IMPORTANT DATES

Monday, October 23, 2023 Superintendent's Series - Detracked Math: An Immersive Experience - Shaker Heights Middle School Library– 6:30 to 8:30

Tuesday, October 24, 2023: Board of Education Work Session

Monday, October 30, 2023: Finance and Audit Committee Meeting

Wednesday, November 1, 2023: Superintendent's Series - Detracked Language & Literature: An Immersive Experience- Woodbury Elementary School Auditorium– 6:30 to 8:30

Monday, November 6, 2023: SHTA Executive Board Meeting - Woodbury

Monday, November 13, 2023: SHTA Representative Council Meeting - Boulevard

SHTA *news*

October 16, 2023

ISSUE #2

Message from the President

Change is hard. Constant change is even harder. Teachers embrace these truths year after year. Whether it be changes to our content, our schedules, our classroom, or our technology; change is our only constant. Nothing on the horizon illustrates this point more than the advent and growing popularity of artificial intelligence technologies presented through programs such as ChatGPT. Many of us are afraid that this technological breakthrough will create widespread plagiarism and curtail original thinking. After recently reading about the subject, it may benefit us all to "lean in" on AI. It does not appear to be leaving us anytime soon. In fact, AI only promises to grow.

In a recent CNN opinion piece from a high school senior, the author makes a compelling argument for educators to embrace this technology. In the article, the student argues that despite their peers' judgement, the use of ChatGPT helps them refine their thinking on topics, develop new approaches to answering questions, and gives feedback on their writing. The author emphasizes that the same trepidation about ruining young student's thinking potential was expressed with the initial use of calculators and internet search engines when these technologies first appeared as well. It's an opinion piece worth reading,

To put my money where my mouth is, I signed up for ChatGPT to explore the platform. I asked it a question about World War I's influence on *The Great Gatsby*. The response was a five-part explanation of categories of influence, free of citations or a works cited/bibliography. The explanations were valid, but not detailed. I would have to put some serious research time in to substantiate these explanations. If this is what ChatGPT produces for students, at this point, I can see the benefit. However, as with any tool, I know it can be used inappropriately and harmfully if left unmonitored. This is all the more reason we should lean in and explore this technology ourselves. Obviously, the academic world is wary as more programs to identify the use of AI in writing seem to multiplying faster than the technology itself (see new programs such as GPTzero and older ones such as Turnitin.com for reference). Finally, I asked ChatGPT if it promotes plagiarism. The program answered:

> *No, ChatGPT does not promote plagiarism. In fact, it is designed to provide information and answer questions in a way that encourages ethical conduct and responsible use of information. Plagiarism is the act of using someone else's work, ideas, or words without proper attribution or permission, and it is considered unethical and academically dishonest.*

We will need to keep our eyes on this platform to make sure this remains true.

Otherwise, it's been a good September. I spoke weekly with Superintendent Dr. David Glasner. I communicated with Human Resource director Dr. Tiffany Joseph. I updated the SHTA Facebook Page with Publications Editor Andrew Glasier. I assisted a member with a legal issue. I spoke with SHTA legal counsel Susannah Muskovitz. I attended the district calendar meeting. I assisted a member with a grievance. I worked a member on a personnel issue. I helped a member with an evaluation concern and communicated with a member about a leave issue. I worked with a member on a scheduling concern. I communicated with Special Education Chair Tito Vazquez on an Intervention Specialist issue. I attended the League of Women Voters Bond Issue Forum. I attended the SHTA Happy Hour successfully organized by our Vice President and Social Chair Darlene Garrison. I attended a meeting with district administration to discuss building scheduling concerns with Vice President Darlene Garrison and Secretary Lisa Hardiman. I worked on an Issue 13 Officer and Executive Board endorsement statement (see at the end of the newsletter).

Change may be our constant as teachers. But as members of the SHTA one thing remains constant: our support for one another and our profession. This is what a union does. We represent, we advocate, we negotiate, and we support one another through our contract and shared belief that solidarity matters to our profession and our humanity as fellow educators. Technology and the world around us may change, but union remains the same. I find peace in that, and I hope you do too. If I can help, please reach out to me at morris_j@shaker.org or x6030.

Respectfully submitted,
John Morris



SHTA Is now on @SHTAssoc

OFFICERS' REPORTS

VICE PRESIDENT'S REPORT

It is so hard to believe that we are already in the middle of October. The new school year is moving quickly, not slowing down.

The 2022 - 2023 Fellowship Grant receipts were due by Friday, September 29th. Last year, we had a total of 51 Fellowship recipients and 80% of members were reimbursed for professional organizations fees, books for professional learning, educational reading material, subscriptions to professional journals, college fees and much more. The new application for the 2023 - 2024 school year will be shared with our membership on Friday, October 13th. If you are planning on submitting an application for the Dr. Rebecca L. Thomas Fellowship Grant please submit your Google Form by Monday, November 6th. All winners will be selected during a random drawing on Monday, November 13th. Only members of the SHTA are eligible to participate in the drawing for the Fellowship Grant. All winners will be awarded a fellowship grant for up to $100 each. Winners will be notified by the district email and all names will appear in the November Newsletter.

