IMPORTANT DATES

Wednesday, January 22: Finance & Audit Committee

Tuesday, January 28: BOE Works Session

Thursday, January 30: *How to be an Antiracist* Book Dialogue Series

Monday, February 3: SHTA Executive Board

Monday, February 10: SHTA Representative Council

SHTA *news*

January 21, 2020

ISSUE NO. 4

Message From the President

Once again, Ohio public education is under attack. Unlike SB5, which took direct aim at taking collective bargaining rights away from Ohio's teachers, this attack is much more insidious and aims to defund public education through EdChoice vouchers. These vouchers take thousands of dollars per student out of the public schools and into private and religious schools. On top of violating the separation of church and state, this law also allows private and religious schools, that don't or can't provide services for students with special needs and physical disabilities, to take funding from those same students. These students are then consigned to public schools with even less funding for their individual educational challenges. The idea is inherently inequitable and violates the essential notion that public education was designed to provide education to all our citizenry, regardless of their ability or disability. Just like with SB5, we need everyone's help to see that this damaging law is amended to protect the most vulnerable.

Fortunately, we have support. Our own Superintendent, Dr. David Glasner, stepped out as one of the first Superintendents to question EdChoice: https://filecabinet7.eschoolview.com/1CE13149-3494-48EB-BFF3-EA99150F081D/DGStateBOERemarksNov1419.pdf

Likewise, our colleagues in Cleveland Heights-University Heights, specifically the Heights Coalition for Public Education, has provided incredible resources for contacting our state legislators and calling for change to EdChoice, supported by strong research and rationales. http://chuh.net/coalition/events/?fbclid=IwAR30tWhBxZviRt5E41VzriZAmMDu6gppQNsgM1TEIWe1vZBjSrWoGM0vbEI.

I encourage all our members and our advocates to reach out to state legislators, by email/mail/phone calls or personal appointments (if you are in Columbus) and let them know not to defund public education as we know it. It looks as if the legislature will be coming together to discuss the law on February 1st, so time is of the essence.

Otherwise, it's been surprisingly busy two months. On Monday, November 18 I attended the Strategic Planning Meeting with Resolute Planners. I worked on a legal issue with a member. I worked on a caseload issue at Lomond with the help of Former Vice-President Dollye Finney and Special Education Tito Vazquez. I signed postcards and sent to state representatives to pass Aisha's Law with Treasurer Bill Scanlon sponsored by the League of Women Voters.

On Wednesday, November 20 I attended another Strategic Planning Meeting with Resolute Planners. I worked on Guidance Counselor concerns at both the High School and Woodbury.

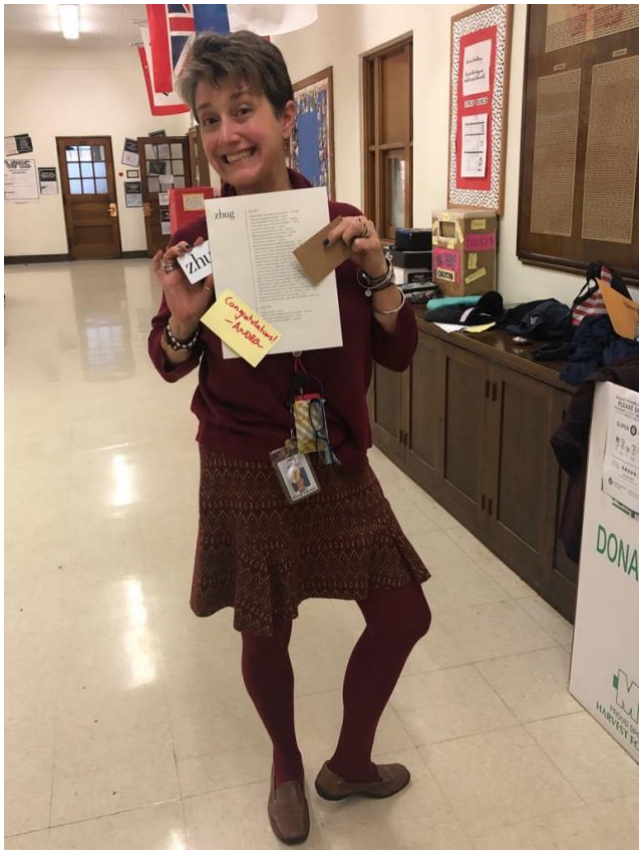
I worked on teacher safety concerns. I spoke weekly with Dr. Glasner. I updated the SHTA Facebook page with Publications Editor Andrew Glasier and updated the Cuyahoga County Educator Summit Facebook page as well. I worked with Equity Partner Erica Merritt on the District and SHTA co-sponsored community read of *How to Be An Anti-Racist* on January 16th and January 30th. I met with the Superintendent's Transition Team on December 4th. I worked on disciplinary concerns and consulted on a safety grievance at the Middle School with Personal Rights and Responsibilities Chair Mike Sears and Middle School Head Representative Rebecca Sharpe. I met with SHTA Consul Susannah Muskovitz on a member legal concern and Support Teacher concerns with ST Head Representative Michael Wells on December 16th. I worked on a disciplinary issue at the elementary level. I worked on a member concern at Woodbury. I worked on a medical issue at the Middle School. I worked on a communication concern at the Middle School. I worked on a joint statement with the district, PTO, and school board on EdChoice:
https://www.shaker.org/protected/ArticleView.aspx?iid=6YY20PY&dasi=2YB

I attended the SHTA Holiday Happy Hour on December 13th successfully organized by Social Chair Selena Boyer. I worked on SHTA Membership Cards with Membership Chair Chante Thomas. I met with the Educational Equity Committee. I worked on a revised evaluation schedule and options at the Middle School with SHTA Evaluation Coordinator Addie Tobey. I met with Equity Partner Erica Merritt. I worked on an ongoing disability issue with CFO Jeff Grosse and HR Director Crystal Patrick. I helped a member with a worker's compensation concern with PR&R Chair Mike Sears. I spoke with the owner of 3-11 Coffee about an incentive for SHTA members. I will meet with CCES on January 23rd for regular meeting to discuss EdChoice and legislative issues across the county.

