

# SHTA *news*

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No. 1 • 21 September 2009

## Message From the President

By the time you read this, school will have been in session for one month. As president of the SHTA, I want to welcome each of you back and thank you for the outstanding work that you do with the students, families, and community in Shaker Heights. The beginning of the 2009-2010 school year has been great. When I toured the buildings in mid-August, I saw many of you already working to make sure everything was in place for the opening of school. We are fortunate to have a wonderful group of people supporting our efforts including secretaries, custodians, grounds and maintenance workers, technicians, bus drivers, and many others.

The highlight of my summer was the visit from President Barack Obama. When Superintendent Mark Freeman contacted me about the visit, I was given the opportunity to help contact teaching colleagues and distribute tickets to this event. It was exciting to listen to the President and see the enthusiasm of the audience. I appreciate the opportunity to assist with this event and to include so many of you.

Other “before school” activities included meeting with the officers and the chair of PR&R to plan for this year; greeting the newly hired teachers; and attending the Instructional and Administrative Council meeting. At IAC there was a report from the Imagine Shaker initiative. Several teachers are involved in this program and two of them, John Morris from the High School and Jim Sweeney from Onaway, presented an overview of the program at IAC. They repeated the program for the SHTA Representative Council on September 14. I appreciate their willingness to share the information with us and to represent the interests of teachers on this initiative. If you have questions about Imagine Shaker or Appreciative Inquiry, please check with your building representative or with John Morris or Jim Sweeney...or with Colleen Longo, who is part of the leadership team.

Another district project is walk-through training. This is part of the Strategic Plan and focuses professional conversations about teaching and learning. I am pleased that so many teachers are being included in this training—it will provide a framework for peer interaction and support. I will provide more information after my training sessions. There is an observation component of the training process and allowing your class to be observed is voluntary. Building administrators were told to provide information about walk-throughs for their teachers and to ask for volunteers. It is the start of the year and many teachers are building relationships and routines. You are not required to participate in this process; however, if you receive a supplemental as a mentor or department head, this training may be expected for that supplemental.

I want to write for a minute about the vote on the budget last spring. As I have said before, our Association leadership will be in transition for the next few years. We have elected a new secretary and there are three new members of the Executive Board. There will be more changes soon. Being part of the leadership team is time-consuming and challenging. The Representative Council attempted to encourage more involvement by improving the Association salaries. I appreciate their action. There are suggestions that I will be asking you to consider in the next few months and I really hope you will share your opinions.

Also a part of the budget debate was the line item for Professional Day. In the past, SHTA members offered programs on Professional Day and could ask for support from the Association, hence the line item. Over the years, the nature of Professional Day changed and fewer requests were made. A few years ago, we decided to provide greater professional support to our members through Fellowships and Grants. Most of the money that was budgeted for Professional Day was shifted there. Vice-President Dollye Finney will distribute the applications for Fellowships after the October 12 Representative Council meeting. Now, instead of just a few members requesting money for one specific day, more members have the opportunity to receive support for professional activities of their choice.

Our contract runs through December, 2009 and we will begin negotiating in October. Please read the Salary Tenure Report for more information. We all know that the Shaker schools are exceptional. President Obama's visit to Shaker was not just chance or an accident. I believe the Shaker Heights Schools were chosen for the President's visit because of what we represent—diversity, achievement opportunities for all, and academic excellence. In order to maintain these ideals, we need to keep and attract the very best teachers. The sluggish economy and the political mess in Cuyahoga County (corruption and mortgage fraud) will make this challenging. Still, the future success of our schools depends on maintaining the quality of the work force.

Please contact me if you have concerns or comments. My extension, 6033, rings at both buildings where I work, Onaway and Lomond. You may also call me at home (216-360-9990). It is a privilege to serve as your president and I am here to assist you.

*Respectfully submitted,  
Rebecca Thomas, president*

## Reports from the Executive Board

### VICE PRESIDENT'S REPORT

Welcome back to the 2009 – 2010 school year to the returning members of the new staff and a warm welcome to our new colleagues. I hope that you all had a safe and restful summer and that your year is off to a great start. Over the summer, it was my pleasure to meet with the officers to plan, debrief and discuss the Association's agenda. It is an honor to serve with this team of officers. They are well informed and committed to the membership of the SHTA. I would like to take this time to welcome our new secretary Mr. Matthew Zucca and I look forward to this opportunity to work with him in his new role.

