

IMPORTANT DATES

WEDNESDAY, January 22nd: Building vote on tentative contract.

TUESDAY, January 28th: B.O.E Work Session

MONDAY, February 3rd: SHTA Executive Board Meeting, Woodbury

MONDAY, February 10th: SHTA Representative Council Meeting, High School, 4:30 PM

SHTA *news*

January 21, 2025

ISSUE #4

Message from the President

A former colleague gifted me with a placard that simply said “Get To” several years ago. The message was to emphasize the pleasure it is to “get to” do the work that is involved in teaching. Watching young people grapple with idea or concepts with which they are unfamiliar, witnessing their transformation when they finally understand an idea are the moments we live for, the elements of the job we “get to” experience.

It is a concept I like to remind myself at the beginning of each year. Despite the uncertainty of a daunting political landscape, we have to remind ourselves and our students that we “get to” learn together. Without being mired down by equally damaging toxic positivity, we also have to be brave enough not to be brought down by toxic negativity either. Our students deserve a learning environment that is, to a degree, protected by educators who can endure the changes around them and continue to create a safe space for children to learn. Let’s remind each other of this objective as we head into 2025.

I think part of the “Get To” mentality starts with gratitude, and I have to say I am extremely grateful for my SHTA siblings for their example and support. Once again, I would like to highlight our Negotiations Team who helped create a contract that continues to help us hold our place as one of the [best-compensated](#) and supported teachers in the state. Negotiation is always a difficult process, but it is made possible by Negotiation Team members and administrators who understand the difficulties and demands of the work we do. This contract gives us stability and dependable increases and benefits that will guide us through what look to be uncertain political waters at the state and federal level over the next three years. Federal legislation has already been filed [to kill the Department of Education](#). At the state level, Ohio House Speaker Matt Huffman has promised to [cut public school funding](#), while setting Ohio apart from all other states by [funding the construction of private religious schools](#). We were able to negotiate three increases comparable to the best of our neighboring districts. I encourage you to compare our increases to those in our neighboring districts [here](#). We were able to maintain a strong insurance package with a minimal increase in the third year. We were also able to maintain one pay scale without any reduction in force (laying teachers off) or dividing the membership into separate tiers based on years of service, a truly divisive measure. Finally, we were able to make permanent the sick day transfer program that has literally made the financial health of our members more economically possible during the worst times of their lives.

Without a December meeting, the end of November and December are still action-packed, especially during a Negotiations Year. I spoke with Dr. Glasner regularly. I communicated with Human Resource Director Dr.

Tiffany Joseph regularly. I updated the SHTA Facebook page with Publications Editor Andrew Glasier. I worked with members with legal concerns with SHTA Lawyer, Susannah Muskovitz. I worked with an IC member on facility and safety issues. I communicated with Special Education Chair Tito Vazquez on Intervention Specialist concerns. I attended our well-attended SHTA Winter Happy Hour made possible by our Social Chair, Selena Boyer. As mentioned, I negotiated throughout the months of November and December with the Negotiations Team. I attended the retirement reception of our long time SHTA lawyer, Susannah Muskovitz. I asked Publications Editor Andrew Glasier to send out emails to the membership concerning Negotiation’s status and our Tentative Agreement. I worked with IC Head Representative, Linda Roth, on an ongoing safety and security issue. I communicated with our new SHTA lawyer, Brooks Boron (who is taking over for Susannah Muskovitz), on members’ legal issues and negotiations issues.

The Negotiations Team met from 4:30-5:30 on Wednesday, January 15th at the Middle School Auditorium to answer questions about the Tentative Agreement. Our entire team was there including Darlene Garrison (Middle School – Vice President), Lisa Hardiman (Mercer - Secretary), Mike Sears (Middle School - Professional Rights and Responsibilities), David Klapholz (High School), Wendy Lewis (Mercer – Teacher Education), James Schmidt (High School – Legal Aid), Matt Klodor (Middle School – Legislative) and our lawyer, Brooks Boron. This month’s Salary-Tenure Report addresses many, if not all, the questions asked at the meeting. Feel free to email me any questions that you feel have not been answered (morris_j@shaker.org). The vote to ratify the tentative agreement will take place on Wednesday, January 22 in all of our school buildings. I strongly recommend voting “yes” and ratifying this contract. Please vote! Your voice matters!

As 2025 begins, please don’t feel daunted. We are here for each other. We “Get To” do this life-giving work together. Please don’t hesitate to reach out to a fellow SHTA member for support, myself included. We are in this together.

Respectfully submitted,
John Morris

SHTA President Dr. John Morris at the January Representative Council meeting at Mercer school



OFFICERS' REPORTS

VICE PRESIDENT'S REPORT

I hope everyone had a joyous winter break holiday. It is so hard to believe that we are already headed to the second half of the school year. As we begin 2025, please remember that caring for your body, mind, and spirit is your greatest gift to yourself. Let's make it our mission to celebrate and honor self-care.

The 33rd Annual Night for the Red & White will be taking place on Saturday, March 8th. This year, we will be live at the Agora Ballroom. We will praise the spirit of community and help raise funds to educate, empower and engage our Shaker students. Staff members are offered special pricing for up to 2 discounted tickets of \$125 each. Each staff ticket includes dinner, dancing, valet, and 2 drink tickets. [Tickets](#) are on sale and can be purchased on the Shaker Schools Foundation [website](#). This year, Shaker staff can use payroll deduction (March and April) as a form of payment for tickets.

Please consider donating to *A Night for the Red & White's* silent auction. The Silent Auction is a favorite part of the event, especially when it involves unique experiences offered by staff members! These kinds of donations bring in funds and create lasting memories for students and their families. Here are a few creative ideas:

Examples include:

- Unique handmade items
- Bowling and pizza with the principal
- Tickets to a sporting event or lunch with a teacher
- Principal, coach, and sports announcer for a day
- Special lessons, tutoring, a round of golf, a tennis match, or a cooking class
- Museum membership or package
- Movie outing with a teacher
- A party with a small group or class
- Shopping excursion

We encourage you to be creative! Please complete the attached online [Silent Auction Agreement](#) by February 21, 2025.

Winners of the Dr. Rebecca L. Thomas Fellowship Grant, please remember to submit all receipts to me in order to receive your reimbursement. You can receive up to \$100 to use for your personal professional development. The grants may be used towards any of the following activities:

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

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

November and December were very busy months, collaborating with the Interest Based Bargaining Negotiating Team trying to create a solid tentative agreement for our SHTA members. Being a part of the Negotiations Team has been a rewarding experience. I must admit, this was a tough tentative agreement to create collaboratively. It was a pleasure working with our SHTA team and I learned so much. Thank you for all of the support, trust and confidence as we worked together creating our contract. We vote on January 22nd. Let's vote YES to get our contract ratified.

