SHAKER HEIGHTS TEACHERS' ASSOCIATION

May 1971
Editor, Burton Randall

SHTA NEWSLETTER No. 11

EDITOR'S MESSAGE:

This issue is meant as, though it may not prove to be, the last SHTA Newsletter of the 1970-71 school year. It is the fifteenth of the year - eleven regular issues and four special ones - and to be fifteen is a pleasant thing. There are matters with which the editor would like still to deal if time serves, for example, the need for increased real participation of teachers in the making of policy, and the question how large in degree is the loss of confidence and faith in administration the teachers of Shaker Heights have experienced during this memorable year. To repeat, the question is, how large in degree is the loss; that a widespread and serious loss of confidence and faith in administration has occurred is, in the opinion of the editor, beyond question.

But for the Association 1970-71 has been a good year, a year of progress both in achievement and in inner strength. The prospects for next year's leadership look bright. If we stick together and work together and eschew factional divisiveness, they will be bright.

For the editor, the experience of working with Mr. Fabrizio and Mr. Oberdorfer and all the members of Executive Council, and of participating in the discussions of Representative Council, has been a most rewarding, and encouraging, experience. For sincerity and good will and enthusiasm, for a spirit of working together in mutual respect, for long hours of very hard work without personal reward, these men and women would be hard to equal. Their reports are the substance of this issue.

Leaders in SHTA have always enjoyed a remarkable immunity to advancement in the Shaker schools; the editor has not observed that one's career is enhanced by the speaking of truth from the teacher's point of view upon it; so it is correct to speak of the unremittingly willing and spirited service of Mr. Fabrizio and his team as selfless.

There isn't a slacker in the bunch of them.

Burton Randall

The editor wishes to express appreciation and thanks to all - and they are many-- who have helped to make the Newsletter go. Chief among them are Leona McGillick for her helpfulness and promptness in making and running the stencils and in collating and distributing the product; Jean Brattin, whose careful notes have reported our meetings so well; Sal, who despite his many duties never missed a deadline and whose Message each issue has helped so much to maintain communications with the membership; and Chuck Hendrickson, for two special issues on matter of serious importance to the professional Ohio teacher.

* * * * *

Thanks is due also for the major efforts made - and not noted elsewhere - by the SHTA leaders toward passage of the levy. SHTA also, be it known, made a financial contribution to help with publicity for the levy.

FROM THE PRESIDENT'S DESK:

As we approach the end of this school year, I am required by our Constitution to present to you an end of the year report. Any listing of events and topics would only prove to be a repetition of the many accounts that have appeared throughout the year in this excellent Newsletter. As a result of this, I will attempt to reflect upon what I believe to be the successes, failures, and future needs of this association.

When I assumed the leadership of this Association, I was determined to involve as many teachers as possible in the numerous activities that occupy the time of any leader. If I was successful in any one area, this had to be the one. Never has a president had a more dedicated or harder-working group of people to depend upon--the successes we have enjoyed are theirs, the failures belong to me.

All around us teachers' associations and Boards of Education are locked in combat with the people of the community reacting by refusing to supply the needed tax moneys for the continuation and improvement of quality education. Taxpayers' revolt, teacher surplus, accountability, end of tenure laws are the keystones of the rhetoric that now echoes throughout our state. In the midst of this we have negotiated a monumental Master Contract and aided in the passage of a school levy that should insure the continuation of excellence which best describes our school system. The sacrifices involved in this were many; however, there is a tomorrow, and we hope conditions will be more favorable in respect to the monetary rewards that should be our professional due.

As I look toward tomorrow, I believe that this Association will have to face the fact that this "splendid misery" is really too much for one person (along with his teaching duties). Either on our own, or in combination with a neighboring district, we must begin to explore the possibility of a paid full time staff person. The use of the attorney this year has proven to be a most useful addition, but it doesn't answer our need for immediate and total service. Communications have improved this year, and if the new SHTA administration proves to be more successful than the present one in securing an office, there should be continued improvement in this area.

We must continue and expand upon our efforts at the state level and give serious consideration to the role of the NEA, for it is at these levels that the future financial needs of public education will be met--if they are to be met. The realities of our politically oriented world necessitate that we develop the muscle that will give our voices the force they need in order to be hear.