I would like to remind SHTA Fellowship recipients that your receipts for reimbursement are due at the end of the month. Please forward this information to me at Boulevard School. Please allow me 2- 3 weeks from the time of your request to receive your check. A number of Fellows have not yet submitted your receipts. I hope that you will take advantage of this opportunity.

As a part of my responsibilities I attend the PTO Council meetings on behalf of the Association. The times and locations are printed on the PTO calendar. The Council, at no charge, annually provides each teacher with a copy of the PTO calendar. All teachers and parents are automatically members of this organization. Please consider making a contribution to the PTO Annual drive in the envelopes that have been provided by your building level reps or use the form provided on the last page of the newsletter to mail your contribution. Each year our teaching staff overwhelmingly supports the PTO in function attendance and financially and I really appreciate your support. Mrs. Patty Kiroy and Mrs. Eileen Mc Keon are this year Council co presidents and will join us monthly at our Association meetings. Welcome to them both and I am looking forward to working together with the PTO this school year.

I am wishing you a safe and happy school year. Feel free to contact me at 4916.

*Respectfully submitted,  
Dollye Finney, vice president*

## PROFESSIONAL RIGHTS AND RESPONSIBILITIES

I would like to welcome our newest members to the Association and welcome back our senior staff. I hope everyone had a healthy and restful summer break. Allow me to introduce myself. My name is Gary Raymond and I am a Kindergarten teacher at Boulevard School. This is my 34<sup>st</sup> year in the district and I have a total of 35 years as a teacher. I am currently the chairperson of Professional Rights and Responsibilities. This title is also known as the Grievance Chair. My extension is 4259. Since I am a Kindergarten teacher my day is very exciting and I do not answer my phone when I have children. Just like everyone else I will check my voicemail several times a day. So I will call you back.

During the summer I have been assisting some of our members regarding pregnancies. If you or your spouse is expecting please contact me so I can assist you during this process. It is also your responsibility to contact Ms. Lisa Howell at least 2 months before the birth. If you follow these guidelines, it will make everyone's life a lot easier.

I am also very much involved with issues regarding our benefits. It is everyone's responsibility to help keep health costs down. Please read the following pertaining to any changes to your family status.

It is your responsibility to keep the personnel departments informed of changes in your family status (over the summer as well as during the school year) concerning **births, adoptions, deaths, divorce, marriage or entry into the military service**. If these changes are not reported to the Benefits Office within **30 days** you will not be permitted to make this change until the next open enrollment, which is usually held in the month of November. **Please contact Sue Garber @ 4318 of these changes before the 30 day deadline. This may also cost you extra money if you do not report these changes.**

For your own safety, please do not stand on chairs, bookshelves or counter tops when hanging things around the room. Each building has a custodial staff who can assist you if needed. If you have any type of accident while working in your building, an accident report must be filed with the school nurse. Please follow these procedures.

Remember: personal days are personal. No one needs to know why you are using your personal days. Also, these days cannot be taken before or after a holiday or break. If a personal day is needed before or after a holiday or break a form must be filled out, signed by your building administrator and then approved by the personnel department. Each case is handled on an individual basis by this department. If you have any questions, please call me.

The district needs to follow the guidelines for The Family Medical Leave Act (FMLA). When you notify personnel of time that you will be out of work for more than 7 days, the district will automatically send you some forms about FMLA. The district has an obligation to notify all employees about FMLA. **The form does not need to be returned if you are not going to use FMLA.** Once again, if you have any questions, please call your association FIRST, before you contact the administration.

*Respectfully submitted,  
Gary Raymont, chairperson*

## TREASURER'S REPORT

Welcome back. I hope everyone is enjoying the start to the new school year. I would like to extend a warm welcome to all the new staff members in the district. I hope the new staff members realize the importance of our collective voice and become members of the Shaker Heights Teachers Association. If anyone has any questions about the functions and mechanics of the Association, do not hesitate to give me a call (ext. 6296).

The Representative Council at the end of last school year approved the budget included in my report. Because this year is a negotiating year, this budget is not a balanced budget (with the anticipated expenses equaling the income from dues). The \$50,000 we have budgeted for negotiations puts us over our normal spending limits.

The Association's financial investments have begun to rise, helping us recover from last year's market. The Finance Committee will be meeting with our Edward Jones financial advisor in October to review our investments and decide on any necessary changes.

