IMPORTANT DATES

Thursday, May 20, 2021: **District Recognition Reception for Faculty & Staff – Zoom/Virtual (see flyer at end of Newsletter)**

Monday, May 31, 2021: **Memorial Day (Schools & Offices Closed)**

Wednesday, June 2, 2021: **Commencement, Last Day of School for Students (Pre-K-Grade 12)**

Thursday, June 3, 2021: **Close of School/Clerical Day**

SHTA *news*

May 17, 2021

ISSUE NO. 8

Message From the President

Here we are at the end of the most difficult year of teaching in recent memory. From virtual, to in-person, hybrid to concurrent, Group A, Group B, and back again. The volume and pace of change has been dizzying. But we have made it nearly to the finish line, thankfully intact. On the cusp of a time of recovery and reflection, this last newsletter also represents the opportunity to celebrate our own.

One of the true joys of this job is that I have the opportunity to work with incredible people. Officers, Executive Board Members, Building Representatives and Building Members make the job worthwhile. We have folks who consistently and unselfishly give to their students and their peers without reservations. Being privy to the stories of members who have continually been there for their colleagues in times of need, from borrowing a laptop to providing meals for a family in crisis, has buoyed me up over this difficult year.

Another bright spot of this job is that I can give our Distinguished Service Award to a long serving member who has done outstanding work for the SHTA and its members. This year I am pleased to announce that our Distinguished Service Award Winner is Mercer teacher, Teacher Education Chair, and Interim Vice President ***Lisa Hardiman***.

This is Lisa's 26th year in the district. She began teaching in Shaker during the1995-1996 school year. Lisa first became an SHTA representative for Mercer in the 2001-2002 school year when Bill Scherer was SHTA President. She became an alternate in the mid-2000s with Dr. Becky Thomas as SHTA President, followed by being a building representative. Lisa became head representative at Mercer in 2010 until 2015 when she was appointed by Dr. John Morris to Teacher Education Chair on the SHTA Executive Board. This year Lisa served the SHTA as Interim Vice President.

Lisa has participated in various protests against SB5. Both of Lisa's parents are former educators. Lisa's mother served a leadership role on the negotiating team during her long teaching career at Cuyahoga Community College. Lisa's father is a long-time civil rights attorney who served as Legal Director of the

ACLU Ohio for 5 years. Lisa's husband, Don Readance, was Athletic Director and is now a PE teacher at Shaker Heights High School. They both love raising their daughter, Marley. Lisa enjoys gardening, shopping, movies, sunshine, and traveling.

This year, when Vice President Matt Zucca took a leave, Lisa was willing to take on the role of Interim Vice President with dedication and commitment. She continued to be responsive to members throughout the year, participated on the Black Teachers Task Force, worked with the other officers and Executive Board, and continued her responsibilities as Teacher Education Chair. Lisa exemplifies the kind of leadership and integrity that makes her the obvious choice for this year's Distinguished Service Award. It is my great pleasure to be able select her for this award. You are all welcome to the Virtual Recognition Reception on May 20th when I will have the opportunity formally recognize Lisa's contributions to our Association. I look forward to seeing you then.

The end of the year is always busy. I spoke with Superintendent Dr. David. Glasner weekly. I updated the SHTA and Cuyahoga County Educators Summit (CCES) Facebook Pages. I worked with Personal Rights and Responsibilities Chair Mike Sears on member concerns. I spoke with SHTA Lawyer Susannah Muskovitz concerning member concerns. I attended the April Equity Advisory and Action Team Meeting. I attended the Cuyahoga County Educator Summit Spring Meeting with State Board of Education members Meryl Johnson and Christina Collins. I helped a member with a medical concern. I communicated with candidates about the upcoming election. I communicated with HR Director Barb Maceyak about personnel concerns. I communicated with Boulevard Representative Jennifer Goulden about SHTA communication concerns. I communicated with Interim Vice President Lisa Hardiman about member concerns. I communicated with Special Education Chairperson Tito Vazquez about ongoing Special Education concerns. I communicated with Past President Rebecca Thomas about past precedents with elections. I communicated with Elections Chair Chante Thomas and HS Head Rep/OSHA Chair James Schmidt about the SHTA Candidates Forum. I communicated with Diversity, Equity, and Inclusion Chairperson, Dr. Angela Goodrum, about the upcoming amendment to our Constitution. I communicated with Social Chair Selena Boyer and PR Chair Bob Bognar about the upcoming Virtual Recognition Reception on May 20th. I communicated with Director of Primary Education Dr. Erin Herbruck about next year's elementary school schedule. I attended the May 4th Community Talk Back: "Tell Me the Truth: Exploring the Heart of Cross-Racial Conversation" with Shay Stewart-Bouley & Debby Irving. I worked with PR&R Chair Mike Sears, SHTA Lawyer Susannah Muskovitz, HR Director Barb Maceyak, and Superintendent Dr. David Glasner on revised quarantine expectations for the district as relates to members

As we head into summer, I encourage you all to take time to reflect, re-energize, and refocus your energy on yourselves and those you love. I know that many of us continue to work independently over the summer honing our craft and working on projects that will come to fruition next year. Please don't lose sight of the fact that you work in overdrive for over nine months of the year and one of the key elements in surviving and thriving in this field is to use the summer months to get your heart, body, and mind in the healthy shape so you can tackle this herculean job once again in the fall. If you need reminded of this, or need any help over the summer, please do not hesitate to reach out. I will also be working on ways to decompress and re-energize as well. Next year we go back to full in-person education and contract negotiations. I will be working on getting in shape as well. You can continue to contact me at morris_j@shaker.org. I always will make time for an SHTA member.

On a final note, I would like to thank Matt Zucca for his years of service as Vice President of the SHTA. Anyone who knows Matt, knows him as a person of dedication and integrity. Matt has made the decision to step back from SHTA leadership to focus more on his family. I couldn't respect his decision more. Matt will continue to be a cherished member or our Association and we know where to find him in his classroom in Fernway. If you get the chance, please thank Matt for all of his years of incredible service. We all look forward to working with Matt for many more.

Respectfully submitted,
John Morris



2021 SHTA Distinguished Service Award winner Lisa Hardiman, Mercer Teacher, SHTA Teacher Education Chairperson, & Interim Vice President.

VICE PRESIDENT'S REPORT

The unprecedented 2020-2021 school year is one that none of us will ever forget. It has been a year full of fear, confusion, frustration, strife, anger, tragedy, disappointment, loss, and extreme exhaustion. Motivational speaker and spiritual leader, Dr. Wayne Dyer once said, "Everything is either an opportunity to grow or an obstacle to keep you from growing. You get to choose." Well, I disagree slightly with Dr. Dyer's observation. We, educators in Shaker Heights, did not or would not have chosen this particular route for growth this year. There have been obstacles that we were forced to face that we never asked for. Yet, I do believe, we did all grow. In some way, in many ways, small or not, we are now stronger humans than we were one year ago. AND

WE DID IT!! AND IT IS FINALLY almost OVER

It is my honor and privilege to have served the SHTA as Interim Vice President this year. What a busy year it has been!

SHTA Executive Board met numerous times last summer to prepare for the challenges of the upcoming school year. Little did we know at that time how many and how large they would be. Also in August, it was a pleasure to meet the teachers who are new to our district. It is always promising to meet new teachers, many of whom are new to the teaching profession.

I communicated and arranged payments along with SHTA Vice President Matt Zucca and SHTA Treasurer Bill Scanlon for the recipients of last year's SHTA fellowship grant. I also helped organize this year's selection of grant recipients.

I, along with others on the SHTA executive board, met virtually Shaker Schools' SHTA members. We listened and gathered important information, questions, and concerns about reopening our school buildings during this world-wide pandemic.

I attended pre-negotiations meetings along with other members of the contract negotiation team.

