lomond-Kelly Grahl

- 2nd, 3rd, and 4th grade teachers still have 10+ hours left to complete gifted training. Although time has been given by administrators, it is insufficient to complete all of it.
- It was also noted by President Dr. John Morris that planning time should not be used for professional development

Mercer-Eileen Sweeney

- Also dealing with completion issues of gifted training

Onaway—Noreen Smyth-Morrow

- Regarding gifted hours-members say that it is difficult to complete when given insufficient time
- Asked the Director of Human Resources Dr. Tiffany Joseph if classes may be split next year since there will be less or no building substitutes
- There have been pre-school reassignments

Woodbury— Stacey DeYoung

- No Report

Middle School—John Koppitch

- I presented the results of a member survey about next year's schedule at the March school board meeting. I also shared concerns that members had with the overall process of creating the schedule to the board as well.
- Mike Sears and I attended a meeting at the administration building with building representatives from elementary buildings, Woodbury, and the administrative parties involved with the scheduling for next year.
- Members have stated that they are ignored by students in the hallway when they ask them to put their cell phones away.

High School—Jessica O'Brien

- Met with Mr. Juli to discuss member concerns about teaching 5 or 6 classes next year.
- Many members are concerned as to what a duty will be. Mr. Juli has the scheduling committee creating ideas as to what a duty for someone who is teaching 5 classes would be.
- Received the Air Quality test results from Sean Brown and forwarded those findings to members.
- A leak is still being addressed inside the Shaker Writing Center, and we are looking at how we can relocate those teachers and students.
- Met with a member and Assistant Principal Katie Slifkin to address negative interactions between the member and AP Slifkin.
- Met with a member about medical leave.

Innovative Center--Linda Roth

Safety & Security Follow-Up from 2/12/24 IC Building Report:

- Assistant Principal Mr. Isiah Wyatt, Chief Operating Officer Mr. Jeff Grosse, and Safety & Security Supervisor Mr. Vic Ferrell met on 4/11 to discuss the IC Safety & Security Plan.
 - An IC Safety and Security Training will occur at the IC on 4/22/24.
 - The IC will hold its first fire drill of the year on 4/30/24.
- On 4/9, the four IC core teachers joined Mr. Wyatt at his presentation before the SLT. During the Q&A, I again requested a safety and security plan for the IC.

- The point was made that the IC is in a city building so there are different policies and procedures.
 - I reminded everyone that the IC houses Shaker students and Shaker teachers.
- When asked, Mr. Wyatt indicated that he has not led any safety drills this year.
- Mr. Grosse acknowledged that the safety plan has not been shared with Mr. Wyatt and the IC staff and this needs to be addressed.
 - By the end of the day, a meeting was scheduled for 4/11.
- During the morning of 3/20, there was a fire in the microwave in the IC kitchen.
 - The fire alarm did not activate and we carried on as normal.
 - Students and staff were present during this time.
 - We learned the fire panel did not communicate with the fire department.
 - The city and fire department worked together and the panel has since been fixed.
 - We would like to know what role the District plays in fire safety at the IC.
- On 3/18, I again asked Mr. Wyatt about the IC's safety and security plan.
 - The IC has yet to conduct any type of safety drill this school year.
 - Mr. Wyatt said that he is committed to helping find a resolution/solution and said he is going to have to "push the envelope" and speak with Mr. Ferrell.
- The IC has experienced issues with the District providing 8am-4pm security coverage when our guard is out.
 - I covered the security desk on 3/15 when we did not have coverage.
 - I notified AP Isaiah Wyatt and SHTA President John Morris and a sub arrived at noon.
- In March, I sat in on two meetings between a teacher and an administrator.

