

SHTA *news*

No. 5 • 22 January 2011

Message From the President

The newspapers and television news have been filled with the attacks on public sector employees and our rights as proposed in SB 5. You received email information from John Morris and from me last week. This legislation has the potential to radically change your future. If you have not read what John wrote, please read his editorial which is reprinted here and get involved in activities to stop this legislation.

As an independent Association, we each have a responsibility to act. I am proud that two of our members—John Morris and Mike Sears—attended the hearings in Columbus in opposition to this bill. They requested SHTA professional days, which I gladly approved. Other teachers have asked about creating a committee to organize our efforts. I have asked Dave Klapholz to review the By-Laws which place limitations on our political activities. I have also contacted colleagues to work on an independent political action committee. You will receive more information in the near future.

It is challenging to go on with “business as usual” with the damaging potential of SB 5 looming over us. Our negotiating team will continue to work on reaching an agreement with the Board of Education. Please read more in the Salary-Tenure report.

The February meeting of the Board of Education was innovative and thought-provoking. The “business” portion of the meeting was abbreviated so the Board could dialogue about issues. After brainstorming a list of potential topics, the board reviewed the topics and added comments. Included on the list for discussion were communication, collaborations, lobbying, technology, finance, testing, marketing, and more. I was particularly interested in the Board’s discussion about communication and marketing the schools to residents. There was talk of attending community meetings, including the League of Women Voters as well as church and political forums.

Why did I find this interesting? Because no one mentioned the important role of teachers in communicating with residents! Nor did they mention the importance of the communication that the teachers receive from the Board of Education and their emissaries. Stacy Elgart, Chairperson of Membership and Elections, researched that nearly 30% of our members are residents of Shaker. They talk to their neighbors and friends. They participate in community activities. They represent the schools. And even if a teacher does not live in Shaker, teachers influence every student in Shaker Heights. We communicate with their parents/guardians. Many of us shop here and eat in local restaurants. We are a powerful force in the community’s perception of the schools and what we communicate is a reflection of the messages we receive from the Board and the Administration.

One of the things I have always been proud of is the level of professionalism exhibited by Shaker teachers. Look at the International Baccalaureate—where would this program be without our efforts? Many teachers have given up nights and weekends (without pay) to travel to training sessions. We are writing the planners, gathering the materials, implementing the programs of inquiry, and instructing our students in the diverse topics that will help them develop as global citizens. We do this because we are professionals and we see the value of this rigorous curriculum.

Our professionalism is evident in our willingness to regularly go beyond our contract responsibilities. We attend evening activities. We initiate conferences before and after the school day in order to best meet the needs of our students and their families. We make phone calls at lunch or on our “planning” time. Many of us do not charge the district mileage for attending meetings that require local travel. We take time away from our own families as we extend ourselves for our students and their families—and even for the district.

The next time the leaders of our school district talk about the important issues facing the Shaker schools, I hope they remember that their work force is one of their most important and visible assets.

*Respectfully submitted,
Rebecca Thomas, president*

Another note from the President:

At my request a committee of SHTA members met to establish a fund in memory of William J. Scherer. I want to thank Heather Pincoe for leading this group which included Darlene Garrison, Mike Kobilis (all from Woodbury), and Susan Mears (Onaway). Here is the information about the fund:

Teachers and friends of William J. Scherer, former president of the Shaker Heights Teachers' Association, have established "The William J. Scherer Fund" at the Shaker Schools Foundation. The fund will be used primarily at Woodbury School to purchase a permanent memorial (sculpture, arbor, plantings) to commemorate Mr. Scherer and his contributions to our district.

Send your contributions to the Shaker Schools Foundation with a notation in the memo box for the William J. Scherer fund. Contributions are tax deductible and you will receive an acknowledgement from the Foundation. The address for the Foundation is 15600 Parkland Blvd.; Shaker Heights, Ohio 44120—which is the Administration Building. You could also send your donation through school mail. If you have questions, please email Heather Pincoe, Mike Kobilis, Darlene Garrison, or Susan Mears.

Reports from the Executive Board

VICE PRESIDENT'S REPORT

The Night for the Red and White is fast approaching and a number of you have committed contributions to the Silent Auction. Thank you so much for your support. I hope that you are considering sharing this evening with other supporters of the Shaker Heights City Schools for *A Night for the Red & White* which will be held on Saturday, March 12, 2011, 7:00

p.m., at Landerhaven in Mayfield Heights. The Committee is again offering a special staff ticket price of \$90.00 per person. If you have additional questions or concerns please contact me at 4916.