I went on walkthroughs of 7 buildings with SHTA President Dr. John Morris, Professional Rights and Responsibilities Chair Mike Sears, Superintendent Dr. David Glasner, Chief Academic Officer Dr. Marla Robinson and Chief Operating Officer Jeff Grosse to check safety protocols and PPEs in buildings.

I, along with other members of the negotiating team, attended virtual meetings at the five K-4 schools, Woodbury, Shaker Heights Middle School, and Shaker Heights High School to discuss and answer questions about the teacher contract extension.

I attended monthly Teacher Advisory meetings which are facilitated by Dr. David Glasner, Dr. Marla Robinson, and Jeff Grosse. These meetings are attended by teachers from each of our eight school buildings. Administrators present important district information and receive suggestions, questions, and feedback from teachers.

I met with Shaker Schools Foundation Executive Director, Holly Coughlin to help promote the annual fundraiser, *A Night for the Red and White*. This event took place virtually on March 6, 2021.

I have participated in numerous Black Teachers' Task Force meetings. The general body meetings are monthly and started off being led by Executive Director of Equity and Inclusion, Dr. Jeffrianne Wilder and were co-facilitated by Dr. David Glasner and Dr. Marla Robinson. A Black Teachers' Task Force steering committee was established this year of which I am also a part. This smaller committee plans and leads the discussion at general body meetings. The steering committee's objective is to help focus our goals and direction of this new and important committee's equity work with.

I have attended several SHTA leadership check-in meetings with Dr. David Glasner, Dr. Marla Robinson, Jeffrey Grosse, SHTA President Dr. John Morris, SHTA Secretary Darlene Garrison, Occupational Health and Safety Committee Chair James Schmidt, and Professional Rights and Responsibilities Chair Michael Sears.

Thank you, Dr. John Morris for asking me to serve as Interim Vice President this year. I have learned so much from you. This Association is very fortunate to have such an exceptional leader. You are truly the best of us. Thank you to the officers and the executive board members of SHTA for the tireless work you have done to keep us all safe during this frightening pandemic year.

Let the globe, if nothing else, say this is true:
That even as we grieved, we grew.
That even as we hurt, we hoped.
That even as we tired, we tried.
That we'll forever be tied together, victorious.
-Amanda Gorman, from *The Hill We Climb*

Respectfully submitted,
Lisa Hardiman

SECRETARY'S REPORT

It's hard to believe that this school year is almost over. It has been very challenging for all of us having to adjust to the "New Normal". I must admit that this school year was very difficult but we managed to get through it.

This year, I was a participant in the Black Teacher Task Force. I am looking forward to seeing all the hard work from this committee. We will continue the work next school year as well. I continued to take monthly notes so that our members are aware of all events in our district. Some of our members had serious medical concerns and I made sure to deliver items personally to those members on behalf of SHTA. This year, I had the opportunity to work with our PTO Council and I enjoyed collaborating with parents in our district. I also participated in Leadership Meetings with members of the Executive Board and Central Office to discuss concerns dealing with our district during the Global Pandemic.

Writing this end-of-year report is bittersweet for me. I did not run for SHTA Secretary for the 2021-2023 term, therefore I will no longer be taking notes for the Union. I have certainly enjoyed my time as Secretary and I have learned so much about myself. I would like to thank all of you for believing in me and supporting our Union through such trying times.

The 2020-2021 school year is coming to an end and I would like to wish everyone a restful and enjoyable summer vacation. Please stay safe, healthy and remember to continue to wear your mask and social distancing is still a must.

I will see you next school year!

Respectfully submitted,
Darlene E. Garrison

The SHTA PAC is on . @

PAC of the Shaker Heights Teachers Association

TREASURER'S REPORT

As this year draws to a close I am struck by the overall mood of my colleagues. People are really tired. Maybe it's the effort of working through this exhausting pandemic year, but I don't think that's the sole cause of the fatigue. Of course, it's tiring trying to get kids to actively engage through a screen, but what seems to be more disheartening is the dissolution of our autonomy. When I first started at the High School in 1996 we had teacher driven committees that made major building-wide, student-focused decisions. The younger teachers I talk to about are shocked to hear that ever existed, because so much of what we do now is determined by decrees from above. The atmosphere is dispiriting. I've spoken with more colleagues discussing leaving our district than ever before. What I'd like to say to those colleagues is let's remember what we do best: working with kids to help them better themselves, to help them go beyond what they thought they could achieve. I know it seems like a small strand to our spirits on, but WE are what makes Shaker schools the great experience it is for our students.

The Investments Committee (Todd Keitlen, Chante Thomas, and myself) met virtually with Brady Krebs, our Edward Jones financial advisor, on April 27th to look over our investments.

Before the May Executive Board meeting I prepared a budget for the 2021-22 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 virtually at the May 10th meeting and voted to have the budget reflect a 3% increase to the officer's salaries and a 3% increase to the Representatives' per meeting remuneration. The budget was then approved for placing on the May SHTA ballot.

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 coordinated and attended our Investment Committee meetings with Brady Krebs, our Edward Jones advisor, twice this year, once in the Fall and once in the Spring to evaluate our investments and make any changes deemed necessary.
- I met with our accountants at Edward Hawkins & Co. at various times throughout the year to submit our financials for a yearly compilation, to complete the paperwork for our Form 990 tax filing, and to submit information for the issuance of W-2 forms.
- I communicated with the District Payroll Department to process the payment of our six salaried positions and the many Rep Council members, along with the relevant STRS and Medicare payments.
- I prepared the 2021-22 fiscal year budget for approval by the Representative Council at the May Association meeting.
- I attended various community meetings and professional organization meetings, sometimes serving as an SHTA representative.
- I paid bills throughout the year and balanced the checkbook, reimbursing any Association expenses incurred by our members.
- I kept accurate record of our finances throughout the year, maintaining a paper record of every transaction.
- I met with and discussed Association business with the other Officers and Executive Board members throughout the year when needed.

Respectfully submitted,
Bill Scanlon

Shaker Heights Teachers' Association

Profit and Loss

July 1, 2020 - May 12, 2021

	Total
Income	
Income	0.00
Member Dues	150,546.00
Total Income	**$ 150,546.00**
Investments	0.00
Change in Value in Edward Jones	299,721.57
Edward Jones-Fees & Charges	-6,553.67
Total Investments	**$ 293,167.90**
Other Types of Income	0.00
Miscellaneous Revenue	30.48
Total Other Types of Income	**$ 30.48**
Total Income	**$ 443,744.38**
Gross Profit	**$ 443,744.38**
Expenses	
Operations	0.00
Accounting	7,965.00
Compensation	36,373.57
Conferences & Meetings	289.95
Executive Board	359.95
Fellowships & Grants	2,050.00
Insurance	5,944.00
Legal	9,762.94
Negotiations	2,300.00
Officers' Expenses	257.21
Payroll Taxes	509.61
Public Relations	6,542.50
Publications	549.00
STRS (TPO Contribution)	4,264.98
Total Operations	**$ 77,168.71**
Total Expenses	**$ 77,168.71**
Net Operating Income	**$ 366,575.67**
Net Income	**$ 366,575.67**

Shaker Heights Teachers' Association	
Balance Sheet	
As of May 12, 2021	

	Total	
ASSETS		
Current Assets		
Bank Accounts		
Key Bank (checking)		171,429.40
Key Bank Aisha Trust		0.00
Key Bank Investments		0.69
Key Investments2		0.00
Total Bank Accounts	**$**	**171,430.09**
Other Current Assets		
A/R - Aisha Trust		-2,225.43
Edward Jones 13760-1-1		615,239.41
Edward Jones 13768-1-3		964,902.29
Total Other Current Assets	**$**	**1,577,916.27**
Total Current Assets	**$**	**1,749,346.36**
TOTAL ASSETS	**$**	**1,749,346.36**
LIABILITIES AND EQUITY		
Liabilities		
Total Liabilities		
Equity		
Opening Balance Equity		0.00
Retained Earnings		1,382,770.69
Net Income		366,575.67
Total Equity	**$**	**1,749,346.36**
TOTAL LIABILITIES AND EQUITY	**$**	**1,749,346.36**

EXECUTIVE BOARD REPORTS

PROFESSIONAL RIGHTS AND RESPONSIBILITIES REPORT

It was a school year like we have never seen, and I hope we don't have one like it again anytime soon. The 2020-21 school year felt like it started in May or June of 2020 as we planned for August with hopes of seeing students in person. As the summer months passed, I participated in several meetings about plans for the fall. A variety of ideas were presented (A week, B week, A day, B day, hybrid, virtual academy, all remote, concurrent, etc.) and even approved plans often changed within a few weeks or even days.

