

SHTA *news*

No. 8 • 16 May 2011

Message From the President

The President's Award recognizes a colleague who has made significant contributions to the Shaker Heights Teachers' Association. John Morris is this year's recipient. John has demonstrated his commitment to the SHTA in many ways. Most of you know him as the editor of the Newsletter and for the thoughtful and thought-provoking editorials he has written. Others may have observed John's leadership in the ongoing efforts to defeat SB5. And John was a valued voice in the negotiations process. For me, John is someone whose judgment I trust and whose input I rely on. I especially applaud his willingness to serve and represent the Association as the next President. He is highly deserving of the President's Award and I am proud to present it to him. Please join us at the Recognition Reception on May 26 to celebrate John's Award (and election) as well as the accomplishments of many other colleagues.

This is my last Newsletter as president. I have been privileged to work with a wonderful leadership team, beginning with the officers—Dollye Finney, Bill Scanlon, and Matt Zucca. A leadership team is not about getting along (although we do); it is about respectfully expressing diverse opinions and reaching decisions that best meet the needs of the 400+ members who elected us. Dollye, Bill, and Matt—thank you. I have also had the good fortune to be supported by a great Executive Board: Debbie Ashbaugh (Public Relations), Stacy Elgart (Membership/Elections), Darlene Garrison (Social), Anna Hrubby (Legislative), Dave Klapholz (Policy), John Morris (Publications), Mike Sears (Professional Rights and Responsibilities), Steve Smith (Teacher Education), and Chante Thomas-Taylor (Legal Aid). I sincerely thank each of you. And thanks to all the building representatives and alternates for taking the time to assist your colleagues. To all of the Association leaders—your efforts on behalf of our members are what makes our Association successful.

In 1976, when I began my teaching career in Shaker, I had no idea that I would become active in the SHTA, let alone be elected president. I am proud to have represented our Association and its members. Thank you.

President's End-of-the-Year Report

As you all know, this has been a busy year. When the school year started, Ted Strickland was still Governor and there was not even a glimmer of SB5 or HB153. What a difference nine months have made! As SHTA president, I have tried to encourage members to get involved in the issues we are facing while also maintaining the neutrality imposed by the By-Laws. Do you want our Association to permit some political action? Or would you rather the Association stay

separate from politics? **It is imperative that you vote in the May 23rd election to decide this issue.**

One of the most important tasks that I perform as president is responding to membership concerns and issues. Each situation is important to the individual member. Assisting colleagues when they have a question—about a leave, or steps, or evaluation, etc.—is a serious responsibility and I have tried to provide each member with my best efforts. Attending meetings is another key part of the presidency. Executive Board, Representative Council, Board of Education, Calendar Committee, and Evaluation Committee meetings, for a start; and there is the start-of-school facilities tour and meetings with new teachers and their mentors. There are social events, like the Night for the Red and White and the christening of the boat we sponsored for the women's crew.

As president, I have regular meetings/consultations with members of the Administration. Often we discuss situations that could be problematic for our membership—sometimes exploring alternative actions within the context of the contract. Remember, the contract is an agreement between the Board/Administration and the SHTA—it represents the interests of management and labor. So, as issues develop throughout the year, it makes sense that we work together to solve them within the framework of the agreement. Congratulations to our colleagues who are moving into administrative positions as well as to the other administrative appointments. You have our best wishes for your success.

The six years I have served as president have been filled with opportunities and challenges. I am looking forward to my retirement knowing that the Shaker Heights Teachers' Association will continue to be a strong voice for the teachers in Shaker.

*Respectfully submitted,
Rebecca Thomas, president*

Reports from the Executive Board

VICE PRESIDENT'S REPORT

This has been a busy year in the office of the Vice President. It is an honor and a privilege to serve the SHTA as Vice President. My duties have included serving as a representative to the PTO Council this year with co presidents Stacy Reed and Karen Slovikovski, who have worked diligently. Please join me in welcoming incoming co presidents Ann Garson and Tracy Williams. They will join us at the monthly SHTA Representative Council meetings. Please find listed below the other members of the Council 2011-12:

First VPs	Ann Garson Tracy Williams
1St VP	Lauren Bowen Ellen Schmidt
VP Communication	Jen Proe
VP Educational Enrichment	Leanne Sauerland
VP Financial Management	Paula Pascarella

