IMPORTANT DATES

Thursday, May 18: District Recognition Reception @ SHHS Upper Cafeteria. 3:45pm. WEAR YOUR SHTA SHIRTS!

Monday, May 22: SHTA ELECTIONS, in each building

Thursday, May 25: Finance & Audit Committee Meeting

Monday, May 29: Memorial Day, Schools closed.

Friday, June 2: Last Day of school for students & SHHS Commencement

Monday, June 5: Close of School/Clerical Day.

SHTA news

May 15, 2017

ISSUE NO. 8

Message From the President

One of my favorites responsibilities as SHTA President is giving out Our Service Awards. The SHTA Service and Lifetime Service Awards represent past and present members' commitment to Our Association and its membership. It is with great pleasure that I present Our Service Award to Mike Sears and Our Lifetime Service Award to Tom Patrick.

Service Award Winner Mike Sears is Our Professional Rights and Responsibilities Chair and a seventh-grade Social Studies teacher at the Middle School. Mike began teaching in Shaker in 1999 and this is his 18th year in the district. Mike was an SHTA building representative alternate, beginning in 2005-06 when Erin Herbruck (former head building representative) recruited him. Mike then served as head building representative from 2006-2009. This is his 7th year as PR&R Chair. His first year in the position was 2010-11. Mike was Legal Aid Chair during 2009-10, while he shadowed former PR&R Chair Gary Raymont. Mike has also served on two negotiations teams.

Mike's proudest accomplishments are the work he's done with negotiations, such as the stipends during tight budgets, performance-based percentage increases in the last contract, revising the supplementals (ongoing), and adding paternity leave. He's also proud of all the times when he has helped members resolve conflicts with the administration, as a building representative, PR&R chair, and through the grievance process. Finally, Mike is proud to have taken part in the fight against SB 5 and Issue 2 in 2011 with We Are Ohio and the rally Eileen Sweeney spearheaded. He feels that helping overturn that law was a major achievement by all of us. Mike is the proud father of three children, 12, 10, and 6, who attend the Cleveland Heights-University Heights schools. His wife, Kristen Roope, is a 17-year member of the SHTA. She is a library media specialist at Boulevard and Fernway.

Lifetime Award Winner Tom Patrick taught High School Mathematics for thirty-six years and one year as a retiree. Tom also served as treasurer for the SHTA for 32 years. During that time, Tom established Our investments committee, Our financial structure, Our budget, and the ambitious goal of one day having a million dollars in Our general fund. It is Tom's financial vision that has given the SHTA the stability that it has today. Tom's legacy is seen in the continuing work of Our Treasurer Bill Scanlon and his vital work on behalf of Our Association. Tom's favorite memory is receiving an award from former President Sal Fabrizio. The words of this award hold as true today as they did in 1987.

Your colleagues wish to express their appreciation for your continuing efforts on their behalf. With you at the helm of our financial ship, we have steered clear of the ancient Greek playwright Sophocles' pronouncement of the "…inevitable dishonesty among those whom we trust with our money…" And today we possess the financial wherewithal to serve our members, and to serve them well. May we continue to be the beneficiaries of your veracity and probity. The strength of your moral character has brought honor to you and a feeling of security to us. Money affects not only morals and ideals, but also the way an organization works. Thanks to your financial leadership, Our Association has the means to fulfill its obligations to its members. May we continue to prosper under your aegis = a model that has set a standard for others to follow. For this Tom, you have our deepest admiration.

It is a pleasure to give the 2017 SHTA Lifetime Service Award to Tom Patrick.

It will be my great honor to give out these awards at Our District Recognition Reception on Thursday, May 18th at 3:45 p.m. in the Upper Cafeteria of the High School. Our Social Chairperson, Selena Boyer, has done an incredible job planning this wonderful event with great food and even better company. Years of service and tenure awards are also honored by the School Board. The Shaker Heights PTO is an instrumental partner in making this reception possible. Please come and celebrate your colleagues past and present as we celebrate their career milestones. Wear your SHTA shirts!

For this month's report, please refer to Minutes from the Representative Council Meeting (p. 17) for a full description of this month's activities. It's been a typically busy May. I hope that all of you will find time this summer to relax and recharge before classes begin in the fall. I know that we all continue to refine, improve, and reflect on our courses as the summer commences. However, it is just as important to reconnect with our loved ones and make sure we remain healthy and balanced so we can continue our vital work with students in the new school year. I wish all of you the very best and look forward to our work together in the fall.

Respectfully submitted,
John Morris

SHTA President Dr. John Morris with the other SHTA Officers at the May Representative Council meeting @ Onaway School.



Reports from the Executive Board

VICE PRESIDENT'S REPORT

It has been an honor and a privilege to serve the SHTA as Vice President. This year has brought many challenges to Shaker teachers and the Association. As Vice President I have represented the SHTA at PTO Council with this year's co-presidents Mark Levin and Heather Weingart.

I served as the 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 also continue to work on the Investments Committee with Todd Keitlin, Chante Thomas-Taylor, 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 2016 – 2017 winners:

Laura Robbins	Onaway
Jim Sweeney	Onaway
Marin McGuan	Onaway
Peterjohn Susan	Onaway
Kathryn Porta	Onaway
Karen Tritt	Mercer
Sandra Skandul	Mercer
Tracey Gerstenberger	Mercer
Cara Luce	Mercer
Kandice Brooks	Woodbury
Stephanie Smith	Woodbury
Ruth Heide	Woodbury
Valerie Libman	Woodbury
Chante Thomas-Taylor	Woodbury
Darlene Garrison	Woodbury
Thomas Deep	Woodbury
Benjamin Stack	Woodbury
Deanna Clemente-Milne	Woodbury
Robert Bognar	Woodbury
Regina Canady	Middle School
Ellen Roberts	Middle School
Wendy McGuffin-Cawley	Fernway
Christine Cachat	Fernway
Ellen Battle	Fernway
Jocelyn Dietz	Fernway
Kara James	Fernway
Stacey Krantz	Boulevard
Alison Bradford	Boulevard



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

Megan Loomis	Boulevard
Laura Montgomery	Boulevard
Angela Anderson	Boulevard
Janet Meinhard	Boulevard
Brian Berger	High School
Adam Thomas	High School
Amy Fogerty	High School
Cynthia Steiner	High School
Mary Ann Durkalski	Lomond / Mercer
Gretchen Hess	Lomond
Tanutda Devine	Lomond
Jill DiPiero	Lomond
Steve Smith	Lomond

In order to receive reimbursement this school year, your documentation must be submitted to me by May 22. Payments will not be made over the summer break. Reimbursements will resume in the fall.

