

IMPORTANT DATES

March 18, Tuesday: BOE Finance & Audit Committee Meeting.

March 24 -- March 29: Spring Break, Schools Closed

March 31, Monday: Eid al-Fitr, Schools Closed.

April 7, Monday: SHTA Executive Board Meeting @ Fernway.

April 8, Tuesday: BOE Meeting.

April 14, Monday: SHTA Representative Council Meeting @ Lomond.

SHTA *news*

March 17, 2025

ISSUE #6

Message from the President

Grievances are not mysterious. They are also not adversarial or indicative of poor labor and management relations. Grievances, and the potential for filing grievances, are part of a well-functioning collective bargaining agreement and collective bargaining unit. I want to take a moment to highlight the term “agreement” as well. Our Collective Bargaining Agreement is not a one-way contract that only benefits members or administrators. It is an agreement that benefits both contingents in clarifying what commonly held values we hold around issues such as work day, compensation, benefits, and professional responsibilities. It clarifies and unifies these expectations across the district for everyone. The CBA is all of our commonly held values contained in a contract document.

That being said, like any agreement, the people who have agreed sometimes interpret parts of the agreement differently and sometimes circumstances result in parts of the agreement not being met. That’s where the grievance process comes in. The grievance process in our contract allows us a three step, multi-solution approach to approaching divergent contract interpretations and ameliorating problems. The first step is actually just a conversation, often facilitated by an SHTA representative, when a member (or members) believes a contractual violation has taken place. If a solution is not reached at this informal meeting, a Step I Grievance is filed within 12 days of the perceived violation. This is a codified document that establishes what part of the contract the member believes is being violated as well as a proposed solution. The administrator must then have a formal meeting with the member and, if the member requests, a SHTA representative within 5 business days and then provide a written disposition within the following 5 business days denying or sustaining and settling the grievance. At that point, the member (or members) can either accept the disposition or opt for a Step II Grievance that goes to Central Administration and follows the same protocol. If a solution cannot be reached, the member has the right to request Legal Aid support and, with our SHTA lawyer’s oversight and guidance, begin the Step III process which culminates in Arbitration by a third party financed by the SHTA and the district. Few grievances have made it to Step III, but we have engaged the process in the past and won, and we will again if necessary.



Also, of note, is the class action grievance process. When members across the district report the same perceived contract violation, the SHTA can file a Step II class action grievance on their behalf that automatically goes beyond the individual building Step I and directly to Central Administration. This process follows the same grievance protocol but typically involves legal support directly from both side’s legal teams. Likewise, the decision to move beyond the Step II to Arbitration is decided by SHTA leadership.

Grievances are one of the most essential elements in union work. As I've said in the past, our jobs as SHTA Representatives and Leadership are to be stewards of the contract. If we don't perform this necessary function our contract is not being properly utilized. Our contract is a living document that is, in some ways, open to interpretation. If we don't question these interpretations, we are not adequately representing the members who rely on its definitions of fundamental professional expectations, nor are we doing a service to administrators (both new and veteran) who rely on these same expectations to perform their jobs as well. Again, we have a collective bargaining "agreement" because it benefits all those involved.

February was eventful. I spoke with superintendent Dr. David Glasner regularly. I communicated with Human Resources Director Dr. Tiffany Joseph regularly. I updated SHTA Facebook page with Publications Editor Andrew Glasier. I updated Cuyahoga County Educator Summit Facebook page. I communicated with Speech Language Pathologists about representation. I met with a building administrator and member with accommodation concerns. I assisted a member in filing a grievance. I worked with a member with a legal concern with SHTA Lawyer, Brooks Boron. I communicated with Special Education Chair Tito Vazquez on Intervention Specialist concerns. I worked on a class action grievance with Mike Sears concerning building safety. I communicated with affected members. I attended the district Insurance Committee meeting. I worked on a class action grievance with Mike Sears concerning payroll. I communicated with affected members. I communicated with building upper administration concerning a Google Classroom access issue. I met with Mercer Head Representative Eileen Sweeney to discuss member concerns. I requested partial funding for a performance of "Tend the Flame" an interactive theatre and poetry piece about the positive impact of teaching from Executive Board. Other funding will come from building administration and PTO. I attended a Class Action Grievance Meeting with PR&R Chair Mike Sears, Assistant Superintendent of Operations Jeff Grosse, HR Director Dr. Tiffany Joseph, and a SHTA Member. I communicated with District Technology Director John Rizzo about the transition to new devices. I attended the Night for the Red and White. I proposed a new Shaker Union Summit meeting of all Collective Bargaining Units in April. Finally, I assisted a member with a reimbursement issue with the help of Middle School Head Representative Kevin Thomas

It's an honor and a privilege to be a steward of our SHTA Collective Bargaining Agreement. I want our members to be as informed as possible about all elements of our contract, and I know that the subject of grievances can often seem daunting. You can access our contract and the grievance process at www.shtaweb.org. The latest contract update is forthcoming. The grievance process remains unchanged. Please do not hesitate to reach out to me with any clarifying questions at morris_j@shaker.org or X6033. Knowledge is power, and there is power in a union.

Respectfully submitted,
John Morris

The SHTA PAC is on  .  @

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

OFFICERS' REPORTS

VICE PRESIDENT'S REPORT

We will be on Spring Break before our next meeting and correspondence so enjoy your Spring vacation and I hope you have a wonderful, restful time with family and friends. On March 5th, I attended the general PTO Council meeting. PTO members discussed supporting the Night for the Red & White and the upcoming school levy. I shared appreciation for all that they do for our teachers and staff.

During the month of February, I worked with Erica Verderber, Senior Administrative Assistant and Megan Hanger, Development Associate of the Shaker Schools Foundation to discuss and finalize Silent Auction items from SHTA and SHTA ticket sales. I also assisted the Foundation with registration at the event. These are the items that were included in the Silent Auction Basket:

- Boredom Buster Package:
 - Gift Certificate to Adrenaline Monkey
 - Gift Certificate of SilverSpot Cinema
 - Gift Certificate to Pinstripes at Pinecrest
 - Gift Certificate to Graeter's Ice Cream
- Ticket purchase from SHTA
 - One Scholar ticket and 9 Staff tickets were purchased
 - SHTA had 3 raffle ticket winners, receiving two tickets each

I attended this year's "A Night for the Red and White" at the Agora Theater and Ballroom. A great time was had by all who attended. I really believe we had the most teacher turn-out at this year's event. I will also attend a Union Leadership meeting in April.