The SHTA Teacher Fellowships recipients are still encouraged to submit receipt documentation to collect reimbursement. This money can be used to enhance your professional development. I look forward to hearing from the Fellows.

I continue to enjoy working with the SHTA leadership and membership. I am continually impressed by your accomplishments, as so many of our constituents pursued graduate and postgraduate course work as reflected in the tuition reimbursement statistics. Congratulations!

*Respectfully submitted,
Dollye Finney, vice president*

TREASURER'S REPORT

I met with our accountants, Edward C. Hawkins & Co., Ltd., in January to finalize the audit of our 2008-09 financial records, to discuss the compilation of our 2009-10 financial records, and to sign paperwork for our taxes (form 990). Our accountants do a wonderful job taking care of us and keeping us legally recognized by the state as a professional organization. They have also been very good about keeping our Association's costs down.

I hope to see most of you at the memorial service for Bill Scherer on February 26th.

*Respectfully submitted,
Bill Scanlon, Treasurer*

PROFESSIONAL RIGHTS AND RESPONSIBILITIES

John Morris and I went to Columbus on Thursday, February 17 to attend hearings about Senate Bill 5. The most damaging part of this proposal is that it would take away our right to collective bargaining, which would be a disaster. Without a labor contract mutually agreed upon by both the SHTA and the Shaker Heights Board of Education, the nature of our profession would change drastically for the worse. The Board would have the authority to lay off teachers at any time for any reason. Experienced teachers who make the highest salaries would likely be the first ones laid off in order to save money, regardless of past evaluations. The Board would select our health insurance plan for us, and we would have to pay a minimum of 20 % of the premium. We currently pay 8 %. Currently, we pay 10 % of our salary into STRS and the Board pays an additional 14 %. Under SB 5, we would have to pay a full 24 % of our salary into STRS. Even if the Board agreed to pay us our current salaries, we would lose 26 % of our take home salary if SB 5 passes. I do not want to give the impression that I am engaging in fear mongering here. This is the reality, and there is a 50-50 chance this bill could pass. The state senate currently has 23 Republicans and 10 Democrats, which means we need to convince 7 Republicans to vote against this bill. Please refer to the e-mails from Becky Thomas and John Morris for more information about how you can take action to stop this legislation.

*Respectfully submitted,
Mike Sears, chairperson*

SALARY TENURE COMMITTEE

Last week I received a question about negotiations. I give regular updates at Representative Council meetings and in the Newsletter; these reports are required to be general. Remember, our contract dictates that “Negotiations are closed and shall be in executive session.” This limits the amount of information that can be shared until the process is complete.

The limitations of the contract present a dilemma. With no information to share, what happens? RUMORS--like layoffs, givebacks, increased premium share, no supplemental and more. It is unfortunate that people feel the need to make things up and gossip—often upsetting their colleagues.

The process is moving more slowly than I would like, in part because of the challenge of arranging common schedules for so many people. We even met on the afternoon of the snow day (Feb. 2) to keep the process moving! Our next meeting with the BOE team is not until Feb. 23; however our team is meeting Feb. 16 to discuss counterproposals. We had a financial meeting with our attorney, Susannah Muskovitz, and our financial advisor, Lowell Davis, on February 7. We are being both diligent and deliberate in our efforts to best represent your interests.

And, as I said in the President’s Message, we will continue to negotiate even as the proposals from SB 5 are being discussed in Columbus.

*Respectfully submitted,
Rebecca Thomas, chairperson*

LEGISLATIVE COMMITTEE

Rise Up!

Of course, all of us are reeling about the proposed measures in Ohio Senate Bill 5. Thanks to colleagues, e-mails have been circulating, and I hope that everyone reading this is already informed on the many career changing proposals included in this bill. I would refer you to John Morris’ editorial piece for an outline of the measures most significant to teachers. In a desire to refrain from being redundant, I would like to raise a few unmentioned facts that might fuel your course of action. I would also like to ask your patience as I not only provide some facts, but also, some personal opinions.