I'm honored to be heading into 2020 as part of the Shaker Heights Teachers' Association. This is work I believe I am meant to be doing, especially at times like these. We have a strong Association, incredible colleagues, a supportive community, dedicated administrators, and some of the best students in the nation. I believe we can tackle just about anything if we work together. That's why I am asking you to make the effort to reach out to your state legislators to help maintain and continue the public schools we have in Shaker Heights. We can make a difference if we all work together. In the meantime, if there is anything I can do to help you, please do not hesitate to reach out by phone x6033 or email morris_j@shaker.org. Once again, it is my privilege to serve.

Respectfully submitted,
John Morris

WOODBURY SUPPORT TEACHER AMY KERR-THOME IS THE WINNER, AS CHOSEN BY THE SHTA EXECUTIVE BOARD, OF THE ANNUAL SHTA FABULOUS HOLIDAY OUTFIT CONTEST! AMY WON A $25 GIFT CERTIFICATE TO ZHUG.



SHTA President John Morris & SHTA Secretary Darlene Garrison speak at the January Representatives meeting @





Reports from the Executive Board

VICE PRESIDENT'S REPORT

Happy New Year and welcome back. I hope everyone had a restful break.

The Friends of the Shaker Schools Foundation are hosting the annual event, *A Night for the Red & White* benefit on ***March 7, 2020*** at the Hilton Cleveland Downtown located on Lakeside Avenue East, next to the Convention Center. Since 1992, this event has raised more than **$2.7 million** for educational enrichment focusing on the arts, technology, health and fitness. This year money raised will go towards the Shaker Schools Foundation's Innovation Fund that focuses on STEAM initiatives. Staff members are again offered discounted tickets at $100. Tickets can be purchased online through the Shaker Schools Foundation page on the district home page, or using the link in the PDF sent with this month's news letter

Please consider donating to *A Night for the Red & White* silent auction. 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 & White*. Donations from teachers are very popular sought-after items at the auction. Please use the PDF sent with this newsletter to find the silent auction contract. Silent auction contracts must be received by February 13, 2020.

I would encourage everyone to purchase tickets from the SHTA *A Night for the Red & 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 & White* continues to provide substantial gifts to the Shaker Heights City Schools.

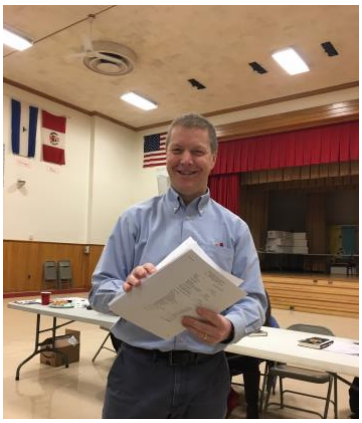
If you are a recipient of an SHTA Fellowship please forward your request for reimbursement to me at Woodbury School.

Thank you for your continued support for your colleagues and the Association. Feel free to contact me with any questions or concerns.

Respectfully submitted,
Matthew Zucca

SHTA Vice President Matt Zucca & Treasurer Bill Scanlon at the January Representatives meeting @ Mercer School.





TREASURER'S REPORT

We are at the midway point of the year and I feel much better than I did last year at this point. People are actually enjoying being in the building. But it is our job to keep a vigilant eye on decisions being made and always strive to do better for our students.

Changes have been made with class groupings at Shaker Heights High School and they are having major repercussions. There used to be classes for kids who struggle that were smaller in size and had more than one teacher working with them. This year those classes were eliminated and the students were put into Core classes. In my opinion, these changes hurt the students they're advertised to help.

The former smaller classes were tailored to the students' abilities, with extra teachers in the room for support. This gave the kids the extra attention they needed, enabling them to be successful and confident. With the new changes of putting those kids into the larger Core classes they struggle with the rigor of the class. It's impossible for the one teacher dealing with such a large class to give each student the direct attention she/he needs. The students become frustrated leading to negative feelings toward the class and in turn unconstructive behaviors. This also frustrates the traditional Core students because so much of the teacher's time is spent on classroom management, leading to a watered-down curriculum and a more chaotic classroom.

A further possible repercussion: with the new EDChoice changes coming, some parents of the traditional Core students could choose to send their kids elsewhere taking money away from our schools.

My question is: how is this in the best interest of our students? Yes, this requires fewer teachers for the same number of students translating into a current fiscal saving for the District, but at what cost? Will this decision not only be bad for kids but also eventually cost the District money?

I have been talking with our accountants at Edward C. Hawkins & Co. about our tax filings. I attended a letter writing campaign event to push our State Legislators to pass Aisha's Law focused on domestic violence. I filed our annual report with SERB (State Employment Relations Board). I filed the PAC's annual report with the Board of Elections. I mailed postcards (filled out by many of you members) to our State Legislators combatting the EdChoice program.

The current financial report is attached.

