IMPORTANT DATES

Tuesday, January 17: B.O.E. Special Meeting/Work Session

Thursday, January 19: PTO Special Education Parent Group Meeting

Friday, January 20: Professional/Clerical Day (No Classes PreK-12)

Monday, February 6: SHTA Executive Board

Monday, February 13: SHTA Representative Council @ SHHS

SHTA news

January 17, 2017

ISSUE NO. 4

Message From the President

Happy New Year and Welcome to 2017! We have some work to do! Besides teaching our students, supporting one another, and investing in our schools we have to start pushing the envelope of what it means to be a public school teaching association. It's time for us to be even more active as teaching professionals and advocates for public schools.

Last Tuesday, you received an email call to action that I hope many of you answered. This is new territory for us, but we have long left the time when Shaker Heights Schools and Our Shaker Heights Teachers' Association were an island. Ignoring the present political environment relating to public education equals being complicit in the dismantling of a profession and an institution within which we have invested our lives.

We cannot remain quiet and complacent. It's time to join community and professional advocacy groups, contribute to legal defense funds, invest time and money into social justice and human rights organizations, and make what we believe an applied effort, as opposed to a theoretical one. I'll do my best to give you opportunities through Our newsletters, Our emails, Our Facebook page, Our Twitter account and Our PAC. I invite you to join me.

We are also part of a larger consortium of public school teachers' unions and associations in Cuyahoga County called the Cuyahoga County Educator Summit. Here we join with OEA, OFT, and the other Independent Associations in our county to find common ground on policy and support for our collective concerns. Please like our Facebook page at Cuyahoga County Educator Summit.

December and January have both been active months. I attended the Professional Learning for Instructional Leaders (PLIL) Session with Observational Rounds at the High School. I worked on a transfer request. I continued clarification discussions on continuing contract issues. We were able to make significant headway with help from Susannah Muskovitz' reading of the Ohio Revised Code. As a result, a considerable number of members will see a shorter time frame for continuing contract eligibility. I worked on personnel issues. I attended the meeting of the Supplemental Committee to work on club and activity supplementals with Eileen Sweeney, Mike Sears, and Darlene Bushley. I attended the SHTA Fall Gathering and Winter Happy Hour. I attended the Shaker Union Summit organized by Dollye Finney. I attended the Cuyahoga Union Summit Executive Board Meeting. I discussed legal issues with Susannah Muskovitz. I had weekly phone calls with Dr. Hutchings. I communicated regularly with Darlene Bushley and Kiki Stout. I

updated SHTA and Cuyahoga County Educator Summit Facebook Page. I attended the January 10th School Board Meeting and spoke about the need for flexible classroom equipment as part of our recent bond proposal along with SHTA Member Donita Townsend, Membership/Election Chair Chante Thomas-Taylor, and High School Representative Tito Vazquez. You can read more about the bond proposal in Becky Thomas' detailed report. I met with Dr. Terri Breeden to discuss project stipends. I also attended the Cuyahoga Country Educator Summit to meet with the two new State School Board Members.

It continues to be an honor and a pleasure to serve as President of the Shaker Heights Teachers' Association. I am excited to begin another year serving my profession and my professional colleagues in Shaker Heights Schools. Please contact me with questions or concerns as we embark upon four years under a new federal administration. As always, I am here to help.

Respectfully submitted,
John Morris



SHTA President John Morris speaks at the January Representatives meeting @ Mercer School.

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

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

Reports from the Executive Board

VICE PRESIDENT'S REPORT

Happy New Year. I hope everyone had a restful break and is energized and ready to get back to our important work of educating.

The Friends of the Shaker Schools Foundation are hosting the 25th annual *A Night for the Red & White* benefit on ***March 4, 2017*** at the new Hilton Cleveland Downtown located on Lakeside Avenue East next to the Convention Center. It is with great pride that over the past 24 years we have surpassed **2.5 MILLION DOLLARS** in funding for enrichment opportunities focusing on the arts, technology, health and fitness. Donations from our staff have greatly contributed to this success. I want to thank those of you who made contributions to the Silent Auction for A Night for the Red and White. Donations from teachers are very popular sought after items at the auction. The SHTA's donation to the silent auction this year will be a Taste of Ohio City, gift certificates to four Ohio City West Side Market area restaurants (The Black Pig, SOHO Chicken and Whiskey, Town Hall, and Crop Bistro). Please remember staff members are offered discounted tickets at $100 to support staff attendance.