I worked with Administrative Assistant Erica Verderber and Shaker Schools Foundation Executive Director Holly McCormick creating a letter to the staff explaining the Silent Auction and ideas for donating to A Night for the Red & White. With the help from Treasurer Bill Scanlon, I completed necessary paperwork to process reimbursements for the Dr. Rebecca L. Thomas Fellowship Grant. In November, I attended the fantastic SHTA social event at Midnight Owl. Thank you to the Social Chair Selena Boyer for planning such a successful event. Our union lawyer has decided to retire after 40 successful years. In December, Executive Board members honored Susannah Muskovitz at her Retirement Open House.

Thank you so much for your continued support and if you need anything, please feel free to contact me.

Respectfully submitted,
Darlene Garrison

SECRETARY'S REPORT

Happy 2025 to everyone! I hope that you all were able to enjoy family, friends and festivities during your time away. If you are at all like me, winter break now is a distant memory which is now replaced by beautiful yet sometimes challenging students, and all the other challenges that come with the work we do.

During the months of November and December, I was part of the eight-member team who participated in negotiating the contract on behalf of the entire SHTA membership. We negotiated for a total of 64 hours. The team worked really hard and we all honestly believe we came away with the very best tentative agreement that we can secure at this point in time. I will not highlight all of the gains here, because I hope you have been reading communications and/or talking to each other. I just want to emphasize the issue of planning time at the elementary level. We were able to increase the antiquated language that said that we should have a minimal amount of 100 minutes per week of planning. This language has been a part of our contract longer than any of our members have been in Shaker. That is well over four decades. We were able to negotiate a 125% increase to 225 minimum minutes per week of *uninterrupted planning time*. This is a monumental achievement! **I strongly recommend voting “yes” and ratifying the contract on January 22nd.**

On January 15th, SHTA's entire negotiating team met at the Shaker Heights Middle School auditorium from 4:30-5:30 to answer questions about the Tentative Agreement. The team consists of: Dr. John Morris (High School-President and Lead Negotiator), Darlene Garrison (Middle School – Vice President), Mike Sears (Middle School - Professional Rights and Responsibilities), David Klapholz (High School), Wendy Lewis (Mercer – Teacher Education), James Schmidt (High School – Legal Aid), Matt Klodor (Middle School – Legislative), our SHTA lawyer, Brooks Boron, and myself (Mercer-Secretary). If you have any questions now or in the future, please do not hesitate to contact any of us.

As Secretary of SHTA I continue to send invitations to the Representative Council and Executive Board meetings, attend, and take notes at these meetings.

I also attended the retirement reception for Susanna Muskovitz, a longtime SHTA lawyer.

Respectfully Submitted,
Lisa Hardiman

TREASURER'S REPORT

Happy 2025. With this first month of the year, we are given the task of either approving or rejecting the new contract. This time has been a little different for me from past contract negotiations. In the past I was on the Negotiating Team and had direct contact and involvement with the negotiation process. This round of negotiations I am on the outside looking in. And it hasn't really changed my perspective much. Even without being in the room on the Negotiations Team I know how hard they worked. I know what an arduous process negotiation can be, and I'm grateful for the work our colleagues.

Speaking directly to the contract we have to vote on, the benefits for Elementary Teachers are enormous. Expanding your planning time by 225%, with 45 minutes of UNINTERRUPTED planning time, transforms your workday from unsustainable to reasonable. And with 2%, 2%, 2% for the next 3 years, it makes for, when you compare it to the overall percentages of neighboring districts, a substantial raise. I know how I'm going to vote on Wednesday.

I communicated with Edward Jones, our accountants about our year-end tax forms. I paid bills and kept up with our Fellowship payments over Winter Break. A full financial report is included below.

*Respectfully submitted,
Bill Scanlon*

**SHTA Vice-
President Darlene
Garrison & SHTA
Treasurer Bill
Scanlon at the
January
Representative
Council meeting at
Mercer School**



Shaker Heights Teachers' Association	
Balance Sheet	
As of January 16, 2025	
	Total
ASSETS	
Current Assets	
Bank Accounts	
Key Bank CD-2	46,114.28
Key Bank Checking	76,527.78
Key Bank Savings	121,592.54
Total Bank Accounts	\$244,234.60
Other Current Assets	
Edward Jones 13760-1-1	635,738.29
Edward Jones 13768-1-3	1,138,255.58
Uncategorized Asset	0.00
Total Other Current Assets	\$1,773,993.87
Total Current Assets	\$2,018,228.47
TOTAL ASSETS	\$2,018,228.47
LIABILITIES AND EQUITY	
Liabilities	
Total Liabilities	
Equity	
Opening Balance Equity	-84,437.01
Retained Earnings	1,856,168.73
Net Income	246,496.75
Total Equity	\$2,018,228.47
TOTAL LIABILITIES AND EQUITY	\$2,018,228.47

Shaker Heights Teachers' Association	
Profit and Loss	
July 1, 2024 - January 16, 2025	
	Total
Income	
Income	
Member Dues	108,207.00
Total Income	\$108,207.00
Investments	
Change in Value in Edward Jones	72,230.15
Edward Jones-Fees & Charges	-4,340.36
Key Bank CD Interest	745.88
Key Bank Investment Income	121,591.78
Total Investments	\$190,227.45
Total Income	\$298,434.45
Gross Profit	\$298,434.45
Expenses	
Operations	
Accounting	221.40
Banking	-0.06
Total Accounting	\$221.34
Compensation	33,253.57
Conferences & Meetings	1,614.52
Executive Board	296.59
Fellowships & Grants	1,700.67
Insurance	5,384.00
Legal	2,595.00
Negotiations	917.90
Officers' Expenses	37.95
Payroll Taxes	482.19
Publications	103.99
Social	674.48
STRS (TPO Contribution)	4,655.50
Total Operations	\$51,937.70
Total Expenses	\$51,937.70
Net Operating Income	\$246,496.75
Net Income	\$246,496.75

EXECUTIVE BOARD REPORTS

PROFESSIONAL RIGHTS AND RESPONSIBILITIES REPORT

SHTA President Dr. John Morris wrote in his Salary and Tenure Committee Report that “no contract is ever perfect. I cannot say we achieved everything we wanted. But I am grateful that we agreed upon a contract, informed by preferences outlined in our survey, that continues to make Shaker one of the best schools in the country to work.” I agree with Dr. Morris, and strongly encourage all members to vote for the proposed collective bargaining agreement. While hopes for larger salary increases and maintaining the 7½ hour work day for elementary teachers are valid concerns, this contract proposal is excellent when reviewing where we are in 2025. The rising costs of health care have made it challenging for all school districts in northeast Ohio to offer much more than 2% raises, especially if a district has an aging work force like Shaker. Typically, if a district does offer more than 2% during a three-year contract, one or both of the other years are considerably less than 2%. If a member is also earning a step increase for experience in September, their total raise is 5-6%. Our step increases are higher than most area districts, and we have continued to maintain them over the course of many negotiations. As Dr. Morris highlighted in his report, fifteen minutes added to the elementary work day led to both an extra twenty-five minutes of daily planning time, as well as forty-five minutes of uninterrupted planning time every day.

