IMPORTANT DATES

Thursday, May 24: District Recognition Reception @ SHHS Upper Cafeteria. 3:45PM.

Monday, May 28: Memorial Day, Schools closed.

Wednesday, June 6: Close of School/Clerical Day

Monday, June 11: Strategic Plan Committee, @ SHHS Upper Cafeteria. 5:30PM.

SHTA *news*

May 21, 2018

ISSUE NO. 8

Message From the President

One of the best parts of my job as SHTA President is being able to give Our Service Award to one of our deserving members. It is my pleasure to announce that Chante Thomas will receive this year's SHTA Service Award, for her ongoing commitment to Our Association and her tireless efforts as Membership chairperson. It is an incredibly difficult job to track 460 members in two bargaining units, but Chante does it with patience and grace. It's a pleasure to give her this award.

Chante is a 23-year member of the SHTA. Past President Dr. Becky Thomas assisted Chante with a human resource issue the year she had her first son in 2010 and then invited Chante to join the Executive Board as Legal Aid chair in September of 2010. Dollye Finney invited Chante to join the Investments Committee in 2013. In September 2015, I asked Chante to be the Membership Elections Chair. She has performed each role with distinction.

Chante has two sons, Sean - a Lomond 2nd grader- and Chase - a rising Lomond Kindergartner (currently at Onaway). This year Chante fulfilled a publishing dream and released her first book, *Where I'm From*, which she dedicated to her mom, a retired educator. This represents a 25-year dream finally coming to fruition. It will be an honor to present Chante with Our SHTA Service Award at the District Recognition Reception on Thursday, May 24th at 3:45 in the High School Upper Cafeteria.

Like every month this school year, May was a busy month. I sat on a panel concerning teachers' ethics at Case Western Reserve University. I attended the quarterly Cuyahoga County Educator Summit meeting in Valley View. I communicated with head representatives and leadership concerning a media issue. I worked on a legal issue at Woodbury. I addressed personnel issues at Woodbury and addressed a facility issue at Woodbury. I addressed personnel issues at the High School. I addressed personnel issues at the Middle School. I addressed scheduling issues at the High School as well as a medical issue there. I talked with Superintendent Dr. Hutchings regularly. I updated the SHTA Facebook page with Andrew Glasier and updated the Cuyahoga County Educator Summit's page as well. I discussed more effective ways of communicating with the BOE with members. Next year, Board of Education members will be invited to attend our Representative Council meetings. I attended the School Board Meeting on May 8th. I attended the Superintendent's Last Chat on May 10th. I assisted with members concerns during fire and evacuation at High School on May 11th. I addressed member concerns about Strategic Planning Committee representation. I addressed concerns about the Woodbury Strategic Plan Student Survey. I communicated with Mike Sears concerning the Supplemental Review Committee. I assisted on High School Step II grievance and addressed reduced schedule contract concerns.

Let me be one of the first to wish you all a safe and restful summer break. You deserve it. As our jobs become ever more complex and public scrutiny and critique of our profession continues, we need time to re-energize, re-focus, and re-commit to the work we have dedicated our lives to, educating the children of Shaker Heights. Please take the time this summer to reconnect with your family, your loved ones, and yourselves. Also, consider ways you can become even more involved in Our Association as we enter another transitional stage as we bid farewell and best wishes to Dr. Gregory Hutchings and welcome Dr. Stephen Wilkins as our interim superintendent.

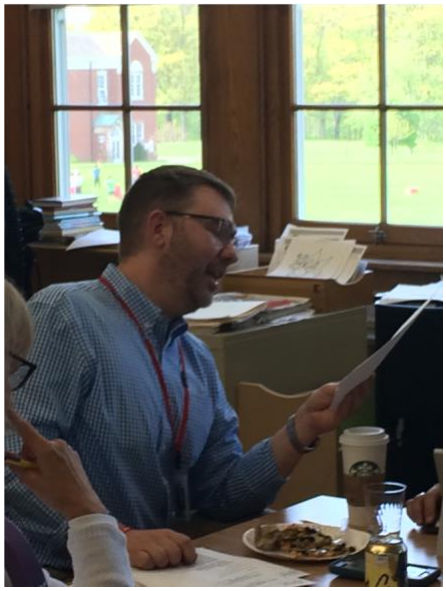
Let me also take this moment to thank all of our tireless Officers, Executive Board members, and Building Representatives. Your fellow colleagues who take on these roles invest themselves in protecting and representing our membership in ways that can never be adequately recognized or compensated. They do their jobs because they believe in Our Association and in what we do as professional educators. If you have the time or the inclination, please reach out to them and let them know how much you appreciate their dedication to this work. It is truly an act of selflessness. These good people are the backbone of the Shaker Heights Teachers' Association and shining examples of what organized labor is all about.

I hope to see many of you at our District Recognition Reception. Our Social Chair, Selena Boyer, has done an extraordinary job of planning and arranging the catering for this celebratory event. Please take care of yourselves and each other as we embark on the summer. I look forward to working with you again in August.

Respectfully submitted,
John Morris

SHTA President Dr. John Morris at the May SHTA Representative Council meeting @ Onaway Elementary School.





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. As Vice President I have the opportunity to work so many people in so many ways. I am truly humbled by the excellence of the teachers and the Association.

My duties have included serving as a representative to the PTO Council. I continued to act as Teacher Liaison for the staff in assisting with *The Night for the Red and White*. *The Night for the Red and White* was again a huge success this year. Much of the success of this event is due to the efforts of our staff. Again, I thank you for supporting this event.

I served on the Investments Committee with Todd Keitlen, Chante Thomas, 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.