Finally, thanks to our President Dr. John Morris who has done an outstanding job in leading the Association and helping to direct the future of our very important and highly relevant organization. It has been a pleasure to serve with him. It has also been my pleasure to work with our secretary Darlene Garrison. She is a dedicated member of the staff of the Association and trusted leader of the SHTA. To the Executive Board and Representative Council members, a huge thanks for your tireless efforts for the members of the SHTA.

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 2017 Service Award Winner Mike Sears with SHTA SHHS Representative Tod Torrence at Onaway School. Mike is Our Professional Rights & Responsibilities Committee Chairperson and a Social Studies teacher at Shaker Middle School.



SECRETARY'S REPORT

It has truly been a pleasure serving as your SHTA Secretary this year. My 2016-2017 year began by attending a reception for newly hired teachers and sharing the goals and objectives of SHTA. It was nice seeing so many happy faces join our Shaker Schools family. I attended the first "before the start of school" Happy Hour and had the opportunity to chat with many new teachers.

During the year, I attended all Executive Board Meetings and Representative Council Meetings. My responsibilities are to keep accurate attendance records at booth meetings. I also take notes during both meetings and all of my notes are published in each monthly SHTA Newsletter. I also send correspondence to members of the Executive Board and Representative Council, reminding them of all monthly meetings.

This year, *A Night for the Red & White* was at a new venue, the Hilton Downtown. I had the opportunity to attend this very special event. I even organized a raffle drawing where three teachers were able to win two tickets to this event. We raised almost $600!!!

This year, I was a part of the district Homework Committee and this committee is scheduled to continue next school year.

With the end of the school year just around the corner, I would like to thank you for allowing me to serve as your Secretary of the Association. Have a safe, wonderful and restful summer vacation.

Respectfully submitted,
Darlene Garrison



SHTA Secretary & Woodbury School grade 6 teacher Darlene Garrison

The SHTA is on ***us @***

http://www.facebook.com/pages/Shaker-Heights-Teachers-Association

TREASURER'S REPORT

The Investments Committee (made up of myself, Matt Zucca, Chante Thomas-Taylor, and Todd Keitlen) met on May 3rd with Brady Krebs, our Edward Jones advisor, to go over the Association's investments.

Before the May Executive Board meeting I prepared a budget for the 2017-18 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 8th meeting and voted to have the budget reflect a 4% increase to the salaries of the six salaried Association employees. The Council voted to increase the per meeting remuneration by 4% as well. The budget was then approved for placing on the May 22nd ballot.

The current financial report is included.

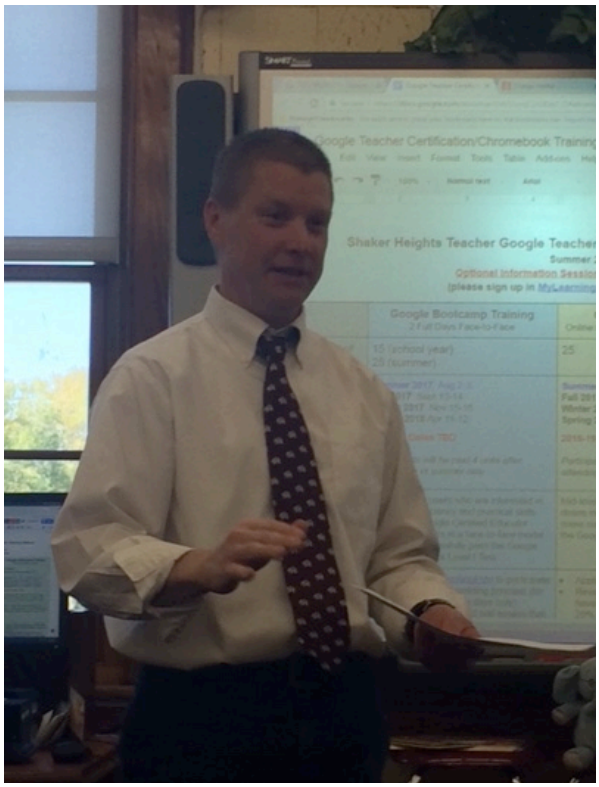
Some of the activities I performed while fulfilling my duties as Treasurer this year are listed below:

- I attended every Executive Board Meeting and every Representative Council Meeting throughout the year.
- I maintained our insurance through Musgrave Insurance.
- I met with 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 met with representatives from Key Bank to monitor our investments of Association funds.
- I met with our accountants at Edward Hawkins & Co. at various times throughout the year to submit our books for a compilation process, to complete the paperwork for our Form 990 tax filing, and to submit information for the issuance of W-2 forms.
- I processed money from SHTA members into the SHTA PAC account and used it to make a contribution to the Shaker Levy Fund.
- 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 2015-16 fiscal year budget for approval by the Representative Council at the May Association meeting.
- I was lucky enough to be the one who notified Tom Patrick (former treasurer) of his Lifetime Service Award.
- I attended SHTA social events.
- I attended a protest rally at Rob Portman's office opposing the approval of Betsy Devos as the U.S. Secretary of Education.
- I marched downtown with fellow teachers and Mark Freeman (our former Superintendant) at the March for Science on April 22nd.
- I attended various community 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.

Looking back on this year makes me so appreciative of the work my colleagues do. I'm speaking specifically here of my SHTA colleagues. They keep me informed of what's going on nationally, at the state level, and here in our own district. They are guardians of our contract ensuring that the administration abides by it. They help our new teachers get through the hellish Resident Educator program enabling them to become quality Shaker educators. They keep an eye on all teacher evaluations allowing people to be reassured they will be treated fairly. They negotiate for a strong contract so all the district's teachers can feel secure in their livelihood. They provide moral support to district staff. I really am grateful for all the work the Association does. Thank you to everyone who helps me do what I love most - working with our students.

I hope everyone has had a good year and has an even better summer.

Respectfully Yours
Bill Scanlon



SHTA Treasurer Bill Scanlon at the May Representative Council meeting @ Onaway School.



Retired SHTA Treasurer and 2017 Presidential Lifetime Service Award winner Tom Patrick.