Members have been submitting their receipts for the Dr. Rebecca L. Thomas Fellowship Grant. I encourage all Fellowship Grant recipients to forward receipts for their professional development to me, in order to receive your reimbursement. Once you submit your receipt, it takes 2-3 weeks to process your reimbursement. Please remember that the \$100 grant can be used for any of the following:

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

Again, have a fabulous Spring Break! If you have any questions, comments or concerns, please don't hesitate to contact me at ext. 4997.

Respectfully submitted,
Darlene Garrison

SECRETARY'S REPORT

According to the Old Farmer's Almanac, the Ancient Greeks and Romans believed the "dog days" to be a time of misfortune plagued by drought and unrest as animals and people alike were driven mad. Many would agree with me, especially if you have been doing this job for a while, that February and March are the "dog days" of the

school year. However, there is brightness looming on the horizon in the form of a well-deserved Spring Break! All, please take this time to rest, rest, and rest some more.

Unfortunately, there are a number of members who have not been consistently receiving their paychecks by payday. This has happened three different times during this school year. I have been discussing this situation with various SHTA members but there has yet to be a public explanation given by the administration as to the reasons that this keeps happening. Most of us understand that mistakes occur, especially when there is a transition from an individual who has done the job for many years to a new person taking on new responsibilities. However, many members believe that we are owed an explanation and an assurance that this will not happen again.

Each year, as Secretary of the SHTA, I organize the SHTA Drawing. Members in each building purchased chances to win two tickets to the Night for the Red & White. The winners for this year were: Cassidy Powers (Middle School), Konnor Thompson (Mercer), and Bonnie Gordon (High School). I trust a good time was had by everyone. Jessica O'Brien, head representative from the High School, sold 72 tickets, the most sold by an SHTA head representative!

This month I participated in Mercer's Building Committee meeting. Please see members of your school's Building Committee if you have non-contractual concerns that you would like to be addressed. Also, this month, I have talked a number of times with Mercer's head representative, Eileen Sweeney, about various issues.

If you ever have any questions or concerns, please contact me at hardiman.1@shaker.org or ext. 4867. Have a great Spring Break!

Respectfully submitted,
Lisa Hardiman

TREASURER'S REPORT

Happy February everyone. On Saturday, February 8th, Eileen Sweeney and I attended a Resistance Fair at Cleveland Heights/University Heights High School. Although it lacked in direct action opportunities, a large list of organizations fighting our current U.S. President's agenda had information and fliers. The amount of people who showed up was impressive; a line stretched out the door and down the block. Being in that cafeteria was a little daunting to be honest. Where do you start? With the attempted shutting down of the Department of Education? With the ending of all DEI initiatives in Government Agencies? With the attacks and raids on immigrants? With the threat of attacks on our collective bargaining rights here in Ohio? There's so much that I find troubling. It leaves me with an overwhelmed sense of loss. If you also feel sometimes overwhelmed by it all, I will suggest you choose one issue you feel really strongly about. Choose that one issue and make it your thing, your focus. Become an expert at what different organizations are doing to fight for change. Here is a [list of 25 organizations](#) working for different social justice issues. Peruse this list and find one thing worth dedicating your efforts to.

I communicated with our accountants at Edward Hawkins & Co., Ltd. to prepare our end-of-year tax forms and to provide information about our financials from last year. They perform a Compilation on our books every year and an Audit every four years. Last year's books get a Compilation. Next year's will be Audited.

I communicated with Brady Krebs, our Edward Jones representative, about our investments. I paid bills and paid our Negotiation fees. A full financial report will be included in next month's report.

Respectfully submitted,
Bill Scanlon

Shaker Heights Teachers' Association	
Balance Sheet	
As of March 13, 2025	
	Total
ASSETS	
Current Assets	
Bank Accounts	
Key Bank CD-2	46,114.28
Key Bank Checking	58,304.49
Key Bank Savings	121,592.54
Total Bank Accounts	\$226,011.31
Other Current Assets	
Edward Jones 13760-1-1	657,062.26
Edward Jones 13768-1-3	1,176,044.13
Uncategorized Asset	0.00
Total Other Current Assets	\$1,833,106.39
Total Current Assets	\$2,059,117.70
TOTAL ASSETS	\$2,059,117.70
LIABILITIES AND EQUITY	
Liabilities	
Total Liabilities	
Equity	
Opening Balance Equity	-129,824.21
Retained Earnings	1,891,850.93
Net Income	297,090.98
Total Equity	\$2,059,117.70
TOTAL LIABILITIES AND EQUITY	\$2,059,117.70

Shaker Heights Teachers' Association	
Profit and Loss	
July 1, 2024 - March 13, 2025	
	Total
Income	
Income	
Member Dues	152,658.00
Total Income	\$152,658.00
Investments	
Change in Value in Edward Jones	132,808.37
Edward Jones-Fees & Charges	-5,806.06
Key Bank CD Interest	745.88
Key Bank Investment Income	121,591.78
Total Investments	\$249,339.97
Total Income	\$401,997.97
Gross Profit	\$401,997.97
Expenses	
Operations	
Accounting	9,130.42
Banking	-0.06
Total Accounting	\$9,130.36
Compensation	33,253.57
Conferences & Meetings	2,806.29
Executive Board	346.59
Fellowships & Grants	2,500.67
Insurance	5,384.00
Legal	2,790.00
Negotiations	35,878.40
Officers' Expenses	37.95
Payroll Taxes	975.19
Public Relations	1,006.00
Publications	707.99
Social	674.48
STRS (TPO Contribution)	9,415.50
Total Operations	\$104,906.99
Total Expenses	\$104,906.99
Net Operating Income	\$297,090.98
Net Income	\$ 297,090.98

EXECUTIVE BOARD REPORTS

PROFESSIONAL RIGHTS AND RESPONSIBILITIES REPORT

The Grievance Committee filed class action Grievance 2.19.25 regarding removing ice and snow to keep working conditions safe for members. We had a hearing on March 5 with SHTA President John Morris, Assistant Superintendent of Buildings and Grounds Jeff Grosse, Director of Human Resources Tiffany Joseph, and an SHTA member injured in a fall on the ice. Mr. Grosse sent us a disposition on March 11, which granted almost every item of relief sought:

- Building and Operations will share best practices and plans for future snow and ice removal with building principals and these plans will be shared at future building committee meetings at all schools district-wide (APPROVED)
- Buildings and Operations will provide grounds staff with all equipment, tools, and supplies necessary for the “adequate” removal of snow and ice. (APPROVED)
- The Superintendent’s team will give more consideration to the 2-hour delay schedule and/or closing the schools on days where extreme weather events make it impossible for the “adequate” removal of snow and ice before teachers arrive at work (7:00-7:30 AM for K-5 and 7:30-8:00 AM for 6-12) (APPROVED)
- Teachers injured due to falls on the ice who miss days of work will not be charged with personal illness days. (DENIED)

The only item not granted was related to personal illness days. A teacher must use the state of Ohio’s worker’s compensation program in place of sick days if a teacher does not want to use sick days while recovering from a work-related injury.