Another duty I have is administering The Shaker Heights Teachers' Association Fellowship Grants. Again, I would like to congratulate 2017 – 20187 winners:

2017-2018 Fellowship Recipients

Laura Robbins	Onaway
Timothy Kalan	Onaway
Tanutda Devine	Onaway
Stacy Stoller	Boulevard
Kristen Roope	Boulevard
Jennifer Goulden	Boulevard
Kathy Eagleton	Boulevard
Alison Bradford	Boulevard
Nicole Cicconetti	Mercer
Robyn Feinstein	Mercer
Karen Tritt	Mercer
Peg Rimedio	Fernway
Karmi James	Fernway
Kathleen Mohney	Fernway
Jennifer Vail	Fernway
Steve Smith	Lomond
Adrienne Tildsley	Lomond
Juliann Ely	Lomond/Boulevard
Marci Cohen	Lomond
Penny Weiss-Flynn	Onaway
Karie Murphy	Onaway
Ruth Heide	Woodbury
Stephanie Smith	Woodbury
Kristin Koterba	Woodbury
Cheri Shapero	Woodbury
Betsy Brindza	Woodbury
Kristina Hayward	Woodbury
Angela Goodrum	Woodbury
Katrina Holmes	Shaker Middle School
Beth Casey	Shaker Middle School
Linda Roth	Shaker Middle School
Ellen Roberts	Shaker Middle School

Regina Canady	Shaker Middle School
Kelly Anderson	Shaker Middle School
Robin Sweigert	High School
Brian Berger	High School
Valerie Doersen	High School
Kathleen Fleming	High School
Renee Manuel	High School
Windy Shiner	High School
Andrew Glasier	High School
Eileen Willis	High School
Emily Shrestha	High School
Donna Jelen	High School
Mario Clopton-Zymler	High School

To receive reimbursement this school year, your documentation must be submitted to me by May 25. Payments will not be made over the summer break. Reimbursements will resume in the fall.
This year I served as a member of the Negotiation Team. As a member of the Negotiating Team I had the honor once again to serve Our Association and work with President John Morris, Secretary Darlene Garrison, Treasurer Bill Scanlon, Wendy Lewis from Woodbury, Legislative Chair Dave Klapholz, Professional Rights and Responsibilities Chair Mike Sears, High School Head Representative James Schmidt.
I would also like to thank Past President Becky Thomas for her continued work for Our Association. Her efforts and institutional memory is invaluable during these ever-changing times.
It has also been my pleasure to work with our Secretary Darlene Garrison and our Treasure Bill Scanlon. They are dedicated members and trusted leaders of the SHTA. To the Executive Board and Representative Council members a huge thank for your tireless efforts for the members of the SHTA.
Finally, thanks to our President, Dr. John Morris, who works so hard and passionately as he guides and leads Our Association. I am in awe of his insight, patience, compassion and his ability to navigate and juggle his many responsibilities. It has been a pleasure to serve with him.
I wish all of you a restful summer. The next school year will be upon sooner then we think, presenting many challenges, but we will be ready.

Respectfully submitted,
Matthew Zucca



SHTA Vice President Matt Zucca at the May SHTA Representative Council meeting @ Onaway Elementary School.

SECRETARY'S REPORT

It's hard to believe that this school year is almost over. I have enjoyed taking notes during Executive Board Meetings and Representative Council Meetings.

The Night for the Red & White was a success and SHTA was able to raise about $550 from our annual raffle ticket drawing. One teacher from Shaker Heights High School and one teacher from Fernway Elementary School won two tickets to the event held at The Hilton Downtown.

The 2017-2018 school year is coming to an end and I would like to wish everyone a restful and enjoyable summer vacation. See you next school year!

Darlene E. Garrison
SHTA Secretary

TREASURER'S REPORT

Before the May Executive Board meeting I prepared a budget for the 2018-19 fiscal year. I presented that budget to the Executive Board. The Executive Board approved the budget for presentation to the Representative Council the following week. The Representative Council discussed the budget at the May 14th meeting and voted to have the budget reflect a 25% increase to the President's salary and a 2% increase to the salaries of the other five salaried Association employees. The Council voted to increase the per meeting remuneration by 2% as well. The budget was then approved for placing on the May 21st ballot.

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

- I served on the Negotiating team, meeting with the administration to work out a 3-year Collective Bargaining Agreement.
- I attended every Executive Board Meeting and every Representative Council Meeting throughout the year.
- I maintained our insurance through Musgrave Insurance.
- I coordinated and attended meetings of the Investment 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 communicated with our Edward Jones advisor investigating ties between our investments and the gun industry.
- I met with our accountants at Edward Hawkins & Co. at various times throughout the year to submit our books for an audit, to complete the paperwork for our Form 990 tax filing, and to submit information for the issuance of W-2 forms.
- I was active in supporting community dialogue in the lead-up to the Fall 2017 School Board Elections.
- I met with members of the administration to discuss the repercussions of ending the elementary trips to the Woodbury Science Lab.
- I aided in the sales of "Just Let Me Teach" wristbands to benefit the SHTA PAC.
- I worked with Bob Bognar, our Public Relations Chair, to process payments for the SHTA t-shirts. Together we incorporated the use of Square, a device allowing people to pay with a credit card.
- 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 2018-19 fiscal year budget for approval by the Representative Council at the May Association meeting.
- I attended SHTA social events.
- I attended various community meetings and professional organization meetings, sometimes serving as an SHTA representative.
- 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, 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.

The current financial report is included.

At this moment in our district's history I am concerned about its future.

The behavior of some of the students in our district is disturbing. Just this week, I've had two identical incidents: I'm in the hallway during class time and come across students standing in place talking to each other. I calmly say to them, "You can't stand here in the hallway, you need to go to your class." All but one of the students disperse leaving the lone student to turn to me and say, "You can't tell me what to do. You're not my teacher."

This behavior is not a one-time moment of rebellion. This is learned behavior. The students who feel emboldened to speak to an adult this way are students who continuously create disruptions in their classes and, when sent out for discipline, are told to go back and apologize. These students quickly realize there aren't any real consequences for their disruptive behavior and they feel empowered to do whatever they feel like.

Even more disturbing is that we are letting one student diminish the learning of the other students (usually well over 20) in the classroom. Many times, the teacher is asked to leave their classroom to meet with the student for an apology. Allowing that student to continue acting in this manner without addressing the root cause of his/her behavior does a disservice, not only to the rest of the class, but to that kid also. We are setting him/her up for larger behavior failures in the future, where the consequences are more severe and permanent.

The administration seems to be hyper focused on cost-cutting, at the expense of programs serving our students. The administration talks about the cuts we need to make in our staff numbers, and how class sizes are going to grow. We need more teachers and staff who have direct contact with kids, not less, and we need smaller class sizes to enable us to make connections with these students. The calculation is fairly simple: the larger the class, the less attention we can give to each student.

I hope everyone takes time this summer to spend with those you love. Recharge your batteries so you're prepared next year to give our fabulous Shaker Heights' children your all.