Respectfully submitted,
Bill Scanlon

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

PAC of the Shaker Heights Teachers Association

Shaker Heights Teachers' Association
Profit and Loss Standard 01/16/20
July 1, 2019 through January 16, 2020

	Jul 1, '19 - Jan 16, '20
Income	
Income	
Member Dues	105,600.00
Total Income	105,600.00
Investments	
Edward Jones-Fees & Charges	-3,661.30
Change in Value in Edward Jones	74,793.70
Total Investments	71,132.40
Other Types of Income	
Miscellaneous Revenue	2,066.76
Total Other Types of Income	2,066.76
Total Income	178,799.16
Expense	
Operations	
Accounting	7,395.00
Compensation	23,832.47
Conferences & Meetings	1,606.59
Executive Board	470.00
Fellowships & Grants	1,818.77
Legal	2,963.83
Officers' Expenses	107.99
Payroll Taxes	338.33
Public Relations	1,913.70
Publications	94.00
Social	1,133.24
STRS (TPO Contribution)	3,266.53
Total Operations	44,940.45
Total Expense	44,940.45
Net Income	133,858.71

Shaker Heights Teachers' Association
Balance Sheet Standard 01/16/20
As of January 16, 2020

	Jan 16, '20
ASSETS	
Current Assets	
Checking/Savings	
Key Bank Aisha Trust	5,840.00
Key Bank (checking)	102,891.44
Total Checking/Savings	108,731.44
Other Current Assets	
Edward Jones 13760-1-1	547,185.61
Edward Jones 13768-1-3	794,312.43
Total Other Current Assets	1,341,498.04
Total Current Assets	1,450,229.48
TOTAL ASSETS	1,450,229.48
LIABILITIES & EQUITY	
Equity	
Opening Balance Equity	53.69
Retained Earnings	1,316,317.08
Net Income	133,858.71
Total Equity	1,450,229.48
TOTAL LIABILITIES & EQUITY	1,450,229.48

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

PAC of the Shaker Heights Teachers Association

SHTA Is now on  **@SHTAssoc**
FOLLOW US!

EXECUTIVE BOARD REPORTS

PROFESSIONAL RIGHTS AND RESPONSIBILITIES REPORT

Since my November report, I assisted the Middle School building representatives with two grievances related to unruly students. I also wrote a grievance about a potential safety hazard on December 11, 2019. For more information about all the grievances, please read the Middle School building report. I communicated with members about maternity leave, sick day transfer procedures, FMLA, and unpaid ER claims. I also attended an insurance committee meeting in December. Treasurer Bryan Christman sent six important e-mails about salary and benefits between January 3 and January 15, 2020. Please take the time to review them to make sure you understand your rights and responsibilities, as well as your pay stubs!

I attended a presentation at Cleveland Heights High School about EdChoice. As both a resident and a parent of three children who attend Cleveland Heights-University Heights schools, the expansion of the state's voucher program is now having a negative impact on me personally. Cleveland Heights-University Heights has over 1,400 students using vouchers to attend private schools, which ranks 6th in the state. The district decided to place a levy on the ballot this spring because of the local property taxes being used to fund tuition at private schools. The only reason Cleveland Heights High School is on the failing schools list is because of graduation rates from the 2012-13 school year. While the state could not agree on appropriate state tests to use, districts had three years of safe harbor, but state legislation requires a three-year average of all data used on the state report card. Therefore, the performance of students who are now 24 or 25 years old was used to determine which schools are failing and which are not. Shaker Heights recently had three elementary schools appear on the failed schools list. To learn more about this issue, and how to advocate for changes, please review the Voucher Slideshow Toolkit from the Heights Coalition for Public Education. http://chuh.net/coalition/events/ The Shaker Heights Board of Education adopted a resolution against EdChoice at its January meeting. Read more about that here. https://www.shaker.org/protected/ArticleView.aspx?iid=6YY0Y30&dasi=2YB

I registered and attended the first meeting of the Book Dialogue Series: *How to Be An Anti-Racist* as part of the school district's commitment to equity campaign. It was a valuable learning experience with many engaged and concerned community members. The session gave me hope that there is a growing awareness that we will have to do things differently in our schools to achieve equity for all kids.

Respectfully submitted,
Mike Sears, chairperson

EVALUATION COMMITTEE

Greetings everyone! The Evaluation Committee will be convening again on February 20 to continue the process of planning for changes to OTES for the 2020-2021 school year. A small group of committee members will be attending a 1-day information session about "OTES 2.0" on February 3. One of the major changes is that the student data piece will be integrated into the Performance Rubric, rather than the separate Student Growth Measure that we currently have. I will continue to inform you of upcoming changes with more specificity as they are finalized.

Evaluations for the first semester should have been completed and uploaded to eTpes by January 17.

All teachers and administrators are expected to follow the committee agreed upon protocols for evaluation. Please be sure to forward any questions and concerns to me, any committee member, or your building representative.

Respectfully submitted,
Lena Paskewitz, chairperson

SPECIAL EDUCATION COMMITTEE

- I attended the SHTA Executive Board meeting.
- I met with John Morris to problem solve a Special Education issue.
- I attended the SHTA Holiday Party.
- I met with an Intervention Specialist about a staffing concern.
- I participated in interviews for high school Paraprofessional positions with Assistant Principal & H.S. Special Education MD. teacher.
- I participated in a review of job title/expectations meeting with a member and John Morris, Dollye Finney and Lomond Elementary School administration.
- I met with Director of Pupal Services Elizabeth Kimmel on 12/18/19 for the third of our monthly meetings, discussed and problem solved the following issues:
  1. We collaborated to resolve concerns regarding the administration of Alternative Assessments; I was informed that there is a new process concerning the administering of the assessment which will now be primarily online. The Alternate Assessment will now be administered in parts beginning the students 9th grade year and, all parts must be completed by the end of the student's 11th grade year. The testing window will open up on February 18 and will close on March 17th 2020 at 4:00 P.M.
  2. It was discussed that all intervention Specialist who may teach or are teaching students who are eligible for Alternative Assessment should sign up for the new training by the Educational Service Center (ESC) either on the January 15, 2020 or the February 12, 2020 dates. This training will cover information regarding AASCD 1.0 and 2.0.