There will be serious negative consequences if this contract is not ratified. Everything gained in this proposal will become null and void. A third-party mediator will lead both sides through fact finding, which will take months and cost both the SHTA and the school district a considerable amount of money. As our attorney Brooks Boron explained on January 15, any proposal from a mediator will offer less to our membership than the proposal on the table. In order to reject the mediator’s proposal, we would have to get sixty percent of the membership to vote no and any member who didn’t vote would count as a yes vote. The steps after that include arbitration and a possible strike vote. This is not the type of proposal that should be leading us down this path. Historically, when there has been a need for the school district to pass an operating levy, we have had 0% raises and steps frozen while we worked to help pass a levy. This is not that. Voting yes on Wednesday locks us in for three years of raises and solid benefits, regardless of what happens with levies, in Columbus, or in Washington, D.C. That stability is of utmost importance, especially in these uncertain times. Vote Yes!

Grievance 11.15.24 regarding planning time being a “break in pupil contact time” had a hearing and received a disposition from the school district administration. The grievants included Building Safety and Sick Day Transfer Committee Chair Matt Zucca, Boulevard Head Building Representative Cathy Grieshop, Fernway Head Building Representative Jamie Harden, Onaway Head Building Representative Noreen Smyth-Morrow, Lomond Head Building Representative Kelly Grahl, and Mercer Head Building Representative Eileen Sweeney. Director of Human Resources Dr. Tiffany Joseph, Assistant Superintendent of Learning and Teaching Dr. Felecia Evans, and Director of Curriculum and Instruction Dr. John Moore all attended the hearing. The disposition did not find a contract violation because of the twenty minutes of “pupil-less” planning time in the morning, the twenty-five minutes of “pupil-less” planning time at the end of the day, and the fifty minutes of “pupil-less” collaborative planning time during the school day when students are at specials. However, the disposition made a commitment to work with the grievants and other elementary teachers moving forward. Specifically, it said, “The concerns raised by the grievants will be reviewed by the Learning and Teaching Department and Building Principals. Administration is committed to working alongside coaches, coordinators, and coaches to ensure that planning needs are met.” The Grievance Committee decided not to move to a step III grievance (arbitration).

Members recently reported two different errors related to payroll. First, employees who participate in the Ohio Deferred Compensation program (457) did not see their money from the December 16th, January 1st, and January 16th paychecks in their accounts even though it had been deducted from their paychecks. The second error involved members who switched from Single Health Plans to Family Plans in 2025. They were charged for both plans in the January 16th paycheck, but will be reimbursed in the February 1st paycheck. I spoke with Payroll Supervisor Jennifer Browne about both matters, and she worked with the state to correct the error related to Deferred Compensation. She also sent out a communication regarding the extra charges for insurance plans. I encouraged her to communicate with everyone affected by the Deferred Compensation error.

I spoke with a few members about the new dental insurance provider, Delta Dental. They will not be mailing cards to us. You can register online at <http://www.deltadentaloh.com/> to access digital insurance cards. You may also call them at 1-800-524-0149 to register and receive all the information you need in order to make your next dentist appointment.

Members reached out about expectations related to lesson plans for substitutes when on an extended medical leave (FMLA). Employees on FMLA should not be working, so they should not be providing daily lesson plans for substitutes. Grade level team members or department members should provide lessons for the substitutes. If a member wants to provide an outline or a few lessons before they go out on leave, that is perfectly acceptable.

A member asked me if all the changes agreed to in last year's safety grievance had been made. She is concerned about doors that don't stay closed, as well as the absence of security at elementary buildings. I will follow up with Assistant Superintendent of Business and Operations Jeff Grosse. If a member has new concerns about safety and security, I encourage you to start with your Building Committee, and feel free to reach out to me if you need help getting your concerns addressed.

I attended several collective bargaining sessions the last two months. I also attended both the Executive Board and Representative Council meetings in January, as well as a meeting on January 15th with the membership to discuss the tentative agreement. I enjoyed both the SHTA Winter Social, as well as a retirement reception for former SHTA attorney Susannah Muskovitz. The Supplemental Committee met briefly to discuss a revised position at the high school, AP Testing Coordinator. The next Insurance Committee meeting is on February 26.

*Respectfully submitted,
Mike Sears, chairperson*

EVALUATION COMMITTEE

Greeting colleagues and friends! I am so thankful for all of the support from colleagues during my leave in the fall. 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 am 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.

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.

As the first semester comes to a close, full-cycle evaluations should be well under way. Holistic observations and post conferences are opportunities for evaluators and teachers to collaboratively identify specific growth goals for the informal observations (a.k.a. walkthroughs) and the focused observation. It is important for holistic

observations and post-conferences to occur during the first semester in order for teachers to have time to effectively reach identified growth goals. Focused observations should NOT take place until feedback from the holistic observation during a post-conference is received. Off-Cycle evaluations require one 30-minute observation at any time prior to the end of April.

As always, peer evaluators are expected to follow the same protocols to complete evaluations. Peer evaluators conducting full cycle evaluations will receive \$375 and those conducting off-cycle evaluations will receive \$125. I appreciate the continued support and recognition of this program as valuable professional learning work. I truly believe that this work brings us towards alignment with other highly professional fields. Andrew Glasier (High School), Addie Tobey (Woodbury and Middle School) and I (Elementary) serve as the co-coordinators of the program. We are happy to assist you in any way we can throughout the process.

The Evaluation Committee approved changes to the Librarian’s evaluations. All changes or additions to member’s evaluations must be approved by the committee.

I am here to help answer teacher and evaluator questions and navigate any part of the process with you, as are all members of the committee.