Respectfully submitted,
Bill Scanlon

Shaker Heights Teachers' Association	
Balance Sheet Standard	05/18/18
As of May 18, 2018	
	May 18, '18
ASSETS	
Current Assets	
Checking/Savings	
Key Investments2	45,742.67
Key Bank (checking)	90,937.99
Total Checking/Savings	136,680.66
Other Current Assets	
Edward Jones 13760-1-1	494,617.62
Edward Jones 13768-1-3	700,897.53
Total Other Current Assets	1,195,515.15
Total Current Assets	1,332,195.81
TOTAL ASSETS	1,332,195.81
LIABILITIES & EQUITY	
Equity	
Opening Balance Equity	53.69
Retained Earnings	1,249,234.73
Net Income	82,907.39
Total Equity	1,332,195.81
TOTAL LIABILITIES & EQUITY	1,332,195.81

Shaker Heights Teachers' Association
Profit and Loss Standard **05/18/18**
July 1, 2017 through May 18, 2018

	Jul 1, '17 - May 18, '18
Income	
Income	
Member Dues	**138,951.62**
Total Income	**138,951.62**
Investments	
Edward Jones-Fees & Charges	**-5,663.47**
Key Investments Income	**40.41**
Change in Value in Edward Jones	**68,478.51**
Total Investments	**62,855.45**
Other Types of Income	
Miscellaneous Revenue	**1,891.41**
Total Other Types of Income	**1,891.41**
Total Income	**203,698.48**
Expense	
Operations	
Accounting	
Banking	**-553.82**
Accounting - Other	**8,250.00**
Total Accounting	**7,696.18**
Compensation	**31,973.14**
Conferences & Meetings	**3,534.36**
Executive Board	**445.59**
Fellowships & Grants	**3,339.98**
Insurance	**5,944.00**
Legal	**3,588.64**
Negotiations	**52,404.13**
Officers' Expenses	**639.38**
Payroll Taxes	**309.49**
Public Relations	**5,579.29**
Publications	**1,296.92**
Social	**1,051.76**

EXECUTIVE BOARD REPORTS

PROFESSIONAL RIGHTS AND RESPONSIBILITIES REPORT

During the 2017-18 school year, I spent time working in the following areas for Our Association and our members:

- Spoke with new teachers at the welcome luncheon in August
- Worked with the Insurance Committee to make sure there was a smooth transition from Anthem to Medical Mutual for major medical and prescription drug benefits
- Continued Supplemental Committee work as one of the co-chairs and helped establish a permanent review process through collective bargaining
- Served on the team for Interest Based Bargaining, which led to a new and fair collective bargaining agreement
- Assisted teachers who could not come to work because of a power outage
- Mentored new building representatives at the Middle School
- Filed a step 1 grievance that delayed a proposed grading policy change at the Middle School
- Attended a step 1 grievance that resolved a specific student discipline matter at the Middle School
- Helped plan building meetings for members at the Middle School
- Collaborated with building representatives to propose changes related to general student discipline policies at the Middle School
- Helped coordinate a response to student interest in the National Student Walkout to protest gun laws at the Middle School and High School
- Served on the interview committee for the new Middle School principal
- Suggested better communication was needed about Medical Mutual programs to administrators at an Insurance Committee meeting
- Reminded members to vote in the STRS board elections
- Answered members questions about peer evaluation, maternity leave, caregiver leave, FMLA, and leaves of absence

As we end this school year, I am concerned about the future of Shaker Heights. The mayor recently resigned. The school district will soon have an interim superintendent. The student enrollment is declining at a rate of 100 students per year. There was recently organized opposition to a local library levy on the ballot. A plan to cut staff through attrition has been approved. As changes continue, I wonder about the district's goals of Excellence, Equity, and Exploration. Will the money be there to meet these goals? Does the community have the will to support these ambitious initiatives, especially equity? What will the next Strategic Plan look like? One thing that won't change, however, is the dedication of the public-school teachers in Shaker Heights. We'll be back in August ready to teach our students to the best of our abilities. Until then, have a great summer!

Respectfully submitted,
Mike Sears, chairperson

EVALUATION COMMITTEE

I have enjoyed another year serving as your Evaluation Chair! We began the year by working as a Committee to make important changes to our evaluation system. We made several structural changes by revising informal year expectations and eliminating superfluous forms. Shared Attribution was also used this year to eliminate the need for individual SLOs. All of these changes were made in response to teacher and administrator input, research, and discussion. During our final Evaluation Committee meeting, we reviewed these changes and the feedback we received, and have decided to continue with Shared Attribution next year. We will also continue with the current forms and expectations for both Formal and Informal evaluation years. By August, all forms and documents on the website will be converted to Google Docs.

I worked with Director of Human Resources, Dr. Lois Cavucci, this year to develop a positive working relationship and bring her up-to-date about the history and operations of our Committee, the Shaker Evaluation System, and Peer Evaluation. I look forward to continued collaboration on evaluation issues and co-facilitating the Evaluation Committee.
The Peer Evaluation Intent Forms were sent out and due to your building principals last week. You should be notified whether you have been approved or denied by May 25, 2018. Please inform me, Addie Tobey, or Andrew Glasier if you do not hear from your administrator regarding Peer Evaluation for the 2018-2019 school year.

I look forward to another year of serving as the Evaluation Chair and Committee Co-Facilitator. Please feel free to forward any thoughts, suggestions, and/or concerns to me for consideration!

Respectfully submitted,
Lena Paskewitz, chairperson

PUBLIC RELATIONS COMMITTEE

It has been an honor to serve as Public Relations Chair. I have worked to promote Our Association through community advertisements, support of student programs, and teacher appreciation gifts. I have attended Executive Board and Representative Council meetings to keep membership informed about PR efforts and to take part in Association discussions.

Arrangements for advertisements in *Shaker Life Magazine* and *The Gristmill* were made. Student support was given through contributions to the Woodbury African American Female Scholars and Teacher Appreciation gifts for members were distributed during Teacher Appreciation Week in early May. Arrangements for the President's Award were made. I also made a second order of SHTA T-shirts and created a credit card payment option for purchases. I am proud of serving Our Association as the Public Relations Chair.

