Shaker HeightsTeachers' Association

October 19, 2026, ISSUE #2

A Message from the President of the SHTA

If you look at our Constitution and By-Laws on our fantastic new SHTA.net website, you will notice two things about our political endorsements. One is that we do not donate to any specific political candidates, but rather we have a PAC that can advocate for causes that impact education. The Association can support local funding issues with position statements and voluntary monetary contributions.

D. Political Donations/expenditures

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

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

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

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

These policies have been translated over the years into the SHTA not endorsing candidates for school board, local, state, or federal candidates. It's a policy that I stand behind and value. That being said, I will, in the strongest terms possible, recommend NOT voting for any local, state, or federal candidate who has promised to disenfranchise teachers from their collective bargaining rights and the essential right to form and be part of a union.

IMPORTANT DATES

Tuesday, October 27, 2026
Board of Education Work Session
5:00 PM - 7:00 PM

Friday, October 30, 2026
PreK-12 Conferences (No School for Students)
All Day

Monday November 2, 2026
PreK-12 Conferences (No School for Students)
All Day
*SHTA Executive Board - High School

Tuesday November 3, 2026
Election Day (No School for Students/Professional Learning Day for Staff)
All Day

Monday, November 9, 2026
SHTA Representative Council - Boulevard

We have fought this fight before. Those of you who have taught long enough to endure the fight over SB1 know the effort it took to reinstate the collective bargaining rights of public workers. Now we have a gubernatorial candidate who is specifically targeting teachers unions to separate us from our rights. We will be more vulnerable than ever when excluded from our other public sector siblings.

Please vote for pro-labor candidates. I believe that you will find that these candidates traditionally value the other impulses we have as educators and supporters of a better future for our most vulnerable students and families. Union is more than membership in a collective bargaining unit. It is a world view and a way of life. Please get out there on voting day and do the single most important thing you can do as a citizen and a labor advocate: VOTE!

It's been a busy September. I spoke with Superintendent Dr. David Glasner regularly. I communicated with Human Resources Director Dr. Tiffany Joseph regularly. I updated the SHTA Facebook page with Publications Editor Andrew Glasier. I attended a union jobs career fair on September 12 at SEIU District 1199 in Shaker Square. I communicated with Special Education Chair Tito Vazquez concerning multiple building concerns. I communicated with SHTA Legal Counsel Brooks Boron about member issues. I communicated with members concerning payroll concerns. I communicated with retirees about the buyout and STRS concerns. I finalized an MOU with the district on split class pay at the elementary level with our legal counsel Brooks Boron, officers, and executive board members. I attended the successful Fall Happy Hour, facilitated by Social Chair Enid Vazquez. It was a great event. I attended two fact finding meetings with a member. I worked with a member and SHTA Lawyer Brooks Boron on a personnel matter. I reviewed the NEW SHTA web page with Publications Chair Andrew Glasier and members of the executive board. I attended a meeting on the proposed district publications policy with impacted members and administration. I attended the Shaker Heights Union Leadership meeting with Vice President Jessica O'Brien. I assisted a member with a worker's compensation issue. I corresponded with a retiree on a supplemental issue. I considered a proposal sent from a building representative concerning an executive board issue position. I received correspondence from Dr. Shelby concerning a non-evaluative special education audit. I attended the insurance committee meeting with Professional Rights & Responsibilities Chair Mike Sears. I met with a member and administration on a communication issue. I worked with executive board members on refining our "Know Your Rights" document. I asked Publications Editor Andrew Glasier to send out the class splitting MOU and an explanatory letter.

Election day is just around the corner. Please make a plan and prepare to vote (if you haven't already). I would argue that this is the most important Ohio election in the last thirty years. Please vote to support our union, our collective bargaining rights, and quite literally our way of life. This is not hyperbole. It remains an honor to represent you all as president. Please reach out if I can answer questions or assist in any way (x6033).

Respectfully submitted,
Dr. John Morris, President

SHTA OFFICERS' REPORTS

VICE PRESIDENT'S REPORT

It is finally FALL, the temperature has dropped and leaves are starting to change. That also means it's time for the Becky Thomas Fellowship Grant. Attached here is the Becky Thomas Fellowship Grant form. The Fellowship Grant is named after former SHTA President Becky Thomas and is for $100 to be used in any of the following ways:

1. Seminars
2. Professional conferences
3. Course work
4. Membership fees for professional associations (excluding the SHTA Membership)
5. Professional development materials

The $100 may not be used for classroom materials or supplies. The grant is only open to SHTA members. The winners will be randomly drawn during the November Representative Council meeting. If you have any questions please reach out. The form is due by November 6th.

Additionally, I cannot say **THANK YOU** enough to all of the SHTA head building representatives, who helped SHTA Membership Chairperson Sharita Hill and myself get our new membership forms completed. I understand that this was a daunting task and want to express my appreciation for your hard work.

I would also like to communicate to the membership that you are well within your rights to include your Association representation in any communications that you send to administration or colleagues. If you have questions or concerns about including Association representation, please reach out.

Congratulations to the PTO and staff for a super successful 5K fundraiser. I attended the executive board meeting this month, along with the district union leadership meeting, with SHTA President Dr. John Morris. I assisted members with FMLA questions, dues concerns, and questions about supplementals. I worked with the executive board on the Memorandum Of Understanding for class splitting at the elementary level. I also attended the wonderful SHTA Happy Hour hosted by SHTA Social Chairperson Enid Vazquez.

Respectfully submitted,
Jessica O'Brien (OB), Vice President

SECRETARY'S REPORT

Fall is my favorite time of the year! I hope you are finding time to enjoy the beautiful weather, vibrant autumn colors, and, of course, some exciting baseball!

Since our last meeting, I have been busy fulfilling my responsibilities as secretary. I attended the fall meeting of the investments committee alongside members Matt Zucca, Matt Klodor, Jamie Harden, and Bill Scanlon.

Additionally, I sent invitations for the October Executive Board and Representative Council meetings. I am also responsible for recording attendance and preparing meeting minutes to ensure accurate documentation of our discussions and decisions.

I look forward to continuing to support the important work of our Association and keeping everyone informed and connected.

Don't forget to vote!

Respectfully submitted,
Chante Thomas, Secretary

TREASURER'S REPORT

In approximately two weeks, you have a chance to voice your opinion on who our next governor will be. We have one candidate who says Ohio should "go further in the direction of school choice," and thinks "we need to end teachers' unions," and another candidate who proposes "bring(ing) reform to our corrupt school voucher system" and is endorsed by the two largest Ohio teachers' unions. I have already voted downtown. Please make your voice count. If you don't, it could make things very difficult for our Association.

On October 6th the Investments Committee, made up of Jamie Harden, Chante Thomas, Matt Zucca, Matt Klodor, and myself met with our Edward Jones advisor to make some changes to our Edward Jones investments,which are currently over two million dollars. We went straight from that meeting to Key Bank to meet with our investments advisor there.