*Respectfully submitted,
Lena Paskewitz, chairperson*

SPECIAL EDUCATION COMMITTEE

Over the past month, I met with the Director of Student Services Dr. Meghan Shelby over Special Education concerns across the district. I attended the SHTA Happy Hour; thank you Selena! I attended the retirement celebration for SHTA lawyer Susannah Muskovitz. I worked with SHTA President Dr. John Morris, over Special Education concerns. I have communicated with Shaker Heights High School principal Mr. Isaiah Wyatt with a follow up over a staffing concern. I worked with Shaker Heights High School Head Rep. Jessica O’Brien to remedy member concerns. I communicated with Human Resources Director, Dr. Tiffany Joseph, concerning a procedure clarification. I have communicated with Shaker Heights High School Student Services Department Chairs Tana Thompson and Keesha Woodruff over concerns at the High School. I am working with fellow executive board member Eileen Sweeney over a potential workload concern. I continue to work collaboratively with administrators for the benefit of both students and teachers.

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

POLICY COMMITTEE

Today our constitutional focus is on BY-LAW V, A. Duties STANDING COMMITTEES, part I. Salary-Tenure Committee, 2. SHTA Negotiating Team, which states:

b. Procedure and Limitations

1. The SHTA Negotiating Team shall have the responsibility of conducting surveys and making itself available for building meetings prior to the start of formal negotiations, for the purpose of ascertaining the concerns of the SHTA membership. The SHTA Negotiating Team shall then have the responsibility of reducing these concerns to writing and placing them on the formal agenda for negotiations. The Team shall have the power to accept tentative agreements in negotiations with the school board. All such decisions will be a majority vote of the Team with each individual member reserving the right to express his or her position at any general meeting of the SHTA membership held prior to a ratification vote. During negotiations, the Chair or his/her designee

shall make general progress reports to the Executive Board and the Representative Council at their monthly meetings. If impasse is reached, then the Chair shall provide the total SHTA membership with copies of tentative proposals which have been accepted as well as proposals still under discussion.

I'd like to thank our negotiating team for the challenging work of bargaining a fair tentative contract in difficult circumstances. Though we weren't able to achieve all the changes that I personally thought were important, I understand that a negotiation is by its nature a compromise, and that you can only achieve the progress that the other side is willing to provide. I am very thankful that we have conscientious and competent SHTA members willing to give their time to improve our work environment and advocate for us and our classrooms.

*Respectfully submitted,
Tim Kalan, Chairperson*

MEMBERSHIP/ELECTIONS COMMITTEE.

As the Membership/Elections Chairperson, I monitor the payroll deductions to maintain an accurate count of SHTA membership. I update our payroll sheets, delete members who are no longer with us, change member names and building locations. I also coordinate elections in the spring and contract ratification votes like the one that is scheduled for January 22, 2025.

This google form will be shared with you Wednesday morning and you will have the entire day to cast your vote. If you think you need a paper ballot, please let your building representative know and they will accommodate you. “There are many ways to exercise your voice, and one of the most powerful is through your vote.” Kamala Harris

At this time, we have 469 members of SHTA.

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**, Lee Appel (WO)

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

Mercer- **Eileen Sweeney**

Middle School- **Kevin Thomas**, Erika Pfeiffer, Melissa Albrecht and Marie O’Leary Stark (WO)

High School – **Jessica O’Brien**, Jayce Bailey, Cathay Szendrey, Enid Vazquez, Adam Cohen, Aimee Grey, Joel Rathbone, Raina Li (WO)

IC- Linda Roth

Happy New Year!

May your dreams blossom and fulfill you in innumerable ways!

*Respectfully submitted,
Chante Thomas, chairperson*

DIVERSITY, EQUITY & INCLUSION COMMITTEE

As we embrace African American history month, and throughout the year, I find myself learning more about history and the impact it has on our daily lives.

Slave Codes enacted in the 1600's and Black Code Laws enacted initially around 1865 in America, Jim Crow Laws played a role in the disenfranchisement of Black and equal access to education. These codes would vary from state to state but were united in the common purpose of denying the civil rights of Blacks. Jim Crow Laws would allow for the disenfranchisement of Blacks in every aspect of life. The value of an education was recognized by Blacks as far back as slavery with life threatening efforts taking it upon themselves to educate their own in secret schools, churches, and in rare moments a sympathetic slave master or a member of his staff.

Did you know George Andrew Reisner Jr, an American Archeologist of German Origin, hid for decades the factual history of the Black Pharaohs that governed Egypt and Kush? He could not believe that Black people could have achieved such greatness. The Black Pharaoh, Tirhakah, the king of Kush, is even mentioned in the Bible (2 Kings 19:9) The impact of George Andrew Reisner Jr's racism on the historical narrative of the Black Pharaohs in Egypt and Kush is a troubling aspect of archaeological history. It is crucial to acknowledge and address these biases to uncover the true achievements of these rulers.

*Respectfully submitted,
Angela Goodrum*

PUBLIC RELATIONS COMMITTEE

As the SHTA Public Relations chair I wish you a happy new year. I wanted to inform you that I attended the recent SHTA Happy Hour. Additionally, SHTA shirts have been distributed to the Head Representatives. They have been tasked with distributing the shirts to the members in their respective buildings. Thank you for your solidarity.

*Respectfully Submitted,
Bob Bognar*

BUILDING SAFETY & SICK DAY TRANSFER COMMITTEE

Since our last report, I coordinated requests for sick days pledges for members who are participating in the program. There are currently five members participating in the program. Due to your generosity, there have been over 300 days pledged this year. I met with Treasurer, Donte Hayes, to discuss the sick day transfer process. I worked with Payroll Supervisor, Jennifer Browne, to process sick day transfers. I attended the November SHTA Happy Hour. If you have any questions regarding sick day transfer or building safety, please reach out to me at 216-295-4692 or zucca_m@shaker.org.

*Respectfully Submitted,
Matt Zucca, Chairperson*

LEGISLATIVE COMMITTEE

I hope everyone had an enjoyable winter break and I look forward to presenting more updates on legislative issues in the new year. Additionally, I want to thank everyone for your support and trust during this negotiation process. It was my first time serving on the negotiations team, and I'm grateful for the opportunity to represent and work on behalf of such a dedicated and unified group. I strongly recommend voting "yes" and ratifying the contract on January 22nd. Here are some recent legislative items that emerged since my last report in November 2024:

- **HB 8 Update** - HB 8, which mandates that public schools implement a religious release time policy and requires educators to inform parents if a student seeks to identify as a gender different from their sex at

birth, was signed into law on January 8th. Supporters argue the bill strengthens parental rights and promotes religious freedom, while critics warn it risks student safety, pits students against counselors, and disrupts public education by mandating mid-day religious instruction. The bill has drawn sharp debate, with opponents calling it overreaching and counterproductive, particularly for LGBTQ+ students and the separation of religion and public education. This law will take effect in 90 days after Governor DeWine's signing. ([more info here](#))

