

IMPORTANT DATES

Tuesday, May 20: BOE Meeting

Monday, May 26: Memorial Day, schools closed

Tuesday, May 29: Pre-K Last Day of School

Monday/Tuesday, June 2/3: Pre-K End-of-Year Conferences

Wednesday, June 4: High School Commencement, Last Day for students

Thursday, June 5: PreK-12 Professional Day/Clerical Day

SHTA *news*

May 19, 2025

ISSUE #8

Message from the President

“The years go fast, but the days go slow”. It’s an aphorism that proves more and more true the older I become. It’s hard to believe we are at another school year’s end, but here we are. It’s been a year full of transitions and changes, in the midst of the most difficult attack on public education in my lifetime. Yet, we continue to endure as a Teacher’s Association that has negotiated another solid contract with increases and benefit stability for the next three years. The Shaker Heights Teachers’ Association continues to advocate for the best teaching and learning environment for our members, students, families, and community. I am also grateful for a School Board and Administration that continues to advocate for public education as well.

On April 22nd, the Board voted not to sign a letter from the U.S. Department of Education regarding DEI, federal civil rights laws, and federal funding (<https://www.news5cleveland.com/news/local-news/shaker-heights-city-school-district-responds-to-trump-administrations-directive-surrounding-dei>). Our district has also signed a resolution affirming our commitment to nondiscrimination and our compliance with Title IV Civil Rights Laws (<https://go.boarddocs.com/oh/shaker/Board.nsf/Public>). This is the kind of support for public education that we have come to expect from our educational leadership and the Shaker Heights community. The Shaker Heights Teachers’ Association is similarly committed and will continue our work through our DEI Committee, as well as our PAC Committee. These are the values that have made Shaker Heights a destination school district for families and educational professionals who value diversity. We are proud to stand together for these core values.

This is my favorite time of year because I get to recognize SHTA members who support their fellow members, colleagues, students, and communities through their outstanding work. Celebrating these members is the purpose of the Distinguished Service Award. This year our winner is Special Education Chair Anastacio “Tito” Vazquez.

Anastacio Tito Vazquez, Jr., has 33 total years of working in the field of Special Education, including 10 years for the Positive Education Program (PEP) and 1 year at Cleveland Heights High School. This is Tito’s 22nd year as an Intervention Specialist at Shaker Heights High School. He graduated from Shaker, Class of 1987. Tito is married to fellow Intervention Specialist and Shaker graduate Enid T. Vazquez, Class of 1989 and father of two, (Anastacio Tito, III (Saint Ignatius Class of 2016) & Cheyenne Elizabeth (Shaker Heights Class of 2017)). Tito’s role as Special Education Chairperson is to problem solve, remedy and support Intervention Specialists with concerns that involve their jobs’ title and requirements. He is the support wall between the Shaker Heights Schools Administration and Special Education Teachers for the SHTA. Tito is also a Steering Committee member of The Shaker Heights' Black Teachers' Taskforce.

Tito is the kind of SHTA leader that is foundational to our organization. He tends to members' needs and concerns quickly and in a sensitive manner. Tito looks for answers in the contract and from fellow SHTA leaders. He attends countless meetings, interviews, and discussions to support his fellow Special Educators, including Intervention Specialists, School Psychologists, Speech Language Pathologists, and School Counselors who navigate 504 plans. Tito does all of this essential work without asking for acknowledgement or accolades, which makes giving him this award all the more meaningful. Also, of note, this is the second award Tito has received this year for his selfless actions. Tito was given the 2025 Shaker Heights Citizen of the Year Award from the Shaker Heights Police Department for assisting an officer in need.

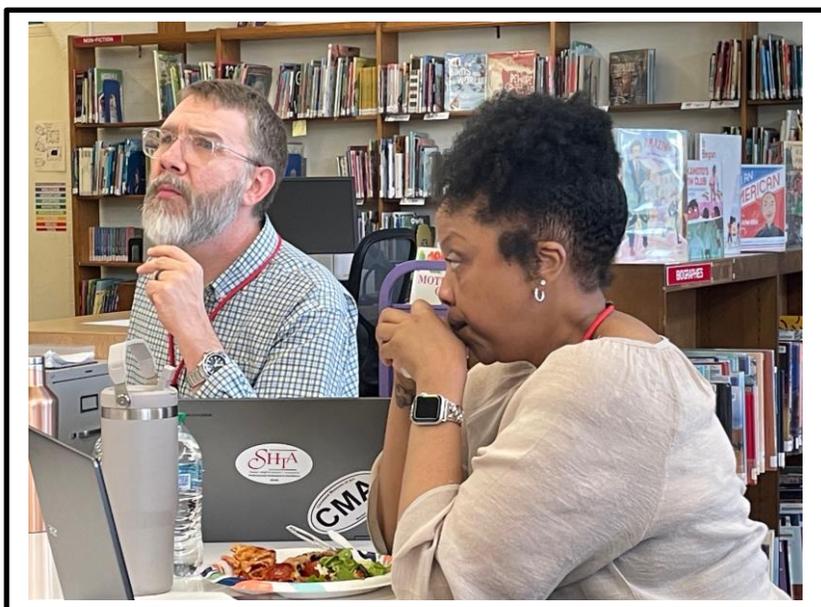
Tito embodies the concept of "giving without counting the cost". Tito works with multiple community groups to support young people. Besides teaching, Tito is an Assistant Wrestling Coach at Benedictine, a 33-year member of Alpha Phi Alpha Fraternity: Pi Chapter, a mentor, and volunteer through St. Dominic's parish and beyond. Tito is a Board member of the non-profit organization Gideon's Army. Gideon's Army is a not-for-profit 501(c)3 organization registered with the state of Ohio. Gideon's Army strives to provide young men with the resources and tools necessary to succeed spiritually, academically, and socially. I have directly witnessed Tito buy and donate clothing, school bags, and supplies to students without resources so they can navigate their school days without feeling "less than". Tito's strong presence and understated and consistent support make him a worthy recipient of this year's SHTA Distinguished Service Award.

It will be an honor to recognize Tito, along with celebrating career milestones and retirees, at our District Reception. These moments showcase what the Shaker Heights Teachers' Association is all about. Thank you all for being valued members of our Association.

As always, May is a busy month. I spoke with Dr. Glasner weekly. I communicated with Human Resource Director Dr. Tiffany Joseph regularly. I updated the SHTA Facebook page with Publications Editor Andrew Glasier. I updated the Cuyahoga County Educators Summit Facebook page. I attended the Investment Committee Meeting with Vice President Darlene Garrison, Treasurer Bill Scanlon, Elections Chair Chante Thomas, Middle School SHTA member Todd Keitlin, and our Investment Manager Brady Krebs. I communicated with a member concerning ADA accommodations. I worked with High School Head Representative Jessica O'Brien and Special Education Chair Tito Vazquez on member concerns. I worked with SHTA lawyer, Brooks Boron, on member concerns. I worked with Innovative Center Head Representative Linda Roth on member concerns. I attended the "Tend the Flame" performance at SHHS on April 21st. I attended the Shaker Heights Union Summit meeting. I communicated with members concerning transfer issues. I communicated with Boulevard Head Representative Cathy Grieshop about member concerns. I attended the SHTA PAC Happy Hour hosted by PAC Co-chairs Eileen Sweeney and Jessica O'Brien. I communicated with Elections Chair Chante Thomas on keeping a Woodbury Representative as part of every K-8 building to continue facilitating support during their transition. I visited the IC to discuss member concerns with HS Principal Isiaiah Wyatt and IC Head Representative Linda Roth. I communicated with HS Representative and SHTA Scholarship Coordinator Aimee Grey and SHTA Vice President Darlene Garrison concerning the scholarships to be given out at the May 28th Junior and Senior Award Ceremony at the High School Large Auditorium from 7-8:30. I worked with Special Education Chair Tito Vazquez, Mercer Head Rep Eileen Sweeney, and legal counsel Brooks Boron on Special Education workload concerns. I worked with Building Safety and Sick Day Transfer Chair Matt Zucca on the Building Safety Survey, with input from Legal Chair James Schmidt. Publications Chair Andrew Glasier then sent it out to the membership. I received a great teacher appreciation gift from Public Relations Chair Bob Bognar, which I immediately placed on my laptop! I voted for the STRS Board members up for election, thanks to Publications Editor Andrew Glasier & member Emilee Callahan. I attended a meeting with Assistant Superintendent Dr. Felecia Evans, Director of Curriculum and Instruction Dr. John Moore, Lomond Principal George Clark, Mercer Principal Roneisha Campbell, SHTA Vice President Darlene Garrison, SHTA Secretary Lisa Hardiman, and SHTA Teacher Education Chair Wendy Lewis to clarify planning time at the elementary school level next year.