As I approach June 30, and the end of my extended term, one thought occupies my mind: "Canada is beautiful in the summer time."

Thank you for this opportunity that I have had to serve you, my ego has had sufficient food to sustain me, and the scars from the "flack"will heal with time.

Sal Fabrizio
5-19-71

VICE-PRESIDENT'S YEAR-END REPORT:

I anticipate the close of the school year with mixed feelings. It has been a year of long hours and mental stress, but it has also been one of great satisfaction and much achievement. For my part:

1) my formal duties began with a Presidential appointment to attend the OEA conference on the TRIE program at Kent State on August 31, September 1 and 2. Details of SHTA's part in the project are outlined elsewhere by TRIE coordinator Don Scherer.

2) my service as your representative to the PTA Council was a gratifying experience. As I indicated in an earlier Newsletter, this is a dedicated group of doers. Their single central interest is the improvement of education for all children in Shaker. I was called upon by the Council's able President, Mrs Evelyn Krent, a number of times to render opinions both as a teacher and as SHTA's representative.

3) 7 proposed amendments to our Constitution and By-laws surfaced during my tenure as chairman of the Policy Committee. 2 passed, 2 failed and 3 will receive action the week of May 24th. Our entire system for election of officers was "over-hauled" as well as their stay in office. The failure of the proposals for electing a President-elect and the dropping of the position of Corresponding Secretary, as well as the requirement of holding tenure to be a candidate for elected office prompted a pending Proposal to effect the amendment process. (Incidentally, the 2 proposals which failed received well over an 80% affirmative vote). Additional changes are being contemplated for next year.

4) Your President requested that I serve with the NEOTA Leadership Training Committee. In this regard I served as co-moderator of 2 training sessions in Warren and Berea to assist OEA delegates to the December Convention: The seminars developed to aid the delegates in recogizing their rights and responsibilities proved to be most valuable since NEOTA delegates bring more business to the floor of the assembly than any other district.

5) The OEA Conventions in December and May were long but most interesting as much maneuvering for position took place. The complete reports on these meetings have been detailed in special editions of the Newsletter by Chuck Hendrickson and myself.

I am proud to have been a member of your leadership team during '70 -'71. Many advances were made; guidlines established; and, we hope, communication doors opened. Yet much remains to be done. Soon you will be asked to serve your Association during '71 - '72. Please give the request your utmost consideration. This is your profession, make it better than it is.

Dick Oberdorfer

BRIEFS FROM THE MAY 13 MEETING OF REPRESENTATIVE COUNCIL:

DECEMBER PAYCHECKS MAY BE IN JEOPARDY:

Reporting as SHTA representative to the Administrative Council, President Fabrizio said that the Clerk-Treasurer is seriously concerned over making ends meet in 1971. Unless $250,000 can somehow be found or saved in the next six months, there may be no money left by December, with none coming in until the new taxes are collected in January. Sal made one specific request of SHTA members: if anyone for whom the school board is now paying hospitalization is doubly covered through a contract issued to another member of his family, please so notify the Clerk-Treasurer's office. Double coverage is of no advantage to anyone, and each case is draining the education budget by some $400 per year.

POLICY 85-10 ON DISTRIBUTION OF MATERIALS:

The Administrative Council also discussed the distribution in all schools of a letter from Lyle Slack. Sal stressed that this discussion was not initiated by him or anyone else in SHTA, that he felt it was an internal SHTA matter, and that if Mr. Slack encountered any difficulty because of his letter, he was entitled to any help, legal or otherwise, that SHTA could ethically offer.

STATUS OF THE MASTER CONTRACT:

The final draft of the master contract has been sent to the Board ready for signing, with its wording restored to that of the original agreement. If the Board wishes to make semantic changes, SHTA will also have the right to reopen negotiations. The finished contract will be printed at Board expense so that each member may have a copy.

LETTERS TO THE LEGISLATORS:

We are being urged to deluge our legislators on the state level with letters supporting adequate and fair tax reform, and those on the national level with letters supporting NEA's proposal for a separate cabinet department of education. Jean McDowell reported a fruitful technique used by Boulevard teachers, who got together one lunch hour with all the information at hand, and produced a voluminous stack of individualized mail.