*Jeffrey H. Keefe posted a paper in the Economic Policy Institute’s February 10th edition, in which he writes the notion that Ohio’s public employees are overpaid. Keefe states:

Ohio public employees annually earn 6% less than comparable private sector employees and 3.5% less on an hourly basis than comparable private sector employees. These comparisons account for important factors that affect earnings, the most important of which is level of education. Because occupations in the public sector require much higher levels of education, Ohio public sector workers, on average, are more highly educated than private sector workers; 49% of full-time public sector workers in the state hold at least a bachelor’s degree, compared with 26% of full-time private sector workers. Ohio state and local governments pay college-educated employees 25% less in annual total compensation, on average, than private employers. (<http://www.epi.org/publications/entry/bp296/>)

Either the current administration is not informed on such important data, or they are simply choosing to ignore it. Governor Kasich has stated repeatedly, both during his campaign and since, that he will put the public sector in line with the private sector. Given the data, that is clearly not his real intention.

*Senate Bill 5 is currently endorsed by the Ohio Chamber of commerce (<http://www.ohiochamber.com>). I would strongly suggest that teachers take the argument to the Ohio Chamber of Commerce and its membership as well.

*Think you're safe on your continuing contract and might be grandfathered in? SB 5 would **limit the term of current contracts to five years**, and mandate that there be no new continuing contracts, thus making all future contracts one year in duration.

*Think that Shaker will maintain enough fiscal autonomy to keep its salary scale in place? SB 5 would eliminate the single salary scale, would drastically limit employer contributions to STRS/SERS, and would require that you pay a minimum of 20% of your healthcare coverage. Shaker or not, you'd see a big change in your paycheck!

*Only three States currently prohibit outright the practice of collective bargaining: North Carolina, Texas and Virginia. This year, North Carolina will face one of the country's largest deficits, topping in at a projected \$3.2 billion, or 16 % of its total operating budget (www.wral.com). Texas currently has a \$25 billion deficit, which is larger proportionately than that of California (www.dallasnews.com). Finally, Virginia is expecting a \$1.2 billion deficit over the course of the next two years (www.thecommonwealthinstitute.org). Apparently, an absence of collective bargaining has done little to help these struggling States, whose deficits are as bad as those faced here in Ohio.

Not only is Senate Bill 5 completely detrimental to our jobs as we know them, but is clearly a rash move that is not based on solid facts. It appears that government is looking for a scapegoat for its economic woes, so instead of turning its eyes to the private sector whose disastrous blunders have devastated the economy, it seeks to punish those it can control. A passage of this bill would rob lifelong educators of job security, thus threatening our children with the loss of their most educated, experienced teachers. Basing the education of our children on a healthy bottom line is a tragedy.

I implore you to take action. We teachers have long stood aside, turned the other cheek, and allowed ourselves to be demeaned and critiqued by uninformed politicians and members of the media. This is for real, and this is not the time to wait it out or hope for the best.

*Respectfully submitted,
Anna Hruby chairperson*

PUBLIC RELATIONS COMMITTEE

This past month I have been working on the details for the Association's teacher appreciation week gift. In addition we made donations to the Shaker Middle School Scholars program and to the Shaker After Prom committee.

*Respectfully submitted,
Debbie Ashbaugh, chairperson*

MEMBERSHIP/ELECTIONS COMMITTEE

I thought it interesting to note that 120 of the association's 415 members support our schools by maintaining residency in Shaker Heights! Thank You!

*Respectfully submitted,
Stacy Elgart, chairperson*

POLICY COMMITTEE

In acknowledgment of the upcoming election of our Officers, this month's 'Law-in-the-Limelight' looks at Articles VI (Officers) and IX (Elections and Terms of Office) of our Constitution.

We have four officers, and they serve 2-year terms. To be eligible a person must:

- be a member of SHTA for 3 years
- be tenured
- have their petition signed by 5% of the members.

Here are the Articles in full:

ARTICLE VI OFFICERS

- A. The officers of the Association shall be a president, a vice-president, a secretary and a treasurer.
- B. Any member on tenure who has been a member for the three years immediately preceding the election shall be eligible to be an officer of the Association.

