

## **IMPORTANT DATES**

**Tuesday, May 21: BOE Meeting**

**Monday, May 27: Memorial Day, schools closed**

**Monday, June 3: PreK End-of-Year conference**

**Wednesday, June 5: HS Commencement, Last Day of School K-8**

**Thursday, June 6: Last Day of School HS**

**Friday, June 7: PreK-12 Professional Day/Clerical Day**

# **SHTA** *news*

**May 21, 2024**

**ISSUE #8**

## **Message from the President**

We made it to May! It's been an extraordinarily busy year centering on a major transition in reorganizing our 5<sup>th</sup> and 6<sup>th</sup> grade classes to our elementary schools and middle schools respectfully, but we have made it to Spring verging on Summer. There is much work yet to do, but we have used our collectively bargained means of communication to represent the voices of our members to the best of our contract's abilities. The work will continue throughout next year, but it is time to reflect and celebrate.

During the month of May, I like to remind SHTA members of the significance of union membership. We have, over our 40 plus year history as an independent teachers' union, collectively bargained for benefits such as competitive pay increases, reasonable health care costs, generous retirement sick day payouts, an innovative peer evaluation program, a groundbreaking sick day transfer protocol, and highly involved individual building representation. Next year, we will add a Pre-K Representative to Representative Council to provide voice for this expanding group. All of this has been made possible by the hard work of dues-paying SHTA members. SHTA membership is both a right and a privilege, especially in an era of "Right to Work" and privatization. We are incredibly fortunate to benefit from communication, social connection, and representation by our tireless SHTA Representatives and Executive Board, as well the finest labor lawyer in the Northeast, Susannah Muskovitz. I am proud to stand side-by-side with all of my SHTA siblings. I am eternally grateful for all of them.

I love this time of year because I can recognize SHTA members who understand the value of the union in their lives, their students' lives, their colleagues' lives, and their professions. Celebrating these members is the purpose of the Distinguished Service Award. This year our winner is Fernway Head Representative and former Social Chair Selena Boyer.

Selena began teaching in Shaker during the 2002-2003 school year. She has worked at Fernway for 20 of her 21 years in the district, the same elementary school she attended. Selena began working for the Association under the leadership of our former president Dr. Rebecca Thomas. Selena became a head building representative at Fernway in the Fall of 2009 and advocated for the Fernway teachers until 2014 when she was appointed to Social Chair on the SHTA Executive Board. In 2022 Selena stepped down from the Executive Board to serve as the head building representative at Fernway once again and has enjoyed helping her colleagues. Selena has participated in various protests against SB5 and letter writing campaigns to congresspeople on various issues related to education. She advocated for Shaker teachers and students for safe protocols to be in place prior

to a return to in person work during Covid 19. Most recently, Selena participated in ongoing work with administration and represented elementary teachers to correct schedule issues and collaboratively design a new elementary schedule that allowed teachers to provide a high level of quality instruction to students.

Selena is married to Donnell Boyer who is also a graduate of the Shaker Schools--the "Shaker Love" thing is real! They have a 7-year-old boy (Dash) and a 6-year-old daughter (Sasha) who keep them extremely busy and exhausted. Selena loves every second of the chaos because she knows that one day she will wake up and there won't be anyone left to take to baseball practice or dance class. Since Sasha's birth, Selena has dedicated herself to raising awareness of cerebral palsy and advocating for individuals living with the condition and the families that support them. Parents of children with cerebral palsy, like Selena, hope their children grow up healthy, happy, and able to find their place in the world. Don't take for granted each step you take, each time you comb your hair, dress, or even say hello to a friend. Somewhere, someone with cerebral palsy fights for a chance to complete these tasks independently.

It was an honor to recognize Selena, along with celebrating career milestones and retirees, at our District Reception on Thursday, May 16th at the High School Upper Cafeteria. This is what a union does. This is what the Shaker Heights Teachers' Association was built upon. Thank you all for being valued members of our Association. A special thank you to Vice President Darlene Garrison, Secretary Lisa Hardiman, Fernway Head Representative Selena Boyer, and Human Resources Specialist Nellie Brown for planning and executing this important event!

May has been a characteristically active month. I spoke weekly with Superintendent Dr. David Glasner. I spoke regularly with HR Director Dr. Tiffany Joseph. I updated the SHTA Facebook page with Publications Editor Andrew Glasier. I discussed SHTA elections with Elections Chair Chante Thomas. I worked with a member on accommodation issues. I communicated with a Pre-K member about Pre-K concerns. I communicated with Vice President Darlene Garrison. I discussed Intervention Specialist concerns with Special Education Chair Tito Vazquez. I met with IC Head Representative Linda Roth to discuss security concerns. I assisted a member with a continuing contract issue. I assisted a Middle School member with a safety concern. I met with Director of School Leadership Dr. Felicia Evans to discuss a survey for the Building Committee pilot. Head Reps will share the survey with Building Committee members. I met with the Negotiations Team to discuss survey results on May 10<sup>th</sup>. I will meet with Dr. Thornton and the Executive Board to discuss deleveling in the district on May 14<sup>th</sup>. I will attend the Union Leadership/Woodbury Transition meeting on the morning of May 16<sup>th</sup>. I will attend our SHTA Recognition Reception on Thursday, May 16<sup>th</sup> at 4:30 in the HS Upper Cafeteria to celebrate the newly tenured, career milestones, retirees, and award winners! I am looking forward to helping at least 75% of our members vote on crucial SHTA amendments with our elections on Monday, May 20<sup>th</sup>. Finally, I will attend K-8 Transition Check-In Meeting with Building Head Reps on May 23<sup>rd</sup>.

This will be the last newsletter before summer break, so I would like to wish all of you a safe, happy, and reenergizing summer. Please take time to enjoy your friends and family, and take care of yourselves. This work demands an incredible amount of physical and emotional investment that cannot be sustained unless you take care of your physical and mental health. The break gives us the necessary time to do so. Next year, we will continue to support our members as we experience this reorganization of 5<sup>th</sup> and 6<sup>th</sup> grades. We will also be heading into Negotiations in the fall. It continues to be an essential part of my life's work to serve as President of the Shaker Heights Teachers' Association. If I can be of any assistance over the summer, please don't hesitate to reach out to me at [morris\\_j@shaker.org](mailto:morris_j@shaker.org).

*Respectfully submitted,*  
**John Morris**

# OFFICERS' REPORTS

## VICE PRESIDENT'S REPORT

As the 2023-2024 school year comes to an end, I have so many mixed feelings about packing up for the summer. After thirty years of teaching, learning and building relationships at Woodbury Elementary, it's time to say goodbye for a few years. The Woodbury staff has been my second family and the thought of us being separated and placed in different schools is a hard pill to swallow. I will definitely miss all the times we had over the years. Good luck to everyone in your new building assignments.

The Shaker PTO Council meets quarterly to discuss activities planned and executed at all schools. As the Vice President of the Association, I attend those meetings. The final meeting was scheduled for Monday, April 20th and I was present for the meeting via Zoom. Also, I am one of the members on the Investment Committee for SHTA along with Treasurer Bill Scanlon, Membership Chair Chante Thomas and SHTA Member Todd Keitlen. We meet twice a year with our Financial Advisor, Brady Krebs to discuss our investments.

This year, the Night for the Red & White was fabulous. I serve as the teacher liaison and I volunteer to serve on one of the committees. I had an opportunity to share ideas with the initial planning. I assisted with providing information to staff members about silent auction ideas, and worked with members from the Shaker Schools Foundation. SHTA donated gift cards to Shaker restaurants for the Silent Auction. This year, the gala was held at the high school and it was absolutely magical.

This year, I also acted as the Social Chair for SHTA. We enjoyed two Happy Hours at Pizzazz and Midnight Owl. A good time was had by everyone who attended. We ended the year by hosting the annual Recognition Reception on May 16th. Congratulations to all staff members who were recognized at this event.