Throughout the months of July and August, I researched how FMLA and ADA accommodations might apply during a global pandemic. I also helped members with questions about returning to work and the risks of COVID-19. Fortunately, the district decided to start the school year with both teachers and students working remotely. Below is a summary of my activities organized by month once the school year started.

September

- Met with district administrators about supplemental contracts, insurance claims, personnel matters, payroll, benefits, and plans for opening schools in 2020-21
- Attended meetings about collective bargaining
- Assisted members with maternity leave, insurance questions, and ADA accommodations requests
- Attended all Executive Board and Representative Council meetings

October

- Wrote a newsletter report that included a lengthy section about how the district's plans to open the schools did not match the recommendations from the Cuyahoga County Board of Health and the CDC, even though the district was telling stakeholders that their plans did match the guidelines
- Assisted members with questions about ADA accommodations requests, FFCRA options, FMLA, maternity leave, working remotely, personal protective equipment (PPE), health and safety protocols, guidelines from the Cuyahoga County Board of Health, and plans for substitutes
- Met with district administrators about a personnel matter and FFCRA options
- Attended a meeting about collective bargaining
- Represented a member in a fact-finding meeting with an administrator
- Settled a grievance with Dr. Glasner regarding timely communications of positive COVID -19 tests on the school district dashboard
- Worked on an informal grievance at the Middle School about schedule changes, Pod champions expectations, and improving communication
- Attended all Executive Board and Representative Council meetings

November

- Responded to members phone calls and emails about PPE, ADA, and FMLA
- Toured buildings with SHTA President John Morris and SHTA Vice President Lisa Hardiman
- Attended Executive Board meetings about the opening of schools to students
- Attended opening of school meetings with SHTA President John Morris, SHTA Vice President Lisa Hardiman, SHTA Secretary Darlene Garrison, Superintendent David Glasner, Chief Academic Officer Marla Robinson, and Chief Operating Officer Jeff Grosse
- Met with the Negotiations team regarding pre-negotiations planning and potential agreement for a 1-year extension
- Had phone conferences with members taking unpaid leave due to their ADA

accommodations requests being denied by HR
- Assisted Middle School Building Representatives Erika Pfeiffer, John Koppitch, and Linda Roth, as well as individual members, with concerns about requested PPE being set up on time
- Had a phone conference with a member about how to best handle a positive covid-19 contact
- Assisted members in making requests for PPE to Jeff Grosse and April Abbott
- Assisted members with potential disciplinary actions
- Toured the Middle School with infectious disease and public health experts from University Hospitals.
- Attended all Executive Board and Representative Council meetings

January
- Assisted members with questions about job sharing, FFCRA, ADA accommodations, maternity leave, FMLA, Caregiver Leave, Flexible Spending Accounts (FSA's), Cobra, and Worker's Compensation claims
- Attended all Executive Board and Representative Council meetings

February
- Met with district administrators about supplemental contracts, reduced time schedules, FFCRA forms, and fact finding.
- Assisted members with FFCRA, FMLA, PPE, maternity leave, and reduced time schedules
- Attended an Insurance Committee meeting
- Attended all Executive Board and Representative Council meetings

March
- Attended a fact-finding meeting
- Attended district leadership meetings about 4th quarter
- Worked with Human Resources on an updated personal day request form
- Assisted members with maternity leave, FMLA, salary reclassification, personal day requests before or after a holiday, and a special election at the Middle School
- Attended all Executive Board and Representative Council meetings

April
- Attended district leadership meetings about 4th quarter and end of school year activities
- Assisted members with ADA, maternity leave, COVID -19 leave, caregiver leave, FMLA, paternity leave, and health insurance for dependent children
- Attended all Executive Board and Representative Council meetings

May
- Assisted members with disciplinary actions, FFCRA, worker's compensation, caregiver leave, contact tracing, and Medicare
- Met with the Supplemental Committee about past practice and following the collective bargaining agreement (CBA) regarding declarations of intent, resignations, and sending out contracts for the 2021-22 school year
- Attended all Executive Board and Representative Council meetings

Have a great summer! I can't wait to see you in person in August as we start a new school year.

Respectfully submitted,
Mike Sears, chairperson

EVALUATION COMMITTEE

Hello Everyone! I have enjoyed another year of serving the Association as the Evaluation Chair. In this role, I have continued to co-facilitate the Evaluation Committee with Human Relations Director Barb Maceyak. This successful collaboration exemplifies how teachers and administrators can work together to solve problems and make decisions. I have advocated for evaluation to have an increased focus on support and resources as we navigated this unusual school year. The impending transition to OTES 2.0 has required advance planning for training and program roll-out. I aim to provide support to members, answering questions and addressing concerns as they arise.

The Peer Evaluation Program continues to provide participants with unique opportunities for professional learning and development. I am proud to continue to serve as a co-coordinator of this program with Andrew Glasier and Addie Tobey. We work to provide information, problem solve, and advocate for members with all aspects of evaluation.

Important Updates:

- All evaluations should now be completed and pinned. Additionally, a digital PDF of the final summative page should be sent to Human Relations Senior Administrative Assistant Stacy Poole.
- OTES 2.0 Bridge Training is required for all credentialed administrative and peer evaluators. Please see this slide deck for more information. If you have not registered for this training, please do so asap.
- HR has registered 54 participants for the Synchronous Bridge Training scheduled for June 7-8 for Shaker evaluators. The ESC was able to accommodate all those who requested participation through the form sent to evaluators.

Please contact me if you have questions, concerns, or comments about evaluation and/or OTES training.

I hope you all have a safe and relaxing summer!

Respectfully submitted,
Lena Paskewitz, chairperson

EXCEPTIONAL CHILDREN EDUCATION COMMITTEE

This year I supported various Intervention Specialists in Fact Finding meetings. I provided support to various Intervention Specialists district wide in a series of necessary and required meetings. I supported Staff concerns and needs working collaboratively with administration to assist in remedying concerns. I participated in various interview comments for positions throughout the district. I communicated and collaboratively solved various concerns with the Director of Exceptional Children Elizabeth Kimmel in our monthly virtual meetings. Ms. Kimmel should be praised for always looking out for the absolute best interest of the students who are under the Exceptional Children umbrella. I truly enjoy working with Ms. Kimmel and continue to learn from her and the ongoing experiences and interactions. I continue to work successfully with our Special Education Supervisors, K-6 Eileen Sweeney and 7-12 Jennifer Currie who also have thankless jobs, but should be praised for their efforts to do what is best for students. I communicated with SHTA President Dr. John Morris over various district wide Exceptional Children concerns. I Provided guidance and support to elementary school Intervention Specialists concerning work expectations and implementing an IEP with Mercer Principal Mr. J. Lindsay Florence and K-6 Exceptional Children Supervisor Eileen Sweeney. I discussed with Exceptional Children supervisors the expectations of Intervention Specialist teacher and the clarification of expectations and requirements for students on their caseloads who will be attending ESY.