Shaker Heights Teachers' Association

Balance Sheet Standard **05/10/17**

As of May 10, 2017

	May 10, '17
ASSETS	
Current Assets	
Checking/Savings	
Key Investments2	**45,690.80**
Key Bank (checking)	**97,378.93**
Total Checking/Savings	**143,069.73**
Other Current Assets	
Edward Jones 13760-1-1	**473,454.36**
Edward Jones 13768-1-3	**640,108.40**
Total Other Current Assets	**1,113,562.76**
Total Current Assets	**1,256,632.49**
TOTAL ASSETS	**1,256,632.49**
LIABILITIES & EQUITY	
Equity	
Opening Balance Equity	**53.69**
Retained Earnings	**1,085,552.90**
Net Income	**171,025.90**
Total Equity	**1,256,632.49**
TOTAL LIABILITIES & EQUITY	**1,256,632.49**

Shaker Heights Teachers' Association
Profit and Loss Standard **05/10/17**
July 1, 2016 through May 10, 2017

	Jul 1, '16 - May 10, '17
Income	
Income	
Member Dues	**139,770.00**
Total Income	**139,770.00**
Investments	
Edward Jones-Fees & Charges	**-5,163.78**
Key Investments Income	**235.63**
Change in Value for Key Investment	**560.52**
Edward Jones Investment Income	**5,680.76**
Change in Value in Edward Jones	**96,111.22**
Total Investments	**97,424.35**
Other Types of Income	
Miscellaneous Revenue	**740.40**
Total Other Types of Income	**740.40**
Total Income	**237,934.75**
Expense	
Operations	
Accounting	
Banking	**9.01**
Accounting - Other	**5,670.05**
Total Accounting	**5,679.06**
Compensation	**35,286.36**
Conferences & Meetings	**3,002.38**
Executive Board	**440.35**
Fellowships & Grants	**1,587.98**
Insurance	**5,944.00**
Legal	**2,747.22**
Negotiations	**273.83**
Officers' Expenses	**2,104.52**
Payroll Taxes	**297.61**
Public Relations	**4,693.07**
Publications	**1,355.44**
Social	**623.56**
STRS (TPO Contribution)	**2,873.47**
Total Operations	**66,908.85**
Total Expense	**66,908.85**
Net Income	**171,025.90**

EXECUTIVE BOARD REPORTS

PROFESSIONAL RIGHTS AND RESPONSIBILITIES REPORT

The 2016-17 school year was a relatively smooth one. I continued to assist members with questions about maternity leave, medical leave, health insurance, paternity leave, sick days, and personal days. My involvement with both the Insurance Committee and the Supplemental Committee kept me busy throughout the winter and spring.

I wrote Grievance 17.01 regarding standardized testing at the middle school. A hearing on April 24 went well. The administration agreed with many of the actions requested by the members. A new testing committee will assist with all future planning and implementation of standardized assessments at the middle school.

In my May, 2016 report I wrote about equity. The district is now working on an Equity Task Force that will study the issue and make recommendations. The voters of Shaker Heights voted for the bond issue, which will make it possible to make necessary improvements to buildings across the district. Director of Professional Learning Erin Herbruck gave an excellent presentation on May 8 about teachers becoming Google certified. Technology can be a tool to help us achieve equity. I encourage all members to take advantage of this opportunity to use Google classroom to reach more students. New Director of Pupil Services Elizabeth A. Kimmel has experience implementing intervention programs for reading and math in Lakewood City Schools. Lakewood regularly exceeded their "Value-Added" component on their state report card in recent years. We are working hard to make sure every student succeeds.

Respectfully submitted,
Mike Sears, chairperson

PUBLIC RELATIONS

It has been an honor to serve as Public Relations Chair. I have worked to promote the 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 Gristmil*l 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 Lifetime Achievement and President's Award were made. I am proud of serving the Association as the Public Relations Chair.

Respectfully submitted,
Bob Bognar, chairperson



EVALUATION COMMITTEE

I have enjoyed another year of serving as the Evaluation Chair for the Association. This year was relatively quiet, as we are all more familiar with the Performance Rubric, evaluation protocols, and eTpes. I did have opportunities to work with individuals to answer questions, discuss concerns and suggestions, and solve problems. Additionally, I was a member of the Evaluation Committee to continue our task to revise and improve how evaluation works in Shaker. During our recent meeting, we reviewed the progress of subgroups who are refining their evaluation programs, including counselors, librarians, and IC teachers. We also reviewed and updated the Teacher Evaluation Packet. The updated version will be available in August. A huge thank you to Andrew Glasier and Darlene Bushley for Co-Facilitating the Evaluation Committee. I will be taking on the co-facilitation role with Darlene for the 2017-2018 school year.

Peer Evaluation Intent Forms were submitted to principals across the district in April. Peer evaluators will be notified by their principal if they have been approved or denied by May 17, 2017. Principals are expected to provide reasons for approvals or denials. Please contact your peer evaluation coordinator if you have any questions or concerns about your peer evaluation status. Below is the list of dates and locations of OTES training this summer. All peer evaluators must maintain OTES certification in order to participate in the program.

June 6-8 Leesburg
June 13-15 Columbus
June 14-16 Tiffin
June 19-21 Elyria
June 26-28 Medina
June 27-29 Columbus
June 28-30 Independence
July 26-28 Independence
August 8-10 Independence
September 5-7 Independence
September 26-28 Independence

Respectfully submitted,
Lena Paskewitz, chairperson

PAST PRESIDENT'S REPORT

This year, I attended meetings on behalf of President John Morris and the SHTA. The Association's presence at these meetings serves to oversee the activities of the administration and Board of Education. Meetings I attended included the regular meetings of the Board of Education and the Finance and Audit Committee. I was also present at Facilities updates and at meetings of the Insurance Committee as well as the regular meetings of the SHTA Executive Board and Representative Council. Additionally, I assisted with distribution and membership lists, editing the newsletter, communications, and contract questions.

The history of our Association is an area that I am particularly qualified to reflect upon. I began my teaching career in Shaker in 1976 and I have continued to serve the Association since my retirement in 2011. That is a 41-year perspective on the programs, services, personnel, contracts, and decision-making in the Shaker Heights City Schools. I continue to assist the SHTA at the direction of President John Morris. It is not only a privilege, it is an honor. I thank him and all of you for allowing me to make this contribution.

Speaking of SHTA history, I am delighted by President Morris's selection of Tom Patrick for the Lifetime Service Award. Tom served as Treasurer during the formative years of our Association. When we disassociated from OEA/NEA, we took a huge risk. Being an independent Association meant that we were

responsible for contract negotiations, legal concerns, personnel matters, and all of the issues that we continue to confront. Without the resources of the state and national organizations, dealing with these concerns could be costly. Under Tom's stewardship, the general fund grew from several thousand dollars to nearly a million dollars. He positioned our Association to have the resources needed to succeed as an independent union. That is an impressive legacy and Tom is highly deserving of this recognition. Congratulations.

