IMPORTANT DATES

Finance & Audit Committee Meeting
Tuesday, October 19, 2021

Conference Day: No Classes PreK-12
Thursday, October 21, 2021

Conference Day: No Classes PreK-12
Friday, October 22, 2021

Board of Education Work Session
Tuesday, October 26, 2021

SHTA Executive Board Meeting – Fernway (Virtual)
Monday, November 1, 2021

Election Day (No School for Teachers & Students)
Tuesday, November 2, 2021

SHTA Representative Council Meeting – Boulevard (Virtual)
Monday, November 8, 2021

SHTA *news*

October 18, 2021

ISSUE #2

Message from the President

This month is a good reminder that teachers need to take care of their mental health. This is true in a normal year, and especially true during this one. We have endured eighteen months and counting of pandemic teaching and we are all suffering to a lesser or greater extent. As "helpers" in our community, it is natural for us to put the needs of others, especially students, above our own. But it was a former department chair of mine who reminded me that "if you are not physically, emotionally, or psychologically healthy you can't do this job". It's something that we have to continually remind ourselves or we won't see the end of this marathon, not the sprint, that our teaching careers should be.

So, what does mental health as a teacher during a pandemic look like? It's a valid question. I believe it starts with checking in with your loved ones and yourself. Are you reactive, upset, sleepless, stressed, and persistently overwhelmed? As a teacher, our answer is typically "all of the above". However, during the past 18 months, many of us have gone beyond the elasticity that typically allows us to snap back over the summer. If

these states become persistent and disrupt your life, it's time to seek help. Add to the mix new schedules, new approaches to teaching, sick students and colleagues, and collective societal uncertainty about vaccines, masks, and mortality; we are among those in our culture most susceptible to mental health challenges.

Don't do it alone. Reach out to colleagues, family, and friends. Talk to your doctor. Contact Ease@Work It is, appropriately enough, very easy to use. I have used it myself. It can be a great stopgap during a time when mental health services can be challenging to schedule due to overwhelming need. I know that asking for help can be difficult. A phone call makes it much more manageable. You may think that it makes you weaker to ask for help. I would counter that the strongest people I know have asked for help when it comes to mental health. And, as teachers, it's necessary now more than ever.

It's been a quick turnaround since our September Newsletter, but October has been no less action packed. I spoke regularly with Superintendent Dr. David Glasner. I updated SHTA and CCES Facebook Page with SHTA Publications Editor Andrew Glasier. I attended Cleveland Metropolitan School District's State of the Schools. I attended the Forward Together meeting with district leaders on district facilities planning. I attended a meeting with district administration and collective bargaining units on a testing/vaccine mandate. I collaborated with other collective bargaining units and Human Relations on sending out booster information to members. Thanks to OAPSE #153 Paraprofessionals President Angell Quarterman for his research and advocacy. I spoke with SHTA Lawyer Susannah Muskovitz concerning legal issues. I spoke with several SHTA Head Representatives about building concerns. I communicated with Human Resource Director Barb Maceyak about personnel matters. I worked with Special Education Chairperson Tito Vazquez on member concerns. I spoke with Barb Maceyak about strategies to deal with our substitute shortage. I met with Director of School Leadership Dr. Erin Herbruck, Personal Rights and Responsibilities Chair Mike Sears, and Barb Maceyak to discuss building issues.

During a negotiations year, being President of the SHTA and Chief Negotiator can be extremely challenging and stressful jobs. I could not do it without the support of my fellow SHTA Officers, Executive Board, Representative Council, SHTA members, family, and friends. This is my extended support system. But I also know that I benefit from reaching out to my mental health counselor before things get too heavy and my stress becomes unmanageable. I encourage you all to do the same. We all carry burdens and it always helps to talk. Do not hesitate to reach out if you need encouragement at morris_j@shaker.org or x6033.