If you would like your reimbursement for the Dr. Rebecca L. Thomas Fellowship Grant processed prior to summer vacation, I must have all receipts no later than Friday, May 24th. There will be no payments processed over summer break. Reimbursements will continue in the fall and must be finalized by September 30th. Again, I would like to congratulate the following grant recipients:

## SHTA Teacher Fellowship Grant Recipients 2023 - 2024

High School/IC	Middle School	Woodbury	Boulevard
1 Aimee Grey	1 Addie Rae Tobey	1 Addison Pretnar	1 Alison Bradford
2 Amanda Ersek	2 Benjamin Stack	2 Angela Goodrum	2 Cathy Grieshop
3 Andrea Wright	3 David Saluga	3 Aquita Shepherd	3 Janet Meinhard
4 Bonnie Gordon	4 Jennifer Weisbarth	4 Heather Pincoe	4 Juliann Ely
5 Donna Jelen	5 Regina Canady	5 Kristin Koterba	5 Kelly Kunchik
6 John O'Verko	6 Andrew Hosler	6 Laumara Springer	6 Stacey Krantz
7 Kimberly Owens		7 Raina Li	
8 Lauren Babcock		8 Mary Moroney	
9 Martin McGuan		9 Melissa Albrecht	

<b>10 Molly Peabody</b> <b>11 Sharita Hill</b> <b>12 Victoria Schmidt</b> <b>13 Windy Shiner</b>		<b>10 Wendy Lewis</b>	
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<b>Fernway</b>	<b>Lomond</b>	<b>Mercer</b>	<b>Onaway</b>
<b>1 Ellen Battle</b> <b>2 Karmi Moldovan</b>	<b>1 Colleen Krawczak</b> <b>2 Krystal Allen-Jackson</b> <b>3 Mary Ann Durkalski</b>	<b>1 Karen Tritt</b> <b>2 Lauren Daberko</b> <b>3 Laurie Schlein</b>	<b>1 Abbey Rojeck</b> <b>2 Cara Motelka</b> <b>3 Cissy Burns</b> <b>4 Karie Murphy</b> <b>5 Katie Kendall</b> <b>6 Sarah Krolikowski</b> <b>7 Tim Kalan</b> <b>8 Trisha Romano</b>

Thank you to all the officers, executive board members, building representatives and all Association members for your effort, commitment and guidance. Have a fantastic summer vacation.

*Respectfully submitted,*  
*Darlene Garrison*

### **SECRETARY’S REPORT**

As we all know, the 2023-2024 school year is coming to a close. As I complete my 29th year in the Shaker Heights City School district, I often find myself reflecting on the many changes that have taken place during this almost three decades. We have progressed in numerous ways as educators and should take pride in that.

One of the highlights of my job continues to be serving the members of the Shaker Heights Teachers Association. It has been a pleasure, honor and privilege to work as Secretary for the past three years. Just as in previous years, this one was busy.

It is that time already! Contract negotiations will be starting in the fall of 2024. I will serve as a negotiator on this team who recently met to discuss the results of the survey that was given to all SHTA members regarding priorities for our next collective bargaining agreement.

At the end of last summer, I participated in walkthroughs of the school buildings with SHTA President Dr. John Morris, SHTA Vice President Darlene Garrison, Health and Safety chair Matt Zucca, Professional Rights and Responsibilities Chair Mike Sears, Assistant Director of Buildings and Grounds Sean Brown, Superintendent Dr. David Glasner, and Chief Operating Officer Jeff Grosse.

This year was the second year of the Building Committee Meetings pilot. The purpose of the committee is to address building level matters that are not covered in the SHTA contract. Members of SHTA and building principals in all eight buildings participate in this committee. This collaboration between administration and SHTA is very helpful to resolve a wide range of issues. I participate in this group that meets monthly along

with Mercer principal, Roneisha Campbell, Mercer head representative, Eileen Sweeney, and other Mercer SHTA members.

This year, PK-4 staff implemented a new A-E schedule. After a few months into the school year, teachers and other staff members expressed numerous concerns about this schedule. I requested feedback from all SHTA PK-4 Head Representatives regarding teachers' experiences and thoughts about this schedule. After compiling this information, I shared it with district administrators. President Dr. John Morris, Vice President Ms. Darlene Garrison, and I met with Director of School Leadership Dr. Felecia Evans, Director of Curriculum and Instruction Dr. John Moore, Director of Human Resources Dr. Tiffany Joseph, and Director of Exceptional Children Elizabeth Kimmel to discuss the concerns. This first meeting was productive where we discussed every item on the long list of concerns. Subsequent meetings with this same group of administrators and SHTA leadership also included Fernway Head Representative Selena Boyer, and SHTA Policy Chair Tim Kalen. These meetings developed into discussions about the topic of changing the start and end times to adjust to the district's reorganization and the needs of younger children. The final meeting expanded to some building principals, the transportation department supervisor, and Middle School members. There is now a schedule which allows for elementary school students and teachers to start their day earlier and end earlier than in previous years.

I attended a Black Teachers' Task Force steering committee and general body meeting. As a part of this committee, I serve on Mercer's and the district's hiring team. I participated in various interviews this year. These interviews resulted in the hiring of people in a variety of positions including classroom teachers and intervention specialists.

This year we had the pleasure of participating in a mixer meeting between Shaker Heights City Schools' administrators and the SHTA Executive Board. It was organized by Dr. John Morris, President of SHTA and Felicia Evans, Director of School Leadership. This took place in December in the Shaker Heights High School Upper Cafeteria and it was a pleasant and successful event.

I am the advisor for MAC (Minority Achievement Committee) Sisters for Mercer Elementary School. These exceptional third and fourth grade girls and I meet bi-monthly to discuss many aspects of Black history and achievement. We talk about education including their academic progress, social relationships, and leadership.

I organized the SHTA drawing where two SHTA members were picked to receive two tickets to A Night for The Red & White which took place in March at Shaker Heights High School.

I take the minutes for all SHTA Representative Council meetings and they are published in our monthly SHTA newsletter. Also, I electronically send out invitations for all Executive Board and Representative Council meetings.

As the 2023-2024 school year comes to a close, I wish everyone happiness, love, rest, and peace.

*Respectfully submitted,*  
*Lisa Hardiman*

## TREASURER'S REPORT

On Tuesday, May 14th I attended the Community Conversation on Cell Phone Use in Schools program in the Upper Cafeteria of the High School. The majority of people attending the meeting, parents and teachers, were in favor of curbing cell phone use during school hours. I am very excited about this. I think a move away from cell phones will help our students' overall mental health. And with so many changes in buildings around the District, what better time to implement a new blanket policy, sort of in the vein of 'a new building, new rules. The key to a new cell phone policy though, will be enforcement of consequences. Without consistent consequences, the policy will not carry the intended weight and effect. But I'm very hopeful that this is a move in the right direction.

The Investments Committee (Todd Keitlen, Chante Thomas, John Morris, and myself) met with Brady Krebs, our Edward Jones financial advisor, on April 11<sup>th</sup> to look over our investments.

On May 13th at the Representative Council Meeting, I presented a budget for the 2024-25 fiscal year. The Representative Council discussed the budget and voted to raise the officer's salaries and the Representatives meeting remuneration by 5%. The budget was then approved for placing on the May 20th SHTA ballot.

Some of the activities I performed while fulfilling my duties as Treasurer this year are listed below:

- I attended every Executive Board Meeting and every Representative Council Meeting throughout the year.
- I maintained our insurance through Musgrave Insurance.
- I coordinated and attended our Investment Committee meetings with Brady Krebs, our Edward Jones advisor, twice this year, once in the Fall and once in the Spring to evaluate our investments and make any changes deemed necessary.
- I met with our accountants at Edward Hawkins & Co. at various times throughout the year to submit our financials for their compilation of our books, to complete the paperwork for our Form 990 tax filing, and to submit information for the issuance of W-2 forms.
- I communicated with the District Payroll Department to process the payment of our six salaried positions and the many Representative Council members, along with the relevant STRS and Medicare payments.
- I prepared the 2024-25 fiscal year budget for approval by the Representative Council at the May meeting.
- I paid bills throughout the year and balanced the checkbook, reimbursing any Association expenses incurred by our members.
- I kept an accurate record of our finances throughout the year, maintaining a paper record of every transaction.
- I met with and discussed Association business with the other Officers and Executive Board members throughout the year when needed.