Respectfully submitted,
Becky Thomas, chairperson

SOCIAL COMMITTEE

I have truly enjoyed being the Social Committee Chairperson this year. Every month I have the pleasure of hosting the Executive Board Meeting at Fernway School. I also plan Association Happy Hours, the District Recognition Reception and other social gatherings. All suggestions or ideas about future social events for the SHTA are being accepted for next year!

This year was our first year having a Meet and Greet happy hour for all of our new teachers at Panini's. Next year we will welcome all SHTA and SHTA-ST members to kick off the school year! Please mark your calendars for the first Friday of next the school year.

We had a very successful Autumn Happy Hour at Buffalo Wild Wings in Beachwood. More than 50 members attended this festive event! I would like to thank everyone who attended. We were fortunate to be able to give out lots of door prizes to thank people for coming and three $25 gift certificates for Winking Lizard to the winners of our trivia contest. We also had our first ever Ugly Sweater Contest at Tavern Company in Cleveland Heights to celebrate the beginning of Winter Break. The Association awarded the winners $25 gift certificates to the Tavern Company.

Our annual District Recognition Reception will take place on Thursday, May 18th at 3:45 p.m. in the High School Upper Cafeteria. We will have food and fellowship from 3:45-4:30 p.m. and the program will immediately follow. During these difficult times it is important that we support each other and celebrate our colleague's accomplishments! Don't forget to wear your SHTA shirt! I look forward to seeing you there!

Have a safe and relaxing summer vacation!

Respectfully submitted,
Selena Boyer, chairperson

POLICY COMMITTEE

As policy chair, my primary responsibilities involve the stewardship and maintenance of our Association's constitution and by-laws (which can be found at shtaweb.org). I also try to highlight pertinent articles and by-laws from our constitution in our monthly newsletter and keep members informed of changes concerning tenure, SHTA ST, and our responsibilities as members of the Association.

Other activities include my continued participation as a member of the Teacher Evaluation Committee, as well as the support of our members in my respective buildings.

Respectfully submitted,
Tim Kalan, chairperson

LEGISLATIVE COMMITTEE

Over the past year, I have monitored the legislative and political appointments, proposed bill, budgets and elections at the state and local levels. I encouraged our membership to exercise their right to contact their elected officials to voice their opinions on issues impacting education.

I have followed and informed the membership about the following issues:

- A state hearing officer has ruled that the ECOT online charter school still owes the state $60 million, denying an administrative appeal of an audit that found the school was overpaid last school year. After ECOT lost a case in Franklin County Common Pleas Court last year to block the review, it appealed that ruling to the 10th Ohio District Court of Appeals. A court appeal is also still pending.
- Ohio is developing a plan for the new Every Student Succeeds Act (ESSA), specifically how our local, state and federal programs are aligned to help all of our students be successful. Visit the Ohio Department of Education webpage for more information. http://education.ohio.gov/Topics/Every-Student-Succeeds-Act-ESSA
- The general election results from November of 2017 brought in the Trump administration and the appointment of Betsy DeVos as Secretary of Education.
- Ohio Department of Education (ODE) officials encouraged local education leaders to participate in policy discussions during State Board of Education meetings and legislative sessions. Now, the ODE does not encourage local school leaders to frequent the Statehouse nor seek their input.
- House Bill 53, a version of "Right to Work" law, was proposed by Ohio Representative John Becker, of Union Township.
- The Supreme Court's ruling on *Endrew F. v. Douglas County School District* (2017) and its' impact on all school districts regarding services for students with special needs.
- The expansion of state vouchers and the funding of charter schools.
- Governor Kasich proposed a requirement that, as part of the teacher license renewal, all teachers must complete on site work experience with a local business or chamber of commerce. This has been since removed from House Bill 49.
- Changes to the principal and teacher evaluations.

I have spent months serving on the Supplemental Compensation Committee to negotiate a scale of compensation that reflects parity and transparency for supplemental contracts. It is our hope that will be a Memorandum of Understanding for this area outlined in the side-letter of our contract. We have yet to tackle negotiations regarding unit pay. I attended 10 association meetings and a few board of education meetings.

"ECOT loses first appeal of order to repay $60 million ... - Cleveland.com." 10 May. 2017, http://www.cleveland.com/metro/index.ssf/2017/05/ecot_loses_first_appeal_of_ord.html. Accessed 11 May. 2017.

Respectfully submitted,
Eileen Sweeney, chairperson

TEACHER EDUCATION COMMITTEE

This spring, 22 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 18th in the Shaker Heights High School cafeteria. I would like to commend the following teachers who were approved for continuing contract status this year: Kendra Agee-Barney, Mario Clopton-Zymler, Sharon Craig, Mary Ann Durkalski, Lauren Jones-Goodman, Nancy Kippen, Amy Knisely, Joseph Konopinski, Megan Konopinski, Scott Kovelan, Kristin Koterba, Larissa Martin, Erin Mauch, Lauren Meet, Laura Montgomery, Karie Murphy, Lauren Petsche, Kathryn Porta, Sandra Skandul, Robin Sweigert, Lumar Vargas, and Sarah Workman. Congratulations to all of you!

The main purpose of the Teacher Education Committee is to be a liaison for newly hired and non-tenured teachers. Throughout the year, I answered questions from teachers to help their understanding of requirements needed to obtain a continuing contract in our school district. 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 have been communicating with Director of Professional Learning Erin Herbruck and SHTA President John Morris regarding the protocol and expectations for student teachers that wish to complete their student teaching experience in Shaker Heights Schools. The following is the clarification from Dr. Herbruck:

1. The administrator should ask for staff willing to volunteer-this should not be required. The District is not obligated to place every request. However, efforts should be made to support the ongoing success of the profession and our collaboration with teacher education institutions.

2. First preference should be given to continuing contract teachers who would best serve as a mentor (cooperating) teachers.

3 If a limited contract teacher is interested and he/she is a best fit, ongoing building level administrative support for the placement is requested, so that any issues that may arise for the limited contract teacher are collaboratively addressed.

4 One practice that buildings/teachers have been implementing is to have the potential mentor (cooperating) teacher (and an administrator, especially in the case of a placement with a limited contract teacher) meet with the potential student teacher for an informal interview. If this is of interest, the Professional Learning Department is happy to help facilitate this process with the college/university.