Respectfully submitted,
John Morris

SHTA Is now on @SHTAssoc

OFFICERS' REPORTS

VICE PRESIDENT'S REPORT

The leaves are turning from green to red, orange and golden yellow. Fall is officially upon us, my favorite season of the year. The 2020-2021 Fellowship Grants books are now closed. There were 50 winners and only 26 members submitted receipts for reimbursement. The 2021- 2022 Fellowship Grant application was shared with our membership on October 4th. The Fellowship Grants can be used in several ways: payment for attending a workshop, helping to pay for dues to a professional organization (does not include SHTA), or subscriptions for journals/professional materials. All winners will be selected during a random drawing. The last day to submit applications via Google Form is Friday, November 5th. Only members of the SHTA and the SHTA-ST are eligible to participate in the drawing for the Fellowship Grants. All winners will be awarded $100 each. Winners will be notified by the district email and all names will appear in the November Newsletter.

On Monday, September 27th, I attended the kickoff meeting for "*A Night for the Red & White*". This year, the event will be held at Landerhaven in Mayfield Heights, Ohio. The theme for this Special Gala is "Generations of Shaker" focusing on the past and future.

I attended a meeting to discuss personnel issues involving a member with Barbara Maceyak, Human Resource Director and building administration. This month, I attended two meetings with 6th grade math teachers and administration to discuss single subject acceleration classes for 5th grade students. I worked with Woodbury's Head Representative, Stacey DeYoung to discuss building issues shared by our members.

"Coming together is a beginning, staying together is progress, and working together is success." (Henry Ford). Thank you so much for your continued support for our Association, please don't hesitate to contact me if you have any questions or concerns.

Respectfully submitted,
Darlene Garrison

TREASURER'S REPORT

We had a Board of Education Candidate Forum on Monday 10/11 as part of our SHTA Representative Council meeting and at the close of the event, current Shaker Heights Board Of Education President and current candidate, Heather Weingart, asked us what final thing we wanted to let the candidates know about. I thought about that request and came up with this as my most pressing concern:

> Shaker used to be a sought-after destination. Teachers felt lucky to get hired here. It's not like that anymore. We currently have young teachers leaving. We have veteran teachers taking lower pay in other districts because they need a less stressful working environment. I have heard stories from more than two buildings in the district about teachers being in tears while discussing our schools. And this anguish and distress doesn't come from interacting with the kids, it comes from the structures and schedules set up by our administrators, whether that is coming from the building level or the district level I don't know.

In the interest of being transparent, I felt those concerns should be shared with all the BOE members. I really hope that we can come together and turn things around for the sake of our students.

On Monday, October 11th, the Investments Committee made up of myself, Chante Thomas, Darlene Garrison, and Todd Keitlen, met with Brady Krebs, our Edward Jones advisor. The Investments Committee meets a minimum of twice a year, once in the Fall and once in the Spring, to review our investments and decide on any changes. A full financial report will be included in November's newsletter. If anyone has any questions about our Association's finances, please give me a call (216-333-2627).

Respectfully submitted,
Bill Scanlon

EXECUTIVE BOARD REPORTS

PROFESSIONAL RIGHTS AND RESPONSIBILITIES REPORT

In the past month, I have:

- Assisted members with questions about FMLA, maternity leave, bereavement leave, unpaid leaves of absence, and insurance benefits
- Met with the Supplemental Committee to discuss possible changes to the current process for requesting a contract to advise clubs and activities
- Attended a Negotiations Committee meeting to plan for upcoming collective bargaining
- Attended both the SHTA Representative Council meeting and a forum with the candidates for the Board of Education

Respectfully submitted,
Mike Sears, chairperson

EVALUATION COMMITTEE

Greetings! I continue to work closely with Human Resources Director Barb Maceyak and members of the Evaluation Committee to support the transition to OTES 2.0 and the Ohio Evaluation System (OES). All buildings have had staff meetings to review OTES 2.0, specifically regarding changes in the system from OTES 1.0. I will review the highlights of these changes again below, as well as some important clarifications and reminders:

- The first step in the OTES process is completion of the Annual Professional Growth Plan. This plan was due to be completed by October 15 (SHHS, October 22). Teachers *may opt* to complete the self-assessment. This work may help deepen your understanding of the new rubric, as well as guide your goal choice(s). **This year, the requirement is for all educators to create one goal on the initial plan. Additional goal(s) may be added after the holistic observation in connection with focus area(s) or other desired goals.**

- The Ohio Evaluation System, OES, will now be used instead of eTPES. You can login to OES using your eTPES login. We will be using all of the new forms and procedures within the OES and OTES 2.0 system. You may opt to type directly into evaluation documents on OES or cut and paste from other documents into the OES documents. Additional evidence may be uploaded, if you so choose.