RECLASSIFICATION IMPASSE:

Jim Alt brought up the matter of reclassification on the salary schedule for increased academic credits, and the unfairness of the Board's practice of scheduling reclassification only in April or November. It results in considerable loss of pay for credits completed in June or during the summer. Sal said that unfortunately this particular Board policy remains unchanged under the present master contract. Another inequity brought up by Jim Alt -- that of retirement deductions paid into two different systems for teachers who work in the recreation department during the summer -- cannot be corrected without a change in state law. The Representative Council passed a resolution requesting the Legislation Committee to research the latter and bring it to the attention of our legislators.

LYLE SLACK ASKS FOR BY-LAW CHANGES:

Mr. Slack asked the Representatives to consider and approve the submission to the membership of two proposed changes in the By-Laws. The first would, in essence, (a) require the Newsletter to publish any communication from any member, so long as it conformed to usual newspaperstandards; and (b) insure each individual member of SHTA the same right to use school equipment and school mail to distribute communications as are given to official SHTA representatives under the master contract. Part (a) was moved and sedonded, but after discussion of the legitimate function of editorial judgment, it was defeated with only one vote in favor. Part (b) failed to elicit a motion for approval.

The second proposed change would in essence require the submission in writing of any tentative agreement reached by negotiation at least 7 days before a vote was taken. This proposal received sympathetic condideration, but since it was late and a quorum was no longer present, a motion to approve was withdrawn and in its place a resolution unanimously passed requesting the newly elected Board to give first priority to a study of this matter. Mr. Slack was advised that he had the recourse of petition if he wished to place his proposals before the membership at large.

Jean Brattin
Recording Secretary

EDITOR'S NOTE:

The present editor would not undertake to serve under any such necessity as Mr. Slack's proposal would impose, and doubts that any sane person would. The editor of any newspaper large or small has wide freedoms to express opinion and to choose the writings of others; freedom brings with it responsibility to choose that which will serve to advance justice and truth and the causes with which the newspaper is especially concerned. During 1970-71 the editor has refused one contribution only, a letter of Mr. Slack's notable chiefly for the intemperateness of its claims about the motives and purposes of Mr. Fabrizio and for the total absence from it of any evidence to support its claims. To the best of the knowledge of the editor those claims are unjust, untrue, and antagonistic to the cause of the cause of the teachers of Shaker Heights. In the opinion of the Association's lawyer, John Papandreas, the letter is libelous. The editor therefore did not publish the letter.

REPORT OF CORRESPONDING SECRETARY SHTA 1970-71:

Convalescent cards and cards of condolence were sent to various members of SHTA or to their families.

Letters of congratulation were sent to the new Board of Education officers upon their election earlier this year.

Louise Kanus,
Corresponding Secretary

TRIE:

Trie was a special committee to publicize the importance of tax reform to improve education in Ohio. The job was accomplished by making a co-operative effort with the other school districts in Cuyahoga County. Our basic support was financial in nature as SHTA contributed $900 to this effort.

Reports on the TRIE campaign were made to various organizations by several different people. The Vice-president, Richard Oberdorfer, reported to the PTA Council while the chairman reported to the Board of Education.

TRIE has been successful at the May OEA Representative Assembly, John Hall, assistant for governmental services, reported tax reform is going to be made; it is now just a matter of the form.

Donald C. Scherer
TRIE Chairman

REPORT OF THE PUBLIC RELATIONS COMMITTEE:

The Public Relations Committee had a successful year. Our job as we saw it was to inform both faculty and administration about the concerns and aims of our Association during a negotiation year.

In a joint effort with the Salary-Tenure Committee we published a report in the Newsletter concerning the capabilities, experience and talents of our teaching staff. We felt the report served as an instrument in informing the administration of the quality of its teaching staff. In addition, we believe it instilled within our staff a great sense of satisfaction which helped us endure the long, hard negotiations which were to follow. We felt the report was well received.

The Committee also published a "Cost of Living Report" in the Newsletter also in conjunction with the Salary-Tenure Committee. It indicated that the cost of living was rising faster in the Cleveland Area than in many other major cities. Once again our goal was to inform.