Over the summer I purchased a new CD raising our Key Bank funds to over \$34,000. This fall I will be meeting with our accountants, Edward C. Hawkins & Co., Ltd., to begin the process of the audit for the 2008-09 fiscal year.

Payroll withdrawal for dues (\$20 per pay), for those who choose that option of payment, will begin in October.

Any member of the Association who makes copies for S.H.T.A. business should email me the number of copies made. I keep a running tally in order to pay the District for the paper used.

*Respectfully submitted,  
Bill Scanlon, Treasurer*

<b>FINANCIAL</b>		<b>REPORT</b>	
	7/1/09	9/17/09	
<b>COMPOSITE BALANCE</b>			
Balance 7/1/09			719,244.67
Receipts 7/1/09 to present			0.00
Change in Valuation 7/1/09 to present			<u>736.88</u>
			719,981.55
Expenditures 7/1/09 to present			-4,871.19
Expenditures charged to last fiscal year 2008-2009			<u>-907.60</u>
<b>TOTAL</b>			714,202.76
<b>BANK AND BROKER RECONCILIATIONS</b>			
<b>A. BUCKEYE STATE CREDIT UNION (BSCU)</b>			
Certificates of deposit 8/31/09			
	24 mo. @ 3.0% APY-Matures on 2/02/11	42,436.81	
	24 mo. @ 3.76% APY-Matures on 3/10/10	<u>20,981.55</u>	
	Total Certificates of deposit		63,418.36
	Savings accounts ( 0.50% APY) 8/31/09		101.30
	Share draft account (0.25% APY) 8/31/09		2,025.20
	Unposted deposits and transfers		<u>0.00</u>
			65,544.86
	Less outstanding checks		<u>-113.44</u>
<b>TOTAL BSCU</b>			65,431.42
<b>B. EDWARD JONES (8/31/09)</b>			
	Regular Association Account	314,941.01	
	<b>Advisory Solutions Account</b>	<u>293,529.28</u>	
			<u>608,470.29</u>
<b>C. KEY BANK (8/31/09)</b>			
Certificates of deposit 4/30/09			
	29 mo. @ 2.15%-Matures on 9/6/11	20,199.67	
	15 mo. @ 1.9%-Matures on 10/17/10	14,022.39	
			34,222.06
	Business Money Market Account (0.35% APY) 8/31/09		11,688.70
	Unposted deposits and transfers		<u>0.00</u>
			45,910.76
	Less outstanding checks		<u>-5,609.71</u>
<b>TOTAL KEY BANK</b>			40,301.05
<b>TOTAL</b>			714,202.76

<b>Budgeted Accounts</b>						
	7/1/09					9/17/09
<b>Account</b>	<b>Budgeted</b>	<b>Debits</b>	<b>Transfers out</b>	<b>Credits</b>	<b>Transfers in</b>	<b>Balance</b>
Accounting	<b>5500.00</b>	0.00	0.00	0.00	0.00	5,500.00
Compensation for officers, representatives, et al.						
President	<b>9302.00</b>	0.00	0.00	0.00	0.00	9,302.00
Vice President	<b>5581.00</b>	0.00	0.00	0.00	0.00	5,581.00
Secretary	<b>5581.00</b>	0.00	0.00	0.00	0.00	5,581.00
Treasurer	<b>5581.00</b>	0.00	0.00	0.00	0.00	5,581.00
P.R. & R. Chairperson	<b>5581.00</b>	0.00	0.00	0.00	0.00	5,581.00
Editor	<b>4653.00</b>	0.00	0.00	0.00	0.00	4,653.00
Building reps. and alternates	<b>10000.00</b>	0.00	0.00	0.00	0.00	10,000.00
Conferences and meetings	<b>2500.00</b>	280.81	0.00	0.00	0.00	2,219.19
Contingency	<b>250.00</b>	46.00	0.00	0.00	0.00	204.00
Fellowships and Grants	<b>4000.00</b>	0.00	0.00	0.00	0.00	4,000.00
Insurance	<b>5000.00</b>	4,375.00	0.00	0.00	0.00	625.00
Legal	<b>5000.00</b>	50.00	0.00	0.00	0.00	4,950.00
Negotiations	<b>50000.00</b>	0.00	0.00	0.00	0.00	50,000.00
Executive Board expenses	<b>500.00</b>	0.00	0.00	0.00	0.00	500.00
Officers' expenses	<b>500.00</b>	119.38	0.00	0.00	0.00	380.62
Payroll taxes	<b>700.00</b>	0.00	0.00	0.00	0.00	700.00
Professional day	<b>200.00</b>	0.00	0.00	0.00	0.00	200.00
Publications	<b>1000.00</b>	0.00	0.00	0.00	0.00	1,000.00
Public Relations	<b>5000.00</b>	0.00	0.00	0.00	0.00	5,000.00
Social	<b>2500.00</b>	0.00	0.00	0.00	0.00	2,500.00
STRS(TPO contributions)	<b>9000.00</b>	0.00	0.00	0.00	0.00	9,000.00
<b>TOTAL</b>	<b>137929.00</b>	4,871.19	0.00	0.00	0.00	133,057.81