I only publish a financial report every other month, so you can look for that to come in November.If anyone has any questions, just let me know.

Respectfully submitted,
Bill Scanlon, Treasurer



EXECUTIVE BOARD REPORTS

PROFESSIONAL RIGHTS AND RESPONSIBILITIES REPORT

The hearing for Grievance 9.16.26 was held on September 23rd. The administration's disposition denied the grievance because employees received their paychecks in the form of direct deposits by the end of the day on Friday, September 16th. Any members who lost money due to the delay (overdraft fees, late fees, etc.) should email Treasurer Donte Hayes (hayes_d@shaker.org) to schedule a meeting. If a member reviews their account with Mr. Hayes, and provides evidence of financial loss; the school district will reimburse the member. Members should copy me on their emails to Mr. Hayes.

Grievance 4.15.26 regarding the operating procedures of the evaluation committee had moved to step III (arbitration) on May 15th. The grievance was withdrawn on September 11th because evaluation committee members reported that the committee met on August 14th, and was following the guidelines from the original Memorandum Of Understanding. If the administration does not follow these guidelines in the future, evaluation committee members may file another grievance.

Treasurer Donte Hayes contacted me a few times in September regarding payroll concerns and SHTA member dues being deducted from payroll. I worked with SHTA Vice President Jessica O'Brien to help communicate to Mr. Hayes that Membership Chair Sharita Hill would provide payroll with an updated membership list by October 1st, and the first payroll deduction of $36 for dues would occur on October 16th. Payroll Supervisor Jennifer Browne and I discussed supplemental contracts for fall coaches that were not paid on September 16th, and she agreed that they would be paid on October 1st.

During the past month, I worked with members who had questions about service credit, FMLA, graduate credit hours, personal days, the Employee Assistance Program, and Middle School building concerns. I also attended the SHTA Happy Hour on September 25th, the SHTA Executive Board meeting on October 5th, and the SHTA Representative Council meeting on October 12th. The supplemental committee is meeting on October 22nd.

The insurance committee met on October 6th, and here are a few important items from the meeting's agenda:

- For the 2026 calendar year, the school district is spending 90% of its insurance budget allotment for Medical Mutual insurance expenses. This number was also at 90% for the calendar year ending in 2025. This is significantly better than from 2021 to 2024, when the district spent 101%, 105%, 108%, and 100%, respectively. However, due to the volatility in health care prices, the district decided to increase our allotment for 2027 by 5%. This is like an increase in premiums, but since we are self-insured we set our own budget based on trends and analytics provided by Gallagher Benefit Services and Medical Mutual. The SHTA member contributions to this plan will also increase from 14% to 15% on January 16, 2027.
- Open Enrollment starts November 2nd and ends November 20th.
- The annual Health and Benefits Fair will be November 3rd from 12:00 to 3:00.
- Delta Dental has proposed an initial premium increase of 7.69% in 2027, but the district is negotiating with them after finding a better offer from a competitor.
- Eyemed rates are guaranteed through 12/31/28.
- Dearborn Life Insurance Rates are guaranteed through 12/31/27.

Respectfully submitted,
Mike Sears, chairperson

EVALUATION COMMITTEE

Greetings colleagues and friends! Thank you for the continued opportunity to serve the Association as the evaluation chair. In this position, I serve as co-facilitator of the evaluation committee with Human Resources Director Tiffany Joseph. I also work with Andrew Glasier, Megan Dora, and Addie Tobey to coordinate the Peer Evaluation Program. All members of the committee and I are available to answer your evaluation questions and concerns. I will continue to communicate information about evaluation procedures throughout the year through this newsletter and during SHTA Representative Council meetings.

All buildings have had staff meetings to review evaluation basics. You can access the slides here. These slides serve as a resource for both teachers and evaluators as they engage in the evaluation process. I will add or clarify information as needed and will inform you of changes. Please note these changes if you opt to print a static copy. There are numerous links to videos, examples of forms, the High Quality Student Data menu, and Ohio Evaluation System (OES) support. The Resource Packet has also been updated. It contains a bit more elaboration on the elements of evaluation.

All teachers evaluated with the Ohio Evaluation System, OES, should have completed the Annual Professional Growth Plan (PGP) in OES by October 16th. The expectation is for two goals to be created this year. Teachers who have "Self-Directed" Professional Growth Plans or who are participating in the Peer Evaluation Program are not required to work with building administrators to create these plans, nor do they need to be approved by building administrators. Self-adirected goals are created and edited only by the educator. The OES indicates the educator's Professional Growth Plan status at the top of the PGP page. This plan should be discussed and reviewed throughout the year with your evaluator. Also, be sure to review the OES site and forms, as well as check your evaluation cycle and listed evaluator asap.

The effective use of High Quality Student Data (HQSD) is a part of the evaluation process. Teachers need to:

- choose two sources from the HQSD Instrument Menu. The Evaluation Committee will approve additional instruments, as needed. Teachers who have Value-Added data must use it as ONE of their sources.
- complete the HQSD Verification Form on OES. The HQSD form link is on the left under the Professional Growth Plan on each teacher's evaluation overview page. Teachers should add the two measures they will use as two separate entries.
- familiarize themselves with the OTES Rubric, particularly the references to use of data. The rubric should be considered every year, especially when planning and implementing new curriculum assessments
- conference with their evaluators about their use of data, HQSD and otherwise.

Your evaluator should be reaching out to you soon, if they haven't already done so. First observations for those on a Full Cycle should take place by the end of January. The first observation is a holistic look at planning and teaching practices, classroom environments, how data is used to make instructional decisions, and professional expectations. Evaluators are noted on OES. If you haven't heard from your evaluator by the end of October to

schedule your observation, please reach out to them and/or your building representative or an evaluation committee member to support the process.

The Peer Evaluation Program has well over 100 educators, counselors, and nurses participating across the district. After over a decade, this program continues to thrive as a unique professional learning opportunity. Building principals have always had the responsibility of approving or denying participation. Newer additions to the administrative team requested clearer guidance in making these decisions. The Evaluation Committee voted on a revised version of this guidance document. The Peer Evaluation Guidelines for Administrators will be distributed by the end of the month and replaces the document entitled "Peer Evaluation Decision Rubric" that was distributed at building OTES meetings in September. These guidelines will be used to approve participation for the 2027-2028 school year and beyond.

Peer evaluators must participate in a PL session with the coordinators this fall. At this time, sessions will take place on October 20, October 28, and November 5. If you are a peer evaluator and did not receive an invitation, please contact a coordinator right away. The coordinator team will do its best to accommodate scheduling conflicts by offering another session, if needed. That being said, I encourage participants to do their best to make arrangements in order to attend one of the offered dates. The session is designed for interactive and collaborative learning and, therefore, cannot be replicated with handouts or videos.