I would encourage everyone to purchase tickets from the SHTA Red and White Drawing for a chance to win tickets to the event. The money raised from the tickets will help the association cover the cost of the tickets and our silent auction donation. Please see your head building rep. for tickets for the drawing. Thank you again for your generous support and contributions. A Night for the Red and White continues to provide substantial gifts to the Shaker Heights City Schools.

Respectfully submitted,
Matthew Zucca



SHTA Vice President Matt Zucca at the January Representatives meeting @ Mercer School.

TREASURER'S REPORT

Since the last newsletter in November I have attended the Happy Hours at BW3 in November and at Tavco right before winter break. I also attended the Shaker Union Summit meeting with leaders from the different bargaining units we have in our District. These get-togethers are not only enjoyable socially but they are beneficial to the morale and support of our Shaker Staff community. Try to make it to the next one if you haven't had the chance to go. It's great to see colleagues outside of work and to meet more of the people who work so hard collectively for the kids of Shaker.

During the month of December I communicated with our accountants at Edward Hawkins & Co. to file our tax forms for last fiscal year and submit last year's financials. I have copies of the compilation financial report they produced. If anyone would like to look them over, just give me a call (ext 6296) and I can get you a copy.

The current financial report is attached.

Respectfully submitted,
Bill Scanlon



SHTA Treasurer Bill Scanlon explains our budget at the January Representatives meeting @ Mercer School.

Shaker Heights Teachers' Association
Profit and Loss Standard 01/12/17
July 1, 2016 through January 12, 2017

	Jul 1, '16 – Jan 12, '17
Income	
Income	
Member Dues	96,720.00
Total Income	96,720.00
Investments	
Edward Jones-Fees & Charges	-3,084.97
Key Investments Income	213.10
Change in Value for Key Investm	560.52
Edward Jones Investment Income	5,680.76
Change in Value in Edward Jones	40,041.03
Total Investments	43,410.44
Other Types of Income	
Miscellaneous Revenue	145.00
Total Other Types of Income	145.00
Total Income	140,275.44
Expense	
Operations	
Accounting	
Banking	120.00
Accounting - Other	5,487.55
Total Accounting	5,607.55
Compensation	22,074.96
Conferences & Meetings	1,371.90
Executive Board	201.25
Fellowships & Grants	700.00
Insurance	5,419.00
Legal	1,346.62
Officers' Expenses	809.72
Payroll Taxes	297.61
Public Relations	486.00
Publications	106.50
Social	623.56
STRS (TPO Contribution)	2,873.47
Total Operations	41,918.14
Total Expense	41,918.14
Net Income	98,357.30

Shaker Heights Teachers' Association
Balance Sheet Standard 01/12/17
As of January 12, 2017

	Jan 12, '17
ASSETS	
Current Assets	
Checking/Savings	
Key Investments2	45,668.27
Key Bank (checking)	78,724.24
Total Checking/Savings	124,392.51
Other Current Assets	
Edward Jones 13760-1-1	452,866.66
Edward Jones 13768-1-3	606,704.72
Total Other Current Assets	1,059,571.38
Total Current Assets	1,183,963.89
TOTAL ASSETS	1,183,963.89
LIABILITIES & EQUITY	
Equity	
Opening Balance Equity	53.69
Retained Earnings	1,085,552.90
Net Income	98,357.30
Total Equity	1,183,963.89
TOTAL LIABILITIES & EQUITY	1,183,963.89



EXECUTIVE BOARD REPORTS

PROFESSIONAL RIGHTS AND RESPONSIBILITIES REPORT

In December and January, I assisted members with questions about insurance, medical leave, maternity leave, contractual obligations, and sick days. Regarding the use of sick days, building administrators have the right to ask members questions about their absences. If it is just a conversation without any disciplinary action, there is no grounds for filing a grievance.

