



Shaker Heights Teachers' Association

May 19, 2026, ISSUE #8

A Message from the President of the SHTA

This is one of my favorite times of the year. Not because we are about to begin summer break, but because we have the opportunity to celebrate with our Association members. On May 14th at our District Recognition Reception, we will be celebrating our members' milestones, including recipients of continuing contract, our retirees, and our Service Award winners

This year I am happy to announce that we have two Service Award Winners: SHTA D.E.I. Chair Dr. Angela Goodrum and SHTA Teacher Education Chair Wendy Lewis. These two members represent the selfless dedication to our SHTA members and colleagues that has made this organization work for so many of us over the last nearly 50 years.

IMPORTANT DATES

Monday, May 25, 2026
Memorial Day (Schools and Offices Closed)
Join the SHTA PAC for the Memorial Day Parade!

Thursday, June 4th, 2026
Last Day for K-12 Students

Friday, June 5, 2026
PreK-12 Professional Day

Tuesday, June 9, 2026
Board of Education Regular Meeting
6:00 PM until 9:00 PM

Summer SHTA Executive Board Meeting - TBA

Monday, August 10 and Tuesday, August 11 - New Staff Academy

Tuesday, August 11, 2026
Board of Education Regular Meeting
6:00 PM until 9:00 PM

Thursday, August 14th-Tuesday, August 19th - Professional Days

Wednesday, August 20th, 2026 - First Day of School

Tuesday September 1, 2026
SHTA Executive Board

Monday, September 7, 2026
SHTA Representative Council - Ludlow

Dr. Angela D. Goodrum, Ph.D., currently oversees the Equity, Diversity, and Inclusion initiative for the Shaker Heights Teachers' Association, representing more than 470 active educators. For the past 32 years, she has concurrently served in the Shaker Heights City School District as a sixth-grade Individuals and Societies educator. Dr. Goodrum earned her Ph.D. in Curriculum and Instruction from the University of Akron and is a scholar specializing in diversity and race relations among educators and students within academic institutions.

Prior to her current role, Dr. Goodrum served as a presenter at the Bowles Center for Diversity Education Conference. In addition to her work as a presenter, she has held positions as an Assistant Professor at Murray State University and Indiana Wesleyan University.

Dr. Goodrum's work has focused extensively on supporting pre-service teachers in developing cultural competence and self-awareness. She also played a critical role in establishing a plan of action to address Kentucky Senate Bill 1, which emphasized diversity initiatives within university classrooms.

As a woman of mixed heritage, Dr. Goodrum is deeply committed to addressing issues that persist for students of both ancestries. As an advocate for historically marginalized populations, she collaborates with administrators and educators to help them recognize and understand their own "knapsacks" of privilege, perspective, and experience. She aspires to continue partnering with CEOs, CFOs, and educational

institutions to ensure that diversity, equity, and inclusion are not merely aspirational phrases but rather lived realities.

Through meaningful dialogue and reflective practice, Dr. Goodrum seeks to help pre-service teachers, educators, and administrators better understand what each individual brings into the classroom environment. Her ultimate goal is to challenge perceptions, foster equitable practices, and promote fairness within educational spaces and beyond.

In addition to her responsibilities with the Shaker Heights Teachers' Association, Dr. Goodrum remains a dedicated and impactful classroom educator. She firmly believes that reaching the heart of the student is the most crucial component in educating the child, a philosophy that has guided and sustained her throughout her 32-year journey in the classroom. Her commitment to nurturing students academically, socially, and emotionally continues to define her work as an educator.

Beyond the classroom, Dr. Goodrum also serves as a Track and Field Coach in Shaker Heights, where her passion for mentorship and student development remains unwavering. She values the opportunity to work with talented student-athletes, helping them cultivate discipline, leadership, and resilience while preparing them to become global citizens. Through coaching, she strives to open doors to future opportunities, careers, and lifelong success for the young people she serves.

Gwendolyn (Wendy) Lewis has been a proud and deeply committed member of the Shaker Heights Teachers' Association since the very beginning of her teaching career in Shaker 32 years ago. For Wendy, union membership has never simply meant belonging to an organization—it has meant standing in solidarity with colleagues, advocating for what is right, and ensuring that the voices of educators and students are heard, respected, and protected.

Throughout her years of service, Wendy has had the privilege of serving SHTA in many roles, including Building Representative, Head Building Representative, Executive Board Member, Social Chair, Legal Aide, and currently New Teacher Education. Each of these roles has given her the opportunity to support colleagues in meaningful ways, whether celebrating milestones, navigating challenges, or standing together during difficult times. Serving her union family has been some of the most fulfilling work of her career.

If you know Wendy, you know that advocacy is simply part of who she is. She has always believed that educators deserve respect, fairness, and a strong collective voice—and she has never hesitated to speak up when it mattered most. Just as fiercely, she has always believed in protecting what is best for students, because at the heart of every educational decision should be the children we serve.

One of Wendy's greatest honors has been participating in four contract negotiation cycles, work she considers among the most meaningful contributions of her union service. Sitting at that table, working alongside fellow educators to protect our profession and secure the conditions that allow teachers and students to thrive, has been work she has valued deeply.

Wendy's teaching journey began in 1994 as a fourth-grade teacher at Onaway, where she was fortunate to be mentored by Joan Servis, whose guidance helped shape the educator she would become. In 1997, Wendy moved to Woodbury, where her professional journey blossomed into something even greater—a community of

treasured friendships, shared laughter, unwavering support, and memories that will last a lifetime. Many of the colleagues she met on the infamous “New Teacher Bus Tour” have become lifelong friends, and it feels especially meaningful to celebrate this moment with them here today.

As much as Wendy has loved teaching, one of the things she will miss most is the opportunity to serve and advocate for her colleagues through SHTA. The union has been far more than a professional organization—it has been a source of purpose, belonging, strength, and community.

From Wendy: “Receiving this recognition is deeply humbling, because the work of a union is never the work of one person. It is the work of many—educators standing shoulder to shoulder, lifting one another up, finding strength in shared purpose, and understanding that together, our voices are always stronger than any one voice alone.”

“Solidarity is not just something we say—it is something we live. It is showing up for one another, speaking when others cannot, and believing wholeheartedly that collective action creates meaningful change. Serving this union and serving alongside all of you has been one of the greatest honors of my career, and I will carry that spirit of solidarity with me always.”

It’s been a busy May. I spoke with Superintendent Dr. David Glasner regularly. I communicated with Human Resources Director Dr. Tiffany Joseph regularly. I updated the SHTA Facebook page with Publications Editor Andrew Glasier. I communicated with Special Education Chair Tito Vazquez concerning multiple building concerns. I communicated with SHTA Legal Consul Brooks Boron about member issues. I worked with elementary school members on a Step I and Step II Grievance. I worked with a member on an evaluation issue. I communicated with new Executive Board members: Sharita Hill will be our new Membership Chair and Kelly Grahl will chair Teacher Education. DEI and Social Chairs will be announced in the near future. I communicated with Building Safety Chair Matt Zucca on Ludlow updates. I attended the Investments Committee Meeting. I attended the Insurance Committee Meeting. I assisted a member with transfer questions. I assisted a member with ADA accommodations. I worked with a member on assault leave along with PR&R Chair Mike Sears. I worked with an elementary head representative on safety issues. I worked with a member on a fact finding investigation. I assisted members with tuition reimbursement. I communicated with the SHTA Officers about a member with a medical issue. Vice President Darlene Garrison reached out on the SHTA’s behalf. I attended the district union leadership meeting on Tuesday, May 12th.

We will miss retiring officers Vice President Darlene Garrison and Secretary Lisa Hardiman. We will also miss retiring Executive Board members DEI Chair Dr. Angela Goodrum and Teacher Education Chair Wendy Lewis. We will also miss Selena Boyer as she steps back from her role as Social Chair to spend more time with her family. I am grateful that Jessica O’Brien has agreed to finish Darlene Garrison’s term as Vice President and Chante Thomas has agreed to finish Lisa Hardiman’s term as Secretary.

I look forward to our representative election and budget vote (including dues) on May 18th, 2026. I will also march with our PAC Co-Chairs Jessica O’Brien and Nick LaPete on Monday, May 25th at the Memorial Day Parade. Please check your email from Andrew Glasier if you would like to join!

This will be our last newsletter of the school year but not the end of our work. We will continue to advocate for our members throughout the end of the school year and throughout the summer. Please do not hesitate to reach out for assistance. Please enjoy the break with your friends and family. I look forward to seeing you all again

in August. Congratulations to our many retirees and best of luck on your new adventures! Again, please do not hesitate to reach out should there be any issues I can assist you with at morris_j@shaker.org.