This is the last newsletter before summer break. I would like to wish all of you a safe, happy, and reinvigorating summer. Please take time to enjoy your friends and family, and take care of yourselves. This work is a marathon, not a foot race. Mental and physical health are a must. It continues to be an integral part of my life to serve as President of the Shaker Heights Teachers' Association. If I can be of any assistance over the summer, please don't hesitate to reach out to me at morris_j@shaker.org.

*Respectfully submitted,
John Morris*



SHTA President Dr. John Morris and SHTA Vice President Darlene Garrison at the May SHTA Representative Council at Onaway School.

OFFICERS' REPORTS

VICE PRESIDENT'S REPORT

It's so hard to believe that my first-year teaching at Shaker Heights Middle School is coming to a close. It was a transition that I will never forget. I worked at Woodbury for thirty years and the move to the middle school weighed heavily on my heart. The friendships created, "our family", and trying to find ways to meet just to have a conversation has been difficult. I hope next school year brings peace, empathy and a true sense of calmness.

The Shaker PTO Council meets quarterly to discuss activities planned and executed at all schools. As the Vice President of the Association, I attend those meetings. The final meeting was scheduled for Tuesday, May 07th and I was unable to attend. The final report will be shared in the newsletter. Also, I am one of the members on the Investment Committee for SHTA along with Treasurer Bill Scanlon, Membership Chair Chante Thomas and SHTA Member Todd Keitlen. We meet twice a year with our Financial Advisor, Brady Krebs, to discuss our investments.

During this school year, the SHTA negotiated our three-year contract. It passed with flying colors after a lot of collaboration and flexibility. Being a part of this team is always special to me, because positive relationships are created and hopefully will last a lifetime. A special thanks to our members for all of your support and feedback.

This year, the Night for the Red & White was awesome at The Agora Theater & Ballroom. Everyone had a wonderful time. The Shaker teacher turnout was tremendous. Thank you all for helping to support our schools and students. I serve as the teacher liaison and I volunteer to serve on one or more of the committees. I had an opportunity to share ideas with the initial planning. I assisted with providing information to staff members about silent auction ideas, and worked with members from the Shaker Schools Foundation. SHTA donated a basket full of fun, ranging from Adrenaline Monkey gift cards to a quiet movie at SilverSpot Theater.

If you would like your reimbursement for the Dr. Rebeca L. Thomas Fellowship Grant processed prior to summer vacation, I must have all receipts no later than Wednesday, May 28th. There will be no payments processed over summer break. Reimbursements will continue in the fall and must be finalized by Tuesday, September 30th. Again, I would like to congratulate the following grant recipients:

Dr. Rebecca L. Thomas Fellowship Grant 2024-2025 Recipients

High School/IC	Middle School	Boulevard
1. Amy Fogerty 2. Andrew Glasier 3. Brian Berger 4. Emily Shrestha 5. James Schmidt 6. Jessica Wilkes	1. Andy Hosler 2. Ann Radefeld 3. Benjamin Stack 4. Beth Casey 5. Cassidy Power 6. Deanna Clemente Milne	1. Heather Pincoe 2. Kristen Roope 3. Natalie Culkar

7. Kailey Uhl 8. Keesha Woodruff 9. Lauren Babcock 10. Luling Raina Li 11. Michelle L. Gamble 12. Renee Manuel 13. Travis Cox 14. Laura Robbins 15. Jason Clemens 16. Anne Scott - IC 17. Linda Roth - IC	7. Jennifer Weisbarth 8. Kelly Bailey 9. Kristin Koterba 10. Kristina Hayward 11. Nicole Farinacci 12. Regina Canady 13. Robert Bognar 14. Suzanna Adkins	
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Fernway	Lomond	Mercer	Onaway
1. Amy Hannah 2. Jim Belk 3. Karmi Moldovan 4. Lee Appel 5. Megan Konopinski	1. Ian Rice 2. Mary Bourisseau 3. Megan Loomis 4. Steve Smith	1. Chante Thomas 2. Emily Buzzard 3. Jamison Kolaczko 4. Rachael Parkin	1. Cissy Burns 2. Jane Scully 3. Katie Kendall 4. Susanne Peterjohn 5. Tim Kalan

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

*Respectfully submitted,
Darlene Garrison*

SECRETARY’S REPORT

Although it is hard for me to believe, the 2024-2025 school year will soon be a memory. For those who care to count the days, as I type, there are 14 more.

A big highlight of my job is serving the members of SHTA. It has been a tremendous pleasure, honor, and privilege to work as SHTA Secretary for the past four years.

This was a very significant year for our Association! SHTA’s eight negotiating team members, including myself, were able to negotiate a three-year collective bargaining agreement. The process was not at all easy or smooth, but it was thoroughly and thoughtfully done. Given the times in which we are living, we need some security, and this agreement provides that.

The task of transitioning Woodbury teachers and students to Shaker Heights Middle School and to the five elementary schools has been nothing short of Herculean. I want to thank EVERYONE involved! Speaking personally and from an elementary perspective, having 5th-grade students and teachers in our building has been such a huge asset.

At the end of last summer, I participated in walkthroughs of the school buildings with SHTA President Dr. John Morris, SHTA Vice President Darlene Garrison, Health, Safety and Sick Day Transfer Chair Matt Zucca,

Professional Rights and Responsibilities Chair Mike Sears, Assistant Director of Buildings and Grounds, Sean Brown, Superintendent Dr. David Glasner, Assistant Superintendent, Dr. Felecia Evans, and Assistant Superintendent of Business & Operations, Jeff Grosse.

This was the third year of the Building Committee in all of the buildings. The purpose of the Building Committee is to address building issues that are not covered in the SHTA contract. I participated in this group that meets monthly, along with Mercer Principal, Roneisha Campbell, Mercer SHTA Head Representative, Eileen Sweeney, and other SHTA members.

This year, as a member of the Black Teachers' Task Force Steering Committee, I participated in panels for various interviews. Organized by Gifted Intervention Specialist Brittany Webb and Director of Diversity, Equity & Inclusion Professional Learning, Dr. Nicole Patterson, the Black Teachers' Task Force had a gathering at the now-closed 1899 restaurant on Van Aken. It was a very well-attended, successful event. I also attended the Union Summit event at The Academy Tavern on Larchmere, which enabled leaders from all bargaining units to come together.

I am the advisor for the MAC Sisters' Scholars Advisor for Mercer Elementary School. These exceptional girls and I meet bi-monthly to discuss many aspects of our culture, relationships, and education.

I organized the SHTA drawing where three SHTA members were picked to receive two tickets to the Night for The Red & White, which took place in March.

Just this week, I again joined some members of SHTA's Negotiating team to nail down the particulars of next year's elementary schedule.

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

As the 2024-2025 school year ends, I hope that everyone uses these summer weeks to rest, rejuvenate, and reconnect with friends and family.

*Respectfully submitted,
Lisa Hardiman*

TREASURER'S REPORT

I'd like to start off my newsletter report with a big thank you to all the members of this year's Negotiating Team (John Morris, Darlene Garrison, Lisa Hardiman, Wendy Lewis, Mike Sears, Matt Kloder, Dave Klapholz, and James Schmidt). Because of their hard work, we have a secure contract that will see us through most of the current anti-education political atmosphere.

Speaking of the future of Education in our state/country, I want to encourage everyone to educate yourself about the [anti-education State Laws](#), and specifically about [SB1](#) set to go into effect before next school year. At least they will become law if we don't fight to stop them. Please sign the petition to put a repeal of SB1 onto the ballot to let the voters decide. Lisa Vahey will be collecting signatures for the ballot measure Memorial Day weekend: **Friday**, 5/23, 3-5 pm at 18915 Oxford Rd (in Shaker), **Saturday**, 5/24, 9-11 am at Stone Oven Bakery on Lee Road (wearing an Honesty for Ohio Ed T shirt), **Monday**, 5/26, at Shaker Memorial Day Parade, at Avalon and Van Aken intersection (wearing an Honesty for Ohio Ed T shirt).

Spend the time to see Lisa this weekend or find another place to sign the referendum petition. We only have until June 25th to collect the 250,000 signatures needed to get it on the November ballot.

At this time last year, I was writing about the Community Conversation on Cell Phone Use in Schools program. I attended it last year and was very excited at the prospect of a school year without cell phones. Looking back, I will say that cell phones have not been completely gone from our building but they have been much less of an issue. The entire first semester was pretty cell phone-free, then things started to loosen up in the second semester. But it is still pretty rare that I see a cell phone out. Although I did just speak with a colleague who monitors one of the lunch periods, and he said recently he sees most kids openly using cell phones at lunch, despite the rule of no phones at all during school hours. I hope, for our student's mental health and education, we can be more strict next year and give them time away from social media.

The Investments Committee (Todd Keitlen, Chante Thomas, Darlene Garrison, John Morris, and myself) met with Brady Krebs, our Edward Jones financial advisor, on April 15th to look over our investments.

