

# SHTA *news*

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No. 7 • 19 April 2010

## Message From the President

The Night for the Red and White was a wonderful event. I was honored to represent the Association. I also enjoyed the opportunity to meet with many of you at the building meetings to discuss the Levy. Thank you for your generous support of the SHTA Levy Fund. Please continue to send your contributions to Bill Scanlon and volunteer to participate in other Levy activities.

Over spring break I met with the company that is developing our web site. At the April meeting of Representative Council, I showed the design and content. Your representatives made some suggestions which are being incorporated into the site. Our plan is to go live with the site in May. Watch your email!

My word for this month is proactive. As a member of the SHTA, each of you should be aware of the issues that directly relate to you. Let me give you a few examples.

1. Tenure—If you are a nontenured teacher, you need to know your own requirements and schedule. One teacher made sure that her coursework schedule would make her eligible for tenure this year. In August 2009 she contacted the personnel department via email and received a written reply with the expectations. In January 2010 she reviewed her timeline with the personnel department and verified that she was on track. In March, she made sure that her transcripts and letters had reached the personnel department. At the April meeting of the Board of Education, she received tenure. Congratulations!
2. Absences #1—Available sick leave and personal days are listed on your paycheck/direct deposit notice. Remember, your check reflects a pay period that is about two weeks prior to the check. You should check this information and verify the accuracy. If you have questions, contact the personnel department. Knowing how many days are available to you will help you avoid running out of days (and, perhaps, using more days than you have).
3. Absences #2—Despite many admonitions, member still volunteer too much information regarding absences. Read the contract and be sure the reason for your absence is listed there. If you have questions, please contact me at extension 6033 or Gary Raymont at 4259. We are available to advise you.

Election Day, May 4, is only two weeks away. I encourage each of you to vote on the issues in your community. If you are a Shaker resident, please be sure to participate in the process.

I hope to see many of you at the SHTA Social on April 23. Even if you do not bowl, please join us at Maple Heights Lanes for refreshments and fun.

*Respectfully submitted,  
Rebecca Thomas, president*

## Reports from the Executive Board

### VICE PRESIDENT'S REPORT

I hope that you enjoyed a safe and restful spring vacation. This month I have a very brief report.

The Night for The Red and White was held on March 13, 2010 at Landerhaven and it was a great success with 750 tickets sold. There were 20 sponsors and advertising sales were brisk. All of the items in the Silent Auction were sold and as always thank you so much for your contributions in making this evening a great success.

Thank you for your applications to the PTO for grants; the recipients will be selected later this month. The current PTO Co-Presidents Patty Kilroy and Eileen Mc Keon have been a pleasure to work with this school year and the new PTO slate has been proposed. We are pleased to welcome the Co-Presidents Stacey Reed and Karen Slovikovski for the 2010-2011 school year.

Please remind your fellowship recipients to submit receipts for reimbursement for professional development activities.

Have a happy April!

*Respectfully submitted,  
Dollye Finney, vice president*

### PROFESSIONAL RIGHTS AND RESPONSIBILITIES

Just a reminder about personal days you obtain every year. You receive 3 of them a year and if you do not use them, then they are transferred into sick days in July. You can find the balance of your personal day allotment on your pay stub. Remember personal days are personal. You may use them anytime of the year. You can schedule your personal days on AESOP. If you need to use a personal day before or after a non-working day (holiday), a form must be submitted to your principal. After your principal signs off on this form it is then submitted to the personnel department. Each of these cases is handled on an individual basis pertaining to the situation. Some are approved and some are not. This is the only time you need to explain why you need these days. You may be docked pay if you submit a personal day on AESOP and you have no more days left. Please call me if you have any questions.

As of May 1, 2010 we will have a new carrier dealing with our prescription drug benefit. We will no longer use NextRx as our company. Express Scripts will be handling all of the districts prescription claims. Everyone recieved this information from Bryan Christman, School Treasurer in an email. Please review this email very carefully. According to Mr. Christman, we will be receiving new cards prior to this date. He also stated that we will have the same coverage as before with NextRx.