Respectfully Submitted,
John L. Morris, PhD

SHTA OFFICERS' REPORTS

VICE PRESIDENT'S REPORT

As this school year comes to a close, I would like to take a moment to sincerely thank the entire SHTA membership for your support, collaboration, and dedication during my time serving our union. It has truly been an honor to work alongside such passionate and committed educators and professionals. I have genuinely enjoyed my years serving on the Executive Board, especially in my most recent role as Vice President. The relationships built, the work accomplished together, and the shared commitment to our members and students have meant so much to me. As many of you know, this year also marks my retirement. While it is bittersweet to step away, I do so with gratitude, pride, and confidence in the incredible work that will continue within SHTA. I wish each of you nothing but success, happiness, and fulfillment in the years ahead.

The Shaker PTO Council meets quarterly to discuss activities and events taking place throughout all of the schools in the district. In my role as Vice President of the Association, I attend these meetings to stay informed and share updates. The final meeting of the school year is scheduled for Monday, May 25th, at the Shaker Heights Public Library. In addition, I serve on the SHTA Investment Committee alongside Treasurer Bill Scanlon, Membership Chair Chante Thomas, and SHTA member Todd Keitlen. Twice each year, our committee meets with Financial Advisor Brady Krebs to review and discuss the Association's investments and financial planning strategies.

This year's Night for the Red & White at The Agora Theater & Ballroom was an incredible event, and everyone had a wonderful time. The turnout from Shaker Heights teachers was especially impressive, and I would like to sincerely thank all who attended and helped support our schools and students. In my role as the teacher liaison, I assist in sharing silent auction information and suggestions with staff members, and collaborate with members of the Shaker Schools Foundation throughout the planning process. SHTA donated a gift certificate to JoJo's Bar along with an overnight stay at the Inn of Chagrin as part of the event contributions.

If you would like your reimbursement for the Dr. Rebecca L. Thomas Fellowship Grant processed prior to summer vacation, all receipts must be submitted no later than Monday, May 25th. Please note that no payments

will be processed during the summer break. Reimbursements will resume in the fall and must be finalized by Wednesday, September 30th.

Thank you again for allowing me to serve alongside you. It has truly been a privilege that I will always treasure. I am deeply grateful to all of the officers, Executive Board members, building representatives, and every Association member for your dedication, commitment, and guidance throughout my time in this role. As this school year comes to a close, I wish each of you a restful and enjoyable summer vacation. Take this time to recharge, spend meaningful moments with family and friends, and return refreshed for the year ahead. Have a fantastic summer!

Respectfully submitted,
Darlene E. Garrison

SECRETARY'S REPORT

Although it is hard to believe for some, and long awaited by others, the 2025–2026 school year will soon be just a memory. What I did not know when this school year began is that it would be my last as a teacher in Shaker Heights City Schools. I will be retiring at the end of this school year.

Teaching in Shaker has been a sincere privilege. The students, families, community members, and colleagues, many of whom are and will remain close friends, have made these years meaningful in more ways than I can express. I am deeply grateful for the relationships, memories, laughter, challenges, and growth that have shaped not only my career, but also my life.

While retirement brings excitement for a new chapter, it is also very hard to say goodbye to a profession and community that have meant so much to me for so long. It has helped shape me. I often say that we “go through life together”. Some of us have been part of each other’s lives longer than we have known our own nieces, nephews, children or even our spouses. We are connected in ways that few people outside of education can truly understand. That connection, the relationships, the shared experiences, and the support we have given one another through every season of life, is what I will miss the most.

Serving the Shaker Heights Teachers Association has been one of the most fulfilling parts of my career. After joining the union in 1995, I had the honor of serving as a Building Alternate, Representative, Head Representative, Teacher Education Chair, Interim Vice President, and now for the past five years as Secretary. Each of these roles allowed me to work alongside dedicated educators who care deeply about our district, our teachers, our schools, and one another. I am incredibly proud of the work we, as an Association, have accomplished together, and I am thankful for the friendships and experiences that came with it. I will truly miss all of it.

I am especially grateful for the leadership of President Dr. John Morris. Those who do not know him well may not fully realize the extent to which he works on behalf of our members. Some of his work is visible, but much of it happens quietly behind the scenes. His dedication, compassion, and commitment to the teachers of Shaker Heights are truly exceptional. I am deeply thankful that he chose me to work alongside him throughout these many years. That opportunity allowed me not only to observe true leadership, but also to participate in it, learn from it, and grow because of it. It has been one of the greatest honors of my professional life.

I am thrilled to say that Elections Chair, Chante Thomas, has agreed to finish my term as SHTA Secretary next year. We are meeting next week to get everything squared away. I am confident that she will do an exceptional job of representing and working for our members. Thank you, Chante!

This year, as in the past, at the end of last summer, I participated in walkthroughs of several school buildings along with central office administrators and members of the SHTA Executive Board.

This was the fourth 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 along with Mercer Principal, Roneisha Campbell, Mercer head representative, Eileen Sweeney, and other SHTA members.

I am also the MAC Sisters' Scholars Advisor for Mercer Elementary School. These exceptional girls and boys meet with Derek White and me bi-monthly to discuss many aspects of our culture, relationships, and education. This group prepares students for participation in the prestigious MAC Scholars at the Shaker Heights Middle School and High School. We will be attending the MAC Scholars graduation at the high school on May 21st.

I organized the SHTA drawing for the Night for the Red & White, where three SHTA members were picked to receive two tickets to the event.

I took 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 2025-2026 school year ends, I hope that everyone uses these weeks of summer to rest, rejuvenate, and reconnect with friends and family. I will always stay connected with SHTA and my friends in the Shaker Heights City Schools. Please keep in touch!

For my fellow retirees, enjoy all of your new adventures.

*Respectfully Submitted,
Lisa Hardiman*

TREASURER'S REPORT

I begin this end-of-year newsletter report with a heavy heart. We have to say goodbye to a number of colleagues, but the one who sticks out the most for me is our Vice President Darlene Garrison. Darlene has been such a rock for all of us to rely on. She is a quiet presence (but loud when she needs to be) who we could always count on to have our members' backs. Darlene has been a powerful leader who has earned members' appreciation over the years. Thank you Darlene for all you've done to keep our Association strong and protected/respected. I will miss seeing you on a monthly basis.

The Investments Committee (Todd Keitlen, Chante Thomas, and John Morris) met with Brady Krebs, our Edward Jones financial advisor, on April 28th to look over our investments.

At the May 11th Representative Council Meeting I presented a budget for the 2026-27 fiscal year (7/1/26-6/30/27). The Representative Council discussed the budget and voted to raise the officer's salaries and the Representatives per meeting remuneration by 3%. The budget was then approved for placing on the May 18th 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.
- Coordinated and attended a meeting with Vince Julian, our Key Bank Investments advisor.
- Met with our accountants at Edward Hawkins & Co. at various times throughout the year to submit our financials for their compilation of our books and to complete the paperwork for our Form 990 tax filing.
- 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.
- Prepared the 2026-27 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.
- Provided clarification and explanation of payroll deductions of dues payments.
- When needed, supported members in meetings with Administration.

The financial report is included.

Respectfully Submitted,
Bill Scanlon

The SHTA is on FACEBOOK!

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

And INSTAGRAM!

<https://www.instagram.com/shtassoc/>

SHTA May Financial Report

Shaker Heights Teachers' Association Profit and Loss July 1, 2025-May 16, 2026		Shaker Heights Teachers' Association Balance Sheet As of May 16, 2026	
	Total		Total
Member Dues	\$145,398.00	Assets	
Total for Income	\$145,398.00	Current Assets	
Investments		Bank Accounts	
Change in Value for Key Investments	11,480.64	Key Bank Checking	89,959.54
Change in Value in Edward Jones	176,875.50	Key Bank Savings	100.02
Edward Jones-Fees & Charges	-7,665.09	Total for Bank Accounts	\$90,059.56
Interest-Savings, Short-term CD	0.16	Other Current Assets	
Key Bank Investments - Dividends, Interest and Other		Edward Jones 13760-1-1	712,722.94
Income	659.21	Edward Jones 13768-1-3	1,352,269.13
Key Bank Investments - Fees & Charges	-1,244.22	Key Investments	160,895.63
Total for Investments	\$180,106.20	Uncategorized Asset	0.00
Other Types of Income		Total for Other Current Assets	\$2,225,887.70
Miscellaneous Revenue	235.00	Total for Current Assets	\$2,315,947.26
Total for Other Types of Income	\$235.00	Total for Assets	\$2,315,947.26
Total for Income	\$325,739.20	Liabilities and Equity	
Gross Profit	\$325,739.20	Liabilities	
Expenses		Total for Liabilities	
Operations		Equity	
Accounting	10,864.02	Opening Balance Equity	201,324.23
Banking	490.27	Retained Earnings	1,920,218.04
Total for Accounting	\$11,354.29	Net Income	194,404.99
Compensation	75,478.94	Total for Equity	\$2,315,947.26
Conferences & Meetings	4,515.61	Total for Liabilities and Equity	\$2,315,947.26
Executive Board	500.00		
Fellowships & Grants	3,895.13		
Insurance	6,434.00		
Legal	3,350.00		
Officers' Expenses	501.97		
Payroll Taxes	1,094.34		
Public Relations	13,066.86		
Publications	98.00		
Social	478.08		
STRS (TPO Contribution)	10,566.99		
Total for Operations	\$131,334.21		
Total for Expenses	\$131,334.21		
Net Operating Income	\$194,404.99		
Net Income	\$194,404.99		

EXECUTIVE BOARD REPORTS

PROFESSIONAL RIGHTS AND RESPONSIBILITIES REPORT

As many members and SHTA leaders retire this summer, I feel both sadness and joy because while I will miss them terribly, I also treasure the time spent working with them as educators, SHTA leaders, and on collective bargaining teams. I also look forward to welcoming new teachers into our buildings and into our SHTA leadership roles.