At the May 12th Representative Council Meeting, I presented a budget for the 2025-26 fiscal year (7/1/25-6/30/26). The Representative Council discussed the budget and voted to raise the officer's salaries and the Representatives per meeting remuneration by 2%. The budget was then approved for placing on the May 19th SHTA ballot.

This is a brief summary of the activities I performed while fulfilling my duties as Treasurer this year:

- Attended every Executive Board Meeting and every Representative Council Meeting throughout the year.
- Maintained our insurance through Musgrave Insurance.
- Coordinated and attended our Investment Committee meetings with Brady Krebs, our Edward Jones advisor, twice this year, once in the fall and once in the spring to evaluate our investments and make any changes deemed necessary.
- Met with Investment Representatives from Key Bank.
- Met with our accountants at Edward Hawkins & Co. at various times throughout the year to submit our financials for their compilation of our books, to complete the paperwork for our Form 990 tax filing, and to submit information for the issuance of W-2 forms.
- Communicated with the District Payroll Department to process the payment of our six salaried positions and the many Representative Council members, along with the relevant STRS and Medicare payments.
- Communicated with the District Payroll Department to process the payment of our Negotiation Team members, along with the relevant STRS and Medicare payments.
- Prepared the 2025-26 fiscal year budget for approval by the Representative Council at the May meeting.
- Paid bills throughout the year and balanced the checkbook, reimbursing any Association expenses incurred by our members.
- Kept an accurate record of our finances throughout the year, maintaining a paper record of every transaction.
- Met with and discussed Association business with the other Officers and Executive Board members as needed.

The financial report is included here.

***Respectfully submitted,
Bill Scanlon***

Shaker Heights Teachers' Association	
Profit and Loss	
July 1, 2024 - May 15, 2025	
Income	Total
Member Dues	153,120.00
Total Income	\$153,120.00
Investments	
Change in Value in Edward Jones	90,800.62
Edward Jones-Fees & Charges	-6,477.97
Interest-Savings, Short-term CD	4.40
Key Bank CD Interest	745.88
Key Bank Investment Income	121,591.78
Total Investments	\$206,664.71
Other Types of Income	
Miscellaneous Revenue	470.00
Total Other Types of Income	\$470.00
Total Income	\$360,254.71
Gross Profit	\$360,254.71
Expenses	
Operations	
Accounting	9,206.02
Banking	-10,000.00
Total Accounting	-\$793.98
Compensation	33,253.57
Conferences & Meetings	4,098.44
Executive Board	566.59
Fellowships & Grants	3,100.67
Insurance	5,384.00
Legal	3,835.00
Negotiations	35,878.40
Officers' Expenses	37.95
Payroll Taxes	975.19
Public Relations	4,447.26
Publications	732.99
Social	674.48
STRS (TPO Contribution)	9,415.50
Total Operations	\$101,606.06
Total Expenses	\$101,606.06
Net Operating Income	\$258,648.65
Net Income	\$258,648.65

Shaker Heights Teachers' Association	
Balance Sheet	
As of May 15, 2025	
ASSETS	Total
Current Assets	
Bank Accounts	
Key Bank CD-2	46,114.28
Key Bank Checking	307,094.14
Key Bank Savings	-38,403.12
Total Bank Accounts	\$314,805.30
Other Current Assets	
Edward Jones 13760-1-1	646,106.10
Edward Jones 13768-1-3	1,144,320.63
Uncategorized Asset	0.00
Total Other Current Assets	\$1,790,426.73
Total Current Assets	\$2,105,232.03
TOTAL ASSETS	\$2,105,232.03
LIABILITIES AND EQUITY	
Liabilities	
Total Liabilities	
Equity	
Opening Balance	79,732.45
Retained Earnings	1,766,850.93
Net Income	258,648.65
Total Equity	\$2,105,232.03
TOTAL LIABILITIES AND EQUITY	\$2,105,232.03

EXECUTIVE BOARD REPORTS

PROFESSIONAL RIGHTS AND RESPONSIBILITIES REPORT

While the 2023-24 school year included two grievances about safety and the new Middle School schedule, the 2024-25 school year set a record with five grievances. Members filed grievances about planning time, icy sidewalks, payroll, ADA accommodations for parking, and administrator-initiated transfers. In many cases, these concerns resulted from inadequate staffing due to budget cuts. As the budget cuts continue, we must ask the administration at what point do those cuts harm our students?

On a positive note, we were able to negotiate a new Collective Bargaining Agreement with meaningful raises and also maintained our health benefits.

It has been my pleasure to serve the members of this Association during the past year. Here are some highlights organized by month:

August/September

- Spoke to members over the summer about worker's compensation, ADA accommodations, maternity leave, leaving the district after July 10, supplemental contracts, and the DEI training day
- Attended the new teacher luncheon on August 12 along with several members of the SHTA Executive Board and spoke to the new teachers about SHTA
- Toured buildings before school started with SHTA President John Morris, Vice President Darlene Garrison, Secretary Lisa Hardiman, Health and Safety Chair Matt Zucca, Assistant Superintendent for Learning and Teaching Felecia Evans, Assistant Superintendent for Business and Operations Jeff Grosse and Superintendent David Glasner. Tours were led by Assistant Director of Buildings and Grounds Sean Brown
- Worked with Middle School Head Custodian James Dean, Assistant Director of Building and Grounds Sean Brown, and Middle School Principal Eric Forman to make sure the modular units were properly equipped and ready to start the school year. We also worked on providing teachers with additional time to set up their classrooms since some materials from Woodbury were not delivered until two days before school started for students.
- Spoke to Middle School Principal Eric Forman about the reduction in building subs and the need for teachers to be willing to cover classes for \$28 (as stated in the collective bargaining agreement). I reiterated the need to pay teachers \$56 to cover a class (as was done temporarily during the pandemic).

October

- The Supplemental Committee met on September 24 to approve new proposals.
- Continued a research project for the collective bargaining team, and participated in a meeting with the team on October 9.
- Met with SHTA President John Morris, high school athletic directors, and coaches regarding supplemental contracts for athletics.
- Spoke with high school head building representative Jessica O'Brien several times about step one grievances at the high school, supplemental contracts, workers compensation, and faculty handbooks
- Met with middle school head building representative Kevin Thomas about offering support for members involved in investigatory/fact finding meetings with administrators.
- Advocated for metal detectors in Shaker schools after two handgun incidents at Cleveland Heights High School

November

- Attended an Interest-Based Bargaining (IBB) training in October and a few collective bargaining meetings in November.
- Reviewed the agenda and minutes from an Insurance Committee meeting on October 30 and attended a Supplemental Committee meeting on November 7.
- Head Building Representatives from each Elementary School wrote a grievance related to planning time. I reviewed the grievance, and the Grievance Committee decided to file it as a step II grievance on November 15th.
- Reminded members about open enrollment, the change in dental insurance to Delta Dental, and the increased costs for insurance premiums that started in January 2025

December/January

- Encouraged members to ratify the contract proposal
- Reported on the planning time grievance hearing
- Continued working on a new collective bargaining agreement
- Listened to members concerns about payroll, and met with Treasurer Donte Hayes to discuss possible solutions

February

- Helped members with questions about Delta Dental
- Met with the Insurance Committee on February 26
- Continued working with Donte Hayes and Payroll Supervisor Jennifer Browne about paycheck-related issues
- Met with members who had questions about maternity leave, FMLA, sabbaticals, and unpaid leaves of absence

March

- Attended a hearing and reported on the results of the grievance about icy sidewalks and parking lots around the school buildings
- Updated members with news from the Insurance Committee meeting

April

- Filed grievances about both an ADA accommodation and payroll
- Met with the Supplemental Committee on April 29th
 - Be prepared to complete self-evaluations each semester for supplemental contracts, and there will be more oversight from the principals about the hours worked on clubs and activities

May

- Filed a grievance about administrator-initiated transfers
- Attended a grievance hearing about payroll and received the disposition from Assistant Superintendent for Business and Operations Jeff Grosse. The school district agreed to the following two items of relief sought:
 - The Treasurer's Office will conduct a thorough review of the Payroll Office and make changes necessary to ensure employees are paid on time while also limiting mistakes.
 - When delays are likely to occur or when mistakes are made, both the Treasurer's Office and the Payroll Office will collaborate to email appropriate communications to SHTA members to keep them informed about what happened and steps taken to resolve the situation.

Have a wonderful summer!

*Respectfully submitted,
Mike Sears, chairperson*

EVALUATION COMMITTEE

Thank you for the opportunity to serve as the Association's Evaluation Chair for another year. I am so grateful to Andrew Glasier and Addie Tobey, among many others in various capacities, for support during my leave in the fall. I look forward to continuing to serve the Association by co-facilitating the Evaluation Committee with Human Resources Director Tiffany Joseph and co-coordinating the Peer Evaluation Program in the coming year.