- A revision of the Performance Rubric includes use of student data and other organizational changes. Please use the rubric to assist you in writing observation lesson plans and preparing for evaluation conferences, as well as reflecting on your instructional practices and use of data.

- There is no longer an SGM portion of your final rating. Use of data is embedded in the rubric. We all use various kinds of data daily to plan, revise lessons in the moment, reflect, and so on. How we do this will become a larger part of evaluative conversations and will partially inform final ratings. In the 2022-2023 school year, HQSD (High Quality Student Data) will be identified for all grades and courses and use of this specific data will be expected and rated. The committee will be working to

make final decisions about HQSD in the coming months. Survey data collected from teachers pre-covid has helped inform this work.

- Formal Evaluations will consist of a holistic observation, followed by a conference to identify individual focus area(s) and support needs. The walkthroughs and second observation will be opportunities for evaluators to see growth in focus areas, as well as observe other areas of the rubric. It is NOT necessary (or effectively possible, in my opinion) for all areas of the rubric to be observed during any one lesson.

A huge thank you to Human Resource Director Barb Maceyak for going above and beyond to ensure that the Peer Evaluation partnerships are coded in OES. Please alert one of us ASAP if you cannot access your partner's evaluation.

As always, I am here to help answer questions and navigate any part of the evaluation process with you, as are all members of the committee.

Respectfully submitted,
Lena Paskewitz, chairperson

SPECIAL EDUCATION COMMITTEE

This past month I attended and participated in the Black Teachers Task Force Steering Committee interview for the Director of Equity and Inclusion Coordinator position. I attended the SHTA Executive Board meeting. I discussed concerns at the middle and high school with grades 7-12 Exceptional Children Supervisor Jennifer Currie in the Exceptional Children's Department. I Interacted, communicated and collaboratively solved various concerns with the Director of Exceptional Children Elizabeth Kimmel in the first of our monthly meetings. I provided support to various SHTA members concerning issues including but not limited to job placement, personnel issues and work options. I participated in a meeting with SHTA President Dr. John Morris and district psychologist discussing concerns. I worked with Woodbury Elementary Principal Ms. Tiffany Joseph to remedy classroom issues successfully. I continue to work collaboratively with SHHS Assistant Principals Ms. Rebekah Sharpe, Ms. Jacquelyn Baker, Ms. Marinise Harris, and Mr. Kraig Thornhill on various issues to improve the functionality and support to the Exceptional Children department at SHHS. I communicated with Exceptional Children department chairs from Woodbury, Shaker Middle School and Shaker Heights High School over various concerns.

I would like to bring attention and praise to the Exceptional Children Department staff at Woodbury School. The staff is going "Above and Beyond" to support the exceptional children in the building. Like all of the buildings in our district, this year is very demanding and it's important that the ENTIRE Exceptional Children staff (Intervention Specialist, Paraprofessionals, and all who support students with an IEP or a 504). As educators, we all work extremely hard, and you are, in my opinion, the most dedicated educators in the district, often overlooked and underappreciated. As a fellow member of the Exceptional Children Department, I appreciate the standard of excellence and commitment you bring to your students daily.

Respectfully submitted,
Anastacio Tito Vazquez, Jr. M.Ed. Chairperson

PAST PRESIDENT'S REPORT.

This month I attended the Executive Board and Representative Council meetings of the SHTA. I also attended the Candidates Forum that followed the Council meeting. Although I am not a resident of Shaker (although my current residence is temporary…), I was interested to hear from the three candidates for School Board. What impressed me about each candidate was their expressed willingness to involve teachers in the decision-making process, something that has been lacking in the corporate structure of the administration. They listened to concerns/frustrations about inadequate communication from the administration and seemed to recognize that teachers (and other building-level staff members) should be integral participants in the educational programs, facilities, and future of the Shaker Schools.
Thank you to SHTA Political Action Committee Chairperson Cathy Grieshop and SHTA Occupational Health & Safety Committee Chairperson James Schmidt for organizing and presenting this opportunity.