VP Outreach	Shuara Shands Stefanie Lanese
VP Parent Education & Advocacy	Avril Sargeant Jermaine Sargeant
Secretary	Kendra Wood
Treasurer	Sheri Morford
Nominating Chair	Karen Slovikovski

Please join me in congratulating The Shaker Heights Teachers' Association Fellowship Winners 2011-12:

School	First Name	Last Name
Boulevard	Carmen	Chung
Boulevard	Bonnie	Jasiunas
Boulevard	Naomi	Loges
Boulevard	Tina	McCauley
Boulevard	Lauren	Rollins
Boulevard	Jim	Belk
Boulevard	Michelle	Berggrun
Fernway	Pam	Luksenburg
Fernway	Wendy	McGuffin-Cawley
Fernway	Kathleen	Mohney
Fernway	Elisabeth	Bates
Fernway	Elizabeth	Brazalovics
Lomond	James	Henry
Lomond	Cyndy	Steiner
Lomond	Paula	Weizer
Mercer	Robyn	Feinstein
Mercer	Karen	Tritt
Onaway	Bonnie	Hoynacke
Onaway	Qiuhui	Li
Onaway	Susan	Mears
Onaway	Robert	Bognar
Woodbury	James	Caffrey
Woodbury	Darlene	Garrison
Woodbury	Ruth	Heide
Woodbury	Aisha	Mason
Woodbury	Kelly	Anderson
SMS	Pamela	Katz
SMS	Susan	Landi
SMS	Linda	Roth
SMS	Mike	Sears
SMS	Addie	Tobey

SMS	Erik	Johnson
SHHS	Kenneth	Culek
SHHS	Amanda	Rabatin
SHHS	David	Klapholz
SHHS	John	Moore
SHHS	Piya	Roy
SHHS	Robert	Schneider
SHHS	Robin	Taylor
SHHS	Alisa	Warshay

It has been my absolute joy and delight to work with Dr. Rebecca Thomas as the president of the Association. She has been a dedicated and resourceful leader. Her tenacious style and quick wit have been an invaluable resource to the Shaker Heights teaching Staff. She has been a pleasure to talk with, confide in, laugh with and share in the execution of the duties of the Association. The countless hours she has spent listening to members and trouble-shooting are not easily thanked. The job of Association president is complex and lonely, but I am grateful for her willingness to take it on and stare down adversaries and opposition. Thanks Becky for your leadership and I wish you a long and happy retirement from both the Shaker Heights City Schools and the Shaker Heights Teachers' Association. Thank you so much!

To the other officers it has been great and thanks!

It has been a pleasure to serve you and I look forward to another term with you. Have a safe and well deserved summer vacation.

*Respectfully submitted,
Dollye Finney, vice president*

PROFESSIONAL RIGHTS AND RESPONSIBILITIES

I have thoroughly enjoyed serving the Association this past year as Professional Rights and Responsibilities chairperson. We did not file any grievances, but I did work with several members individually on a variety of contractual matters. Most of these situations were related to absence and leave, evaluation procedures, and letters of reprimand. I really appreciate the professionalism from members when I communicated with them by phone or e-mail. Working on the Negotiations team was a valuable learning experience. It was gratifying to see the contract approved last month by the members.

When Senate Bill 5 was introduced in February, I worked closely with Becky Thomas, John Morris and the rest of the Executive Board to decide the most appropriate ways our Association could stand up for collective bargaining rights. The creation of the PAC for Shaker Educators and the work that Eileen Sweeney and John Sweeney have done to make our voices heard is truly an inspiration. I am confident Senate Bill 5 will be overturned by the voters in November, but it will not be easy. Campaign organizers are suggesting individual donations to the Ohio Democratic Party (<http://ohiodems.org/>) and the We Are Ohio umbrella organization (https://wfc2.wiredforchange.com/o/8808/donate_page/contribute) will be critical to both getting the referendum on the ballot and saving collective bargaining in November. I strongly encourage everyone reading this to donate **at least \$10** to each of the groups listed above. If you are not comfortable donating to a political party, **donate \$20 to We Are Ohio**. If you have

signed a petition, you can imagine the cost of printing these all across the state. In addition, the campaign will have to match supporters of SB 5 in an intense media campaign later this summer and throughout the fall.