Peer evaluation participants for this year have been coded in OES. Please double check that you have access to your partner's evaluation so that any errors can be corrected right away.

I am grateful for the continued support and recognition of this program as valuable professional learning work. Stacy Poole has been exceptionally supportive and collaborative with the implementation and organization work administratively. I also appreciate the time and support by the building administrators. I truly believe that this work brings us towards alignment with other highly professional fields.

Andrew Glasier (High School), Addie Tobey (Middle School) and I (Elementary) will continue to serve as the co-coordinators of the Peer Evaluation Program this year. We are happy to assist you in any way we can throughout the process. Compensation for completed evaluations will be disbursed in June 2026. Megan Dora (HS), Keesha Woodruff (HS), Addie Tobey (MS), Deanna Clemente-Milne (MS), and Tim Kalan (ON) also continue to serve on the district's evaluation committee and can answer questions, take feedback and suggestions, and provide any support you may need. Thank you for reading, and have a great fall!

Respectfully submitted,
Lena Paskewitz, chairperson

SPECIAL EDUCATION COMMITTEE

I attended the executive board meeting and general body meeting, and I attended the SHTA Happy Hour at Boss Dog Brewery. Thank you SHTA Social Committee chairperson Ms. Enid Vazquez.

I met for the second time with the Director of Special Education Dr. Shelby, who informed me that new ETR and IEP forms are in their final formatting stage and are expected to be released; however, they will not be required for use during the 2026-2027 school year. The forms will be in effect for the 2027-28 school year and the district will provide training for all special education staff during professional learning days later this year. Also, the district has partnered with the Educational Service Center of Northeast Ohio (ESC-NEO) to conduct a comprehensive audit of special education

services. The audit is not evaluative for individual staff but rather is a way to identify areas needing support and areas of strength across the district.

I spoke with SHTA President Dr. John Morris and Vice President Jessica O'Brien over member concerns. I communicated with Special Education Supervisor Jennifer Currie (7-12) over special education concerns.

I assisted a member who was assaulted by a student and checked on the member multiple times while the member is on medical leave. It is very important that EVERY SHTA MEMBER knows that we as a UNION care about their health, both emotional and physical. I provided advice and guidance to a member concerning a peer interaction situation and the appropriate steps to solve future situations. I met with SHHS Principal Isaiah Wyatt and Associate Principal Liz Massey concerning high school staffing needs.

I spoke with Shaker Middle School members concerning the need for direct administrative support concerning issues with a special education student's parent. I spoke with Dr. Shelby, who stated that she appreciates the professionalism of the Shaker Middle School IEP Team and will make sure that they feel appreciated and supported by administrators in difficult meetings. I spoke with members of Shaker Middle School concerning schedule concerns,the expectations to focus on a specific situation, and the concern of not meeting deadlines and professional expectations due to administrative requests.

I discussed a member's concern of the amount of students in her Life Mathematics class after looking more closely at the class and disability makeup. The teacher informed the special education supervisor and Shaker Heights High School administrators about these concerns. The teacher has 15 total students,12 with a Specific Learning Disability, which is the state maximum per class. If another student is added to the class with that very disability (specific learning disability), the class will be out of compliance according to the Ohio Department of Education. There would have to be accommodations put in place to support both the students and the member who teaches the class. This is the result of not having two of the same exact section of this class the same period or one during another period of the day to lower the class size. Mr. Wyatt and I discussed the concern, he listened, provided positive feedback, and stated that he will bring this concern to the administrator in charge to remedy it.

Lastly, to all general education educators at the middle and high school level, let's support the intervention specialists by attending IEP meetings so that the meetings can 1) happen, 2) as a district, we are in compliance and 3) we are able to provide our students with the absolute best education that we as a district can provide.

Respectfully submitted,
Anastacio 'Tito' Vázquez, Jr., M.Ed., chairperson

OCCUPATIONAL HEALTH AND SAFETY COMMITTEE

I answered member questions regarding the Sick Day Transfer Program. Members are encouraged to visit the new SHTA website and review the FAQ section for additional information and answers to common questions: Sick Day Transfer Program FAQ.

I discussed the rodent concern at the High School with Head Representative Nick LaPete and followed up with Sean Brown, Assistant Director of Building and Grounds. Mr. Brown explained that snap traps are placed inside rooms with bait boxes outside the building, depending on the severity of the issue. The custodial team checks the traps and disposes of them as needed. The custodial crew is aware of the concern and is working to address the problem.

Additionally, I supported a member who raised concerns about internet connectivity and Wi-Fi reliability, particularly regarding the impact these issues may have on staff and student safety.

I attended the SHTA Happy Hour to connect with fellow members and colleagues.

I also participated in an investment committee meeting with Treasurer Bill Scanlon and other committee members at Edward Jones and Key Bank.

If you have a health or safety concern in your building, or if you have questions about the SDTP, please reach out to your building representative or contact me directly at zucca_m@shaker.org.

Respectfully submitted,
Matt Zucca, chairperson

SOCIAL COMMITTEE

The first SHTA Happy Hour at Boss Dog Brewery was a success! I want to thank everyone that showed up, it was nice seeing everyone and meeting new members. A great time was had by all! I hope that you consider attending the next SHTA Happy Hour. Teaching is hard work, and sometimes the best support comes from connecting with the people who understand it best—our fellow educators! The SHTA Happy Hours are great opportunities to relax, unwind, build relationships with colleagues, and strengthen our sense of community outside the classroom. Whether you want to meet new people, catch up with familiar faces, share a few laughs, or learn more about your union, this is a chance to come together in a relaxed, welcoming atmosphere. We work hard for our students every day, so let's take some time to connect, recharge, and celebrate the amazing work we do together. Come for the camaraderie, stay for the community! **Don't just hear about it afterward—be part of it! We hope to see you at the next one!**

Respectfully submitted,
Enid Vázquez, chairperson

POLICY COMMITTEE

There are occasions when our members find themselves in meetings with parents and administrators when appropriate decorum or rules of professionalism are not being observed. If a member is feeling uncomfortable, harassed or attacked, there is a protocol in our constitution that can address how to handle the situation. At the end of our constitution is an addendum titled: SPECIAL POLICY FOR SOLVING PROBLEMS. It reads:

A. We expect our members to take part in any conference so long as the educational needs of the child remain the focal point of that conference. If the conference is to be held outside of the normal school hours, then the member must be agreeable as to the time.
B. If a situation arises in which it is no longer possible to maintain a conference in which the educational needs of the child are paramount and there is no administrator present to terminate the conference then our member, with as much decorum as possible, should inform the other party involved that the conference is terminated for now and will be resumed if the other party so desires, when our member is able to secure Association/legal representation and/or the presence of an administrator.
C. If in a conference between a parent, member and administrator a situation arises in which it is no longer possible to maintain a conference in which the educational needs of the child is paramount, then our member, with as much decorum as possible, should request that the conference be terminated until such time as the member is able to secure Association/legal representation. The administrator should honor such a request.
D. Remaining in a conference that has degenerated into a forum for the leveling of undocumented charges cannot in any way serve any legitimate educational need and will only serve to make a future solution to the problem more difficult, if not impossible. A cooling-off period is needed. This is what we hope will be accomplished by terminating the conference.