## SALARY TENURE COMMITTEE

I filed the Notice to Negotiate on August 31. This document is required by the State Employment Relations Board as part of the negotiating process. The members of the SHTA negotiating team are myself as chairperson, Gary Raymont from Boulevard, Darlene Garrison from Woodbury, Linda Roth from the Middle School, Mike Sears from the Middle School, Dave Klapholz from the High School, John Morris from the High School and our attorney, Susannah Muskovitz. Ms. Muskovitz is a highly regarded professional negotiator and specialist in labor law. Here is information about Ms. Muskovitz from the Policy Matters Ohio web site:

Susannah Muskovitz is a principal with the law firm of Faulkner, Muskovitz & Phillips LLP. She has been a Certified Specialist in labor and employment law since 2002. In 2005 and 2006, she was honored as a “Super Lawyer” by *Cincinnati Magazine*. In 2007, she was honored as one of the “Top 50 Women Lawyers” by *Northern Ohio Live* magazine. She has also received an AV ® Peer Review Rating from Martindale-Hubbell for Very High Ethical Standards and Very High to Preeminent Legal Ability.

Susannah has been practicing labor and employment law in Ohio since 1984. She has extensive experience representing labor unions, primarily in the public sector. Susannah also works as a neutral arbitrator for employment disputes involving individuals, and is a member of both the Commercial Arbitration Panel and the National Panel of Employment Arbitrators of the American Arbitration Association. Susannah was an Instructor at Cleveland State University and taught Public Sector Labor Law through the Labor-Management Relations Center for ten years, beginning in 1987. She is the past chair of the Labor and Employment Law Section of the Cleveland Bar Association, the Labor Advisory Council of the American Arbitration Association and the Public Sector Labor Relations Association. Susannah is currently serving on the Executive Board of Policy Matters Ohio. Susannah received an AB with honors in 1981 from McGill University and a JD in 1984 from Case Western Reserve University.

Our team will be meeting at the end of September to review our proposals. The first negotiating meeting will be held in early October. Please continue to read the [Newsletter](#) for updates about negotiations.

*Respectfully submitted,  
Rebecca Thomas, chairperson*

## TEACHER EDUCATION

Every year I am amazed at the talent and background of the teachers that are hired into our district. Shaker is known as one of the best school districts in the country, and we continue to attract the top teacher candidates. I am proud to introduce to our members the new teachers hired for the 2009-2010 school year:

Megan Alexander, Miguel Bendezu, Michelle Chen-Kieger, Kady Cole, Libby Dang, Robyn Hegele, Elizabeth Jaryga, Luling Li, Qiuhui Li, Leanne Moses, Laura

Musgrave, Jessica O'Brien, Clara Pelfrey, Elizabeth Plautz, Elizabeth Shaw, Karen Tritt, Jason Walker, Melanie Warren, and Jennifer Weisbarth

At this month's meeting for the new teachers and their mentors, I'll highlight some contract language that will especially affect them. I'll also give new teachers a list of important dates they have to keep in mind as they progress through the year.

Also, non-tenured teachers have some important dates to keep in mind:

- Salary Reclassification – Coursework must be completed by the **November and April Board Meetings**. Requests must be submitted in time for the November and April meeting.
- Tuition Fund – Deadline for applications is **December 1<sup>st</sup>**.
- Evaluations – December evaluations and March Evaluations
  - Evaluations must be sent to the Personnel Office no later than 15 days prior to the April Board of Education Meeting.

