

SHTA *news*

No. 8, May 21, 2012

Message From the President

Each year, the President of the Association presents the *President's Service Award* to a deserving member of the Shaker Heights Teachers' Association. I am delighted to announce that this year's recipient is Susan Mears.

This Award was created to recognize service to the SHTA. It celebrates individuals who have given of their time on behalf of the organization and its members. Susan has certainly done that. She has served as a building Representative at Onaway, representing the concerns and interests of the teachers. Her diplomacy and discretion are highly regarded. She has mentored her colleagues and has willingly helped with projects throughout the district.

Susan became involved in our Association because of her father's membership in the plasterer's union. She observed the value of union representation and rights; of the union's efforts to promote quality wages and benefits. She was a building representative at her first job in the Cleveland schools. After coming to Shaker Heights, she was one of the first participants on the LPDC. She has also been active opposing the efforts to eliminate collective bargaining.

Susan Mears has served the Shaker Heights Teachers' Association by giving her time and energy to help the organization grow and become better. Susan will receive her award at the District Recognition Reception on May 24. Please join us at this celebration.

It's hard to believe May is here all ready. During April, I dealt with retirement, personnel and transfer issues, congratulated recently tenured teachers with Steve Smith, and attended our monthly finance meeting with Mike Sears and Bryan Christman. I also attended STARS value-added training as part of our Race to the Top commitment with Dollye Finney. It was a pleasure to attend our co-sponsored screening of *American Teacher* and serve as a panel-member along with Mark Freeman, PTO Co-president Tracy Williams, and students Tiara Freeman and Sean Brown. Dan Moulthrop served as moderator. Many positive statements were shared about Shaker Height's teachers by staff, parents and administration. Thanks to Andrew Glasier and Eileen Sweeney for putting this positive event together.

It has been a true pleasure serving the Association as President this year. I believe that we have a strong Association due to the quality of our members. We do so much more than just negotiate the contract, protect our members, advocate for our Association and support our teachers. We are living proof that our profession deserves the respect, support and recognition that it has earned as one of the primary foundations of American democracy. I would like to thank the dedicated officers and executive board members that provide the organizational leadership of our Association. I would like to thank the representative council who provide the leadership for each individual building in our district. Finally, I would like to thank you, the members, for your time and dedication to our important work. Enjoy your busy summers. I hope you each find time to re-energize for next year. There is always more work to be done.

*Respectfully submitted,
John L. Morris, president*

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Reports from the Executive Board

VICE PRESIDENT'S REPORT

It is an honor and a privilege to serve the SHTA as Vice President. This has been a busy year in the office of the Vice President. My duties have included serving as a representative to the PTO Council with this year's co-presidents Ann Garson and Tracy Williams who have worked diligently. Please join me in welcoming incoming 2012-13 co-presidents Lauren Bowen and Ellen Schmidt. They will join us at the monthly SHTA Representative Council meetings.

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

Stephanie Eagleton Boulevard School
 Kevin Hill Boulevard School
 Selena Brown Fernway School
 Jennifer Vail Fernway School
 Matthew Zucca Fernway School
 Elizabeth Brazalovics Lomond School
 Marci Cohen Lomond School
 Jocelyn Dietz Lomond School
 Jill DiPiero Lomond School
 Tim Gesing Lomond School
 Tim Kalan Lomond School
 Larry Miller Lomond School
 Steven Smith Lomond School
 Kevin Wagner Lomond School
 Neal Robinson Mercer School
 Tara Strachen Mercer School
 Karen Tritt Mercer School
 Marty Mc Guan Onaway School
 Susan Mears Onaway School
 Amy Santos Onaway School
 Aisha Mason Woodbury School
 Heather Pincoe Woodbury School
 Sondra Saddler Woodbury School
 Cheri Shapero Woodbury School
 Susan Corbin SMS
 William Moroney SMS
 Clara Pelfrey SMS
 Dawn Sullivan SMS
 Abbey Welsch SMS
 Brian Berger SHHS
 Shana Black SHHS
 Kady Cole SHHS
 Kenneth Culek SHHS

Karen DeMauro SHHS
 Valerie Doersen SHHS
 Renee Manuel SHHS
 Sarah Manary SHHS
 John Moore SHHS
 Kim Ponce De Leon SHHS
 James Schmidt SHHS

The Night for the Red and White was a successful and profitable event again this year, in no small part to all of you. The event was held on March 10, 2012 at Landerhaven. There were over 750 attendees with 106 being staff members. Over the past 20 years the event has surpassed \$2,000,000 in contributions to the Shaker Heights Schools.