**Existing NextRx Home Delivery Prescriptions:**

- Existing home delivery prescriptions with refills remaining will be automatically transferred to Express Scripts.
- Beginning May 4, 2010, you may call Express Scripts to order a refill of a prescription that was transferred to Express Scripts.
- Be sure to check the label of your current home delivery medication from NextRx. If no refills remain or the prescription has expired, you will need to obtain a new prescription from your physician to send to Express Scripts.
- If you are currently taking a generic medication, there could be a change in drug appearance, as Express Scripts may use a different manufacturer.
- If you are currently taking a brand name medication, and a DAW 1 (Dispense As Written-Dr. Requires Brand) or DAW 2 (Dispense As Written-Patient Requires Brand) is ***not*** on the prescription order, your refill may be substituted with a generic. ***In accordance with Express Scripts standard operating practice, all future mail order prescriptions will be filled with generic equivalents unless the prescription has either of the DAW designations.***

*Respectfully submitted,  
Gary Raymond, chairperson*

**SALARY TENURE COMMITTEE**

The survey for negotiations is being prepared. Please email me (Thomas\_R at Shaker.org) with any areas that you would like to have included.

*Respectfully submitted,  
Rebecca Thomas, chairperson*

**TREASURER'S REPORT**

The Investments Committee (Darcel Arrington, Todd Keitlen, Matt Zucca, Dollye Finney, and myself) is meeting this month with our financial advisor from Edward Jones to discuss our investments.

I am still working with our accountant from Edward C. Hawkins & Co., Ltd. to finalize our audit of last year's books and to complete our Form 990 tax filing for last fiscal year (2008-09).

I opened a new account with Key Bank titled S.H.T.A. Levy Fund. I have been collecting the money sent to me and depositing it in this new account. Members have contributed over \$3000 so far and the checks are still coming in. I sent \$2110 to the Committee for Shaker Schools and will be sending the remainder of the contributions before the end of April. This impressive sum shows the community that our Association is a sincere supporter of the schools.

I presented a partial budget for the 2010-2011 fiscal year to Representative Council at April's meeting. The Representatives will be voting on a full budget at the May meeting.

*Respectfully submitted,  
Bill Scanlon, treasurer*

## POLICY COMMITTEE

This month's 'Law-in-the-Limelight' is Article I of our Constitution: Name.

Did you know that we are not the "Shaker Heights Teachers Association"? Nope. We are the "Shaker Heights Teachers' Association". There is an apostrophe at the end of Teachers'. It didn't need to be this way. For example, the "National Science Teachers Association" has no apostrophe. It seems to me that our name is saying that we are not just a group of teachers, but that we *possess* an association. And the implication is that it's up to us to take care of it, and be active in the management of it.

Here is the Article in full:

The name of this organization shall be the Shaker Heights Teachers' Association, hereinafter referred to as the Association. The Association is incorporated under the laws of the State of Ohio.

*Respectfully submitted,  
David Klapholz, chairperson*

## MEMBERSHIP/ELECTIONS COMMITTEE

If you are interested in serving as a representative for your building for the 2010-2011 school year, please submit your name to your head rep by Friday, May 7<sup>th</sup>. Any member on tenure, who has been an active member for the three years immediately preceding the election, is eligible to be a building representative. We will elect building representatives and vote on the proposed budget on Monday, May 17<sup>th</sup>.

*Respectfully submitted,  
Stacy Elgart, chairperson*

## PUBLIC RELATIONS COMMITTEE

I hope everyone had a relaxing spring break. Teacher appreciation gifts have come in and will be distributed by the building representatives to all of our members the first week in May. We made a donation this past month to the Shaker Heights Girls Crew Team that enabled the Association to have naming rights to one of the crew boats. An abbreviated version of our Association name (Shaker Teachers' Assoc.) will appear on one of the girls crew boats during their upcoming season. We also placed an ad in the April edition of the Shakerite.