At the October 12 meeting of the Board of Education, there were public comments about the proposed vaccine/testing mandate. The Board Policy allowing for this mandate passed later in the meeting. There was another presentation from Forward Together and a presentation on Enrollment. It would be worthwhile to look at the slides from the Enrollment presentation on Board Docs. Except for the anomaly of 2020-2021, the decline in enrollment has been consistent with the declining birthrate. Private school enrollment has remained steady with the key exit points being grades 5, 7, and 9 (again, 2020-2021 as an outlier).
Here is the text of the Summary slide from Dr. Chris Rateno, Director of Student Data & Accountability:

Summary

● Shaker is experiencing an expected trend of declining birth rates and enrollment. This pattern is consistent with forecasted numbers and predicted to continue.
● 2021-2022 Enrollment for students in grades 1-12 is greater than withdrawals similar to pre-pandemic numbers.
● The 2021-2022 school year decrease is greater than the forecasted number but not as significant as the change in 2020-2021.
● The student withdrawal to private school data remains consistent over the last several years, no significant increase other than due to the Pandemic during the 2020-2021 school year.
● Enrollment is dynamic process and will continue to change throughout the year.

The next Finance and Audit Committee meeting is scheduled for Tuesday, October 19 at 7:00 p.m. at the Administration Building. The preliminary Five-Year Forecast information should be shared. At this point, I plan to attend.

Once again, thank you for allowing me to continue to serve the SHTA. To reach me, use my Shaker email, Thomas_R@shaker.org

Respectfully submitted,
Becky Thomas, chairperson

POLICY COMMITTEE

The Shaker Heights Teachers' Association is governed by a constitution, which includes a section of By-Laws which specify the process that our Association does business. I report on different sections of our constitution and by-laws to familiarize our process with our members. Because our Association has begun negotiations with the district on a new contract, I think it would be good to highlight a part of our By-Law V, section **I. Salary-Tenure Committee:**

There shall be a Salary-Tenure Committee whose responsibility it shall be to provide the Negotiations Teams with information within any of the areas which may become agenda items during negotiations with the school board.

Please consider communicating any aspects of our teaching experience that you feel could be possible negotiation items to your representative council member.

Respectfully submitted,
Tim Kalan, Chairperson

MEMBERSHIP/ELECTIONS COMMITTEE.

At this time, you should have noticed your first dues deduction if they are paid via payroll deduction. Members who select payroll deduction shall have ten (10) equal deductions ($33.00) starting with the first pay in October of the current school year.

We currently have 454 members of SHTA and SHTA ST. I want to give a huge thank you to the building SHTA head representatives who took the time to review the membership spreadsheets for me. In order to have accurate and complete records, I am counting on you to alert me to changes in membership so that I can update our records.

The 2021-2022 Elected Representative Council Members are:

Boulevard- Cathy Grieshop, Angela Anderson, alternate
Onaway- Paula Klausner
Fernway- Victoria Goldfarb
Lomond- Jill Dipiero, Steve Smith, Veronica Malone
Mercer- Nicole Cicconetti
Woodbury-Stacey DeYoung, Aquita Shepherd, Lee Appel
Middle School- Jackie Abrams, Erika Pfeiffer, Matt Klodor,
High School – James Schmidt, Brian Berger, Jessica O'Brien, Tod Torrence, Aimee Grey, Enid Vazquez, Kim Roberts, Joel Rathbone
IC- Linda Roth
SHTA ST – Margaret "Peg" Remedio
.
Respectfully submitted,
Chante Thomas, chairperson

DIVERSITY, EQUITY & INCLUSION COMMITTEE

Feedback from the book *White Rage* by Carol Anderson has been positive. It has allowed an open conversation about the untold history of African Americans. I continue to read and review books that will build on *White Rage*. I will introduce another book during our November Representative Council meeting.

I attended the Equity, Advisory, and Action Team meeting this month. I am working on a subcommittee that is focusing on marginalized groups that have been underrepresented in conversations within our district. In addition, I will attend the Black Teacher's Task Force on October 27th.