5 Please note: The model for student teaching has evolved- it is much more of a co-teaching model. The student teacher should not be alone in the classroom with students for extended periods of time. The mentor (cooperating) teacher should gradually release instructional leadership to the student teacher over time, and the student teacher will become the head teacher. During the full student teaching, the mentor teacher serves as a co-teacher/support.

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 the Association. Wishing you a calm end-of-the-year and an enjoyable summer!

Respectfully submitted,
Lisa Hardiman, chairperson

PUBLICATIONS COMMITTEE

It has been a very busy year for the Publications Committee. As well as soliciting submissions, organizing material, taking pictures for the newsletter, assembling the newsletter, sending it to the editors, editing and distributing the eight newsletters this year, I have also attended the SHTA Executive Board and Representatives meetings. I have written many editorials for the newsletter.

I would like to thank SHTA President Dr. John Morris, Past President Becky Thomas, and high school English teacher Aimee Grey for their editorial eye that makes this newsletter as good as it is. They have taken time out of their weekends to examine the newsletter for your reading pleasure.

I continue increased our digital presence by helming our Facebook page and Twitter account, and taking charge of our website, SHTAweb.org. If you have any suggestions please email me at glasier_a@shaker.org.

Respectfully submitted,
Andrew Glasier, chairperson

LEGAL AID COMMITTEE

It has been a pleasure to serve you as chairperson of the Legal Aid Committee. The role of the Legal Aid Committee is to hear requests from members who are in need of legal assistance when dealing with issues related to our contract. We are here for you! I wish you a restful and peaceful summer!

Respectfully Submitted,
Cathy Grieshop, chairperson

MEMBERSHIP/ELECTIONS COMMITTEE

Over the past year I have collected membership checks, reviewed the payroll reports every month to ensure accurate collection of dues and maintained an accurate directory of our membership. I also prepared and collected petitions in preparation for the 2017-2019 SHTA Officers election. This year on May 22nd, we will vote on the proposed budget, officers and the 2017-2018 Representative Council.

2016-2017	**CURRENT REPRESENTATIVE COUNCIL**
Boulevard	Angela Anderson, Head Rep; Jennifer Goulden, alt
Fernway	Andree Hassell, Head Rep
Lomond	Steve Smith, Head Rep; Donita Townsend, Jill Dipiero
Mercer	Nicole Smith, Head Rep; Cathy Richards
Onaway	Paula Klausner, Head Rep
Woodbury	Angela Goodrum, Head Rep; Aisha Mason, Lee Appel, Aquita Shephard, alt
Middle School	Kathy Manning, Head Rep; Tim Richards
High School	James Schmidt, Head Rep; Aimee Grey, Brian Berger, Tod Torrence, A.T. Vazquez, Keith Szalay, Joel Rathbone, alt
SHTA ST	Bonnie Gordon, Jen Halapy

SHTA Membership & Elections Chairperson Chante Thomas-Taylor



2016-2017 TOTAL MEMBERSHIP BY BUILDING

BUILDING	MEMBERS
Boulevard	30
Fernway	29
Lomond	40
Mercer	34
Onaway	34
Woodbury	76
Middle School	75
High School	148
TOTAL	466

Respectfully Submitted,
Chante Thomas-Taylor, chairperson

SHTA-ST COMMITTEE

Although a few Support Teachers find that the ShakerTES evaluation rubrics are not accurately reflecting what they do every day to support our most vulnerable students, most ST's are working well with their administrators by flexibly interpreting the rubrics. There may be a need for a few ST's to meet with the SHTA Evaluation Committee at the beginning of the next school year.

In addition, it was also cleared up that ST's may become eligible for continuing contracts as of the end of the 2017-2018 school year, once our next collective bargaining agreement has been negotiated and approved.

Respectfully Submitted,
Bonnie Gordan (for Latina Pope)



MINUTES FOR THE REPRESENTATIVE COUNCIL MEETING

May 8, 2017, Onaway School

SHTA President, John Morris started the May 08th Rep. Council Meeting at 4:30PM.
Eric Forman, Principal of Onaway Elementary School welcomed Rep. Council to Onaway. He stated that it has been an awesome year at Onaway Elementary School.

MINUTES from the April 10th, 2017 Rep. Council meeting were approved, motion made by Bonnie Gordon and seconded by Aimee Grey.

Administration Report
Dr. Erin Herbruck, Director of Professional Learning was present from central office.

- Dr. Herbruck shared information pertaining to the Google initiative for educators. There will be 3-options for teachers to complete Google professional learning.
    - Option 1 – Google users that have a basic level of knowledge. If you know less than 10% about Google, Boot Camp is for you.
        - Will be offered 3 times a year
        - 2 full day face-to-face instructional days
        - Teach to the test
        - 15 students per class during the year
        - 25 students per class during the summer
    - Option 2 – Hybrid: teachers will get their device in June and take assessment in September.
        - 2 face-to-face meetings
    - Option 3 – Google Independent Training
        - Train and take assessment on your own

Dr. Gregory Hutchings, Superintendent Shaker Heights City Schools was present from central office. Dr. Hutchings thanked the community for voting **YES** to the Bond Issue.

- Dr. Hutchings provided some clarity about the K-4 Science Lab at Woodbury.
    - The Woodbury Science Instructional Coach position was not eliminated for the new technology position.
    - The intent was to enhance science curriculum for all students and to provide more science experiences for students.
    - "We are not trying to take science away from our children. We are trying to give them more experiences."
- Dr. Hutchings and Rep. Council members had a discussion about teachers not being informed about this decision. There was a lack of transparency.
    - Members shared that the meeting, which took place last Saturday with Dr. Breeden, Assistant Superintendent, was not very productive. Parents and community members were left with a lot of unanswered questions.
- According to Dr. Hutchings the science curriculum will provide K-4 science teachers with science kits for them to use in their classroom. With this, the science curriculum will expand and it will provide more science experiences for our students.
- Members questioned the lack of planning for the Science curriculum for next year.
- Member had a question about field trip and TAR approvals taking 7-weeks for approval. Dr. Hutchings will look into this issue for member.

P.T.O. Report

Mark Levin, Co-President of PTO was present for the meeting.

- Thursday, May 25th is the Senior Clap-Out at our elementary schools and Woodbury.
- PTO had to answer questions about K-4 science lab from upset parents and community members. PTO is trying to present both sides while answering questions.