I attended and participated in Black Teachers Task Force Meetings. The Bi-Weekly Steering Committee meeting and the monthly General Meeting. I continue to work collaboratively with SHHS Assistant Principal Ms. Jacquelyn Baker and Shaker Heights High School Exceptional Children Department Chair Jessica Wilkes on various issues to improve the functionality and support to the Exceptional Children department at the high school. I brought attention to various excellent educators in our district who consistently go "Above and Beyond" to provide exceptional service to the students we educate. There are so many to name. Your time will come. Please understand you all are noticed.

I would like to bring attention and praise to various educators who go above and beyond to support the Exceptional Students in our district. There are plenty to name, but this month I would like to point out the district's Speech-Language Pathologists. Many often underestimate the effort and time these professionals have to put into the requirements of their position.

Below are some of their daily requirements:

- Provide specially designed instruction in areas of: fluency, phonemic awareness, vocabulary, articulation, pragmatic language, receptive language and expressive language.
- Take data on each student's goals/objectives.
- Provide intervention.
- Create motivating activities, manipulatives, games, visuals.
- Screen all Kindergarten students and referrals.
- Administer formal assessments of speech and language, score, and write evaluation reports with recommendations.
- Write IEP's.
- Schedule and conduct speech only IEP meetings.
- Participate in IEP meetings, planning meetings, ETR meetings.
- Schedule and conduct speech only evaluation meetings.
- Consult with intervention specialists, general education teachers, educational audiologist, AAC specialists, teachers of the deaf, school psychologists, nurses, occupational therapists, administrators.
- Program AAC devices.
- Assess and trial AAC devices for students with an AAC specialist.
- Partner with families to model and teach how to use AAC at home.
- Write progress notes.
- Write RTI plans.
- Create home programming materials.
- Keep contact logs.
- Create low tech augmentative communication systems for classroom carryover.
- Complete ESY justification forms, as needed, and amend IEPs to indicate ESY services.
- Complete Medicaid billing and progress notes daily.
- Participate in student staffing.
- Contact out of district SLPs for progress reports and data, write out of district IEPs as a related service and attend meetings.

If you could take a moment when you see these individuals in your buildings, please thank them for the hard work they do to deliver and provide exceptional services to the students in our district.

• Laura Robbins - Onaway, High School, Out of District Assessments
• Krystal Allen – Jackson - Boulevard and Lomond
• Janie Scully - Pre-k
• Lauren Goodman - Fernway and Woodbury

• Deedra Strang - Mercer
• Chelsea Nimmo - Middle School

As I continue to grow and learn in my position as SHTA Chairperson for Exceptional Children Education, I want to thank you all for your hard work and for trusting in me to provide support to you and your concerns.

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

PAST PRESIDENTS COMMITTEE

Ten years. I cannot believe it has been ten years since I retired as an elementary school librarian for the Shaker Heights City Schools and as president of the Shaker Heights Teachers' Association.

Continuing to serve the SHTA as past president has brought me personal and professional satisfaction. It allows me to provide assistance to my colleagues and, hopefully, ease some of their workload. When I attend an evening meeting, it allows Association leaders to spend time with their families and to relax after already having completed a full day of work. At the meetings of the Board of Education and the Finance and Audit Committee, I serve as a presence of the Association, reporting back to the leadership team. I also attend the meetings of the Insurance Committee.

In meetings of the Executive Board or Representative Council or during phone calls or emails with Association leaders, I often reflect on past practices and provide a historical context for decisions. This year I have answered questions about elections, awards, district finances, and more; and I have assisted with the editing of the Newsletter and other projects. It is a pleasure to work with Communications Chairperson Andrew Glasier on the Newsletter and Facebook page. He is a passionate voice for our Association. His idea for #greatblackretiredteachersofShaker brought joy to many former teachers and students. It reminded us of the rich legacy of diversity among teachers in Shaker. Thank you, Andrew.

The strengths of the SHTA are the support of its membership and the dedication of its leaders. President Dr. John Morris, Vice President Matt Zucca, Secretary Darlene Garrison, and Treasurer Bill Scanlon serve the Association with vision, flexibility, and determination. This year, when Matt Zucca needed to step away from his role as Vice President, Lisa Hardiman showed her dedication to the SHTA by serving as Interim Vice President. Both Matt and Lisa deserve praise for their leadership.

This is the way of the SHTA.

I am proud to be associated with the Shaker Heights Teachers' Association. I admire the members and leaders as professionals and I value you as friends.

Respectfully submitted,
Becky Thomas, chairperson

LEGISLATIVE COMMITTEE

Recent Issues

•About 70 school districts are suing the state of Ohio over school funding. This issue has been part of Ohio education for decades.
•The Plain Dealer reports that the Ohio House passed a provision that allows high-school students to not take college entrance exams. This bill is waiting for a vote in the Ohio Senate.
•Based on the 2020 census, Ohio has lost a seat in the US House of Representatives, and The Plain Dealer is covering the redrawing of the district boundaries in Ohio. This process will be influenced by a recently-passed law that is intended to minimize gerrymandering.
•There are two education cases in front of the Supreme Court, and both address freedom of speech on social media. One concerns the rights of school board members and the other involves a student.
•Chalkbeat reports that the Biden administration is looking to increase funding for schools.

Recap of the School Year

•This year was an election year that had noticeable consequences for federal funding of education. In the Trump / Devos years we saw significant use of public money for private education, and we have seen that change under President Biden and Secretary of Education Cardona.
•School during the pandemic was one of the most intense points of conflict in the world this school year. Difficult questions came up about reopening schools, vaccinating the people inside them, the distance between people, and if local infection rates affected transmission inside the buildings.
•Many of the legislative issues that involve schools are about money. We continue to see battles at the state level about whether public money can be used to fund private education (at the national level those battles decreased when the President Biden was elected). In Ohio, we continue to see court battles and bills in the Statehouse that address school funding.

It has been an honor to serve as the chair of the Legislative Committee this year for the SHTA.

Respectfully submitted,
David Klapholz, Chairperson

POLICY COMMITTEE

As the Policy Chairperson of the SHTA, my primary responsibilities concern the SHTA constitution - not to be confused by our collectively bargained contract with the school district. Our constitution creates the structure within which our Association operates, and provides a framework for our decision making and management of responsibilities. Every month I try to highlight pertinent sections of our constitution and remind our members of our mission and protocols. Our constitution, as well as our contract and newsletter can be found at www.shtaweb.org.

This year we are asking the membership to amend our constitution in order to add a committee for Diversity, Equity & Inclusion. I also am a participant on the Teacher Evaluation Committee, which is a teacher-administrator partnership that determines our district's policy concerning evaluations within the broader framework of the Ohio Department of Education guidelines. In this capacity, I try to educate teachers and administrators on our decisions and directives, as well as answer questions to provide clarity to our system of evaluation. This is in addition to the role all of our SHTA board members play in assisting members with problems, offering support, and answering questions. Don't hesitate to contact me with questions at kalan_t@shaker.org, and enjoy the summer!

Respectfully submitted,
Tim Kalan, Chairperson

MEMBERSHIP & ELECTIONS COMMITTEE

It is such an honor to serve as your membership and elections chairperson. This has been a very busy year. I have been involved in virtual meetings throughout our summer vacation. We began this year traveling virtually to listen to your concerns at each building. While there is a convenience to virtual meetings, I really miss the opportunity to see my colleagues and each one of you in person. As we begin to unmask in small group settings, I want to encourage you to celebrate each other and make the most of these moments. We've all witnessed how quickly things can change.