This year I have worked with the Race to the Top Committee. We are working with the administration to understand and fairly implement the requirement for Linkage Value Added data.

I also continue to work on the Investments Committee with Todd Keitlin, Chante Thomas-Taylor, Matt Zucca and our treasurer William Scanlon. This committee continues to carefully direct and safeguard our funds. I would like to thank them for their efforts and I would like to acknowledge the important role that Bill plays in our Association. He carefully oversees our finances and we are grateful for his hard work.

Thanks to our President Dr John Morris who has done an outstanding job in leading the Association and helping to redirect the future of our very important and highly relevant organization. It has been a pleasure to serve with him. It has also been my pleasure to work with our secretary Matthew Zucca. He is a dedicated member of the official staff of the Association and trusted leader of the SHTA. To the officers a great big thanks!

Finally, I would like to acknowledge two retiring members to the representative council Mrs. Susan Mears, head Representative from Onaway School and Mrs. Barbara Wilcher-Norton, head Representative from Woodbury School. These two women have offered many years of dedicated service to the Shaker Heights City Schools and to the SHTA. They really represent some of the best of the best! We wish them much happiness and peace in their retirement!

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

*Respectfully submitted,
Dollye Finney, vice president*

TREASURER'S REPORT

Before the May Executive Board meeting, I prepared a budget for the 2012-13 fiscal year. I presented that budget with zeros written in for salaries at that meeting. The Executive Board approved the budget for presentation to the Representative Council the following week. The Representative Council discussed the budget and voted to maintain the officers' and paid Committee heads' salaries at the level they were for the 2011-12 fiscal year. The budget was then approved for placing on the May 21st ballot.

The budget you voted on this May is getting closer and closer to the limit of our dues income. The excess not spent at the end of the year from the budget traditionally goes toward building our general fund. We have not had any money to add to it in recent years. The general fund is what gives us strength when we go to the negotiating table and it is in our collective best interest to contribute to its growth. A vote on a dues increase may be in order in the near future. 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 every Executive Board meetings and every 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 our accountants at Edward Hawkins & Co. to prepare for the compilation of our 2010-11 financial books. I also met with them to complete the paperwork for our Form 990 tax filing.

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- I managed our Key bank account depositing our membership dues and paying bills throughout the year.
- 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 SHTA Representatives their compensation for attending the meetings throughout the year.
- I prepared the 2012-13 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 kept accurate record of our finances throughout the year.
- I met with and discussed Association business with the other Officers and Executive Board members throughout the year when needed.
- I opened a new bank account titled "PAC of SHTA." I collected the money contributed to this account, deposited it, and then worked with the PAC to distribute funds when necessary.
- I went down to Columbus to protest Senate Bill 5, filled a number of petitions to get the law placed on the ballot, attended a number of anti-SB5 rallies, made phone calls for the campaign, canvassed houses, and worked the polls on election day.

I enjoy the work I perform for the members of the Association. I get satisfaction out of being able to indirectly help each member in a small way. I thank you for giving me this opportunity. I hope everyone has had a nice year, and has an even better summer.

*Respectfully submitted,
Bill Scanlon, Treasurer*

FINANCIAL REPORT

7/1/11

5/16/12

COMPOSITE BALANCE

Balance 7/1/11	844,407.77
Receipts 7/1/11 to present	72,473.20
Change in Valuation 7/1/11 to present	<u>-858,512.99</u>
	58,367.98
Expenditures 7/1/11 to present	-55,280.48
Expenditures charged to last fiscal year 2010-2011	<u>-3,087.50</u>
TOTAL	0.00

BANK AND BROKER RECONCILIATIONS

A. KEY BANK (4/29/12)

Certificates of deposit		
29 mo. @ 0.149%-Matures on 2/6/14	<u>21,198.56</u>	
Total Certificates of deposit		21,198.56
Business Money Market Account (0.35% APY)		80,266.54
Unposted deposits and transfers		<u>0.00</u>
		101,465.10