Since its inception, the Evaluation Committee has been a truly collaborative team. We bring issues to the table to openly problem-solve as professionals and make decisions about evaluation policies by considering the multiple perspectives involved. We have created and delivered professional learning about evaluation procedures, designed and implemented the Peer Evaluation Program from the ground up, and worked together to mitigate problems as they arise. Though it hasn't been perfect, it has been a space where true collaboration has occurred for over two decades. As new administrators and educators join the district, it is important for them to be aware of and respect the mission and work of the committee. When a problem associated with evaluation policy or procedures arises, the concern should be communicated to the committee co-facilitators, Dr. Tiffany Joseph, and me. The committee will then work to address the problem by gathering pertinent data and perspectives and creating an action plan in response. In the coming year, the committee will be closely monitoring shifts in state mandates and making any necessary revisions, refining the implementation of the Peer Evaluation Program, and continuing to provide support for all things evaluation. I am confident that, as co-facilitators, Tiffany Joseph and I are able to lead this committee to do this professional work. We will do our due diligence to address concerns of educators and administrators by considering all data, suggestions, and experiences when making decisions. I truly appreciate the opportunity to work with Dr. Joseph and to serve the district in this capacity.

Approvals and denials for participation in the Peer Evaluation Program have always been a decision made by building principals. There is a set of criteria applicants must meet, as well. Building principals are required to speak with teachers whom they wish to deny and provide reasons for the denial. Participants have the responsibility of following the guidelines of state-mandated evaluation elements and meeting deadlines set forth by the state and the district, just as administrative evaluators are expected to do. The deadline for the approvals and denials is June 2nd. All approved peer evaluators must be credentialed evaluators (by taking the OTES 2.0 coursework and passing the credentialing exam) by September 1, 2025. Evaluators must maintain their credentials by taking a re-credentialing exam every two years. It is the responsibility of participants to register for the course on STARS and complete the course and exam by the deadline. Please be aware that the exam may not be available until a week or two after the end of the three-day OTES 2.0 course. Please plan accordingly to meet the September 1st deadline.

As a committee and as individuals, it may be a good year to reflect on past practices and recent experiences, in addition to the stated purpose of the evaluation process - professional growth.

Have a relaxing, enjoyable summer break. You all deserve it!

Respectfully submitted,
Lena Paskewitz, chairperson

SPECIAL EDUCATION COMMITTEE

Over the past month, I attended the SHTA executive board and general body meetings. I also attended the SHTA PAC Happy Hour and the Shaker Union Summit. I met with the Director of Student Services Dr. Meghan Shelby regarding Special Education concerns across the district. I worked with SHTA President Dr. John Morris regarding Exceptional Children concerns. I have worked with Shaker Heights High School Head

Representative Jessica O'Brien regarding various staff concerns. I represented multiple members across the district in fact finding meetings. I worked with Executive Board member Eileen Sweeney and SHTA President Dr. John Morris over a potential workload concern. I worked with Mercer Head Representative Eileen Sweeney in supporting a member through a difficult situation. I communicated with Director of Human Resources Dr. Tiffany Joseph regarding a potential contract concern. I met with Shaker Heights High School Principal Mr. Isaiah Wyatt to discuss and remedy various staff concerns within the Exceptional Children's Department.

The SHTA Exceptional Children Chairperson duties are, but not limited to:

- Meet monthly with Student Services Director Dr. Meghan Shelby.
- Communicate with Student Services Supervisors.
- Communicate and interact with Student Services Department Chairs.
- Attend and participate in Exceptional Children Department Meetings.
- Support SHTA members in the Exceptional Children Department during & after school hours.
- Represent ALL Exceptional Children staff during Fact-Finding Meetings.
- Communicate and collaborate with Shaker Heights Building Administrators.

Respectfully submitted,

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

POLICY COMMITTEE

As the Policy Chairperson of the SHTA, my primary responsibilities concern the SHTA Constitution - not to be confused by our collectively bargained contract with the school district. Our Constitution creates the structure within which our Association operates, and provides a framework for our decision making and management of responsibilities. Every month I try to highlight pertinent sections of our Constitution and remind our members of our mission and protocols. Our Constitution, as well as our contract and newsletter, can be found at <http://www.shtaweb.org>. This year we are asking the membership to consider amending our Constitution to create an official chair to steward our Sick-Day-Transfer program. I also am a participant on the Teacher Evaluation Committee, which is a teacher/administrator partnership that determines our district's policy concerning evaluations within the broader framework of the Ohio Department of Education guidelines. In this capacity, I try to educate teachers and administrators on our decisions and directives, as well as answer questions to provide clarity to our system of evaluation. This is in addition to the role all of our SHTA board members play in assisting members with problems, offering support, and answering questions. This includes my participation in the Forward Together process and the facilities projects involving the renovations to our buildings. As part of that I have been involved with the community process regarding the Ludlow playground and Woodbury site plan. Don't hesitate to contact me with questions at kalan_t@shaker.org, and enjoy the summer!

Respectfully submitted,

Tim Kalan, Chairperson

MEMBERSHIP/ELECTIONS COMMITTEE

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

As your Elections Chair, I coordinate voting and elections. This year we had a contract ratification vote in January. I distributed the petitions for interested candidates for SHTA Officers. I communicated with members

interested in serving on the Representative Council, prepared the ballots and monitored the voting. The results of the election, budget vote and by-laws amendment are posted in this newsletter.

Woodbury will always hold such a special place in my heart. I hope our Woodbury friends have had a successful year during this transition. We are continuing to support the Woodbury voice by allowing a (Woodbury) member on the Representative Council at the Middle School and K-5 Schools.

I am extremely grateful to the Mercer Staff and administration for all of your support this year. You have welcomed us and truly incorporated us into the Mercer family. I am looking forward to recharging this summer and hope to see all of you in the fall. As you prepare for summer recess, please be sure to take some time for yourself, for your families, and those you love. Enjoy each and every precious day.

*Respectfully submitted,
Chante Thomas, chairperson*

SOCIAL COMMITTEE

We have had a busy year with ups and downs, made easier because of the support that we provided to one another! Thank you for coming to our social gatherings this year--hopefully you enjoyed spending time with your colleagues turned friends!

One of my responsibilities is to organize and host social events for the SHTA. This year, we hosted our members at Midnight Owl for a SHTA Happy Hour, and many of you came out to fellowship with one another. I also host the Executive Board Meetings in my classroom each month.

We will wrap up this school year with our Annual Recognition Reception in the High School's Upper Cafeteria at 3:45 p.m. on May 15, 2025. Newly tenured, career milestones (15 and 25 years), and retirees will be honored. Dr. John Morris, our Association President, will award one deserving individual with the SHTA Service Award. All employees are invited and encouraged to attend. I hope to see all of you there! Have a great summer; relax and be well.

*Respectfully submitted,
Selena Boyer, chairperson*

DIVERSITY, EQUITY & INCLUSION COMMITTEE

As we near the end of another academic year, I want to revisit our mission statement: *We support an inclusive environment that embraces, encourages, and empowers the voices of our members. We are committed to celebrating, honoring, and uplifting historically marginalized identities within our membership.* The many books and articles that were shared gave tools and understanding of our colleagues, staff, and students of color. Shaker Heights Teacher's Union's unyielding position that Diversity, Equity, and Inclusion (DEI) is not a synonym for affirmative action but a necessary equalizer that reaches beyond the classroom and learning institution. We believe firmly that without DEI, those who are underrepresented, overlooked, and oppressed will continue to lose ground without the support of our Union. Today, we are facing unrelenting setbacks that are focused on race, ethnicity, gender identity, and religious beliefs. We cannot and should not take a back seat to injustice. Dr. Martin Luther King Jr. noted that injustice anywhere is a threat to justice everywhere. As a community, we have the tools to support and embrace everyone. Several books were shared over the past year, and revisiting some or all will allow us to ensure we are inclusive and knowledgeable.

Roland S. Martin's book *White Fear: How the Browning of America is Making White Folks Lose Their Minds* reflects on how our United States democracy has been shaped. For 200 hundred years, the deep-seated fear that many white people feel—of losing power, of losing economic standing, of losing a particular “way of life”—has been the driving force behind American politics and culture. *White Fear* enabled the rise of Donald Trump. It's behind the recent flood of restrictive voting laws disproportionately impacting people of color. It's why reactions to movements like Black Lives Matter and football players taking a knee have been so negative and so strong. As we approach a future where white people will become a racial minority in the US, something estimated to occur as early as 2043, that fear is only intensifying, festering, and becoming more visible.

Black Like Me, written by John Howard Griffin, looks specifically at identity as it relates to race. Griffin's search for social justice in America causes him to temporarily step out of his whiteness and transform himself into a black man; what he encounters changes his perception of reality. It is a poignant look at how white privilege has tainted his understanding of the everyday life of a person of color.

Dear White American, Letter To a New Minority by Tim Wise, an anti-racist who confronts the racist belief systems that permeate the United States culture. “Wise confronts the white fear of losing cultural hegemony, on the one hand, and the politics of resentment that has been both a real and contrived source of right-wing power in national politics.