Executive Board Reports

Publications—Andrew Glasier

- Updated Twitter and Facebook accounts
- Attended Executive board meetings and Representative council meetings
- Have not met with Superintendent Dr. David Glasner yet about editorial. Will be meeting with him later next week
- Will be an editorial on eye insurance in the next newsletter
- Executive board should have blurbs ready by Wednesday at midnight
- Worked with member on evaluation issues
- Worked with PAC on STRS elections

Evaluation-Lena Paskewitz

- Peer Evaluation: Human Resource Director Dr. Tiffany Joseph's emails are going out as we speak; They are late due to the building reorganization
- The approval rate for peer evaluators from the principals was very high
- If it seems like evaluations are late or not pinned yet, please let us know so we can advocate for you
- Make sure you read your evaluations to understand
- Everything should be pinned by May 10th

Membership and Elections-Chante Thomas

- Election for representatives, budget, etc. will be May 20th
- Just for this year, Woodbury members will be counted separately than the buildings where they will be next year

Policy-Tim Kalan

- Participated in schedule meeting at the administration building
- Asked a question about how Woodbury teachers will vote

Public Relations-Bob Bognar

- 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 10th of our bi-monthly meetings. Ms. Kimmel provided feedback and support to the issues that we presented.
- Worked with SHTA President Dr. John Morris, over Exceptional Children concerns.
- Discussed with Dr. Tiffany Joseph over a placement concern that was appropriately and fairly solved.
- Attended the Exceptional Children's Leadership Team with Dr. Denise Snowden, PhD, Shaker administrators and SHTA members, participating in creating the new district handbook for Exceptional Children.
- Provided support to various SHTA members concerning issues including but not limited to job placement, personnel issues and work options.
- Participated in the School Psychologist interviews
- Represented a member in a Fact-Finding meeting.
- Participated in the Itinerant Concerns meeting with SHTA President Dr. John Morris and SHTA members.
- Communicated with Shaker Heights High School 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 and 7-12 Supervisor Jennifer Currie.

Legal Aid-James Schmidt

- No Report

Legislative-Dave Klapholz

- The Plain Dealer is reporting that the state is paying for more students to use vouchers to go to private schools. Most of the students using these vouchers were already going to private schools, but now the state is picking up more of the bill.
- Aisha's Law is coming up again for a vote in the Ohio House. The law is named for Aisha Fraser, the Shaker teacher who was killed by her ex-husband in 2018. The law would require police officers to screen victims of domestic violence to assess the risk that they could be killed by their partners. The Plain Dealer is covering the bill.
- The Ohio Department of Public Safety has requested money to fund two mobile "shoot houses" to help train school staff armed with guns – The Ohio Capital Journal reports.
- EdWeek is reporting on the cut to the budget of the US Department of education as a part of averting a shutdown of the Federal government.
- Also, the Biden administration is requesting money to fund Pre-K education and raises for teachers (EdWeek has an article).
- EdWeek has an article describing the recent pattern of decreased funding for education at the state level. This is in contrast with increases in funding over recent years.
- In the aftermath of a recent election, seven school districts in Texas are being sued because administrators publicly expressed preference for candidates that were against school vouchers. EdWeek has coverage.

Building Safety and Sick Day Transfer-Matthew Zucca

- Met with [Jessica OBrien](#) , [John Morris](#), Sean Brown Assistant Director of Building and Grounds, David Boyer, Supervisor of Facilities and High School Principal, Eric Juli regarding safety concerns with the specific classroom concerns.
- Received the report EA Group Environmental Analysis concerning air quality in specific rooms in the High School. The report indicates that there are no adverse air quality concerns currently in the inspected rooms.
- Received a 2019 copy of the district's asbestos report mandated by the Hazard Emergency Response Act. Summary of the report states there are no concerns
- Assisted a member with Sick Day Transfer eligibility and requirements.
- Asked K-4 building reps. to check in on members who have gifted training requirements.
- Worked with Dr. Morris to create the current SHTA Negotiation Survey.
- Attended a meeting at the administration building regarding the schedules of the Middle School and Elementary buildings for next year.

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

- Did you complete your State Teachers' Retirement System ballot? There are two candidates for one open seat. Michelle Flanagan has this [website](#). Here is some information about [Sandy Smith Fischer](#). There is information about both candidates in the mailing. [This is the information](#) from STRS. There is information on the ballot for voting electronically. If you threw out your ballot email STRSOHhelp@electionservicescorp.com for a ballot You may vote until May 6.