The supplemental committee meets again on January 25 to review current contracts for clubs and activities. Thank you to the members who chose to serve. We have representatives from all grade levels. If you received a survey from Darlene Bushley, please complete it as soon as possible so we can have the data we need for our meeting. If you voluntarily run a club or activity without receiving a supplemental contract, you may request the survey from Darlene and provide feedback to the committee.

Respectfully submitted,
Mike Sears, chairperson

EVALUATION COMMITTEE

Happy New Year to all of you! January Formative Evaluation forms should have been uploaded to eTpes and mid-year conferences should have occurred to share formative ratings for all teachers on a Formal Evaluation cycle. There are several important reminders about the evaluation process for evaluators and teachers. The following protocols should be followed by all evaluators and teachers:

- All pre and post observation conferences and observations must be scheduled at mutually agreed upon dates and times. Conferences should take place in a private setting and observations should last at least 30 minutes. Post conferences should take place within one week of the lesson observation.
- Teachers are encouraged to submit additional evidence to their evaluators to be included in their evaluations. Teachers should upload these pieces of evidence directly into eTPES. Be sure to tag each piece with a title and date. This opportunity is especially important if there are elements of your program that haven't been directly observed during lessons.
- Evaluators should only record evidence they have directly observed or discussed with the evaluatee, along with evidence submitted by the evaluatee. **Third party observations, opinions, and reports should not be included on the Performance Rubric.**
- The evaluation process should always be conducted with the goal of **professional learning and development**, rather than in any kind of punitive or "gotcha" style.

The Evaluation Committee will be meeting to review protocols and for retire/rehire teachers; discuss applicability of the current Performance Rubric to support teacher evaluations; work on a supplement to the rubric; and to review evaluation protocols and challenges with the system. All evaluation information and forms are available on shaker.org for you to access. Please feel free to forward additional suggestions or concerns to a committee member so that we can include them in our next meeting.

Respectfully submitted,
Lena Paskewitz, chairperson

PAST PRESIDENT'S REPORT

Welcome back to 2017! During the past few months, I attended meetings of the Board of Education and the Finance and Audit Committee, including the special meeting of the Finance and Audit Committee on January 3. Most of these meetings have focused on the Facilities Review and Capital Project Planning. At the January 10 meeting of the Board of Education, the Board voted to seek a $30 million bond issue, which would encompass repairs and improvements to all buildings. This proposal does not include a new middle school. The discussions about this decision were detailed and lengthy—I left after the vote at 10:00 p.m. and the meeting had begun at 6:00 p.m. and was still going. The decision hinged on the tax burden to the residents of Shaker Heights. The recent recession and drop in property values added to the difficulty of requesting the larger bond issue. Even though the majority of board members seemed to support the necessity of a new middle school, the final vote was unanimous in favor of the smaller bond issue amount.

At the January 10 meeting, four SHTA members spoke in support of using bond issue money for flexible furniture. President John Morris, Lomond teacher Donita Townsend, Woodbury teacher Chante Thomas-Taylor, and High School teacher Tito Vazquez described the importance of creativity and flexibility for collaboration. The Board members made several references to these remarks during their funding discussions. The resolution that was passed did not specify the exact use of the funds other than for capital improvements. The discussion on updating furniture should continue. And, all discussions are moot if the bond issue does not pass. I urge you to be active in the efforts to pass this bond issue. The vote will be in May.

I appreciate the opportunity to assist the members of the Shaker Heights Teachers' Association.

Respectfully submitted,
Becky Thomas, chairperson

POLICY COMMITTEE

By-Law VII of our constitution deals with the SHTA's operation in the political arena. As an Association we do not endorse candidates, and it is only through our PAC that we support political policies or issues such as collective bargaining or public school funding. In light of the upcoming bond issue for our district, which will be supported by the SHTA, Our Association will be encouraging members to participate in the passage effort. It is important for our members to understand the importance of supporting policies that are in the best interest of our students and the public institutions that serve them. These institutions have been under attack for some time, and the current political climate in this nation is not indicative of future support. In light of these challenges it is all the more important to please consider contributing anyway you can in the coming months to support public education.