Respectfully submitted,
Angela Goodrum

NEW TEACHER COMMITTEE

Hello New Teachers! I hope everyone is off to a great start of the school year. I missed the September issue, as I was out for surgery. I have some very important dates to share with.

SALARY RECLASSIFICATION is twice a year, in November and April. The due date for November submissions is October 26. You will need to have the Salary Reclassification form filled out (I will be attaching this in a separate email, but it can also be found under the FORMS in the "For Staff" section of the Shaker website.) Along with the form, you will need to submit an official transcript.

The District also offers tuition reimbursement. TUITION REIMBURSEMENT forms are due by December 1st. Again, I will attach this form in a separate email, but it can be found in the FORMS section on the Shaker site. Along with the form, you will need a receipt of payment, which can be the original receipt or a credit card statement. OPEN ENROLLMENT for our Medical Mutual Insurance is November 1-16th.

I know the start of this year has been more challenging than years past. If any issues arise, big or small, please do not hesitate to reach out to your building rep or myself for help. We are all here to support you. Enjoy this beautiful Fall weather.

Respectfully submitted,
Wendy Lewis

SHTA ST COMMITTE

I have no report regarding Support Teachers. I do, however, have this reminder for everyone. If you need to be paid for a special project, such as classroom relocation, you must be approved at the board meeting and fill out a Work Certification Form before you can be paid. You can obtain this form from your building's Administration Assistants. Literacy Specialists needed to be reminded of this and I thought others might have the same issue.

Respectfully submitted,
Margaret "Peg" Rimedio, Chairperson

SHTA PAC COMMITTEE

Thank you so much to Alison Bibb-Carson, Lora Cover, Heather Weingart, and all of the Union members who attended the SHTA Candidate Forum. I enjoyed the conversation that came about during this event. Thank you to those who sent in questions for the candidates. I gave the candidates a copy of the questions (anonymously) so our voices would be heard.

Election Day is November 2nd! Don't forget to get out and vote!

I love the NEA EducationVotes page. It is a great resource to learn about current legislation affecting education. It is an easy way to have your voice heard and counted in congress. Check it out and send a letter about the Freedom to Vote Act, the Public Service Freedom to Negotiate Act, and much more.

Don't forget to take action by taking care of yourself. We are all feeling a lot of stress. Take deep breaths and find ways to relax and rejuvenate your body and soul.

This month, I also worked on building issues with Boulevard School Principal Neal Robinson who continues to problem solve through these issues. Thank you, Neal Robinson!

Respectfully Submitted,
Cathy Grieshop

PUBLIC RELATIONS COMMITTEE

The public relations committee has begun to compose a new SHTA T-Shirt order. This order will include ladies' sizes, v-neck options, ¾ length sleeves, and a sweatshirt. Some shirts will be available in sizes up to 5XL. Our new shirts will be predominantly USA made and all will be union printed. The shirts will continue to be lighter more modern fabric and include *Shaker Heights Teachers' Association* below our traditional logo. Soon you will see an order form to submit your order. This year we will continue to accept credit card transactions, as well as checks and cash. It is our solidarity that creates our strength as an Association! One simple yet effective way of broadcasting our collective might is through increased visibility! Buy a T-Shirt; broadcast your membership!

In the winter edition of *Shaker Life* you will see our traditional advertisement.

Respectfully Submitted,
Bob Bognar

OCCUPATIONAL HEALTH & SAFETY COMMITTEE

I communicated with Director of Exceptional Children Elizabeth Kimmel about the district's COVID protocols and processes regarding quarantine and contact tracing for vaccinated and unvaccinated teachers and students. I helped to resolve an issue with contract tracing at the Middle School.

As a reminder, if you received your vaccines through the clinic that Educational Service Center provided, please see below for the instructions to receive your digital vaccine record. Giant Eagle, the provider for all vaccines administered last February and March through the district at the ESC in Independence, has shared an easy way to

retrieve an electronic copy of your vaccination record. This also applies to people vaccinated at a Giant Eagle pharmacy. Just follow the directions below:

1. Text "record" to 844-590-0015
2. You will get a text message to verify your birthdate in MM/DD/YYYY format.
3. If your phone number and birthdate match your vaccination record, you will get a second text with a link to your electronic record that you can then save to Apple Wallet or Google Pay.