     To register Log into STARS Confirmation of Registration: Alternate Assessment
     By registering, you are making a commitment to attend. If you need to cancel, have problems signing up or have questions regarding this workshop, please contact
     Yvonne Daycak yvonne.daycak@escneo.org 216-446-3803
     OR
     Registration: To register go to https://safe.ode.state.oh.us/portal/

  3. We discussed the process to raise concerns or questions about class placements for students with disabilities (SWD's).
  4. If an Intervention Specialist cannot make one of the three dates (January 15, 2020, January 23, 2020 or February 12, 2020). I am told the district will provide an inner district refresher training (location, date & time TBA).
  5. We also discussed having SHTA and Pupil Services work together on a joint communication about what should and should not be put into email. We agreed to discuss this further at another meeting.17th 2020 at 4:00 P.M.

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

PAST PRESIDENT'S REPORT

As 2019 closed, I attended the December 10th meeting of the Board of Education. This was the last meeting for Board Member William Clawson. At this meeting, there were updates on the construction at Fernway, the status of the Shaker Heights Public Library, and the development of Administrative Procedures for Employee Misconduct. There were also updates on the Strategic Planning Process and the Educational Equity Partner Process.

Happy 2020! The January 14 meeting of the Board was the annual organizational meeting. Heather Weingart was elected President of the Board; Ayesha Bell Hardaway was elected Vice President. Emmitt Jolly was installed as a new Board Member. There was a presentation on the 2020 Census, an update on Fernway, a report on the Shaker Schools Early Childhood Program, and a report from the High School.

On Wednesday, January 22, I will attend the meeting of the Finance and Audit Committee.

Respectfully submitted,
Becky Thomas, chairperson

SOCIAL COMMITTEE

Thank you for attending our Holiday Happy Hour at Slyman's on December 13th. I love that I am still meeting new people at our social events after teaching in the district for 17 years!

Please mark your calendars for Wednesday, May 20, 2020. Please join us at our Annual District Recognition Reception at 3:45 p.m. in the High School Upper Cafeteria. We will celebrate our new retirees and newly tenured colleagues as well as recognize individuals who have worked in the district for 15 and 25 years. Our SHTA President will also award a SHTA member with the President's Award for outstanding service to the Association. This is a catered event and always lots of fun!

Respectfully submitted,
Selena Boyer, Chairperson

POLICY COMMITTEE

Our SHTA constitutional focus this month concerns **Article V** with deals with membership in our association. In particular **Section A part 1** states: 1. *Each member has the individual right to participate in the affairs of the Association and to attend the regularly scheduled meetings of the Representative Council.*

Regardless if you are a representative for your building, you have the right to attend our Representative Council meetings, and with the permission of council you may be heard during the meeting as well.

Respectfully submitted,
Tim Kalan, Chairperson

MEMBERSHIP/ELECTIONS COMMITTEE

Greetings and Happy New Year! SHTA. Our organization has 476 SHTA and SHTA ST members! Membership cards were distributed this week. The building representatives have my current building rosters. Any corrections resulting from the distribution of cards should be sent to me as soon as possible.

Here is the breakdown by building:

Boulevard 31 total members
Fernway 30 total members
Lomond 41 total members
Onaway 36 total members
Mercer 33 total members
Woodbury 77 total members
Middle S. 78 total members
High S. 148 total members
District 1 SHTA member.

Respectfully submitted,
Chante Thomas-Taylor, chairperson

LEGISLATIVE COMMITTEE

The Plain Dealer reports that the Ohio Senate and the Ohio House are slowly considering changes to the vouchers that are created in the EdChoice program.

The program transfers about 34 million dollars a year from public schools. There are a lot of ideas for improving the program, and it is not at all clear which, if any, of the changes will happen. Some have proposed having the state pay for the vouchers to private schools (instead of the money coming from public schools). Also proposed is changing the regulations that determine which public schools are failing. Some have suggested taking out the part of the law that references poorly-performing schools, and simply recognizes students based on need. The Speaker of the Ohio House, a Republican, has spoken of easing the financial burden on public schools.

If you have ideas about where I should get the latest legislative news, please let me know.

Respectfully Submitted,
David Klapholz

SHTA ST COMMITTEE

Support teachers, in all our hard-working glory, are not aides. It is our responsibility to best serve our students by crafting the most applicable lesson plans and assessments that meet the needs of our diverse students which rote programs simply cannot accomplish. It is not your responsibility to make copies for other teachers. Cooperation and collaboration is the cornerstone of what makes us great, but doing menial tasks perpetuates this farce of an ideology that support teachers are less legitimate and crucial than other educators here in Shaker Heights.

I apologize for sounding like "The Song That Never Ends" from *Lamb Chop Sing Along*, but I strongly encourage you to check that you are being appropriately compensated for substitute teaching. As mentioned in the November newsletter, all support teachers are to be compensated based on the following language:

"16.01 When a support teacher is requested by the Administration to waive or interrupt any part of his/her planning period to assume the responsibilities of teaching a class or for supervising students in lieu of a

substitute teacher, the support teacher shall be paid according to the following schedule starting with the first time:

Length of Time Teaching A Class or Supervising Students

0 - 30 Minutes $14.00

31 - 60 Minutes $28.00

16.02 When a support teacher is requested by the Administration to assume the responsibilities of a substitute teacher for all or half of the school day, the support teacher shall be paid an additional $100.00 for a full day or $50.00 for a half day of substitute teaching."