By-Law VII reads:

D. Political Donations/expenditures
1. No funds from the Association treasury shall be used directly for the purpose of donations to elected officials or candidates seeking office.

2. The Association will sponsor a Political Action Committee (a special committee appointed by the president) whose purpose will be to support political issues relevant to the Purposes of the Association. Representative Council may direct the building representatives to solicit voluntary monetary contributions from the membership for the PAC. All contributions will be sent to the Treasurer, who will deposit these funds into an account kept specifically for this purpose, and will then forward the funds according to the directive of the PAC. No funds from the PAC treasury shall be used directly for the purpose of donations to elected officials or candidates seeking office.

3. The PAC will submit a report in the Newsletter of their activities including a detailed financial account. Participation in and support for the PAC will be completely voluntary and no monies from Association dues or the general fund may be accessed for the PAC.

4. In support of local school funding issues, Representative Council may direct the building representatives to solicit voluntary monetary contributions from the membership. All contributions will be sent to the Treasurer, who will deposit these funds into an account kept specifically for this purpose and this account shall not contain any other funds that constitute the Association treasury. Upon the direction of Representative Council, the Treasurer will forward these funds in the name of the Association to the committee supporting the passage of the issue. Any such donation from the Association shall be made using only the monetary contributions obtained from the members as outlined above.

Respectfully submitted,
Tim Kalan, Chairperson

SOCIAL COMMITTEE

With all that we have going on in our lives that is so stressful, it's important to take some time out for ourselves! We recently had two successful events in November and December. On November 21st we had our Autumn Happy Hour at BW3 in Warrensville Heights. On December 16th we had our first Holiday Happy Hour with an Ugly Sweater Contest at Tavern Company in Cleveland Heights. This event was well attended and there were many participants in the contest. The decision was tough but two winners were chosen: Steve Smith (Lomond) and Travis Cox/Blair Volbers (High School). They were each awarded $25 gift cards to Tavern Company. Thank you to everyone who came.

I welcome feedback regarding happy hour locations, days, themes, and ideas to improve overall participation (boyer_s@shaker.org). If you haven't been out with your fellow SHTA members this year consider attending one of our happy hours soon!

Respectfully submitted,
Selena Boyer, Chairperson

MEMBERSHIP/ELECTIONS COMMITTEE

Greetings and Happy New Year!
This week your SHTA membership cards will arrive at your schools. Please be sure to see your Representative(s) for your card and support our *Night for the Red and Whi*te Raffle by purchasing a raffle ticket at the same time.

Our membership numbers are as follows:

Boulevard -	32
Fernway-	30
Lomond-	38
Mercer-	34
Onaway-	34
Woodbury-	77
Middle School-	76
High School-	151
District-	1

Respectfully submitted,
Chante Thomas-Taylor, chairperson

TEACHER EDUCATION COMMITTEE

Happy New Year!

Please remember, as stated in November's SHTA newsletter, tuition reimbursement forms were due December 1, 2016 to Kiki Stout in the personnel office. These funds are for coursework taken for credit during the 2016 calendar year. Each year the due date for these forms is December 1st. Please keep this date in mind for any future tuition reimbursement.

During this time of teacher evaluations, please feel free to upload any evidence and forms into eTPES whenever possible.

Respectfully submitted,
Lisa Hardiman, chairperson

LEGISLATIVE COMMITTEE

Happy New Year! In the news, Gov. Kasich has vetoed a bill in the Senate attempting to weaken clean energy standards. Kasich also struck down legislation that would have allowed Ohio lawmakers to more easily do away with state agencies and departments.