- If you receive an "unable to validate" message, please contact Giant Eagle Pharmacy at 1-877-345-7467 from 9:00 a.m to 7:00 p.m. Monday through Friday. If we are able to successfully find your records based on the information you provided, you will receive a link to your COVID-19 vaccine details.

Respectfully Submitted,
James Schmidt, Chairperson

SICK DAY TRANSFER COMMITTEE

I met with Human Resources Director Barb Maceyak regarding a member's eligibility for the Sick Day Transfer Program. The member was denied, but the process was carried out correctly and in accordance with the Sick Day Eligibility process.

If you have any questions regarding the Sick Day Transfer Program, especially with eligibility, please email me at schmidt_j@shaker.org for assistance.

Respectfully Submitted,
James Schmidt, Chairperson

LEGISLATIVE COMMITTEE

The *Columbus Dispatch* is reporting on a bill in the Ohio House that would change the mix of members on the state school board. As of now, the state school board has 19 members (11 elected and 8 appointed by the governor). The House Bill 298 would eliminate the members that are appointed by the governor (and all members of the board would be elected). This is a loaded issue because the motivation of lawmakers might be to move the board in a more conservative direction.

Ohio House Bills 322 and 327 are still in the news. As the *Dispatch* reports, if these bills became law, then there would be specific penalties for teaching ideas about race that are considered to be "divisive". It could even be against the law to get trained in how to teach about racism. But the bad news doesn't stop at Ohio's borders: most of the states in the country are considering similar laws about how to teach United States history.

Ohio House Republicans have a plan to expand the use of state funds to pay for private education. The Columbus Dispatch reports on the "Backpack" bill (HB290) that would provide vouchers for students to use to pay for several things, including tuition to private schools. An editorial in *Ohio Capitol Journal* is not in favor of this idea.

Policy Matters Ohio is reporting that the Ohio Fair School Funding Plan (FSFP) will expire in 2023. This plan does give more money to districts that have more Black and Latinx students than it gives to districts that have more white students. Please don't mistake this money as full funding for schools, but it is a step in the right direction (and it is in jeopardy).

Education Week has an article about the upcoming Supreme Court term, and there are a *lot* of cases related to education. Among others, decisions will be made about issues involving religion in schools, civil rights, affirmative action, and school boards.

If you know of an education issue that is in transition in the legislative world, please let the me know about it.

Respectfully Submitted,
David Klapholz

SALARY TENURE COMMITTEE

I sent out a notice to initiate SHTA and ST negotiations. We are moving towards a November 30th beginning of Interest Based Bargaining (IBB) negotiations with the district. We will also begin Support Teacher negotiations at the same time. The committee includes Woodbury teacher Darlene Garrison, Mercer teacher Lisa Hardiman, high school teacher James Schmidt, high school teacher William Scanlon, high school teacher David Klapholz, middle school teacher Michael Sears, Woodbury/high school teacher Bonnie Gordon and myself. More details will be forthcoming in the months ahead.

Respectfully Submitted,
John L. Morris

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

MINUTES FOR THE REPRESENTATIVE COUNCIL MEETING

SHTA President, Dr. John Morris started the October 11, 2021 Rep. Council Meeting at 4:30PM. The meeting took place via Google Meet.

Mr. Christopher Hayward, Principal of Fernway Elementary School welcomed SHTA membership. He expressed appreciation for teachers who have stepped up this year showing their professionalism and responsiveness. Kids are having a much better experience this year.

MINUTES from the September 20, 2021 Rep. Council. Motion to approve was made by Jeremy Bishko.

Administration Report

Barbara Maceyak, Director of Human Resources was present for the Rep. Council Meeting.

- Substitute teacher issue is an ongoing problem
- Met with Dr. John Morris and others last week regarding lack of subs.
- Met with Rachel Wixey organization
- Looking other possible organizations to use for subs
- There is a sub shortage across the nation
- Substitute teacher fulfillment rate across the nation is 10%-20%. In Shaker, it is 40%
- Right now, there are 186 substitutes on the district's list, but 124 of them have yet to take a sub job this school year.
- A survey is being prepared to determine reasons that jobs are not being picked up
- Shaker's rate of pay for subs is lower than neighboring districts-looking at increasing pay for all including subs for paraprofessionals, custodians, and other staff members
- Looking at possible incentive programs for subs
- Planning a job fair for October 27th.