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

- Worked on the grievance about Supplemental Contracts being cut or reduced, which led to a couple minor changes after the Supplemental Committee met in July. Unfortunately, most of the cuts (like per diem days for school counselors and building testing coordinators) involved positions created by the administration, and they were not under the review of the Supplemental Committee that was created by an MOU in 2016.
- Answered members' questions about administrator-initiated transfers over the summer
- Attended supplemental committee meetings on July 16th, August 28th, and September 18th.

October

- Assisted several members with questions about their supplemental contracts
- Spoke with Treasurer Donte Hays on October 1st about several items related to payroll
- Met with High School Head Building Representative Jessica O'Brien and members to help them with questions about FMLA
- Had several phone calls with John Morris to discuss grievances at the IC, other potential grievances, changes to the language on supplemental contracts, payroll questions, and changes to prescription drug coverages from Express Scripts
- Attended a meeting with members of the recent collective bargaining team to discuss planning time.
- Met with the Insurance Committee on October 15th

November

- Spoke to members with questions about FMLA
- Continued discussions with members about faculty safety in response to several examples of violent behavior by students toward faculty and staff and what can be done to help solve this problem
- Filed a class action grievance on Monday, November 10th related to planning time
- Discussed the language at the bottom of the supplemental contracts signature page with several members, SHTA President John Morris, and SHTA High School head building representative Jessica O'Brien
 - For the record, the Supplemental Committee never agreed that **ALL** responsibilities for a supplemental contract must be completed outside of contract hours. In fact, some responsibilities for a supplemental contract **MUST** be completed during contract hours. This language will be addressed at the next supplemental committee meeting.

December/January

- Attended an Executive Board meeting on December 8th to discuss the school district's buy-out plan
- Met with the Supplemental Committee on December 16th to review one request, which was denied
- Helped a member with questions about steps on the salary schedule, and avoided a grievance by having her step corrected by the Treasurer, Donte Hayes
- Currently working with a member about medical leave and workers compensation, and planning to meet with administrators to create better protocols for members on unpaid leaves of absence, especially for those who were injured at work
- Communicated with Treasurer Donte Hayes with members questions about the buy-out
- Attended the informational meeting with Educators Preferred Corporation on January 12th regarding the buy-out incentive plan
- Received the dispositions from both Grievance 11.10.25, regarding planning time, and Grievance 11.25.25, regarding supplemental contracts.

The disposition for 11.10.25 included the following statement from the administration:

“To address these concerns and strengthen collaboration moving forward, **the District reaffirms that we are committed to honoring contractual planning-time guarantees at both elementary and secondary levels.** Furthermore, we affirm that required meetings (IEP, ETR, 504, acceleration, etc.) may occur during planning as needed and expect administrators to monitor and, when appropriate, redistribute meeting loads to ensure demands are balanced across staff. Principals and building committees should engage in collaborative problem solving when concerns arise.”

The disposition from Grievance 11.25.25 included the following statement from the administration:

“The additional line that was added to the supplemental contract, ‘**Performance Outside Contractual Hours: All duties related to the supplemental assignment shall be performed outside the employee’s regular contract work schedule**’, will be revoked.”

February

- Continued working with a member with questions about steps on the salary schedule, and avoided a grievance by having her step corrected by the Treasurer, Donte Hayes
- Communicated with Treasurer Donte Hayes with members questions about their January 16th paychecks
- Calculated the salary schedule for the 2025-26 school year both before and after the 2 % raise to help members understand their paychecks
- Worked with Middle School Head Building Representative Kevin Thomas on sick day transfer requests for Middle School members
- Answered members’ questions about schools being open on Wednesday, January 28th when Middle School students arrived on their buses up to one hour after school started and 1/3 of Middle School students were absent.

March

- Communicated with Assistant Superintendent for Business and Operations Jeff Grosse about a member’s concerns about FMLA and worker’s compensation
- Spoke with SHTA President John Morris about members 403B accounts

- Answered members questions about snow days counting as work days regarding FMLA and long term substitutes, for long term absences the substitutes are paid for snow days and sick days are not returned to teachers
- Answered questions from members about dues deductions
- Worked with a member about a possible safety grievance

April

- Communicated with Treasurer Donte Hayes about insurance questions, the Employee Separation Plan (ESP) with Educators Preferred Corporation (EPC), and payroll questions from members.
- Met with Human Resources Specialist for Benefits Nellie Brown regarding several matters. Nellie and I agreed to collaborate on an updated slideshow related to FMLA. The new slides will expand on rights related to Parental Leave to include both adoption leave and foster to adopt.
- SHTA President John Morris, High School Head Building Representative Jessica O'Brien, and I met about voluntary transfers, involuntary transfers, and teacher licensure.
- Worked on two grievances this month, one about the recent practice of teachers in the elementary schools being asked to combine classes when a substitute teacher is not available, and the other involves the Teacher Evaluation Committee.
- Met with the Insurance Committee on April 30th

May

The Insurance Committee met on April 30th, and our claims for both medical and prescription drug coverage are currently about what was expected. The school district is even spending slightly less than expected over the last several months. Dental claims are costing our plan with Delta Dental more than expected over the last few months, but our consultants expect that to level out over the six to eight months. Medical Mutual is starting an email campaign to remind members to go paperless with their Explanation of Benefits (EOB's), and rely more on the app and website. Medical Mutual also asked us to remind members to see their primary care physicians regularly and keep up with preventive care screenings. Compared to similar employers, our district is below average in both primary care physician appointments and preventive care screenings.

Also, I collaborated with SHTA President John Morris on two grievances, helped a member with questions about worker's compensation and assault leave, and met with Middle School Principal Eric Forman, Middle School Head Building Representative Kevin Thomas, and SHTA Legislative Chair Matt Klodor about Shelters in Place and other emergency plans, and how to make sure the staff are better prepared for future emergencies. I also assisted Kevin Thomas with questions regarding student disciplinary referrals and responses from administrators. 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. In the coming year, I hope to continue serving the Association by co-facilitating the Evaluation Committee with Human Resources Director Tiffany Joseph and co-coordinating the Peer Evaluation Program.

Historically, the Evaluation Committee has functioned as a collaborative team. The administrative and teacher members 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 delivered professional learning about evaluation procedures, created all associated forms and reference documents, designed and implemented the Peer Evaluation Program from the ground up, and worked together to mitigate problems as they arise. This committee, and its predecessor, has been a space where true collaboration has occurred for over two decades. As a twenty-six year veteran in the district, I have observed and experienced this level of collaboration with educators and administrators when choosing and implementing curricular materials and strategies, solving logistical problems, supporting struggling students, making important decisions, and more. When teachers and administrators work together, the results include positive morale and heightened professionalism for everyone. This is the work that builds trust and creates a culture of mutual respect.

On the other hand, I have also observed "faux-laboration" many times. When a decision is made and others are asked to give feedback, collaboration has not occurred. Collaboration occurs when professionals openly discuss an issue, various perspectives and opinions are valued and considered, and an action plan is co-created. Professionalism at this level requires honesty, transparency, and honoring the experience of all individuals involved. I understand that many people prefer making decisions within narrow, strict parameters that don't leave room for multiple perspectives. I don't believe this to be an effective leadership strategy, but rather one that leads to mistrust, system fragmentation, and low morale. Nonetheless, I would much prefer to be told my opinion is irrelevant over being told my "feedback is important" when it is actually ignored. When stakeholders are told that a decision has been made "in collaboration with" teachers, they assume that teachers were at the table when the decision was made. Therefore, if teachers were not actually involved in the decision making process (feedback after the fact does not count), reporting the process as collaborative is, at best, misleading. Many see it as dishonest and unprofessional.

In order for the evaluation committee to continue functioning as a collaborative team, new administrators and educators need to be aware of and respect the mission and work of the committee. When a problem associated with evaluation policy or procedures arises or a change is desired, the concern should be communicated to the committee co-facilitators, Dr. Tiffany Joseph, and myself. The committee will then work to address the problem by gathering pertinent data and perspectives and creating an action plan in response. As co-facilitators, Dr. Tiffany Joseph and I are able to lead 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.