With public education under attack at the national, state, and local levels, I strongly encourage you to vote for the amendment to the by-laws that would allow SHTA to provide support for the PAC for Shaker Educators. The PAC would remain a separate entity. No dues money would go to the PAC. Contributions to the PAC would be strictly voluntary. PAC money would simply be handled by the SHTA treasurer, which would make the PAC both more efficient and more accountable to its donors. I envision a day when the PAC is endorsing teacher friendly candidates for School Board, the state legislature, even Congress. The PAC needs our support to be able to accomplish its goals, especially in the current climate.

We must stay vigilant, even as we take time to enjoy the summer.

*Respectfully submitted,
Mike Sears, chairperson*

TREASURER'S REPORT

On Monday, May 9, 2011 at the Representative Council Meeting I presented the budget for the 2011-12 fiscal year. Representative Council Members approved the budget for placing it on the May 23rd ballot.

On Thursday, May 12th I and the rest of the Investments Committee (Darcel Arrington, Todd Keitlen, Matt Zucca, and Dollye Finney) are meeting with Brady Krebs, our Edward Jones advisor to discuss our investments and look at any possible changes.

This week I signed our Form 990 (tax form) and sent it off to the IRS. It was not late – we applied for and were given an extension.

We received our compilation financial statements from Edward C. Hawkins & Co., Ltd. If anyone would like to peruse them, just contact me.

The current financial report is included.

Some of the activities I performed while fulfilling my duties as Treasurer this year are listed below:

- I attended Executive Board Meetings and Representative Council Meetings throughout the year.
- I maintained our insurance through Musgrave Insurance.
- I met with the Investments Committee and Brady Krebs, our Edward Jones advisor, twice this year, once in the Fall and once in the Spring to evaluate our Edward Jones investments and make changes that were deemed necessary.
- I met with the Investments Committee at other times throughout the year to discuss other options for our Association investments.
- I met with our accountants at Edward Hawkins & Co. to prepare the books for the compilation of our 2009-10 financial records. I also met with them to complete the paperwork for our Form 990 tax filing.
- I managed our Certificates of Deposit and our bank accounts.
- I closed our account with Buckeye State Credit Union transferring the \$66,000 into our Key Bank Account.
- I communicated with the Shaker Heights Board Office to pay the salaries of our six paid Officers and Committee Heads, along with the relevant STRS and Medicare payments.

- I paid the members of the Negotiations Committee a salary for their work negotiating our current contract.
- I paid the S.H.T.A. Representatives their compensation for attending the meetings throughout the year.
- I prepared the 2011-12 fiscal year budget for approval by the Representative Council at the May Association meeting.
- I paid bills throughout the year and balanced the checkbook, reimbursing any Association expenses incurred by our members.
- I initiated transfers between line items of the budget to maintain positive balances in each spending area.
- I kept accurate record of our finances throughout the year, maintaining a paper record of every transaction.
- I met with and discussed Association business with the other Officers and Executive Board members throughout the year when needed.
- I attended 3 anti-SB5 rallies (2 in Columbus, 1 in Northeast Ohio) and worked with the organizing team for our own Shaker rally. I also worked to get petitions signed for the referendum on the law.

This has been a tumultuous year politically for us teachers. It is vital that we have a voice in educational decisions made by state policies. I want to encourage everyone to **vote for the by-law change** on Monday, May 23rd. Our association will benefit from being permitted to link itself to the political work being performed by its members.

It is also vital that each and every member continue fighting SB5. Why not do your part? Come to one of the trainings. Get a petition. Take it to your social events and get friends to sign. I spent the past two evenings at the Woodbury band concerts collecting signatures and making people more aware of this issue. I had a number of people thank me for giving them the opportunity to sign. This petition signing is just the beginning. It is going to be a long summer, with many political arguments going on for and against the new law. We are currently shielded from its effects because of our 3 year contract (Thank you to the members of the negotiating team.), but if we don't get it repealed our lives will change drastically in 2014. Stay vigilant.

Lastly I would like to say thank you to Becky Thomas. This has not been an easy year to be the S.H.T.A. President, but Becky has kept her spirits up and stayed positive throughout it all. We have all benefited from her hard work.

Have a wonderful summer.