*Respectfully submitted,  
Bill Scanlon*

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

<b>Shaker Heights Teachers' Association</b>	
<b>Profit and Loss</b>	
<b>July 1, 2023 - May 15, 2024</b>	
	<b>Total</b>
<b>Income</b>	
<b>Income</b>	
Member Dues	155,067.00
<b>Total Income</b>	<b>\$ 155,067.00</b>
<b>Investments</b>	
Change in Value in Edward Jones	124,280.27
Edward Jones-Fees & Charges	-6,854.97
Key Bank CD Interest	3,754.29
<b>Total Investments</b>	<b>\$ 121,179.59</b>
<b>Other Types of Income</b>	
Miscellaneous Revenue	209.00
<b>Total Other Types of Income</b>	<b>\$ 209.00</b>
<b>Total Income</b>	<b>\$ 276,455.59</b>
<b>Gross Profit</b>	<b>\$ 276,455.59</b>
<b>Expenses</b>	
<b>Operations</b>	
Accounting	13,630.65
Banking	0.12
<b>Total Accounting</b>	<b>\$ 13,630.77</b>
Compensation	25,000.97
Conferences & Meetings	4,363.18
Executive Board	294.94
Fellowships & Grants	3,405.22
Insurance	5,943.00
Legal	10,058.95
Officers' Expenses	25.00
Payroll Taxes	362.51
Public Relations	3,831.04
Publications	1,398.93
Social	904.83
STRS (TPO Contribution)	3,500.14
<b>Total Operations</b>	<b>\$ 72,719.48</b>
<b>Total Expenses</b>	<b>\$ 72,719.48</b>
<b>Net Operating Income</b>	<b>\$ 203,736.11</b>
<b>Net Income</b>	<b>\$ 203,736.11</b>

<b>Shaker Heights Teachers' Association</b>	
<b>Balance Sheet</b>	
<b>As of May 15, 2024</b>	
	<b>Total</b>
<b>ASSETS</b>	
<b>Current Assets</b>	
<b>Bank Accounts</b>	
Key Bank CD-1	133,754.29
Key Bank CD-2	45,000.00
Key Bank Checking	53,231.21
<b>Total Bank Accounts</b>	<b>\$ 231,985.50</b>
<b>Other Current Assets</b>	
Edward Jones 13760-1-1	609,255.63
Edward Jones 13768-1-3	1,049,872.18
Uncategorized Asset	0.00
<b>Total Other Current Assets</b>	<b>\$ 1,659,127.81</b>
<b>Total Current Assets</b>	<b>\$ 1,891,113.31</b>
<b>TOTAL ASSETS</b>	<b>\$ 1,891,113.31</b>
<b>LIABILITIES AND EQUITY</b>	
<b>Liabilities</b>	
<b>Total Liabilities</b>	
<b>Equity</b>	
Opening Balance Equity	2,224.74
Retained Earnings	1,685,152.46
Net Income	203,736.11
<b>Total Equity</b>	<b>\$ 1,891,113.31</b>
<b>TOTAL LIABILITIES AND EQUITY</b>	<b>\$ 1,891,113.31</b>

# ***EXECUTIVE BOARD REPORTS***

## **PROFESSIONAL RIGHTS AND RESPONSIBILITIES REPORT**

The 2023-24 school year brought both exciting opportunities and new challenges. The community passed a bond issue to support a transition to a 6-8 Middle School and K-5 Elementary schools. The Board of Education decided to accelerate the transition by one year in January, which led to multiple building transfers and an “early packing” initiative across the district. Modern distractions to student learning like smart phones and social media are now at the forefront as the state legislature passed a law signed by Ohio Governor Mike DeWine that requires all school districts to create a plan for limiting cell phone usage in school by July, 2025. A community meeting was held recently, as the district considers purchasing Yondr pouches to lock student phones beginning with the 2024-25 school year. With these challenges and others, it is more important than ever that both the district leadership team and teacher leaders work collaboratively to find solutions that are feasible, beneficial, and acceptable. Effective collaboration and communication have been a challenge at times for the current district leadership team.

It has been my pleasure to serve the members of this association during the past year. Here is a summary of my activities this year organized by month:

### August/September

- Worked with Assistant Treasurer Shelley McDermott on sick day transfers for a member at the Middle School
- Filed a grievance on behalf of a member at the Middle School related to supplemental contract compensation and the grievance was resolved to the member’s satisfaction
- Collaborated with John Morris and High School Head Building Representative Jessica O’Brien to resolve a salary concern from a member at the High School
- Met with Middle School Head Building Representative John Koppitch and newly appointed interim Middle School principal Tom Flood to discuss ways we can collaborate as we start a new school year
- Attended an Executive Board social at Membership Chair Chante Thomas’ home
- Toured buildings before school started with John Morris, Secretary Lisa Hardiman, Treasurer Bill Scanlon, Health and Safety Chair Matt Zucca, Director of School Leadership Felecia Evans, Chief Operating Officer Business and Operation Jeff Grosse and Dr. Glasner. Tours were led by Assistant Director of Buildings and Grounds Sean Brown.
- Met with John Koppitch and Tom Flood regarding a Middle School member’s request for a handicapped parking spot
- Attended both the Executive Board and the Representative Council meetings in September
- Met with the Supplemental Committee on September 26 about new proposals

### October

- Met with the Supplemental Committee on October 24 about new proposals
- Met with the Insurance Committee on October 26
- Attended SHTA Executive Board and Representative Council meetings
- Participated in a Meet the School Board Candidates Forum at Fernway
- Worked with both building representatives and members about FMLA
- Spoke to both the Human Resources Department and the Treasurer’s office to review the policy regarding sick days and personal days being returned to members when there is a calamity day and communicated this information to affected members.



- Spoke with high school athletic director Mike Babinec to address member concerns regarding supplemental contracts for coaches at the high school.
- Enjoyed the Health and Benefits Fair at the Middle School on October 30.

### November

- Attended SHTA Executive Board and Representative Council meetings
- Worked with members at the Middle School regarding changes to supplemental contracts
- Communicated with members at Woodbury about supplemental contracts and job descriptions
- Continued conversations with Human Resources Director Tiffany Joseph and High School Athletic Director Mike Babinec about coaching supplementals for high school sports

### December/January

- Met with the Supplemental Committee on January 4
- Attended an SHTA Executive Board/Administration Meet and Greet on January 3
- Attended the SHTA Executive Board meeting

### February

- Met with the Supplemental Committee on February 2
- Met with the Insurance Committee on February 29
- Attended SHTA Executive Board and Representative Council meetings
- Enjoyed the SHTA happy hour at Midnight Owl on February 9
- Met with members who had questions about maternity leave, FMLA, sabbaticals, and unpaid leaves of absence
- Worked with several members on possible grievances related to safety and security, student attendance, and changes being made for the 2024-25 school year at all grade levels

### March

- Attended SHTA Executive Board and Representative Council meetings
- Continued work on grievances about both safety and security district-wide and structural changes at the Middle School for the 24-25 school year
- 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

### April

- Attended the SHTA Executive Board meeting
- 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.
- Resolved grievances about safety and security and the Middle School structural changes (see detailed report in April newsletter and [letter from Jeff Grosse](#) regarding security)

### May

- Attended SHTA Executive Board and Representative Council meetings
- Celebrated members milestones at the District Recognition Reception on May 16

Have a wonderful summer!

*Respectfully submitted,  
Mike Sears, chairperson*

## EVALUATION COMMITTEE

I greatly appreciate the opportunity to serve as the Association's Evaluation Chair for another year. Throughout the year, I have co-facilitated the district Evaluation Committee with Human Resources Director Tiffany Joseph. The committee continues to work collaboratively to make decisions regarding evaluation.