The new president, Donald Trump, has been nominating candidates for his cabinet. Among these positions is the Secretary of Education. He has nominated Betsy DeVos for this position. Betsy DeVos is a wealthy lobbyist from the state of Michigan. On her website, DeVos calls herself an "education reform advocate empowering parents to choose the best education for their children." DeVos has been active in Republican politics since college. She served as elected chairman of the Michigan Republican Party four times. Throughout her career, DeVos has pushed for the privatization of schools with public funds. In Michigan, she has championed the charter school system through her lobbying for Great Lakes Education Project (GLEP), a political action committee. According to the GLEP website, Betsy Devos supported Proposal A in the early 1990s, which was a sea of change for Michigan's K-12 funding and introduced school choice and charter schools. With her help, GLEP later fought to remove the artificial cap on charter schools and allow for online learning. Betsy DeVos is most ideological, anti-public education nominee put forward since President Carter created a Cabinet-level Department of Education. For more information regarding her background use this link DeVos: Five Fast Facts you need to know about DeVos

Diane Ravich, Research Professor of Education for New York University and a historian of education has posted an interesting article on her blog warning on the destructive consequences possible if DeVos is appointed Secretary of Education. Diane Ravich blog

If you would like to make sure the Senate hears loud and clear that you want an education secretary who supports public education so all children have great neighborhood schools, not one who's determined to destroy it. You can use the American Federation of Teachers link to contact your senator.
Write to your senators today and ask them to vote no on DeVos' nomination.

Respectfully Submitted,
Eileen Sweeney

LEGAL AID COMMITTEE

No official report.

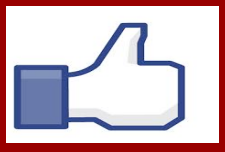
I attended the fall get together and winter happy hour. I really enjoyed them and find that they are a great way to get to know our colleagues across the district. Please consider attending the next one!

Respectfully Submitted,
Cathy Grieshop

SUPPLEMENTAL COMMITTEE

The supplemental committee is seeking information regarding all supplemental contracts issued for activities and clubs. Darlene Bushley sent a survey to all SHTS teachers who currently supervise an activity/club and are either on contract or are volunteering their services. We strongly urge you to complete the survey so that we can negotiate the best contract possible. If you did not receive a survey and would like to give your feedback, please contact Josh Eckford, Kiki Stout or Darlene Bushley at Human Resources. The committee needs the results of the survey by January 25, 2017.

Respectfully Submitted,
Eileen Sweeney

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

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

MINUTES FOR THE REPRESENTATIVE COUNCIL MEETING

January 9, 2017, Mercer School

SHTA President, John Morris started the January 09th, 2017 Rep. Council Meeting at 4:35PM. **Mr. Lindsay Florence, Principal of Mercer Elementary School** welcomed SHTA members to Mercer.

MINUTES from the November 14th Rep. Council meeting were accepted. Motion to accept minutes made by James Schmidt & Bonnie Gordon.

Administration Report
Dr. Hutchings and Dr. Breeden from central office were present at the Rep. Council Meeting along with **Mr. Wilkins and Mr. Eckford** arriving later.
Dr. Hutchings shared information about the bond issue and facilities update.

- The community was surveyed about their ideas regarding the $30M vs. $50M bond issue.
  - We need to talk about the challenges.
  - Do we believe we need a new middle school?
  - There are parents who are in support of a new middle school, most parents with students in the school.
  - At tomorrow's board meeting, the board will weigh data from the survey.
- Not sure what the board will vote on at tomorrow's board meeting.
- Ultimately, we want to do what's best for the community and we want a bond issue on the ballot that will pass.
- Encourage the Finance and Audit Committee about the importance of the flexible furniture.
  - Remember that Instruction Drives Construction.

PTO Report
No PTO Representative Present – report was emailed to Matt Zucca for sharing

- MLK Day of Service this weekend- the PTO Council Community Builders have successfully extended this program so K-8 can participate. This Saturday at the High School families can make hand tie blankets, toiletry kits and more to benefit the Homeless Stand Down.
- The Senior Clap-Out will take place on April 8th. We will bus 2017 Seniors to their alma mater elementary school where they will parade through the halls in cap and gown while the elementary kids cheer them on. This is a chance to see what is possible for our young students and celebrate the achievements of our Seniors.