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	Less outstanding checks	<u>-2,628.89</u>
TOTAL KEY BANK		98,836.21
B. EDWARD JONES (4/27/12)		
Regular Association Account	433,189.07	
Advisory Solutions Account	<u>387,481.75</u>	
		<u>820,670.82</u>
TOTAL		919,507.03

Budgeted Accounts

	7/1/11		Transfers			5/16/12
<u>Account</u>	<u>Budgeted</u>	<u>Debits</u>	<u>out</u>	<u>Credits</u>	<u>Transfers in</u>	<u>Balance</u>
Accounting	3500.00	6,245.24	0.00	0.00	0.00	-2,745.24
Compensation for officers, representatives, et al.						
President	9302.00	4,651.00	0.00	0.00	0.00	4,651.00
Vice President	5581.00	2,790.50	0.00	0.00	0.00	2,790.50
Secretary	5581.00	2,790.50	0.00	0.00	0.00	2,790.50
Treasurer	5581.00	2,790.50	0.00	0.00	0.00	2,790.50
P.R. & R. Chairperson	5581.00	2,790.50	0.00	0.00	0.00	2,790.50
Editor	4653.00	2,326.50	0.00	0.00	0.00	2,326.50
Building reps. and alternates	10000.00	9,269.00	0.00	0.00	0.00	731.00
Conferences and meetings	2500.00	2,422.30	0.00	0.00	0.00	77.70
Contingency	250.00	0.00	0.00	0.00	0.00	250.00
Fellowships and Grants	4000.00	1378.96	0.00	0.00	0.00	2,621.04
Insurance	5000.00	4,915.00	0.00	0.00	0.00	85.00
Legal	5000.00	300.00	0.00	0.00	0.00	4,700.00
Negotiations	0.00	50.00	0.00	0.00	0.00	-50.00
Executive Board expenses	500.00	370.34	0.00	0.00	0.00	129.66
Officers' expenses	500.00	437.75	0.00	0.00	0.00	62.25
Payroll taxes	550.00	263.06	0.00	0.00	0.00	286.94
Publications	1000.00	1,660.00	0.00	0.00	0.00	-660.00
Public Relations	7000.00	5,839.75	0.00	0.00	0.00	1,160.25
Social	2500.00	1,450.05	0.00	0.00	350.00	1,399.95
STRS(TPO contributions)	5100.00	<u>2,539.53</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>2,560.47</u>
TOTAL	83679.00	55,280.48	0.00	0.00	350.00	28,748.52

PROFESSIONAL RIGHTS AND RESPONSIBILITIES

John Morris and I met with Bryan Christman about health insurance matters. Anthem made some minor changes to our plan, which will not affect most of us. However, if you discover that a procedure that used to be covered no longer is, you should contact Sue Garber (x4318) immediately. The administration has agreed to work with Anthem and make sure members who were receiving these treatments before the changes are still covered in full.

Along with several members of the Executive Board, I attended the public viewing of *American Teacher* at the high school on May 10. I found myself nodding my head in agreement at many of the comments made by the teachers. I was most saddened by the number of teachers who choose to leave the profession within the first few years because of the high demands of the job compared to the relatively low salaries and benefits. While we are lucky to have a lower turnover rate here in Shaker Heights, that could change. Our association and administration must continue to work diligently to make sure we are following both the letter and the spirit of the contract. As extra duties and meetings have been added to our workload, I've heard from several members who are frustrated by the lost instructional and planning time. We will continue to monitor this situation. Thanks to Andrew Glasier and Eileen Sweeney for planning this event.

Lisa Howell and I discussed the final postings for the 2012-2013 job shares. I assisted a couple members who had questions about job sharing. I also worked with members on maternity leave questions and summer work obligations. Please remember that you are not required to do any work outside of contract hours. However, if a member chooses to work outside of the contract that is their individual choice. We all work outside of the contract every day to prepare lessons and grade papers and make sure that our work during the contracted hours includes as much teaching and learning as possible. There may be situations when you are asked to complete a special project that requires many additional hours. In these cases, I recommend asking your building administrator for either release time, curriculum units for projects completed after hours, or summer writing units. If required tasks seem unreasonable, contact your head-building representative. If the problem continues, contact me.