The Grievance Committee filed class action Grievance 3.10.25 regarding paychecks being delivered on time. A hearing for this grievance will be scheduled soon. Look for details about this grievance’s disposition in the April newsletter. Employees did receive emails with their direct deposit notifications on Thursday, March 13 from Payroll Supervisor Jennifer Browne, and paychecks were deposited by the end of the business day on Friday, March 14, meeting the mutually agreed upon time for members receiving checks either on or before the 1st and 16th of each month.

I met with Treasurer Donte Hayes and SHTA President John Morris on March 4 to discuss members not receiving their March 1st paychecks until March 3rd. Mr. Hayes shared ideas for future paychecks to be delivered, and available on time.

Middle School Head Building Representative Kevin Thomas and I met with a member who may want to file a grievance about ADA accommodations. I am currently working with them both and the administration to resolve the problem.

During the past month, I worked with members with questions about physical injury leave, leaves of absence, sabbatical leaves, caregiver leave, and personal days used before or after a holiday. Members can enter personal days in Frontline before or after a holiday. However, they will be changed to unpaid days unless the [Personal Day Request Form Before/After a Holiday](#) has been completed, signed by the building principal, and approved by Human Resources. I also represented a member at both a fact-finding and pre-disciplinary meeting. I attended both the Executive Board and the Representative Council meetings in March, as well as the Night for the Red and White on March 8th. I worked with SHTA President John Morris and all the head building representatives to collect data for both class action grievances. I spoke to High School Head Building Representative Jessica O’Brien about a member’s question related to Delta Dental. I attended the

all-staff webinar on the District Financial Update on March 13, and encourage all members to listen to the recording on the Staff Intranet if you missed the live presentation.

The Insurance Committee met on February 26. The school district continues to spend slightly more than expected on both medical care and prescriptions, which could lead to future increases in premiums. Both Gallagher Benefits Services and Medical Mutual are using enhanced data analytics to assist the district with future planning and management of healthcare costs. Medical Mutual and Express Scripts periodically review a member's prescriptions with their office visits and Explanations of Benefits (EOB's) as they help the district control costs. During these reviews, Express Scripts may send letters about switching to lower-cost prescription drugs. If you receive one of these letters, please read it carefully and work with your primary care physician to follow its guidelines, and to make sure you are receiving the medication needed to stay healthy. For more information on reviews, see the questions and video linked below provided by Medical Mutual:

How Coverage Reviews Work

Medical Mutual works with Express Scripts, our pharmacy benefit manager, to determine if your use of certain medications meets the plan's criteria for coverage. For example:

- Is the medication appropriate for your condition and medical history?
- Is the medication cost-effective compared to similar drugs?
- Is the dose (amount) prescribed appropriate and safe?
- Does the medication meet approved prescribing and safety guidelines set by the U.S. Food and Drug Administration (FDA) and other national treatment guidelines?

[Video: Prior Authorizations and Prescriptions](#)

Other topics covered during the meeting included an employee well-being survey (coming soon), Medical Mutual's [2025 Adolescent Mental Health Awareness Campaign](#), targeted preventive care screening mailers, new telehealth information, distribution of new Where to Find Care fliers, and a new Weight Watchers promotion. Many of the services mentioned during the meeting are highlighted in the [March 2025 Wellness Newsletter](#).

Here are more details about the Weight Watchers promotion:

- New Participants can join now and get 50% off the monthly retail membership
- Choose the plan that is right for you:
 - Core – online/app only (\$11.81/month)
 - Premium – online/app plus in-person meetings (\$26.60/month)
- WW Diabetes plans are also available
- Members can sign up through: weightwatchers@medmutual.com, www.weightwatchers.com, or by calling 1-800-251-2583

*Respectfully submitted,
Mike Sears, chairperson*

EVALUATION COMMITTEE

Over a quarter of teachers in Shaker Heights City Schools are involved in the peer evaluation program. This year, many peer evaluation members will have to renew their credentials. An email will be sent to you that warns you when your credentialing will end and also a link to the test from Insight Advantage. The test is the same as in the past.

The peer evaluator Coordinators, myself, Addie Tobey, and Andrew Glasier are working with the director of Human Relations Dr. Tiffany Joseph, to edit and send out the Peer Evaluation Intent form and sending it out by

email soon. Everyone who wishes to participate in Peer Evaluation in the 2025-2026 school year must complete the Intent Form, even if you are currently participating.

I hope everyone has a great Spring Break. Please let me or any other member of the Evaluation Committee know if you have any questions or concerns.

Respectfully submitted,
Lena Paskewitz, chairperson

SPECIAL EDUCATION COMMITTEE

Over the past month, I attended the SHTA Executive Board and Representative Council meetings. I met with the Director of Exceptional Children, Dr. Meghan Shelby, regarding Special Education concerns across the district. I worked with SHTA President Dr. John Morris regarding Special Education concerns. I have worked with Shaker Heights High School Head Rep. Jessica O'Brien regarding various staff concerns at the high school. Jessica and I represented a member in a pre-disciplinary meeting. I discussed fact-finding notification with a member and I met with a member about a teacher's concerns about a student's safety plan not being adequate. Represented a member in a fact-finding meeting with Mercer Head Rep. Eileen Sweeney. I have communicated with Shaker Heights High School Principal Mr. Isaiah Wyatt with multiple follow up meetings concerning an equipment concern. I represented a high school member with Shaker Heights High Head Representative Jessica O'Brien in a fact-finding meeting. I attended a meeting with teachers in the multiple handicap unit, Assistant Principal Lisa Demkowicz, Mr. Wyatt and Jessica O'Brien where we discussed the fact that the Multiple Handicap room has different needs and that blue sheets/coverage sheets should qualify to be paid for that specific unit. I have communicated with Shaker Heights High School Exceptional Children Department Chairs Tana Thompson and Keesha Woodruff discussing concerns at the high school. Shaker Heights High School Head Representative Jessica O'Brien and I worked collaboratively with Shaker Heights High School Assistant Principal Ms. Patricia Rashid regarding schedule concerns for the benefit of both students and teachers. Shaker Heights High Head Representative Jessica O'Brien and I met with Exceptional Children 9-12 supervisor Jennifer Currie concerning possible contract violations. Jessica O'Brien and I discussed with Mr. Wyatt the need for a special education supervisor to be at the high school at least twice a week if not more.