Cam Buckland and I over the Easter Vacation period had a long talk with Mr. Lehman, our representative to the Ohio Legislature. We shared ideas and expressed concerns that our teachers had about a variety of bills now in committee.

I felt that the press coverage was adequate during the negotiation period. I wished it could have been more intensive at those "critical" times but in light of the delicate maneuvering during negotiations it was felt that a "play it by ear" policy should be followed.

Our participation in the Levy Campaign was somewhat limited because of the nature of negotiations going on at the time. However, we did present Mr. Everett with a check for two hundred and fifty dollars to help defray the advertising cost for promotion of the levy.

In light of a successful negotiated master contract and a successful Levy Campaign we are grateful to have done our small part to help carry it to its conclusion.

Larry Maniglia
Chairman, Public Relations

HUMAN RELATIONS COMMITTEE ANNUAL REPORT:

The Human Relations Committee of the SHTA began the year by assisting in the new teacher orientation sessions. Curricular materials which could be used by elementary school teachers were presented and several members of the committee shared experiences and tried to make the new elementary school teachers feel welcome.

On the first professional day, the committee aided in the faculty party at the Nature Center. All the teachers were encouraged to attend to share summer experiences, renew old friendships, and become acquainted with the new teachers.

Members of the Human Relations Committee were very active in the in-service sessions funded by Title IV which sought to increase and foster good human relations in the elementary schools. Members shared in some of the planning sessions, served as panel and discussionleaders and met with administrators to discuss teacher concerns.

Several members of the committee have attended conferences and study sessions in human relations fields both in the city and outside. The committee has maintained some ties with the Cleveland Council on Human Relations, the PACE Association and with human relations activities in the NEA and OEA.

The main activity of the Human Relations Committee this year was bringing Dr. Alvin Poussaint to Shaker Heights to speak to the teachers and then speak to the community. Dr. Poussaint brought some unique insights into problems of integration and multi-ethnic communities.

As this year nears an end, the Human Relations Committee would like to propose suggestions for next year based on the experiences encountered this year. Some of these are the following:

1. The Human Relations Committee should be more structured with representatives from each building. Each building should have its own human relations committee which would funnel ideas and projects to the central committee as the need arises.

2. The Human Relations committee could have a role in evaluating the progress which has been made in various plans for increasing human relations in the Shaker Heights schools.

3. The committee could play a role in formulating more curriculum guidance in human relation in both elementary and secondary schools.

4. More participation is needed from secondary school personnel. Because of various schedules and perhaps the afternoon meetings few members from secondary schools attended or became active.

5. There is probably more need for small group interactions than the need to hear noted speakers. Teachers have expressed a feeling of need for sharing experiences and values. Some of the living room dialogue activities which were funded and organized through the Title IV project might serve as a model for next year in which teachers from all grade levels could meet for meaningful discussion.

HUMAN RELATIONS - cont'd.)

6. It seems evident that there should be more options and a larger sphere of choice among programs and activities in human relations. As teachers are individuals with individual needs and concerns, so the program should provide ways to meet these needs. Perhaps a questionnaire could be circulated to determine these concerns and interests.

Submitted by
Barbara Fox

REPORT OF THE RECORDING SECRETARY:

The written records of SHTA from the annual meeting in May, 1970, until the present have been compiled chronologically and will be added to the permanent records of past years, which are available for inspection by any interested member. The records include the minutes of all Executive Board, Representative Council, and General meetings; copies of all regular and special issues of the Newsletter; and copies of all communication bulletins sent out to members.

Recommendations: It has been the practice this year for the Recording Secretary to compile a tentative agenda for Representative Council meetings and send it to Building Representatives as soon as possible after each Executive Board meeting. Because there was only a week between meetings, there was often not enough time for the Representatives to consult their constituency about matters at issue. It is suggested that Executive Board meetings be scheduled at least ten days prior to each Representative Council meeting to allow more time for discussion and opinion polling.

Respectfully submitted,

Jean Brattin, Recording Secretary

ELEMENTARY LIAISON REPORT:

The position of elementary liaison was created this year by the president of SHTA in an effort to keep better informed about some of the problems at the elementary level. Mr. Fabrizio said he was not as familiar with the general "workings" of the elementary schools and asked if I would work to keep him informed on such matters. The position, I believe, is an important one especially if secondary staff members are in the top leadership positions of SHTA.