So as life and technology changes, the procedures related to this assignment continue to evolve. This year we are holding all elections and budget ratification voting electronically. Petitions and rep council interest google forms were due April 30th. We held a virtual candidate forum on May 13th. Our election and budget vote will be held on May 17th. When our school year concludes, I hope you unplug and recharge. We have survived teaching in a pandemic. I celebrate each and every one of you. Thank you for your membership and see you next year!

Respectfully Submitted,
Chante Thomas-Taylor

PUBLIC RELATIONS COMMITTEE

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. This year's teacher appreciation gift was given prior to the start of school. We promoted our safety-first initiative and solidarity through SHTA printed masks. These masks were American made and Union printed. I have attended Executive Board and Representative Council meetings to keep membership informed about PR efforts and to take part in Association discussions. I also attended summer meetings and championed efforts to ensure staff and student safety throughout the pandemic. Arrangements for advertisements in *Shaker Life Magazine* and *The Gristmill* were made. Arrangements for this year's Service Award were made. I am proud of serving the Association as the Public Relations Chair.

Respectfully Submitted,
Bob Bognar

SHTA ST COMMITTEE

During the summer, I represented the Support Teachers as a member of Dr. Herbruck's PK-4 Reentry Committee. In the fall, I explained to the Executive Board and Representative Council what Support Teachers do and how we are paid. I continue to try to eliminate the "tutor" label which was formerly given to Support Teachers. Thankfully, at this point, it seems to be gone. I wrote all of the Reading Improvement Plans (RIMPS) for Fernway and reminded all that this is an example of how Support Teachers have stepped up to help the District. We have also served as Classroom Teachers and Remote Learning Partners. I wrote an editorial, which was published in the February and March newsletters, to explain how Support Teachers have been treated unfairly by the District. I met with the negotiating team and contacted all Support Teachers to let them know that our negotiations would take place in the fall. Please let me know if you have questions or concerns as we move forward toward those negotiations. This is a reminder that we have been assured that we will receive our contracts for the coming school year by June 1, 2021.

Respectfully Submitted,
Margaret "Peg" Rimedio

TEACHER EDUCATION COMMITTEE

During the regular board of education meeting on Wednesday May 12th, 24 teachers were granted a continuing contract by The Shaker Heights Board of Education. Congratulations to these newly tenured teachers: **Jayce Bailey-High School, Cori Bloch-Onaway, Kandice Brooks-Middle School, Patricia Buckner-Woodbury, Elizabeth Campbell-Mercer, Desmarie Carter-Woodbury, Deana Crawford--Woodbury, Juliann Ely-Boulevard and Lomond, Ellen Forquer-Onaway, Louise Haffke-Fernway, Shanna Hildebrandt-Fernway, Nathanael Hsu-High School, Robert Kaminski-Woodbury, Caitlin Kempton-Boulevard, Colleen Krawczak-Mercer and Woodbury, Susan Mazzone-High School, Molly Miles-High School, Carmelina Muttillo-Woodbury, Juliet Perry-High School, Constance Scott-Onaway, Jane Scully-Onaway, Gianna Tyrrell-Woodbury, Kara Fagan-Onaway and Woodbury, and Jill Laseen-Boulevard.**

The primary purpose of the Teacher Education Committee is to be a liaison to help newly hired teachers and those who are working toward earning a continuing contract. During this year, I answered questions from teachers to help their understanding of requirements needed to obtain a continuing contract in the Shaker Heights City School District. I answered questions regarding sick leave and personal days. I emailed important information for new teachers. 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 believe that even though I am an experienced teacher, there are always fresh ideas to learn from newer teachers. As educators, we never stop learning from our students and from each other. Thank you for this opportunity to work on behalf of the Association. Wishing you a smooth end to this extremely challenging year.

Respectfully Submitted,
Lisa Hardiman

SOCIAL COMMITTEE

We have had a busy year with ups and down, made easier because of the support that we provided to one another! I am hopeful that we will never have a year as difficult as this year has been professionally and emotionally.

In normal times, one of my responsibilities is to organize and host social events for the SHTA. In years past, our Back to School, Autumn, and Holiday Happy Hour events were always big hits and widely attended. We are excited to resume our social events next year.

We will wrap up this school year with our **VIRTUAL** Annual Recognition Reception (Tea) in the High School Upper Cafeteria at 4:15 p.m. on May 20, 2021. Newly tenured, career milestones (15 and 25 years), and retirees will be honored. Dr. John Morris, our Association President will award one individual with the SHTA Service Award. Lisa Hardiman will be the recipient of this year's award. All employees are invited and encouraged to attend virtually. I hope to see all of you there!

Respectfully Submitted,
Selena Boyer

LEGAL AID COMMITTEE

This has been a busy year and quiet year in this chair position. Quiet, because we have not had to enact legal aid due to the amazing work of our SHTA officers and council representatives. Busy, due to the many extra meetings I have attended throughout the summer and during the school year due to issues relating to the pandemic. This has been a surreal year for us all, pivoting on a dime to meet administrative expectations while keeping our students' needs a priority in the safest way possible.

I am stepping down as the Legal Aid Committee Chair to become a Council Representative for Boulevard. I will continue to serve as your PAC chair. In a not so distant past, Legal Aid and our Union saved my life as I knew it. It has been an honor to sit as chair of this committee and I am thankful for the opportunity to do so.

Find some peace and quiet while enjoying your summer, family, and friends!

Respectfully Submitted,
Cathy Grieshop

The PAC of the SHTA COMMITTEE

We have a chance to fix unjust school funding in Ohio with the Fair School Funding Plan (HB110). The six-year phase-in the plan would provide more than $1.8 billion in state funding for K-12 education, reducing the need for more and higher property taxes. It would directly fund charter school and voucher students rather than deduct their funding from local public schools. We need your voice to be heard. If you have not already, please check out the following websites for more information and contact your State Senator before June 30th: Ohio Education Association Ohio Fair School Funding Heights Coalition for Public Education Spread the word by writing letters to newspapers and other media and talking to friends and family about Fair School Funding.

Nationally, there are a lot more issues to take action for concerning teachers, schools and students. With a new administration, it is time to get some positive changes made in these areas including two Acts dealing with pensions and social security, one focusing on rebuilding our schools' infrastructure and two with a focus on school nutrition and healthy meals. The National Education Association's Take Action page has more details and ways to support these potential changes.

The end of the school year always brings much reflection. I am proud of the action in which our Union took this year in order to keep our members and our students safe. Thank you to those who researched, discussed and wrote their positions on how to make teaching in a pandemic as safe as it can be. Thank you to all who shared ideas, teaching materials and time teaching colleagues new technology in order to develop effective lessons for our students.

Respectfully Submitted,
Cathy Grieshop

DIVERSITY, EQUITY & INCLUSION COMMITTEE

This year as the new Diversity, Equity and Inclusion chairperson, we implemented a mission statement that allowed our membership to acknowledge that we stand as an Anti-racist and Inclusive Union. Our mission statement: ***A Culture of Diversity, Equity and Inclusion.***

We support an inclusive environment that embraces, encourages and empowers the voices of our members. We are committed to celebrating, honoring and uplifting historically marginalized identities within our membership.

In addition, this year, I met with Director of Equity & Inclusion Dr. Jeffrianne Wilder throughout the year regarding bridging the divide in our district. Conversations included Black Teachers Task Force, Teacher's Advisory Committee, and hiring practices.

Additionally, the book ***White Fragility Why it's so hard for white people to talk about racism*** **By Robin Diangelo** was introduced to the Executive Board at the beginning of the year with additional readings that addressed racial inequities. It continues to be our goal to have honest conversations that open eyes to both overt and covert racism within our district.

Respectfully Submitted,
Angela Goodrum

PUBLICATIONS COMMITTEE

This has been a difficult teaching year for the district and myself. Our Association has risen to the occasion by pulling together and organizing to support each other. I am extremely lucky to work with such a fine faculty. While I have had to work harder this past years to communicate and update the Association, it has been worth it, for the gratitude members have shown.