Please track your hours spent subbing so that we can more quickly rectify any issues that arise.

I hope that every one of you important and remarkable support teachers will consider writing an editorial for our newsletter. It would be invaluable to have your perspective read and recognized throughout the district. Your voice matters.

Respectfully submitted,
David Wells, Chairperson

PUBLIC RELATIONS COMMITTEE

Public Relations Committee has completed submitting SHTA advertisements for the 2019-2020 school year. At present, I am drafting of list of potential teacher appreciation gifts. I am also inventorying all remaining SHTA promotional items. I am also inquiring to see if the SHTA website has and an e-commerce function.

Respectfully Submitted,
Bob Bognar

SHTA PAC COMMITTEE

I am currently collecting postcards to mail to Columbus lawmakers stating concerns about the EdChoice law and the impact this is having on Ohio school districts. These messages ask for the EdChoice program to be revised or abolished. School districts across the state are losing funding due to this program and having quickly put levy issues on the ballot because their funding is being drastically cut by these vouchers. If you would like postcards to write on or have some you would like me to mail, please let me know. Thank you to Stacey Steggert and Carole Kovach for getting this postcard project started! I've attached the following link to the Heights Coalition for Public Schools page about EdChoice. Check it out, learn more and take action against this attack on public education today!
http://chuh.net/coalition/events/?fbclid=IwAR3Mni2x6uRXow0jArGMYHGKBZDV7dMBbvvFkgkq6dbnnZIKzaPiCx85rAU

I continue to update the Facebook page with interesting tidbits of union and education information.

Respectfully Submitted,
Cathy Grieshop

MINUTES FOR THE REPRESENTATIVE COUNCIL MEETING
January 14, 2019, Mercer School

SHTA President, John Morris started the January 13th, 2020 Rep. Council Meeting at 4:30PM. **Mr. Lindsay Florence, Principal of Mercer Elementary School** welcomed SHTA members to Mercer.

MINUTES from the November 11th Rep. Council meeting were accepted. Motion to accept minutes made by Tim Kalan & Seconded by Bob Bognar.

Administration Report
Crystal Patrick from central office was present at the Rep. Council Meeting.

- No Report

PTO Report
Representative not present (Report given by Matt Zucca)

- Please remind students to attend the MLK Jr. Day at Shaker Heights High School on January 20th. Time of the event 10AM to 12PM.

Officer's Report
President, John Morris

- Mon. November 18 - Strategic Planning Meeting with Resolute Planners
- Worked on Legal Issue with member
- Worked on a caseload issue at Lomond with the help of Former Vice-President Dollye Finney and Special Education Tito Vazquez
- Signed postcards and sent to state representatives to pass Aisha's Law with treasurer Bill Scanlon with League of Women Voters
- Wed. November 20 - Strategic Planning Meeting with Resolute Planners
- Worked on Guidance Counselor concerns at both the High School and Woodbury School
- Worked on Teacher Safety Concerns
- Talked weekly with Dr. Glasner
- Updated Facebook page with Publications Editor Andrew Glasier and updated CCES Facebook page
- Worked with Equity Partner Erica Merritt on the District and SHTA co-sponsored community read of *How to Be An Anti-Racist* on January 16th and January 30th
- Met with Superintendent's Transition Team on December 4th
- Worked on disciplinary concerns and consulted on a safety grievance at the Middle School with PR&R Chair Mike Sears and MS Head Representative Rebekah Sharpe
- Met with Susannah Muskovitz on member legal concern and Support Teacher concerns with ST Head Representative Michael Wells on December 16th
- Worked on a disciplinary issue at the elementary level
- Worked on a member concern at Woodbury School
- Worked on a medical issue at the Middle School
- Worked on a communication concern at the Middle School
- Attended the SHTA Holiday Happy Hour on December 13th organized by Social Chair Selena Boyer
- Worked on a joint statement with the district and board on EdChoice
- Worked on SHTA Membership Cards with Membership Chair Chante Thomas
- Met with the Educational Equity Committee
- Met with Equity Partner Erica Merritt
- Worked on an ongoing disability issue with Jeff Grosse and Crystal Patrick
- Helped a member with a worker's compensation concern with PR&R Chair Mike Sears

- Spoke with the owner of 3-11 Coffee about discounts for SHTA members – 5 punches for free coffee
- Will meet with CCES on January 23rd for regular meeting to discuss EdChoice and legislative issues across the county

Vice President, Matt Zucca

- Notified Fellowship Grant recipients of their selection and processed reimbursements.
- Attended SHTA Holiday Happy Hour. Thanks to Selena for planning.
- Working on *A Night for Red and White* as the Staff Liaison:
    - 28th annual gala fundraiser, will be on March 7, 2020, 7 pm at the Hilton Cleveland Downtown. Funds raised from this event support hands-on learning through design-test-build experiences; cutting-edge technology and tools; and enhanced curricular programs in STEAM (science, technology, engineering, arts and math) across all grades in every school building.
    - Staff tickets may be purchased at discounted of $100 per ticket.
    - Please consider making a donation to *A Night for Red and White* silent auction. An email from Erica Verderber in early December was sent with a donation form link. Donations need to be in by February 13, 2020.
    - The SHTA donation will be a gift certificate to Edwin's redeemable at the restaurant, bakery, diner, and butcher.
    - Please purchase a ticket to win a chance to attend the event from your building rep.