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

POLICY COMMITTEE

Our focus in this election season is BY-LAW II ELECTIONS of our constitution. Section A refers to our elections of officers:

1. Each candidate for office shall initiate his or her own candidacy by means of a petition containing the signatures of at least five percent of the members.
2. These petitions shall be made available by the Elections Chair in the first week of April.
3. The completed petition shall be filed by the candidate with the Elections Chair during or before the last week of April. No person may become a candidate without following this procedure.
4. The Elections Chair shall check each petition and the qualifications of each candidate and present a list of eligible candidates to the general membership no later than Monday of the second week in May. All appeals to overturn the decision of the Elections Chair shall be presented at the May meeting of the Representative Council for final action.

5. If no candidate has filed an approved petition for an office by the filing deadline, the President shall call a special session of the Representative Council for the purpose of nominating a candidate or candidates to that office.
6. The election to office shall be determined by secret ballot on Monday of the last full week in May.
- 7a. If an office is contested by more than one candidate, and if no candidate receives a majority of the votes cast, then a run-off election between the two candidates receiving the most votes for that office will be held on or before Friday of election week.
- 7b. It shall be the responsibility of the Elections Chair to designate a time and location for a General Meeting for the officer-candidates of the Association to address their respective platforms/issues prior to the election of same.
8. The Building Representatives, under the direction of the Elections Chair, shall be responsible for all balloting held within their respective buildings or areas during election week. Building representatives shall secure all ballots cast and forward those ballots to the Elections Chair for tabulation.

Please consider an increased involvement in our Association. The strength of our union is in our members stepping into leadership roles.

*Respectfully submitted,
Tim Kalan, Chairperson*

MEMBERSHIP/ELECTIONS COMMITTEE.

Happy Spring! This year we hold officer elections in addition to representative council, budget voting and any other issues that need to be brought before the membership. I will provide information and petitions in April.

Payroll deduction for SHTA dues began with the October 1st paycheck - \$33 per pay for 10 pays. Most deductions have been completed at this time! We have 470 members of SHTA.

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

*Respectfully submitted,
Chante Thomas, chairperson*

DIVERSITY, EQUITY & INCLUSION COMMITTEE

The climate in the United States is becoming unstable as the Diversity, Equity and Inclusion (DEI) Act is being dismantled. The dismantling of DEI ensures all DEI offices are terminated and prohibits federal agencies from renaming or redirecting them to continue the same functions under new titles, and bars federal funds from being used for DEI training, grants, or programs—including identity-based quotas and critical race theory. The effect has trickled down to states and cities nationwide. We have seen the effect of this in Ohio, where universities have begun closing or scaling back the programs within their learning communities. The history of our country cries out for equity and inclusion. As we revisit our history for marginalized communities, we must be vigilant in ensuring that regardless of our country's direction to alienate these communities, that, regardless of our country's direction, we do not alienate these communities, and instead continue to embrace them. I would encourage everyone to continue to search out opportunities to learn more about individuals that are not always welcomed at the table.

*Respectfully submitted,
Angela Goodrum, Chairperson*

BUILDING SAFETY & SICK DAY TRANSFER COMMITTEE

This month I communicated with Head Building Representatives who have members in the Sick Day Transfer Program. I worked with the payroll department to transfer sick days. I want to thank Jennifer Browne, Payroll Supervisor, for her help in making these transfers. I continue to answer various questions regarding the sick day transfer process. Currently there are four active members participating in the Sick Day Transfer Program. Almost 500 days have been pledged thus far. I met with Superintendent, Dr. David Glasner, as he conducted a building visit at Fernway. 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

This month I am focusing on the recent discussions regarding changes to federal funding and the potential dismantling of the U.S. Department of Education. These issues could have drastic effects on school districts throughout the country. Additionally, I have information regarding new bills introduced in the state legislature and an update on a previously discussed piece of legislation.

- **U.S. Dept. of Education’s “Dear Colleague” Letter & DEI:** The U.S. Department of Education is threatening to cut federal funding for schools that use race-conscious practices in admissions, hiring, scholarships, and student life. According to the letter, schools should comply by February 28, following a broad interpretation of the 2023 Supreme Court ruling against affirmative action. Critics argue the move creates confusion, undermines diversity efforts, and could face legal challenges. ([more info here](#) & [“Dear Colleague” letter link](#))
 - **Update:** A federal judge blocked the Trump administration from cutting federal funding for diversity, equity, and inclusion (DEI) programs, saying the order was too vague and could lead to unfair enforcement. The lawsuit, filed by advocacy groups and Baltimore’s mayor, argued that Trump’s order overstepped Congress’s power and threatened important programs. The ruling protects federal contractors and grant recipients from losing funding over DEI efforts. It also stops the Justice Department from enforcing the order. ([more info here](#))
- **Federal Funding:** The Trump administration has frozen billions in federal funding for K-12 school programs, affecting projects like electric school bus purchases, composting initiatives, and services for students with disabilities. The funding freezes have disrupted clean-energy upgrades, early education programs, and mental health support, prompting court orders for the funds to resume. School districts and nonprofits now face uncertainty, with critical projects stalled and long-term plans at risk. ([more info here](#))
- **Dismantling the Dept. of Education:** Ohio educators worry that if President Trump succeeds in eliminating the U.S. Department of Education, schools could lose critical federal funding, especially for low-income students and students with disabilities. Programs like Title I and IDEA that support vulnerable students could be at risk. Critics are also concerned about Linda McMahon’s lack of education experience, comparing her to Trump’s first education secretary, Betsy DeVos. ([more info here](#))
- **Ohio HB 623:** Ohio lawmakers are proposing bills to require high school students to take a computer science course before graduating, starting with the class of 2032. Public high schools would need to offer at least one computer science course by the 2027-28 school year. Supporters argue this will better

prepare students for the workforce, as 38% of Ohio high schools currently lack such courses, putting the state behind neighbors like Indiana and Kentucky. Advocates stress that technological proficiency is essential for economic growth and job readiness, especially as AI and digital skills become increasingly important. ([more info here](#))