- **HB 206** - Also signed by Governor DeWine, HB 206 allows schools to expel students posing an "imminent and severe endangerment" to safety for up to 180 school days, with potential extensions. The bill gives superintendents discretion over expulsion conditions and reinstatement, including requiring psychological evaluations, but critics argue it risks disproportionate impacts on children of color and lacks adequate mental health safeguards. Supporters emphasize flexibility for schools to ensure safety, while opponents caution against excessive reliance on expulsions, noting the critical importance of keeping students in classrooms for academic success. ([more info here](#))
- **SB 295:** Currently in Senate Committee, this bill proposes automatically closing low-performing public schools that consistently rank in the bottom 5% or 10% in state performance metrics for three years. Critics argue the bill's criteria are arbitrary and could destabilize schools, with some noting it might lead to closures of schools meeting state standards due to shifting rankings. Opponents also express concerns about teacher shortages and the lack of supportive measures in the bill. At the same time, supporters contend it mirrors existing charter school policies and aims to improve educational outcomes. ([more info here](#))

*Respectfully Submitted,
Matt Klodor*

NEW TEACHER COMMITTEE

Happy New Year Everyone! I hope you all had a great break and a good long MLK weekend. Before break, I had the pleasure of attending the retirement reception for our beloved union lawyer, Susanna Muskovitz, our SHTA much needed Happy Hour at Midnight Owl, and I participated in contract negotiations, as a long-standing member of the Negotiations Team.

Recently, I helped a few members with tenure issues. Stacy Poole is always ready to help, and this is much appreciated. Please do not hesitate to contact me with any questions you may have. If you are taking classes online, please be sure to contact either Stacy Poole or myself to ensure that they are being done through an institution that is accredited through the district. Also, please make sure that your first observation and conference was completed by January, 15. Continue to plug along, we are at the halfway point! In honor of Dr. Martin Luther King, Jr. Day, please reflect on this quote- "True peace is not merely the absence of tension; it is the presence of Justice."

*Respectfully Submitted,
Wendy Lewis*

LEGAL AID COMMITTEE

No Report.

*Respectfully submitted,
James Schmidt*

SHTA PAC COMMITTEE

Happy New Year! The PAC has been quiet during December. I attended the SHTA Happy Hour. Thank you, Selena Boyer for organizing such a wonderful evening.

The results of the November election took a toll on many of us. Time was needed to reflect and process how we move forward. Now is the time to rededicate ourselves and engage in action to advocate for students and public education. In the coming months you may get an Action Alert email asking you to contact your representatives to urge them to pass or reject bills that impact our community. We are also looking at coordinating with other area teacher PACs to explore the possibility of uniting on potential emerging issues. Please take the time to express your views to your representatives.

Thank you to the Collective Bargaining Team for hammering out a great contract!!

*Respectfully Submitted,
Eileen Sweeney & Jessica O'Brien*

SOCIAL COMMITTEE

Happy New Year! Each month I have the pleasure to host the Executive Board members in my classroom for our monthly Executive Board meeting. In the last few weeks, I have addressed questions and concerns related to our tentative agreement. I would like to take this opportunity to thank everyone who attended our social event on November 22, 2024. It was a wet, dreary day but we had a great turnout!

*Respectfully Submitted,
Selena Boyer*

SALARY-TENURE COMMITTEE

On December 18th, 2024 our Negotiations Team came to a Tentative Agreements with Administration. Here are some highlights from the tentative agreement.

There will be a 2% increase to the base salary in 2025 (retroactive to January 1).
There will be a 2% increase to the base salary in 2026.
There will be a 2% increase to the base salary in 2027.

You will receive steps for education and/or experience if you are eligible. The index for the salary schedule will remain unchanged.

As an added incentive for our members nearing retirement, if a member announces retirement by March 1st, 2025 and retires at the end of the 2024-2025 school year, they will be eligible for a \$1000 stipend in their final pay check. If they announce by December 31st, 2025 and retire at the end of the 2025-2026 school year, they will be eligible for the \$500 stipend in their final pay check.

From our SHTA survey, 87% of the elementary school respondents reported that they wanted us to negotiate for considerably more planning time in the contract. We negotiated for a total of 16 hours on this single issue. We had to consider the schedules of all of our elementary members including teachers, counselors, single subject teachers, nurses, school psychologists, instructional coaches, and IB coordinators. The only way we could move out of the previously guaranteed 100 minutes per week of planning was to add 15 minutes to the school day. In exchange, the district agreed to the additional 125 minutes of **uninterrupted planning**

time, moving elementary teachers' planning time from 100 minutes to 225 minutes per week. This means that at the elementary level, we will have a contractually guaranteed uninterrupted 50-minute lunch and 45-minute preparation period per day. For comparison, secondary teachers work an 8-hour day with a 50-minute lunch and 50-minute planning period per day. Secondary teachers have 250 minutes of planning time per week. Now, elementary teachers will have 225 minutes of planning time per week.

Elementary teachers should expect 45 minutes of uninterrupted planning time, not 20 minutes uninterrupted and 25 uninterrupted, but a 45 minute block. The elementary school day will extend by 15 minutes to 7 hours and 45 minutes per day, but the sustained request for more planning at the elementary level made the 125% increase in uninterrupted planning time worth it. Again, this change represents an increase in planning time, not student contact time. This change will not take place until the beginning of the 2025-2026 school year.

At the secondary level, we have added language about the possibility of a flexible schedule, if mutual consent between building members and administration can be reached.

The employee percentage of the health care premiums will remain at 14% for 2025, and 2026. There will be a 1% increase to 15% in 2027. Most of our comparable districts have been at 15% for the last several contracts. This line-holding represents a plus for our membership. Otherwise, all benefits stay the same.

The Building Committee pilot will continue for another year across the district to allow members more collaboration opportunities with administrators.

The Sick Day Transfer Program will become a permanent part of our contract, extending essential support to our members in their times of need.

I am very grateful to the hard work and dedication of the negotiating team: Darlene Garrison (Middle School – Vice President), Lisa Hardiman (Mercer - Secretary), Mike Sears (Middle School - Professional Rights and Responsibilities), David Klapholz (High School), Wendy Lewis (Mercer – Teacher Education), James Schmidt (High School – Legal Aid), Matt Klodor (Middle School – Legislative) and our Association attorney, Susannah Muskovitz.

The Interest Based Bargaining process was cooperative; however, it was still very challenging. I am grateful for a district negotiations team that was as committed to a strong agreement as we are. Each member of the team helped make this agreement possible.

No contract is ever perfect. I cannot say we achieved everything we wanted. But I am grateful that we agreed upon a contract, informed by preferences outlined in our survey, that continues to make Shaker one of the best schools in the country to work. The Negotiations Team strongly recommends that SHTA members vote to ratify this contract and set us on three more years of stability, increases, and benefits.