Officer's Report

President, John Morris

Very busy month

- Dealt with renewal issues
- Dealt with retirement questions
- Dealt with member legal issues
- Dealt with transfer issues
- Communicated with Superintendent Greg Hutchings and Director of Human Resources Darlene Bushley
- Interviewed with the *Shakerite*
- Conducted climate survey with help of SHTA members - Over 65% return rate!
- Answered questions and concerns on Woodbury Science Lab
- Signed congratulatory letters for newly tenured teachers with Lisa Hardiman
- Answered questions about MD unit concerns at Mercer
- Thanks to Dollye Finney for help working on an SLP concern
- Posted too SHTA and CCES Facebook Pages
- Met with Director of Professional Learning Erin Herbruck
- Met with Technology & Media Services, John Rizzo to discuss Google Training proposal
- Met with Interim Director of Pupil Services, Janice Price to discuss special education concerns
- Worked with member on medical issue
- Worked with member on SLO issue
- Worked with member on accommodation issue

Appointed Negotiations Team for 2017:

John Morris

Matt Zucca

Darlene Garrison

Bill Scanlon

Mike Sears

David Klapholz

Eileen Sweeney

I am pleased to announce **Mike Sears** as Service Award Winner and **Tom Patrick** as Lifetime Service Award Winner, congratulations!!!

Please plan to attend Reception at 3:45 on May 18th as we celebrate newly tenured, retirees, and award winners!

Vice President, Matt Zucca

- Worked on Negotiations survey
- Worked on fellowship grants. Receipts must be turned in during the last week of school to receive reimbursement this school year. Please make sure that the grant is being used for Professional Development
- Attended Investments Committee Meeting.
- Attended a Saturday meeting featuring Assistant Superintendent Dr. Terri Breeden. The focus of the meeting was the K-4 Science Lab.

Secretary, Darlene Garrison

- Final attendance reports will be forwarded to Dr. Erin Herbruck, Director of Professional Learning. All meetings will be entered into MyLearningPlan for all members.
- Attendance is going around, please be sure to check total number of meetings attended.

Treasurer, Bill Scanlon

- Attended Investment Committee Meeting.
    - The No cost of living increase for STRS is a big deal, will cost us all a lot of money.
- Attended a Saturday meeting featuring Dr. Terri Breeden, Assistant Superintendent. The focus of the meeting was the K-4 Science Lab.
- Shared proposed financial report as a preview to discuss with members before the vote on May 22nd.
- Voting on the proposed budget will be on Monday, May 22nd.

Executive Board Reports

Past President, Becky Thomas

- Thank you John Morris
- Attended over 40 meetings for SHTA
- Attended the April Board of Education meeting
- Attended the April Finance and Audit Meeting.

Teacher Education, Lisa Hardiman

- Sent 22 congratulatory letters to teachers receiving continuing contracts

Membership/Elections, Chante Thomas-Taylor

- Received petitions from current officers
- Membership will be voting on Monday, May 22nd for proposed budget, Officers and Reps.

Policy, Tim Kalan

- No report
- Participated in the search for the Onaway Art Teacher

Public Relations, Bob Bognar - absent

- Nice job providing teachers with a wonderful teacher appreciation gift. – *John Morris*

Evaluation, Lena Paskewitz

- The Evaluation Committee will work on cleaning up evaluation packet.
- Peer Evaluator Intent Forms are all submitted, waiting for approval or denial.

Legislative, Eileen Sweeney

- Professional Development for teachers at the business level now out
- Worked on club/activity supplemental with the committee
- Supplemental plans will be proposed at the June Board of Education meeting

Publications, Andrew Glasier

- Wednesday at midnight all submissions are due.
- All executive board members, end-of-the-year reports are due Wednesday at midnight.
- Look at The LIST for editorial
- Please use full names & titles for blurbs
- Updated Twitter and Facebook
- Peer Evaluations are all completed for the year!

Social, Selena Brown

- The Recognition Reception is all set for Thursday, May 18th. The reception will be held at Shaker Heights High School, upper cafeteria. Wear your SHTA shirt!

Legal Aid, Cathy Grieshop

- No Report
- Attended a Saturday meeting featuring Dr. Terri Breeden, Assistant Superintendent. The focus of the meeting was the K-4 Science Lab.

Professional Rights and Responsibilities, Mike Sears

- The grievance hearing about testing at the Middle School was held on April 24th and went well.
- Recommendations made by the Supplemental Committee are being shared with building principals before Eileen Sweeney and Mike Sears meet with SHTA President John Morris and Superintendent Greg Hutchings. Hope to have the plans approved at the June Board of Education Meeting.
- May 31st is the deadline for the dependents/spousal audit for health insurance.

Building Representative Reports

Boulevard, Angela Anderson

- Substitute concerns at the Woodbury K-4 Science Lab.
    - Human Resource Director Darlene Bushley suggested to plan on not going to the Lab this week. She will find out more information from Amy Davis.

Fernway, Andree Hassell

- Intervention Specialist had a concern about not being able to service the needs of her students.

Lomond, Steve Smith/Donita Townsend

- No Report

Mercer, Nicole Cicconetti

- The concern for the perimeters and expectations of SLOs for MD students was brought up by the MD teachers in the beginning of the school year, and they were told they were to complete the SLOs.
- Discussion of SLOs for our MD unit teachers included the amount of time spent on the preparation and revisions of the SLOs; additional time spent was 3-5 hours per teacher.
- When pinning on eTPES, our unit teachers were "exempt", even after the preparation, progress monitoring, research, and revisions of their SLOs.
- When writing SLOs, teachers were asked to document the amount of growth recommended or projected for their students and to back with research. As stated by one of our unit teachers: our students all have multiple disabilities and there are no two the same, affecting growth measurement data. They all require an Individualized Education Program in order for them to access curriculum and extended Ohio learning standards. The accommodations and modifications each student requires are unique to them and beyond those accepted by the state of Ohio on standardized testing.

- Our hope is for our students and teachers in our MD units to have a consistent set of expectations before each school year begins, as well as establishing the best assessment and monitoring process of growth for each student, in each unit--exploring other options other than SLOs.

Onaway, Paula Klausner

- Problems with computers for testing. Some computers had no sound, computers were freezing and keys pressed did not match what was on the monitor.
- Open House- problem with Art Show- buildings are competing for the art boards to display artwork. (Tim Kalan)

Woodbury, Angela Goodrum

- No Report

Middle School, Kathy Manning

- Level 2 Grievance
- Completed rounds 1 and 2 Assistant Principal Interview
- Have found two members willing to run for Rep. Council

High School, James Schmidt

- Concerns with teachers having to submit attendance for each class period before the end of class, each day.