- **Ohio SB 8:** Currently, Ohio cities allow public employees to take paid "release time" for union activities, but Republican state Sen. Steve Huffman wants to ban the practice with Senate Bill 8. He argues that taxpayer money should fund public services, not union work, while unions say release time benefits both workers and management. A conservative report found Columbus spent \$1.1 million on release time in one year, though tracking total costs is difficult. Huffman hopes to attach SB 8 to Ohio's budget bill, which must pass by June 30. ([more info here](#))
- **Ohio SB 113:** Ohio Senate Bill 113, introduced by Republican Sen. Andrew Brenner, seeks to ban diversity, equity, and inclusion (DEI) efforts in K-12 public schools by eliminating DEI offices, training, and job descriptions. The bill would require school boards to investigate complaints of policy violations through a formal process. Critics, including teacher unions and education advocates, argue the bill undermines local control and distracts from more pressing issues like school funding. This proposal follows similar efforts, including Senate Bill 1, which targets DEI initiatives in public universities, and aligns with broader national movements to restrict DEI programs. ([more info here](#))
- **Ohio SB 1 Update:** The Ohio Senate passed Senate Bill 1 by a 21-11 vote, aiming to overhaul public universities by banning diversity programs, restricting faculty strikes, and regulating discussions on controversial topics. Despite opposition from over 800 Ohioans and protests during the session, supporters argue the bill promotes free speech and critical thinking, while critics believe it invites political interference and could drive students away. The bill now heads to the Ohio House for further consideration. ([more info here](#))

*Respectfully Submitted,
Matt Klodor, Chairperson*

SHTA PAC COMMITTEE

Over the past month, the PAC has been working on various resistance and protest actions due to the attack on the Immigration, anti-LGBTQ+ A Parents' Bill of Rights, and the Economic Blackout to send a message to big business that their support for the Trump administration comes with costs.

Action Alerts were emailed to members. We are working on Wear Red to support Ed Action. This is a national action supported by a large variety of unions. A date will soon be communicated to the staff. Building Representatives are encouraged to take a group picture of staff and share it with us. We will post them on the Facebook page.

We attended the SHTA Executive Council Meeting.

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

SOCIAL COMMITTEE

Our annual District Recognition Reception is quickly approaching! We will celebrate Shaker faculty and staff on Thursday, May 15th at 3:45 p.m. in the Upper Cafeteria at the High School. Employees who are retiring, earning tenure, or have completed 15 or 25 years of service, will be honored by the district. This event is sponsored by the Shaker Heights Teachers' Association and the Shaker Heights Board of Education. We are pleased to offer a full meal and desserts for the occasion. We look forward to seeing you there!

*Respectfully Submitted,
Selena Boyer, Chairperson*

NEW TEACHER COMMITTEE

Greetings SHTA Members. The countdown is winding down to Spring Break! Stay Strong! Before break, please submit the necessary paperwork for salary reclassification, if you are ready for this upgrade. Find that form [HERE](#) and a transcript needs to accompany this form. Submissions need to be made to Stacy Poole. The deadline is two weeks before the April Board of Education meeting, which is April 1st, 2025, which means now. If anyone is interested in Job Sharing or Reduced Time Schedule, please see the the linked form from [Stacy Poole](#), regarding this process. Find the link [HERE](#). Have a well-deserved Spring Break. As always, please contact me about any issues you may have.

*Respectfully Submitted,
Gwendolyn "Wendy" Lewis, Chairperson*

PUBLIC RELATIONS COMMITTEE

As the Public Relations Chair, I wanted to provide you with an update on one of our ongoing initiatives: the Teacher Appreciation Gift.

We are currently in the process of organizing a special gift to show our gratitude for the hard work and dedication that our teachers continuously demonstrate. Our goal is to ensure that every educator feels valued and recognized for their contributions to our school community.

Thank you for your continued support, and I look forward to celebrating our wonderful educators together.

*Respectfully Submitted,
Bob Bognar, Chairperson*

The SHTA is on



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MINUTES FOR THE REPRESENTATIVE COUNCIL MEETING

SHTA President, Dr. John Morris started the March 3, 2025 Representative Council Meeting at 4:30 PM. **The meeting took place at Shaker Heights Middle School.** Dr. Morris introduced *Shaker Heights Middle School Principal Mr. Eric Forman* welcomed the Representative Council to the middle school.

Shaker Heights Middle School's Principal, Eric Forman asked if we normally come to the middle school twice in one year, John Morris explained that since Woodbury closed and many members were now at the middle school, the Representative Council decided to have the meeting two times for this year. Mr. Forman expressed that he is glad the council is back. He then took the time to dote on the middle school staff. This staff handled the transition in a very professional manner. He is looking forward to finishing the year strong.

A motion for approval of the MINUTES from the February 10, 2025 Representative Council meeting was made by James Schmidt and seconded by Bob Bognar.

Administration Report

Director of Human Resources Dr. Tiffany Joseph was present for the SHTA Representative Council Meeting. She said she was glad to see everyone. She said that she is planning to talk with the Peer Evaluation Committee to complete the form earlier so that people can get the answers that they need sooner. Teachers should get their transcripts and forms to Stacy Poole two weeks prior to the deadline.

P.T.O. Report

PTO President Christine Reynolds was present for the SHTA Representative Council meeting. She said it has been a slow year. A few of the elementary schools are finishing plays and Shaker Heights Middle School is planning the Rainbow Run.

Officers' Reports

President, John Morris

- Spoke with Superintendent Dr. David Glasner regularly
- Communicated with HR Director Dr. Tiffany Joseph regularly
- Updated SHTA Facebook page with Publications Editor Andrew Glasier
- Updated Cuyahoga County Educator Summit Facebook page
- Communicated with Speech Language Pathologists and School Psychologists about representation
- Met with a building administrator and member with accommodation concerns
- Assisted a member in filing a grievance
- Worked with a member with a legal concern with SHTA Lawyer, Brooks Boron
- Communicated with Special Education Chair Tito Vazquez on Intervention Specialist concerns
- Worked on a class action grievance with Mike Sears concerning building safety
- Communicated with affected members
- Attended the district Insurance Committee meeting
- Worked on a class action grievance with Mike Sears concerning payroll
- Communicated with affected members
- Communicated with building upper administration concerning a Google Classroom access issue
- Met with Mercer Head Rep Eileen Sweeney
- Requested partial funding for a performance of "Tend the Flame" an interactive theatre and poetry piece about the positive impact of teaching from the Executive Board. Other funding will come from building administration and PTO.