I will continue to respond to teacher questions through the January 22nd Voting Day. You can reach me at morris_j@shaker.org.

***Respectfully Submitted,
John Morris***

MINUTES FOR THE REPRESENTATIVE COUNCIL MEETING

SHTA President, Dr. John Morris started the January 13, 2025 Representative Council Meeting at 4:30 PM. **The meeting took place at Mercer Elementary School.** Dr. Morris introduced *Mercer's Substitute Principal and fellow SHTA member, Mrs. Carmen Chung* to the Representative Council.

Mercer's Substitute Principal Mrs. Carmen Chung welcomed the SHTA Representative council to Mercer Elementary School. She said she misses all of the teachers very much. She thanked the representative council for the protection, fighting for us, and for all they do.

A motion for approval of the MINUTES from the November 11, 2024 Representative Council meeting was made by Andrew Glasier and seconded by James Schmidt.

Administration Report

Director of Human Resources, Dr. Tiffany Joseph, was present for the SHTA Representative Council Meeting. She wished everyone a Happy New Year.

Officers' Reports

President, John Morris

- Spoke with superintendent Dr. David Glasner regularly
- Communicated with Human Resource Director Dr. Tiffany Joseph regularly
- Updated SHTA Facebook page with Publications Editor Andrew Glasier
- Worked with members with legal concerns with SHTA Lawyer, Susannah Muskovitz
- Communicated with Special Education Chair Tito Vazquez on Intervention Specialist concerns
- Worked with an IC member on facility and safety issues.
- Attended our well-attended SHTA Winter Happy Hour made possible by our Social Chair, Selena Boyer.
- Negotiated throughout the months of November and December with the Negotiations Team.
- Attended the retirement reception of our long time SHTA lawyer, Susannah Muskovitz
- Asked Publications Editor Andrew Glasier to send out emails to the membership concerning Negotiation's status and our Tentative Agreement.
- Communicated with our new SHTA lawyer, Brooks Boron, on member and negotiations issues
- Fielding questions about the Tentative Agreement via email and phone. I will continue to answer these questions up until vote on the 22nd
- Continue to work with IC Head Representative, Linda Roth, on an ongoing safety and security issue

Salary-Tenure

- On December 18th, 2024 our Negotiations Team came to a Tentative Agreement with Administration. Here are some highlights from the tentative agreement.
- There will be a 2% increase to the base salary in 2025 (retroactive to January 1).
- There will be a 2% increase to the base salary in 2026.
- There will be a 2% increase to the base salary in 2027.
- You will receive steps for education and/or experience if you are eligible. The index for the salary schedule will remain unchanged.
- As an added incentive for our members nearing retirement, if a member announces retirement by March 1st, 2025 and retires at the end of the 2024-2025 school year they will be eligible for a \$1000 stipend in

their final pay check. If they announce by December 31st, 2025 and retire at the end of the 2025-2026 school year, they will be eligible for the \$500 stipend in their final paycheck.

- There will be an added 125 minutes per week of uninterrupted planning time at the elementary level, increasing the total of planning per week from 100 minutes to 225 minutes. Elementary teachers should expect 45 minutes of uninterrupted planning time, not 20 minutes uninterrupted and 25 uninterrupted, but a 45 minute block. The elementary school day will extend by 15 minutes to 7 hours and 45 minutes per day, but the sustained request for more planning at the elementary level made the 125% increase in uninterrupted planning time worth it. This change will not take place until the beginning of the 2025-2026 school year.
- At the secondary level, we have added language about the possibility of a flexible schedule, if mutual consent between building members and administration can be reached.
- The employee percentage of the health care premiums will remain at 14% for 2025, and 2026. There will be a 1% increase to 15% in 2027. Otherwise, all benefits stay the same.
- The Building Committee pilot will continue for another year across the district to allow members more collaboration opportunities with administrators.
- The Sick Day Transfer Program will become a permanent part of our contract, extending essential support to our members in their times of need.
- I am very grateful to the hard work and dedication of the negotiating team: Darlene Garrison (Middle School – Vice President), Lisa Hardiman (Mercer - Secretary), Mike Sears (Middle School - Professional Rights and Responsibilities), David Klapholz (High School), Wendy Lewis (Mercer – Teacher Education), James Schmidt (High School – Legal Aid), Matt Klodor (Middle School – Legislative) and our Association attorney, Susannah Muskovitz.
- The Negotiations Team will meet from 4:30-5:30 on Wednesday, January 15th at the Middle School Auditorium if you have any questions about the Tentative Agreement. Our entire team will be there.
- Feel free to email me questions before the meeting (morris_j@shaker.org) or come prepared to ask your questions during the meeting. We all will be pleased to see you. The vote to ratify the tentative agreement will take place on Wednesday, January 22 in all of our school buildings.

Vice President, Darlene Garrison

- November and December were very busy months, collaborating with the IBB Negotiating Team trying to create a solid contract for our SHTA members.
- Communicated with Administrative Assistant Erica Verderber and Executive Director Holly McCormick about the creation of a letter to the staff explaining the Silent Auction and ideas for donating to A Night for the Red & White.
 - Please consider donating to the Silent Auction
 - Teacher gifts are the most popular
- Completed necessary paperwork to process reimbursements for the Dr. Rebecca L. Thomas Fellowship Grant.
 - Sent reimbursement checks to members who submitted receipts
- Attended the fantastic SHTA social event at Midnight Owl. Thank you to the Social Chair Selena Boyer for planning a successful event.
- Attended the retirement celebration for SHTA lawyer Susannah Muskovitz. Lovely event for a very special person.
- The next PTO meeting has been rescheduled for Thursday, February 18th due to a conflict with the Mercer Rising 6th Grade event at Shaker Heights Middle School on January 29th.
- A Night for the Red & White is on Saturday, March 8th at The Agora.
 - Staff tickets are \$125 and up to 2 tickets may be purchased

- This year, you may use payroll deduction for the tickets. Money will be deducted from payroll checks during the months of March and April

Secretary, Lisa Hardiman

- Emailed invites for Representative Council meetings
- Emailed invites for Executive Board Meetings
- Participated in negotiations throughout the months of November and December along with SHTA's negotiating team and administration
- Answered numerous questions about the tentative agreement
- Attended retirement party of long time SHTA Susanna Muskovitz

Treasurer William Scanlon

- Paying bills
- Paying fellowship check
- Paid accountants and talked about books from last year
- Talked to investors at Edward Jones
- Distributed Profit and loss statements to representative council
- We have over 2 million dollars in our budget

Building Representative Reports

Boulevard-Cathy Grieshop, Heather Pincoe (WO)