Respectfully submitted,
Robert Bognar, chairperson

PAST PRESIDENTS COMMITTEE

In the past month, I attended meetings of the Finance and Audit Committee and the Board of Education. The Finance and Audit Committee focused on the bond issuance which was completed in April. The district now has access to $30 million for building maintenance and improvement projects. There was also a report about declining enrollment. There has been an 8% decline in the last five years which is a continuation of the pattern from previous years. There are several recommendations that have been proposed and the Board of Education is considering them. Meanwhile, the decision on purchasing district software services (from Tyler Munis or Sungard) should be forthcoming.

During the 2017-2018 year I attended over 20 meetings as a representative of the Shaker Heights Teachers' Association. This was in addition to the regular meetings of Executive Board and Representative Council. I also assisted with the membership lists, with clerical tasks for negotiations, and I was "on call" for questions about past practice and SHTA procedures.

Since I retired in 2011, there has been a large turnover in the staff population at all levels. My guess is that more than 40% of the current teaching staff are new since my retirement. The administrative turnover has been even higher. There are only a few current administrators who were in their Shaker jobs in 2011 and, in several cases, administrative jobs have turned over more than once. That means that the institutional memory has shifted. One reason I stay involved with the SHTA is to provide a perspective on what was done in the past. Not to stay in the past or see it as "the good old days", but to remember and value the legacy of those who served before us. I appreciate the opportunity to stay involved with the SHTA.

Respectfully submitted,
Becky Thomas, chairperson

LEGISLATIVE COMMITTEE

I will use my last report of the school year to review the most important legislative issues of the year.
Maybe the biggest education story was the shooting in Parkland, Florida. It may very well influence legislation in the future.
The Every Student Succeeds Act (ESSA) went into effect this year and there are still several skirmishes between states and the federal government over the details of implementing this legislation.
During this school year there have been mass teacher walkouts for increased funding in five states, and later this month North Carolina will likely be the sixth. This is unprecedented.
We are waiting for the Supreme Court's verdict in the Janus case. This is the case that will likely gut the strength of unions of public employees.
It has been an honor to serve as the chair of the Legislative Committee this year for the SHTA.

Respectfully submitted,
David Klapholz, Chairperson

POLICY COMMITTEE

As Policy of Our Association, I help steward SHTA's Constitution and communicate its articles and by-laws to our members. As member of the Teacher Evaluation Committee I participated in decision-making and problem-solving activities during our periodic meetings. I continue to support our members in both my buildings and I am willing to help anyone with any problem who reaches out: kalan_t@shaker.org. I would also like to remind everyone that Our SHTA Constitution as well as our new contract along with other goodies, can be found on http://www.shtaweb.org/.

Respectfully submitted,
Tim Kalan, Chairperson

SOCIAL COMMITTEE

I truly enjoy serving as the SHTA Social Committee Chairperson! My responsibilities include hosting the Executive Board each month at the Executive Board meetings and organizing various social gatherings. I also organize and cater the Annual District Recognition Reception every spring. I would like to thank Darlene Garrison for hosting the Executive Board meetings while I have been on maternity leave most of the year.

If you have never attended one of our SHTA Social events please consider coming next year! We always have fun and it's nice to know people from other buildings! This year we kicked off the start of the school year at Bar Louie at Legacy Village and had a holiday happy hour at Tavern Company in Cleveland Heights. Both events were very well attended. All ideas or suggestions about events for our SHTA are currently being accepted.

On May 24th, we will have our Annual District Recognition Reception in the High School Upper Cafeteria at 3:45 p.m. During these challenging times, it is important that we celebrate our own successes as well as the accomplishments of our colleagues. Don't forget to wear your SHTA shirt! If you have yet to purchase a new, updated shirt they will be available for purchase at the reception. I look forward to seeing you there

Have a safe and relaxing summer! You've earned it!

Respectfully submitted,
Selena Boyer, Chairperson

MEMBERSHIP & ELECTIONS COMMITTEE

I also continue to work with Todd Keitlen, Matthew Zucca, and chair William J. Scanlon on the Investments Committee. It is the responsibility of this committee to oversee and realign our investments (general fund) with Edward Jones Investments. We continue to enjoy the growth of our conservatively invested funds as the markets surge.

2017-2018 CURRENT REPRESENTATIVE COUNCIL

Boulevard- Angela Anderson HR, Jennifer Goulden Alt
Onaway- Paula Klausner HR
Fernway- Andree Hassell HR
Lomond- Steve Smith HR, Donita Townsend, Jill DiPiero
Mercer- Nicole Cicconetti HR, Cathy Richards
Woodbury- Angela Goodrum HR, Aisha Mason, Lee Appel, Aquita Shephard Alt
Middle School - John Koppitch HR, Kathy Manning alt, Tim Richards alt
High School- James Schmidt HR, Brian Berger, Joel Rathbone, Keith Szalay, Tod Torrence, Tito Vazquez
SHTA ST- Bonnie Gordon, Jen Halapy

Our organization has 467 SHTA and SHTA ST members! Here is the breakdown by building:

Boulevard	29 SHTA and 3 SHTA ST members
Fernway	27 SHTA and 1 SHTA ST member
Lomond	33 SHTA and 5 SHTA ST members
Onaway	32 SHTA and 3 SHTA ST members
Mercer	30 SHTA and 4 SHTA ST members
Woodbury	68 SHTA and 8 SHTA ST members
Middle School	68 SHTA and 6 SHTA ST members
High School	140 SHTA and 8 SHTA ST members
District	1 SHTA member.

Respectfully Submitted,
Chante Thomas

The PAC of the SHTA COMMITTEE

This year has been full of passion, dedication, standing together and speaking out for educators and students across the country. We are seeing teachers fight for living wages, students leading marches for safer schools and more strict gun laws, and the Janus case posing a threat to unions. It's been an incredible year of marches and speaking out for needed changes. This fire within us needs to continue to grow. We have to keep using our voice and our votes to make a difference.

Over the summer we need to keep up with what is happening and what needs to be done, whether it be attending a march, talking to neighbors about these issues or sending messages to your government representatives.

It was exciting to send off so many letters to our representatives, letting them know about how we feel about the need for stricter gun laws. Thank you for taking the time to write them. Your voice makes a difference.

I am still selling "Just Let Me Teach" wristbands. They will be available at our service tea for a $3.00 donation to the PAC.

Have a wonderful and restful summer!