- Attended a Class Action Grievance Meeting with PR&R Chair Mike Sears, Assistant Superintendent of Operations Jeff Grosse, HR Director Dr. Tiffany Joseph, and a SHTA Member
- I communicated with District Technology Director John Rizzo about the transition to new devices.
- Attended the Night for the Red and White
- Proposed a new Shaker Union Summit meeting of all Collective Bargaining Units in April.
- Assisted a member with a reimbursement issue with the help of Middle School Head Representative Kevin Thomas

Vice President, Darlene Garrison

- Worked with Erica Verderber, Senior Administrative Assistant and Megan Hanger, Development Associate of the Shaker Schools Foundation to discuss and finalized Silent Auction items from SHTA and SHTA ticket sales.
- Boredom Buster Package:
 - Gift Certificate to Adrenaline Monkey
 - Gift Certificate of SilverSpot Cinema
 - Gift Certificate to Pinstripes at Pinecrest
 - Gift Certificate to Graeter’s Ice Cream
- Attended the March 5th PTO Meeting at Shaker Heights Public Library.
 - Next meeting scheduled during the month of April
- Attended the Night for the Red and White at the Agora Theater and Ballroom.
- Assisted members with a personnel concern about the student movement in the hallways at Shaker Heights Middle School.
- Completed documents to reimburse members for their Dr. Rebecca L. Thomas Fellowship Grant.
- Will be attending the Union Summit Meeting on Monday, April 21st.

Secretary, Lisa Hardiman

- Emailed invitations to Executive Board and Representative Council meetings
- Took the minutes of meetings
- Communicated with numerous members regarding late paychecks for March 1st pay
- Attended Mercer’s Building Committee meeting
- Organized annual SHTA Drawing. The winners are Cassidy Powers (Middle School), Konnor Thompson (Mercer), and Bonnie Gordon (High School). Jessica O’Brien, head representative from the High School sold the most tickets, 72!
- Some of the report cards at the elementary level are not correct. There are standards that are repeated and others are incorrect. Report cards are to be completed in one week, yet they are not ready.

Treasurer William Scanlon

- Talked to accountant for the last fiscal year
- Distributed financial report
- Used Venmo for raffle ticket sales. Along with cash, SHTA raised \$470!
- Took money out of CD and opened investment account at Key Bank

Building Representative Reports

Boulevard-Cathy Grieshop, Heather Pincoe (WO)

- Teachers are upset about paying out of pocket for their dental appointments. Their dentists are out-of-network however they already have an established relationship with their dentist and do not want to switch dentists.
- I worked with a teacher and Principal [Neal Robinson](#) concerning a morning door duty issue. The issue has been resolved.

- I talked with staff about late payroll deposits this month.
- Some staff are feeling unsettled about the US Department of Education being dismantled. They are wondering how it will affect teachers.

Fernway-Jamie Harden, Lee Appel (WO)

The following is the report summarizing developments, challenges, and accomplishments at Fernway since the February meeting.

- February 7, 2025 Member had concerns about the procedure to completing incident/log entry in PowerSchool. Concerns included the time frame behavior report must be completed. It is difficult to stop teaching to input a log entry when a student's behavior requires immediate administrative intervention.
- February 12, 2025 Touchbase meeting with Principal: We (Jamie and Lee) met with Chris Hayward and discussed the PowerSchool log entry concern (2/7). Mr. Hayward stated:
 - Time frame has to be immediate. System shows the date the information is put in
 - Staff could send paper note to office but report needs to be in PowerSchool for data purposes
 - Suggestion was made to consider training that would teach staff to manipulate the date and time in the system if that is a possibility
- February 20 and 23, 2025 Reminder email sent for the SHTA Red and White raffle
- February 20, 2025 (Jamie and Lee) met with Dr. Glasner during his building tour. Offered an opportunity to FE membership to filter any questions since the meeting was during lunch time.
- February 27, 2025 Building Committee Meeting held. Report will be available at next month's Rep Council meeting.
- March 1 and 3, 2025 Payroll and Icy Lots Grievance email sent to membership. Collected data added to Grievance Google sheet.
- March 7 and 10, 2025 Sean Brown reached out to follow up on cleanliness of the building concern. Thank you, Mr. Brown, for your attention to this matter.
- March 10, 2025 sent another email to members about Legacy Scholarship
- March 10, 2025 Email was sent to membership regarding the cleanliness of the building. Concerns and resolutions are currently being collected.
- Sick Day transfer information added to FE SHTA newsletter

Lomond-Kelly Grahl, Sherri Jarvie (WO)

There are few functions more essential to a functioning workplace than an agreed upon, accurate, and timely payment process. There have been multiple instances during the 24-25 school year in which the Shaker Heights City School District has failed in this duty. On the March 1 pay date, at least 18 Lomond SHTA members were paid days late, some still inaccurately. The downstream effects, like inability to pay large bills, overdraft fees, for some even an inability to buy groceries, are tremendous.

Despite all that, not one acknowledgement, let alone an articulated plan to rectify these failures, has been communicated. In lieu of a clear explanation or plan, we are left wondering - is the treasurer incapable of fulfilling his duties? Does Dr. Glasner feel it's appropriate to pay employees late? Is this just a series of unfortunately timed mistakes? We deserve to know, and more importantly - we deserve to be paid accurately and on time.

- The Lomond Building committee was cancelled last month due to scheduling, it resumes tomorrow morning.
- Shout out to Ms. Watts, Ms. Edwards, Mr. Jennings, Ms. West and all the Lomond parents who have brought The Lion King to Lomond. It's been a wild success and has made Lomond a better place to be!

Mercer-Eileen Sweeney

It was a busy month

- Emailed and dropped by every SHTA member's office to encourage them to purchase the Night for the Red and White raffle tickets.
- Communicated with the Executive Board regarding the February 15th late paycheck
- Emailed every SHTA member to find out who did not get paid
- Emailed each member to communicate what the SHTA is doing to address concerns
- Created a spreadsheet for all building representatives to document who did not get paid in their building
- Monitored the progress over the first few days after the 15th to ensure everyone was paid
- Consulted with Tito and John regarding a fact-finding investigation involving a member.
- Sat in on two fact-finding sessions to represent our colleague.
- Represented another building SHTA member in a meeting with the administration and later at a meeting with HR.
- Communicated with these members on many occasions so they would feel supported.
- Met with our building substitute administrator twice to discuss issues.
- Emailed the staff to solicit items for the Building Committee.
- Communicated the outcomes of the Building Committee meeting to the staff.
- Attended the Executive Board meeting on March 7th.