Respectfully submitted,
Tim Kalan, chairperson

MEMBERSHIP/ELECTIONS COMMITTEE

I met with SHTA Vice President Jessica O'Brien to discuss numbers of members who have completed the membership form prior to October 1st. I shared the membership form with head representatives from each school to confirm member counts and encourage staff to complete the form prior to October 1st. I want to personally thank all building representatives for helping me with this process. We will not need to do this every year. Moving forward we will add to this list or remove members as needed.

I met with High School Head Representative Nick LaPete to discuss issues with the Powerschool grade book set up and confirm that the issue had been resolved. I confirmed that the issue had been resolved with other members in the science department, as well.

On September 29, 2026, I took a clerical day to collect membership information from Google Form, and set up a list of members with payroll deduction to send to Human Resources.

I communicated with SHTA officers Jessica O'Brien and Dr. John Morris about waiver of planning sheets not submitted to Human Resources without this information being communicated. The issue has been resolved.

I collected membership dues checks and had them sent to Treasurer Bill Scanlon and created a separate spreadsheet to send to Senior Accounting Specialist Jennifer Browne for payroll deductions of current SHTA members. It was sent off on October 1st. First dues payment will be October 16, 2026.

I communicated via email with current members that reached out wondering when the first payroll deduction would be (October 16). I communicated with possible members that reached out asking for an extension on paying via check.

I talked to executive board members about the rollout of the new SHTA website and attended the SHTA happy hour. I also attended the executive board meeting for September at the high school.

Respectfully submitted,
Sharita Hill, chairperson

DIVERSITY, EQUITY & INCLUSION COMMITTEE

Culturally Responsive Teaching: Moving Beyond Checklists to Meaningful Change

Hello colleagues, the following is an excerpt of an article that offers practical ways for educators to think about how to move beyond simply selecting diverse materials or recognizing cultural heritage months and instead consider how our curriculum, instructional practices, and collaborative planning can affirm students' identities, connect learning to their lived experiences, and promote equity for all students.

Teacher Collaboration: Working Together for Culturally Sustaining Instruction

Teachers can use the following questions to guide collaborative planning, professional learning, and curriculum discussions:

- **Connect curriculum to students' lives:** How can we connect the content we teach to students' lived experiences, backgrounds, and communities?
- **Examine systems of power and oppression:** What inequities, biases, or systems of power are reflected in the texts and content we teach? How can we help students critically examine issues such as racism, immigration, gender roles, and socioeconomic inequality?
- **Affirm students' identities and perspectives:** How does our curriculum recognize, represent, and affirm the identities, cultures, languages, and perspectives of all students?
- **Expand students' perspectives:** How can our instruction broaden students' understanding of diverse experiences, cultures, and social issues while addressing gaps in cultural representation?

Full Article

Respectfully submitted,
Dr. Nicole Sherman Patterson, PhD., chairperson

LEGISLATIVE COMMITTEE

This month I will be highlighting a new bill that has been introduced in Ohio's House of Representatives, a recent study on the Department of Education's school monitoring process, and a spotlight on Ohio gubernatorial candidates's education platforms. Also, do not forget to **vote on Tuesday, November 3rd!**

- **Ohio HB 1012**: Currently introduced in Ohio's House, HB 1012 proposes creating a $360 million reimbursement fund to help public school districts cover the rising costs of special education. Advocates highlight that rising enrollment among students with disabilities currently forces districts to pull funds from general operating budgets. If passed, the legislation would provide financial support to prevent general fund shortfalls, ensuring special education programs receive necessary resources and materials without compromising broader educational services. (more info here)
- **Department of Education School Monitoring Process Concerns**: A nonpartisan watchdog report recently published warns that the U.S. Department of Education pausing its oversight process leaves billions in federal school funding at risk for fraud or misuse. The report also highlights that national attendance data is flawed, with some schools using mismatched calculations that showed impossible absenteeism rates over 100%. Until monitoring resumes, the department cannot ensure states are following federal laws or accurately tracking student attendance. (more info here)
- **Ohio Governor Candidate's Education Policy:** As Election Day approaches, Ohio voters must decide which candidate for governor offers the best path forward for the state's education system. Democrat Amy Acton wants to direct state resources to public schools, restrict private school vouchers, and raise teacher salaries across the board. Republican Vivek Ramaswamy supports expanding private school vouchers, raising academic standards, and rewarding top-performing teachers with higher pay. Libertarian Don Kissick favors simplifying school funding and targeting vouchers to families with the greatest need. This article provides a breakdown of each candidate's stance on a number of issues. Remember to vote on Tuesday, November 3rd! (more info here)

Respectfully Submitted,
Matt Klodor, chairperson

SHTA PAC COMMITTEE

WE ARE IN THE MIDTERMS PUSH - VOTING HAS NEVER BEEN MORE IMPORTANT!

The SHTA PAC implores our full membership to engage in the 2026 Midterm Elections as an imminently consequential election for our state and our nation.

Priority 1: ENGAGE: PLEASE MAKE SURE YOU VOTE. The efforts to disenfranchise voters are concentrated and ongoing - we MUST show up to the ballot box. Voting early is a great way to make sure your vote is handled correctly and without any interference.

Priority 2: ENCOURAGE everyone you know to vote as well. Team up with people that you know to vote together, and make sure to emphasize the importance of voting to the YOUNG PEOPLE in your life and support the ELDERLY in your life to get to the ballot box by offering rides and company. Early voting is a great option!

Priority 3: EXPLAIN to everyone you know how these elections can impact our community, your profession, and our country. The Republican gubernatorial candidate is explicitly anti-teacher-union, anti-collective bargaining, and anti-public education. Control of the House of Representatives and Senate is on this ballot, as is the hope of any sort of checks and balances on the increasingly concerning actions being taken on the executive branch.

2026 PAC ENDORSEMENTS

Ohio Governor
Democrat Amy Acton (vs. R Vivek Ramaswamy)

Senate
Democrat Sherrod Brown (vs. R Jon Husted)

Respectfully submitted,
Nick LaPete & Jessica O'Brein, co-chairpersons

PUBLIC RELATIONS COMMITTEE

Over the past month, my public relations work has focused on the SHTA shirt sale, coordination with Association leadership, and follow-up with our printing vendor.

The shirt sale has closed. Madison Graphics confirmed 46 orders totaling 56 items and indicated that everything will move into production. I have requested an estimated completion date so we can communicate a clear distribution timeline to members. Distribution by the end of October remains the goal, pending confirmation from the vendor.