Respectfully Submitted,
Cathy Grieshop

SHTA ST COMMITTEE

As the Support Teacher bargaining unit begins negotiations with the new Board of Education, represented for the last time by Dr. Hutchings and his team, this year has seen many issues with our Support Teachers - as well as steps taken by the Administration to set up a structure that deals with those problems.

The Innovative Center Blended Learning Support Teachers have had several scheduling difficulties over the course of the year, since they are only 50% FTE and have neither planning periods nor meeting times during their contract day, but must still create lesson plans and meet as a team to be effective. Their work, much of which involves getting our most at-risk high school students over the finish line to graduation, is crucial to maintaining Shaker's commitment to equity. This year, I met with our new Director of Human Resources, Dr. Lois Cavucci, for the first time regarding ST bargaining unit issues. I also met with HS Principal Jonathan Kuehnle and set up a plan to deal with these types of problems as they arise.

Another troubled area is our Intervention Lab at the HS, where fully-qualified Intervention Specialists with a 24-student case load of IEP's are paid at a 30% lower base pay than SHTA bargaining unit members. This means that the students on our ST members' case load, who are just as much in need of individualized educational accommodations as those assigned to SHTA members, have teachers who are just as responsible for ensuring these students meet their IEP goals but who are paid a third less for that work. When SHTA-ST first came into being during the 2015-2016 school year, this pay gap was rationalized with the fact that I-Lab Support Teachers did not co-teach. This is no longer the case, as almost all of the I-Lab Intervention Specialists are now co-teachers for at least one class - a setting demanded by many student IEP's. Meanwhile, our IS ST members in the elementary schools are also working side by side with classroom teachers in ways that are indistinguishable from their IS SHTA member peers, but once again for significantly lower pay. Like the Blended Learning Lab Support Teachers, our IS ST members help some of Shaker's most vulnerable students overcome the barriers that stand in the way of learning. Intervention Specialists make up almost 25% of the ST bargaining unit.

Yet another set of ST members that has been inexplicably denied equal treatment by the District is our English Language Learner Support Teachers. In the past, all of Shaker's students who speak a language other than English at home were taught to read, write, speak and understand English by teachers on the ST pay scale - in contrast to practically every other district in the region. When SHTA-ST was created, our two longest-serving ELL teachers were put onto the SHTA pay scale and three others were not. They are doing exactly the same job, with exactly the same qualifications, serving the cause of educational equity for students with language barriers to learning, at two different pay scales. It is little wonder that turnover among ELL ST members is high.

Finally, half of our ST bargaining unit membership is made up of Reading and Skills specialists at the elementary schools. While the first SHTA-ST collective bargaining agreement addressed the historic injustice of paying our Kindergarten Readiness Program teachers at the Aide scale, Shaker's commitment to equity is still tested by students who are not reading at grade level. Paying our ST bargaining unit Skills specialists so much less than SHTA members sends the message, even if it is unintended, that these students are not worth the District's full investment in recruiting and retaining the top teachers available.

On the positive side, we salute the 11 members of our bargaining unit that are now on Continuing Contracts. This is another historic wrong that was righted by our first Collective Bargaining Agreement, reached under Dr. Hutchings's leadership. Before 2015, a group of fully-qualified Shaker teachers were called Tutors and worked longer hours for less pay, without any hope of job security or redress for their poor treatment besides leaving the District, for their entire careers. Our school day is now comparable to those of SHTA bargaining unit members, our rights to be mentored and to participate in the Resident Educator program have been secured, and our other rights and responsibilities (with a few exceptions) have been laid out in the current CBA, which expires on June 30.

Ultimately, we believe it is counterproductive to maintain two separate bargaining units for educators in Shaker Heights. While school nurses, school librarians, school counselors and school speech pathologists are all considered "teachers" by Ohio statute (and, in Shaker, are all paid at the SHTA pay scale), the fact is that every single one of our 39 SHTA-ST members is responsible for our students learning mandated content according to state standards - mostly for our students who face the greatest challenges meeting those standards. When all of our Gifted Program teachers have pulled out elementary school students to give them enrichment, they have been paid at SHTA scale. So why do our Reading Skills teachers, who pull out elementary school students to ensure they pass the Third Grade Reading Guarantee, get paid so much less? Why do some high school students on IEP's get teachers who are paid a third less per student on their case load as other students? In what universe is this equitable treatment, of teachers or of students?

The SHTA-ST negotiations with the District began on Friday, May 18. We hope to be able to fairly and responsibly resolve these questions under Dr. Hutchings's leadership, and not to kick the can down the road to the Interim Superintendent.

Respectfully Submitted,
Bonnie Gordon

SALARY-TENURE COMMITTEE

We successfully negotiated a three-year contract for SHTA members. This led to increase in the base pay for the next three years.
I continue to consult with the SHTA ST negotiations team and our Lawyer, Susannah Muskovitz. The ST Negotiations team has a number of meetings with Administration scheduled this month

Respectfully Submitted,
John L. Morris

TEACHER EDUCATION COMMITTEE

This spring, 32 teachers were granted a continuing contract from the Shaker Heights Board of Education. They will be recognized at the District Recognition Reception on Thursday, May 24th in the Shaker Heights High School cafeteria. I would like to commend the following teachers who were approved for continuing contract status this year: Cinnamon Anderson, Laura Boris, Kady Cole, Stacey DeYoung, Vanessa Exum, John Filippakis, Amy Fogerty, Rachael Folkman, Brittany Gehring, Denise Goble, Shifa Isaacs, Kara James, Jane Jowers, Lauren Keener, Benjamin Lehman, Lynn Marencik, Elizabeth Mazzie, Edwin Mugridge, Nora Jean Murphy, David Peake, John Philbin, Jeffrey Rice, Alexandria Royal, Patel Sagar, Jacqueline Scanlon, Rebekah Sharpe, Megan Slusar, Nicole Smith, Stacy Stoller, Karen Tritt, Jennifer Wiescinski, and Greg Zannelli,

The main purpose of the Teacher Education Committee is to be a liaison to help newly hired and non-tenured teachers. During this year, I answered questions from teachers to help their understanding of requirements needed to obtain a continuing contract in The Shaker Heights City School District. I communicated with administration to recognize support teachers who met the criteria and obtained tenure at the beginning of the 2016-2017 school year. I discussed and addressed the issue of safety with administrators in elementary buildings. I created an information packet that was distributed at the September New Teacher meeting. Within this information, I addressed specific parts of the SHTA contract that were especially important to new teachers and those without a continuing contract.