“*You want to talk about race*” by Ijeoma Oluo. The book is a frank discourse on race. It walks through seventeen different areas that are common place discussion points for people of color. In addition, there is a workbook that helps facilitate a discussion. Starting with “Is it really about race?” and “Talking is great, but what else can we do?”

Respectfully submitted,
Angela Goodrum, Chairperson

BUILDING SAFETY & SICK DAY TRANSFER COMMITTEE

As Building Safety Chair, I assisted members with building safety concerns. I collaborated with members and administration to develop plans to address those concerns and monitored the progress of the solutions.

As Sick Day Transfer Chair, I tracked pledged sick days and made transfers as needed, based on requests from the Treasurer's office. This year, we were able to assist eight members with over 500 donated sick days. It is both inspiring and humbling to be part of this process. I am very proud that the Sick Day Transfer Program has been adopted and codified into the SHTA Contract. I look forward to continuing to support our members in the future.

This past month, I worked with Dr. John Morris, SHTA President; James Schmidt, Legal Aid Chair; and Andrew Glasier, Publications Chair, to create a building security survey. If you have not yet submitted a response, please do so—your input is greatly appreciated and valued.

I also contacted Jeff Grosse, Assistant Superintendent of Business Operations, to request appropriate security personnel at Fernway Elementary, following a reported security concern during the May 6 election.

If you have any questions about Building Safety or Sick Day Transfer, please feel free to contact me at (216) 295-4692 or at zucca_m@shaker.org.

Respectfully Submitted,
Matt Zucca, Chairperson

LEGISLATIVE COMMITTEE

This month, I'm focusing on threats to teacher voice and public education at both the state and national levels, as well as the introduction of a new bill related to HB 8. In Ohio, lawmakers are trying to strip teachers of voting power on the STRS board and eliminate elected seats on the State Board of Education. Nationally, educators are pushing back against efforts to ban DEI programs and reshape education policy through executive orders many see as politically driven.

- **STRS & Teacher Voting Power:** Ohio lawmakers are trying to take away teachers' voting power on the board that oversees their retirement system (STRS). This comes after a year of controversy, where some board members were accused of helping a company with political ties get STRS contracts. Supporters of the change say the board needs more financial experts, but many educators believe this is a political move to reduce teacher voices and control. Union leaders say removing elected teachers from the board will hurt trust and could harm teachers' pensions. ([more information here](#))
- **U.S. Dept. of Education's DEI Policy:** Two federal judges have blocked the Trump administration from enforcing a new U.S. Education Department policy that bans DEI practices in schools. One ruling in Maryland found the administration failed to follow proper legal steps, while another in New Hampshire temporarily protects schools employing NEA members from losing federal funding. Teacher unions, including the NEA and AFT, filed lawsuits calling the policy vague, unconstitutional, and harmful to students and educators. The rulings allow schools to continue DEI work without the threat of punishment, while legal battles over the policy continue. ([more information here](#))
- **Presidential Executive Orders Regarding Education:** President Trump signed several executive orders focused on education, aiming to reshape federal policy across higher education, K-12 schools, and job training. The orders include efforts to overhaul college accreditation, advance AI education in schools, modernize workforce training programs, and support historically Black colleges and universities (HBCUs). One order pushes for stricter oversight of accreditors and investigations into alleged discrimination in colleges, while another promotes AI-focused teacher training and job certifications. Educators and unions are concerned that these moves, paired with Trump's call to shut down the Education Department, reflect a broader attempt to weaken public education and push political agendas. ([more information here](#))
- **Ohio House Budget & State Board of Education:** Ohio House Republicans passed a budget that would eliminate elected seats on the State Board of Education, reducing it from 19 members (11 elected, 8 appointed) to just 5, all chosen by the governor. The change, following a previous move to strip the board of most of its power, would phase out elected positions as terms end. The House also proposed major cuts to public school funding, slashing the Fair School Funding model by two-thirds. On the financial side, the board's budget would shift from a struggling licensure fund to a more stable occupational licensing fund, and includes \$2 million for educator background checks and removal of a costly video teacher assessment. The budget now heads to the Senate for debate. ([more information here](#))
- **Ohio HB 190:** Ohio House Bill 190 would require public schools to get written parental permission before using a student's chosen name or pronouns that differ from their birth sex. It also bans staff from asking students their preferred pronouns or using titles that conflict with the staff member's own birth sex. Schools that violate the bill could lose 10% of their state funding each month until they comply. Supporters say it protects parental rights, while critics argue it's extreme and based on unfounded fears. ([more information here](#))

As my first year serving as the Legislative Chair for SHTA comes to a close, I want to extend my sincere thanks for the opportunity to take on this role. It's been an honor to keep our membership informed about key federal and state education issues impacting our profession. I've appreciated your engagement and support throughout the year. As always, stay informed and remain politically active—our voices matter!

*Respectfully Submitted,
Matt Klodor, Chairperson*

PUBLIC RELATIONS COMMITTEE

It has been an honor to serve as the Public Relations Chairperson for the Shaker Heights Teachers' Association this school year. In this role, I have worked to promote the mission and visibility of our Association through various outreach efforts, including community advertisements and the sale of SHTA shirts.

Throughout the year, I have regularly attended Executive Board and Representative Council meetings to provide updates on public relations initiatives and to participate in meaningful Association discussions. I coordinated arrangements for advertisements in *Shaker Life Magazine* and the *Gristmill*, the Shaker Heights High School yearbook, to highlight the work and presence of our Association within the broader community.

I am also proud to have procured the SHTA Service Award plaque, which will be presented during the District Recognition Reception. These awards serve as an important reminder of the dedication and excellence our members bring to their work each day.

It has been a privilege to represent and support the SHTA in this capacity, and I remain proud to serve our members as Public Relations Chairperson.

*Respectfully Submitted,
Bob Bognar, Chairperson*

TEACHER EDUCATION COMMITTEE

Happy Spring everyone! It's hard to believe that this is our last newsletter of the 2024-2025 school year is here. Things were pretty quiet this year for Teacher Education. Only a few issues were presented and they were handled well by the Human Resources Department. As a reminder and as evaluations have been entered, please do not hesitate to question anything you may not disagree with. It is one-hundred percent within your right to do so. Contact your building representative or myself if you have any questions or concerns.

The Association would like to acknowledge and congratulate the teachers who received continuing contracts. Please remember to take advantage of the opportunity for reclassification increases and tuition reimbursement. [PDI- Professional Development Institute](#), offers great graduate credit courses. Please enjoy your well-deserved summer vacations! We all need to rest and recharge.

*Respectfully Submitted,
Wendy Lewis, Chairperson*

LEGAL AID COMMITTEE

No meetings of the Legal Aid Committee occurred this year, which is a positive thing. Our purpose is to provide legal assistance to members for an arbitration once a grievance has reached Step III. Reaching Step III means that the member or members filing the grievance have not been offered a solution that is satisfactory. Everyone on the Legal Aid Committee hopes that the resolution for any grievance is reached long before it gets to us. Prior to a grievance arriving in front of the Legal Aid Committee, our members have the chance to hear the responses to

their Step I and Step II grievances from our administrators. Our Professional Rights and Responsibilities Chair, Mike Sears and his hard work with our building and district administrators at these stages in the process are the reason that we have not had to go to arbitration with any grievance this year. Recent grievances are either still in process or were resolved to the satisfaction of the members. That success is due in no small part to Mr. Sears working for our members to reach a resolution, and for this, I thank him.

I am hopeful that next year will be equally uneventful and that any grievances are resolved to members' satisfaction before reaching Step III and the need for arbitration, but the Legal Aid Committee is ready to meet to support our members if it does.

*Respectfully,
James Schmidt*

PUBLICATIONS COMMITTEE

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

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

I have updated our [Facebook page](#). I have closed our X account. I have sent reminders and updates to our membership throughout the year through email. I enjoy the responsibility of working for our membership. Please feel free to contact me any concerns or opinions at glasier_a@shaker.org or #6168.

*Respectfully,
Andrew Glasier*

SHTA PAC COMMITTEE

This year, the Political Action Committee (PAC) was headed by Jessica O'Brien, High School History Teacher, and Eileen Sweeney, Intervention Specialist at Mercer. The PAC worked on outlining the positions of candidates on a variety of issues to inform members and communicating and engaging with members and the Shaker community. The PAC-supported members make a voting plan and get information on the various ways to vote in the election at their county's Board of Elections.

The PAC sent Legislative Action Alerts to encourage members to voice their concerns/endorsements regarding proposed Bills in the Ohio House and Senate and legislation moving through Congress at the Federal level. In October, the PAC submitted an editorial to the SHTA newsletter. An election at-a-glance guide was provided to inform members of candidates' positions on a variety of issues and a summary of Issue 1 and Citizens Not Politicians.

We took a deep breath in December after a disappointing November election.