*Respectfully submitted,
Bill Scanlon, Treasurer*

FINANCIAL		REPORT	
	7/1/10	5/11/11	
COMPOSITE BALANCE			
Balance 7/1/10			802,998.46
Receipts 7/1/10 to present			83,306.91
Change in Valuation 7/1/10 to present			<u>139,691.56</u>
			1,025,996.93
Expenditures 7/1/10 to present			-101,868.10
Expenditures charged to last fiscal year 2009-2010			-6,488.35
TOTAL			917,640.48
BANK AND BROKER RECONCILIATIONS			
A. KEY BANK (5/9/11)			
Certificates of deposit			
29 mo. @ 2.15%-Matures on 9/6/11		<u>21,011.68</u>	
Total Certificates of deposit			21,011.68
Business Money Market Account (0.35% APY)			117,779.52
Unposted deposits and transfers			<u>0.00</u>
			138,791.20
Less outstanding checks			<u>-32,903.08</u>
TOTAL KEY BANK			105,888.12
B. EDWARD JONES (4/29/11)			
Regular Association Account		427,006.99	
Advisory Solutions Account		<u>384,745.37</u>	
			<u>811,752.36</u>
TOTAL			917,640.48

Budgeted Accounts						
	7/1/10					5/11/11
<u>Account</u>	<u>Budgeted</u>	<u>Debits</u>	<u>Transfers out</u>	<u>Credits</u>	<u>Transfers in</u>	<u>Balance</u>
Accounting	3,000.00	4,800.00	0.00	0.00	1,800.00	0.00
Compensation for officers, representatives, et al.						
President	9,302.00	4,651.00	0.00	0.00	0.00	4,651.00
Vice President	5,581.00	2,790.50	0.00	0.00	0.00	2,790.50
Secretary	5,581.00	2,790.50	0.00	0.00	0.00	2,790.50
Treasurer	5,581.00	2,790.50	0.00	0.00	0.00	2,790.50
P.R. & R. Chairperson	5,581.00	2,790.50	0.00	0.00	0.00	2,790.50
Editor	4,653.00	2,326.50	0.00	0.00	0.00	2,326.50
Building reps. and alternates	10,000.00	9,065.00	0.00	0.00	0.00	935.00
Conferences and meetings	2,500.00	2,375.91	0.00	0.00	0.00	124.09
Contingency	250.00	0.00	250.00	0.00	0.00	0.00
Fellowships and Grants	4,000.00	1122.45	0.00	0.00	0.00	2,877.55
Insurance	5,000.00	4,915.00	0.00	0.00	0.00	85.00
Legal	5,000.00	500.00	1,100.00	0.00	0.00	3,400.00
Negotiations	50,000.00	47,414.12	0.00	0.00	0.00	2,585.88
Executive Board expenses	500.00	202.43	0.00	0.00	0.00	297.57
Officers' expenses	500.00	389.67	0.00	0.00	0.00	110.33
Payroll taxes	700.00	543.62	0.00	0.00	50.00	206.38
Professional day	200.00	0.00	200.00	0.00	0.00	0.00
Publications	1,000.00	152.98	300.00	0.00	0.00	547.02
Public Relations	7,000.00	5,279.08	0.00	524.00	0.00	2,244.92
Social	2,500.00	508.81	0.00	0.00	0.00	1,991.19
STRS(TPO contributions)	9,000.00	<u>6,459.53</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>2,540.47</u>
TOTAL	137,429.00	101,868.10	1,850.00	524.00	1,850.00	36,084.90

SALARY-TENURE COMMITTEE

Thank you again for your vote to ratify our three-year agreement. Negotiations were time-consuming and impacted by the pressures of the economy and politics. Your vote provides stability and security for our members. At this time, I have not been told of any lay-offs. I hope that we will have copies of the contract soon—the Board’s attorney has been asked to provide a finished copy incorporating all the changes for our team to review before it is printed. Once we have that, the Board arranges for the printing and distribution and the contract will be posted on our website (shtaweb.org) and filed with the State Employment Relations Board. Thanks to Dave Klapholz, John Morris, Mike Sears, Darlene Garrison, Matt Zucca, Linda Roth, and our Attorney, Susannah Muskovitz for their dedication to this process. This was a challenging endeavor and your support is much appreciated.

*Respectfully submitted,
Rebecca Thomas, chairperson*

LEGISLATIVE COMMITTEE

Legislative Report: *Keep your eye on HB 153*

While teachers and other public employees statewide are mobilizing efforts to see SB 5 go to referendum, do not forget about House Bill 153, the Kasich budget bill that I mentioned in last month’s newsletter. HB 153 deserves the same amount of attention on the part of teachers as SB 5 does, because it contains a lot of the same measures. Even if SB 5 is voted down in a November referendum vote, some of its key measures could slip into place via a passage of HB 153.