ARTICLE IX ELECTIONS AND TERMS OF OFFICE

- A. Nominations for elected offices shall be open by petition from any member signed by at least five percent of the membership.
- B. Nominations for Building Representatives shall be open from the floor of the building meeting, prior to a ballot being taken.
- C. All ballots shall be secret.
- D. Election to office shall be by a majority of votes cast. Election to Building Representative shall be by a majority of votes cast by members.
- E. The term of office for officers of the Association shall be two years and of Building Representatives shall be one year from July 1st until June 30th of the following calendar year. (Amended in fall of 2005)

*Respectfully submitted,
David Klapholz, chairperson*

LOCAL PROFESSIONAL DEVELOPMENT COMMITTEE

Dear Colleagues,

A warm welcome to the first Local Professional Development Committee Update and a sincere thanks to Dr. Thomas for allowing us the space in the SHTA Newsletter! The current teacher members of the LPDC (see below) intend to use this space to regularly communicate with you about issues relating to licensure renewal, to provide you with useful information that will make renewing your license as straightforward as possible. We hope that you find the information helpful! To that end, we welcome any and all feedback you may have. Simply email us at the addresses provided below.

We have two important pieces of information we'd like to share with you this month:

1) Shaker educators must work through the Shaker LPDC to renew their licenses.

In 1996, the Ohio General Assembly mandated every school district to establish an LPDC by September 1998 (Ohio Revised Code 3319.22). Since the passage of this law, Ohio educators have been required to work through their respective LPDC to renew their licenses (the exception being educators working under 2-year provisional licenses). The law requires educators to create Individual Professional Development Plans and submit proposed professional development activities, including coursework, for the LPDC to review. The purpose of the committee is to determine if the requirements for licensure renewal have been met.

2) If your license expires in June 2011, the time to act is now!

While it is part of your professional responsibility to renew your license in a timely manner, part of our mission is to help make your transition to a new license as smooth as possible. A list of the current LPDC representatives is listed below. If you have yet to complete the steps to renew your license or simply have questions regarding the process, please contact your representative to see how you can ensure a timely renewal of your license. You may also contact Gena Cerasuolo in the Personnel Office at 216.295.4339 or Cerasuolo_g@shaker.org.

School	LPDC Representative	Email
Boulevard	Dorothy Grim	Grim_d@shaker.org
Fernway/Onaway	Penny Flynn	Flynn_p@shaker.org
Lomond/Mercer	Neal Robinson	Robinson_n@shaker.org
Woodbury	Eileen Sweeney	Sweeney_e@shaker.org
Middle School	Elizabeth Strickler	Strickler_e@shaker.org
High School	John O'Verko	O'Verko_j@shaker.org
High School	Robin Taylor	Taylor_r@shaker.org

*Respectfully submitted,
Your LPDC*

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

February 14, 2011

Shaker Heights High School

The President, Becky Thomas, called the meeting to order at 4:25 p.m.

Michael Griffith, principal of Shaker Heights High School, welcomed the SHTA representative council.

The minutes of the December meeting were unanimously approved.

ADMINISTRATION REPORT: Lisa Howell had no report.

PTO REPORT: There was no representative from the PTO to give a report.

OFFICERS' REPORTS:**PRESIDENT**

Becky Thomas thanked the Association members who are working on the memorial fund for former SHTA president and Woodbury teacher Bill Scherer. She praised building administrators who are willing to work with union reps to solve problems. She reminded building reps to make themselves available to members who are going through the spring evaluation and tenure process. Dr. Thomas stressed the importance that teachers need to know what Senate Bill 5 says and the influence it will have on the future development of education in Ohio.

VICE-PRESIDENT

Dollye Finney reported that the SHTA's donation to the silent auction for "A Night for the Red and White" is a gift certificate to the *Kalahari Waterpark Resort*. She reminded the members that the PTO council is still accepting donations for their annual fund. Members who have won a fellowship grant need to turn in receipts in order to receive their funds.

SECRETARY

Matt Zucca conducted the drawing for the SHTA's *A Night for the Red and White*. The Three winners were Addie Tobey and Ellen Roberts from the Middle School and Sarah Davis of the High School. The drawing earned over \$500, which will be used to defray the cost of our silent auction donation.

TREASURER

Bill Scanlon discussed our current financial status.

EXECUTIVE BOARD REPORTS**TEACHER EDUCATION**

Steve Smith is working on spring evaluations and tenure.

LEGAL AID

Chante Thomas-Taylor had no report.

LEGISLATIVE

Anna Hruby was unable to attend the meeting. Her report will appear in the Newsletter.

POLICY

Dave Klapholz had no report.

MEMBERSHIP AND ELECTIONS

Stacy Elgart reported that almost 30% of our members are Shaker residents.

PROFESSIONAL RIGHTS AND RESPONSIBILITIES

Mike Sears urged members to educate themselves about the ramifications of Senate Bill 5.