We sent various Action Alerts to engage members to voice their opinions and concerns to their representatives concerning various legislation. These included House Bill 8, House Bill 1 and Trump's Immigration policy. Eileen Sweeney attended the Resistance Fair in Cleveland Heights, the Hands-Off rally in Cleveland, and wrote Ides of March postcards to Donald Trump.

We organized the April Wear Red for Education Day and the PAC happy hour at Midnight Owl.

Jessica O'Brien routinely updated the PAC Facebook page.

We attended the SHTA Executive Board and Representative Council monthly meetings.

We are planning future events, including participating in the Labor Day Parade. We would love staff to come out in force. The community must see the SHTA as a positive organization in our schools. Look for fliers with QR codes of upcoming events in the staff bathrooms.

Eileen Sweeney will be stepping down as a PAC co-chairperson due to personal reasons. She will remain an active member and support the PAC from the sidelines. It has been an honor to serve as a co-chairperson for the SHTA.

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

The SHTA PAC is on



@

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

MINUTES FOR THE REPRESENTATIVE COUNCIL MEETING

SHTA President, Dr. John Morris started the May 12, 2025 Representative Council Meeting at 4:34 P.M. **The meeting took place at Onaway Elementary School.** Dr. Morris introduced *Onaway Principal, Ms. Dora Bechtel* to the Representative Council.

Ms. Bechtel welcomed the Representative council to Onaway. She expressed her appreciation for the council coming at this time of year. She said the fifth-grade transition and the integration of the PYP model for them, went well. This year it was good to have Allison help with all the preschool rules and laws that we did not know. Ms. Bechtel said that she is looking forward to finishing the first year as a Pre-K-5 school and excited to start next year as a K-5 school.

A motion for approval of the MINUTES from the April 14, 2025 Representative Council meeting was made by Tim Kalan and seconded by Andrew Glasier.

Administration Report

Director of Human Resources, Dr. Tiffany Joseph was present for the SHTA Representative Council Meeting. She had no report.

P.T.O. Report

PTO is wrapping up the end of the year activities and thanked the staff for everything this year.

Officers' Reports

President, John Morris

- Spoke with Superintendent Dr. David Glasner weekly
- Communicated with HR Director Dr. Tiffany Joseph regularly
- Updated SHTA Facebook page with Publications Editor Andrew Glasier
- Attended Investment Committee Meeting with Vice President Darlene Garrison, Treasurer Bill Scanlon, Elections Chair Chante Thomas, Middle School SHTA member Todd Keitlin, and Our Investment Manager Brady Krebs
- Communicated with a member concerning ADA accommodations
- Worked with HS Head Rep Jessica O'Brien and Special Education Chair Tito Vazquez on member concerns
- Worked with SHTA lawyer, Brooks Boron, on member concerns
- Worked with IC Head Rep Linda Roth on member concerns
- Attended the "Tend the Flame" performance at SHHS on April 21st
- Attended the Shaker Heights Union Summit meeting
- Communicated with members concerning transfer issues
- Communicated with Boulevard Head Representative Cathy Grieshop about member concerns
- Attended the SHTA PAC Happy Hour hosted by PAC Co-chairs Eileen Sweeney and Jessica O'Brien
- I communicated with Elections Chair Chante Thomas on keeping a Woodbury Representative as part of every K-8 building to facilitate supporting their transition.
- Visited the IC to discuss member concerns with HS Principal Isiaiah Wyatt and IC Head Rep Linda Roth
- Communicated with HS Rep and SHTA Scholarship Coordinator Aimee Grey and SHTA Vice President Darlene Garrison concerning the scholarships to be given out at the May 28th Junior and Senior Award Ceremony at the Highs School Large Auditorium from 7-8:30
- Worked with Special Education Chair Tito Vazquez, Mercer Head Rep Eileen Sweeney, and legal counsel Brooks Boron on Special Education workload concerns

- Worked with Building Safety and Sick Day Transfer Chair Matt Zucca on the Building Safety Survey with input from Legal Chair James Schmidt. Publications Chair Andrew Glasier then sent it out to membership.
- Received a great teacher appreciation gift from Public Relations Chair Bob Bognar which I immediately placed on my laptop!
- I voted for the STRS Board members up for election thanks to Publications Editor Andrew Glasier
- I attended a meeting with Assistant Superintendent Dr. Felecia Evans, Director of Curriculum and Instruction Dr. John Moore, Lomond Principal George Clark, Mercer Principal Roneisha Campbell, SHTA Vice President Darlene Garrison, SHTA Secretary Lisa Hardiman, and SHTA Teacher Education Chair Wendy Lewis to clarify planning time at the elementary school level for next year.

Vice President, Darlene Garrison

- Attended the Investment Committee meeting with President John Morris, Treasurer Bill Scanlon, Membership Chair Chante Thomas, Member Todd Keitlen and Financial Advisor Brady Krebs.
- Sent out congratulatory letters and Fellowship reimbursement checks to members who have sent in their receipts for reimbursement.
 - Please remember that it takes 2 -3 weeks to receive your reimbursement for the fellowship grant.
- Attended Shaker Schools Union Summit Meeting with Union Executive Board Members.
- Worked with a member creating a letter to submit to her personnel file.
- Discussed scholarship disbursement checks with President John Morris and Treasurer Bill Scanlon.
- Discussed member issues at SMS to share with admin. for next school year.
- Attended SHTA Executive Board Meeting.
- Attended PAC Chat Happy Hour at Midnight Owl.
- Assisted a member with issues concerning the OTES Evaluation system.
- Attended Planning Time clarification meeting.
- Did not attend the PTO meeting on May 07th, personal family obligation. Will share notes from the meeting once they are shared with me.

Secretary, Lisa Hardiman

- As usual, emailed invitations to Executive Board and Representative Council meetings
- Took the minutes of meetings
- Talked to Mercer Head Representative, Eileen Sweeney about building issues
- Communicated with numerous members about placement concerns for next year and the stress of not knowing. Teachers who are moving were told on Wednesday of last week.
- Members were relieved to hear that Student Support staff will be coming back next year. They are very much needed.
- Attended the Union Summit at Larchmere Tavern. It was a very nice event.
- Have reminded members to complete the security survey that was created by Building Safety and Sick Day Transfer Chair, Matt Zucca. This is an important issue that needs to be addressed. Thank you, Matt.
- Attended a meeting with Assistant Superintendent Dr. Felecia Evans, Director of Curriculum and Instruction Dr. John Moore, Lomond Principal George Clark, Mercer Principal Roneisha Campbell, SHTA Vice President Darlene Garrison, and SHTA Teacher Education Chair Wendy Lewis to clarify planning time at the elementary school level for next year.

Treasurer William Scanlon

- Passed out Balance sheet and the Financial report to Representative Council
- Met with investment committee with Brady Krebs
- Attended Union Summit Meeting
- Attended PAC happy hour
- Still accepting donations for PAC
- Worked with Key Bank on investments. We had a lot of money in one account.

- Discussed scholarship awards
- Paid bills and wrote checks

Building Representative Reports

Boulevard-Cathy Grieshop, Heather Pincoe (WO)

- Thanks to Boulevard principal Neal Robinson and the PTO for treats
- Building Committee met to discuss dismissal
- Two 4th grade teachers are stressed because they have been told they have to take the Praxis exam
- Communicated with Director of Human Resources Tiffany Joseph about questions that teachers have and am awaiting her reply
- Communicated with members about two ELL teachers being reassigned but there was no discussion.

Fernway-Jamie Harden, Lee Appel (WO)

- The following is the report summarizing developments, challenges, and accomplishments since the April meeting.
 - Thank you to FE PTO, FE Administrative team for Teacher appreciation support.
 - April 15, 2025 We (Jamie and Lee) posted Recognition Reception flyers throughout the building.
 - April 21, 2025 Touchbase meeting with Principal: We (Jamie and Lee) met with Fernway principal Chris Hayward. There were no major concerns on the agenda. We spoke briefly about the procedures to complete the class lists using the google sheet. The procedure includes input from the SEL staff, I.S. staff, Gifted coordinators as well as homeroom teachers. May 30th was stated as the district due date for the completed lists.
 - April 22, 2025 Email was sent to FE membership reminding them of the PAC Midnight Owl activity, the District Recognition Reception and the SHTA April Newsletter.
 - April/May 2025 I continued to be a part of a conversation centered around the required Gifted PD hours. Several members still state concern about the current process. Questions include: Is it possible to use the beginning of the year PD for large numbers of staff to complete the hours all at once? Is the completion of modules outside of contractual time considered an “administrative task”? Why was release time/PD-day not offered? What are the consequences for not completing the hours?
 - May 1, 2025: I sent out a survey to FE building committee members collecting feedback of the 24-25 committee’s work. The majority of the members who responded found the committee appropriate and useful with room to grow.
 - Comments included:
 - “I also appreciate how thoughtful the committee has been about taking up members' time, but I do think having such short meetings possibly contribute to less being on the agenda.”
 - “Maybe the minutes could be shared in the bulletin, either as a blurb or a linked doc.”
 - May 5, 2025: Lee distributed teacher appreciation gifts and I sent a teacher appreciation email to staff.
 - May 6, 2025: I responded to a Security email from M. Zucca concerning security staff in the building during voting.