All teacher evaluations should now be completed and pinned in the Ohio Evaluation System. If you have not received a final rating pinning email, or are having any issue with your evaluation, please contact your evaluator, your SHTA building representative, or any member of the Evaluation Committee right away.

One focus of my work for the Association is co-coordinating the district Peer Evaluation Program with Andrew Glasier and Addie Tobey. The support of the Human Resources team and building administrators across the district has been an essential element of the success of this program over the last many years. We have a group of over 120 educators who have been approved to participate in the program next year. Peer Evaluation is professional learning that truly elevates our craft.

I look forward to serving the Association in this role again next year! Have a relaxing, enjoyable summer break. You all deserve it!

*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 12th of our bi-monthly meetings. Ms. Kimmel provided feedback and support to the issues that we presented. Ms. Kimmel will be retiring this June and I want to thank her for her leadership, and commitment to the students of Shaker Heights Public City School District, and the educators of the Exceptional Children Department. Ms. Kimmel has brought consistency and leadership to the Exceptional Children Department that was much needed since the retirement of the last excellent director Patty Ott. I personally appreciate the leadership and friendship that Ms. Kimmel and I have developed over the almost decade working together to remedy concerns that have arisen across the district. As a FAITHFUL and PROUD member of SHTA, I have ZERO reservations by saying that her support and equity in situations across the board will be missed.

I worked with SHTA President Dr. John Morris, over Exceptional Children concerns. I participated in the Hiring Steering Committee Session led by Dr. Marla Robinson, PhD. I participated in the virtual and in person interviews for the new Director of Student Services led by Dr. Felicia Evans, PhD. I participated in the Exceptional Children's Leadership Team with Dr. Denise Snowden, PhD, I participated in Bias Training for Interview Panelists led by Dr. Lawrence Burnley, PhD, Chief Diversity, Equity & Inclusion Officer. I had conversations with Dr. Nicole Patterson, PhD, Director of DEI Professional Learning, concerning equity concerns in education.

I provided support to various SHTA members concerning issues including but not limited to job placement, personnel issues and work options. I worked with Exceptional Children Supervisor K - 6 Erin Dzolic over a member concern. I counseled and worked on an issue of concern with Innovative Center for Personalized Learning Coordinator Mr. Isaiah Wyatt to a positive solution. 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.

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

## **POLICY COMMITTEE**

As the Policy Chairperson of the SHTA, my primary responsibilities concern the SHTA Constitution - not to be confused by our collectively bargained contract with the school district. Our Constitution creates the structure within which our Association operates, and provides a framework for our decision making and management of responsibilities. Every month I try to highlight pertinent sections of our Constitution and remind our members of our mission and protocols. Our Constitution, as well as our contract and newsletter, can be found at [www.shtaweb.org](http://www.shtaweb.org). This year we are asking the membership to consider amending our Constitution to award stipends to Head Building Representatives, codify language for votes-of-no-confidence, and start a scholarship program through the SHTA.

I also am a participant on the Teacher Evaluation Committee, which is a teacher/administrator partnership that determines our district's policy concerning evaluations within the broader framework of the Ohio Department of Education guidelines. In this capacity, I try to educate teachers and administrators on our decisions and directives, as well as answer questions to provide clarity to our system of evaluation. This is in addition to the role all of our SHTA board members play in assisting members with problems, offering support, and answering questions. This includes my participation in the Forward Together process, as a voice in the process as well as someone familiar with the proceedings. Don't hesitate to contact me with questions at [kalan\\_t@shaker.org](mailto:kalan_t@shaker.org), and enjoy the summer!

*Respectfully submitted,  
Tim Kalan, Chairperson*

## **MEMBERSHIP/ELECTIONS COMMITTEE**

This year I continue to serve SHTA by maintaining the membership directories for each of our amazing schools. This includes making name changes, assignment changes, location changes, retirements, leaves of absence etc. I am incredibly grateful for the support of our amazing representatives who help me by providing accurate information and updates about the members at their schools. I also serve on the Investments Committee with Bill Scanlon, Darlene Garrison and Todd Keitlen. Lastly, I coordinate elections.

As the Woodbury staff prepares to move to new schools, I can only speak for myself by expressing heartfelt gratitude for the staff members and colleagues who have reached out, extended open arms of welcome and made me feel excited about this new chapter. We are Shaker, and I feel extremely confident that all of us will bring the Shaker in us to our new schools.

Last year, I wrote about the fund to help with the Memorial Bench for Aisha Fraser. The bench is in place on the sixth-grade playground. It is a beautiful tribute to our fallen colleague and friend. I hope you find time to visit this resting area.

I am looking forward to recharging this summer and hope to see all of you in the fall. As you prepare for summer recess, please be sure to take some time for yourself, for your families and those you love. Enjoy each and every precious day.

*Respectfully submitted,  
Chante Thomas, chairperson*

## DIVERSITY, EQUITY & INCLUSION COMMITTEE

As I reflect on this year's journey as the Diversity, Equity and Inclusion Coordinator, I revisit what it means. The goal of diversity and inclusion at work is generally to help create a work environment in which people of all backgrounds or cultures can feel comfortable and work together effectively. Each year, many of my colleagues ask for a reading list for the summer. I have read various books this year and would encourage you to read and have candid conversations. I believe that engaging in meaningful conversations will lead to a better understanding and communication practices.

The following books give a candid look at the perceptions of people of color; *Black in White Space* by Eilijah Anderson, *Black like Me* by John Howard Griffin, and *Black AF History; The Un-Whitewashed Story of America*, by Michael Harriot. This literature allows individuals to reflect and become more empathetic towards those who are marginalized and underrepresented in our society.

Lastly, although we have a way to go to truly understand the plight of people of color, we cannot become discouraged or complacent. The more we engage in meaningful reading and discussions, the more likely we will move forward in a positive manner.

*Respectfully submitted,*  
*Angela Goodrum, Chairperson*

## BUILDING SAFETY & SICK DAY TRANSFER COMMITTEE

This year, we were able to assist several of our members in need through the Sick Day Transfer program. I continued to monitor the pledged sick days and make transfers upon the need and requests from the Treasurer's office. I look forward to the opportunity to help our members in the future. It is our hope that the program can transition out of a pilot program and be codified into our Contract.

As the Building Safety Chair, I have assisted members with building safety concerns. I collaborated with members and administration to discuss plans to address safety concerns and monitor the progress of the remedies.

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

### Recent Developments

The Plain Dealer is [reporting](#) on Senate Bill 168. If SB168 became law, it would allow a person with any master's degree to be a teacher even without a teaching license. The bill would also remove the requirement that superintendents and administrators have a master's degree. The bill [passed](#) the Ohio Senate in December (Republicans voted Yes and Democrats voted No) and now it is headed to the Ohio House.

### Summary

Currently	Democrats Want	Republicans Want
Teachers need a license <i>and</i> a master's degree	No Change	Teachers need a license <i>or</i> a master's degree

Administrators need a license <i>and</i> a master's degree	No Change	Administrators need a license (no master's degree needed)
------------------------------------------------------------	-----------	-----------------------------------------------------------

The Ohio Capitol Journal has an [article](#) describing the low-levels of funding in Ohio for preschool. Ohio ranks 43rd in per-child spending for preschool.

Concerns about STRS are in the news. There is more than one issue here, and the latest [article](#) by Cleveland.com does a nice job of summarizing what is going on.

Ohio House Bills 250 and 485 address the issue of cell phones in schools, as [reported](#) by the Ohio Capitol Journal and News5Cleveland.com. Both of these bills would require schools to have policies that address phones, and give districts the right to enforce those policies.

**Recap of the School Year**

This past school year has seen legislative action in several areas:

- After a long political fight, the Governor of Ohio consolidated his control over the State School Board. As a result, the Ohio Department of Education no longer exists, and we now have the Ohio Department of Education and Workforce (DEW).
- Politicians have been quite involved in the details of education in Ohio: both teacher evaluations and specific reading curricula were part of legislative action this year.
- The amount of money that the public pays for private education continued to increase.
- The limiting of phones and social media in schools is starting to show up in legislation across the country.