Officer's Report

President, John Morris

- Busy December:
  - Attended Professional Learning Session with Observational Rounds at HS
  - Worked on a transfer request
  - Worked on continuing contract issues
  - Worked on a personnel issue
  - Attended the meeting of the Supplemental Committee to work on Phase 3
  - Attended the SHTA Fall Gathering and Winter Happy Hour
  - Attended Shaker Union Summit organized by Dollye Finey
  - Attended the Cuyahoga Union Summit Executive Board Meeting
  - Discussed legal issues with Susannah Muskovitz
  - Had weekly phone calls with Dr. Hutchings
  - Communicated regularly with Darlene Bushley and Kiki Stout
  - Updated SHTA and Cuyahoga County Educator Summit Facebook Page
  - Will meet with Dr. Breeden to discuss project supplementals on January 12th

- Will meet with Cuyahoga County Educator Summit this Thursday January 12th to meet with our two new State School Board members from Cuyahoga County

Vice President, Matt Zucca

- Attended the SHTA Fall Gathering.
- Attended the November PTO Council Meeting.
- Attended the December 9th Union Summit Committee Meeting.
- Participated in Instructional Rounds at Fernway. Useful process with good dialogue
- The form to make a donation for the silent auction *Night for the Red and White* is due by January 13th. Please consider making a donation, it is a way to reach out to the community. The donation is not due by January 13th but the donation intention form is due at that time.
- *Night for the Red and White* is on Saturday, March 4th at the Hilton Downtown Cleveland.

Secretary, Darlene Garrison

- Please be sure to sign the attendance sheet going around.
- Please take an active role and sell raffle tickets for the *Red and White* Event. All money and ticket stubs due to me by Thursday, February 9th. We will pull names on Monday, February 13th at rep. council meeting. Three members will be selected to win two tickets for the *Red and White* Event at the Hilton Downtown Cleveland on Saturday, March 4th.
- Attended the Happy Hour hosted by SHTA on December 16th.
- Attended the December Homework Committee Meeting.
- Participated in the Instructional Rounds process at Woodbury.

Treasurer, Bill Scanlon

- Attended SHTA Fall Gathering and Happy Hour.
- Attended the Shaker Union Summit Meeting.
- Communicated with accountants.
- Passed out and shared the Profit & Loss Standards Sheet along with the Balance Standard Sheet

Executive Board Reports

Past President, Becky Thomas

- Attended the Board of Education Meeting.
- Will be attending Board of Education meeting on January 10th.
- Attended and will be attending the Finance and Audit meetings.
- Board of Education will be making a decision about the amount for the bond issue in May.

Teacher Education, Lisa Hardiman

- Deadline to turn in tuition reimbursement was on December 01st, no notice was sent out but there was a reminder in the SHTA Newsletter.
- Attended Fall Gathering and Happy Hour hosted by SHTA.

Membership/Elections, Chante Thomas-Taylor

- Not in attendance, no report given

Policy, Tim Kalan

- No report

Public Relations, Bob Bognar

- There is a new advertisement in the Shaker Life Magazine.

Legislative, Eileen Sweeney

- Serious concern about Betsy DeVos having leadership in education, it's quite alarming.
- She's a champion for Charter Schools
- PAC in Ohio, said that money was being laundered. That PAC is now closed.

Evaluation, Lena Paskewitz

- There are still issues with protocols being followed with evaluation system.
- Issues involving evaluators completing what they are required to complete.
- Reminders are in the newsletter about protocols concerning the evaluation process.

Publications, Andrew Glasier

- Updated Facebook and Twitter accounts. Added pictures as well.
- Review the handout titled ***Taking Back Our Public Schools***.
- Wednesday at Midnight newsletter submissions are due.

Legal Aid, Cathy Grieshop

- No Report

Social, Selena Brown

- Planned the Fall Gathering and Winter Happy Hour. Both events were successful.
- Any ideas for getting more elementary school teachers to attend events would be helpful.
- Steve Smith and Travis Cox won $25 gift cards for the Ugly Sweater Contest.