I feel that even though I am an experienced teacher, there are always fresh ideas to learn from newer teachers. As educators, we should never stop learning. Thank you for this opportunity to work on behalf of Our Association. Wishing you a peaceful end-of-the-year and an enjoyable summer!

Respectfully Submitted,
Lisa Hardiman

LEGAL AID COMMITTEE

No news is always good news. Keep in mind, just because there was not a need for legal aid does not mean there are not personnel issues. We have our SHTA officers and representatives to thank for spending their time and dedication to preventing any need for legal aid.

It has been a pleasure to serve you this year!

Respectfully Submitted,
Cathy Grieshop

PUBLICATIONS COMMITTEE

I have formed, edited and distributed eight SHTA Newsletters to our Membership. I have also made sure that the newsletters are added to our website, shtaweb.org. I have distributed our Newsletter to school board members, administration and community members. I have written several editorials for the newsletter. I have worked with our amazing editing staff, Dr. John Morris, Becky Thomas and Chris Cotton, to make sure I have dotted all my I's and crossed all my t's. I want to personally thank them for their service.

I have updated Our Facebook page and Twitter account. I have sent reminders and updates to Our Membership throughout the year through email.

I enjoy the responsibility of working for Our Membership. Please feel free to contact me any concerns or opinions at glasier_a@shaker.org or #6168.

Respectfully Submitted,
Andrew Glasier

MINUTES FOR THE REPRESENTATIVE COUNCIL MEETING
MAY 14, 2018, ONAWAY ELEMENTARY SCHHOL

SHTA President, John Morris started the May 14th Rep. Council Meeting at 4:32PM.
Eric Forman, Principal of Onaway Elementary School welcomed Rep. Council to Onaway and gave best wishes for a successful end of the year.

MINUTES from the April 16th, 2018 Rep. Council meeting were approved, motion made by Tim Kalan and seconded by Bob Bognar.

Administration Report
Dr. Gregory Hutchings, Superintendent was present from central office.

- Dr. Hutchings introduced interim Superintendent, Dr. Stephen Wilkins. Hoping for a smooth transition.
- Enrollment decline pathway likely "Option 3". No Reduction in Force this year. Attrition.
- Strategic Plan—hoping to have broad teacher input. Question from Andrew Glasier regarding disparity of representation on Strategic Plan Committee. There are more than 29 administrative staff on the Committee and fewer than 8 teachers. Dr. Hutchings cited a limited number of teacher applicants. Representatives provided anecdotal accounts of teachers having been rejected from the Committee and one Representative indicated she had been rejected.

P.T.O. Report

- No Report

Officer's Report
President, John Morris

- Sat on a panel concerning teachers' ethics at Case Western
- Attended Cuyahoga County Educator Summit meeting in Valley View
- Communicated with head reps concerning media concern
- Worked on legal issue at Woodbury
- Addressed personnel issues at Woodbury
- Addressed facility issue at Woodbury
- Addressed personnel issues at the HS
- Addressed personnel issues at the MS
- Addressed a medical issue at the HS
- Addressed scheduling issues at the HS
- Talked with Dr. Hutchings regularly
- Updated SHTA Facebook page with Andrew Glasier and CCES page as well.
- Discussed more effective ways of communicating with the BOE with members
- Attended Board Meeting on 5/8
- Attended Superintendent's Last Chat on 5/10
- Assisted with members concerns during fire and evacuation at High School on 5/11
- Address member concerns about Strategic Planning
- Addressed concerns about Woodbury Strategic Plan Survey
- Spoke with Dr. Robinson
- Communicated with Mike Sears concerning the Supplemental Review Committee.
- Will assist on HS grievance on 5/15.
- It is my pleasure to announce that Chante Thomas will receive this year's SHTA Service Award, sometime call the President's Award, for her ongoing commitment to the Association and her tireless

efforts as Membership chair. It's incredibly difficult to track 460 members in 2 bargaining units, but Chante does it with patience and grace. It's a pleasure to give this her award.

Vice President, Matt Zucca

- Working on Fellowship Grants. May 25 deadline for payment this school year. After that, payments will wait until fall/start of school.
- Investigating single subject scheduling concerns, specifically travel time and continuity of programs/services.
- Responding to supplemental contract concerns.

Secretary, Darlene Garrison was not present for the meeting

- Angela Goodrum distributed the ballots and reminded representatives to sign and verify their attendance for the year.

Treasurer, Bill Scanlon

- Distributed meeting forms/requisitions for compensation
- Working with our accountants on tax forms
- Presented Financial Report

Executive Board Reports

Past President, Becky Thomas

- Attended Finance & Audit Committee.
- Attended May Board of Education meeting.

Teacher Education, Lisa Hardiman

- Congratulatory letters were sent to 32 continuing contract recipients.

Membership/Elections, Chante Thomas-Taylor was not present for the meeting

- Elections on May 21 for building representatives.

Policy, Tim Kalan

- Attended the Evaluation Committee meeting.

Public Relations, Bob Bognar

- All shirts are in. Extras will be sold at the Recognition Reception.

Evaluation, Lena Paskewitz

- Final Evaluation Committee meeting is scheduled.
- Overall, Shared Attribution was a positive change.
- Peer evaluation forms are in the hands of the administration

Legislative, Dave Klapholz

- I will use my last report of the school year to review the most important legislative issues of the year.
- Maybe the biggest education story was the shooting in Parkland, Florida. It may very well influence legislation in the future.
- The Every Student Succeeds Act (ESSA) went into effect this year and there are still several skirmishes between states and the federal government over the details of implementing this legislation.
- During this school year there have been mass teacher walkouts for increased funding in five states, and later this month North Carolina will likely be the sixth. This is unprecedented.

- We are waiting for the Supreme Court's verdict in the Janus case. This is the case that will likely gut the strength of unions of public employees.
- It has been an honor to serve as the chair of the Legislative Committee this year for the SHTA.

Publications, Andrew Glasier

- End of the Year Reports due Wednesday May 16 at midnight
- Posted the contract on website—shatweb.org
- Updating SHTA Facebook page and planning summer Facebook contest
- Heard many complaints about the composition of the Strategic Plan Committee and also about Option 3 for dealing with enrollment decline.

Social, Selena Brown

- The Recognition Reception is all set for Thursday, May 24th. The reception will be held at Shaker Heights High School, upper cafeteria.