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 May 29th. All approved peer evaluators must be credentialed evaluators (by taking the OTES 2.0

coursework and passing the credentialing exam) by September 1, 2026. 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.

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 Executive Board and general body meetings; 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. I represented a member in a Fact Finding meeting at Lomond Elementary. SHTA President Dr. John Morris, Shaker Heights High School Head Rep. Jessica O'Brien and I met with a member about an upcoming investigation and Fact Finding meeting. I have represented various members in investigatory and fact finding meetings across the district. I have spoken with Speech Language Pathologists about workload concerns and expectations. I met with a member concerning fact finding questions and provided guidance and support. I communicated with Shaker Heights High School Principal Mr. Isaiah Wyatt and Associate Principal Liz Massey over department concerns. I have communicated with Shaker Heights High School Exceptional Children Department Chairs Tana Thompson and Keesha Woodruff discussing concerns at the high school. I communicated with Exceptional Children 6-12 supervisor Jennifer Currie concerning paper work requirements and deadlines for Intervention Specialists, Psychologists and Speech Language Pathologists district wide.

Respectfully submitted,
Anastacio Tito Vázquez, Jr. M.Ed., Chairperson

POLICY COMMITTEE

As the Policy Chairperson of the SHTA, my primary responsibilities concern the SHTA Constitution - not to be confused by our collectively bargained contract with the school district. Our Constitution creates the structure within which our Association operates and provides a framework for our decision making and management of responsibilities. Every month I try to highlight pertinent sections of our Constitution and remind our members of our mission and protocols. Our Constitution, as well as our contract and newsletter, can be found at www.shtaweb.org.

I am also a participant on the Teacher Evaluation Committee, which is, for now, 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 providing clarity to our system of evaluation. I am also a signatory of a grievance defending the original structure of our evaluation program.

I am on the Building Committee at Onaway and continue the role all of our SHTA board members play in assisting members with problems, offering support, and answering questions. Don't hesitate to contact me with questions at kalan_t@shaker.org. Enjoy the summer!

**Respectfully submitted,
Tim Kalan, Chairperson**

BUILDING SAFETY & SICK DAY TRANSFER COMMITTEE

Throughout this past month, I continued to support members by collaborating with both administration and the payroll department to process Sick Day Transfers while assisting members with questions related to the program.

Regarding building safety, I reviewed the structural engineer's report on Ludlow and reached out to Dave Boyer (Supervisor of Facilities) and Jeff Grosse (Assistant Superintendent of Business Operations) requesting a response to the findings. The district has since shared an update indicating that stairwell cracks are due to normal settling and do not pose a safety risk; also, gauges will be installed for monitoring purposes. Ongoing concerns related to moisture and microbial levels continue to be investigated, with additional testing planned. Some repairs, including flooring and window work, will take place after the school year concludes. The SHTA Building Safety Committee will continue to closely monitor these developments and advocate for safe conditions.

I also received and communicated multiple member concerns regarding the use of school buildings as voting locations while school is in session, as well as continued correspondence with Ludlow Head Building Representative Alison Colvin regarding building conditions.

This year, my work focused on supporting members in two key areas: building safety and the Sick Day Transfer Program (SDTP).

As part of the **Building Safety Committee**, I collaborated with building representatives, members, and district administrators to address a range of health and safety concerns across multiple buildings. These included air quality issues, water leaks, structural concerns, and parking lot safety. I conducted building walkthroughs, communicated directly with district leadership, and followed up to ensure concerns were addressed and monitored. I also worked with members to collect data on workplace injuries to better inform future safety efforts.

Through the **Sick Day Transfer Program**, I coordinated with Human Resources and the Treasurer's Office to facilitate the transfer of sick days to members in need. This included managing requests, tracking pledged days, resolving payroll concerns, and working with building representatives to secure additional donations when necessary.

This year, **over 260 sick days were pledged by members** to support colleagues facing serious health challenges. This extraordinary level of generosity reflects the compassion and solidarity within our district and has allowed us to provide meaningful support to several members during difficult times.

The committee's work focuses on advocating for safe working conditions and ensuring members have access to critical support when needed. I look forward to continuing to strengthen both efforts moving forward.

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**

DIVERSITY, EQUITY & INCLUSION COMMITTEE

Where do we go from here? Diversity, Equity, and Inclusion (DEI) initiatives in the United States are at a significant crossroads. The current political environment reflects both intensified support for inclusive practices and strong political, legal, and cultural pushback against how DEI has been implemented in some institutions. Rather than disappearing, DEI is evolving, becoming more strategic, data-driven, and often reframed in language connected to belonging, access, organizational culture, or student and employee success.

Understanding the Current DEI Landscape

DEI emerged as a formal institutional framework to address longstanding inequities related to race, gender, disability, socioeconomic status, language, identity, and access to opportunity. In education, business, healthcare, and government, DEI efforts have often focused on:

- Expanding representation
- Addressing systemic disparities
- Increasing cultural competency
- Creating equitable access to resources and opportunities
- Supporting historically marginalized groups
- Improving organizational climate and belonging

However, in today's climate, DEI has become politically polarized. Critics argue that some DEI practices have become overly ideological, divisive, or compliance-driven. Supporters contend that DEI remains necessary because disparities in educational outcomes, discipline, healthcare access, hiring, housing, and wealth continue to persist across demographic groups.

Major Forces Shaping the Future of DEI

1. A Shift From Symbolism to Accountability

Many institutions are moving away from performative statements and toward measurable outcomes. Increasingly, stakeholders want evidence that initiatives improve:

- Graduation rates
- Employee retention
- Workplace climate
- Representation in leadership
- Student achievement
- Community engagement

The future of DEI will likely depend less on rhetoric and more on demonstrated impact.

2. Expansion of “Belonging”

A growing trend is the integration of “belonging” into DEI frameworks. Belonging emphasizes:

- Psychological safety
- Respectful environments
- Shared humanity
- Community connection
- Inclusive participation

This approach tends to resonate across broader audiences because it centers both individual dignity and collective culture.

3. Education as a Central Battleground

Schools remain one of the most contested arenas for DEI conversations. Current debates often involve:

- Curriculum and historical narratives
- Culturally responsive teaching
- Representation in literature and history
- Discipline disparities
- Gender and identity issues
- Access to advanced coursework
- Equity in school funding and resources

Educators are increasingly challenged to balance:

- Academic rigor
- Historical accuracy
- Community expectations
- Inclusive practices
- Legal and policy constraints

For many educators, the focus is shifting from ideology to practical student-centered approaches that improve outcomes for all learners.

A Central Question Moving Forward

The future of DEI may depend on whether institutions can answer this question effectively: How do we create environments where differences are acknowledged, barriers are reduced, excellence is maintained, and all people have meaningful opportunities to thrive? That question continues to shape conversations in schools, universities, workplaces, and communities across the nation.

*Respectfully submitted,
Angela Goodrum*

LEGISLATIVE COMMITTEE

As we look forward to the warmer days of May, there is plenty of important education news to catch up on as primary elections and legislative battles heat up. In this month's report, I am highlighting the following key education updates:

- **Department of Education Proposed Funding:** Bipartisan lawmakers are pushing back against the Trump administration's proposed 2027 budget, which cuts the Education Department's funding and aims to eliminate vital TRIO programs designed to support and motivate low-income, first-generation college students, and individuals with disabilities as they progress from middle school through postbaccalaureate degrees. Lawmakers strongly criticized Education Secretary Linda McMahon for attempting to dismantle the agency and transfer its duties to other federal departments. Democrats also raised deep concerns about proposals to shift special education services, warning that vulnerable students are being put at risk. Despite McMahon's defense of the cuts, Congress remains firm in its push to protect these critical educational programs. ([More information here](#))
- **Statewide Attendance Dashboard:** Ohio officials have launched a new online dashboard to help combat chronic absenteeism, which affected over 25% of the state's students last year. The tool lets parents and administrators track weekly attendance down to the grade level to identify the root causes of absences. While about 24% of districts—including several major cities—are still working to connect their technical systems, the state is actively helping them join. Leaders hope this data will allow schools and communities to work together and get students back in the classroom. ([More information here](#))
- **Increase in School Levies on Ohio Ballots:** More than 70 school levies were on Ohio's May primary ballot to help districts cover severe state funding cuts. While schools argue the state isn't providing enough money, Republican lawmakers claim districts need to manage their current budgets better. If these ballot measures fail, schools warn they will be forced to increase class sizes, cut more programs, or even close buildings. ([More information here](#)) Here are the results from May 5th's election in the area ([More information here](#)).
- **Student Loans for Graduate Education Programs:** The U.S. Department of Education has finalized a new rule that caps federal student loans for graduate education programs at lower amounts than professional degrees. The government argues that this regulation will help reduce higher education costs and prevent students from taking on excessive debt. However, education organizations warn that the borrowing limits will harm the teacher pipeline and worsen staff shortages in schools. In response, these groups are urging Congress to update the definition of professional fields to include education. ([More information here](#))

As my second year as SHTA Legislative Chair concludes, I want to thank you for your continued support and engagement. It has been an honor to keep our membership updated on the key policies and issues impacting educators across Ohio and the nation. Let's keep working together, staying informed, and remaining politically active—because our voices truly matter.