*Respectfully submitted,  
Debbie Ashbaugh, chairperson*

## SOCIAL COMMITTEE

The **SHTA Spring Bowling Happy Hour... Friday, April 23 at 4:30.** We will see you in Maple Heights at the Maple Heights Bowling Lanes on Libby Road. Be sure to tell your building head rep. that you will be a part of your school's team. Let's see which school in Shaker has the best bowlers!!!!

**SHTA and Shaker Heights City School District Spring Recognition Tea** will be held on **Thursday, May 27<sup>th</sup> at 3:45.** The location for this special event is Shaker Heights High School's upper cafeteria. Please join us as we celebrate with our colleagues and give thanks for their dedication to our children.

*Respectfully submitted,  
Darlene Garrison, chairperson*

## SECRETARY'S REPORT

### MINUTES FOR THE REPRESENTATIVE COUNCIL MEETING

April 12, 2010  
Lomond School

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

Sue Alig, principal, welcomed the SHTA representative council to Lomond School.

The minutes of the March meeting were approved.

**ADMINISTRATION REPORT:** Lisa Howell reported that she is working on tenure evaluations.

**PTO REPORT:** Mrs. Patty Kilroy thanked those who submitted grant proposals to the Council. She asked for feedback from the association about the district directory.

### **OFFICERS' REPORTS:**

#### **PRESIDENT**

Dr. Thomas reported that she attended the Night for the Red and White. She attended the March meeting of the Board of Education and will attend this month's meeting. She attended many of the building Levy meetings. She has decided to extend the dollars for donuts fund raiser. She continues to work on the association's web site. She has handled some personnel issues.

#### **VICE-PRESIDENT**

Dollye Finney said that 750 tickets were sold for the Night for the Red and White. All donated items were sold. She asked members to turn in receipts for SHTA fellowship awards. She may be changing the grant process for next year.

**SECRETARY**

Matt Zucca took attendance for the meeting.

**TREASURER**

Bill Scanlon discussed the current financial report. He reported that a separate account was set up for the donation from association members for the levy fund. He discussed the proposed for next year. He will be meeting with the investment committee at the end of the month.

**EXECUTIVE BOARD REPORTS****PUBLICITY**

Debbie Ashbaugh reported that she has purchased and will be purchasing ads in *The Shakerite*. She announced the donation to the women's crew team has been made. She disbursed the SHTA's gifts for Teacher Appreciation Week.

**PUBLICATIONS**

John Morris reminded members of the Wednesday midnight newsletter deadline. Submissions should be made to him at [morris\\_j@shaker.org](mailto:morris_j@shaker.org).

**SALARY/TENURE**

Dr. Thomas stated negotiation surveys will be forthcoming.

**SOCIAL**

Darlene Garrison encouraged reps to encourage members to attend the spring social event. She stated that the District Employee Recognition Reception will be held at the Shaker Heights High School Cafeteria on Thursday, May 27.

**TEACHER EDUCATION**

Steve Smith is sending congratulatory letters to the newly tenured teachers.

**LEGAL AID**

Mike Sears had no report.

**LEGISLATIVE**

Andi Glickman was unable to attend.

**POLICY**

Dave Klapholz had no report.

**MEMBERSHIP AND ELECTIONS**

Stacy Elgart announced that the association will hold its election on Monday, May 17. She also reported that the membership is up to 426 members.

### PROFESSIONAL RIGHTS AND RESPONSIBILITIES

Gary Raymont again reminded members to carefully read all e-mails sent from the administration. He also reminded members that personal days are personal and only the appropriate information needs to be provided.

### BUILDING REPORTS

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

High School has unresolved issues with window shades and the use of projector technology.