Legal Aid, Cathy Grieshop

- "Just Let Me Teach" bracelets being sold and will be available at the Recognition Reception.
- Attended the brown bag lunch.

Professional Rights and Responsibilities, Mike Sears

- Assisted with Middle School Principal search.
- Supplemental Committee is in flux. Hopefully deadlines for Supplemental Contracts will be met.

Salary/Tenure, John Morris

- Consulted with Support Teachers on negotiations. Three meetings are scheduled for May.
- Consulted with SHTA Consul Susannah Muskovitz.

Building Representative Reports

Boulevard, Angela Anderson

- Dealing with a mold issue in the music room. There have been some efforts by building staff but teachers want professional remediation and air quality analysis.
- Questions regarding Reduction in Force.
- Questions about how a recent power outage was handled. No Central Office administrative support. No water sent over for students.

Fernway, Andree Hassell

- Concern about support staff availability during testing.

Lomond, Steve Smith

- No Report

Mercer, Nicole Cicconetti

- No Report

Onaway, Paula Klausner

- Concern about parking. Administration Building staff want to limit access to Ad. Bldg. parking lot by Onaway staff.
- Nurses told they must write 504 plans for all students with any health issues. Question about when this will be done and about the compensation. Members advised not to do any work without a written, signed agreement to terms.

- Conflict with the Recognition Reception. Onaway has a scheduled exhibition that same evening. Other schools also impacted. Disappointed that staff attendance at the Recognition Reception will be hindered by scheduling of alternate activities.
- From Tim Kalan: Deliveries for chairs for open house was done without communication with Onaway staff resulting in Physical Education materials being inaccessible. Also, there is limit access to display boards for Art due to scheduling multiple Open House experiences on the same night.

Woodbury, Angela Goodrum

- Concern about the strategic plan survey that was given to students. Questions seemed designed to skew the results.

Middle School, John Koppitch

- Kathy Manning, Mike Sears and myself will be meeting with the MIT and the Admin teams on Tuesday, May 15th to; collaborate and reflect upon our member survey, reflect on the positives from this year, to examine opportunity for growth for next year, and work on an effective plan for continual unruly students in the next school year. This is the follow up to our previous grievance hearing that had to be rescheduled due to the new principal hiring process.

High School, James Schmidt

- No Report

SHTA Support Teachers, Bonnie Gordon

- Starting negotiations. Hoping to use IBB.

Old Business - None

New Business

- Executive Session 5:40 p.m. to 6:20 p.m.
- Representative Council approved the budget which will be presented to the Membership for voting on May 21.

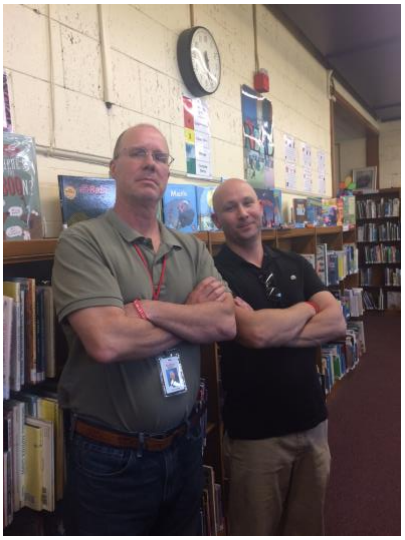
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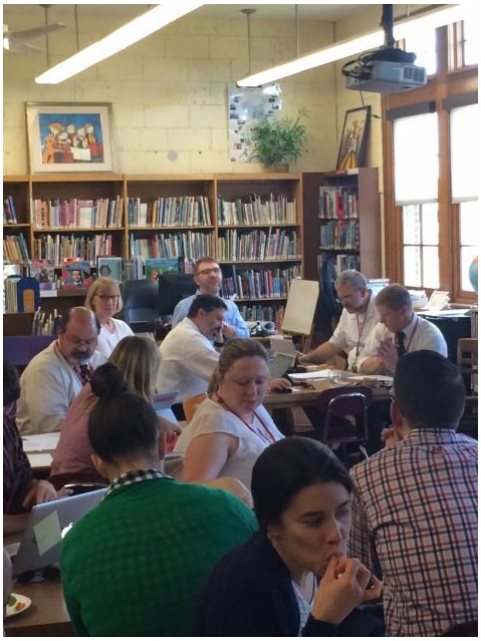
- Thank you, Onaway Staff, Paula Klausner, for hosting the last SHTA meeting this school year and providing a delicious meal.

May 14th Rep. Council meeting was adjourned at 6:35PM. Motion to adjourn meeting made by Paula Klausner and seconded by Aimee Grey.

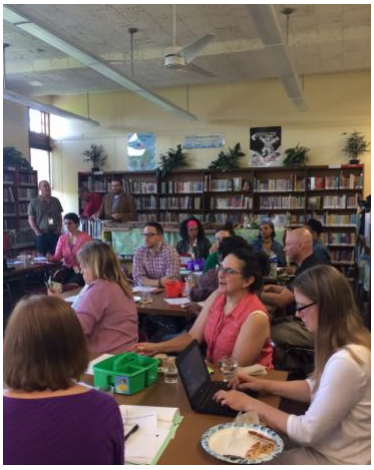
Notes Taken By:
Rebecca Thomas
SHTA Past President

Respectfully submitted,
Darlene Garrison





SHTA May Representative Council Meeting @ Onaway Elementary School. Special thanks to Lomond Representatives Paula Klausner for hosting the meeting.



Sasha, daughter of SHTA Social Chair Selena Boyer.



SHAKER COMMUNITIES

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.

A recent *Shakerite* article quoted Superintendent Hutchings from a January interview. According to the narrative Hutchings presented in that interview, in 2013 the Shaker community wanted a major change when they hired him. Hutchings delivered. And now, for our next superintendent, what we want is to continue the current direction:

> "The community was looking for a change agent—someone who was going to come in and steer us in a different direction. Whereas now, I believe that our community would want a leader to continue the work that we're doing—enhance it of course and refine the work—but not changing everything that we've already started."

And what is the highlight of this community-demanded change in direction? Hutchings put it this way: "The peak of my tenure here would have to be the Five-Year Strategic Plan."