HB 153 outlines the merit pay and teacher evaluation issues. Instead of districts relying on steps, they would be mandated to base teacher salaries on the following criteria:

- *Licensure level
- *Whether a teacher is considered highly qualified
- *Annual observations: two 30-minute observations annually and parent/student surveys figure into the observation piece

Not only will the above criteria determine teacher pay, but will also impact a teacher’s job security. Under the HB 153 model, teachers will be labeled as one of the following:

- *Highly effective
- *Effective
- *Needs improvement
- *Unsatisfactory

Teachers who consistently score as needing improvement or as being unsatisfactory would most likely lose their jobs, and would definitely lose their continuing contracts (if hired before 2011; all hired after that date would no longer receive continuing contracts). Please see this website: <http://www.jointhefuture.org/blog/255-merit-pay-mess> for an outstanding

explanation of the potential ramifications of HB 153 provided by our attorney Susannah Muskovitz.

Please be as dedicated and vigilant in your opposition to HB 153 as you have been to SB 5. Please contact your representatives, make phone calls, write letters, do whatever it takes to make your voice heard.

This is a frightening and unsettling time for the teaching profession. We have seen our reputations and our professionalism attacked like never before. While it has been an opportunity for many to finally speak up and be counted, we are, and will continue to be, under threat of losing public favor, job security and income. While it has been a pleasure and a burden to report the current happenings to you, I encourage each and every one of you to remain informed and involved. The legislation that is afoot and the lawmakers behind it could directly impact each of us in profound ways. These are not someone else's problems, they are yours.

Do what you can, be well, enjoy the summer, and hope for better days.

*Respectfully submitted,
Anna Hruby chairperson*

PUBLIC RELATIONS COMMITTEE

As the school year comes to a close, I would like to take this opportunity to review the activities of the Public Relations committee. We made donations to the Woodbury African American Female Scholars, the Middle School Scholars program and the Shaker Heights After Prom Committee. We advertised in Shaker Life Magazine, the Shakerite and the Gristmill. We also recognized the National Merit Scholars in our December ads. Finally, we distributed teacher appreciation gifts during the first week in May.

I want to also say a personal thank you to Dr. Rebecca Thomas for giving me the opportunity to be in the role of public relations chair for the Executive Board over the past three years. I have and continue to learn many things about our Association and I am very appreciative of that. In the current climate that we are in it is invaluable to understand and be able to communicate how our Association benefits us. I hope everyone has a safe and relaxing summer!

*Respectfully submitted,
Debbie Ashbaugh, chairperson*

MEMBERSHIP/ELECTIONS COMMITTEE

On Wednesday, April 27, 2011, the membership ratified the tentative contract agreement between the Board and the SHTA. According to Article X of the Constitution - "The majority of votes cast shall constitute the will of the membership." Here are the results of the election:

	<u>Accept</u>	<u>Reject</u>	<u>Total Votes</u>	<u>Total Members</u>	<u>Percent Voting</u>
Boulevard	22	0	22	24	91.67%
Fernway	20	0	20	22	90.91%
Lomond	32	0	32	33	96.97%
Mercer	27	2	29	32	90.63%
Onaway	26	1	27	32	84.38%
Woodbury	46	8	54	63	85.71%
Middle School	54	19	73	74	98.65%
Senior High	92	23	115	134	85.82%
Totals	319	53	372	414	89.86%
Percent of Total Votes	85.75%	14.25%			
Percent of Total Members	77.05%	12.80%	89.86%		

On Monday, May 23, 2011, the membership will elect the officers and representatives of the Association and vote on the proposed budget and proposed By-Law amendment which requires approval of three-fourths of the membership. An addendum will follow with the results from the upcoming election.

THE 2011-2013 SHAKER HEIGHTS TEACHERS' ASSOCIATION OFFICER CANDIDATES

President	John Morris
Vice-President	Dollye Finney
Secretary	Matthew Zucca
Treasurer	William Scanlon

*Respectfully submitted,
Stacy Elgart, chairperson*

POLICY COMMITTEE

For my End-of-Year Report I'd like to quote part of **By-Law V**: Standing Committees.
L. Policy Committee

There shall be a Policy Committee whose responsibility shall be to review the Constitution and By-Laws and to recommend changes in accordance with the current procedures and programs of the Association. Change considerations shall be initiated through the Executive Board.