### OLD BUSINESS

Cari Flox and Paul Repasy reported on their findings on how other associations provide release time for presidents.

### NEW BUSINESS

None.

### FOR THE GOOD OF THE ORDER

Becky Thomas thanked Lomond staff members for hosting our meeting.

The meeting was adjourned at 5:30 p.m.

THE NEXT MEETING WILL BE HELD ON MONDAY, MAY 10, 2010 AT ONAWAY SCHOOL.

*Respectfully submitted,  
Matthew Zucca, secretary*

## Editorial: Enemies of Acedia

*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.*

Near the top of my lengthy personal summer reading list is Kathleen Norris' latest book "Acedia and Me" about the author's personal struggles with the now antiquated term "acedia", a spiritual malady characterized by "profound indifference and inability to care about things that matter, even to the extent that you no longer care that you can't care." For a closer look at Norris' book, check out "Struggling with a Bad Thought" her article for [cnn.com](http://cnn.com)

(<http://www.cnn.com/2010/LIVING/personal/04/06/got.acedia.spiritual.morphine/index.html?iref=allsearch>). What struck me after reading her article was that, as teachers, one of our primary goals is to be enemies of acedia, within ourselves and within our students.

Norris describes her discussions with others about the term that 4<sup>th</sup> century monastics coined as “either extreme lethargy or hyperactivity” rampant in our society.

They raised questions about addictions to the Internet and "virtual reality," about fractured families who are so hyper-scheduled that they no longer spend much time together, about the dissonance of living in a society that is the wealthiest in history but whose citizens remain dissatisfied, gobbling up drugs for anxiety, depression and sleep disorders at an alarming rate.

In hard economic times, we can lose faith in ourselves and others, and acedia offers a false sense of complacency and security. We can care about celebrities or online "friends" more than our neighbors; we can treat rampant homelessness as just "the way things are," and that relieves us from having to do anything about it.

As I read Norris' describing the acedia as part of the human condition with no antidote other than “to recognize and resist when it strikes,” I realized that this is one of our greatest tasks as teachers today.

By our very careers as educators, we are taking a stand against acedia. We are going beyond normal means to instruct children to take a productive role in society in order to become scientists and business people, doctors and teachers, artists and thinkers. We are challenging them to see beyond themselves and imagine how they can positively impact the world.

It becomes easy as a teacher to fall victim to acedia. Instead of seeing our more significant role, we become bogged down by paperwork and phone calls, meetings and deadlines. It's easy to become “numb” to the bigger picture and lose our inspiration.

Our students face an even more daunting challenge. With cell phones and computers, texting and twittering, facebook and “reality” television, their sense of what matters and what doesn't can easily become dangerously confused. It is our job to help them understand that what matters is getting beyond the surface and discovering within themselves how they can make a positive difference within the world.

Acedia will never go away. In fact, its societal symptoms are probably getting worse. However, we can and should continue to fight it for ourselves and encourage that fight within our students. If we don't become the enemies of acedia, today's teachers and students could easily become its biggest victims. JM



**Important Dates**

<b>Monday, April 12</b>	Representative Council—Lomond
<b>Tuesday, April 13</b>	Board of Education Meeting--Lomond
<b>Friday, April 23</b>	SHTA Spring Social at Maple Heights Lanes 15809 Libby Road; Maple Heights, Ohio
<b>Monday, May 3</b>	Executive Board—Woodbury
<b>Tuesday, May 4</b>	Election Day
<b>Monday, May 10</b>	Representative Council—Onaway
<b>Tuesday, May 11</b>	Board of Education Meeting—Administration Building
<b>Thursday, May 27</b>	District Recognition Reception High School Cafeteria 3:45 p.m. (program begins around 4:15)
<b>Monday, May 31</b>	Memorial Day—No School
<b>Thursday, June 10</b>	Last Day of School for students
<b>Friday, June 11</b>	Close of School/Clerical Day