End of the Year Report

The school year started with an amazing effort by teachers and many others to defeat Senate Bill 5/Issue 2 at the ballot in November. I was so happy to see more than 60 % of the voters say no to this unjust law. If it had not been repealed, I wouldn't be allowed to talk with Bryan Christman, Lisa Howell, or Sue Garber. We as an association would not be allowed to help our profession through collective bargaining. It was obviously a huge victory for teachers. The campaign led to a county wide union summit that John Morris and others have attended. This is an excellent opportunity for us to work together, be strong, and stand up for ourselves.

We did not file any grievances for the second year in a row. Many of the concerns brought to my attention by the membership were solved through meetings and conversations. These open lines of communication between the Association and the administration are so important. They allow us to move forward without having to go through the grievance procedure. I know some members feel that the administration is stretching the work rules in the contract toward a breaking point. I encourage anyone who thinks the contract is not being followed to contact me (x4770).

I also understand every school district is under pressure to comply with state and federal mandates like linkage (linking student test scores to a teacher's name to measure student growth for value added scores), a new evaluation system, and changes to the curriculum and OAA's. Fortunately, teachers are in the room on committees trying to figure out how to implement these changes. No one likes change, and we need to fight against some of these changes; but we are included in the process because we are on the front lines delivering instruction daily. We are the experts. If the state of Ohio ever attempts to deny our rights to collective

bargaining and/or due process in the future; I am confident we will stay strong, stand together, and fight for a seat at the table.

It is my pleasure to serve the Association and I look forward to next year. Take time to enjoy the summer.

*Respectfully submitted,
Mike Sears, chairperson*

SALARY TENURE COMMITTEE

In response to the Race to the Top program guidelines, the Evaluation Committee has drafted a modified version of our current evaluation system. The Ohio Standards for the Teaching Profession served as the foundation upon which the new system was developed. This revised system will be piloted next year and district wide implementation is scheduled for the 2013-2014 school year. Although, student assessment data is not currently part of our evaluation program, future state mandates may require the inclusion of this data in teacher evaluations.

The Performance Compensation Committee has made progress working towards designing and implementing a program, as required by the negotiated side letter, that was part of our most recent contract negotiations. We are currently working on designing a long-term mentor program to help new teachers. The possibility of using long-term mentors to assist struggling teachers is also being explored. Teachers interested in becoming a long-term mentor need to acquire their Master Teacher designation from the state. Teachers in this group will then have the opportunity to be part of a cohort of teachers to acquire a Teacher Leader License from John Carroll University. Erin Herbruck sent an email regarding this opportunity. Please contact Erin, or any committee member, with questions or interest.

*Respectfully submitted,
Lena Paskewitz, chairperson*

TEACHER EDUCATION

This spring, 17 teachers were granted tenure from the Shaker Heights Board of Education. They will be recognized at the District Recognition Tea on May 24th. I would like to congratulate the following teachers who are receiving tenure this year: Megan Alexander (High School), Jason Clemens (Middle School), Robyn Hegele (High School), Patricia Hitchens (Woodbury), Susanna Jackson (High School), Timothy Kalan (Onaway and Lomond), Luling Li (High School), Qihui Li (Boulevard and Onaway), John Moore (High School), Leanne Moses (Fernway and Boulevard), Marie O'Leary-Stark (Lomond), Clara Pelfrey (Middle School), Elizabeth Plautz (High School), Elizabeth Shaw (Boulevard), Lauren Sullivan (Lomond), Jason Walker (High School), and Jennifer Weisbarth (Middle 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 John Morris. 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 kept all new and non-tenured teachers up to date with 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*

LEGISLATIVE COMMITTEE

Legislative Report: OH Senate Bill 316, CMSD, oh and by the way, what a year!

Governor Kasich's third-grade reading guarantee is the central piece of Senate Bill 316, which will be voted on next week, and is expected to pass easily. Known as the reading bill, Bill 316 has been controversial because it calls for retaining third-grade students who do not score well on the reading portion of the third-grade OAA. Kasich originally proposed that any student who scores below "proficient" be held back. The bill was amended in the Ohio House, and now, only the student scoring in the lowest tier ("limited") would be held back. According to the sponsors and supporters of this bill, the motivation behind it is a concern that Ohio students will not score as highly once the Common Core Standards are put into effect during the 2014-2015 school year. Whereas only roughly 13% of third grade students currently score below proficient on Ohio's scale of standards, it is projected that many more students would fail to meet the national benchmarks of the Common Core Standards. In addition to requiring that students be held back, the bill also establishes an intervention system for students struggling with reading as early as during Kindergarten. The bill will require districts to target students with reading problems as early as possible, and to provide tutoring for those students.