It has been an honor to serve as the chair of the Legislative Committee this year for the for the SHTA.

*Respectfully Submitted,  
David Klapholz, Chairperson*

**SHTA PAC COMMITTEE**

Stay informed! Throughout this school year, one of our goals has been to help you stay informed and make your voice and your vote matter. We continue to update the [SHTA PAC Facebook page](#) and will update the [PAC page on SHTA.web](#).

If you are interested in staying informed this summer the following are some great resources:

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

Issues to pay attention to now are:

- [Ohio Senate Bill 83](#) which eliminates the collective bargaining rights of higher education faculty members to bargain over some working conditions. We need to pay attention to this. We could be next.
- [Five-year license fees](#) may increase up to 75%, from \$200 to \$350, because the Ohio General Assembly has not fully funded the State Board of Education.
- Teacher licensing fees may go up to \$350. Join the Ohio Education Association in taking action to stop [this here](#).

We wish you a relaxing, peaceful summer. Enjoy!

This is my last report as a Political Action Committee Co-Chair. Eileen Sweeney will be taking over my position and working with Jessica O'Brien. I am thankful and honored to have had the opportunity to work with the Executive Board and to serve you. -Cathy Grieshop

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

## **PUBLIC RELATIONS COMMITTEE**

It has been an honor to serve as Public Relations Chairperson. I have worked to promote the Association through community advertisements and SHTA shirt sales. I have attended Executive Board and Representative Council meetings to keep membership informed about PR efforts and to take part in the Association discussions. Arrangements for advertisements in *Shaker Life* Magazine and the *Gristmill* (high school yearbook) were made. SHTA service awards will be distributed during the District Recognition Reception ceremony. I am proud to serve the Association as Public Relations chairperson.

*Respectfully Submitted,  
Bob Bognar, Chairperson*

## **TEACHER EDUCATION COMMITTEE**

Happy Spring everyone! It's hard to believe that this is our last Newsletter of the 2023-2024 School Year. Things were pretty quiet this year for Teacher Education. Only a few issues were presented and they were handled well by Human Resources. As a reminder and as evaluations have been entered, please do not hesitate to question anything you may not disagree with. It is one-hundred percent within your right to do so. Contact your building representative or myself if you have any questions or concerns. Please enjoy your well-deserved summer vacations! We all need to rest and recharge. The Association would like to acknowledge and congratulate the following teachers who received continuing contracts:

Berndt, Victoria - (Social Studies Teacher/High School)  
Deibel, Matthew - (Art Teacher/High School)  
Donatto, Lynnel - (Science Teacher/High School)  
Gaines, Kelly - (Kindergarten Teacher/Mercer)  
Gest, Kenya - (Kindergarten Teacher/Onaway)  
Grahl, Kelly - (Grade 4 Teacher/Lomond)  
Jenkins, Nevin - (Design Teacher/Woodbury)  
Knebel, Brock - (Science Teacher/Middle School)  
Knebel, Sarah - (Social Studies Teacher/Middle School)  
Kolaczko, Jamison - (Instruction Coach/Mercer)  
Lopez, Chelsea - (Grade 1 Teacher/Onaway)  
Nutti, Marissa - (Grade 5 Math Teacher/Woodbury)  
Rapose, Holly - (Reading Teacher/Middle School)  
Rini, Jessica - (Grade 3 Teacher/Boulevard)  
Romano, Trisha - (Literacy Specialist/Onaway)  
Uhl, Kailey - (Instructional Coach/High School)  
Wheatley, Marla - (Intervention Specialist/Middle School)  
Whitsett, Ciera - (Preschool Teacher/Onaway)

*Respectfully Submitted,  
Wendy Lewis, Chairperson*

## LEGAL AID COMMITTEE

The Legal Aid Committee met only one time this year, which is a positive thing. "No report" is good news. It means we have not had any grievances that made it to Step III and needed to go to arbitration for resolution. I will continue to attend SHTA Executive Board and SHTA Representative Council meetings. I am hopeful that next year will be equally uneventful and that any grievances are resolved to members' satisfaction before reaching Step III and the need for arbitration, but the Legal Aid Committee is ready to meet to provide support for our members.

*Respectfully,  
James Schmidt*

## PUBLICATIONS COMMITTEE

I am extremely lucky to work with such a fine faculty and staff. While I have had to work harder this past year to communicate and update the Association, it has been worth it for the gratitude members have shown. Our members are the main reason that Shaker Schools have the reputation that they do. It is my hope that the administration & Board of Education open their eyes to this truth; it is not new buildings but about uplifting and supporting people that promotes equitable education. We are not underlings to be ordered to educate, but skilled and devoted equals in the process of educating the students of Shaker Heights.

I have formed, edited and distributed eight SHTA Newsletters to our Membership. I have also made sure that the newsletters are added to our website, [shtaweb.org](http://shtaweb.org). I have distributed our Newsletter to retired members, school board members, administration and community members. I have written editorials and have worked with members on their own editorials for the newsletter. I have worked with our amazing editing staff, Jeremy Bishko, Erika Pfeifer, Heather Pincoe, Nicole Cicconetti and Chris Cotton, to make sure I have dotted all my i's and crossed all my t's. I want to personally thank them for their service.

I have updated our [Facebook page](#) and [Twitter](#) account. I have sent reminders and updates to our Membership throughout the year through email. I am currently working on the #shakerhasgreatteachers campaign. If you or a colleague have been a part of something great for the school community, please reach out to me. I enjoy the responsibility of working for our membership. Please feel free to contact me any concerns or opinions at [glasier\\_a@shaker.org](mailto:glasier_a@shaker.org) or #6168.

*Respectfully,  
Andrew Glasier*

## MINUTES FOR THE REPRESENTATIVE COUNCIL MEETING

*SHTA President, Dr. John Morris* started the May 13, 2024 Representative Council Meeting at 4:34 PM. **The meeting took place at Onaway Elementary School.** Dr. Morris introduced *Onaway Principal Dora Bechtel* to the Representative Council.

*Onaway Principal Dora Bechtel* welcomed the SHTA Representative council to Onaway Elementary School. She said that this school year has been a positive one for many reasons. They are planning a parade to celebrate Onaway's 100th anniversary which will have the participation of Shaker Heights High School's Marching Band with the Raiderettes. There will be an all-school photo and a time capsule which will not yet be buried because of the impending school renovations. There will also be a dedication for Onaway's tree. Staff is excited about the incoming 5th grade team whose classrooms will be on the first floor. Ms. Bechtel expressed appreciation for Onaway teachers who have been very generous in making sacrifices for the greater good by making space for the fifth-grade teachers. Finally, Ms. Bechtel thanked Onaway Head Representative, Noreen Smyth-Morrow for their regular meetings and a job well done this year.

**A motion for approval of the MINUTES** from the April 15, 2024 Representative Council meeting was made by Tim Kalen and seconded by Linda Roth.

### Administration Report

*Director of Human Resources, Dr. Tiffany Joseph* was present for the SHTA Representative Council Meeting. She said that she does not have an official report but would like to thank this year's peer evaluators and leaders for a job well done.

### Officers' Reports

#### *President, John Morris*

- Spoke weekly with Superintendent Dr. David Glasner
- Spoke regularly with HR Director Dr. Tiffany Joseph
- Updated the SHTA Facebook page with Publications Editor Andrew Glasier
- Discussed SHTA elections with Elections Chair Chante Thomas
- Worked with a member on accommodation issues
- Communicated with a Pre-K member about Pre-K concerns
- Communicated with Vice President Darlene Garrison
- Discussed Intervention Specialist concerns with Special Education Chair Tito Vazquez
- Met with IC Head Representative Linda Roth to discuss security concerns
- Assisted a member with a continuing contract issue
- Assisted a Middle School member with a safety concern
- Met with Director of School Leadership Dr. Felicia Evans to discuss a survey for the Building Committee pilot – Head Reps, please share the survey with your Building Committee members as soon as you can.
- Met with the Negotiations Team to discuss survey results on May 10th
- Will meet with Dr. Thornton and the Executive Board to discuss deleveling in the district on May 14th
- Will attend Union Leadership/Woodbury Transition meeting on May 16th.
- Will attend our SHTA Recognition Reception on Thursday, May 16th at 4:30 in the HS Upper Cafeteria to celebrate the newly tenured, career milestones, retirees, and award winners.
- Looking forward to hitting 75% with our elections on Monday, May 20th.
- Will attend K-8 Transition Check-In Meeting with Building Head Reps on May 23rd.
- Fernway Head Representative Selena Boyer will receive this year's President's Service Award!