Respectfully Submitted,
Matt Klodor

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. Most recently, 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.

I am extremely grateful to have worked alongside so many amazing staff members who are retiring this year. The contributions each of you has made and the impact you have had on families, colleagues, and our profession, cannot be replaced. While I am saddened to say farewell, I wish each of you nothing but happiness, success, and fulfillment as you begin this next chapter.

Lastly, I will also be saying goodbye to my current role, as I transition into the position of SHTA Secretary. I look forward to serving in this new capacity. In addition, Sharita Hill has graciously accepted the position of Membership/Elections Chair.

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*

PUBLIC RELATIONS COMMITTEE

This year, the Public Relations Chair worked to support communication, member recognition, staff appreciation efforts, and positive visibility for the Shaker Heights Teachers' Association across the district. The focus throughout the year remained on strengthening member morale, improving communication between buildings, and recognizing the tremendous work being done by SHTA members every day.

Highlights from the 2025–2026 School Year

- Coordinated district-wide Teacher Appreciation gift distribution for SHTA members across all buildings.
- Organized communication and delivery logistics with building head representatives to ensure gifts reached members efficiently.
- Worked alongside Treasurer **William Scanlon**, who coordinated payment, delivery logistics, and transportation of over 500 appreciation gifts.
- Collaborated with **Tim Kalan** to verify and update membership/building placement information, including staff transitions involving the new Ludlow Early Learning Center .
- Maintained ongoing communication with building representatives regarding missing gifts, additional gift needs, and redistribution between buildings when necessary.

- Assisted with public communication and member recognition efforts throughout the school year.
- Supported positive member engagement through appreciation initiatives and responsive communication.
- Coordinated pickup and delivery of the **SHTA Service Award** to the SHTA President in preparation for presentation.
- Continued efforts to maintain strong relationships and communication between SHTA leadership and building representatives district-wide.

Teacher Appreciation Initiative

The Teacher Appreciation gifts were successfully distributed to building representatives across the district during Teacher Appreciation Week. The response from members was overwhelmingly positive, and many staff members expressed appreciation for the thoughtful and substantial gifts provided this year.

Special thanks again to:

- **William Scanlon** for coordinating payment, organization, and delivery logistics for the appreciation gifts.
- **Building representatives** who distributed gifts and communicated building needs.
- **Tim Kalan** for assisting with membership and building assignment verification.

If any building representatives still find that additional gifts are needed, they are encouraged to continue reaching out directly so all members may be included.

Closing Remarks

As we conclude the 2025–2026 school year, I would like to sincerely thank the membership of the Shaker Heights Teachers' Association for your continued support, professionalism, kindness, and dedication to both our students and one another.

It has truly been an honor to serve as your Public Relations Chair this year. I am deeply appreciative of the collaboration, encouragement, and sense of community shown throughout our district. The work our educators do each day matters tremendously, and it has been a privilege to help support and celebrate that work through SHTA public relations efforts this year.

*Respectfully Submitted,
Bob Bognar, Chairperson*

TEACHER EDUCATION COMMITTEE

Happy Spring everyone! It's hard to believe that this is my final newsletter blurb as Teacher Education Chair and the last one of the 2025-2026 School Year. I have truly loved my duties with SHTA and am happy to leave my position in good hands. There will be a lot of changes in SHTA positions next year, and I am happy to see the new involvement.

Things were pretty quiet this year for Teacher Education. Only a few issues were presented, and they were handled well by Human Resources. As a reminder and as evaluations have been entered, please do not hesitate to question anything you may 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, service year recognitions and retirees! 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! I wish you all the best, and it has been my pleasure to serve you all.

Respectfully Submitted,
Wendy Lewis, 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 the SHTA Happy Hour and many of you came out for fellowship with one another. I also host the Executive Board Meetings in my classroom each month.

We wrapped up this school year with our Annual Recognition Reception in the High School's Upper Cafeteria at 3:45 p.m. on May 14, 2026. Newly tenured, career milestones (15 and 25 years), and retirees were honored. Dr. John Morris, our Association President, also awarded Dr. Angela Goodrum and Wendy Lewis, two very deserving individuals, with the SHTA Service Award. It was great to see so many members in attendance at this notable event! Have a great summer; relax, and be well!

Respectfully Submitted,
Selena Boyer, 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 and his work 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 should the need arise.

Respectfully submitted,
James Schmidt, Chairperson

SHTA PAC COMMITTEE

SHTA MARCHES

Because

STRONG SCHOOLS MAKE STRONG COMMUNITIES
STRONG UNIONS MAKE STRONG SCHOOLS

Monday May 25th, 2026 - Join us at 9 am at City Hall To March Alongside SHTA to show Shaker Heights that SHTA is in the fight for STRONG PUBLIC SCHOOLS!

Feel free to bring kids, partners, and WEAR YOUR SHTA/SHAKER GEAR!

Can't join but want to make signs and plan?

JOIN US FOR PAC HAPPY HOUR: May 21st at Academy Tavern starting at 4:05!

[Click Here To Join Us at Either Event](#) OR Just Show Up!

This year was a busy one for the SHTA PAC. We learned so much and still have much work to do to engage our membership around Political Action that makes our community, our state, and our country a “more perfect union.” 2025/2026 brought us:

- Advocacy for a SUCCESSFUL school levy campaign
- Gathering questions from members and moderating a successful School Board Candidate Forum
- Starting up PAC Happy Hours, which will continue even more regularly in 2026-2027
- Reinvigorating the presence of SHTA in the Memorial Day Parade
- Work toward the endorsement and support of Dr. Amy Acton for Governor
- Continuing to reflect on PAC practices to engage more of the membership in meaningful ways.

But our PAC is only as strong as its members - can we count on you moving forward?

SHTA PAC is looking for Representatives in EVERY SCHOOL for the 2026-2027 school year. Please contact lapete_n@shaker.org if you would like to become more involved.

Respectfully Submitted,

Nick LaPete & Jessica O'Brein, Co-Chairpersons

The SHTA PAC is on FACEBOOK!

HYPERLINK

"<https://www.facebook.com/groups/218943172136501/>"

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

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 promote equitable education. We are not underlings to be ordered to educate, rather we are 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, Erika Pfeiffer, Heather Pincoe, Chris Cotton, and recently Sarah Manary 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 would also like to congratulate Erika, Heather and Chris on their retirements. They have done so much behind the scenes to make sure members get the best possible newsletter each month. I am looking for new editors for the newsletter. Please contact me by email if you are interested.

I have contracted with retiring member, Aquita Sheppard, to update our website, which is in dire need of renovations.

I have updated our Facebook page. I have closed our X account. I have opened an SHTA Instagram account also. Thank you to Matt Klodor for helping me navigate that process. 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 with any concerns or opinions at glasier_a@shaker.org or #3304.

*Respectfully submitted,
Andrew Glasier, Chairperson*

The SHTA is on FACEBOOK!

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

And INSTAGRAM!

<https://www.instagram.com/shtassoc/>

MINUTES FOR THE REPRESENTATIVE COUNCIL MEETING

SHTA President, Dr. John Morris started the May 11, 2026 Representative Council Meeting at 4:31 PM. **The meeting took place at Onaway Elementary School.** *Dr. Morris introduced Onaway Principal, Dora Bechtel* to the Representative Council.

Onaway Principal Mrs. Dora Bechtel welcomed the SHTA Representative Council to Onaway Elementary School. Mrs. Bechtel expressed that Onaway has had a really good year and had their final BELT and Building Committee meetings of the school year. She congratulated those who are retiring and understands that it is bittersweet, but because education can be lonely, it's nice to leave this way. Mrs. Bechtel shared that this is her 25th year in education and her 8th as a principal, and it can be lonely sometimes and she hopes she can get there some day. She will miss Noreen so much, and it is nice to end with respectful collaboration.

A motion for approval of the MINUTES from the April 13, 2026 Representative Council meeting was made by James Schmidt and seconded by Lee Appel.

Administration Report

Director of Human Resources, Dr. Tiffany Joseph was present for the SHTA Representative Council Meeting. She wished everyone a Happy Belated Mother's Day. She said that if anyone wants to submit a voluntary transfer, they have from now until May 29th.