Difficulties continue for our colleagues in the Cleveland Municipal School District. Earlier this month, it was announced that 500 personnel would be laid off for the upcoming school year. The CTU (Cleveland Teacher's Union) is currently involved in contract negotiations, and is at the fact-finding stage at present. It is currently unclear as to how buildings will be staffed next year with such huge reductions, or how many, if any, teachers will be called back once negotiations are over. Meanwhile, earlier this month, Mayor Jackson, along with the leadership of the CMSD and CTU pitched his revised "Cleveland Plan" to state lawmakers. While the proposal was improved, it still establishes a new merit pay salary scale. Evaluations will be the biggest determining factor in merit pay. In addition, the plan will put forth a November levy to help the district with its \$66 million deficit. If you're interested in how things are looking for your colleagues in Cleveland, please visit www.ctu-27.org

Teachers in other districts, like my home district in Brecksville-Broadview Heights (B-BH), are struggling through negotiations. In B-BH, the current board is proposing that the district go to the State minimum requirements for class sizes and planning time, to name a few. Their proposal includes cutting planning time to one period per day, increasing the teaching load to six classes, and asking staff to agree to substantial pay cut over the next few years. The B-BH board proposal reads like a horror novel.

Feel free to check it out at <http://www.bbhcsc.org/negotiations>

This will be my last legislative report for the foreseeable future. I am stepping down from my post for the reason that I'm just too busy (between taking classes and implementing IB, for a few reasons) to give it the increasing amount attention that I believe it merits. The game has changed to the degree that the SHTA saw fit this past year to establish the Political Action Committee. What worries me is that we have watched the climate of public opinion deteriorate in tandem with the economy. Do politicians speak for the people who elected them? Does the greater public feel as pessimistic about teachers and the public system as their elected voices would have us believe? These are all interesting, challenging, and trying questions. More than ever, it is vitally important that teachers be informed. While it's nice to read a legislative summary in your SHTA newsletter, each of us should make it your personal business to read up and keep up on proposed legislation that could and

will change the face of our daily experience. If you read something you do not like or something that is simply untrue about your profession or your district, do something! Write a letter to an editor, write to your state representatives, go to your local school board meetings, stand up to a friend or relative, just be heard! Our profession has been guilty of complacency for far too long. We have turned the other cheek on the belief that most everyone out there supports schools, and would never turn their collective back on its students or teachers. These past few years have shown that this is not the case. In a tough economy, we found teachers among the first to be publically dragged through the mud for job security, stable salaries and pensions. Only we can speak up for ourselves, and only we can truly advocate for the conditions within our reality. As I leave you, I ask you to please be an advocate for yourself, for your colleagues, for the kids, and for all of the truths that drew us here and fuel us to stay.

Thank you for your attention and consideration.

*Respectfully submitted,
Anna Hruby chairperson*

LEGAL AID COMMITTEE

No Report.

*Respectfully submitted,
Chante Thomas-Taylor, 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 Worthing Exchange program. We advertised in *Shaker Life Magazine* and the *Shakerite*. 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 thank you to John Morris for allowing me to have an opportunity to serve on the Executive Board. I have and continue to learn many things about our Association and I am very appreciative of that. Our Association does an excellent job of representing its members and I am honored to be a small part of how the Association works. I hope everyone has a safe and relaxing summer!

*Respectfully submitted,
Debbie Musca, chairperson*

SHTA MEMBERSHIP/ELECTIONS COMMITTEE 2011-2012 SCHOOL YEAR REPORT

TOTAL MEMBERSHIP FOR THE 1 ST SEMESTER	
BUILDING	MEMBERS
BOULEVARD	23
FERNWAY	22
LOMOND	31
MERCER	30
ONAWAY	30
WOODBURY	60
MIDDLE SCHOOL	78
SENIOR HIGH	127
TOTAL	401

TOTAL MEMBERSHIP FOR THE 2 ND SEMESTER	
BUILDING	MEMBERS
BOULEVARD	23
FERNWAY	22
LOMOND	31
MERCER	29
ONAWAY	30
WOODBURY	60
MIDDLE SCHOOL	78
SENIOR HIGH	126
TOTAL	399

On Monday, May 23, 2011, the membership elected the officers of the Association. The officers to continue their two-year term:

THE 2011-2013 SHAKER HEIGHTS TEACHERS' ASSOCIATION OFFICERS

President	John Morris	Senior High
Vice-President	Dollye Finney	Boulevard/Lomond
Secretary	Matthew Zucca	Fernway
Treasurer	William Scanlon	Senior High

On Monday, May 21, 2012, the membership will elect the representatives of the Association and vote on the proposed budget. An addendum will follow with the results from the upcoming election.