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

- Sent out invitations for SHTA meetings
- Took the minutes of Representative Council Meeting
- Compiled attendance at executive board and representative council meetings for the 2023-2024 school year
- Participated in Mercer's Building Committee meeting this month. Mercer Principal Roneisha Campbell expressed her appreciation for SHTA's input during these meetings to address building issues. The interactions have been helpful and pleasant.
- Will help Fernway Head representative Selena Boyer to help set up for the District Recognition Reception on Thursday March 16th.
- Attended Deleveling meeting along with other SHTA Executive Board members
- Met with SHTA's Negotiating Team to discuss results of survey
- Discussed a security concern with a member from Shaker Heights High School

### ***Treasurer William Scanlon***

- Passed out Profit and Loss sheet to representative council members
- Passed out proposed budget sheet to representative council members
- Will attend deleveling meeting tomorrow, May 14th
- Have been paying bills
- Attended Deleveling Meeting

## **Building Representative Reports**

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

- Met with Principal Neal Robinson to discuss how HB 33 training will be completed.
- Thank you to the Boulevard PTO and Administration for the wonderful lunches and treats during teacher appreciation week.

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

- The elementary teachers would like to emphasize that our new early literacy reading program is our priority for professional development. Our coach, Jocelyn Dietz, is advocating for elementary teachers to have an adequate amount of time to unpack the materials, become familiar with the program, and work with our grade level teams to prepare our first unit.
- I spoke with and advised two members and provided next steps for another member with a security concern.
- I will set up for the District Recognition Reception on May 16th, while Darlene Garrison recovers from surgery.

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

- Appreciate Fernway Head Representative Selena Boyer's comments
- Participation in the Building Committee this year has really helped resolve non contractual issues

### ***Onaway-Noreen Smyth-Morrow***

- Preschool issue was resolved successfully
- A Kindergarten member is advocating for kindergarten teachers to have a paraprofessional in each classroom
- There will be a Pre-K SHTA representative starting next year

### ***Woodbury-Stacey DeYoung***

- Attended a moving meeting with administration and John Rizzo to discuss Woodbury specific moving protocol.
- Met with Eric Forman concerning questions regarding the moving of instructional materials and classroom materials.
- Spoke with several members about placement for next year.
- Addressed concerns regarding compensation for moving classrooms.
- Communicated with members, as well as Eric Forman, Jeff Grosse and Vic Ferrell about having security personnel at Woodbury during evening and weekend packing hours. This request was denied by Mr. Grosse.
- Spoke with a member about sick days transfer, and then checked in with Matt Zucca about the process.
- Communicated with Woodbury SHTA representatives and Chante Thomas concerning our upcoming election and next year's Woodbury representatives in each building.

### ***Middle School—John Koppitch***

- Met with principal Mr. Tom Flood about the member candidates who are applying for tenure status this year.
- Mr. Flood shared the cell phone policy proposal with us for next year.
- Met with Mr. Flood about scheduling issues and concerns for next year.
- Members have reported to me about numerous fights that are occurring in the restrooms.

### ***High School—Jessica O'Brien***

- Met with principal Mr. Eric Juli for our monthly meeting
- Communicated with multiple members that the high school is lacking adequate resources as we have 1 working scantron machine for the entire school. Mr. Juli approved that one of the departments could look into purchasing a new one. I will follow up with members about pricing and if that is moving forward.
- Met with Megan Dora and Andrew Glasier about members' concerns with evaluations.
- Met with Dr. John Morris about a member's evaluation and tenure concerns.
- Met with multiple members about FMLA and potential need for sick day transfer days.
- Discussed with Matt Zucca the process for getting members sick day transfer days.
- Discussed with Mr. Juli the need for more tardy kiosks in the building, he informed me that the kiosks are unable to be used during the day because of a Powerschool issue that will hopefully be solved before next year so that there can be kiosks throughout the building, and used during the day.
- Informed Mr. Juli a member would be taking FMLA through the end of the year and how teachers in that department would be given comp time and pay if they would be willing to grade and lesson plan for that teacher while they will be out having surgery.
- Met with Mr. Juli to discuss a member's concerns about being compensated for the work that they did in the fall to help a colleague who was on FMLA while a long-term sub was being hired. Mr. Juli said he was in contact with Dr. Joseph and should be resolving this issue soon.
- Asked Mr. Juli to also share with Dr. Joseph that a staff member going on FMLA has co-workers that are willing to write lesson plans, and grade work, but compensation needs to be agreed upon. We are hoping this can be finalized before the member goes on FMLA.
- Spoke with members that are concerned about safety and community access to the track during school hours. Mr. Juli said he would bring this to the attention of administration and ask about posting a sign of not using the facilities during school hours.
- Communicated with Mr. Brown Assistant Director of Buildings to discuss a timeline of the work being done around the writing center.
- Met with Mr. Juli and building committee members to discuss this year's committee accomplishments and lack of accomplishments.

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

- Thank you to the PTO and IC families for keeping the IC staff well-fed during Teacher Appreciation Week! We are grateful for the kindness and support.

## **Executive Board Reports**

### ***Publications—Andrew Glasier***

- Attended the SHTA Executive Board & Representatives Council meetings
- Asked to send out reminders about District Recognition
- Should I make it a calendar invite! Schmidt
- Updated Facebook and Twitter accounts
- Dr. Glasner has asked to meet with me concerning the February editorial. Coming on Friday
- Editorial: 2 different editorials from membership.
- Executive Board please have blurb ready Wednesday, May 15th by midnight. End of Year blurb
- Worked with 3 members on an evaluation issue
- Had a HS evaluations pinning party last Wednesday to complete all peer evaluations
- security grievance: Sears
- Send out reminders about vote on May 20th

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

- Peer evaluations wrapped up and evaluators should be getting paid
- All members should make sure everything is pinned
- Question was asked if Evaluation Committee gets paid

### ***Membership and Elections-Chante Thomas***

- Appreciative of how smooth this year has been
- Sent letter to head representatives regarding need to take a day to monitor the upcoming elections
- Representatives could use a clipboard check-in method
- SHTA Publications Chair, Andrew Glasier will send out ballots by 8:00 am on Monday

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

- Writing amendments that will go on ballot

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

- Attended and participated in the SHTA Executive Board meeting and General Body meeting.
- Discussed various concerns with the Director of Exceptional Children Elizabeth Kimmel in the 12th of our bi-monthly meetings. Ms. Kimmel provided feedback and support to the issues that we presented.
- Ms. Kimmel will be retiring this June and I want to thank her for her leadership, and commitment to the students of Shaker Heights Public City School District, and the educators of the Exceptional Children Department. Ms. Kimmel has brought consistency and leadership to the Exceptional Children Department that was much needed since the retirement of the last excellent director Patty Ott. I personally appreciate the leadership and friendship that Ms. Kimmel and I have developed over the almost decade working together to remedy concerns that have arisen across the district. As a FAITHFUL and PROUD member of SHTA, I have ZERO reservations by saying that her support and equity in situations across the board will be missed.
- Worked with SHTA President Dr. John Morris, over Exceptional Children concerns.
- Participated in the Hiring Steering Committee Session led by Dr. Marla Robinson, PhD.
- Participated in the virtual and in person interviews for the new Director of Student Services led by Dr. Felicia Evans, PhD.