Officers' Reports

President, John Morris

- I spoke with Superintendent Dr. David Glasner regularly.
- I communicated with Human Resources Director Dr. Tiffany Joseph regularly.
- I updated the SHTA Facebook page with Publications Editor Andrew Glasier.
- I communicated with Special Education Chair Tito Vazquez concerning multiple building concerns.
- I communicated with SHTA Legal Consul Brooks Boron about member issues.
- I worked with elementary members on a Step I and Step II Grievance.
- I worked with a member on an evaluation issue.
- I communicated with new Executive board members: Sharita Hill for Membership and Kelly Grahl for Teacher Education; DEI and Social Chair to be announced.
- I communicated with Building Safety and Sick Day Transfer Chair Matt Zucca on Ludlow updates.
- I attended the Investments Committee Meeting.
- I attended the Insurance Committee Meeting.
- I assisted a member with transfer questions.
- I assisted a member with ADA accommodations.
- I communicated with a member on assault leave along with PR&R Chair Mike Sears.
- I worked with an elementary head representative on safety issues.
- I worked with a member on a fact finding investigation.
- I assisted members with tuition reimbursement.

- I communicated with the SHTA Officers about a member with a medical issue. Vice President Darlene Garrison reached out on the SHTA's behalf.
- I will attend the district union leadership meeting on Tuesday, May 12th.
- I am pleased to announce that our President's Service Award winners are Angela Goodrum and Wendy Lewis - Please see them receive their awards and celebrate all of our retirees and milestones on May 14, 2026 at 3:45pm in HS Upper Cafeteria.
- We will miss retiring officers Vice President Darlene Garrison and Secretary Lisa Hardiman. We will also miss retiring Executive Board members: DEI Chair Dr. Angela Goodrum and Teacher Education Chair Wendy Lewis. Finally, we will miss our Rep Council members Heather Pincoe and Noreen Smyth-Morrow.
- We will also miss Selena Boyer as she steps back from her role as Social Chair to spend more time with her family.
- I am grateful that Jessica O'Brien has agreed to finish Darlene Garrison's term as Vice President and Chante Thomas has agreed to finish Lisa Hardiman's term as Secretary.
- I look forward to our representative election and budget vote (including dues) May 18th, 2026
- I will also march with our PAC Co-Chairs Jessica O'Brien and Nick Lapete on Monday, May 25th Memorial Day March. Please check your email from Andrew Glasier if you would like to join!

Secretary, Lisa Hardiman

- Sent out invitations for Representative Council and Executive board meetings
- Attended both meetings
- Took the minutes of the Representative Council meeting
- Participated in Mercer's Building Committee meeting
- Attended a fact finding meeting with the Director of Human Resources Dr. Tiffany Joseph and a member. A follow up meeting is been scheduled
- Heard lots of positive feedback about the SHTA's Teacher Appreciation gift
- Gave money to Treasurer Bill Scanlon for the SHTA Drawing
- Attended Superintendent Dr. David Glasner's Listening Tour and have gotten negative feedback from members
- This is my last report. Thank you to everyone for the years!

Treasurer William Scanlon

New Business

- Passed out balance sheets for budgeted accounts and discussed
 - Budget vote took place for SHTA's paid positions.
 - An initial motion was made by Bob Bognar to give a 2% raise to salaried positions.
 - Nick LaPete proposed an amendment to make it 3%. This motion passed and the whole motion passed.
 - Motion was made by Matt Kloder and seconded by Nick LaPete for the per meeting stipend to be increased by 3%. This motion passed.

Building Representative Reports

Boulevard-Cathy Grieshop, Heather Pincoe

- Have been working with Principal Neal Robinson on a building issue
- Distributed Teacher Appreciation gifts. Teachers loved the gifts this year. Thank you SHTA!
- Some are nervous about their teaching assignments for next year and are hoping to find out soon
- Thank you to the PTO for the Teacher Appreciation lunch and daily goodies.

Fernway-Jamie Harden, Lee Appel

- Thank you to Chris Hayward, the office staff, and Fernway PTO for all of the awesome Teacher Appreciation Week Festivities
- The following is the report summarizing developments, challenges, and accomplishments.
 - April 14, 2026 Touch base meeting with Chris Hayward (Lee Appel, Jamie Harden).
 - April 15, 2026 Posted and distributed Recognition Reception flyers
 - April 21, 2026 Shared SHTA April Newsletter with membership
 - April 27, 2026 Building Committee meeting covering Field Day concerns

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

- Members would like to extend their gratitude to our amazing PTO for spoiling us last week. We enjoyed our treats, lunch and gifts! Also, thank you to principal Mr. George Clark and Margaret for providing us with a delicious lunch.
- Thank you to the PTO and all the families who helped make our rainy Laps for Lomond into a very fun success!
- This month I met with the building committee to address concerns regarding late transitions for indoor recess. I continue working with members concerning a grievance regarding class splitting. This month I also supported members by attending post observation meetings and Fact Finding meetings.
- This month concludes my service as Lomond's SHTA building representative. I am so grateful to have had this opportunity and wish our new rep the best next year!

Mercer-Eileen Sweeney, Nicole Cicconetti

- Thank you to PTO, office staff, and administration for Teacher Appreciation food and gifts
- Met with Principal Roneisha Campbell regularly
- Met with the Director of Human Resources Dr. Tiffany Joseph along with SHTA Secretary Lisa Hardiman regarding complaint
- Distributed Teacher Appreciation gifts

Onaway-Noreen Smyth-Morrow, Stacey DeYoung

- Participated in last Building Committee meeting of the year
- Appreciate the Teacher Appreciation gifts

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

- Over the past few weeks, there have been several instances in which building administrators called for either a shelter-in-place or an evacuation. During some of these events, information shared by security was inconsistent with what had been announced, and staff members reported not having the information

they needed. This increased anxiety and made it more difficult to maintain a safe environment for students and staff.

- Since then, Mike Sears, Matt Klodor, and I have expressed these concerns to building administration and have been working on ways to clarify procedures for teachers and improve how information is communicated during emergencies. There have also been ongoing concerns that Navigate360 has not been effective and that additional forms of communication are necessary, especially when communication relies on personal cell phones that teachers should not be expected to use for work purposes. In addition, cell phone reception in parts of the building is unreliable.
- After meeting with administration, steps have already been taken to improve communication moving forward, and discussions have taken place regarding how more information can be shared with staff. We also understand that the district is in the process of hiring a new head of district security, and that some broader changes that need to happen may need to wait for new leadership. In the meantime, teachers continue to request improved student discipline in common areas like the hallways and cafeteria.
- A union member at the middle school was injured while intervening in a fight between two students in the cafeteria. I have been working with Mike Sears and John Morris to support this union member. This marks the third time this year that a staff member has missed multiple days of work due to injuries resulting from student actions. Although the injured staff member was satisfied with the way building administration handled student discipline following the incident, many teachers remain understandably concerned that this continues to be an ongoing issue.
- I facilitated a meeting between teachers and administrators to discuss concerns regarding discipline, including consequences that do not match the severity of student actions, delays in addressing disciplinary issues, and situations in which teachers have had to follow up multiple times before concerns were addressed. Administrators identified steps teachers can take to ensure they receive the necessary information; however, there is still a need for clearer communication and more consistent follow-through in order to maintain an environment where teachers can teach and students can learn.
- Teachers have also identified areas of the building that are expected to have security coverage throughout the school day but are not consistently staffed as expected. Principal Eric Forman agreed to review the current security schedule with Linda Thompson to ensure that critical areas are consistently covered.
- I have also been working with Mr. Forman regarding broken windows throughout the building. On my floor alone, there are seven broken windows, six of which are currently covered with cardboard and duct tape. Many of these windows have been broken for months and still have shards of glass exposed behind the cardboard. When I asked when repairs would be completed, I was told the work would likely occur over the summer. Although the district attempted to schedule repairs during spring break, the contractors were unavailable. Mr. Forman is continuing discussions with the district in an effort to have the windows replaced sooner, but that is yet to be determined. Having broken windows and exposed glass remain in the building since the beginning of the calendar year is both a safety and security concern, in addition to reflecting poorly on the district.
- I also worked with a teacher who had concerns regarding a lack of discipline and facilitated a meeting to address the issue.
- In addition, I supported a teacher during an investigation meeting with administration.

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

- Met with high school principal Mr. Isaiah Wyatt weekly to discuss issues and concerns within the building.
- Discussed with a member their concern with a student and feeling targeted. Mr. Wyatt responded quickly and the issue was addressed with the member.
- Attended the Evaluation Committee grievance meeting.
- Answered questions from the testing coordinator about teachers leaving 45 minutes before the end of their contractual day if they proctor any AP exam from 7:30 - 8:15am.
- Met with a member about if they were required to proctor an AP exam, clarified the information about this.
- Met with a member about staffing concerns and questions about section 13.02 of the contract about Administrative - Initiated transfers.
- Scheduled a meeting with Mr. Wyatt and a member to discuss Administrative - Voluntary transfer. Spoke with Mr. Wyatt today and he will be reaching out to the member as soon as possible.
- Discussed OTES concerns with multiple members.
- Communicated with Communications chair Andrew Glasier and Evaluation Committee member Megan Dora to clarify answers and options a member has when it comes to OTES.
- Met with a member, President Dr. John Morris, and Exceptional Children's chair Tito Vazquez to answer questions and concerns about an OTES evaluation and steps the member may take in regards to their evaluation.
- Helped a member with FMLA paperwork.
- Discussed with Mr. Wyatt the communication from Dr. Glasner about the IC and the changes that are being proposed at the high school, and how we are going to accommodate or integrate those changes.
- Discussed safety concerns of members in regards to our shelter in place, stay in place, and lockdown protocols. Many members were concerned about how things went last week. Mr. Wyatt and I discussed how we can change things up and make communication clear to members.