Secretary, Darlene Garrison

- Please be sure to. sign the attendance sheet going around
- Please take an active role and sell raffle tickets for *A Night for Red and White* Event. All money and ticket stubs are due to me by Thursday, February 6th. We will pull names on Monday, February 10th at Rep. Council meeting. **FOUR** members will be selected to win two tickets for *A Night for Red and White* Event at the Hilton Downtown Cleveland on Saturday, March 07th
- If you have a longer report, please make sure that it is emailed to me
- Thank you, Selena, for a wonderful SHTA Holiday Happy Hour

Treasurer, Bill Scanlon

- Attended SHTA Happy Hour Social, thank you Selena
- Wrote postcards at the Dealership for Aisha's Law
- Passed out Financial Report
    - Accountants will go over paperwork and forms filed
    - The SHTA Edward Jones account is doing well, $1.3 million

Executive Board Reports

Past President, Becky Thomas

- Attended the December 10th meeting of the Board of Education. This was the last meeting for Board Member William Clawson. The January 14th meeting of the Board is the annual organizational meeting with the election of a new president and vice president. Emmitt Jolly will be installed as the new Board Member
- Will attend the Finance and Audit Committee meeting on Wednesday, January 22nd

Teacher Education, Lisa Hardiman

- Attended the Holiday Happy Hour, thank you Selena
- Participated in the Superintendent's Teacher Advisory Committee

Membership/Elections, Chante Thomas-Taylor(absent)

- Attended the Holiday Happy Hour, thank you Selena Boyer
- Worked on Membership Cards and will pass them out
- Thank you John Morris and Bob Bognar for your help

Policy, Tim Kalan

- Attended the Teacher Evaluation meetings
- Consulted members on evaluation issues

Public Relations, Bob Bognar

- Completed all advertisements for this year
- Began researching gifts for Teacher Appreciation

Legislative, Dave Klapholz

- EdChoice talk in Columbus about the way it is being done. February 1st is revision day.

Evaluation, Lena Paskewitz

- Evaluation Committee met in November and December
- Some decisions have been made for OTES 2.0
- Workshop on February 3, will inform members about the decisions made.

Publications, Andrew Glasier

- Editorial this month from Lomond
- Working on email distribution lists
- Friday, January 17th is SHTA t-shirt day
- Submissions due by Wednesday at midnight
- Updated Facebook & Twitter pages
    - Winner of the Holiday Best Outfit Pictures, voted by SHTA Executive Board: Amy Kerr-Thome

Legal Aid, Cathy Grieshop

- Legal aid, no report
- Updated PAC Facebook page, please invite people to join the PAC Facebook page.
- Worked on EdChoice postcards and organization
    - You can send EdChoice postcards to Cathy

Social, Selena Brown

- Thank you for attending and supporting the SHTA Holiday Happy Hour
- The Annual SHTA Recognition Ceremony will be held on Wednesday, May 20th

Professional Rights and Responsibilities, Mike Sears

- Helped Middle School Reps.
- Answered questions about grievances - saw good results
- Answered questions about Workman's Comp. and FMLA grievances

SHTA ST, Michael Wells

- Worked with Andrew clarifying evaluations

- Assisted a Support Teacher with joining the union
- Assisted Woodbury teacher with compensation issues

Special Education, Tito Vazquez

- I attended the SHTA Executive Board meeting
- I met with John Morris to problem solve a Special Education issue.
- I attended the SHTA Holiday Party.
- I met with an Intervention Specialist about a staffing concern.
- I participated in interviews for high school Paraprofessional positions with Assistant Principal; H.S. Special Education MD. teacher.
- I participated in a review of job title / expectations meeting with a member and Lomond Elementary School administration.
- I presented information to high school staff concerning IEP safety protocol that will be in place for the high school special education staff
- I met with Director of Pupil Services Elizabeth Kimmel on 12/18/19 for the third of our monthly meetings, discussed and problem solved the following issues:
    - We collaborated to resolve concerns regarding the administration of Alternative Assessments; I was informed that there is a new process concerning the administering of the assessment which will now be primarily online. The Alternate Assessment will now be administered in parts beginning the students 9th grade year and, all parts must be completed by the end of the student's 11th grade year. The testing window will open up on February 18 and will close on March 17, 2020 at 4:00 P.M.
    - It was discussed that all intervention Specialist who may teach or are teaching students who are eligible for Alternative Assessment should sign up for the new training by the Educational Service Center (ESC) either on the January 13, 2020 or the February 12, 2020 dates. This training will cover information regarding AASCD 1.0 and 2.0. To register, Log into STARS Confirmation of Registration: Alternate Assessment. By registering, you are making a commitment to attend. If you need to cancel, have problems signing up or have questions regarding this workshop, please contact Yvonne Daycak - yvonne.daycak@escneo.org 216-446-3803
    - We discussed the process to raise concerns or questions about class placements for students with disabilities (SWDs).
    - We also discussed having SHTA and Pupil Services work together on a joint communication about what should and should not be put into email. We agreed to discuss this further at another meeting.

Sick Day Transfer, James Schmidt

- Sick day transfer is up and running
    - Questions or concerns, please reach out to James Schmidt
    - Low on sick days and need help, please reach out to James

Building Reports

Boulevard, Angela Anderson(Absent)

- Art room space and mold repairs are rescheduled from over winter break
    - Neal Robinson is working on this

Fernway, Victoria Goldfarb(Absent)

- No Report

Lomond, Donita Al-Amin

- Support member with evaluation concerns

Mercer, Nicole Cicconetti

- No Report

Onaway, Paula Klausner

- Attended the Superintendent's Teacher Advisory Committee.
    - Very glad to be a part of this committee, hopefully it will be useful.