- Participated in the Exceptional Children's Leadership Team with Dr. Denise Snowden, PhD,
- Participated in Bias Training for Interview Panelists led by Dr. Lawrence Burnley, PhD. Chief Diversity, Equity & Inclusion Officer.
- Had conversations with Dr. Nicole Patterson, PhD. Director of DEI Professional Learning, concerning equity concerns in education.
- Provided support to various SHTA members concerning issues including but not limited to job placement, personnel issues and work options.
- Worked with Exceptional Children Supervisor K - 6 Erin Dzolic over a member concern.
- Counseled and worked on an issue of concern with Innovative Center for Personalized Learning Coordinator Mr. Isaiah Wyatt to a positive solution.
- 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.
- Continue to work collaboratively with Shaker administrators, principals, and assistant principals.

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

- No Report

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

- The Plain Dealer is reporting on Senate Bill 168. If SB168 became law, it would allow a person with a master's degree to be a teacher even without a teaching license. The bill would also remove the requirement that superintendents and administrators have a master's degree. The bill passed the Ohio Senate in December (Republicans voted Yes and Democrats voted No) and now it is headed to the Ohio House.
- The Ohio Capitol Journal has an article describing the low-levels of funding in Ohio for preschool. Ohio ranks 43rd in per-child spending for preschool.
- Ohio House Bills 250 and 485 address the issue of cell phones in schools, as reported by the Ohio Capitol Journal and News5Cleveland.com. Both of these bills would require schools to have policies that address phones, and give districts the right to enforce those policies.

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

- Assisted members with Sick Day Transfer eligibility and requirements.
- Met with the negotiations team to go over the Negotiations Survey results.

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

- [Ohio Senate Bill 83](#) which eliminates the collective bargaining rights of higher education faculty members to bargain over some working conditions. We need to pay attention to this. We could be next.
- [Five-year license fees](#) may increase up to 75%, from \$200 to \$350, because the Ohio General Assembly has not fully funded the State Board of Education.
- Teacher licensing fees may go up to \$350. Join the Ohio Education Association in taking action to stop [this here](#).

#### **Old Business-None**

#### **New Business-**

- SHTA Treasurer Bill Scanlon passed out the budget which included a \$50,000 change for upcoming negotiations. He said SHTA Representative Council will decide on the 6 salaried positions and the stipends for representatives
- Building Safety and Sick Day Transfer Chair, Matthew Zucca made a motion to increase the salary of the SHTA officers and two other salaried positions by 5 %. He also included that the per meeting stipend for

SHTA Building Representatives and Executive Board members should increase by 5%. This motion was seconded by Policy Chair, Tim Kalan. 17 people voted in favor, 0 were opposed, and 1 abstained.

- Policy Chair Tim Kalan said that there is an Anti-Gerrymandering issue that is trying to get passed but can do this in schools. He said to let him know if anyone wants to sign

**Good of the Order-**

- SHTA President Dr. John Morris thanked Lomond representatives for food and beverages
- SHTA President Dr. John Morris said if members have strong feeling regarding cell phones in schools that there is an opportunity tomorrow to talk with a group of parents
- Dr. John Morris said that he hopes to see everyone on Thursday for the district reception

Motion for adjournment was made by James Schmidt and seconded by Andrew Glasier

Meeting adjourned at 5:55 pm.

*Respectfully submitted,*  
*Lisa Hardiman*

## ***We NEED Instructional Assistants in Kindergarten!***

*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.*

Dear SHTA Members and Officials,

Hello, my name is Kenya Gest, kindergarten teacher at Onaway and I am requesting your support. As I conclude my first year as a kindergarten teacher and my eighth year in the district, I am emboldened and compelled to highlight the urgent need for an instructional assistant (IA) in each kindergarten classroom across the district. With an immense passion for nurturing a healthy classroom community and fostering cultural competency, I firmly believe that additional support through instructional assistants is crucial for the holistic development of our students and for exceeding past our strategic goals for the 2020-2025 term. This support is essential to address the current literacy crisis, reduce the disproportionate suspension rates among students of color, and more effectively meet the needs of students with IEPs and 504 plans.

I plan to present this initiative at the board meeting on May 21, 2024.

Thank you in advance for considering the need for instructional assistants in kindergarten classrooms to be a matter of extreme importance and equity.

Sincerely,

***Kenya Gest***

[gest\\_k@shaker.org](mailto:gest_k@shaker.org)

***Kindergarten Teacher***

The SHTA PAC is on



@

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

## ***Single Subject Teachers Deserve More***

*This newsletter is a publication of the Shaker Heights Teachers' Association, an independent organization of professional educators in the Shaker Heights City School District. Signed editorials represent the opinion of the author(s) and may or may not reflect the thinking of other officers or members of the Shaker Heights Teachers' Association. Members and friends of the Association are invited and encouraged to express their opinions or share information via this newsletter.*

“A community is known by the school it keeps,” is the slogan for The Shaker City Schools. It represents the district's long time commitment to community connections, values, appreciation of difference/diversity, and ***educational excellence of the whole child, every child.***

The Shaker Heights City School District has a long standing reputation of offering a broad, balanced and complete well rounded educational experience that ensures personal growth and success for all children. Our elementary schools serve as the foundation of our educational system. At this level, it is vital to develop physical literacy, creativity in the arts, music literacy, foreign language, and a love for reading through our library sciences. Our *whole school community* delivers excellent outcomes by providing an education that is well rounded, engaging, relevant, challenging, and significant.

There was a time in which each and every teacher in the district was recognized as a valued professional with specialized knowledge, talents, interests, and experiences that contribute to the educational offerings of the students. We are a school system that has supported each and every innovation that could be offered to our students at all levels. Our school system provided for educator autonomy and a plethora of collaborative opportunities, professional development, and most of all value and admiration from the administration and the larger Shaker community for all instructional staff no matter the specialization or the level. Shaker was a system that valued, supported, and offered the complete package competing amongst the highest quality private schools in the region and holding its own from kindergarten to high school.

Shaker Heights was the pinnacle of education in Northeast Ohio as single subject professionals. (art education, physical education, world language education, and library sciences). To land a single subject position in this district in the early 2000s one would expect to compete with over 300 applicants, many PhD level candidates. You were something if hired into this district. Not only did this Shaker Heights School District attract the most qualified talent, it was also a first-choice destination for families because of the district's commitment to fully supporting single subjects in an effort to educate the whole child.

Shaker Schools and the larger community have always valued the arts. Many might remember, before IB arrived on the scene, the annual Shakerfest culmination in which the arts and physical education were spotlighted, highlighting our work with children. Spring concerts, visual art shows, artists-in-residence, and field days brought our school and broader community together. During Covid-19, when all was shut down, Shakerfest was once again ignited as we launched social distance concerts from our community front yards, community sidewalk art, and families participating in remote physical education field day. There was a time when the sole purpose of the Night for Red and White was devoted to the arts and physical education which funded unforgettable collaborative school wide artist-in-residence experiences. Historically, single subject teachers in the Shaker Schools were valued PYP teachers in our learning community.

While the Shaker Heights community and its stakeholders remain committed to a broad academic experience that goes beyond reading, writing, and arithmetic, the administration appears to be demonstrating conflicting values.

During Covid, like many things, our roles changed and PYP single subject teachers were responsible for:

- Creating online platforms to deliver their curriculum via weekly instructional videos.

- Managing Google classrooms for each grade level that would provide weekly lessons including videos, instructional tasks, and evaluation at a distance.
- Serving, as a requirement, as Remote Learning Partners during this time. Single subject professionals acted as assigned grade level assistants supporting the instruction of reading, writing, and arithmetic for students on site and at home. Half of single special work hours were now devoted to supporting others.

During this time, our school system followed the recommendation of IB to have dedicated single subject specialists in each elementary building. For music, visual art, and library education this resulted in no more cross building travel and huge caseloads, to an overall reduction of contact time with students. Note, however, language and physical education single subject teachers did not receive a reduction in contact time and continued cross building travel.