Innovative Center--Anne Scott

- As always, thank you to the PTO for their support of our staff and students!
- Met with Katie Slifkin numerous times.
- The city health inspector came. Teachers had to support as no administration was present.
- There were a handful of security concerns this past month:
 - There was no security on 4/29 and 4/30
 - There was no security for 2 hours on 5/5 when voting was taking place in our building
 - On 5/7, there was only security for the first half of the day.
- When there was a shelter in place at the main campus (5/5), the IC did not receive any IC specific communication from administration. This gap in communication created uncertainty and required IC staff to independently manage logistics, including coordinating with transportation to pause services.
- On 5/7, our van had to return with students because apparently students were not allowed to enter the building. We received no communication from administration about why, how long, a plan on what to do. Students missed instructional time and were marked absent due to this lack of communication.
- This is the final report for the Innovative Center due to its closure at the end of this academic year. The IC has been a valuable part of the district, and its absence will be felt greatly by both students and staff.

Ludlow--Allison Colvin, Leanne Moses-Kruluts

- Ludlow would like to thank our amazing, amazing PTO for a phenomenal and heartfelt Staff Appreciation Week! So much thought and consideration went into it, and we appreciate the Ludlow families for pouring into us during the week.
- The Ludlow building facility is still experiencing building issues. The Director of Structural Engineering for the GPD group came out to examine the perceived structural issues, including the unsightly cracks along the stairwell walls and archways in the building. As previously mentioned in our last report, the cracks appeared to be growing and go from the lower level to the 2nd level of the building. Per GPD report, they compared pictures from 2024 to their most recent pictures of the same areas, and concluded that the cracks did not largely appear to get bigger. Those cracks were there before construction started.
- The results were inconclusive on whether the cracks were dormant (not moving/growing) or active. Before recommending further action, they suggested installing crack monitors over the next year. As far as the dislodged brick hanging over the archway, they advised that it be repaired in the next six months, given the location and heavy traffic.
- There has been partial remediation for the flooring issues. A rug has been provided and the member is still waiting for a floor covering for the other part of her room.
- Staff is still concerned about the mold in the main office and vestibule of the building. We have been told numerous times that testing has been done, but there has been no evidence or results for the testing, and there has been a lack of responsiveness to inquiring emails.
- Members who requested air purifiers still have yet to receive them.
Building and Sick Day Transfer Chair Matt Zucca added:
 - Expressed Ludlow concerns to Jeff Grosse and Dave Boyer but have gotten no response
 - A little good will of basic acknowledgement goes a long way
Ludlow Head Representative Allison Colvin is doing a good job. I appreciate her advocacy

Executive Board Reports

Evaluation-Lena Paskewitz

- In the midst of a grievance
- Director of Human Resources Dr. Tiffany Joseph said that I did a great job. It was nice to get that recognition.
- Things should be pinned up for the school year?

Publications—Andrew Glasier

- Updated SHTA Facebook & Instagram account
- Sent out emails for Executive Board members and PAC
- Sent out newsletter to membership and administration and posted on website
- Aquita Sheppard has been hired to restructure our website.
- Executive Board blurbs due Wednesday, May 13th by Midnight. End of the year blurb.
- Editorial: Wendy Lewis and Darlene Garrison
- Was part of the Evaluation Committee grievance.
- Working with the high school principal to make sure all peer evaluators have completed their responsibilities and are pinned.

- Will be at the SHTA district recognition to take pictures and post on social media. We are losing close to 50 SHTA members this year. Please come to support them.

Membership/Elections-Chante Thomas

- Next Monday, May 18th is the ratification vote
- Reps will be running the elections

Policy-Tim Kalan

- Attended Evaluation Committee Meeting

Public Relations-Bob Bognar

- Distributed Teacher Appreciation gifts except the Middle School
- Lots of positive feedback
- If anyone is missing a gift, please let me know
- Picked up the awards. There is a new style.

Diversity, Equity, and Inclusion-Angela Goodrum

- No Report

Special Education-Tito Vazquez

- Attended the Executive Board and general body meetings
- 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
- Represented a member in a Fact Finding meeting at Lomond Elementary.
- SHTA President Dr. John Morris and Shaker Heights High School Head Rep. Jessica O'Brien and I met with a member about an upcoming investigation and Fact Finding meeting.
- Spoke with SLP's about workload concerns and expectations
- Met with a member concerning fact finding questions and provided guidance and support.
- Communicated with Shaker Heights High School Principal Mr. Isaiah Wyatt and Associate Principal Liz Massey over department concerns
- Communicated with Shaker Heights High School Exceptional Children Department Chairs Tana Thompson and Keesha Woodruff discussing concerns at the high school
- Communicated with Exceptional Children 6-12 supervisor Jennifer Currie concerning paper work requirements and deadlines for Intervention Specialists, Psychologists and Speech Language Pathologists district wide.

Legislative-Matthew Kloder

- **Federal Budget:** Bipartisan lawmakers are pushing back against the administration's 2027 budget proposal that aims to cut Education Department funding, eliminate TRIO programs, and shift special education services.
- **Attendance Dashboard:** Ohio launched an online tool allowing parents and administrators to track weekly attendance by grade level to help combat chronic absenteeism.
- **School Levies:** Over 70 levies are on Ohio's May primary ballot to help local school districts cover state funding cuts.

- **Student Loans:** The Education Department finalized a rule capping federal loans for graduate education programs at lower amounts than professional degrees, which educator groups warn will worsen staff shortages.

Social- Selena Boyer

- Thursday, May 14th is the Annual Reception at the High School. We will be clapping out retirees, recognizing colleagues for 15 and 25 years of service and announcing newly tenured teachers.

Building Safety and Sick Day Transfer-Matthew Zucca

- Collaborated with administration and the payroll department to process Sick Day Transfers for members.
- Assisted members with questions related to Sick Day Transfers.
- Received notification that a structural engineer visited Ludlow to assess building concerns and reviewed the resulting report. I reached out to both Dave Boyer, Supervisor of Facilities, and Jeff Grosse, Assistant Superintendent of Business Operations, requesting a response to the findings in the report. I am currently awaiting a response from both.
- Received multiple safety concerns from members regarding the use of school buildings as voting locations while school is in session.
- Corresponded with Alison Colvin, head rep at Ludlow, concerning ongoing building issues.

Professional Rights and Responsibilities-Michael Sears

- The Insurance Committee met on April 30th:
 - Our claims for both medical and prescription drug coverage are currently about what was expected. The school district is even spending slightly less than expected over the last several months.
 - Dental claims are costing our plan with Delta Dental more than expected over the last few months, but our consultants from Gallagher Benefits Services expect that to level out over the six to eight months. Gallagher also explained that while the change from Anthem to Delta Dental has seen some positive results, there isn't a premier dental insurance provider in our region right now. Members with questions about delta claims and bills should reach out to Nellie Brown in Human Resources for assistance. One way to save money is to make sure your dentist is in the Delta Dental network.
 - Medical Mutual is starting an email campaign to remind members to go paperless with their Explanation of Benefits (EOB's), and rely more on the app and website.
 - Medical Mutual asked us to remind members to see their primary care physicians regularly and keep up with preventive care screenings. Compared to similar employers, our district is below average in both primary care physician appointments and preventive care screenings.
- During the past month, I also:
 - Collaborated with John Morris on two grievances
 - Helped a member with questions about worker's compensation and assault leave
 - Met with principal Eric Forman, SHTA head Rep. Kevin Thomas, and SHTA Legislative Chair Matt Klodor about Shelters in Place and other emergency plans and when they are appropriate
 - Helped Kevin Thomas with questions regarding student disciplinary referrals and responses from administrators

PAC (At-large)-Jessica O'Brien and Nick LaPete

- We have submitted the proper paperwork to March in the Memorial Day Parade! We are looking for volunteers to join us, hand out candy, and spread our message of “Strong Communities Support Strong Public Schools”
- We will host another PAC Happy Hour on Thursday May 21 at Academy Tavern to make signs and organize the parade.
- The OH Primary was held 5/5/2026 and Dr. Amy Acton will be the Democratic Candidate for Ohio Governor. The SHTA PAC will continue with an endorsement of Dr. Acton, and will explore options for members to volunteer to campaign. With a “billionaire with a B” opponent (Vivek Ramaswamy), it will be essential to counter his campaign's big funds with grassroots effort.
- We are looking into and polling interest in making a group donation DIRECTLY to BOTH Dr. Amy Acton and Sherrod Brown’s campaigns based on inquiries from members who want to meaningfully donate without the typical “middle man” websites.