Woodbury, Lee Appel

- No Report

Middle School, Rebekah Sharpe

- A team of members held an informal grievance meeting on 11/13/19, with Ms. Hunter, in which data regarding one particular student was presented. It was stated that section 21.01 of our contract was being violated by this student's blatant disrespect and disregard of adult directives. In addition, we discuss this student targeting other students, specifically female students, and asked for more support to be provided. On 11/20/19, we attend a results meeting about an FBA for the student. At this meeting, a new BIP was presented. This BIP placed more responsibility on the teacher while not asking anything of the student. In addition, the student showed total disregard for this plan Monday 11/18 and Tuesday 11/19. By the time we attend the result meeting, teachers were able to speak at length about why the BIP was not working, and in fact made the situation worse. Administration informed us that an Intervention Specialist for this one specific student would be hired. When we asked for a timeline for this position to be filled, no one was able to give members a specific timeline. It was decided by the team that a formal grievance would be filed. The grievance was filed on Tuesday 11/26/19. Copies of the grievance were shared with both Ms. Hunter and Dr. Glasner. A response meeting was held 12/10/19.Teachers have accepted the response and this matter has been closed.

- I sent an email to middle school members reminding them to document excessively when experiencing habitual behavior issues with students. In addition, I reminded members the procedure for having students removed from class when disrupting (we don't send students directly to the student support room), that we must work our full contractual day from 7:45-3:45, that we are expected to stand at our doors during class changes, and that we are required to attend IEP/504 meetings and must communicate if we will not attend in a timely manner;

- A team of members had an informal grievance meeting with Ms. Hunter on 12/3/19 to discuss a student who is habitually tardy, disruptive, and disrespectful. At this meeting, it was stated that an FBA had been completed and that an IEP meeting would be held Both meetings were held prior to break and the student's placement has changed per her new IEP.

- Teachers continue to be concerned about the number of students, 10-12, who habitually wander the hallways, refuse to go to class, are non-compliant with teachers and administration, and continue to cause consistent disruption in the hallways.

- Members would like to ask what kind of data is being collected to evaluate the effectiveness of Caring School Community and when said data will be shared with staff. Members continue to be concerned that this program is taking a lot of time away from instruction and want to know what kind of data is being collected to verify that the ends are justifying the means.

- On Wednesday December 11, 2019, I received two emails both outlining and concern that took place during the school day. Two teachers within the same wing reported to me that there were students running down the hallway reporting that they had seen a gun during a fight. Both teachers closed and locked their doors, put their classrooms on lockdown, and called the main office to report that this took place. At no point was out building put on lockdown and there was no follow up with either teacher that day. Ms. Hunter was out of town at a conference, but called me when I requested to speak to her at 9:30 that evening. During that conversation, she assured me that there would be a full investigation and that administration would communicate with staff regarding this matter. During the day on Thursday December 12, I spoke with both Ms. Hunter and Mr. Harlow several times as they were completing the investigation. Staff received a vague email the morning of Friday December 13 saying that there was an ongoing investigation of a possible threat. That same afternoon we had a staff meeting. When no one addressed the issue at hand, several staff members asked questions of Ms. Hunter and stayed well after contractual time to have our questions answered and thoughts heard. After this meeting, it was clear that members still felt unsafe and were very unhappy that there could have been a gun in the building and we did not go on lockdown and received no follow up.

  After receiving feedback to an email, I sent to gage staff feelings, Mike Sears wrote a grievance regarding safety. On Monday December 16th and Tuesday December 17, 33 members, both tenured and non-tenured, signed the grievance. The grievance was submitted to building and district level administration Thursday December 19.

  On Wednesday January 8th, a response meeting was held. In this meeting, Ms. Hunter provided a written response to each of our concerns. In addition, a full staff meeting was held Friday January 10th with Vic Ferrell And Jeff Grosse to outline emergency procedures and ALICE. We were also told that on 3-17-20 we will have full district side training. Additionally, at this meeting when asked what the breakdown in the chain of commands was on 12-11-19, Ms. Hunter was direct in telling us that an administrator was aware of the situation and failed to put the building on lockdown.

  Our members are still in the process of deciding whether the response from administration will be accepted or not.

- Our staff received emails Sunday January 5th stating that all after school activities would be cancelled and the building would close at 3 p.m. in order for us to all attend a staff meeting. Several members were frustrated by the short turnaround time for this meeting and that all after school activities were cancelled. At this meeting, it was announced that Mr. Harlow had resigned effective immediately and would not be returning.

- We had grade level meetings last week to remind students of expectations and disseminate information about the grade level trips. I spoke with several members who were upset about the recurrence of these meetings for everyone when the problem behaviors are being demonstrated by less than 10% of our student population.

- After Mr. Harlow's resignation, several teachers who were being evaluated by him had questions about their evaluation process, especially with the January Formative date approaching. Ms. Hunter has contacted those teachers, presented them with options regarding how to proceed with this year's evaluation, and there are plans in place to keep the evaluation process as consistent as possible. In addition, Ms. Hunter contacted John Morris to talk about an extension on January Formatives in order to allow time for everyone to catch up.

- Several teachers who are up for tenure contacted me in early December with the concern that there was no feedback in their teacher evaluation performance rubrics yet. I spoke with Ms. Hunter regarding this prior to winter break. To my knowledge, all feedback has been uploaded and people's rubrics are now up to date.

- Several teachers reached out to me last week regarding new students showing up in our classes with no warning, and IEPs being provided 24-48 hours after the student showed up. In addition, the IEP outline that the student has severe anger and aggression issues. Teachers are feeling frustrated that new students are arriving in class prior to important educational records arriving. I spoke with the counselor in charge of this student. She has reached out to Jen Currie who is aware of this situation and is working with Miata to make sure that when new Special Education student arrive, there is timely communication about needs and plans.