The administration, at this time, decided to max course loads on certain days for all single subject teachers. By planning schedules that loaded all of a single subject teacher's instruction in 3-4 days, the administration felt that single subject staff could serve as classroom and paraprofessional substitute roles on our "light days."

This began our shift from single subject professionals to *Building Level Support*. In essence, the administration, following the IB recommendation to have building dedicated single subject teachers, began to notice holes *they* created in our schedules and began questioning whether we had continued value as full-time employees. Talks of reduction in force (RIFing) single subject teachers started to become part of conversations and statements were made suggesting we as single subject teachers "should be thankful to have a job."

There are many "specialists" in our elementary buildings: school nurses, school counselors, intervention specialists, PBIS coordinators, occupational/physical therapists, school psychologists, literacy specialists, IB coordinators, instructional coaches, speech/language pathologists, custodial staff, and secretarial staff, all with *varied roles* that contribute to the educational experience and success of our students. These "specialists" are trusted and never questioned nor policed or micromanaged in how they utilize their contractual time to develop products and services that make Shaker Schools shine.

Single subject teachers (Art, Music, Library, World Language, Physical Education) are different. We are placed in a "one size fits all box" that is constantly being scrutinized and compared to general education classroom environments. Our content, our methods, our learning environments, our management, our materials, our transitions, our behavior management, the mass amounts of students we instruct and evaluate at six different grade levels with six different developmental progressions are all different. We do not have a scripted curriculum to follow, instead creating everything on our own, including the writing of PYP Units of Inquiry specific to our subject areas while still making connections to what students are learning in their classrooms.

We contend with art materials that need to be cleaned and setup, large physical educational materials that need to be broken down, musical instruments that need to be managed and tuned, library collections need to be managed, sorted and ordered. All of this happens in the five minutes between 40-minute classes, as teachers switch gears from one grade level to the next. Additionally, single subject spaces are taken over at a moment's notice for other school purposes. Single subject classes get taught on carts, in classrooms or shared space. World language teachers have no desk or office area to plan. Storage spaces are inadequate. Single subjects do not have a scripted curriculum to follow, instead creating everything independently, including the writing of PYP Units of Inquiry specific to our subject areas while still making connections to what students are learning in their classrooms.

Single subject teachers are planning for six different grade levels and evaluating between 300-400 students. Yet, somehow single subject teachers end up on the same OTES rubric as colleagues with completely different jobs/roles. The only exception to this is the Librarian role that has always had a different evaluation system, which is a recognition of the responsibilities that extend beyond instructional time.



The arts, music, physical education, library media services, and world language are all core subject areas in the IB Primary Years Programme. It is confusing that IB views these specialty areas as “core” while our administration treats them as flexible roles that can be redefined annually and used in substitute and support roles.

In the month of October 2023, a meeting took place between director of school leadership Dr. Felicia Evans, director of curriculum and instruction Dr. John Moore, SHTA President Dr. John Morris and the elementary physical education department. The meeting was primarily based on the administration reducing the department for elementary physical education from eight to six staff members for that school year. This staffing reduction essentially maxed out our elementary physical educator’s instructional schedule for the 2023-24 school year to six classes per day, 30 classes per week. Also reduced was our contact time with students from 90 minutes per week to 80 minutes per week spread out over two classes per week. With this instructional load and the rotating schedule with five grade level changes per day, we were forced to redo our scope and sequence and not offer the success-oriented and unique programming our department has been known for. We left this meeting with the feeling that there would be a support to reinstate the staff member positions that were removed with attrition.

During the months of December 2023 and January 2024, we learned that elementary physical education moving forward would now receive a reduction in contact time for the 2024-25 school year. Teachers are slated to meet with students once a week for 45-50 minutes, rather than twice per week for 80-90 minutes.

As a physical education department, we will have to do the following even after another reduction in our department from six to five teachers:

- remap our entire curriculum from grades PK-5 and redefine all developmental progressions and assessments.
- re-design all IB units of inquiry.
- add a grade level of 75 or more students.
- take on state testing at both grade bands 2 and 5.

These examples are mirrored in each of the single subject areas as teachers will have to instruct and manage 75 more students and another grade of ODE curriculum objectives within an IB framework, thus bringing the course load to 18-22 classes and between 360-450 students. No other teachers in the Shaker system carry this load.

Note: none of this is occurring at the secondary level at the Middle School or the High School. And currently, no reduction of instructional time, adding of course load or role changes are occurring at the secondary level in our areas.

This week I have learned of a "floated" plan communicated through building principals in which our now reduced instructional schedule would be squished in 3-4 days, thus freeing us up for 1-2 days to serve in ***building substitute roles***.

The physical education department - and ALL elementary single subject departments - needs five days to do five days worth of work.

Maybe, then, beyond the classes we plan, teach and manage, we would have time to:

- regularly collaborate as a department like each grade level team does each week in CPT, Collaborative Planning Time.
- prepare our learning environment and large equipment to offer innovative programming again like the Skate in School Program, All Kids Bike program, El Sistema, open maker space, book clubs, art clubs, school wide video announcements, and adaptive single subject classes.
- collaboratively problem solve behaviors with our students and communicate with parents.
- effectively offer developmentally appropriate assessment of and for learning.

- to thoughtfully differentiate to meet the varied needs of all students.
- write and distribute newsletters and websites highlighting our work with our students.
- work with individual or small groups of students weaving reading and writing and math through physical education.
- time to plan and facilitate cross arts programming for the school or larger all school events.

Each single subject area has made a comparable list of ways to be creative and purposeful about using the time the administration believes is dispensable to support students and offer more meaningful experiences in our subject areas.

The administration is making changes to our instructional load because they believe there is sadly no value for the content we deliver to Shaker students it seems. IB thinks otherwise as we are part of the core strands of learning. (pictured below). In Shaker, we are on the outside of this circle looking in.

We single subject teachers at the elementary level ask for your support by:

- demanding that the single subject schedule be a five-day schedule.
- considering that language be added to our SHTA contract in which single subject specialists are not required to be overpaid substitutes or para support.
- speaking with your school principal about the role of single subjects in engaging and reaching the whole child.
- reaching out to Dr. Moore, Dr. Evans and superintendent Dr. David Glasner about the ways in which children's lives are changed by their involvement in specialized subjects and the innovative ways that single subject teachers provide enrichment and connection throughout the elementary years.
- asking community members to advocate for single subject teachers and single subject instruction.

***Sean Morris with support from Karmi Moldovan, Dr. Kathryn Manning, Denise McLaughlin, Jaclyn Abrams.***  
**Physical Education Teacher**  
**Fernway School**



## MAY ELECTION ADDENDUM

May 20, 2024

Dear SHTA Members,

It is my pleasure to announce the results from our May 20th Election, Budget Vote and By-Laws Amendments. We had a total of 403 members voting in today's election. Thank you so much for your participation and allowing your voting voice to be heard.

### **The 2024-2025 Budget**

passed 95.78% affirmative votes

### **BY Law XI - Vote of No Confidence**

passed 92% affirmative votes

### **By Law IV- Head Building Rep Stipend and Duties**

passed 95% affirmative

### **By Laws VII- Scholarships**

passed 90.8% affirmative votes

### **The 2024-2025 Representative Council Elected Members are:**

Boulevard- **Cathy Grieshop, Heather Pincoe (WO)**

Onaway- **Noreen Smyth- Morrow, Stacey DeYoung (WO), Alison Colvin (Pre-K)**

Fernway- **Jamie Harden, Selena Boyer, Lee Appel (WO)**

Lomond- **Kelly Grahl, Lauren Meek, Sherri Jarvie (WO)**

Mercer- **Eileen Sweeney**

Middle School- **Kevin Thomas, Matt Klodor, Erika Pfeifer, Melissa Albrecht (WO), Marie O'Leary Stark (WO)**

High School – **Jessica O'Brien, Jayce Bailey, Cathay Szendrey, Kim Roberts, Adam Cohen, Aimee Grey, Joel Rathbone, Raina Li (WO)**

IC- **Anne Hay**

Again, congratulations to all of you!

*Chante Thomas*

*Membership/Elections Chairperson*