Hutchings concedes, however, that not everyone has been thrilled. This happy "Shaker community" does not include teachers. The *Shakerite* describes Hutchings as "unsurprised" by this reaction. He says: "There is a change cycle that people experience, and it's very similar to the grief cycle, where you go through downs and you go through ups until you get acceptance." It's curious that teachers are the only ones that Hutchings sees as undergoing this "change cycle."

Personally, I doubt that the "Shaker community" is so uniformly enthralled by all the changes of the last five years. But Hutchings hit the nail on the head about the teachers. We are grieving.

Hutchings's interview stuck in my mind when I attended a recent event: the retirement party at Night Town for two remarkable educators, Mary Lynne McGovern and Eileen Blattner, who between them have over 90 years of service to this district. It was a lovely and very moving event, filled with people who love and respect each other, who have collaborated over many decades in the endeavor to help children and to make the world better. It was a real celebration not just of those two amazing women, but of the spirit and uniqueness of this district, and of the meaning of public education—its value to society and as a vocation.

One of the most striking things about the party was the guest list. Our 15-year principal who was forced out three years ago, Mike Griffith, gave a funny and touching speech about the honorees. It was obvious he is still very much a beloved figure. We actually had three principals in attendance: along with former, Griffith, was James Reed, the interim, and Jonathan Kuehnle, the current. Hutchings's predecessor, Mark Freeman was also there.

But the real shocker was who was *not* there. I'm not entirely sure, but I don't think there was any member of the central administration, and maybe no one from the school board. Now there may be no reason why any of them should have felt obligated to attend. I don't know if they were invited. But in the benighted old days, before we had a Strategic Plan to guide us, it simply would have been unthinkable that the district honchos would not be present at such an occasion: the director of curriculum (Jim Paces), the PR boss (Peggy Caldwell), the head of personnel (Bill Trost), the superintendent, and others. These people were friends of Eileen and Mary Lynne. Over the years, they had built up a great deal of respect and trust, and genuine affection.

In those days, while there was plenty of disagreement (some of it pretty fierce), there was always a sense that the teachers, administrators and parents were all a part of the same "Shaker community." If teachers en masse were grieving, there would have been a pause to think: maybe there's a problem here. If they had ever convened a 44-member team to discuss the district's future, it is impossible that there would have been so few teachers, and none from the district's biggest school.

One of our teachers has been requested by Baldwin Wallace University to serve as an interim professor of theater. But the district does not jump at the opportunity to publicize this remarkable honor for Christine McBurney and us in general. Baldwin Wallace's theater department brags on its website of its alums' "lead roles on Broadway and London's West End, prime time television, film and more." Most school districts would engage in a festival of back-patting if such a program reached out to us. Instead, the fact is unmentioned on our website and instead seized on as an opportunity to cut corners. We squander our arts reputation by filling all the open positions with English teachers with no drama training. And we put the English Department under further stress by not replacing *those* teachers. Increasing class sizes and course loads, we squander another hard-earned reputation: how much we value the teaching of writing.

The central administration claims that the high school has ten too many teachers. How is this statistic arrived at? They take the number of students and divide by some universally applicable number. And so if two math teachers are leaving, that is simply an opportunity to get us closer to the magic ratio. Class size, teacher workload, quality of instruction—such factors don't enter into the discussion.

These are merely a few examples of the losses that teachers are grieving. Perhaps there are two "Shaker communities." In the one *I think* I work in, the retiring math teacher and chairperson Gene Tournoux is something close to a legend, and the thought of not replacing him is absurd. In the one inhabited by "the brick house" on Parkland, there is an all-consuming focus on the imperatives of cutting staff and shrinking the budget. Now maybe declining enrollment and weakening support for tax levies are proving that my sense of my community is somewhat illusory. I'm not convinced. But after basking in the very real warmth and love and mutual respect of the retirement party at Night Town, I know which community I want to live in.

Chris Cotton
High School English Teacher

The Arts & Shaker Schools: An Open Letter

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I moved into this district over 20 years ago, before I had children. Why? Not only due to the depth of the academics that Shaker had to offer but because of the vast richness of the programs that were offered. Everything from sports to the arts and more. It was refreshing to live in a place where it was expected and even cool to be part of the art, music and theater programs. As a mother of 2 current Shaker students, I am hoping that these opportunities will exist for them if they choose.

It saddens me to know that the public is saying this is no longer the case in Shaker. That there is the potential for staff reductions. Even as the theater department has been honored with 4 nominations as part of Playhouse Squares Dazzle Awards, there is talk on Facebook that they will face reductions. Look at what they are able to do with the gutsy, amazing production of *Carrie*

Best Pit Orchestra
Best Technical Execution
Best Actress- Sydney Fieseler
Best Musical!!!!!!!

This is an INCREDIBLE honor that could only happen because of the dedicated teachers, staff, students and their families.

A community is known by the school that it keeps. Aren't the arts worth keeping? Aren't they worth our support?

Elizabeth Vokes
High School Counselor

Editor's Note: The administration is currently choosing to fill a Leave vacancy in the high school theater department with untrained English teachers.

The SHTA is on   ***us @***
http://www.facebook.com/pages/Shaker-Heights-Teachers-Association

May 21, 2018

ELECTION ADDENDUM

Dear SHTA and SHTA ST Members,

It is my pleasure to announce the results from our May 21st Election and Budget Vote.

The 2018-2019 Budget passed receiving 286/291 votes.

The 2018-2019 Rep Council Elected Members are:

Boulevard - Angela Anderson, Jennifer Goulden (alt.)

Onaway - Paula Klausner

Fernway - Victoria Goldfarb, Andee Hassell (alt.)

Lomond - Steve Smith, Donita Townsend, Jill Dipiero

Mercer - Nicole Cicconetti, Cathy Richards (alt.)

Woodbury - Angela Goodrum-Head Rep., Aisha Mason, Lee Appel, Aquita Shephard (alt.)

Middle School - John Koppitch, Rebekah Sharpe, Kathy Manning (alt.)

High School – James Schmidt, Brian Berger, Joel Rathbone, Keith Szalay, Tod Torrence, Tito Vazquez, Aimee Grey, Jessica O'Brien

SHTA ST – Bonnie Gordon, Jen Halapy (alt.)

Lomond, middle school and high school, please let me know which Representatives will be Head Representative and/or Alternate.

Again, congratulations to all of you!

Darlene E. Garrison
Secretary of SHTA