The following outline includes some of the tasks taken on by this office:

A. A positive view about having someone to communicate with that's not in the secondary level and who understands some of the elementary problems.

B. Someone to turn to at the elementary level for those who have qualms about going to their principals or someone else in SHTA over grievances.

C. To take some of the pressure off the president in matters of elementary concern yet to keep the president informed. Many meetings with Miss Mildred McFarland have resulted:

ELEMENTARY LIAISON REPORT - cont'd.

1. being a member of Teacher Transfer Committee

2. problems have arisen with particular schools and their principals and the staff members wish to keep their identity secret for obvious reasons -- the meetings with Miss McFarland is only to make her aware that a general problem exists and should be discussed at Administrative Council.

3. the concern of too many new programs being introduced in one year.

Recommendations:

= I would like to recommend the following to next years' officers:

A. a similar position be created next year
B. since the majority of elementary staff are women, that a woman assume this position (maybe some of the newer women teachers would feel even freer talking to another woman)
C. that this officer goes to each of the elementary buildings at the beginning of the year and get to know each staff, and at this time have the staff members list some of the items they'd like worked on for that year
D. that this officer become as involved in SHTA as time permits.

Respectfully,

John Waugh

CONDITIONS FOR QUALITY TEACHING 1970 - 1971 REPORT:

The principal project of the Conditions for Quality Teaching Committee this year was a study of the spring report of the Differentiated Staffing Committee. Two members of that committee met with us to answer questions and help explian the report. Following these discussions and after consulting with fellow teachers, our committee published a report which appeared in the November issue of the SHTA Newsletter.

The Conditions for Quality Teaching Committee recommended to Dick Oberdorfer and the committee revising the constitution that the duties of our committee be more clearly defined. We found that some of the questions brought to our committee from the various buildings were also being discussed within other committees. Listed here are some of the questions which came to us for discussion:

1. What can we do to secure more people in the department classified as special services - specifically elementary guidance counselors, social workers, psychologists, and reading specialists?

2. When will it be possible to secure more elementary music, art, and physical education teachers?

CONDITIONS FOR QUALITY TEACHING - cont'd.

3. Would it be possible for elementary art, physical education, French, and music teachers to assist with the scheduling of classes?

4. How can we secure more planning time for primary grade teachers?

5. What can we do to have a better balance of teachers and administrators on committees?

The final duty of the year for our committee was to select four scholarships recipients for the P.T.A. These people will be introduced at the June 7 meeting of the SHTA.

Norma Teeter
Barbara Pinsak
Sandra Markt
Jean Synor
Ruth Klein, Retired
Constance Gyongyos
Kathryn Nicholas
Ruth Tarcov
Carolyn Bruce
Jeanne Armitage, Chairman

PROGRAM COMMITTEE YEAR-END REPORT:

Your Program Committee planned two SHTA functions during the '70 - '71 school year. The first was a special meeting held March 8th to hear from a representative of the State Teachers' Retirement System. Extremely hazardous driving conditions that day prevented a large turnout, but those who attended felt well rewarded for their time and effort.

The second function will occur June 7th when SHTA members and guests gather at the Shaker Heights Garden Center. The program for that day will consist of the presentation of awards for fifteen and twenty-five years of service, the announcement of scholarships being awarded to college students preparing to enter the teaching profession, the recognition of all employees retiring this year, and ample opportunity for fellowship and refreshment.

Your Committee make two recommendations to the incoming Program Committee for its consideration:

1) the possible advantage of planning any special program a year in advance to facilitate the procurement of the best-qualified speakers.

2) the scheduling of a workshop on some subject such as "The Role of the Teacher in Politics" or "Shaker Schools in the Seventies."

Co-chairmen:
Byrl Skidmore
Dwight Stauffer

TALENT TELLS:

I'm not aware of the status of the Presidents' physical fitness program but I know Shaker ladies are dropping the ball - (bowling ball, that is). We only were able to fill 6 teams. What we lack in quantity we make up in quality.

Woodbury's team of C. Bartlett, G. Seekins, J. Straight, and Helen Hermerding, and G. Shroyer, took home all the marbles. Fernway tries harder, they are second best, followed by Bob's Belles, Sussex, Moreland, and Ludlow.