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

I have updated our Facebook page and Twitter account. I have sent reminders and updates to our Membership throughout the year through email. In February, along with Past President Dr. Becky Thomas I worked on the #greatblackteachersofShaker social media campaign to highlight the work of retired Black teachers of Shaker Heights.

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

Respectfully Submitted,
Andrew Glasier

OCCUPATIONAL HEALTH & SAFETY COMMITTEE

This year, I had the privilege to serve on the Executive Board as the chairman of the ad hoc committee focused on Occupational Health and Safety. My work began over the summer, meeting with the rest of the SHTA Executive Board and our administration to try to plan and determine a way to teach our students safely. I educated myself on the Center for Disease Control's recommendations for opening schools and the advice from the Cuyahoga County Board of Health. The CDC and the CCBH were constantly updating and adjusting their guidance as new information about the spread of the COVID-19 virus became available. I presented information to our administrators and sometimes, they listened and other times not so much. We continued to meet

frequently as an Executive Board to advocate for our members up until the school year began, urging the administration to recognize the necessary safety measures that needed to be put in place to reopen our schools. I held meetings with each building to discuss reopening plans, became a pseudo-expert in HVAC systems, and communicated with building principals and upper administration about what they needed to do to protect our members as we began to allow students back into the school buildings. Jeff Grosse probably still cringes when he sees my name in the "From" field in an email.

As the year progressed, I continued to provide advice and counsel to SHTA President Dr. John Morris regarding CDC and CCBH recommendations. I put together a presentation for the Board of Education and our administrators. I communicated frequently with superintendent Dr. David Glasner and Director of Exception Children's' Education Ms. Elizabth Kimmel in her role as COVID-19 Coordinator, hoping to educate them on the latest recommendations from the CDC and CCBH. The recommendations were later echoed by the presentations from University Hospitals experts brought in by the district, which I also attended. When the district began to encroach on the appropriate physical distancing, I tried everything possible to push back to 6 feet. While some of these recommendations again fell on deaf ears, I would do it all over again to advocate for safe working conditions for our members.

In the end, the most important step I took in the fight to #StoptheSpread (Big thanks to our school nurses!) was to get vaccinated. Most of us have taken this step, and now it seems as though my role will disappear, like the spike protein in our mRNA vaccines. We are looking forward to a summer where fully vaccinated people can be outside without masks comfortably and in many cases, indoors as well. While we all should still continue to wear our masks anywhere required by law until the Ohio mask mandate is lifted in June, we can think about returning to normal operations for next school year. While we may still yet have hurdles to overcome, they will hopefully be undertaken face to face with our students, with no plastic barriers, masks or computer screens between us. I taught my first class without anyone remote the other day and it was the best. It was great to feel the feeling I'd forgotten. I hope you get to experience it sometime soon.

Respectfully Submitted,
James Schmidt

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

PAC of the Shaker Heights Teachers Association

MINUTES FOR THE REPRESENTATIVE COUNCIL MEETING
MAY 10, 2021: Virtual ONAWAY SCHOOL

SHTA President, John Morris started the May 10th Rep. Council Meeting at 4:30P.M.
Dr. Morris welcomed SHTA members to our Google Hangout Meeting.

MINUTES from the April 12, 2021 Rep. Council meeting were accepted and approved. Motion made by Andrew Glasier and Seconded by Selena Boyer.

Administration Report

Mr. Eric Foreman, principal of Onaway Elementary

- Thank you for everything this year.
- Thank you Paula Klausner, our general care practitioner for all the support you've given to our staff and for me as well. I am eternally grateful for all of her efforts and the efforts of all of our staff.

Mrs. Barb Maceyak, Human Resource Director

- As Memorial Day is approaching and we tend to get requests for personal leave around holidays. Just a reminder to get your requests in early so they can go through the entire process of being approved. We don't want any negative consequences. Please share this with the colleagues in your building.
    - John Morris - Teaching contracts will be received no later than June 1st.

P.T.O. Report

- No PTO Officer was present to give report

Officers Report

President, John Morris

- Spoke with Dr. Glasner weekly.
- Updated SHTA and CCES Facebook Pages.
- Worked with Personal Rights and Responsibilities Chair Mike Sears on member concerns.
- Spoke with SHTA Lawyer Susannah Muskovitz concerning member concerns.
- Attended the April Equity Advisory and Action Team Meeting.
- Attended the Cuyahoga County Educator Summit Spring Meeting with State Board of Education members Meryl Johnson and Christina Collins.
- Helped a member with a medical concern.
- Communicated with candidates about the upcoming election.
- Communicated with HR Director Barb Maceyak about personnel concerns.
- Communicated with Boulevard Representative Jennifer Goulden about SHTA communication concerns.
- Communicated with Interim Vice President Lisa Hardiman about member concerns.
- Communicated with Special Education Chairperson Tito Vazquez about ongoing Special Education Concerns.
- Communicated with Past President Rebecca Thomas about past precedent with elections.
- Communicated with Elections Chair Chante Thomas and HS Head Rep/OSHA Chair James Schmidt about SHTA Candidates Forum.
- Communicated with Diversity, Equity, and Inclusion Chairperson Dr. Angela Goodrum about the upcoming amendment to our Constitution.

- Communicated with Social Chair Selena Boyer and PR Chair Bob Bognar about the upcoming Recognition Reception.
- Attended May 4th Community Talk Back: Tell Me The Truth: Exploring the Heart of Cross-Racial Conversation with Shay Stewart-Bouley & Debby Irving.
- Communicated with Director of Primary Education Dr. Erin Herbruck about next year's elementary school schedule.
- Worked with PR&R Chair Mike Sears, SHTA Lawyer Susannah Muskovitz, PR Director Barb Maceyak, and Superintendent Dr. David Glasner on revised quarantine expectations for the district as relates to members.
- Will present on a panel as part of the Cleveland Foundation's Advanced Leadership Institute and their Common Ground discussion on School funding on June 4th from 12-1:30.
- It is my honor and pleasure to give this year's Service Award to Lisa Hardiman.

Interim Vice President, Lisa Hardiman

- Attended Teacher Advisory Committee Meeting. It was expressed that there are no plans to continue concurrent teaching.
- Attended Black Teacher Task Force - Steering Committee Meeting.
    - Helped facilitate a general body meeting
- Various conversations with Dr. John Morris.
- Will be attending the final Teacher Advisory Committee meeting on Wednesday.
- Will be attending the District Recognition Reception on May 20th.
- Will Be attending the SHTA Officers Forum on May 13th.

Secretary, Darlene Garrison

- Delivered gift cards to Steve and Nicole Smith.
- Delivered gift cards to Angela Anderson.
- Shared a thank you card from Donita Al Amin.
- Will attend the SHTA Recognition Reception on May 20th virtually.
- Will attend the SHTA Officers forum on May 13th virtually.

Treasurer, Bill Scanlon

- Today is the day we discuss the budget and we will discuss the budget during new business for the vote.
- Met with the Investment Committee and we met with our Edward Jones advisor.
    - Discussed our finances and they are looking very good, recently.
- Will be attending the Officers Forum on May 13th.

Executive Board Reports

Past President, Becky Thomas

- Consulted with President John Morris regarding Association past practice; consulted with Communications Chairperson Andrew Glasier regarding district finances.
- Attended April Board of Education meeting and Finance and Audit Committee meeting.
- Will attend May 12th Board of Education meeting and May 13th Finance and Audit Committee meeting.

Teacher Education, Lisa Hardiman

- Pleased to announce that 24 teachers will be granted a continuing contract at tomorrow's Board of Education meeting.