Please remember that my role with the Association is not just to assist new teachers and their mentors. I am also available to any **non-tenured teacher** who may have any questions or concerns. Please contact me to discuss any aspect of the evaluation process or any other area of your employment in Shaker Schools as you move towards tenure within our district. I can be reached through the district e-mail ([smith\\_st@shaker.org](mailto:smith_st@shaker.org)) or at Lomond (295-6385).

*Respectfully submitted,  
Steve Smith, chairperson*

## LEGISLATIVE COMMITTEE

Welcome back. On July 17, 2009 Governor Ted Strickland signed HB1 into law after vetoing 61 provisions of the Bill. While the Fiscal Year (FY) 10-11 budget is \$2 billion below the spending levels for the FY08-09 biennium, the new law does minimize the impact of the budget cuts on school districts according to Kenneth C. Baker. Losses to individual districts will be limited to not more than 1 percent in FY10 and two percent in FY11. This was in part due to caps on increases in state aid for some districts who qualified for additional funds through the new "evidence-based model" (OASSA Update, V11, N1, August 2009:8). While these cuts seem ominous, there may be room for optimism.

The September 2009 Phi Delta Kappan reports the results from the annual Gallup poll of the Public's Attitudes Toward the Public Schools. This poll is considered unique because it is not an advocacy poll but rather a "thoughtful study of Americans' current perceptions of their public schools." Arthur Levine sees "good news and support for state and federal policy initiatives," arguing that the U.S. Secretary of Education is committed to increasing both the quantity and the quality of the teacher force. Poll results provide overwhelming support for creating scholarship programs to attract people to the field of teaching. John Wilson focuses on poll results that reveal the public's concern about school funding and the support for using stimulus funds to keep teachers in classrooms. Moreover, the public realizes that teachers deserve a professional salary, favoring what Wilson calls "nondefined merit pay." The pay factor most supported was for teachers with advanced degrees, while two thirds said teacher experience should be a factor in pay. The poll also shows the public values hard-to-measure personal qualities in teachers,



such as enthusiasm, caring, and ability to communicate. (Phi Delta Kappan, V. 91, No. 1, September 2009: pp. 8-15). Overall, findings support the notion that teacher are professionals who must possess a breadth of skills and abilities that are difficult to quantify though most agree that it is highly important for schools to attract and keep high quality teachers.

*Respectfully submitted,  
Andi Glickman, chairperson*

## PUBLIC RELATIONS COMMITTEE

Welcome back to everyone. I am looking forward to serving the SHTA and its members by placing ads, making donations and purchasing Teacher Appreciation gifts. As stated in the SHTA Constitution and By-Laws I will continue to work at fostering mutual understanding, good will and respect between and among students, staff, community and administration. Our first ad will be appearing in the upcoming issue of the Shaker Life magazine.

*Respectfully submitted,  
Debbie Ashbaugh, chairperson*

## MEMBERSHIP/ELECTIONS COMMITTEE

The membership deadline this year is FRIDAY, OCTOBER 2<sup>nd</sup>, 2009. If you pay your dues by check, please submit your check for \$200 to your building representative. If you pay by payroll deduction, SHTA dues will automatically begin with the October 16<sup>th</sup> paycheck (\$20 per pay). Membership forms only need to be completed by NEW MEMBERS, or as a current member you wish to CHANGE your form of payment and SIGN UP FOR PAYROLL DEDUCTION. If you wish to stop payroll deduction and instead pay by check, please submit a letter requesting the change with your signature.

## ADDENDUM

The results of the election Monday, May 18, 2009, are as follows:  
The membership approved the proposed budget for the 2009-2010 school year.

### *SHTA 2009-2010 BUDGET*

<u>BUILDING</u>	<u>FOR</u>	<u>AGAINST</u>
BOULEVARD	19	4
FERNWAY	17	5
LOMOND	24	7
MERCER	13	12
ONAWAY	20	7
WOODBURY	28	18
MIDDLE SCHOOL	40	21
SENIOR HIGH	57	61
<b>TOTAL</b>	<b>218</b>	<b>135</b>

**An amendment to the By-Laws requires approval of three-fourths of the membership. The membership approved the proposed amendment to By-Law III Section E #7: The Treasurer shall arrange for an external audit every four years, or during the transition to a newly elected Treasurer, whichever comes first. An external audit is not required within one year of a previous audit. The Treasurer shall also arrange for an annual financial review of the Association account; an annual financial review is not required within a year of an external audit.**