Judy Straight had the high series of 542. Helen Hermerding bowled a 243 which is respectable in any league. Ruth Warnke's average improved 35 points for our most improved bowler. Marian Steadman beat the champs and took home a trophy too.

Ladies, quit moaning about the waistline and come down and bowl with us next year on Wednesday afternoons. We don't promise inches off or 300 games -- just lots of socializing.

Respectfully submitted,

J. Sacatsh

LEGISLATIVE REPORT 1970 - 1971:

During the first semester we completed the 'How Good are Our Schools' survey for OEA and then polled the staff to elicit suggestions for improving the summer school program. As action developed in Columbus in February and March we became involved in legislative business which entailed political action. Our main thrust has been the interviewing of several state legislators and then presenting our position on vital educational issues to these legislators. The battle to improve education in Ohio will continue into the summer and your letters to your local representative (for instance Rep. Lehman and State Senator Taft) will promote education improvement for our pupils.

During the summer and the year ahead the Legislative Committee should, I believe, assign itself to the following major priorities -- (1) organizing an effective, efficiently functioning House District Education Committee (2) renew efforts to introduce legislation permitting sabbatical leaves and in-service training during school hours (3) act as an overseer to alert the Shaker Staff to legislative action effecting the teaching profession (e.g. elimination of tenure, new retirement legislation, tax revision) (4) press for inclusion in next year's summer school of the fascinating, innovative proposals suggested by SHTA members in the summer school survey.

Finally, I urge all my SHTA colleagues who are interested in a weekly up-date of legislative action in Columbus to read the yellow, one-page legislative report distributed by OEA displayed on your SHTA bulletin board. This is the BEST GUIDE you can find to current, vital Statewide legislative happenings. If your building principal is not receiving and/or posting this excellent weekly newsgram please contact me.

Respectfully submitted,

Cam Buckland
Legislative Chairman

1970 - 1971 MEMBERSHIP REPORT (October 1970)

	OEA		NEA		SHTA
Administration	13	(5)	8	(3)	7
Boulevard	21		9		21
Buron	51	(7)	17	(2)	64
Fernway	17		10		16
Lomond	30	(2)	14	(2)	29
Ludlow	16		6		15
Malvern	20	(1)	13	(2)	22
Mercer	31	(2)	16	(2)	32
Moreland					
Onaway	22		6		22
Senior High	107	(5)	48	(5)	111
Sussex	23		4		23
Woodbury	63	(2)	24	(1)	64
Total	419		176		426

Note: Numbers in parentheses show life memberships included in membership figures.

SUMMER RENTAL

Furnished Early American Home Being Remodeled - Available For Summer Rent - From 25 June - 1 September. - 12 hour from Akron or Cleveland, Minutes to 271. 77 or Turnpike, in Northfield Area. 9 Acres Of Woods And Quiet - Very Reasonable To , Right Couple. No Children.

Contact: R. K. Tappenden
467-3430

NEA
FROM: Helen P. Bain, President

MY HIGHEST COMPLIMENTS TO EACH OF YOU!

The first phase of the nationwide "Write-in" to the President of the United States for a separate Cabinet-level Department of Education has generated a tremendous amount of involvement by educators throughout this nation. Our samplings at the present time indicate participation as never before in the annals of legislative activity at the national level.

The second phase is continuing. Over 300 personal contacts with members of Congress have been made. As a result, S-1485 (Senator Ribicoff's bill) has been introduced with an impressive list of cosponsors. Representative Perkins has introduced H.R.-2356 in the House of Representatives. This bill also has an impressive list of cosponsors.

We are about to launch the third phase of this program. This will entail a nationwide "Write-in" to all members of the House of Representatives and the U. S. Senate to support our legislation.

Materials will be sent to the state associations for distribution to all local associations. Project "Write-in" to the members of the Senate and the House of Representatives will take place between May 10 and May 16, 1971.

Local associations should receive brochures for every teacher from state associations on or prior to May 7 , 1971.

FACTS FROM OEA's SCOPE:

OHIO EDUCATION AT A GLANCE

What is the current statistical picture of Ohio's public schools? Here is a collection of some of the financial compilations issued by various governmental agencies, OEA and NEA:

Ohio has 631 separate public school districts. Only seven other states have more systems in operation.