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

- Attended the Building Committee Meeting
- Fielding late paycheck concerns
- A number of staff members and one student have fallen on ice.
- Concerns about non SHTA positions being eliminated and how they will impact students
- Need clarification on tenure issues for next year
- Pre-school staff has been heavily engaged in interview process for Ludlow

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

- Spoke with Principals Venson and Forman regularly.
- Supported 3 staff members that have been involved in combinations of fact-finding meetings, investigation meetings, pre-disciplinary and disciplinary meetings. Each of the members met with me both before and after these meetings to discuss what to expect, how to respond and next steps. All 3 of those issues have been resolved at this time. Spoke with a fourth member that is just beginning the same process and Mike Sears offered to represent them moving forward.
- As we all know, the ice was particularly bad last month, especially bad at the middle school where a teacher broke their tailbone and was out for 2 weeks. I assisted by crafting the letter to our members, sending it out and collecting the data. Based on the severity of the issue I turned the situation over to Mike Sears who has more experience with Workman's Comp. He has also assisted me in supporting a teacher who was injured breaking up a fight in school and needed continuing medical attention.
- I fielded several concerns about hallway behavior and the need for administrative involvement. I was able to bring their concerns to the building principals and the administrative response was quick and appropriate. Although there are still concerns, the specific behaviors in question have lessened.
- We have a classroom which has been excessively warm. Because of its location there are no windows and only one door, so air circulation has been an issue and when the heat is on it becomes a challenging room in which to teach and learn.
- Assisted a teacher with an ADA parking issue. We've had several meetings and although there has been an attempt to resolve the issue, there are still questions and concerns and we are considering moving forward with a grievance.
- Worked with a counselor on problems with Powerschool, which has been marking students absent twice during some class periods.

- Communicated with administration to make sure teachers were notified today about a possible threat at the middle school. When asked, administrators were quick to reach out to teachers and share important information, but further conversations may need to happen to ensure teachers are notified in a timely manner.
- Worked with staff to field questions and concerns about late paychecks.
- Received a report from a teacher that the HS band went to a competition and found out on arrival that their registration hadn't been paid. I reported this to John Morris who is working through the issue.
- I've talked several times to the MS principals about the gate to the black top being locked during the day. Eric Forman has asked James Dean that it be unlocked during the day but unfortunately this hasn't been happening. The gate in question is the path taken by students and staff during an emergency evacuation and therefore it's critical that it be unlocked during school hours. This issue has since been resolved.

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

- Discussed a blocked stairwell with Interim Principal Isaiah Wyatt that is also an emergency exit that needs to be cleared of items, and this was resolved within a couple of days
- Emailed Assistant Director of Buildings and Grounds Sean Brown about the heater in room 153 which was meant to be fixed during parent teacher conferences but the heater is still not working.
- Met with Sean Brown to discuss the water issues in the Shaker Writing Center and also room 230 next door where it is currently leaking above the door entrance.
- Filled out the form that Rights and Responsibilities Chair Mike Sears sent to document missed payments and injuries due to ice issues.
- Answered questions from members about the missed pay and concerns about the payment on the 16th.
- Worked with a member, Head Custodian Tom Murray, and Sean Brown to discuss a room that is leaking and has ceiling tiles that are falling. We believe that the replacement of the roof this summer will solve the issues in the classroom and other classrooms in the area that are also experiencing leaks.
- Attended a fact-finding meeting with Exceptional Children's chair Tito Vazquez and a member, followed by disciplinary actions.
- Attended a meeting with teachers in the multiple handicap unit, Assistant Principal Lisa Demkowicz, and Mr. Wyatt to discuss the fact that the MH room has different needs that blue sheets should qualify to be paid for extenuating circumstances that are specific to their unit.
- Attended a fact-finding meeting with a member. Follow up to the fact finding will occur this week.
- Discussed sick day transfer with sick day transfer chair Matt Zucca
- Met with Assistant Principal Ms. Pat Rashid and Tito Vazquez to discuss concerns and problem solve issues
- Discussed with Mr. Wyatt the need for a special education director to be at the high school at least twice a week.
- Attended the night for the Red and White.

Innovative Center--Linda Roth

- No Report

Executive Board Reports

Publications—Andrew Glasier

- Updated Facebook page
- Sent out surveys about other social media that members use other than Facebook.
- If you hear of a member NOT getting the newsletter next week, have them email me directly
- Sent emails out to membership from SHTA Officers
- Executive board reports due Wednesday, March 12th by midnight

- Editorial-the perception by members is that our administration doesn't care if we get paid and they don't care if we get hurt.
 - At least 17 people fell on the ice
 - People cannot access handicap spots in parking lots
 - Sidewalks were not accessible at times to get to access ramp
 - Over 100 people did not get paid on March 1st and this is not the first time
 - They do not want to pay people to do the jobs that need to be done. Cost cutting has left us unsafe and unprotected. *Pennywise and pound foolish*

Evaluation-Lena Paskewitz (Andrew Glasier)

- A lot of peer evaluators- ¼ of SHTA
- Many are up for re-evaluation. It took Lena 45 minutes to complete the recertification test.
- Email Andrew, Lena, or Addie with any questions

Teacher Education-Wendy Lewis

- Salary reclassification is upcoming
- Will check in with Alison Colvin about tenure issue

Membership/Elections-Chante Thomas

- No report but next month will be discussing officers who will be up for election

Policy-Tim Kalan

- No Report

Public Relations-Bob Bognar

- Looking at Teacher Appreciation gifts. Deciding between a magnet and sticker. Will do an SHTA sticker in anticipation for use on our new laptops.

Diversity, Equity, and Inclusion-Angela Goodrum

- Following what is going on with DEI
 - When will it hit individual districts?
 - Fearful of repercussions with our present administration

Special Education-Tito Vazquez

- Attended the executive board and general body meetings
- Met with the Director of Exceptional Children, Dr. Meghan Shelby, regarding Special Education concerns across the district.
- Worked with SHTA President Dr. John Morris, regarding Special Education concerns.
- Worked with Shaker Heights High School Head Rep. Jessica O'Brien regarding various staff concerns at the high school.
- Shaker Heights High School Head Rep. Jessica O'Brien and I represented a member in a pre-disciplinary meeting.
- Discussed fact-finding notification with a member
- Met with a member about a teacher's concerns about a student's safety plan not being adequate
- Represented a member in a fact-finding meeting with Mercer Head Rep. Eileen Sweeney
- Communicated with Shaker Heights High School Principal Mr. Isaiah Wyatt with multiple follow up meetings concerning an equipment concern.
- Represented a high school member with Shaker Heights High Head Representative Jessica O'Brien in a fact-finding meeting.

- Communicated with Shaker Heights High School Exceptional Children Department Chairs Tana Thompson and Keesha Woodruff discussing concerns at the high school
- Shaker Heights High School Head Representative Jessica O'Brien and I worked collaboratively with Shaker Heights High School Assistant Principal Ms. Patricia Rashid regarding schedule concerns for the benefit of both students and teachers
- Shaker Heights High Head Representative Jessica O'Brien and I met with Exceptional Children 9-12 supervisor Jennifer Currie concerning possible contract violations.