- Thank you to PTO for lunch on December 20th
- Grateful for the reduction in the number of weekly meetings
- Talked to members about tentative agreement

Fernway-Jamie Harden, Lee Appel (WO)

- The following is the report summarizing developments, challenges, and accomplishments at Fernway since the November meeting.
- November 20, 2024: member concerned about the time the parking lot is closed in the morning before arrival. Mr. Hayward was made aware of the concern. An email was sent to the staff on November 20th to clarify the times the gate will be closed by Mr. Hayward.
- December 2, 2024: a member had a question about missing work because of weather conditions/Act of God. The Member was directed to Article XX 20.01c5 of the contract for clarification.
- December 4, 2024 a member on the first floor sent an email to Mr. Hayward and the rep (Jamie Harden) stating that their classroom was having heating/thermostat issues for a few weeks. Mr. Hayward forwarded concerns to custodian and Sean Brown. Sean Brown visited the building to address the concern. January 7, 2025 I (Jamie Harden) visited the classroom. Problem still existed. Member emailed Sean Brown, Chris Hayward and the rep (Jamie Harden) stating that the problem still existed. I replied to the email stating the frigid state of the classroom. Custodial staff was sent out that week. Member states that the temperature is better and the problem was explained, but the real issue with the system has not been fixed.
- December 9, 2024 Building Committee met.
- December 16, 2024 SHTA reps (Jamie and Lee) and principal monthly touch base meeting:
- Room temperature
- Cleanliness of rooms being a Building Committee concern
- January 13, 2025 SHTA reps (Jamie and Lee) and principal monthly touch base meeting:
- When staff would be made aware of 1/21/25 P.D. agenda or plans?

- Mr. Hayward reported that he contacted Sean Brown on 1/10/25 reporting that another classroom on the 1st floor is having heating issues.
- Members received reminders to attend the January 15th meeting through email and parent square and sick day transfer information through email.

Lomond-Kelly Grahl, Sherri Jarvie (WO)

- Lomond SHTA members are generally curious about the contract and the negotiation process, in particular, in what ways does adding 15 minutes to the school day help address the monopolization of planning time by district mandated meetings
- We've encouraged all members to attend Wednesday's Q&A at the Middle School. The Building Committee meets on the second Tuesday of every month.

Mercer-Eileen Sweeney

Several issues:

- Had meetings with administrator and SHTA member for the purpose of building bridges
- There was an issue because teachers did not have access to the building during winter break to properly prepare for students, yet in the past we were given access
- Sent information on sick-day transfer from a member at Mercer and one at another building
- Appreciate the breakfast provided by administration before winter break
- Want to continue to show support for Substitute Principal, Carmen Chung as a fellow SHTA member

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

- Attended a meeting with an SHTA member and HR that was initiated by Administration
- Some members are requesting that the admin. consider a 15-20 minutes later start time for elementary students next year- which will give staff more time at the beginning of the day for planning/set up for the day than the current 20 minutes
- Attended the building committee meeting held this month

Middle School—Kevin Thomas, Melissa Albrecht (WO), Marie O'leary Stark (WO)

- Met weekly with building administrators on a variety of topics.
- Have been working with 2 different middle school members on administrative fact-finding meetings and continue to do so
- Currently working with administrators about the TBT process at the middle school. We are in discussions on ways to make the process more manageable and useful for teachers. The current process is extremely time consuming and seen as an unreasonable clerical imposition.
- Working closely with Tracey Warren and Matt Zucca on sick days. We want to thank everyone for helping out and if you haven't already shared her situation with your colleagues, I encourage you to do so. After 34 years with the district, she is hoping to retire after Feb 24th, and we are currently working to help her get to that date.
- Originally, when the portable classrooms were installed, we were told that they expected to build an awning so that teachers and students would be able to move between classrooms without having to worry about snow, ice and rain. The district has recently made the decision that it would be cost prohibitive to have them installed. Although facilities have made sure that the walkways are well iced, this often doesn't happen until students are arriving, which means the path is often precarious for teachers in the morning. I'm currently gauging the feelings of the staff most affected by this to determine if the issue is a serious concern and how to proceed.

High School—Jessica O’Brien, Raina Li (WO)

- Answered questions from a member about FMLA
- Clarified FMLA information with rights and responsibilities chair Mike Sears
- Sent out sick day request to membership on behalf of a member
- Sent out sick day request from Head Rep Cathy Grieshop to membership
- Attended a meeting with Department Heads, SHTA President Dr. John Morris, Principal Eric Juli, and IC principal Isaiah Wyatt regarding Mr. Juli’s resignation
- Met with Principal Eric Juli to discuss transition, and thank him for his work.
- Met with Building committee member Cathy Szendrey to discuss steps moving forward
- Sent an email from all of the high school building reps welcoming Mr. Wyatt
- Met with a member about an issue with pay and a missed paycheck. Called Treasurer Mr. Donte Hayes with the member, and the issue was resolved satisfactorily.
- Met with Interim Principal Isaiah Wyatt on 11/25 to discuss the transition and carry over issues that will need to be addressed.
- Worked with Sick Day transfer chair Matt Zucca and Tiffany Joseph on a teacher’s sick day transfer request.
- Sent out a sick day transfer request on behalf of a member.
- Met with Interim Principal Isaiah Wyatt to discuss weapons detection system timeline. System will be installed and training will occur January 21st for staff and security. Staff needs to be understanding in the fact that it will take time to get the new system running smoothly and Mr. Wyatt asks for a little grace from the staff while the new weapons detection system protocol is put in place.
- Discussed the necessity of making sure staff is adhering to the bell schedule to keep hallways clear, and enforcing the technology policy.
- Answered questions from members about the proposed contract
- Met with Mr. Wyatt discussed that adjustments to daily schedule changes need to be presented to SHTA before they are approved to make sure that they are compliant with the contract.
- Communicated with Assistant Director of Buildings and Grounds Sean Brown about a room in which the heater is broken. Mr. Brown has scheduled the repair to be on January 21st and to be finished January 22nd.
- Working with Mr. Wyatt to find a location for teachers that are in the room being repaired.
- Discussed the schedule for next year and the timeline for communication to staff members about courses and classes.
- Proposed a meeting between myself, High School administrative assistant, Ms. Tania Zucca, and Mr. Wyatt or his designee to discuss clear and concise communication to members about making sure they are putting in sick days and personal days properly.
- Mr. Wyatt communicated the high school counselors will be taking over 504’s and Assistant Principal Ms. Demkowicz will be assisting the counselors along with two administrative assistants.