SHTA Support Teachers, Bonnie Gordon

- Concerns about evaluations. What some ST's do is very unique than other's jobs.
- Procedure for tenure, there are some questions – concerns dealing with 3rd year after contract.

Old Business - None

New Business

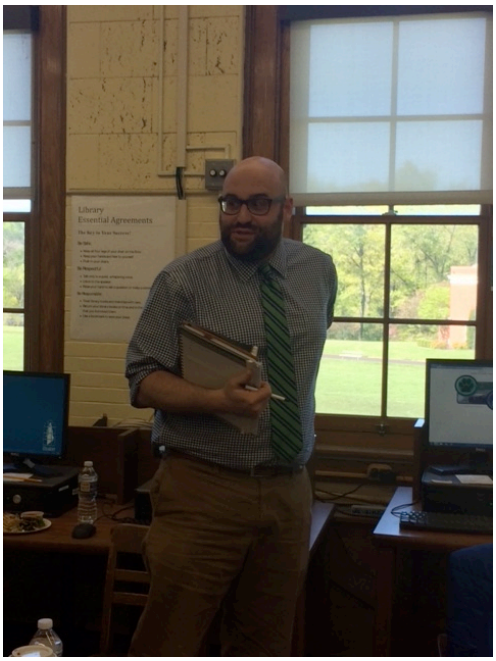
- Representative Council voted on the proposed budget and vote was passed to place on ballot for membership to vote. Voting will take place on Monday, May 22nd in each school building.
- A motion was made by Kathy Manning to raise the salaries for the President, Vice President, Secretary, Treasurer, Personal Rights & Responsibilities Chair and the Editor of the Newsletter by 4% and seconded by Chante Thomas-Taylor.
- Motion made by Cathy Richards to raise the stipend for Representatives by 4% as well.

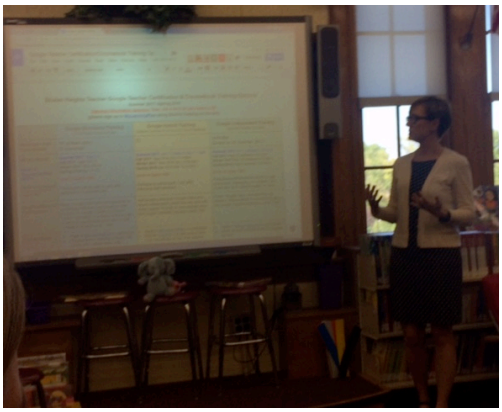
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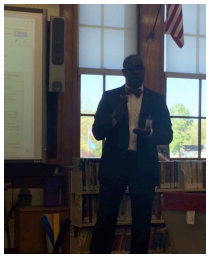
- Thank you Onaway Staff for hosting the last SHTA meeting this school year and providing a delicious meal.
- Senior Project Showcase Night is Thursday, May 25th from 5:30 to 7:00PM.

May 08th Rep. Council meeting was adjourned at 6:55PM. Motion to adjourn meeting made by James Schmidt and seconded by Angela Anderson.

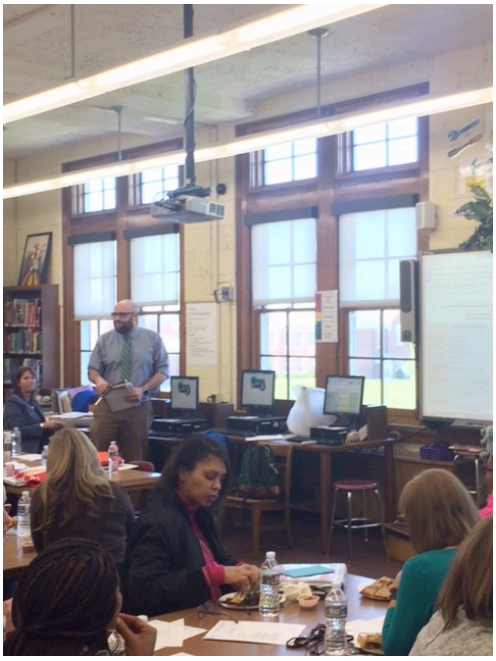
Respectfully submitted,
Darlene Garrison, SHTA Secretary











Special thanks to Onaway Representative Paula Klasner & SHTA Executive Board member Tim Kalan for hosting the April SHTA Representative Council meeting at Onaway School.



Reflections from a Shaker Teacher

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

The recent mayhem surrounding the administrative decision to remove the K-4 Science lab experience and dedicated teacher has had me thinking a lot about my place in the universe lately. One might ask, what does elementary science have anything to do with me, an English teacher at the high school? Here's my answer: plenty.

Any of us who work in Shaker have a vested interest in the entire district. Student success in high school depends significantly on the experiences they have prior to ninth grade. And for those of us who work and live in Shaker, our involvement is even more personal. Having chosen to educate our children here, we want them to have an array of enriching and awesome experiences both in and out of the classroom.

In full disclosure, I have bled Shaker blood long before many people reading this were born (sigh), from my first day of kindergarten at what was then Sussex school to my tenure as a teacher to my concurrent pride and joy as a Shaker parent. To me, Shaker means asking questions, expressing ideas, exploring options, having discussions, finding solutions. Those solutions may not satisfy all parties, but they are the result of thoughtful and engaged discourse, with all parties sharing honest and clear information and working toward the best possible outcome. Ultimately, even if everyone does not agree, everyone respects each other and understands how and why the decisions have been made. And we are all better for having participated in the process. (Ironically, this sequence is very similar to the scientific method that will no longer be featured in the same way for our pre-Kindergarten-4th-graders).

Nevertheless, I am not here to debate the decision made by the administration about how science will be taught moving forward. I am not here to share my opinion about what should have happened or what should happen moving forward.

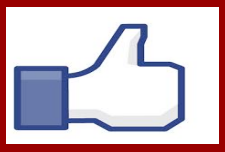
I am here to share, however, that *my heart has been broken* by what I've witnessed. Here we are, a passionate, dedicated, and thoughtful collection of professionals who don't feel like our opinions matter. For example, rather than praise the fact that several teachers (many of whom also wear hats as residents and parents) attended a weekend discussion, the teachers' presence was seen as antagonistic. We have somehow become "those teachers who don't want to change;" "those teachers who need to look at the data;" "those teachers who just need to do what they're told because we know best"; or "those teachers who are just being contrarian."