*Respectfully submitted,
Stacy Elgart, chairperson*

POLITICAL ACTION COMMITTEE OF SHTA

Unlike any year in the recent memory, our membership has learned the depth our collective character. We have faced the challenge from Governor Kasich and the Republican led congress that attempted to strip our collective bargaining rights. Now is the time to reflect on the impact of these events. What have we learned?

The fight against Senate Bill 5 has taught me the depths of our commitment to our rights to have the SHTA protect the rights of the individual teachers. I am richer to have walked door to door/side and by side with my fellow colleagues. I have realized our shared values in democracy and the foundations of our country. I have had the privilege to witness the perseverance and mettle of the SHTA teachers as they stood in the rain and held a sign, attended a rally or worked a phone bank until 9 o'clock at night to ensure that we defeated Senate Bill 5.

The funny thing is that all of the hours of work we as an association did to defeat Senate Bill 5 was about creating the best environment and conditions for our students to learn in. As teachers, we know that requiring merit pay will erode the collaborative environment of schools and the delivery of instruction. We know that the extreme cuts in the state budget have created a climate that values economics over experience and effective teaching. We know that experience in the classroom is essential to student achievement.

Issues impacting our students and teachers are being currently proposed and debated in the Senate. Senate Bill 316, the education Mid-Biennium Review legislation, contains many education related policy changes of importance to SHTA members. Of particular concern is a provision that makes changes to the teacher evaluation statute that was passed under House Bill 153. The bill states that the statutory requirements regarding teacher evaluations prevail over any conflicting provisions of a collective bargaining agreement entered into on or after September 29, 2011. Simply, this language would significantly restrict the voice of teachers in the development and implementation of locally-adopted teacher evaluation frameworks. Please write your state legislator and urge them to oppose this provision in State Bill 316.

I am proud of the accomplishments of our association over the past year. The work we have done is essential in this new political climate. This perilous climate requires more

from each of us. As professionals, our role demands that we actively advocate for our students by protecting the rights of teachers. We are our student's voice. I encourage all of our members to continue to stay abreast of issues that impact the education profession and our teaching rights. Continue to stand as one.

*Respectfully submitted,
Eileen Sweeney*

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.

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.

It has been a privilege to serve on the Executive Board this year. Have a great summer.

*Respectfully submitted,
David Klapholz, chairperson*

SOCIAL COMMITTEE

It has been a pleasure planning events this year as your social chairperson. The Holiday Party at The Boneyard was a huge success and everyone there had a wonderful time. Our next special event is the Annual Recognition Reception at Shaker Heights High School on May 24th. We hope to see you there at 3:45 in the upper cafeteria.

I would like to wish everyone a restful and relaxing summer vacation and I look forward to planning more spectacular events next school year.

*Respectfully submitted,
Darlene Garrison, chairperson*

PAST PRESIDENT

For my end of the year report, let me start by saying "thank you." I truly appreciate the opportunity to continue to serve the members of the Shaker Heights Teachers' Association in the role of past president. It has been gratifying for me to work with John Morris and his leadership team. Being retired, I have more time to provide assistance, as needed. I have attended many evening meetings, including the Board of Education regular meetings and work sessions and the meetings of the Audit and Finance Committee. I have also been available to answer questions and provide information about past practices. This

may seem strange, but I enjoy the opportunity to continue interacting with my colleagues. So, thanks. Have a wonderful end of the school year and a restful summer break.

*Respectfully submitted,
Becky Thomas*

SECRETARY'S REPORT

This year I attended 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.

I served on the Finance Committee and attended all meetings.

Again, thank you for allowing me to serve you as an officer of the Shaker Heights Teachers' Association. It is truly an honor to work with such talented and driven colleagues.