Professional Rights and Responsibilities, Mike Sears

- Helping with issues concerning maternity and medical leave.
- Will be attending Supplemental Committee Meeting on January 25th.
- Darlene Bushley sent survey out to teachers who are doing or volunteering with clubs or activities. The committee needs those responses to help with the January 25th meeting.
- Building principals have a big responsibility budgeting supplemental contracts.
- There has not been an audit in a long time and that is what the committee will work on.

SHTA ST, Bonnie Gordon

- A few small issues with evaluations but most all of them have been resolved.

Building Reports

Boulevard, Angela Anderson

- One issue and is in the process of being handled.

Fernway, Andree Hassell

- No Report

Lomond, Steve Smith

- No Report

Mercer, Nicole Smith

- Large amount of meetings during morning prep time; faculty and staff need sufficient notice of meetings in order to plan accordingly.

Onaway, Paula Klausner

- No Report

Woodbury, Lee Appel

- Everything including communication is going well.

Middle School, Tim Richards

- Many challenges concerning observations and walk-throughs. Specifically paperwork not being completed in a timely manner by one administrator. Same administrator mandating that teachers complete discussion questions before meetings and submitting them.
- Working on an improved plan for alternatives to suspension. Specifically utilizing RTI.
- Individual (3) issues regarding SLO completions. All resolved or in process.
- Dealing with concerns for our special ed. teachers (and students). Students being placed in double phys. ed. or art class to facilitate a teacher planning period or lunch. NOT a good solution. Meeting with administrator went well and she is looking for alternative resolutions.
- Checking in with testing protocols. Our testing situation has not yet been addressed. Need to keep it on the front burner.
- FMLA issues addressed and resolved. (Thanks Mike Sears!!)

High School, James Schmidt

- No Report

Old Business

- None

New Business

- None

Good of the Order

- Thank you Mercer Building Reps. for hosting our January meeting.

Next Rep. Council meeting is scheduled for Monday, February 13th at the High School

Motion to adjourn meeting made by James Schmidt, seconded by Bonnie Gordon
Meeting was adjourned at 5:53PM

Respectfully submitted,
Darlene Garrison

SHTA Is now on  **@SHTAssoc**

FOLLOW US!

MORE TIME = BETTER ASSOCIATION

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 Shaker Heights Teachers' Association is a very progressive union. Our Association looks to not only protect its members but also to create an environment that will allow us to better teach our students. We are flexible yet focused on providing the best possible education. We work with administration and other local unions to enhance the experiences of all our students. We grow with each new generation but refuse to negate past practices just because they are no longer fashionable.

I see our progressive nature in the new programs we foster and the committees we work in to better the education of students in Shaker Heights City Schools. At the high school, I am in wonder of the work of my colleagues in their creation of the Advanced Placement Summer Bridges Program to recruit and maintain minorities in AP classes and the Writing Center, which pairs student interns with other students that need help in writing. What allowed these programs to happen was a close relationship between the Association and administration as well as a contract that is short and flexible. It allows us to create and meet the needs of our students yet also protect us from unfair practices. Our Association's goal is collaboration for the sake of the children.

I recently examined the contract of a neighbor school district, which was over 400 pages long. It is amazingly rigid and has led to friction between the union and their administration. Constant battles over minor issues require the attention of many parties and thoughtful collaboration has fallen to the wayside. There is a top down management approach that has left teachers feeling under appreciated and under attack.

With that said, the Association I first joined in 1999 is much different than the one I am involved in now. I began my involvement in Our Association in 2003 when former President Bill Scherer appointed me to the Evaluation Committee. Our Association then worked on mostly minor issues, represented members in disputes and dealt with insurance and contractual issues. Since those days, the work of Our Association has grown by leaps. The Executive Board still deals with past issues but also must review ever-changing mandates from federal and state policy makers. The work of the Evaluation Committee, for instance, has become a yearly instead of every five to ten years' job. The district's strategic plan has meant constant changes in infrastructure and personnel that has put a burden on Our Association's leadership. The role of the leadership, especially of our President, is no longer a part time job.