By the time you read this, our Association will have already voted to change, or not to change, the By-Laws to allow us to contribute to a Political Action Committee. We should be proud that our Association does take an active (but measured) role in adjusting our laws.

For the future, I would like to see us clear up the part of our Constitution that describes how to change the By-Laws. Surprisingly, Article XII does not specify what fraction of the membership must approve the change to make it take effect.

I do thank Becky for the opportunity to serve on the Executive Board this year, and I wish her a wonderful retirement. Have a great summer.

*Respectfully submitted,
David Klapholz, chairperson*

TEACHER EDUCATION COMMITTEE

This spring, 16 teachers were granted tenure from the Shaker Heights Board of Education. They will be recognized at the District Recognition Tea on May 26th. I would like to congratulate the following teachers who are receiving tenure this year: Amanda Ahrens – High School, Nicole Campbell – Woodbury, Mary Coffey – High School, Jamie Harden – Fernway, Ryan Hastings – Middle School, Nathanael Hsu – High School, Sara Joyce – High School, Joseph Kulikowski – Woodbury, Sarah Manary – High School, Caroline Markel – High School, Donald Readance – High School, Laura Robbins – Onaway & High School, Ellen Roberts – Middle School, Sara Schwartz – Middle School, Daniel Watkins – High School, and Jeanne Wiemer – High School. Congratulations to all of you!

The main focus of the Teacher Education Committee is a liaison for newly hired and non-tenured teachers. Throughout the year, I answered questions from teachers with the help of Becky Thomas. At the September New Teacher meeting, packets, which discussed our Association's history as well as pertinent areas of the contract, were given to each new teacher. I went over the Evaluation process for all new teachers and parts of the SHTA Contract.

The Evaluation process remains an area of focus for new and non-tenured teachers. Throughout the course of the school year, I sent letters reminding all new and non-tenured teachers of deadlines and lines of support that were available to them.

I have enjoyed this position as Teacher Education Chair. I feel that even though I am an experienced teacher, there are always new ideas to learn from less experienced teachers. As educators, we too should never stop learning. Thank you for this opportunity to work on behalf of the Association. Wishing you a calm end-of -the -year and a relaxing summer!

*Respectfully submitted,
Steve Smith, chairperson*

SOCIAL COMMITTEE

Another successful school year is coming to an end and it has been a pleasure working as your social chairperson. This year, we had a Fall Happy Hour at Jillian's and great prizes were given out. For the Spring Happy Hour, we spent time bowling with our friends at Maple Heights Bowling Lanes. We will end this year celebrating and honoring our colleagues at the Spring Recognition Reception on Thursday, May 26th. I hope to see you at Shaker Heights High in the upper cafeteria. Have a wonderful summer vacation and I am looking forward to planning more festive events next year.

*Respectfully submitted,
Darlene Garrison, chairperson*

LOCAL PROFESSIONAL DEVELOPMENT COMMITTEE

The LPDC will adjourn for the summer after our June 1, 2011 meeting. If you plan to take classes during the summer for Continuing Education Unit credit, please submit for preapproval by June 1. Additionally, any CEUs needing to be approved for June 30, 2011 renewal must be submitted by the June 1 meeting for committee review. We will not reconvene until September 2011.

As always, if you have any questions or concerns regarding your license renewal, feel free to contact your LPDC representative listed below!

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

May 9, 2011

Onaway School

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

Lynn Cowen, principal, welcomed the SHTA Representative Council to Onaway School.

The minutes of the April meeting were approved.

ADMINISTRATION REPORT: Lisa Howell reported that that she has been working on the spring evaluations and contract renewals. She thanked the Association for extending the notification deadline.

PTO REPORT: New co-president Tracy Williams thanked the association for their support and is looking forward to working with us.

OFFICERS' REPORTS**PRESIDENT**

Becky Thomas expressed her gratitude to all the members who have been working hard with The PAC of Shaker Teachers. She thanked the officers, executive board members, and council representatives for their service and dedication to the Association. She thanked Debbie Ashbaugh for the Teacher Appreciation gifts. She also thanked Darlene Garrison for planning the spring bowling event.