- On Friday December 20, one of our members was called into a fact-finding meeting. At approximately 11:50 he received a request to attend a meeting at 12:20. He was told that he could have union representation at the meeting, he chose to go without representation. At the meeting, our member was questioned about an issue that took place 18 months ago.

  After the meeting, our member stopped by and spoke with me about the frustration that something that happened over a year ago was being brought up now. In addition, he felt targeted as he was one of the first signatures on our grievance. At the initial meeting, he did not receive and detailed information about follow up or timeline of possible disciplinary action. Mr. Koppitch, the member, and I went back to speak with Ms. Hunter that afternoon at 3 p.m. to ask about a timeline and clarify how this was reported and why it was being addressed so far after the fact. The meeting was productive and Ms. Hunter told us that she would communicate with all three of us when she knew more about possible corrective action. At about 4 p.m. that same day, we received emails stating that this incident would be a warming and that no further disciplinary action would be taken. Both Koppitch and I reminded this member not to attend any further meetings without union representation.

- Teachers are still frustrated with the disrespectful behavior of students towards educators. Nothing seems to happen when the MIT team is called and the behavior is not changing. Teachers feel that there needs to be more effective consequences because restorative practices are not working. We may proceed with a level one grievance in violation of article 21.01, with administration not dealing with the consistent unruly students.
    - Administration has stated that they are hopeful that we can work together for a resolution.

- Teachers are concerned that one specific administrator is not knowledgeable about the teacher evaluation process. Administrator has been late to observations, on phone and not paying attention during observations and not prepared to post-conference (with rubric) at post-conferences. In addition, administrator told a teacher, "I was under the impression that all boxes had to be checked within the same category, that's why I gave you all skilled." When the teacher asked how she could be better to get accomplished, this administrator had no suggestions, no feedback and then just moved all checks to "Accomplished".
    - These concerns were shared with Ms. Hunter today. She stated that she takes our concerns seriously and steps are being taken to address the concern.

- Teachers are wondering why students caught using illegal drugs had their consequences changed from ten day suspensions with a recommendation for expulsion to three day suspensions.

*Raven Perry, PTO President expressed her frustrations with the behavior of the students in the district. She has been a substitute at several buildings in the district and the disrespect of the students is awful.

High School, James Schmidt

- I continue to meet weekly with Mr. Juli and have been working with him on various items, including issues involving student discipline concerns, how administration handles referrals, teacher discipline questions, building concerns, staffing issues, and concerns over the evaluation process.

- We have some concerns over the loss of three instructional days in April, right before AP and IB testing is to begin. Right now, we are scheduled to have six half days of school in the Spring from April through early May, which will result in the loss of those three instructional days.

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 10th at the High School

Motion to adjourn the meeting made by Tim Kalan and, seconded by Michael Wells
Meeting was adjourned at 5:46PM

Respectfully submitted,
Darlene Garrison

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





SHTA Representative Council at the January Representatives meeting @ Mercer School.





The SHTA PAC is on . **@**

PAC of the Shaker Heights Teachers Association

Making the Case for Full-time Specialists in Every Elementary

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.

Since I started my career in Shaker Heights nine years ago, there have been only two years when I wasn't traveling between buildings to teach classes. This is not uncommon among our specialist colleagues, some of whom travel extensively during the school week. What does this mean and why should we care?

First, think about relationship and community building. We all know how challenging it can be to build and foster relationships when we are in a classroom with the same students on a regular basis. For special area teachers at the elementary level, apart from Physical Education, we only see students once a week for 45 minutes. This leaves little time in the actual learning space to build relationships--a key factor in student success. Now, add travel to the mix and special area teachers are even more limited. Since I'm not traveling this year I can make myself visible and available to students outside of the library during arrival, dismissal, lunch, and by co-teaching in classrooms as my schedule permits. For a traveling teacher, these things are not always possible, especially if you add in the coverages for Common Planning Time.

In addition, specialists may not see the same students from year to year. I'm fortunate that I see all the classes at Lomond, so I can work on building long-term relationships with my students. This is not the case in other buildings. When I traveled, there would be years when I had one entire grade level, but didn't see them again the following year.

Since we are teachers first, the students are our priority. However, as professionals we know that best practice includes collaboration with our colleagues. Again, let's talk about building relationships; this time from a professional perspective. I cannot tell you how many times during my first couple of years I had teachers ask me if I was a substitute. There is little room to develop professional relationships when you are only in a building part-time. For me, this meant once a week at the beginning of my time and most recently for 30 minutes once a week. We are missing out on opportunities to collaborate in meaningful ways, which in turn is causing our students to miss out.

Secondly, let's look at the curricular impact. Each specialist brings his or her own teaching style and lesson delivery to the curriculum. When two or more specialists share one subject in a building, it is incredibly challenging to give students similar experiences with the curriculum. Single subject teachers who travel are like ships passing in the night. We have no common planning time and only a few District scheduled days to work together. Remember that collaboration and relationship building I previously mentioned? It's equally important to special area teachers as it is classroom teachers.

As we continue to look at equity in the District, it's time to look at special area teachers and how the travel impacts students. Over the last 20 years, numerous studies have shown that having a full-time, certified librarian in the building increases student literacy. While we do see and teach every student, we are missing out on other opportunities to connect and enhance the teaching and learning in our buildings. I think this can be applied to the other special areas as well. We all know the vital role the arts (both visual and musical) and physical education play in the development of the whole child. If we truly want to be a model International Baccalaureate district, we need to invest in the human capital to enhance the role of the single subject (special) teachers in our program.

Rix, Katie. "Are Librarians Still Important?" Administrator Magazine. Accessed 23 October 2019
https://www.scholastic.com/browse/article.jsp?id=3757441

Mary Ann Durkalski
Lomond Library-Media Specialist