Current SHTA President Dr. John Morris fights hard for Our Association and spends many hours daily working to better our teaching environment and therefore our students' environment. He works throughout the summer answering questions, discussing issues with administration, meeting with other teachers' unions and more. During the school year, his day is packed, not just with teaching, grading, planning and collaborating, but dealing with significant issues for our members. He is happy to do this and feels fulfilled in his work, but finds little time to do more and keep his sanity or spend quality time with his family.

The President of the Cleveland Heights Teachers' Union is paid over $40,000 and teaches only two classes in the morning, in order to complete his work for the union. While the Cleveland Heights/University Heights has a slightly larger teaching staff and the union dues are nearly three times what we pay, I think the comparison is still worth pointing out.

Our Association President needs time to do his or her work. I am advocating for Our Association to negotiate and possibly pay for the President to have 50 minutes to an hour to complete Association business per day. One hour per day would give the president time to deal with issues of our members, meet with members and/or administration to discuss problems that have arisen and also time to work towards improving Our Association. It takes time, reflection and vision to be a good Union president in these difficult times. The workload and mandates have quadrupled over the past ten years for average teachers. Imagine what it is required of our president? To complicate matters more, much of what a president must address is kept from the public eye in order to protect members. Much of what we don't see or what is not reported takes significant time to complete, let alone all the other items. The president needs time to complete these in a sound fashion.

I once shared an office with the former varsity basketball coach and social studies teacher Bob Wonson. We spoke often of the immense mount of time coaching took and how the supplemental for coaching equaled pennies to the hours put into it. Yet he loved coaching. He used to say to me " imagine you are teaching a class and everyone wants to be there for four hours a day and work their hardest to compete. That is what coaching is like." Working to solve problems with Our Association is similar. There is great gratification in improving the work environment of our colleagues and therefore our students. Without proper time, however, much of what we have worked for and fought for might slip to the wayside. We need a strong Association president to deal with the complicated issues surrounding our profession in this new millennium. We have that in Dr. John Morris and I expect future presidents will also give it their all, as past presidents have. Let us give them the tools to be successful for us and give them back some precious time.

AG

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

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

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.

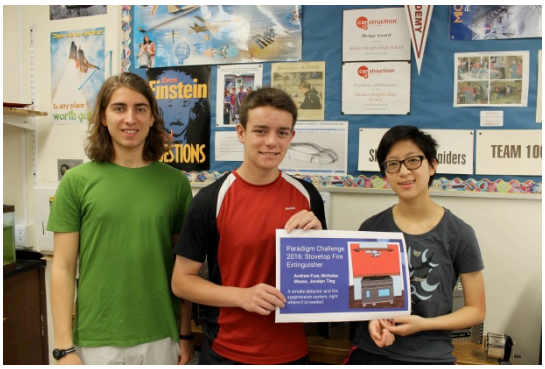
Your Foundation at Work

The Shaker Schools Foundation recently distributed approximately $9,000 in grants to teachers to support the amazing work you do. Examples of enrichment projects include a music program for Shaker's First Class; immigration studies at Lomond; Positive Behavior Support at Woodbury; reading enhancements at Shaker Middle School; Asian studies and the Learning Garden at the High School.

In addition, the Foundation purchased new LED lighting in the High School's large auditorium, thanks to a gift from the O'Neill Foundation; helped pay for meals for the football team; provided funds to update the SGORR curriculum; paid for new plants in Peter's Garden; helped support a visit from COSI to Fernway; raised funds for the High School Robotics Club; and subsidized travel fees for three students to participate in a service trip to Cambodia.



Learning Garden



Robotics Club members

You Can Help

The Foundation thanks faculty members who have donated through the Charity Choice campaign or by contacting the Foundation directly. You can make a tax-deductible contribution at any time by sending us a check or visiting shaker.org/foundation.aspx. Thank you!