Even *more heartbreaking* is the aura of fear that this incident has brought to the surface. How many discussions have occurred with people wondering whether signing a petition or sending a letter would have "repercussions" on them or their spouses? How many reached out to parents but asked them not to use their names? How many felt worried about attending a meeting? How have we all landed in a situation where asking genuine questions about what's best for the children who live in this district might lead to punishment? I am sure that some who read this paragraph will scoff at this claim, saying that we teachers are being paranoid and overreacting. But here's the thing; if people feel it, then it's real. I have to believe that this atmosphere is not what anyone really wanted, but it's what we've now got. To repeat, it's real.

And the *biggest heartbreak of all* is going to be if the collective Shaker community that consists of teachers, parents, administrators, board members, and students continues to operate in this way. Ruling by and living in fear, while perhaps efficient in the short run have never yielded great results. When people stop feeling like they have the power to make a difference and settle into doing what they're told, we all suffer. That being

said, having the courage to reject the status quo isn't easy either, and yes, it often has consequences attached to it. Moving forward, I guess we will each have to decide what our own personal tipping point is. And it sure would be great if those who are the source of the fear would be willing to honestly acknowledge that we have some real issues and come to the table and try to address them.

Jody Brown Podl
SHHS English Teacher
Shaker Heights Class of 1983
Shaker Heights Resident
Shaker Heights Parent

The SHTA is on   ***us @***

http://www.facebook.com/pages/Shaker-Heights-Teachers-Association

THE LIST: MORE AND STILL MORE

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THE LIST

In November, I put out a request for input about the expanding responsibilities for teachers. The response was remarkable. In just a few weeks, I received over two pages of tasks that we are now doing that we did not have to do five years ago. All schools were represented. Some assignments overlapped the district, some were grade level specific and some school specific. Some were state mandated, some were district interpretations of state mandates, and many were district mandates. Some helped teachers better instruct their students but many were bureaucratic in nature.

Now, of course, paperwork and documentation has always been a part of our job; however, are **all** of these requirements **essential**? *Do they improve our interactions with our students?* Remember, each of these added obligations takes time away from work we could be doing with students and their families. In business, there would be a cost/benefit analysis. I had hoped we can begin a dialogue about the items that are unproductive and even wasteful. We are paid for our expertise as educators. Let's make sure our skills are being used effectively. Sadly, this has not been true and the administration has continued to add to our plate. Below is the original LIST plus the new added responsibilities.

New RESPONSIBILITIES for teachers in Shaker Heights City Schools during the last 5 months

I.B. Planner Rubric

Material Resource Inventory greatly expanded

Data support work

Google Teacher professional development & testing

Interventional Specialists & Skilled teachers proctoring tests instead of teaching

Pre-K through 4 Science labs curriculum professional development & implementation

The Original list from November 2016

Student Learning Objectives (SLO) for single subject teachers, drafting the document and amending it, as needed; creating/grading pre- and post-tests, analysis

Specials teachers provide coverage for classroom teacher's Common Planning Time

Level Literacy Instruction (LLI)

Peer Assisted Learning Strategies (PALS)

SMART goals

common assessments

International Baccalaureate

EnVision

FUNdations

Daily 5

CAFE

Waterford

Compass Learning

Bucket Filler & Energy Bus

Student Organized Learning Environment (SOLE)

Reading Improvement Plans (RIMPs)

Positive Behavioral Interventions and Supports (PBIS) referrals

Teacher created common assessments

Ohio Teacher Evaluation System (OTES)

Weekly Teacher Based Teams (TBT)

Common Planning Time (CPT)

Response to Intervention (RtI)

action plan committees

Quarterly Chats

Public Works (increase in amount)

Kindergarten Readiness Assessment

ManageBac

Submitting MYP Units to ManageBac

Teachers managing info in ManageBac

self study

CCSS embedded in planners

letter to parents regarding CCSS

Daily detailed lesson plans

A changed schedule took us from two planning periods to one

Went from 40- to 50-minute periods (10 minutes x 5 classes = 50 minutes of additional teaching per day)

Days for records/closing down the semester and/or school year have now mostly become PD days

Department chairs used to be given one conference period per week for duties, that has now been taken away

Shortened amount of time given for preparation of report cards causes hours of work at home

After School Conference Log turned in monthly

Writing MYP Units

Realigning Curriculum to meet state standards

EOC Test prep

TBT Short Cycle Assessment Data analysis

Allowing student test retakes and late submission of work

Attending an ever increasing amount of professional learning experiences

Evening Conferences

Strategic Plan and Strategic Action Plan work

Leading Advisory meetings

Serving as Personal Project mentors

Language and Literature teachers' class loads changed from 4 classes to 5 classes

Posting MYP frameworks/objectives in classroom

Revising rubrics to include MYP criteria and framework

Data Collection for student growth measures (SLOs)

All departments coordinated submission of classroom management plans

WHAT ARE THE CONSEQUNCES OF ALL THIS? JUST LET US TEACH!

District Service Recognition Reception

Thursday, May 18, 2017

3:45 p.m.

High School Upper Cafeteria

DON'T FORGET TO WEAR YOUR SHTA SHIRT!



This event is sponsored by the Shaker Heights Teacher's Association and the Shaker Heights City School District.

Shaker Schools Foundation News for SHTA

A Little History

The Shaker Schools Foundation celebrated its 35th birthday on November 18, 2016! The first foundation in the state of Ohio to support a public school system, it was established by a group of visionary Shaker residents who believed that our community would make financial contributions to benefit the District's students. Time has proven them absolutely right, and we are indebted to our many donors who continue to express their appreciation of the work YOU do through gifts to the Foundation.

Your Foundation at Work

In the past month, the Shaker Schools Foundation has purchased books for the Boulevard and Woodbury libraries; provided an honorarium to guest artist Joe Miller, who worked with Evening of Jazz participants; supported the A Cappella Choir's participation in a naturalization ceremony downtown; and paid for welcome backpacks that will be given to new Shaker students who are either in foster care or homeless. In addition, the Foundation is distributing awards to more than 65 students at the MAC Sisters and Scholars ceremonies and the Junior and Senior Honors Program at the High School.





You Can Help

The Foundation thanks faculty members who already support the Foundation through Charity Choice payroll deductions or outright gifts. You can make a tax-deductible contribution at any time by sending us a check or visiting shaker.org/foundation.aspx. Thank you!

We thank you again for EVERYTHING you do for Shaker's students, and send all best wishes for a wonderful and restorative summer!