Lomond-Kelly Grahl, Sherri Jarvie (WO)

- Thank you to PTO and George Clark for the Teacher Appreciation lunches
- Supported two teachers with financial discussion meetings

Mercer-Eileen Sweeney

- This month, I met with Mercer principal Mrs. Roneisha Campbell to discuss teacher assignments and staff moving rooms, gifted hours, the rally point drill, and OTES evaluations. I attended the Building Committee meeting. We discussed the following issues:
 - Packing and moving for the summer, prioritizing staff who will move classrooms.
 - Equipment and technology packing
 - End of year checklist
 - Considering a policy for Uber Eats and DoorDash delivery to Mercer
- I met with Tito Vaquez, SHTA Special Education Chairperson, and John Morris, SHTA President, to discuss concerns our related service staff have concerning their workloads.
- I passed out the SHTA Teacher Appreciation gift to all members. Thank you, Bob Bognar, for ordering the stickers for members.
- I completed the Building Survey sent by Matt Zucca, Building Safety and Sick Day Transfer chairperson.
- We had a fantastic Teacher Appreciation Week. Shout out to our administration for providing a tasty pizza lunch and to the PTO for a wonderful Chipotle lunch. A special thank you to the Thomas family for providing breakfast. It was a great week.

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

- *Noreen Smyth-Morrow*
 - Thank you to the PTO and Principal Dora Bechtel for a wonderful teacher appreciation week! We received many treats and tokens of appreciation as well as a breakfast provided by the PTO and a lunch provided by the principal
 - The Building Committee meeting met in April and there is one last meeting for the school year at the end of the school year
 - We had two very successful Curriculum Nights- well attended, and the students were proud to showcase their work to their families
- *Alison Colvin*
 - Thank you to Mrs. Bechtel and the PTO for an amazing Teacher Appreciation Week!
 - Thank you to Mrs. Bechtel, and the PTO for an amazing appreciation week. We had a coffee truck, breakfast, lunch, massages, snack cart, flowers, and so much more!!
 - Mrs. Bechtel and John Rizzo thoroughly addressed the Building Committee issues listed in the last SHTA newsletter. Some questions, however, would be resolved when the new principal comes on board full time, especially addressing many of the beginning of the year concerns.

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

- Held weekly meetings with building administration to address a range of teacher concerns.
- Provided guidance to two teachers with questions regarding the Sick-Day Transfer program.
- Attended the SHTA PAC meeting at Midnight Owl on April 24th.
- Supported a teacher throughout the process of an administrative investigation.
- Collaborated with administration to resolve testing-related issues in alignment with contractual obligations.
- I would also like to acknowledge Middle School principals Eric Forman and Jasmine Venson for their openness to teacher concerns and their flexibility in working toward solutions.

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

- Attended a fact-finding meeting with member and Assistant Principal Elizabeth Massey
- Met with SHTA President Dr. John Morris, SHTA lawyer Brooks Boron, and a member
- Worked with Dr. Morris and Exceptional Children’s chair Tito Vaquez about member concerns
- Attended a fact-finding meeting with a member, Tito Vaquez and assistant principal [Lisa Demkowicz](#)

- Answered questions from a member regarding changes in schedule during testing and student contact time
- Answered questions with Rights and Responsibilities chair Mike Sears about adoption leave questions
- Answered questions from a member about reassignment
- Attended the SHTA PAC Happy Hour
- Attended a pre-disciplinary meeting with a member and Assistant Principal Elizabeth Massey
- Spoke with Rights and responsibilities chair Mike Sears about a potential grievance
- Met with a member and Human Resources Director Tiffany Joseph to clarify information
- Discussed with Principal Isaiah Wyatt, Assistant Principal Pat Rashid, and Assistant Principal Lisa Demcowicz about the procedure for teachers if a paraprofessional or a co-teacher does not have a substitute. We are still unclear what the procedure will be but the administration is working on it.
- Held a bi-weekly meeting with Mr. Wyatt to discuss building concerns and issues
- Attended a meeting with a member and HR director Tiffany Joseph
- Requested that a copy machine be relocated to 216 if that room will be used by Intervention Specialist next year
- Attended an evaluation meeting with Mr. Wyatt and a member
- Thanks to our administration and PTO for the wonderful treats we received all week for Teacher appreciation.
- Passed out the SHTA Teacher appreciation gift to members

Innovative Center--Linda Roth

- I spoke with SHHS Head Representative Jessica O'Brien on April 22nd to get a second opinion.
- I met with SHTA President John Morris and Interim IC Assistant Principal Anne Scott on April 24th to discuss safety at the IC as well as other concerns.
- We would like to thank HS principal Mr. Isiah Wyatt for taking the time on May 2nd to meet with Interim IC Assistant Principal Anne Scott, Chris Mattern, Dr. John Morris, and me to discuss the future of the IC. It was a productive conversation and we appreciate Mr. Wyatt's openness and collaboration. For clarity, while Dr. Morris is the Union president, his presence was not requested for Union representation.
- We would like to thank Anne Scott for serving as Interim IC Assistant Principal since November, 2024 and we are excited to welcome her back next year as the IC Science teacher. Under Anne Scott's leadership, the IC increased enrollment by 57%.
- We want to share a critical update: **next year, the IC will not have an onsite, full-time Assistant Principal.** The IC is a unique, innovative program built on a progressive educational model that emphasizes real-world learning, student agency, interdisciplinary projects, and community connection. This kind of program *requires* intentional design, coordination, and leadership to thrive. The absence of dedicated, full-time, in-person leadership will have wide-reaching consequences:
 - **Program expansion requires strategic, full-time leadership** – Without it, the program cannot grow or effectively respond to the evolving needs of students.
 - **Instructional leadership demands consistent, onsite presence** – Teachers need ongoing support with curriculum, pedagogy, and collaboration that cannot be provided part-time or remotely.
 - **Signature experiences like Leaving to Learn, internships, Exhibitions, and Celebrations of Learning require thoughtful coordination** – These experiences are central to the IC identity and must be actively supported to maintain their quality and impact.
 - **Scheduling and operations depend on sustained administrative attention** – Daily logistics and long-term planning require someone fully present to ensure systems run smoothly and equitably.

This model is not sustainable without full-time leadership. Teachers already carry the full weight of instructional responsibilities while also taking on additional roles to support the program. Without an

onsite leader, the core values and innovative practices that define the IC are at risk. We believe students, families, and the school community deserve clarity about what this means for the future of the program.

Executive Board Reports

Publications—Andrew Glasier

- Sent out newsletter and had it posted on SHTAweb.org
- Updated Facebook page with SHTA President Dr. John Morris
- Sent information out for Executive Board members
- If you hear of a member NOT getting a newsletter next week, have them email me directly.
- Editorial-peer evaluation is great
- SHTA Executive Board Reports Due Wednesday, May 14th by midnight. It is the end of year report
- May newsletter will come out AFTER the election results

Evaluation-Lena Paskewitz

- Was told at the Evaluation Committee meeting that the administrators will be implementing a rubric to decide if teachers can participate in teacher evaluation.
 - This was disappointing to hear given the collaborative way in which we function. This does not at all show collaboration.
- There is another meeting scheduled to hopefully discuss on March 21st.

Teacher Education-Wendy Lewis

- No Report

Membership/Elections-Chante Thomas

- Election is next Monday, May 19th
 - Current officers are on the ballot
 - A number of people from various buildings are on the ballot for building representatives

Policy-Tim Kalan

- Dealing with evaluations matters
- Dealing with language
 - Sick Day Transfer
 - Discussing number of members in the building vs. the number of representatives

Public Relations-Robert Bognar

- Teacher Appreciation gifts have been distributed and well received
- Service Award is purchased and picked up

Diversity, Equity, an Inclusion- Angela Goodrum

- Reviewing positions across the nation with regard to D.E.I.
- Have been having conversations about unconscious bias that exists, even at our own building
- Conversations about how we need to candid discussions
 - People are still not comfortable enough to discuss what they do not know.
- Had discussions with Cleveland teachers and their challenges and how some are very similar to Shaker's

Special Education-Tito Vazquez

- Attended the executive board and general body meetings
- I also attended the PAC Happy Hour and the Union Summit.
- Met with the Director of Student Services Dr. Meghan Shelby regarding Special Education concerns across the district
- Worked with SHTA President Dr. John Morris, regarding Exceptional Children concerns.
- Worked with Shaker Heights High School Head Representative Jessica O'Brien regarding various staff concerns
- Represented multiple members across the district in fact-finding meetings
- Worked with Executive Board member Eileen Sweeney and SHTA President Dr. John Morris over a potential workload concern
- Worked with Mercer Head Representative Eileen Sweeney in supporting a member through a difficult situation
- Communicated with the Director of Human Resources Dr. Tiffany Joseph regarding a potential contract concern
- Met with Shaker Heights High School Principal Mr. Isaiah Wyatt to discuss and remedy various staff concerns within the Exceptional Children's Department