SHTA officers and executive board members did not give a report at this meeting due to the 5:00 School Board Candidates' Forum via Zoom.

Building Representative Reports

Boulevard- Cathy Grieshop

- Talked with teachers about "Raider Time" concerns. We are learning and teaching a new curriculum while continuing to teach through a pandemic. We do not have extra time, we do not have enough time.
- Listened to teachers' concerns about Dr. Glasner's comment "We will also continue to explore ways that we can lighten the burden". The burden is heavy this year and Raider Time will just add to it.
- Talked to teachers who feel that they could be more effective using their class recess time to teach students in the classroom rather than supervising recess. A compromise could be continuing to keep the classes zoned from each other while recess is managed by lunch supervisors during teacher lunch time.

Fernway Tori Goldfarb

- Thank you to Principal Chris Hayward for support during this time

Lomond-Jill DiPiero

No Report

Mercer-Nicole Cicconetti

- Concerns about shortage of substitutes
- Thank you to Mercer Principal Roneisha Campbell, she continues to be a strong and supportive leader for Mercer

Onaway-Paula Klausner

- Consulted with a member about a reclassification question.
- Met almost daily with Onaway principal Eric Forman to discuss matters of concern raised by members.
- Questioned why are classroom teachers required to observe at recess to determine close contacts when the only students quarantined after a positive case are those sitting directly next to or across from the infected student?
- Classroom teachers object to losing 2 ½ hours of direct instruction time per week because of monitoring recess.
- Continuing reservations about Raider Time, if it does come to be, resulting in even greater loss of planning time

Woodbury— Stacey DeYoung

- Weekly meetings with Woodbury principal Tiffany Joseph
- Many changes this year, our schedule, our teams and new curriculum. Although these changes were made to give students a positive learning experience, there is some backlash.
- We are now experiencing chaotic hallways and more fights at Woodbury. Students are not going to classes, or are showing up late.
- Teachers are now going to have the same lunch period as our students, hopefully increasing student accountability. Teachers were often scheduled for meetings during this time.
- Sixth grade math teachers are having issues with the acceleration of students. The protocol for acceleration needs to be discussed and examined. Teachers are still waiting for a meeting to clarify the protocol.

Middle School—Jaclyn Abrams

Met weekly with administration to resolve the following issues:

- Discussed mask defiance and minor behavior incidents in the classroom which was resolved with a referral process
- Proposed a tardy policy that was decided by the staff
- Resolved the two-hour minimum absence policy proposed by administration
- Discussed Covid policy and safety precautions; contact tracing clipboards introduced in the classroom
- Supported a teacher with a personal issue as a result of hallway behavior
- Proposed a behavior and mask defiance plan for the hallways
- Discussed sub issues with an emphasis on taking the Intervention Specialists out of the rooms that need them
- Discussed proposal for November Professional Days days to build community and address the culture and climate at Shaker Middle School.

Ongoing/Unresolved

- Still need to refine the incorporation Social Emotional Learning strategies
- Still need to refine the tardy policy
- Still need to refine the Raider Time Sign-in process
- Still need to refine a behavior and mask defiance in the hallway system
- Morning busses are still arriving quite late; many students are missing 10-20 minutes of first period
- There is still a lack of security presence in the lunchroom
- Administration is being forced to cover classes due to sub shortage; this prevents them from being visible in halls and lunch rooms
- Still looking for a resolution on not providing subs for Intervention Specialists when they are absent. Many classes are not compliant with the recommended ratios according to district standards (only 3 of 9 classes meet the criteria recommended by district)

High School—James Schmidt

- I continue to meet weekly with Mr. Juli to help resolve issues at the High School.
- Teachers have repeatedly expressed concerns about the lack of conference time and the stance taken by our administration.
- Teachers have expressed concern about the block schedule and the learning loss from not seeing our students every day.
- I will be meeting with Jeff Grosse on October 15th along with Mr. Juli to discuss the changes to the Emergency Protocols at the High School that were exposed during the school evacuation on Wednesday September 29th.