During September, I also shared shirt-sale information with the publications chair, processed outstanding advertising payments from the previous year, and compiled materials from past teacher appreciation gifts for the social chair to use as prizes.

My next priority is to confirm the production schedule and coordinate shirt distribution. Thank you to everyone who supported the sale and helped share the information with members.

Respectfully submitted,
Bob Bognar, chairperson

NEW TEACHER COMMITTEE

Hey SHTA! **Have you banked some college credit (+15, +30, +45, PhD?!)?** Salary Reclassification happens twice per year. Official transcripts and request forms are **due to Stacy Poole** (poole_s@shaker.org) either by **Tuesday 10/27/26** (two weeks prior to the 11/10/26 BOE Meeting) or **Tuesday 3/30/27** (two weeks prior to the 4/13/27 BOE Meeting).
SHTA Collective Bargaining Agreement 27.10

Want to get reimbursed for your course work? The district offers tuition reimbursement. Request forms, official transcripts, and proof of purchase are due to Stacy Poole (poole_s@shaker.org) by **Tuesday 12/01/26.**
SHTA Collective Bargaining Agreement 25.03

Curious about Open Enrollment?
Open enrollment for our insurance plans is November 2-20th. Forms are available on the staff intranet, going to the Human Resources & Benefits sections, and selecting Human Resources Forms. Any questions, please contact Nellie Brown (brown_c@shaker.org)

Wondering about your Continuing Contract?
As per Ohio Revised Code 3319.08, the following is the eligibility requirements to be evaluated for a Continuing Contract (Tenure):

CONTINUING CONTRACT GUIDELINES for ELIGIBILITY ORC- 3319.08
MUST HAVE 5 YEAR LICENSE- Received Educator License **Prior to** January 1, 2011:
-Work in Shaker 3 of last 5 years
-MA at time of ODE License - needs 6 additional hours
-BA at time of ODE License - needs 30 additional hours
MUST HAVE 5 YEAR LICENSE- Received Educator License **After** January 1, 2011:
-Work in Shaker 3 of last 5 years
-Must have Educator License for 7 years
-MA at time of ODE License - needs 6 additional hours
-BA at time of ODE License - needs 30 additional hours
MUST HAVE 5 YEAR LICENSE
**IF NEW HIRE HAD CONTINUING CONTRACT IN ANOTHER OHIO DISTRICT
-MUST WORK IN SHAKER FOR 2 YEARS

Finally, I haven't heard from any new SHTA members yet this year, are you all ok? I know you are, but transitions are hard! Let me know if I can support you: grahl_k@shaker.org.

Respectfully submitted,
Kelly Grahl, chairperson

LEGAL AID COMMITTEE

NO REPORT
Respectfully submitted,
James Schmidt, chairperson

PUBLICATIONS COMMITTEE

This past month, the new SHTA website, SHTA.net, was designed and published. I want to thank retired member Aquita Sheppard for her work on the website. Aquita also trained me on how to edit the website.

The Association paid Ms. Sheppard $3000 for her work creating, designing, and teaching me to edit the website. We also purchased the WIX premium plan for three years for $456.84, which is a 50% discount. After the three years, it will go to a monthly plan. Finally, we purchased the domain name for the next ten years for $295.13.

I am looking for a co-facilitator of the website who has experience with WIX. If you are interested, please email me at glasier_a@shaker.org.

If you are interested in writing an editorial for the newsletter, please email.

Respectfully submitted,
Andrew Glasier, chairperson

Follow the SHTA
On Facebook
https://www.facebook.com/profile.php?id=100063673557291
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https://www.instagram.com/shtassoc/

MINUTES FOR THE REPRESENTATIVE COUNCIL MEETING

SHTA President Dr. John Morris started the October 12, 2026 Representative Council Meeting at 4:30 PM. The meeting took place at Fernway Elementary School. Dr. Morris introduced **Principal Aderica Grier.**

Fernway Principal Aderica Grier greeted the members of the representative council and thanked the SHTA for their partnership.

A motion for approval of the MINUTES from the September 8, 2026 Representative Council meeting was made by Eileen Sweeney and seconded by Andrew Glaser.

Administration Report
Director of Human Resources Dr. Tiffany Joseph was present for the SHTA Representative Council Meeting. She had no report. She stated that it was good to see everyone on a sunny day. She asked if there were any questions for her. (President John Morris replied no).

PTO Report

PTO President Ms. Kristina Gobel was not present for the meeting. Vice president Jessica O'Brien shared the report on her behalf:
Shaker Raider 5K

- Thank you to SHTA for your sponsorship of this annual event and to those teachers/staff who ran, walked, volunteered or cheered on the participants.
- Close to 650 community members registered for the 5K and 1 mile fun run combined.
- Beautiful morning filled with community building
- Look forward to hosting the event again next year

Officers' Reports

President Dr. John Morris

- I spoke with Superintendent Dr. David Glasner regularly.
- I communicated with Human Resources Director Dr. Tiffany Joseph regularly.
- I updated the SHTA Facebook page with Publications Editor Andrew Glasier.
- I attended a union jobs career fair on September 12 at SEIU District 1199 in Shaker Square.
- I communicated with Special Education Chair Tito Vazquez concerning multiple building concerns.
- I communicated with SHTA Legal Counsel Brooks Boron about member issues.
- I communicated with members concerning payroll concerns.
- I communicated with retirees about buyout and STRS concerns
- Finalized an MOU with the district on split class pay at the elementary level with our legal counsel Brooks Boron, officers, and executive board members.
- Attended the successful Fall Happy Hour facilitated by Social Chair Enid Vazquez. It was a great event.
- Attended two fact finding meetings with a member.

- Worked with a member and SHTA Lawyer Brooks Boron on a personnel matter.
- Reviewed the NEW SHTA web page (shta.net) with Publications Director Andrew Glasier and members of the executive board.
- Attended a meeting on the proposed district publications policy with impacted members and administration.
- Attended the Shaker Heights Union Leadership meeting with Vice President Jessica O'Brien.
- Worked with a member on a workers compensation issue.
- Corresponded with a retiree on a supplemental issue.
- Considered a proposal sent from a building representative concerning an executive board issue position.
- Received correspondence from Dr. Shelby concerning non-evaluative special education audit.
- Attend the insurance committee meeting with PR&R Chair Mike Sears.
- Met with a member and administration on a communications issue.
- I worked with executive board members on refining our "Know Your Rights" document which will be sent to members soon.
- I asked Publications Editor Andrew Glasier to send out the class splitting MOU and an explanatory letter.