Legal Aid-James Schmidt

- No Report

Legislative-Matthew Kloder

- Information on Dept. of Education's *Dear Colleague* letter regarding DEI programs
- Information regarding federal funding changes and potential dismantling of Dept. of Education
- New information regarding Ohio SB 623, SB 8, and SB 113
- Update on Ohio SB1

Building Safety and Sick Day Transfer-Matthew Zucca

- Fielded questions regarding the Sick Day Transfer program.
- Communicated with those head building reps. who have members in the Sick Day Transfer program.
- Worked with members of the payroll department to help with the sick day transfer process.
- Currently there are 4 active members participating in the Sick Day Transfer program. Almost 500 days have been pledged thus far.
- Attended building visit with Superintendent Dr. Glasner.

Social-Selena Boyer

- The annual district reception will take place on May 15th in the Shaker Heights High School upper cafeteria.
- Talked to Nellie Brown and decided the start is moved to 3:45 which will hopefully help the long food line

Professional Rights and Responsibilities-Mike Sears

- Filed 2 class action grievances related to ice and payroll. Look for more details about those in my newsletter report.
- Attended both the Executive Board and Representative Council meetings in March
- Went to the Night for the Red and White on March 8
- Joined the Insurance Committee meeting on February 26, look for more details about that in my newsletter report.

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

Action Alerts

- Planning a PAC Night Out
- Wear Red to Support Ed.

Old Business-None

New Business

- Friday-Staff vs. Students Basketball game

Good of the Order-

- John Morris thanked the Middle School representatives for a phenomenal dinner.

A motion for adjournment was made by Aimee Grey and seconded by James Schmidt.
Meeting adjourned at 5:50 pm

*Respectfully submitted,
Lisa Hardiman*



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



Please join us for our
DISTRICT RECOGNITION RECEPTION



Shaker Heights High School
(Upper Cafeteria)
May 15, 2025 @ 3:45 p.m.

ALL SHAKER EMPLOYEES ARE INVITED

AND

ENCOURAGED TO ATTEND!

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

Contact Selena Boyer (boyer_s@shaker.org) or Nellie Brown (brown_c@shaker.org) with questions.

PENNY WISE BUT POUND FOOLISH

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.

The perception of many SHTA members is that our administration and Board of Education do not care if we get paid on time and do not care if we get hurt. I know this sounds inflammatory, but the actions of the last few months, initiated to save a little money, have endangered and inconvenienced members. The SHTA leadership has had to initiate two grievances to force our administration to protect our physical safety and to pay us on time, two basic responsibilities of management. Any worker in the United States should feel safe at their job and know that they will get paid for their services on the agreed upon date. The fact that we can no longer be sure of these things has created resentment--especially when the only reason is a misguided urge to save a few "pennies."

ARTICLE XXVII - SALARY, section 27.08 of our contract states *The payroll dates shall be semi-monthly on a schedule as determined by the Treasurer with consultation from the SHTA President.* That schedule has been set at the 1st of the month and the 16th of the month since I began working here, in August 1999. On the 1st of March, 2025, I was not paid. This was the third time this happened in the past few months. I was not paid until March 3rd, at 3:00 PM. There are few functions more essential to a functioning workplace than an agreed upon, accurate, and timely payment process. There have been multiple instances during the 24-25 school year in which the Shaker Heights City School District has failed in this duty. On the March 1 pay date, over 100 SHTA members were paid days late, some still inaccurately. The downstream effects, like inability to pay large bills, overdraft fees, for some even an inability to buy groceries, are tremendous. Despite all that, not one acknowledgement, let alone an articulated plan to rectify these failures, has been communicated. In lieu of a clear explanation or plan, we are left wondering - is the treasurer incapable of fulfilling his duties? does Dr. Glasner feel it's appropriate to pay employees late? Is this just a series of unfortunately timed mistakes? We deserve to know, and more importantly - we deserve to be paid accurately and on time.

What makes me even more angry is my wife, who works at a neighboring school district, her paycheck is deposited two days BEFORE it is due every single time. Why is this happening? Why are we not being paid on time? Is it because the cost cutting of administrative assistants means there is not enough staff to complete the work on time? Is the administration and Board of Education trying to earn a little more interest? Under the last treasurer, we used to be paid before pay day since we have switched to direct deposit (yes, I remember getting a physical paycheck). We all work hard to teach the children of Shaker Heights; we should get paid on time.

ARTICLE XVIII - TEACHING ENVIRONMENT, section 18.01 a states *The Board recognizes the necessity of abiding by state and local codes pertaining to safety and health. It is their intention to provide adequate facilities for each bargaining unit member.* In mid-February the administration failed to provide safe sidewalks and parking lots for the us. In one day, over seventeen people fell on icy parking lots and several members could not access handicap parking sites. Many sidewalks were inaccessible at times to gain access to ramps. One of my colleagues fell so hard he had to go straight to the hospital. Many had to go home in pain. Many more slipped and pulled muscles but did not fall to the ground. The forecast was not a shock. The predictions for the cold and icy conditions had been reported ad nauseam. It was the administration that failed to provide overtime for custodians to come in early enough to provide a safe parking lot or provide a two hour delay until the problem was solved. Either way, much pain, anger, and frustration could have been avoided in a thoughtful fashion. Instead, many members no longer trust our administration and board from making decisions to keep them safe.

The lack of respect continues as the administration sends us an email about a Zoom call concerning district finances scheduled AFTER contract hours. Yes, they will argue that it was not mandatory, or that it will be recorded so we can watch at our leisure, but that corporate thought continues this perception of a cold and uncaring leadership, and perception is everything. If the district's finances are so important for faculty and staff to understand, why are the administration and board members not coming to our individual building during staff meetings to explain and answer questions during contracted hours, not on Zoom or waiting for us to come to them in an office during our lunch time? The resentment by many of my colleagues, especially those that remember when upper administration would often come to our building to explain important district wide issues, continues this feeling of *"They don't care about us."*

Board policy and administration action has led to a belief that they do not want to pay people to do the jobs that need to be done. The unintended consequences of their thriftiness have led to resentment, anger, and distrust. It feels like the district is being run by Ebenezer Scrooge before he is visited by the three ghosts. While we understand the need to reduce costs, especially since an operating levy has not been put on the ballot in over ten years, much longer than I can ever remember between levies. However, being *penny wise, but pound foolish* has led to a lack of trust and a negative perception of leadership in the district. Why would they try to save a little money on the backs of their workers? That distrust and anger by the membership will be difficult for them to overcome when they ask for us to make other changes or sacrifices.

Andrew Glasier, Shaker Height High Social Studies Teacher
Kelly Grahl, Lomond School 4th Grade Teacher

The SHTA is on



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