PUBLIC RELATIONS

Debbie Ashbaugh reported that she made a donation to the Shaker After Prom Committee.

PUBLICATIONS

John Morris asked that items for the February newsletter be received by midnight the Wednesday after the Rep. Council meeting. They should be submitted to him through email at morris_j@shaker.org. John also wanted to stress the importance that members know how the passage of Senate Bill 5 will impact teachers.

SALARY/TENURE

Becky Thomas discussed her report during Executive Session.

SOCIAL

Darlene Garrison stated she is working on the spring recognition reception and a spring social event.

BUILDING REPORTS

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

Mercer has concerns about communication challenges the staff has with the building administrator. They voiced a concern about strong language from the administrator in a recent e-mail communication to the staff.

Woodbury reported there were some facility concerns currently being addressed.

The High School has worked toward resolving parking issues. They would like to look at the finals retest procedure in order to make it more efficient.

OLD BUSINESS

None.

NEW BUSINESS

None.

At 5:05 the representative council went into executive session. It concluded at 5:15 p.m.

FOR THE GOOD OF THE ORDER

Bill Scanlon wanted to invite people to attend the pancake breakfast at the Nature Center on February 26th. Proceeds benefit the Rotary Club of Shaker Heights Third Grade Dictionary Project and the Nature Center. The breakfast will be served with the help of Youth Ending Hunger Interact.

Becky thanked the High School reps. for hosting our meeting.

The meeting was adjourned at 5:25 p.m.

THE NEXT MEETING WILL BE HELD ON MONDAY, MARCH 14, 2011 AT SHAKER MIDDLE SCHOOL.

Respectfully submitted,
Matt Zucca, secretary

Get Off the Island and Join The Fight

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.

On Thursday, Mike Sears and I went on an SHTA information gathering trip to the Columbus Statehouse to hear the positions on SB 5. We stood alongside nearly 4,000 Ohio teachers, social workers, police officers, firefighters, nurses, state troopers and public service workers to hear perspectives on both sides of the bill. The following represents my personal perspective on the information that we gathered and what we need to do now. I would like those who are motivated to try to contact their state senators **immediately**.

Shaker Heights City School District is not an island and we are not protected by its boundaries. It's time to stand up and fight. The newly proposed State Bill 5 promises to violate all of our valued collective bargaining rights as school employees and SHTA Members. Follow the news on Wisconsin's teachers if you want an example of the realities facing other teachers' unions this very minute. I know that I sent a message late last week encouraging members to contact their state senators, but I want to re-emphasize this encouragement and discuss the implications of this bill, and having John Kasich as our governor.

Cleveland Heights Teachers Union provides teacher-related impacts of the bill on their website:

- Eliminates salary schedules and step increases and replaces them with a merit pay system.
- Eliminates continuing contracts for teachers (tenure) after the bill's effective date.
- Eliminates teacher leave policies in statute and requires local school boards to determine leave time.
 - Eliminates seniority as a sole criterion for Reductions In Force (RIFs).
 - Removes healthcare from bargaining and instead permits school boards to govern healthcare benefit plans for employees.
 - Requires employees to pay at least 20% of their healthcare costs.
 - Allows public employers to hire permanent replacement workers during a strike.
- Limits bargaining for local government employees (including school districts) to issues of wages, hours and terms and conditions of employment.
- Prohibits school districts from picking up any portion of the employee's contribution to the pension system.
 - Allows a public employer in "fiscal emergency" to serve notice to terminate, modify or negotiate a collective bargaining agreement. (1)

Obviously, this is the first volley in Kasich and the Republican-controlled State Senate's efforts to destabilize public sector unions and avoid increasing taxes on the wealthiest Ohioans by breaking the backs of middle class public sector employees. During one of Kasich's victory speeches, the Governor-elect vowed to run those who stand in the way of his ideas of reform "over...with the bus" (2). It seems as if S.B. 5 is his first orchestrated attempt to throw teachers under it. The result is that Kasich is now seen by many as "launching the biggest assault on

unions” in the country, including his desire to ban strikes by teachers (3). Granted Kasich is not alone in his efforts. Governors in states such as New Jersey, Wisconsin and New York are attacking teachers and other private sector unions.