Dr. Thomas announced that the recipient of the SHTA President's Award for 2011 is John Morris. John will receive his award at the District Recognition Reception on May 26.

Dr. Thomas reported she has been working on the calendar committee and congratulated the administrators who will be in new positions for the next school year.

VICE-PRESIDENT

Dollye Finney stated that she has been working with the Race to the Top committee. She asked that this year's SHTA fellowship recipients submit receipts to claim their awards.

SECRETARY

Matt Zucca presented the final attendance report and explained the procedure for calculating total attendance for the 2010-2011 school year.

TREASURER

Bill Scanlon distributed the SHTA's current financial report and the proposed budget for the 2011-2012 school year. Susan Mears made a motion that there be a 0% increase in the salaries of the officers, the executive board members, and no increase to the building representatives' stipends. Selena Brown seconded the motion. This motion was unanimously approved. John Morris made a motion that was seconded by Bob Bognar to transfer \$50 from Publications to Payroll Taxes. The motion was approved unanimously.

EXECUTIVE BOARD REPORTS**MEMBERSHIP**

Stacy Elgart reported that there will be an election held on Monday, May 23. On the ballot will be the 2011-2013 SHTA officers, 2011-2012 budget proposal, an amendment to the by-laws, and building representatives for the 2010-2011 school year. She stressed that though a simple majority of voters can decide three of the issues, the by-law amendment requires a 75% majority of the membership.

SALARY/TENURE

Rebecca Thomas thanked the members of the negotiating team and discussed the compensation for the team members.

PUBLIC RELATIONS

Debbie Ashbaugh thanked all the head reps. for passing out the teacher appreciation gifts.

POLICY

Dave Klapholz had no report.

SOCIAL

Darlene Garrison has finalized preparations for the Recognition Reception on May 26. It will be held at the Shaker Heights High School cafeteria at 3:45 p.m. She thanked those who attended the bowling event.

PUBLICATIONS

John Morris stated that submissions for the Newsletter are due Wednesday. They should be submitted to him through email at morris_j@shaker.org. He also reminded executive board members to submit end-of-the-year reports.

LEGISLATIVE

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

PROFESSIONAL RIGHTS AND RESPONSIBILITIES

Mike Sears was unable to attend. His report will appear in the Newsletter.

LEGAL AID

Chante Thomas-Taylor had no report.

TEACHER EDUCATION

Steve Smith stated he sent out congratulatory letters to the teachers who received continuing contracts.

BUILDING REPORTS

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

Onaway thanked the Association's leadership for their service and dedication to the members.

OLD BUSINESS

None.

NEW BUSINESS

Darcel Arrington made a motion to accept the budget proposal. Bob Bognar seconded the motion. The motion passed unanimously.

FOR THE GOOD OF THE ORDER

Becky thanked Susan Mears and Amy Santos for hosting our meeting.

The meeting adjourned at 5:43 p.m.

END OF YEAR REPORT

This year I attended all executive board and representative council meetings. My

responsibilities included maintaining attendance records and recording notes of the proceedings at the meetings. My reports were published monthly in the SHTA Newsletter. My duties have also included maintaining communications with members of representative council.

I organized our annual “Night for the Red and White” drawing. This involved preparing and distributing tickets and collecting proceeds. As a representative of the SHTA, I also attended the event.

Thank you for allowing me to serve you as an officer of the Shaker Heights Teachers’ Association.

Respectfully submitted,
Matt Zucca, secretary

Stay Vigilant.

This newsletter is a publication of the Shaker Heights Teachers’ Association, an independent organization of professional educators in the Shaker Heights City School District. Signed editorials represent the opinion of the author(s) and may or may not reflect the thinking of other officers or members of the Shaker Heights Teachers’ Association. Members and friends of the Association are invited and encouraged to express their opinions or share information via this newsletter.

I would like to say that this is the end of another great year as a public educator. That would be a lie. It has been the most difficult in my 14 years of teaching. We are in an all out war against public teachers in Ohio being waged and led by our governor John Kasich. Whether it is the frontal assault of SB5 against teacher’s collective bargaining rights, seniority protection and pay or HB153 and its efforts to pass many of the same measures through the budget; it’s been a very tough year to be a teacher. And it’s happening nationally. Look at Wisconsin, Indiana, Michigan and New Jersey and the onslaught of legislation and cuts against public school teachers and public employees orchestrated by political forces that want to see unions silenced in this country forever. I am proud to say that I am part of the effort to reverse these trends and ensure that we have a voice at local, state and national levels. We all have to continue to be a part of this effort.