SHTA By-Law III Section E #7 Amendment Election Results

	For	Against	Members
Boulevard	23	1	25
Fernway	20	2	23
Lomond	29	2	34
Mercer	27	1	32
Onaway	26	1	30
Woodbury	36	10	64
Middle School	54	7	71
High School	108	8	145
<b>Total</b>	<b>323</b>	<b>32</b>	<b>424</b>
<b>% of Membership</b>	<b>76.18%</b>		

The membership elected the officers of the Association. The officers elected to serve a two-year term:

**THE 2009-2011 SHAKER HEIGHTS TEACHERS' ASSOCIATION OFFICERS**

President	Rebecca Thomas
Onaway/Lomond	
Vice-President	Dollye Finney
Boulevard/Lomond	
Secretary	Matthew Zucca
Fernway	
Treasurer	William Scanlon
Senior High	

The membership elected the representatives of the Association. The tenured members elected to Representative Council to serve a one-year term:

**THE 2009-2010 SHTA REPRESENTATIVE COUNCIL**

BOULEVARD Vanessa Nichols - head rep; Kevin Hill - alt  
 FERNWAY Selena Brown - head rep; Crystal Hayduk - alt  
 LOMOND Darcel Arrington - head rep; Adrienne Zucker - rep; Kevin Wagner - alt

MERCER Lena Paskewitz - head rep; Lisa Hardiman - rep; Maria Baker - alt  
 ONAWAY Susan Mears - head rep; Bonnie Hoynacke - alt  
 WOODBURY Robert Bognar - head rep; Pam Anderson, Darlene Garrison\* - reps; Sara Cole<sup>‡</sup> - alt  
 MIDDLE SCHOOL Anna Hruby - head rep; Susan Landi, Paul Repasy, Mike Sears\* - reps; Cari Flox<sup>‡</sup>, - alt  
 SENIOR HIGH Joel Rathbone - head rep; Beth Colquitt, George Harley, Ellen Kelly\*\*, Jane Martin, Kimberly Ponce De Leon, Amanda Rabatin - reps; Lynne Shields<sup>‡</sup> – alt  
 \* *The member has been appointed to the Executive Board and therefore resigned her/his position as Building Representative.*  
 \*\**The member is no longer on tenure due to retire/rehire status and therefore resigned her position as Building Representative.*  
 ‡*The alternate will assume the duty as Building Representative.*

*Respectfully submitted,  
 Stacy Elgart, chairperson*

## POLICY COMMITTEE

The Policy committee manages issues with the Constitution and the By-Laws of the Association. If there are concerns about the Constitution or By-Laws this year, you will see those concerns described in this part of the Newsletter. In the absence of issues, I will use this monthly space to highlight a part of the Constitution or By-Laws that might be helpful to you. If you have any questions about the Constitution and By-Laws, feel free to contact me.

Welcome back, and have a great school year.

*Respectfully submitted,  
 David Klapholz, chairperson*

## SOCIAL COMMITTEE

I am so very excited to be your new Social Chairperson. I am looking forward to planning fun-filled events for us this year. Please save the date, Friday, November 20 for our first Fall Happy Hour.

*Respectfully submitted,  
 Darlene Garrison, chairperson*

**SECRETARY'S REPORT****MINUTES FOR THE REPRESENTATIVE COUNCIL MEETING**

September 14, 2009

Woodbury School

The President, Becky Thomas, called the meeting to order at 4:30 p.m.

Barbara Whitaker, principal of Woodbury School, Eric Brunton, and Michell Ayers, assistant principals, welcomed the SHTA Representative Council.

Dr. Thomas introduced the officers, executive board members, and council representatives.

The minutes of the May 2009 meeting were unanimously approved.

**ADMINISTRATION REPORT:** Lisa Howell, Director of Personnel, was introduced to the rep council. She reported a smooth opening for the school year.

**PTO REPORT:** Mrs.Patty Kilroy, PTO Council co-president, was unable to attend.

**OFFICERS' REPORTS:****PRESIDENT**

Becky Thomas outlined her responsibilities and reported that she has met with Instructional and Administrative Council, as well as new teachers. She toured the buildings before opening day. She discussed the responsibilities of Building Representatives. She then introduced Jim Sweeney and John Morris who gave a presentation on *Imagine Shaker*.