Support Teachers, Peg Rimedio

- No Report

Membership/Elections, Chante Thomas

- Excited because we are having our first virtual candidate forum.
    - Thank you, Andrew, for sending out the announcement
    - Please try to tune in on May 13th from 4-5 to give some support to the candidates.
- Election is next Monday, May 17th. We will be voting on building reps, officers and budget. This will be an electronic vote.

Policy, Tim Kalan

- Wrote two amendments with Dr. Goodrum that we will be voting on to add to our constitution. This will include wording for an Equity, Diversity and Inclusion Chair.

Public Relations, Bob Bognar

- Will be sending the Service Award to Lisa Hardiman before May 20th.

Evaluation, Lena Paskewitz

- Everyone should have wrapped up evaluations and pinned with your administrators. This year, digital copies of the final summative will be sent to Stacy Poole.
- The June 7th and 8th session of OTES 2.0 was expanded to all who wanted to participate, 54 people.
- Everyone else will need to do the training asynchronously over a two-week period.
- The committee will continue to prepare for OTES 2.0

Legislative, Dave Klapholz

- The Plain Dealer reports that the Ohio House passed a provision that allows high-school students to not take college entrance exams. This bill is waiting for a vote in the Ohio Senate.
- Based on the 2020 census, Ohio has lost a seat in the US House of Representatives. The Plain Dealer is covering the redrawing of the district boundaries in Ohio. This process will be influenced by a recently-passed law that is intended to minimize gerrymandering.
- There are two education cases in front of the Supreme Court, and both address freedom of speech on social media. One concerns the rights of school board members and the other involves a student.
- Chalkbeat reports that the Biden administration is looking to increase funding for schools.

Publications, Andrew Glasier

- Sent out emails to membership: informational
- Sent out newsletter to members, administrators & community and had it posted at SHTA web.org
- Updated Facebook and Twitter account
- Editorial: I'm exhausted
- Paying Editors: proposal is 2 editors, $20/newsletter = $320
- Executive Board please have blurb ready Wednesday at midnight. Please add people's full names and titles. REMEMBER this is end of year Blurb
- End of the year or summer social media campaign?
- Evaluations: peer running smooth at HS. Have an issue with an AP and correct procedures. Dealing with a denial of Peer for next year. Working with Lena & Addie to make sure everyone is on track for OTES 2.0 training and testing.

Social, Selena Brown

- Working with Stacy Poole on a Virtual Recognition Reception on May 20th. The next flyer you receive will have the link to attend the session.
- Attended various Black Teacher Task Force meetings.

Legal Aid, Cathy Grieshop

- No Report
- PAC
    - Heights Coalition for Education is having a meeting on May 20th at 7:00PM. The meeting will be about redistricting and what to do about it. How can we take action?
    - Updating the Facebook Page - Information about House Bill 110 Fair School Funding Plan.

Professional Rights and Responsibilities, Mike Sears

- Supplemental Committee meeting - let everyone know that you need to be notified early in May and notify building principal and HR if you plan on keeping your supplemental or resigning.
- Helping members with FFCRA days from the past, workman's compensation, medicare, caregiver leave and disciplinary actions.
- Highlight of the month - attending the cross-racial conversations webinar last week.

Diversity, Equity and Inclusion, Angela Goodrum

- Attended the Teacher Advisory Committee Meeting.
- Worked on the wording for the by-laws to add the position of Equity, Diversity and Inclusion Chair.

Occupational Health and Safety, James Schmidt

- No Report

Special Education, Tito Vazquez

- I communicated and collaboratively solved various concerns with the Director of Exceptional Children, Elizabeth Kimmel in our monthly virtual meetings.
- I communicated with SHTA President Dr. John Morris over various district wide Exceptional Children concerns.
- I Provided guidance and support to elementary school Intervention Specialists concerning work expectations and implementing an IEP with Mercer Principal Mr. J. Lindsay Florence, SHTA Mercer Head Representative Nicole Cicconetti and K-6 Exceptional Children Supervisor Eileen Sweeney.
- I discussed with Exceptional Children supervisors the expectations of Intervention Specialist teachers and the clarification of expectations and requirements for students on their caseloads who will be attending ESY.
- I attended and participated in Black Teachers Task Force Meetings, the Bi-Weekly Steering Committee meeting and the monthly General Meeting.
- I continue to work collaboratively with SHHS Assistant Principal Ms. Jacquelyn Baker and Shaker Heights High School Exceptional Children Department Chair Jessica Wilkes on various issues to improve the functionality and support to the Exceptional Children department at the high school.
- I would like to bring attention and praise to various educators who go above and beyond to support the Exceptional Students in our district. There are plenty to name, but this month I would like to point out the district's Speech-Language Pathologists. Many often underestimate the effort and time these professionals have to put into the requirements of their position.

- Below are some of their daily requirements:
    - Provide specially designed instruction in areas of: fluency, phonemic awareness, vocabulary, articulation, pragmatic language, receptive language and expressive language.
    - Take data on each student's goals/objectives.
    - Provide intervention.
    - Create motivating activities, manipulatives, games, visuals.
    - Screen all Kindergarten students and referrals.
    - Administer formal assessments of speech and language, score, and write evaluation reports with recommendations.
    - Write IEP's.
    - Schedule and conduct speech only IEP meetings.
    - Participate in IEP meetings, planning meetings, ETR meetings.
    - Schedule and conduct speech only evaluation meetings.
    - Consult with intervention specialists, general education teachers, educational audiologists, AAC specialists, teachers of the deaf, school psychologists, nurses, occupational therapists, administrators.
    - Program AAC devices.
    - Assess and trial AAC devices for students with an AAC specialist.
    - Partner with families to model and teach how to use AAC at home.
    - Write progress notes.
    - Write RTI plans.
    - Create home programming materials.
    - Keep contact logs.
    - Create low tech augmentative communication systems for classroom carryover.
    - Complete ESY justification forms, as needed, and amend IEPs to indicate ESY services.
    - Complete Medicaid billing and progress notes daily.
    - Participate in student staffing.
    - Contact out of district SLPs for progress reports and data, write out of district IEPs as a related service and attend meetings.
- If you could take a moment, when you see these individuals in your buildings please thank them for the hard work they do to deliver and provide exceptional services to the students in our district.
    - Laura Robbins - Onaway, High School, Out of District Assessments
    - Krystal Allen – Jackson - Boulevard and Lomond
    - Janie Scully - Pre-k
    - Lauren Goodman - Fernway and Woodbury
    - Deedra Strang - Mercer
    - Chelsea Nimmo - Middle School

Building Representative Reports

Boulevard, Cathy Grieshop(Angela Anderson not present)

- No Report

Fernway, Darlene Garrison(Victoria Goldfarb not present)

- No report

Lomond, Jill Dipiero

- Thank you to PTO, Principal George Clark and Assistant Principal Tina McCauley for the nice teacher appreciation activities and gifts.

Mercer, Nicole Cicconetti

- Thank you SHTA for your support and the Heinen's gift cards for our family.
- Assisted an ES teacher with a concern; Special Education Rep, Tito Vazquez, and Principal, Mr. Florence, were supportive and results were positive from the meeting
- Students are entering building and outside classrooms before 8 AM.

Onaway, Paula Klausner

- No Report

Woodbury, Lee Appel

- We are short on substitutes and administrative assistants are pleading for teachers to cover classes and fill out a blue card.

Middle School, Erika Pfeiffer

- We have continued to ask for information regarding potential reassignments for next year to no avail. We have been told this is tied to the final approval of next year's schedule.
- Linda and I have both been included in the MS Principal interview process. I have screened applications at Admin, Linda Roth and I both are involved in different rounds of interviewing, and I will be taking the finalists around the building for their tour experiences.

High School, James Schmidt

- Continue to meet weekly with Principal Eric Juli to discuss the end of the year and what is coming up for next year.
- People are concerned about not having a firm idea about what the schedule is going to look like. A lot of things are up in the air at the end of the year, making people uneasy.