The time to fight is now. The way to start is to contact your state senator and let them know that you will not and cannot support legislators who are trying to destroy teachers’ unions through bills like S.B. 5. As I suggested previously, you can find your elected official here:

<http://hq-afl.salsalabs.com/o/4013/c/505/getLocal.jsp>

This link will help you find your state senator’s phone number and email:

<http://www.ohiosenate.gov/directory.html>

One of the strongest sentiments I read when researching this issue came from a labor activist who sees the necessity in unifying common interests among our fellow public sector employees. The author, Shamus Cook, articulates why it is so important for us to extinguish our island mentality and join in the collective fight against such destructive legislation.

Public workers cannot be spectators in this unfolding drama. They must learn to act collectively. Unions must educate their membership about the gravity of the coming assault. Anti-union attacks must be resisted while alternatives are proposed; state funding must be increased by raising taxes on the rich and the corporations. If public employee unions are busted, the rest of the labor movement will be targeted next – but it will be too weak to defend itself. (4)

Yes, we are fortunate to be a part of an independent association like the SHTA and I am extremely proud of my membership in this organization. However, we need to see ourselves as part of a larger struggle to preserve the profession and the ideals that we love. It’s time to look beyond affiliations and labels and start to look to the commonality that we share that can help our profession endure. It could prove to be a very long four years with Kasich in office and we have to continue to be vigilant and vocal as an Association. The future of our professional and personal lives has never been so at stake.

1. “Cleveland Heights Teachers Union CHTU update - February 10, 2011”
<http://oh.aft.org/CHTU/index.cfm?action=article&articleID=bcb0614d-3d49-4980-b621-1f079cd51581>
2. “Kasich lays down the law to lobbyists”
http://www.dispatchpolitics.com/live/content/local_news/stories/2010/11/05/copy/kasich-lays-down-the-law.html?adsec=politics&sid=101
3. “Strained States Turning to Laws to Curb Labor Unions”
<http://www.nytimes.com/2011/01/04/business/04labor.html>

Letter to the Editor

Dear Governor Kasich,

I am writing to ask you to withdraw your support for Senate Bill 5. This bill attacks public employees by taking away their right to collective bargaining. Collective bargaining has been an effective tool in maintaining positive relationships between labor and management in Ohio even before the current law was signed in 1984. Since 1984, binding arbitration for police and fire unions has prevented strikes and led to better trained, well-educated public safety forces.

Collective bargaining did not cause the state's current budget problems, and eliminating it will not balance the budget. Even if you cut all public employee salaries by 50 %, there would still be a budget deficit because of the loss of state income taxes paid by public employees. In addition, a pay cut like this would be bad for Ohio's economy. More retail businesses would close because customers could not afford to buy their products. Many public employees would be forced to move to a smaller home or foreclose on their mortgages. Are you prepared to work with the banks and arrange 1 % home loans to prevent this from happening?

I listened to supporters of SB 5 on Thursday portray labor negotiations as situations where unions are inflexible and demanding when it comes to salaries and benefits. Nothing could be further from the truth. In the school district where I teach, Shaker Heights City Schools, teachers agreed to pay more for health insurance premiums and prescription drugs several times in the last ten years. We agreed to a salary freeze for the 2009-2010 school years. We currently have an insurance committee made up of both teachers and administrators looking for ways the district could save money on health care costs.

Governor Voinovich had a similar budget deficit in 1992. I admired the way he handled it, as he met with leaders of constituent groups, and tried to make compromises. He even cried publicly when he had to cut state aid for women and children. He also reached a compromise with the legislature and raised taxes in December, 1992. In contrast, you and Shannon Jones are trying to pass SB 5 on a fast track without any room for compromises, and without any concern for what this bill would do to working families all across Ohio.

You won the election in November by a margin of 49-47 %. In American democracy, we have a concept called minority rights. This means that, as Governor, it is your responsibility to also look out for the needs of the citizens who may not have voted for you. When you say things like, "People will either get on the bus, or we're going to run them over with it," that doesn't sound like someone who is taking minority rights into account.

Mike Sears

Important Dates

Friday, March 4	Professional/Clerical Day for Grades K-6
Monday, March 7	SHTA Executive Board at Woodbury
Tuesday, March 8	Board of Education Meeting at Onaway
Saturday, March 12	A Night for the Red and White at Landerhaven
Monday, March 14	SHTA Representative Council at Middle School
Friday, March 18	Conference Day—No classes, K-8
Friday, March 25 4:00 p.m.	SPRING BREAK BEGINS
Monday, April 4	Classes resume
also Monday, April 4	SHTA Executive Board at Woodbury
Monday, April 11	SHTA Representative Council at Lomond