**VICE-PRESIDENT**

Dollye Finney She will be meeting with PTO Council throughout the school year. She encourages members to donate to the PTO's annual fund. Contributions may be made by check to the Shaker Heights PTO Council.

**SECRETARY**

Matt Zucca explained the attendance procedure and distributed information packets to building reps. He met with Donna Brittain over the summer to discuss files and secretarial duties.

**TREASURER**

Bill Scanlon discussed duties of the Treasurer. He discussed the current financial report and the 2009-2010 budget. He plans to meet with the Finance Committee in the beginning part of October.

## **EXECUTIVE BOARD REPORTS**

### **PROFESSIONAL RIGHTS AND RESPONSIBILITIES**

Gary Raymont discussed the Administration's requirement to comply with FMLA documentation. He stated that if anyone has any questions about filling out the paper work they should contact him. He stressed the importance of understanding "Personal Leave".

### **PUBLIC RELATIONS**

Debbie Ashbaugh gave a brief overview of the responsibilities of her committee. She displayed the ad that will appear in *The Shakerite* and the *Shaker Life Magazine*.

### **PUBLICATIONS**

John Morris reported on his function as newsletter editor. He discussed the development of the Association's web site, due to be up and running by the New Year. He welcomes input from all members. He requested that articles be submitted to him by midnight of the Wednesday following rep council meetings at [morris\\_j@shaker.org](mailto:morris_j@shaker.org).

### **SOCIAL**

Darlene Garrison discussed a social event planned for November.

### **TEACHER EDUCATION**

Steve Smith discussed his responsibilities. He stated that he will be attending the new teachers' mentoring meeting later this month.

### **SALARY/TENURE**

Becky Thomas reported that papers have been filled stating the Association intention to negotiate with the administration. The negotiating team has been made and will be meeting by the end of the month.

### **LEGAL AID**

Mike Sears was unable to attend. Becky Thomas stated that Mike had no report.

### **LEGISLATIVE COMMITTEE**

Andi Glickman writes about legislative issues in the newsletter. She was unable to attend the meeting.

### **POLICY**

Dave Klapholz explained his role as committee chair. Members who need a copy of the Constitution and By-Laws may contact him.

### **MEMBERSHIP AND ELECTIONS**

Stacy Elgart discussed the membership drive. She outlined the procedure for paying Association dues. Members who wish to switch from payroll deduction to making payment by check must submit a written request to Karyl Getson at the Administration

Building in order to change their method of payment. She discussed the need for new alternate representatives for Woodbury, Middle School, and High School due to change in positions and association status.

### **BUILDING REPORTS**

The following reps asked questions, expressed concerns, or made statements on behalf of the membership in their buildings:

High School has had a smooth start. There are some concerns about the “Walk Through Training” that are being addressed by the administration at the High School.

Boulevard has had a smooth opening of the school year.

Onaway expressed concern with the computers and the inability to view the Presidential address to the nation’s students.

### **OLD BUSINESS**

None.

### **NEW BUSINESS**

None.

### **FOR THE GOOD OF THE ORDER**

Becky thanked the Woodbury representatives for hosting our meeting.

The meeting was adjourned at 5:45 p.m.

THE NEXT MEETING WILL BE HELD ON MONDAY, OCTOBER 12, 2009 AT FERNWAY SCHOOL.

*Respectfully submitted,*  
Matt Zucca, secretary

## New Ideas, New Energy, Same (High) Expectations

*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.*

One of the most exciting elements of Barack Obama's visit this summer was the energy that the President brought with him. The ideal that everyone can make an individual difference and have their voices honored was infectious. Now struggling with health care reform and a sluggish economy, President Obama is putting this idealism to the test. As a school district, we are challenged to do the same. With new initiatives such as the International Baccalaureate Program promising to broaden our curriculum and Imagine Shaker's goal to give voice to our faculty, staff and community's perspectives on strengthening the district, our own challenges are at hand.

Just like the President, we face uphill battles. The economy is struggling. Concerns about the rising costs of health care are ever present. A virus is threatening the health of our students and ourselves, as well as the way we may have to deliver our content if outbreaks occur. Just like Obama, we need to persist and follow through on our initiatives and our ideals in order to maintain our integrity.