MINUTES FOR THE REPRESENTATIVE COUNCIL MEETING May 14, 2012

Onaway

The President, John Morris, called the meeting to order at 4:25 p.m.

Amy Davis, principal of Onaway welcomed the SHTA representative council. She thanked the members and the association for their hard work and dedication.

The minutes of the April meeting were unanimously approved.

ADMINISTRATION REPORT: Lisa Howell reported that the spring evaluation for non-continuing contract members and continuing contract members are going well.

PTO REPORT: Tracy Williams, PTO Council co president, stated notification of Grant winners would be mailed out in the upcoming weeks.

OFFICERS' REPORTS:

PRESIDENT

John Morris reported on the meetings he attended and issue he dealt with. He worked on staff retirement and transfer issues. He, along with Steve Smith, congratulated members who received a continuing contract from the district. He and Mike Sears met with Bryan Christman to discuss insurance concerns. He attended the Race to the Top/Stars Value

Added training. He attended the showing of the film *American Teacher* and was a panelist that commented and answered questions following the movie. He announced that Susan Mears would receive the President's Service Award for 2012.

VICE-PRESIDENT

Dollye Finney reported that she met with the Race to the Top committee. She discussed the Value Added Linkage process. She attended the showing of the film *American Teacher*. She brought attention to Dr. Freeman's positive statements about Shaker Height's teachers and the teaching profession in general. She stated that the Association received a thank you from the Treasurer of the Chardon School district for the gift that was sent to the Chardon teachers after the tragedy they suffered.

SECRETARY

Matt Zucca presented the final attendance report and explained the procedure for calculating total attendance for the 2011-2012 school year.

TREASURER

Bill Scanlon discussed our current financial report. He distributed the SHTA's current financial report and the proposed budget for the coming 2012-2013 school year. A discussion was had about the decrease in funds for the budget due to the loss of members. Bill discussed the potential need to increase membership dues sometime in the future.

EXECUTIVE BOARD REPORTS

PAST PRESIDENT

Becky Thomas stated she would be attending the next Board Meeting and the city's Finance and Audit Committee meeting. She stated that School Board member Jennifer Mearns will be leaving. She stated she would be attending the State of the Schools address on May 30.

TEACHER EDUCATION

Steven Smith stated he sent out congratulatory letters to members who were given a continuing contract.

MEMBERSHIP AND ELECTIONS

Stacy Elgart reported that there will be an election held on Monday, May 21. On the ballot will be the 2012-2013 budget proposal, and building Representatives for the 2012-2013 school year.

POLICY

Dave Klapholz had no report.

PUBLIC RELATIONS

Debbie Musca thanked all the head representatives for passing out the teacher appreciation gifts.

LEGISLATIVE

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

PUBLICATIONS

Andrew Glaiser said that newsletter submissions are due on Wednesday. Please send them to him at glasier_a@shaker.org. He also discussed the showing of the film *American Teacher* at the high school. He commented that Dan Moulthrop, moderator of the panel discussion that followed the movie, was impressed with the professionalism at the Shaker Heights Schools between teachers and administrators.

LEGAL AID

Chante Thomas-Taylor had no report.

SOCIAL

Darlene Garrison stated that the spring recognition reception's menu is set. She passed out posters for the event to head building reps.

SALARY/TENURE

Lena Paskewitz stated she would be attending the upcoming Evaluation Committee meeting and the Performance Compensation Committee meeting. She discussed the opportunity for teachers to work in a cohort toward the Ohio Department of Education Master Teacher designation.

PROFESSIONAL RIGHTS AND RESPONSIBILITIES

Mike Sears met with Bryan Christman to discuss insurance concerns. He stated that district is working with members with regards to changes in coverage from Anthem. He reminded members about our contract hours and that school initiatives outside contract hours are voluntary not mandatory.

BUILDING REPORTS

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

Boulevard stated a calendar issue has been resolved.

Fernway reported concerns about adequate substitute coverage for teachers.

Lomond reported that they just went through their IB Authorization visit.

Woobury has concerns about the schedule change and how it will affect school operations.

The **Middle School** discussed concerns about leaks and damage cause by them. There is a concern about possible health concern potentially caused by recent work on the leaks in the auditorium's roof. These are being addressed.