***Vice President* Jesssica O'Brien**

- I attended Social Chair Enid Vazquez's Happy Hour event at Boss Dog Brewery, which was wonderful.
- Met with Exec Board members to discuss the new website, SHTA.net. It looks great if you have not seen it, I encourage you to go and check it out.
- Met with a member to discuss FMLA.
- Met with a member and assistant principal Katie Slifkin to clear up communication and discuss how communication can be more effective in the future.
- Worked with executive board members on the MOU for class splitting at the elementary level.
- Worked with Membership Chair Sharita Hill, Communications Chair Andrew Glasier and head representatives of all of the buildings to coordinate efforts to make sure that all members filled out the membership form. Head representatives did an amazing job. Thank you for your hard work and your due diligence in getting this done.
- Attended district union leadership meeting with President Dr. John Morris.
- Communicated with members that SHTA dues would be removed starting October 16th.
- Helped a member with workers compensation paperwork after being hurt while breaking up a fight.
- Answered questions about supplementals and communicated to members that supplementals will be sent out before October 30th.
- Attended the executive board meeting.

Secretary Chante Thomas

- Attended the executive board meeting.
- Attended the investments committee meeting with members Matt Zucca, Jamie Harden, Matt Klodor and Bill Scanlon at the Edward Jones office in Aurora.
- Emailed the invitation for the executive board and representative council meetings.
- Took and recorded minutes and attendance.

Treasurer William Scanlon (absent)

- Report in the newsletter.

Building Representative Reports

Boulevard - Cathy Grieshop

- I met with our building committee and sent out an email asking the staff to join.
- I communicated with members to find out if they were receiving email from SHTA.
- I helped a member with a personnel concern.
- I checked in with our new teachers to make sure they received all of their pay for the new teacher orientation days.
- We still have one paraprofessional covering 7 students in 2 classrooms. This is too much for one person.
- We are thankful for the treats the Boulevard PTO has provided for us on Fridays.

Fernway - Jamie Harden, Tori Rosen

- The following report summarizes recent developments, member concerns, and accomplishments related to SHTA representation and building-level initiatives at Fernway.
- Thank you to Mr. Spector and Ms. Seman for their support and assistance in hosting the SHTA Rep Council meeting at Fernway. Your time, collaboration, and support were greatly appreciated!
- On September 9, we held the first scheduled check-in meeting with principal Aderica Grier. Topics included welcoming the SHTA Rep Council to Fernway, planning for the building committee meeting, absences of less than two hours, and completing Public School Works requirements.
- On September 15, a member expressed concerns regarding violent student behavior and the lack of adequate paraprofessional support. Since the concern was raised, an additional paraprofessional has been hired, and communication has been initiated by the member to help address and support the student's behavioral needs.
- On September 16, several members expressed concerns regarding delayed paychecks. These concerns included new teachers who had missed pay over the summer and the financial impact of delayed payments, including overdraft fees.
- On September 24, we sent email updates and reminders to SHTA membership to help keep members informed of important information and upcoming responsibilities. On September 29, we supported efforts to collect completed SHTA membership Google Forms and encouraged members to submit the required information through emails, PA announcement and personal check-ins.
- On October 8, we facilitated the first building committee meeting to provide staff with an opportunity to discuss building-level concerns, collaborate on potential solutions, and identify areas for improvement.

Lomond - Veronica Wadsworth, Krystal Allen-Jackson

- Teachers have expressed concerns about the timing of payroll.
- Literacy specialists and single subject teachers have expressed concerns related to being asked to use their planning time to cover classes where the teacher is absent.
- Teachers have shared concerns related to office supplies (e.g., tape, sheet protectors, folders)

not being ordered on time and accessible.
- Building representatives have met with principal Mr. Charles Dorsey twice, once in September and once in October.
- Teachers have expressed concerns related to staffing shortages, especially paraprofessional shortages in the Behavior Focus Classroom.
- Building representatives are working on organizing the building committee.

Mercer - Eileen Sweeney, Nicole Cicconetti

- This month I met with principal Mrs. Ronesha Campbell for our weekly meeting. We continue to discuss the increased amount of workload on teachers, especially related to new expectations. Mrs. Campbell is working on prioritizing tasks and taking off other tasks to ease the workload. She stresses that teachers need to focus on what they do naturally when lesson planning. This is greatly appreciated. We discussed the difficulty teachers were having as it relates to the schedule. The Building Leadership Team will problem-solve the issues.
- A lockdown drill was conducted this month. The staff were given an opportunity to give their feedback.
- In early September, Principal Campbell expanded the times the building is open (temporarily open until 6:00 pm) to support staff preparing lessons and getting classrooms ready. We are going back to the original schedule to close the building at 5:30 pm. If an individual needs additional time on occasion, they should speak with our head custodian.
- The safety of staff and students continues to be an issue that is being monitored.
- I participated in the September building committee meeting. We discussed concerns related to the Father's Walk. Safety was prioritized and the team brainstormed ideas to improve the event. Staff supervision at arrival and dismissal was reviewed. There were some assignment changes to improve coverage of all areas. Staff need to adhere to the protocols to ensure students are not roaming the halls. The committee talked about conversations among teachers. These conversations need to be held behind closed doors and not in the vicinity of students.
- I worked with members to ensure all SHTA completed the membership survey. I consulted with staff regarding collaboration concerns. I posted the Happy Hour poster to encourage attendance.
- The PTA shared their snack cart for staff this month. It is a simple, but wonderful treat for the teachers. It is much appreciated!

Onaway - *Ellen Forquer*

- A new colleague reached out to me in regards to the email from Donte Hayes and our delayed paycheck for September 16th. She did not receive the email from Mr. Hayes and only received notification about the delay from Andrew Glasier. I reached out to John Morris to see who we should contact so that she is attached to the DL_DIST_Everyone@shaker.org email. Dr. Morris said to reach out to the school principal. I reached out to Mrs. Bechtel who stated to speak with Onaway's administrative assistant. She was able to resolve this issue and get the staff member on the district's email list.
- Windows in some of the rooms still do not have screens in them. Pella Windows stopped by Onaway on Friday, October 2nd to check one of the rooms, but not the others. Mrs. Bechtel emailed the staff saying she was going to add a spreadsheet with the rooms that need windows fixed or screens added. As of October 8, Pella has not returned back to Onaway for window

repairs. *Staff who filled out a repair request received email on Friday, October 9 from David Boyer saying that there has been a bulk order put in for window screens.
- For several days this school year, the literacy specialists and other staff members have been pulled to substitute for general education teachers because someone does not pick up their sub job on Frontline or cancels at the last minute. We need to rehire building substitutes for each of the buildings.
- There are a lot of new students who have transferred to Onaway from other elementary schools in Shaker. Many of us thought administration mentioned at the end of last year that students are to remain at their home school unless there is a specific circumstance. It seems like Onaway has gotten a lot more intradistrict transfers than they have in the past.