Old Business-None

Good of the Order- President John Morris thanked the Onaway representatives for the delicious food.

A motion for adjournment was made by Lee Appel and seconded by James Schmidt. The meeting adjourned at 5:50 pm.

Respectfully submitted,
Lisa M. Hardiman

EDITORIALS

Thankful for my Journey

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.

Leadership doesn't always begin with confidence, it often begins with someone else seeing something in you before you see it in yourself. My journey in Shaker Heights City Schools is a testament to that truth. I am a proud product of the Shaker City Schools. When I graduated from college and was hired at Woodbury Elementary School, I found myself walking familiar halls, only this time as a teacher. Many of my former teachers were now my colleagues. My sixth-grade math teacher, Mr. Bill Scherer, was serving as President of SHTA and teaching fifth grade in the very building where I had once been a student. Even more surreal, I was hired to teach in the same classroom that once belonged to my own fifth-grade teacher, Mrs. Diane Bloodsaw.

Early in my career, Mr. Scherer saw something in me that I had not yet recognized in myself: leadership, communication skills, and the ability to guide and support my colleagues. After my third year of teaching, he encouraged me to run for Building Representative at Woodbury. My initial reaction was disbelief: me, really? I was young, quiet, and still learning. I doubted anyone would vote for me. But they did. That year, I became a Building Representative. One year later, I was serving as Head Building Representative of one of the largest schools in the district. Mr. Scherer continued to nudge me, sometimes gently, sometimes firmly, into new roles within the union. There were moments I wanted to say no, but I am so grateful I said yes. Each opportunity became a meaningful and rewarding experience.

One of those opportunities came when the district launched a new initiative: the Local Professional Development Committee (LPDC). At the time, it was an ambitious and important undertaking, with just one year to design and implement a system that would support teachers in tracking professional development and maintaining licensure. Mr. Scherer called me into his classroom, also serving as his SHTA office, and informed me that I would chair the LPDC pilot committee. I tried to decline, insisting I was too young and didn't have the time. He didn't accept that answer, and I became the first chairperson of the LPDC. It turned out to be one of the most impactful experiences of my career. Our committee successfully built a system that continues to support educators today. I even had the honor of writing the LPDC mission statement, something I still wonder about to this day and whether it continues to guide the work. And yes, I also learned that long evening meetings came with the added bonus of wonderful dinners and desserts, thanks to Mrs. Donna Segesdy.

When Mr. Scherer retired, Dr. Rebecca L. Thomas became SHTA President. As a young teacher, I admired her deeply. She had a remarkable ability to communicate with clarity and calmness, always leaving you feeling that everything would be okay. She led with purpose, respected our time, and fiercely advocated for teachers' rights. Dr. Thomas invited me to join the negotiations team, and I have been involved in negotiations ever since, through our most recent collective bargaining agreement. She also encouraged me to join the SHTA Executive Board as Social Committee Chair, a role that perfectly matched my strengths and passions. I loved planning events, creating meaningful experiences for our members, and celebrating life's milestones within our community. After many years in that role, former Vice President Dollye Finney encouraged me to take the next step and run for an office. Once again, someone else saw potential in me that I had not fully embraced. I ran for Secretary of SHTA and while I like to joke that I ran unopposed, a win is still a win.

Serving as Secretary meant the world to me. As someone who loves writing, I took great pride in capturing the details of each meeting. I filled dozens of composition notebooks with handwritten notes, later typed and shared in our newsletters. It was work I genuinely enjoyed, though I will admit, there was one meeting when a particularly long report made me rethink my process! When I was told by high school Head Rep, James Schmidt, "I'll send you my report," I gladly welcomed the era of copy and paste.

Working under Dr. John Morris, our current SHTA President, brought yet another dimension to my growth. His leadership expanded my understanding of the political side of union work and deepened my appreciation for the power of language and advocacy. He trusted me to represent SHTA independently at events, often encouraging me with a simple, "You've got this." That trust helped prepare me for my final role: Vice President. As Vice President, I built new relationships and engaged more deeply with our district and community. I attended PTO Council meetings, collaborated with the Shaker Schools Foundation on events like the Night for the Red & White gala, and worked alongside dedicated colleagues on the Investment Committee. Those experiences pushed me outside my comfort zone and gave me valuable knowledge, even in areas like financial planning, where I now feel confident applying what I've learned.

Now, as I prepare to retire in June, I reflect with immense gratitude. I want to thank all of our union leaders, past and present for believing in me, often before I believed in myself. You helped uncover strengths I didn't know I had. Through SHTA, I found my voice, developed leadership skills, and discovered a passion for service that I will carry into whatever comes next.

A special thank you to Dr. John Morris for your trust and encouragement, and to our SHTA membership for allowing me the privilege of serving and leading. It has been an incredible journey filled with meaningful work, lasting relationships, and heartwarming memories. I leave this chapter ready for the next, carrying with me the skills, confidence, and experiences that SHTA helped shape.

Thank you, it has truly been an honor.

Darlene Garrison

6th Grade Teacher at Shaker Middle School (and Woodbury)
SHTA Vice President

The Strength of a Union Is Its Members

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.

After thirty-two years in the classroom and 27 years serving in various roles within the Shaker Heights Teachers' Association, I have had the privilege of seeing our union from many perspectives. I have served as a building representative, a member of the negotiations team, and on the Executive Board. Through those experiences, one truth has remained constant: **a union is only as strong as the members who choose to participate in it.**

Our union is not simply an organization. It is a collective voice. It is a commitment to fairness, professionalism, and the protection of the educators who dedicate their lives to students every day.

The Ethics of Union Service

Union work is grounded in a set of deeply held principles—fair representation, integrity, and solidarity. When we step forward to serve our colleagues, we take on the responsibility of advocating not just for ourselves, but for every member of our community.

This work often happens behind the scenes: listening to concerns, supporting colleagues through difficult situations, negotiating contracts, and ensuring that the rights of educators are protected. These efforts may not always be visible, but they are essential to maintaining a profession that values dignity, professionalism, and mutual respect.

Serving in the union has been one of the most meaningful parts of my career because it is fundamentally about **people helping people**. It is about ensuring that every educator knows they are not alone.

Why Union Engagement Matters

One of the most powerful lessons I have learned over the years is that unions do not function because of a few individuals—they function because members choose to be involved.

Participation does not always mean holding an official position. Sometimes it means attending a meeting, asking a thoughtful question, sharing a perspective, or supporting a colleague.

Every act of engagement strengthens the foundation of our organization.

The Power of Solidarity

Solidarity is more than a word we use in meetings or newsletters. It is a commitment to standing together—even when challenges arise.

Over the years, I have seen how powerful that unity can be. When educators support one another, we create a professional community that protects our work, our well-being, and ultimately the quality of education our students receive.

Looking Forward

As education continues to change, **strong professional organizations matter more than ever**, and our union must continue to grow alongside it. New voices, new perspectives, and new leaders are essential to sustaining the work that has been done before us.

For those who have not yet been involved, I encourage you to consider how you might participate. Union service is not about titles or positions—it is about commitment to the profession and to one another.

After 27 years of serving our members, I remain convinced of one thing:

The greatest strength of the Shaker Heights Teachers' Association has always been the people within it.

When we stand together, listen to one another, and support our colleagues, we build more than an organization—we build a community.

And that community is what allows us to continue doing the work that matters most: educating and supporting the students we serve every day.

*In solidarity,
Wendy Lewis*

5th Grade Teacher, Mercer Elementary (but really Woodbury)
Teacher Education Chair and a proud member of the SHTA



Dr. Angela Goodrum & Wendy Lewis were the 2026 SHTA President's Service Award Winners.

MAY ELECTION ADDENDUM

May 18, 2026 Election Results

Dear Members of SHTA,

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

317/334 in favor of the 2026-2027 budget, 95% approval

254/334 in favor of the proposed \$30 dues increase 78% approval

The 2026-2027 Representative Council Elected Members are (BOLD indicates Head Representative):

Boulevard- **Cathy Grieshop**

Fernway- **Jamie Harden**, Tori Rosen

Lomond- **Veronica Wadsworth**, Krystal Allen-Jackson

Mercer- **Eileen Sweeney**

Onaway- **Ellen Forquer**, Stacey DeYoung

Middle School- **Kevin Thomas**, Ben Stack, Melissa Albrecht, Addison Pretnar, Seth Ungemach

High School- **Nick LaPete**, Brad Bullard, Victoria Berndt, Jayce Bailey, Megan Dora, Natalie Sekicky, Adam Cohen, Enid Vazquez

Ludlow- **Leanne Moses**, Allison Colvin

Congratulations to all of you!

Chante Thomas

SHTA Membership and Elections Chair