The **High School** expressed concerns about parking problems for members. They also had a concern about current procedures regarding reporting student absences and the addition of clerical work that takes away from instructional time.

OLD BUSINESS

None.

NEW BUSINESS

Barbara Wilcher-Norton made a motion that there be a 0% increase to the representatives' stipends for the 2012-2013 school year. Sue Landi seconded the motion. This motion was unanimously approved. James Schmidt made a motion that there be a 0% increase in the salaries of the officers, PR&R chair, and newsletter editor. The motion was seconded by Barbara Wilcher-Norton. The motion was approved. The budget proposal will be on the election ballot on May 21st.

A motion was made to accept the budget proposal. The motion was seconded the motion, then passed unanimously

At 5:25 p.m. the SHTA representative council went into executive session.

FOR THE GOOD OF THE ORDER

John Morris thanked Susan Mears and Barbara Wilcher-Norton for their service and congratulated them on their retirement.

The meeting was adjourned at 5:40 p.m.

Respectfully submitted,
Matt Zucca, secretary

How Can You Add My Value?

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.

The United States Secretary of Education Arne Duncan was never a teacher. The only educational job he had prior to becoming Secretary was superintendent of Chicago Public Schools, which has a dubious record at best. President Barack Obama attended private schools in Indonesia and Hawaii. Both Sasha and Malia Obama have only attended private schools both in Chicago and in Washington, D.C. John Kasich's two daughters attend a private Christian school in Worthington, Ohio. These three individuals are in charge of our profession. Yet none of them clearly understands public education. This is most evident as we continue to implement the madness of Race to the Top (RttT) through serious unfunded mandates that impose frightening regulations on teachers. As our district continues to grapple with the monstrosity, we as true educators need to fight back.

Part of our evaluation system will be based on student test scores. The state of Ohio in its foolishness has agreed to make 50% of our evaluation based on student test scores. What that will look like not even the Ohio Department of Education (ODE) knows. How will we evaluate nurses, librarians, art teachers, etc... on student test scores? No matter. The ODE has sent the district a list of privately manufactured tests that they would find acceptable, a boon for Prentice Hall and Education Testing Services, companies that continue to lobby government for more "accountability" of public education.

The administration and the Association are currently grappling with the new Value Added component as part of receiving the RttT monies (for our district, a little over \$400,000 over five years). This will require we link individual student test performance to their teachers. Currently this linkage will be based on student performance on Ohio Achievement Tests (OAT). The linkage data is being designed by Battelle for Kids, a non-profit linked to the business Battelle, whose board of directors are mostly CEOs in some of Ohio's largest firms. While the ODE states that the information should be used to help teachers identify student issues, the Plain Dealer has already requested the data from districts that have gone through the process. In Los Angeles public schools, the newspapers have already published online teachers ratings based on linked Value Added scores. This is a public flogging of teachers based on inaccurate data. The simple mathematic formulas of Value Added cannot truly indicate the complexity of any child. Much like the state-mandated tests we currently administer, these test scores will be used only to punish those in poverty and the teachers that serve them.

And there will be more idiocy coming. School choice legislation continues in the Ohio House of Representatives, possibly taking much needed funds away from public education. More accountability in the form of mindless, unfunded, mandated testing which helps neither educators or children strive to succeed and is antithetical to good teaching is being considered. Of course the state legislature continues to defy the Ohio Supreme Court by ignoring the DeRolph decision and allowing the current funding practice of public education to be unconstitutional.

As a teacher thirteen years into my profession I have to ask “When will the madness end?” When will parents stand up for what is right for their children? What can we do to better educate people of the plight of public education?

I love teaching social studies to young men and women. I love collaborating with colleagues to make my profession better. I love the challenges that come with working with children. Yet, I can no longer ignore the outside forces that are destroying this endangered profession. It is time for me to stand up and be heard.

AG

Important Dates

Thursday, May 24	District Recognition Reception High School Cafeteria @ 3:45 P.M. (SEE FLYER BELOW)
Monday, May 28	Memorial Day/Schools Closed
Wednesday, May 30	State of the Schools @ 6PM, SHHS
Thursday, June 7	Last Day of School for Students
Friday, June 8	Professional Day
Tuesday, June 12	BOE Meeting @ 6PM, Administration BLDG

2012
Spring Recognition
Reception

Thursday, May 24th
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