There are 113,196 full-time instructional staff members for the state's public schools, ranking Ohio sixth among the 50 states.

The Buckeye State ranks fourth in public school enrollment with 2.4 million students.

Ohio ranks fifth in total personal income for the state's residents. In state and local tax collections as a per cent of personal income, the Buckeye State ranks 50th.

Local revenue supplies an estimated 67 per cent of the 1970-71 public school costs in Ohio, with state support contributing 28 percent. The federal government provides and estimated five per cent of the total school bill in Ohio.

Ohio ranks 23rd among the 50 states in the average salary paid to classroom teachers.

Ohio recorded a 67 per cent increase in instructional staff salaries during the last decade but 40 other states achieved higher percentage increases.

An average of $729 per pupil is expended from local/state sources. The state ranks 25th in average per pupil expenditures.

The median beginning teacher bachelors degree salary for Ohio was computed at the $6,100 mark at the beginning of this school year. The median masters degree maximum was $10,100.

About 22 percent of the districts in the state began the 1970-71 school year with minimum bachelors degree schedules of $6,500 or more. About 11 per cent were in excess of $12,000 for master degree maximums.

The average Ohio district levies 32.60 mills for school purposes. Highest total school property tax rate levied in Ohio is 53 mills. Lowest is 10 mills.

Property taxes for Ohio schools increased 3.4 per cent from 1970 to 1971, the lowest average increase in the last seven years.

In the November general election 28 per cent of the additional tax requests for school operations were approved by the voters. It was the lowest mark in history.

COVENTRY TEACHERS HOLD STUDY DAY:

Teachers in Coventry (Summit Co.) stayed away from classes March 19 to protest the Board of Education's refusal to accept the recommendations of a fact-finding panel. The panel of three had recommended unanimously that teachers be given a pay hike but the school board refused to go along with the suggestion.

Negotiations conducted during the study day by the Coventry Education Association and OEA with the administration and school board produced a salary increase effective in January. The financially-troubled district had three levy requests turned down in 1970 and may close in the fall of 1971.

CONFERENCE DEADLINES APPROACH:

Two April training conferences sponsored by OEA have fast-approaching deadlines. The Professional Rights and Responsibilities Workshop scheduled for April 23-24 has a registration deadline of April 8. The April 23-24 Public Relations Conference needs registration details from local associations by April 14.

NEA

Mr. Salvadore Fabrizio, President
Shaker Heights Teachers Association
15600 Parkland Drive
Cleveland, Ohio 44120

Dear Mr. Fabrizio:

This will follow up my earlier letter to you regarding the implementation of Resolution 70-34.

The NEA Board of Directors requested that we compile and maintain lists of people for recommendation to the U. S. Commissioner of Education for appointment to high positions in the U. S. Office of Education.

We do not at this time have specific positions for which we are seeking nominations. We are asking you only to bring to our attention the names of outstanding educators who in your opinion merit consideration for future vacancies in the U. S. Office of Education.

A number of you have already done this, upon receipt of my earlier letter. We will need some additional information from you on each of these names, as indicated below. I am hopeful that those of you who have not as yet submitted any names, will do so now.

A procedure for handling the names of possible nominees was established by the Board of Directors at its February meeting:

1. The names, together with background information, will be sent for reactions to the following:

   - o NEA Executive Committee
   - o NEA Board of Directors
   - o State Association Presidents
   - o Presidents of NCSEA, NCUEA, ACT, NAESP, NASSP, AASA, ASCD, SNEA and Chairman, Legislative Commission

2. The Executive Committee will then review the responses and select names for recommendation as vacancies in federal education positions occur.

The Board also provided that if the U. S. President selects someone who is not on the list of NEA recommended candidates, the NEA position shall be determined by the Board, unless NEA action is necessary before the next Board meeting, in which case the Executive Committee shall make the decision.

Your cooperation is very important in helping us to identify highly qualified persons whom the Association will be able to support for top positions in the U. S. Office of Education.

Sincerely yours,

(Mrs.) Helen P. Bain, President

The editor welcomes contributions to the Newsletter. He does not, of course, publish slanders or puerilities.