Innovative Center—Linda Roth

- We extend our heartfelt congratulations to Interim SHHS Principal Isaiah Wyatt and Interim IC AP Anne Scott.
- As interim AP, Anne will remain in the SHTA for the remainder of the 24-25 school year, and I will be resuming the role of SHTA representative.
- As we navigate staffing changes, the IC is currently operating with a 33% reduction in staff compared to previous years, including the absence of an intervention specialist that is with us all day. Given our unique space, this reduction places significant strain on the remaining staff. Additionally, we do not have the on-site support of non-teaching staff, further challenging our capacity to meet student and program needs.

- On January 6, 2025, the three new IC staff members (who joined in August, 2024) finally received key fobs to access the Stephanie Tubbs Jones building. They still do not have keys for any of the internal doors within the IC space.
- On 12/10/24 and 12/13/24, I communicated with SHTA President Dr. John Morris about contractual and logistical concerns related to housing the IC within a city-owned building and access to staff-only restrooms. Mrs. Scott met with Jeff Grosse and Sean Brown today, 1/13/25 and we now have a resolution.

Executive Board Reports

Publications—Andrew Glasier

- #... contest on FB: WINNER is Michael Wells from the HS & Lomond!
- Updated Facebook page
- We are officially of X, Formerly Twitter!
- Updated Email, adding new members. If you hear of a member NOT getting the newsletter next week, have them email me directly.
- Sent emails out to membership from officers
- Editorial: Eileen Sweeney
- Evaluation Committee approved the new Librarian evaluation process

Evaluation-Lena Paskewitz

- Thank you to Andrew Glasier and Addie Tobey for completing my tasks while I was gone
- If teachers are on a fall cycle they should have one observation done
- Teachers who are not on a continuing contract, should have had two observations done
- If something is not right, reach out to your evaluator, if need be reach out to us

Teacher Education-Wendy Lewis

- Attended Susanna SHTA lawyer, Muskovitz retirement reception
- Attended happy hour and it was very nice
- Participated in IBB Negotiations
- If anyone has any issues, send me an email

Policy-Tim Kalan

- Worked on evaluation concerns
- Working on language for possible changes to the constitution

Public Relations-Bob Bognar

- All new swag has been distributed and labeled
- It is all soft and in good condition

Special Education-Tito Vazquez

- Met with the Director of Student Services Dr. Meghan Shelby over special education concerns across the district
- Attended the SHTA Happy Hour, thank you Selena Boyer!
- Attended the retirement celebration for Susannah Muskovitz.
- I worked with SHTA President Dr. John Morris, over Special Education concerns
- Communicated with Shaker Heights High School principal Mr. Isaiah Wyatt with a follow up over a staffing concern
- Communicated with Shaker Heights High School Student Services Department Chairs Tana Thompson and Keesha Bryant over concerns at the high school

- Working with fellow executive board member Eileen Sweeney over a potential workload concern
- Continue to work collaboratively with administrators for the benefit of both students and teachers

Legal Aid-James Schmidt

- No Report for Legal Aid
- Attended Happy Hour
- Helped John Morris out with a couple of items

Legislative-Matthew Klodor

- Update on HB 8
- Information on HB 206 and SB 295

Building Safety and Sick Day Transfer-Matthew Zucca

- Fielded questions regarding the Sick Day Transfer program.
- Met with Treasurer Donte Hayes, to discuss the sick day transfer process.
- Attended our SHTA social event in November.
- Had had conversations with members of the District Payroll Department to help with the sick day transfer process.
- Currently there are five active members participating in the Sick Day Transfer program. Almost 300 days have been pledged thus far.
- Reviewed Sick Day Transfer Program process.

Social-Selena Boyer

- Happy New Year!
- Hosts every Executive Board Meeting
- Address concerns and questions about contract
- Thank you to everyone who came to the happy hour on a cold and rainy day

Professional Rights and Responsibilities-Mike Sears

- Participated in negotiations
- Worked with Matt Zucca on a grievance
- Attended Happy Hour
- Helped Kevin Thomas with member concerns

PAC (at-large)-Eileen Sweeney and Jessica O'Brien

- November 11th election took a toll
- Been taking time to reflect
- Looking forward to discussing more issues in education
- Would like to engage with members more to advance on behalf of communities
- Would like to make sure that members' voices are heard

Old Business-None

New Business-None

- Gave membership applications for SHTA Scholarships
 - Legacy Scholarship
 - For High School Seniors

Good of the Order-

- President Dr. John Morris thanked Eileen Sweeney, Mercer Head Representative, for the food and drinks

A motion for adjournment was made by James Schmidt and seconded by Bob Bognar.
Meeting adjourned at 5:50

*Respectfully submitted,
Lisa Hardiman*

SHTA January Representative Council Meeting at Mercer School



We have to be more political than ever!

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.

As the new administration takes office, we must remember our past... Many of our SHTA colleagues were not teaching in the district in 2011 when then-Governor Kasich signed Senate Bill 5 into law. This law severely restricted unions' collective bargaining rights. Unions across the state joined forces to fight against the bill. The only way to repeal the law was to put the issue on the ballot for all Ohioans to decide. Union members fanned out across the state, protested, collected signatures, marched in parades, and knocked on doors to educate the public about the consequences of SB5. Their hard work prevailed. The ballot measure to repeal SB 5 passed. Our collective bargaining rights were preserved. The SHTA PAC was created during the SB5 fight to engage and advocate for our member's rights.

We are moving into a precarious time in our Nation's history. The political climate threatens the foundation of many of our institutions, including the Department of Education. Governor DeWine is on the verge of signing Senate Bill 8, the Parents' Rights Bill. As Matt Klodor reported in the November SHTA Newsletter, "...HB 8 would require educators to out a student's gender identity, mental health, or emotional wellbeing to their parents/guardians." Additionally, it would require school districts to inform parents/guardians of any sexuality-related content within materials ahead of time while offering the option to receive alternative instruction. Proponents of the bill claim it was designed with parental oversight in mind, while opponents worry that student safety and readiness may be compromised if shared with families. Further, the dramatic expansion of Ohio School Vouchers undermines public schools' integrity. We know there are more ominous bills attacking our schools and communities at the State and Federal levels in the future.

We must ready ourselves and prepare to fight on behalf of our students, community, and SHTA members. This will require all members to dedicate themselves to engage. This can be in big or small actions. Please read the newsletter to stay informed and respond to action alerts. Make your voices heard. Or, as John Lewis stated, "Never, ever be afraid to make some noise and get in good trouble, necessary trouble."

Thank you to the SHTA Collective Bargaining Team for hammering out a great contract. The new Continuing Bargaining Agreement (CBA) will secure our future in the dark storm ahead. I hope our members vote unanimously to agree to the CBA.

Respectfully Submitted,
Eileen Sweeney
Intervention Specialist-Mercer
PAC Co-Chairperson