It’s time for us to stay vigilant, a theme you may have noticed in many of this issue’s columns. I applaud all of our members who have stood up to attend the April 14th rally, volunteered for referendum training, collected signatures and signed petitions. But our work is far from done. The Kasich administration is depending on us being dormant as the summer arrives. We can’t afford that. I applaud the effort on the part of the OEA to collect \$54 per member to create a \$5 million dollar publicity fund to fight against SB5, get the referendum on the ballot and vote this legislature down (1). I believe we are going to see a very well-funded effort on the side of the Kasich camp to promote SB5. In fact, just this week, Kasich advocates launched One Ohio United as an answer to We Are Ohio, claiming that their organization is not supporting SB5, just the budget (2). The subtext is clear and this is just the beginning. I believe that everyone from the Koch Brothers to the CEO of White Hat Schools will contribute heavily to advertisements and websites that promote the virtues of SB5. That’s why it is so important that we vote to amend our constitution and by-laws on May 23rd in order to make contributions to the PAC of Shaker Educators. We need to have a high voter turnout – it takes the approval of 75% of the membership to make this happen. We might not be able to generate \$5 million

dollars, but anything helps as we attempt to travel, create literature, and make contributions to campaigns such as We Are Ohio and others.

Likewise, we have to look beyond divisions and see the big picture. Becky Thomas and I met with Bill Lavezzi, executive director of the NEOEA, and he said, “If we focus too much on our past, we won’t have a future.” In other words, whether the opportunity is to work with the OEA or the OFT, Steelworkers, or Teamsters, SEIU or AFSCME, we have to chip in where and with whomever we can to fight this poisonous legislation. If we don’t and the SB5 referendum fails, we will be, for all intents and purposes, a “right to work” state. We will be unionized workers, all of us, in name only.

It hasn’t been a good year to be a public school teacher. But it has been a good year to realize how much I value my Association and my colleagues. I believe we have an extraordinary group of teaching professionals and labor advocates in the SHTA. Now we have to keep our nose to the grind stone this summer. We can’t afford to escape into a good book, or a new program, or continuing education alone. We have to keep our eyes on defeating SB5 so we can continue to have an Association, a school district, a state and a profession to which we have invested so much of our ideals, time, and lives. Stay vigilant. The fight has just begun. JM

1. “Teachers union OKs \$54 assessment to aid referendum on collective-bargaining law”

<http://www.topix.com/forum/source/columbus-dispatch/TRJT3IK7AR48NKCGD>

2. “Budget promoters now back Kasich”

http://www.dispatch.com/live/content/local_news/stories/2011/05/11/budget-promoters-now-back-kasich.html?sid=101

EDITOR’S NOTE: It has truly been a pleasure working with Becky Thomas as the President of our Association. Becky has been an extraordinary mentor in the six years that I have worked with her as Publications’ Editor. Besides writing great columns, Becky is also an excellent editor and member of our Editorial Board, along with SHTA alum Donna Brittain and George Harley. It has been a daunting task to try and live up to the high standard set by Steve Fox and Natalie Sekicky, and my Editorial Board has helped me get there. I have enjoyed editing my colleagues’ work and having the opportunity to set down my thoughts in this Newsletter. I have learned a lot about Our Association during my work as Publications Editor and I look forward to serving the SHTA further in the future. Have a great summer! I hope to see many of you over these next few months as we work on passing the referendum and voting down SB5. JM

Important Dates

- Monday, May 23** SHTA Elections—Officers, Representatives, Budget, and By-Law
[The election to office shall be determined by secret ballot on Monday the last full week of May. By-Laws, page 5]
- Thurs, May 26** District Recognition Reception at the High School Cafeteria:
3:45 p.m.
- Monday, May 30** Memorial Day No School
- Thursday, June 9** Last day for Students
- Friday, June 10** End of 2010-2011 School Year
- Friday, July 1** SHTA Officers Begin New Term!

2011
Spring Recognition
Reception

Thursday, May 26th
3:45 PM to 5:45 PM
Shaker Heights High School
Upper Cafeteria

Sponsored By:
The Shaker Heights
Teachers' Association &
Shaker Heights
City School District