Middle School - Kevin Thomas, Ben Stack, Addison Pretnar, Seth Ungemacch

- I attended the SHTA Happy Hour and enjoyed connecting with members from other buildings. Worked with building reps to update the union member list.
- Met with many members regarding concerns about supplemental contracts.
    - Team leaders and department chairs have received information about their supplementals. Administrators informed me that they will be distributed after this week's school board meeting.
    - Members have also raised questions about compensation for Sources of Strength advisors, who use personal planning time for their responsibilities. I will follow up as this larger discussion continues.
    - Coaches didn't receive their first paycheck half way during the season as usual.
    - At least one teacher didn't receive any payment for coaching and had to reach out to payroll to resolve the issue. In that case, a paper check was delivered to the teacher at the school.
- Members expressed concerns about administrators not responding to referrals. I met with principal Eric Forman to clarify teacher expectations. Staff have been encouraged to contact administrators directly when situations are not being addressed within 24 hours.
- Staff continue to have questions about plans for coverage when Mike Summers is unavailable to run in-school suspension. Although disruptions have been limited, members would like clarification on how these situations will be handled moving forward.
- A member asked whether they could still assist with student activities in the evening after taking a sick day. Mr. Forman confirmed that this would be permitted.
- Many door security latches need repair or replacement, and administration is collecting information from staff. Heating vents need cleaning, AC repairs remain in progress, and locks have been changed on classroom and bathroom doors.
- Met with Mr. Forman and Mr. Clark and continued to discuss the status of the list of approved websites and how it can be implemented in a way that doesn't require excessive clerical work from teachers.
- I shared a member's concerns about vehicles parked in the fire lane. Administration reminded staff that fire lanes must remain clear for emergencies.

High School - Nick LaPete, Jayce Bailey, Brad Bullard, Victoria Berndt, Megan Dora, Natalie Sekicky Adam Cohen, Nalin Needham

- I met with Principal Isaiah Wyatt weekly to discuss issues throughout the building.
- I met with SHHS Building Committee Leaders Lauren Babcock and John Grady to continue to improve on building committee meeting protocols and culture.
- I assisted to get all SHHS staff members accounted for with membership. Thanks to Jessica O'Brien, Sharita Hill, and Megan Dora for your collaboration to get all members in the ranks.
- Congratulations to the Shaker School's Foundation and the SSF's Hall Of Fame Class of 2026 - an assembly schedule was ultimately reached - special thanks to the SHHS Rep Council and President John Morris for their input.
- I communicated concerns over the timeline of supplemental contracts, including those for members teaching an additional sixth class, and will continue to follow up with those members.
- We communicated concerns with study hall support for study halls that are over 25 students.
- I communicated with a member who was injured as a result of a fight in the morning passing time before first period, and was told that there would be a new security procedure to circulate security staff through the building in the 8:10 - 8:20 time frame to help with hallway coverage.
- I also helped to facilitate custodial issues such as rodent droppings, leaking ACs and overactive ACs in the large conference room on behalf of members.
- We are still waiting for a follow up to professional development for our building's new SmartBoards.
- I communicated with affected members regarding upcoming Board Policy IGBD regarding student publications.
- Concerns were communicated regarding teacher attendance at IEP & 504 meetings, with more discussion and collaboration needed to clearly address the problem.
- Should members in the High School need support, do not hesitate to contact a member of their rep council or Head Rep Nick LaPete.

Ludlow - Leanne Moses-Kruluts, Allison Colvin

SHTA rep meeting held with admin in September, but the building committee meeting will need to be rescheduled. Items discussed with admin:

- Discussed water temperature at the classroom sinks and student complaints about it being too hot.
- Admin alerted the building and grounds department to the issue and the temperature was eventually adjusted, and decreased heat was noticed.
- Confirmed mutual understanding of contractual start time for teachers.
- Requested communication with staff regarding staff absences in the building and whether coverage would be provided.
- Admin proposed using a white board in the main office to list staff member presence or absence.
- Staff invited by the principal to schedule individual meetings with her to get to know each staff member and for them to learn more about her.
- Challenges with communication between the playground and building due to staff inability to leave the playground without breaking ratio.
- Administration provided a walkie talkie on the playground, so staff is able to call for assistance without leaving the playground.

Executive Board Reports

Evaluation - Lena Paskewitz

- The evaluation committee continues working with administration to revise the Peer Evaluation Approval Guidelines. All teachers should have the PGP and HQSD completed in OES.

Publications - *Andrew Glasier*

- New website: SHTA.net.
- Thank you to retired member Aquita Sheppard for creating the website and teaching me how to update.
- Paid Aquita Sheppard $3000 for creating and editing the website.
- Purchased WIX premium plan: 3-year plan for $456.84 (50% off).
- Also purchased the domain name (SHTA.net) for the next 10 years for $295.13.
- Looking for a co-facilitator(s) for the website.
- Updated social media with pictures from SHTA Happy Hour, Shaker 5K.
- Sent out the September newsletter to members and administrators and community. Also posted on SHTA.net.
- Editorial: the failure of systems in the district burdens teachers.
- Executive board blurbs due Wednesday, October 14th by Midnight. Times new Roman, size 12 font, single spaced.
- Peer evaluation: finished pairing and dealt with other issues. High School Principal Isiah Wyatt has paired all participants. Meetings planned with peers.
- Provided support for a teacher who was struck by a student at the high school.

Teacher Education *- Kelly Grahl*

- Communicated with Stacy Poole and Nellie Brown regarding tuition reimbursement, salary reclassification, and insurance open enrollment.
- Met with Lomond SHTA members regarding Frontline Absence Management.
- Met with Lomond SHTA member regarding blue slips for missed planning time.
- Communicated with a prospective new member about joining SHTA and another colleague who would like to be represented.
- Communicated with SHTA President John Morris re: MOU.

Policy *- Tim Kalan*

- Attended a teacher evaluation meeting, and also helped members navigate the OhioES system.

Public Relations *- Bob Bognar*

- Promoted the SHTA shirt sale and shared information with the Publications Chair.
- Followed up with Madison Graphics about sales totals and production.
- Confirmed that the sale closed with **46 orders and 56 items**.
- Requested an estimated completion date to plan distribution.
- Processed outstanding advertising payments from the previous year.
- Compiled past teacher appreciation gift materials for the social chair to use as prizes.

Special Education *-Tito Vázquez*

- I attended the executive board meeting and general body meeting, and I attended the SHTA Happy Hour at Boss Dog Brewery. Thank you Ms. Vazquez.
- I met with the Director of Special Education Dr. Shelby for the 2nd of our scheduled monthly meetings, who informed me that new ETR and IEP forms are in their final formatting stage and are expected to be released soon, but will not be required for use during the 2026-2027 school year.
- I spoke with SHTA President Dr. John Morris and Vice President Jessica O'Brien over member concerns. I communicated with Special Education Supervisor Jennifer Currie (7-12) over special education concerns.
- I assisted a member who was assaulted by a student and checked on the member multiple times per day while the member is on medical leave.
- I provided advice and guidance to a member concerning a peer interaction situation and the appropriate steps to solve future situations. I met with SHHS Principal Isaiah Wyatt and Associate Principal Liz Massey concerning high school staffing needs.
- I spoke with Shaker Middle School members concerning the need for direct administrative support concerning issues with a special education student's parent.
- I spoke with Dr. Shelby, who stated that she appreciates the professionalism of the Shaker Middle School IEP Team and will make sure that they feel appreciated and supported in difficult meetings by administrators.
- I spoke with members of Shaker Middle School concerning schedule concerns and the expectations to focus on a specific situation and the concern of not meeting deadlines and professional expectations due to administrative requests.
- I discussed with a member about the concern of the amount of students in her Life Mathematics class.