We need to maintain the highest expectations for ourselves and our administration. Transparency in our dealings with one another, our administrators and our community are a necessity. Likewise, we must demand this transparency for ourselves. One of the most impressive elements of President Obama's efforts with health care reform has been the honesty with which he has addressed the country's concerns as these reforms are introduced. We will look for the same honesty in the administration's communication with teachers and staff as we implement new programs and policies, discuss adequate teacher compensation and negotiate a new contract. This honesty is necessary in achieving these larger goals as well as informing everyday instances in which we rely on one another to make Shaker the best school district it can be.

I welcome your voices in the next issues of the SHTA Newsletter. As an independent Association we rely on the strength of our individual members. As editor, I encourage you to share your own viewpoints on issues that relate to our profession.

At the end of this editorial, I am attaching a schedule of submission and publication due dates. I am also attaching some suggestions for formatting letters that are submitted. Please contact me if you have further questions about the format at [morris\\_j@shaker.org](mailto:morris_j@shaker.org). I look forward to hearing more of your voices through our "letters to the editor" section. JM

## **Tentative 2009-2010 Submission and Distribution Schedule for SHTA Newsletter**

The following represents the tentative submission and distribution schedule for the SHTA Newsletter. Submissions include officer's reports as well as letters to the editor.

Wed., Sept. 16<sup>th</sup> – Submissions due

Mon., Sept. 21<sup>th</sup> – Newsletter distributed

Wed., Oct. 14<sup>th</sup> – Submissions due

Mon., Oct. 19<sup>th</sup> – Newsletter distributed

Wed., Nov. 11<sup>th</sup> – Submissions due

Mon., Nov. 16<sup>th</sup> – Newsletter distributed

*Typically, there is no December Newsletter unless there is urgent business.*

Wed., Dec. 16<sup>th</sup> – Submissions due

Mon., Dec. 21<sup>th</sup> – Newsletter distributed

Wed., Jan. 13<sup>th</sup> – Submissions due

Mon., Jan. 18<sup>th</sup> – Newsletter distributed

Wed., Feb 10<sup>th</sup> – Submissions due

Mon., Feb. 15<sup>th</sup> – Newsletter distributed

Wed., March 11<sup>th</sup> – Submissions Due

Mon., March. 16<sup>th</sup> – Newsletter distributed

Wed., April 14<sup>th</sup> – Submissions Due

Mon., April 19<sup>th</sup> – Newsletter distributed

Wed., May 12<sup>th</sup> – Submissions Due

Mon., May. 17<sup>th</sup> – Newsletter distributed



## Submission Requirements

1. Letters to the editor are to be no longer than 500 words in length.
2. They need to include the signature of the author (to be published alongside the letter).
3. The author of the letter will be responsible for the spelling and grammar in the letter. The letters will not be edited after they are submitted.
4. The language and subject matter needs to be appropriate to a public document that represents our Association. The editorial board reserves the right to refuse publication of letters we deem inappropriate. We will ask the author to revise and resubmit.
5. Any letters to the editor not submitted on time will not be published in the newsletter.
6. Type all entries in Microsoft Word.
7. Type in "Times New Roman" size 10-12 font.
8. No headers or footers.
9. Do not worry about titles, unless you would like one for your letter to the editor.
10. One space between each sentence, instead of two.
11. Indent paragraphs with "tab" key only once.
12. No spaces between paragraphs.
13. Write lists in sentence form with commas in between items.
14. Spell check and grammar check (please). Please double-check the spelling of names as well.

15. Email submission as a file attachment, not typed in the text of the email. Please email me if you need help with this.

Following these suggestions will allow me to edit your submission most efficiently. I appreciate your effort in following them. JM

### **Important Dates**

**Wed. Sept. 23**

- New Teacher/Mentor Meeting – Officers, PR&R Chair, and Teacher Education Chair

**Mon. Sept. 28**

- Yom Kippur (Schools Closed)

**Mon. Oct. 5**

- Executive Board at Woodbury

**Mon. Oct. 12**

- Representative Council at Fernway

**Mon. Nov. 2**

- Executive Board at Woodbury

**Tues. Nov. 3**

- Election Day/Professional Day (No classes for students)

**Mon. Nov. 9**

- Representative Council at Boulevard

**Fri. Nov. 13**

- Conference Day, K-12

**Mon. Nov. 16**

- Conference Day, K-8

**Wed. Nov. 25**

- Thanksgiving Recess Begins

**Mon. Nov. 30**

- Classes Resume

Yes!  
I (we) want to support  
Shaker Heights PTO Council  
by making a contribution.

Please make check payable to Shaker Height PTO Council

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