Old Business

- None

New Business

- Tim Kalan - Made a motion for amendment to By-law; section B(committees)- . *Standing committees are designated as: Legislative, Social, Membership/Elections, Publications, Legal Aid, Public Relations, Salary-Tenure, Teacher Education, Professional Rights and Responsibilities, Policy, Investments, Evaluation, Support Teachers, Special Education, and Diversity, Equity and Inclusion*
    - Seconded by James Schmidt
    - Moving to take this to the membership for a vote - Passed, goes to the membership for a vote next Monday.

- Tim Kalan - Made a motion for Amendment to BY-LAW V STANDING COMMITTEES *add* section *Q. Diversity, Equity and Inclusion*
  There shall be a Diversity, Equity and Inclusion Committee whose responsibility shall be to report concerns to the Executive Board. The Diversity, Equity and Inclusion Committee will review and present issues to the Association concerning district policy in order to maintain consistency with state law, the contract, and the current procedures and programs of the Association.
    - Seconded by James Schmidt
    - Moving to take this to the membership for a vote - Passed, goes to the membership for a vote next Monday

- Bill Scanlon - Just to let you know that everyone will be paid through payroll from now on. The stipend will be paid through your paychecks.
- Bill Scanlon - Shared the proposed Budget for next year. This will be shared for the vote on Monday, May 17th.
- James Schmidt - Motion was made to give salaried executive members a 1% raise made by Tim Kalan and seconded by Enid Vaquez that failed.
- James Schmidt - Motion was made to give salaried executive members a 3% raise made by Jessica O'Brien and seconded by Tito Vazquez that passed. Salaried executive members will be getting a 3% raise.
- John Morris - Made a motion for a 3% raise for reps. and executive board members (the per meeting stipend) and seconded by Bill Scanlon.
    - Chante Thomas stated that our reps. have worked very hard and continue to work hard to support our members. They also deserve to receive a 3% raise.
    - John Morris stated a 3% raise is a nice acknowledgement of what you do for our membership.
- The 3% raise passes.

Good of the Order

- On Wednesday, the High School YEH Club is doing a fundraiser at Cilantro on Wednesday.
- John Morris - will present on a panel as part of the Cleveland Foundation's Advanced Leadership Institute and their Common Ground discussion on School funding on June 4th from 12-1:30.
- Thank you to all of you for an extraordinary year. You have worked above and beyond. Looking forward to seeing you at the Recognition Reception of May 20th, thank you Selena for organizing this.

Motion for Adjournment

- Motion made by James Schmidt and Seconded by Bob Bognar.

May 10th Rep. Council meeting was adjourned at 5:58PM.

September Rep. Council meeting is scheduled for Monday, September 13, 2021
Location -TBA

Respectfully submitted,
Darlene Garrison

EXHAUSTION

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.

I am exhausted. Not the normal "end of the year tired", but complete exhaustion from a year like no other. We, as teachers, have been asked to do more with less… again. As we moved to a new style of teaching at the beginning of the year, we had to re-create lessons and do more to reach out to our students and families virtually. We were forced to use a new grading policy, have constant changes in scheduling, be reintroduced to in-person learning WHILE also have remote students at the same time and do so much more that can't fit here. It is exhausting. Most weekends I sleep late then take a nap.

While I know the pandemic has disrupted all our lives, and no one has been immune to the turmoil, preparations could have been made to alleviate the fear and exhaustion that myself and so many of my colleagues felt. What policies and ideas could have paved the way for teacher success? What could have been done better?

The latest issue of *Education Week* special report entitled "Retaining Great Teachers In a Time of Turmoil" speaks of the frustrations of teachers throughout the country. We are not alone in our anger and frustration at policies, from Board of Education members and administrators out of sync with teacher needs. So many teachers have chosen early retirement or have left the profession altogether because they do not feel supported by the people who should most understand their fears and needs. What could have been done better?

Board of Education members and administrators could have been more visible to teachers and staff. While I know the superintendent and the chief academic officer recently visited the high school, this was the first time that we have seen or heard from leadership except district wide emails or the occasional video. While there have been meetings with select teachers, I assume chosen by leadership, many of us have felt leadership does not listen to teachers. Much of the policies implemented shocked us in its top down approach and intrusive reach. On several occasions policies were put in place without even telling the teachers what the policies concerned. Teachers have had to find out about decisions through Board notes, or other teachers, while administrators have failed to offer the basic common courtesy of communicating with teachers and staff. They seemed out of sync with teachers, leading to distrust and anger. How can they find out what teachers are struggling with and give them support? What could have been done better?

How could Board of Education members and administrators better supported teachers? By providing teachers' greatest need through their policies: **TIME**. When my principal writes to the faculty and staff how he would like to have more project-based learning, I think back to all the projects I have created with colleagues over the years that we have had to give up because of lack of time. Project-based learning requires planning, scaffolding, working with colleagues throughout the building and hours of common preparation time. When I began teaching, English teachers at the high school taught four class in order to build more writing into their curriculum and give feedback, science teachers taught four classes so they could offer labs for students. The Shaker Schools Foundation readily gave us funds to create with. The hurdles to creative lessons and projects were few. Even our HQT form was completed by the Human Resources department. Leaders need to look critically at the demands on teachers and decide what is truly necessary and what can either wait or be done by others. Paperwork, test proctoring, MAP tests, I.B. requirements, etc… (I'll stop there). We no longer have time for the creative 21st century lessons that we are being asked to create. If the teachers' only focus could be the classroom, teachers would create magnificence. What could have been done better?

There is more, but I am too tired. I can't both do this impossible job and coach other adults to be more thoughtful in their decision making, and teach them how to emphasize and communicate. Hopefully, as they reflect during the summer months they will realize what they could have done.

AG

Please join us for our

District Recognition Reception



ZOOM EVENT*

May 20, 2021

4:15 p.m.

ALL Shaker employees are invited and encouraged to attend our

VIRTUAL EVENT!

Please click on this zoom link in order to join us in recognizing our colleagues.

This event is sponsored by the Shaker Heights Teachers' Association and the Shaker Heights Board of Education.

Contact Selena Boyer (boyer_s@shaker.org) or Stacy Poole (poole_s@shaker.org) with questions.

MAY 2021 ELECTION ADDENDUM

May 17, 2021
Dear SHTA and SHTA ST Members,

It is my pleasure to announce the results from our May17th Election and Budget Vote.

The 2021-2022 Budget passed receiving 282/284 votes. (99%)

The proposed amendments allowing for the creation of a diversity, equity and inclusion committee on the executive board passed receiving 278/282 votes. (98%)

Our SHTA Officers have been elected for the 2021-2023 term. Congratulations to President **Dr. John Morris**, Vice-President **Darlene Garrison**, Secretary **Lisa Hardiman** and Treasurer **Bill Scanlon**!

The 2021-2022 Rep Council Elected Members are:
Boulevard- **Cathy Grieshop**, Angela Anderson, alt
Onaway- **Paula Klausner**
Fernway- **Victoria Goldfarb**
Lomond- **Jill Dipiero**, Steve Smith, Veronica Malone
Mercer- **Nicole Cicconetti**
Woodbury-**Stacey DeYoung**, Aquita Shepherd, Lee Appel
Middle School- **Jackie Abrams**, Linda Roth, Erika Pfeiffer, Matt Klodor, JaiCynthia Farmer(alt)
High School – **James Schmidt,** Brian Berger, Jessica O'Brien, Tod Torrence, Aimee Grey, Enid Vazquez, Kim Roberts, Joel Rathbone
SHTA ST – **Margaret Remedio**

Again, congratulations to all of you!

Chante Thomas
Membership/Elections Chairperson