Membership - *Sharita Hill*

- Met with SHTA Vice President Jessica O'Brien to discuss the membership form and communicate with head reps to increase member responses.
- We have over 400 responses.
- Members who usually pay by check or cash have asked for additional time to send in their dues.

Legal Aid - *James Schmidt*

- No report

Legislative *- Matt Kloder*

- **Ohio HB 1012:** New bill proposes a $360M reimbursement fund to help public schools cover rising special education costs.
- **Federal Oversight Suspended:** A recent nonpartisan report warns that paused federal monitoring leaves billions in school funding vulnerable to misuse and relies on flawed attendance data.
- **Ohio Governor Race:** Candidates overview of education plans on public school funding, private vouchers, and teacher pay ahead of Election Day.

Building Safety and Sick Day Transfer - *Matthew Zucca*

- Answered questions regarding Sick Day Transfer Program. Please read the FAQ section on the new website. Sick Day Transfer Program FAQ
- Attended SHTA Happy Hour.
- Discussed rodent concern at the High School with High School Head Rep. Nick LaPete. Reached out to Sean Brown, Assistant Director of Building and Grounds, regarding the rodent problem and am waiting for a response.
- Attended investment committee meeting at Edward Jones and Key Bank with TreasurerBill Scanlon, along with other committee members.
- Supported member with concern about the internet connectivity and wifi especially as it relates to staff and student safety.

Social - *Enid Vazquez*

- Attended the SHTA Happy Hour.
- Attended the Executive Board meeting.
- Discussed the possibility of having a happy hour in December.

Professional Rights and Responsibilities - *Mike Sears*

- Attended the SHTA Happy Hour.
- Attended the executive board meeting.
- Discussed the possibility of having a happy hour in December.

PAC (At-large) - *Jessica O'Brien and Nick LaPete*

- Reminded members that WE ARE IN THE MIDTERMS PUSH - VOTING HAS NEVER BEEN MORE IMPORTANT!
- The SHTA PAC implores our full membership to engage in the 2026 Midterm Elections as an imminently consequential election for our state and our nation.
- Priority 1: ENGAGE: PLEASE MAKE SURE YOU VOTE.
- Priority 2: ENCOURAGE everyone you know to vote as well.
- Priority 3: EXPLAIN to everyone you know how these elections can impact our community, your profession, and our country.

Old Business

- none

New Business

- none

Good of the Order

- John Morris thanked the Fernway School representatives for the beautiful meal.
- John Morris asked members to be sure to vote.
- Motion for adjournment was made by Tim Kalan and seconded by Bob Bognar.
- The meeting adjourned at 5:53 pm.

Respectfully submitted,
Chante Thomas, SHTA Secretary

SHTA
Shaker Heights Teachers' Association

Failure of the Systems Leads to Burden on the Teachers

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

The systems in Shaker are failing teachers. Everywhere I turn, I am faced with more accountability, yet when I attempt to complete tasks that are required of me, the systems in place break down, communication is non-existent, and the burden to correct the issues are left with the teachers to correct.

The treasurer's department has had some of the major failures and policy issues that have continued to burden teachers. In the past, I have been able to support financially struggling students by asking for petty cash to pay for their lunch or admission. That is no longer the case. Now I have to find a benefactor or use my own money to support these students. If teachers want to go on out-of-district professional development, they now need to pay for their flights, hotels and other expenses and then get reimbursed by the district, which of course puts more burden on the teachers. At one point, we had an administrative assistant that took care of all our travel needs. Elementary teachers did not have access to the funds for elementary school supplies until three days before school started, which meant that teachers had little advanced time to purchase the supplies they needed and hoped it would arrive before classes started. Our recent retirees were not paid in accordance with the buy-out on time and had to make multiple phone calls and ask the Association leadership for help, adding more to their and our busy plates. Of course the most egregious was the failure to be paid on time on September 16th, the third time this has happened in less than two years, meaning many teachers had to spend hours contacting their banks, and any accounts in which they were unable to pay on time. The systems in the treasurer's department are broken and the burden falls on the teachers to correct it.

Administration has also been unable to put in place systems that do not overly burden teachers. There is still no librarian hired at Lomond. Teachers are left to pick up the lack of a librarian by providing time and energy to help with book selection. Paraprofessionals throughout the district are being used as substitutes if positions are filled. Personally, the paraprofessional assigned to my Global Studies class has not been to our 9th period in over three weeks, because of the paraprofessional shortage in our building. At the end of last year, teachers were assigned to grade levels and positions they have never taught before, and without guidance or understanding. The poor communication and seemingly lack of compassion made many teachers in this position feeling punished without knowing any reason.

The systems surrounding facilities and technology are also broken and the teachers must carry the burden. As I began to teach a class on the geography of Korea that required small groups researching areas of Korea, the Wifi mysteriously went down. My colleague and I were forced to change lessons quickly, finding ways to print materials, and refocusing the students to a new topic. At the high school and other buildings we have had issues with cell phone connectivity, which wouldn't be a problem, if emergency communications were not done through an app now. The phone lines went down entirely at the high school last month. The photocopiers are constantly going down and requiring outside service. One day this school year, we had four copiers inoperable, which required teachers to scramble throughout the building during their planning time to find one that worked. Websites are blocked that are needed for instruction. There are windows in some buildings that do not open. At the high school, some rooms had new smart boards installed three weeks into the school year and were given no

training, thus taking teachers time and frustration to learn a new tool. Again the burden of all these systems in technology and facilities are left for the teachers to deal with, wasting our precious time and frustrating us.

Communications between administration and teachers have also broken down and caused aggravation and burden on the teachers. I was not told about the denial of a field trip but had to find out through a colleague who happened to find it on a spreadsheet that was shared with her. Only after I emailed several principals did I get the approval. The burden was on me. On many occasions I have been asked to go to a meeting where no agendas are shared or are shared just prior to the meeting, leaving me scrambling. Communications through emails and ParentSquare are so numerous that important information gets lost.

All this to say, teachers can not do their job well if the systems that are there to support them do not work or require more for the teacher than is necessary. I see my job as a teacher to facilitate learning in the classroom for the students that have been assigned to me. I work with my colleagues to design units and lessons to best reach my students and make adjustments to support them. When the systems that are meant to support the teacher burdens them with more work and precious time, then those systems need to be reevaluated and corrected.

AG

The October SHTA Representative Council at Fernway School