Innovative Center--Linda Roth

- The "New" IC had a strong opening to the school year.
- We are building positive relationships and students are engaged in their learning. For the first time, the IC is staffed with a team of full-time licensed teachers in all core content areas.
- Our students are highly motivated and opt into the school and want to be here.
- Coordinator of the Innovation Center Matt Simon has been open and consistent in his communication and wholeheartedly supports the IC team. He has also worked tirelessly to communicate the new IC enrollment procedures to SHHS administrators, counselors, and parents.
- Several students have already begun to complete personalized projects in a variety of courses and are presenting their learning to each other and to the staff.
- We launched our partnership with EDWINS and will be conducting in-person Student-Led Conferences next week.
- Concerns about teachers using the I.C. as a dumping ground for kids who they do not know what else to do with

Old Business - None
New Business -None
Good of the Order-None

Motion to adjourn the meeting made by Tod Torrence. It was seconded by James Schmidt.
Meeting adjourned at 4:53 pm

Respectfully submitted,
Lisa Hardiman

I'm Deeply Concerned About the Mental Health of Our Members

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.

This is my 23rd year of teaching at Shaker Heights High School and it may easily be the worst. We came back to chaos. Communication was terrible, the period schedule was poorly developed, and we had more work placed on us because of the pandemic, all while losing an exorbitant number of teachers and staff from the previous year, adding to our burden by having to help new staff members. Chaos continues to reign supreme. The effect on our membership has been awful. I have had members crying during the school day because they cannot keep up with the mandates that have nothing to do with teaching. I am deeply concerned about the mental health of our members.

Our principal wrote to the faculty and staff of the high school that he has heard from our colleague in other districts that these issues go beyond the borders of our schools. The staff shortages of teachers and especially substitute teachers have caused strain across the country. You have merely to glance at the number of new personnel Human Resources continues to email us to see that we have seen a massive turn over and continue to need more individuals. This is not just true in Shaker Heights but all over.

What is true is the way our administration has continued to demand more from us. Elementary teachers are learning a new math curriculum and some are piloting a new reading curriculum on top of contact tracing and other pandemic related precautions. We have new schedules that were not relayed to teachers until the Monday before we met with students. The high school is now in a block schedule without any training or support. We are constantly being asked to cover classes, in some cases more that asked, because of the substitute shortage. CPT time has been reduced at the high school to two 25-minute blocks in the morning, making them near irrelevant. Class sizes are uneven and, in some cases, monstrously high. Across the district our pupil contact time has been pushed to the 320-minute limit and in several cases gone over. All these items could have been averted by proper planning, communication and understanding. The effect on our membership to all this has many living in survival mode.

I am not a principal or administrator. I do not understand all the constraints that are put on them. What I do know, after having been here longer than many in that position is that they could do better to support the teachers and staff of Shaker Heights City Schools. They can stop demanding and start asking.

We used to be protected from trivial mandates. At the high school, we once had a full-time employee that just made copies for teachers. Human Resources used to complete bureaucratic paperwork for teachers and staff. At the high school, English and science teachers only taught four classes in order have more time to focus on grading essays and setting up labs respectively. This was just the tip of the iceberg of how administration saw their job to reduce the pressure on teachers and give them time to create, assess and meet with students. Teachers were to teach and all else was removed from us. The expectation was we give our students the highest academic standards and create exemplary learning experiences for our students. We did and we went above and beyond.

What worries me is with the continuous mandates and chaos that teachers are expected to work under, teachers will be forced to back away from excellence in order to survive. Our mental health will demand we make sacrifices. Many have already decided to leave Shaker in order to have a better work-life balance. Good teachers who cared so much about their students and worked hard to engage them left because they could not take it anymore. I have heard from elementary teachers that are working twelve-hour days. It is unsustainable.

I am worried about the mental health of our membership. We cannot sustain our level of excellence while new mandates are being pressed upon us on top of all the COVID related protocols.

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The SHTA PAC is on  **.**  **@**

PAC of the Shaker Heights Teachers Association