Old Business-None

New Business-

- SHTA Special Education Chair Tito Vazquez distributed and read a proposed change to *By-Law IV ADMINISTRATION*. It was seconded by Legal Aid Chair James Schmidt. Discussion occurred. The SHTA Representative Council voted in favor of moving the amendment to the May ballot.
- High School head representative Jessica O'Brien distributed the proposed *By-Law VII Finances SHTA Scholarships* amendment. Discussion occurred. The SHTA Representative Council voted in favor of moving the amendment to the May ballot.
- Legal Aid Chair James Schmidt distributed *By-Law XI Votes of No Confidence*. This is an addition to the SHTA By-Laws. Discussion occurred. The SHTA Representative Council voted in favor of moving the amendment to the May ballot.

Good of the Order-

- Dr. John Morris thanked Lomond representatives for food and beverages
- Dr. John Morris thanked Fernway Head representative Selena Boyer and Middle School head representative John Koppitch for representing elementary schools and middle school regarding schedules
- Dr. John Morris thanked Tim Kalan and James Schmidt for organizing and shaping the new amendments

Motion for adjournment was made by Jessica O'Brien and seconded by Lena Paskewitz

Meeting adjourned at 5:40 pm.

***Respectfully submitted,
Lisa Hardiman***

We NEED Eye Insurance!

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.

To our Union and Union leaders:

Let's be clear- we do not have eye coverage, as our union negotiating questionnaire indicated. "Coverage" insinuates that we have an insurance policy. We do not. Furthermore, the discount plan that we do have is not accepted at most places that accept general VSP plans.

In a society in which we cannot purchase eye insurance independently in the government healthcare marketplace, and where insurance is tied to your employer, the lack of an eye insurance policy is neglectful of staff with significant vision needs. I would even go so far as to state that not having eye insurance is ableist, especially for those of us with significant and costly vision needs.

Additionally, a number of staff have indicated they have asked for eye insurance every year they have been here, which in some cases is over ten years. Let's stop ignoring the collective need, and the ethical importance, of offering comprehensive insurance plans, including eye insurance.

Respectfully,

Mrs. Emilee Callahan

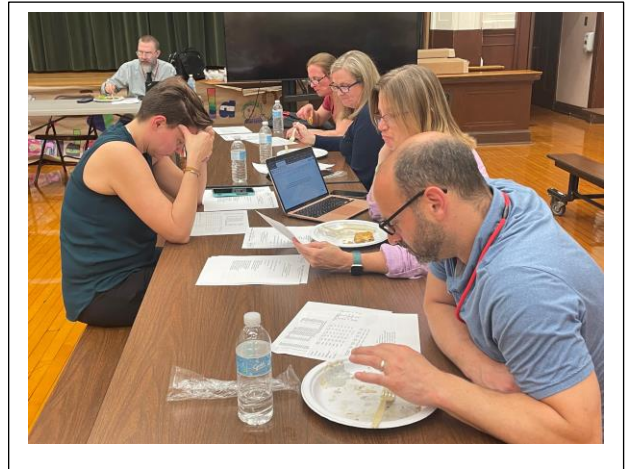
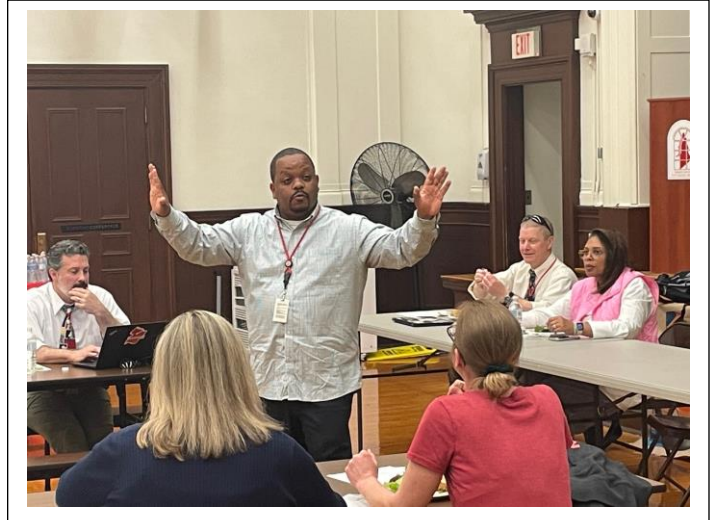
*Reading Teacher- Exploring Literacy, Literacy Lab
Shaker Heights High School*

The SHTA PAC is on



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



Images from the April SHTA Representative Council Meeting held at Lomond School.