Legal Aid-James Schmidt

- No Report

Legislative-Matthew Kloder

- Information on STRS & Voting Power
- Update on Dept. of Education's DEI policy and federal courts blocking policy
- Information regarding President's executive orders in education
- Ohio budget information on funding State Board of Education
- Information on newly proposed HB 190

Social-Selena Boyer

- Recognition Reception is Thursday, May 15th, at 3:45 in the High School Upper Cafeteria

Building Safety and Sick Day Transfer-Matthew Zucca

- Worked with SHTA President John Morris, Legal Aid Chair James Schmidt, and Publications Chair Andrew Glasier to create a building security survey.
- Informed of a security concern at Fernway Elementary during the May 6 voting. Reached out to Jeff Grosse, Assistant Superintendent of Business Operations to get proper security personnel at Fernway. Checked with other elementary buildings to see if they had any security concerns.
- Discussed Sick Day Transfer process with an interested member

Professional Rights and Responsibilities-Mike Sears

- Answered a couple of members' questions about Delta Dental
- Attended PAC Happy Hour
- Attended Union Summit Happy Hour
- Dealt with a FMLA maternity leave issue
- Working on ELL grievance
- May 5th hearing about grievance, was resolved
- Questions about if we will get trained on Chromebook Plus
- Answered questions about adoption leave

- Attended Supplemental Committee meeting and revised MOUs
- May create a supplemental survey

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

- Organized PAC happy hour and had discussions and got ideas
- Encouraged members to wear “Red For Ed” Thank you to members who participated
- Attended Executive Board meeting
- Discussing Labor Day and will complete a one-pager/End of Year flyer for things to be aware of i.e., HB 90 and HB 8
- Eileen Sweeney will be stepping down as co-chair of PAC and will be replaced by Nick LaPete

New Business

- Budget vote took place for SHTA’s paid positions.
 - Motion was made by Bog Bognar and seconded by Eileen Sweeney.
 - Motion carried unanimously in favor of a 2% increase for paid positions
 - Motion carried unanimously in favor of a 2% increase for per meeting stipends

Old Business-

- Aimee Grey discussed the SHTA Scholarship. It will be announced at the Senior Awards Night on May 28th. Letters will be sent out to recipients
- James Schmidt announced that the Senior Project Showcase will be held on May 29th at the High School 5:30-7:00 in the North Gym. Members may volunteer to be evaluators.

Good of the Order-

- John Morris expressed appreciation to a number of people and groups
 - Thank you to the SHTA Representative Council and the Executive Board for all of the work they do. It is often a thankless job.
 - Thank you to PTO for the Teacher Appreciation gifts
 - Thank you to administration for Teacher Appreciation gifts
 - Thank you to Bob Bognar for Teacher Appreciation gifts
 - Thank you to Onaway for hosting the last Representative Council meeting this year
- John Morris reminded members to get signatures to vote down SB1

A motion for adjournment was made by James Schmidt and seconded by Aimee Grey.
Meeting adjourned at 6:10 pm.

*Respectfully submitted,
Lisa Hardiman*



 The SHTA is on  us @ 

<http://www.facebook.com/pages/Shaker-Heights-Teachers-Association>

PEER EVALUATION: the Future of Professional Teaching

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.

I believe we are the only public school district in the nation that has a true Peer Evaluation Program. I don't say this lightly, as I have asked peers and educational professionals from around the country if they have or have heard of such a program, and none have. This program has greatly changed how I think of professionalism and professional development. It has also created robust conversations about teaching practices, student engagement, and classroom management. The Peer Evaluation Program greatly enhances teaching at Shaker Heights Schools.

The program quickly became beloved throughout the district by teachers and school administrators alike. Not only were teachers given permission to watch another teacher teach, but they also were given the opportunity to engage in thoughtful dialogue about each other's teaching. School principals were excused from having to complete established tenured teachers' evaluations, which required significant time under the new Ohio legislative mandates. It is a winning formula to save money for the district by giving principals much-needed time to complete other tasks, and it has also led to dynamic professional learning. While the program has evolved along with teacher evaluations over the years, what has stayed consistent is the positive reflection of our practice through this process.

During the 2011 contract negotiations, the SHTA and the Shaker Board of Education signed a side letter agreeing to create a Performance Compensation Pilot Program, with a committee made up of teachers, administrators, and two Board members to examine a plan to introduce performance compensation to the district. This was the tail end of the "performance pay" trend in education, and also the beginning of teacher evaluations that included testing as 50% of their performance. I was asked by then SHTA President Dr. Becky Thomas to be co-chairperson for the committee, as well as to continue to be co-chairperson of the Evaluation Committee, which had to meet almost monthly to discuss and to implement the newly required Ohio Teacher Evaluation System. The Performance Compensation Committee made some excellent recommendations, created subcommittees to investigate these ideas, made concrete proposals, and worked collaboratively. At the very end of the first year, however, then Superintendent Dr. Mark Freeman, came to our meeting and stated that the Board members "wanted something more transformational." It was at this moment that he took one of our ideas, peer evaluation, and said this could change the district and our professional learning. By the next school year, we had a small cadre of teachers begin the pilot program, and the following year implemented it district-wide.

The program has grown over the years, and conditions have also changed. We now must follow the OTES 2.0 model and get special training in the new format. We have off-cycle and full-cycle evaluations, which determine how often you are observed throughout the year. Unfortunately, we now use a non-user friendly and unclear website to record evidence with pinning at every step, and teachers are unable to see the evidence that the evaluator has seen and written about the observation until much later in the process.

While the bureaucracy has changed, the core reason for peer evaluation has not. Good teachers help other good teachers improve their practice. My peer evaluator has taught me so much about what is happening in my class that I sometimes don't see. During one observation, she made specific comments about how each of the students was responding to the lesson, and where she saw student confusion. At another, she spoke about the need to have clear goals and agendas visible when the students came into the class, which I have practiced ever

since. It is these professional eyes that have changed my teaching and made me more thoughtful of my practice. I am not alone. Over the years, I have heard from so many peer evaluators what they have learned from their colleagues, both as the evaluator and the evaluatee.

We have also freed building administrators from the laborious process of the Ohio Teacher Evaluation System. In a time when both administrators and teachers are stretched thin by the many mandates that are placed on our profession, allowing principals to focus on non-tenured teachers and all the other aspects of their jobs has been a lifesaver. I have heard several administrators say, “Thank goodness for peer-evaluation.”

I am so proud to see how far the peer evaluation program has evolved, even from the difficult transition to OTES 2.0. As the Peer Evaluator Coordinator for the high school, I have had to help many of my colleagues with the bureaucratic tasks related to completing the documentation on the Ohio Evaluation System website, but the conversations I have heard between peers about what they have seen in each other’s classrooms, the teaching ideas that are being refined and implemented, and the amazing professionalism of my colleagues, have shown me that what started as a humble beginning could and should spread beyond our district, and be an instrument of growth and professionalism in our chosen field.

AG

MAY ELECTION ADDENDUM

May 19, 2025 Election Results

Dear Members of SHTA,

Thank you for taking the time to participate in the Spring Election. The results are as follows:

318/337 in favor of the 2025-2026 budget, 94% approval

320/337 in favor of the proposed constitution amendment, 95% approval

There shall be a Building Safety & Sick Day Transfer Committee whose responsibility shall be coordinated and communicated with membership and administration the needs of members who have concerns about building safety and members who have exhausted their sick day time. The Building Safety & Sick Day Transfer Committee will review and assist individual members' safety and sick day issues and help facilitate sick day donations in conjunction with our Treasury Department.

Our SHTA Officers have been re-elected for the 2025-2027 term. Congratulations to President John Morris, Vice-President Darlene Garrison, Secretary Lisa Hardiman and Treasurer Bill Scanlon!

The 2025-2026 Representative Council Elected Members are (BOLD indicates Head Representative):

Boulevard- **Cathy Grieshop**, Heather Pincoe

Fernway- **Jamie Harden**, Lee Appel

Lomond- **Lauren Meek**, Jackie Abrams, Krystal Allen-Jackson

Mercer- **Eileen Sweeney**

Onaway- **Noreen Smythe-Morrow**, Stacey DeYoung

Middle School- **Kevin Thomas**, Lori Billington, Melissa Albrecht, Addison Pretnar, Desmarie Carter

High School- **Jessica O'Brien**, Nick LaPete, Jayce Bailey, Megan Dora, Adam Cohen, Enid Vazquez, Sharita Hill, Joel Rathbone

IC- **Anne Scott**

Ludlow- **Allison Colvin**

Congratulations to all of you!

Chante Thomas

Membership/Elections Chairperson