The first PTO meeting of the 2023 - 2024 school year took place on Wednesday, October 4th. Members of the PTO Council shared reports regarding individual school activities and events, fundraising and suggestions for MLK Jr. Day activities. I did inform the PTO Council that we would like representation from the PTO at our SHTA Representative Council meetings.

I attended the Executive Board Meeting at Woodbury on October 2nd. I worked with a member on a personnel issue. I met with Holly Coughlin to discuss ideas for the *Night for the Red & White* which is scheduled for Saturday, March 2nd at Shaker Heights High School. I attended a meeting with members of the Central Office and SHTA to discuss elementary scheduling concerns. I also enjoyed attending the SHTA Happy Hour at Pizzazz on Friday, October 6th.

Please don't hesitate to contact me if you have any questions or concerns. Enjoy your upcoming Parent Conferences and the beautiful fall weather!

Respectfully submitted,
Darlene Garrison

SECRETARY'S REPORT

Happy Autumn! As the leaves turn brilliant colors and the temperature drops, for me, this time of year usually prompts deep reflection. I think about the events of the summer that went by much too fast, and am always surprised, and a little annoyed, about how soon some people begin to talk about the holidays. This year is a little different. As I type, it is Friday, October 13th, 2023. Today many of my colleagues and friends are in a state of profound fear. Some of them have family and/or friends who are either in the military and stationed near Israel, or have relatives and friends who live there. For all those affected by this horror going on in the Middle East, we are here to help in any way we can. I will continue to hope and pray for a quick and peaceful resolution. To Everyone, **PLEASE check on your friends**. Many of them are not OK.

As Secretary of SHTA I attend and take notes at monthly Executive Board and Representative Council meetings. This month, we had the pleasure of hosting a candidates' forum. The forum which was organized by SHTA PAC (at large) co-chairs Cathy Grieshop & Jessica O'Brien was attended by representative council and

community members. Pat Scott, Doug Wang, and Laura Klein are candidates who will appear on the November ballot for a seat on The Shaker Heights Board of Education. All three were impressive and engaging.

I serve on the Mercer's Building Committee and we had our first meeting. This committee, which meets in every school building, is an opportunity for SHTA members to discuss and have input into building issues that are not directly addressed in our teacher's contract. Please contact members of your committee with any questions.

Many members at the K-4 buildings have expressed multiple concerns about the new A-E schedule. I requested feedback from all SHTA K-4 Head Representatives regarding the schedule. After receiving this information, I shared it with district leadership. Director of School Leadership, Felecia Evans, Director of Curriculum and Instruction, John Moore, Director of Human Resources, Tiffany Joseph, and Director of Exceptional Children, Elizabeth Kimmel met with SHTA President, John Morris, Vice President, Darlene Garrison, and me to discuss the new schedule. It was a productive meeting where we discussed every item on the long list of concerns. We are looking forward to hearing back from these administrators about next steps.

I enjoyed connecting with colleagues at the fall SHTA Happy Hour at Pizzazz last week. Vice President Darlene Garrison, doing double duty this year, organized a wonderful event.

Enjoy the fall colors and more brisk weather. As always, if there are ever any concerns that I can help with don't hesitate to contact me at extension #4867.

Respectfully Submitted,
Lisa Hardiman

TREASURER'S REPORT

November 7th is Election Day. There are four people running for the two seats on the Shaker Heights Board of Education. Whoever gets elected will have a major say in how our schools are run, how the proposed building plans are presented, how next year's contract negotiations are handled, and, for some of us, how our tax dollars are spent. Please take the time to watch the Candidate Forum the League of Women Voters held at the High School on October 9th. Educate yourself and make an informed decision when you vote.

On September 25th, I opened a 13-month Certificate of Deposit with Key Bank. The CD will mature in the month of October 2024, shortly before we need the money for our next round of contract negotiations. On October 17th, the Investments Committee, made up of Darlene Garrison, Chante Thomas, Todd Keitlen, and myself, met with Brady Krebs, our Edward Jones advisor to examine our investments. The Investments Committee meets a minimum of twice a year, once in the Fall and once in the Spring, to review our investments and decide on any changes. A full financial report will be included in November's newsletter. If anyone has any questions about our Association's finances, please give me a call (216-333-2627).

Respectfully submitted,
Bill Scanlon

EXECUTIVE BOARD REPORTS

PROFESSIONAL RIGHTS AND RESPONSIBILITIES REPORT

The Supplemental Committee met on September 26th to approve new proposals. Human Resources won't send out contracts until final Board approval. If you still haven't received your contract, please contact both your building principal and Human Resources Specialist Nellie Brown (brown_n@shaker.org) for clarification. The committee meets again on October 24th. The Insurance Committee meets for the first time this school year on October 26th.

During the past month, I attended all the September and October Executive Board and Representative Council meetings, including the Meet the School Board Candidates Forum at Fernway. I worked with both head building representatives and members who had questions about FMLA. I worked with both the Human Resources Department and the Treasurer's Office to review the policy regarding sick days and personal days being returned to members when there is a calamity day. I communicated this information to affected members. I communicated with high school athletic director Mike Babinec to address member concerns regarding supplemental contracts for coaches at the high school.

Respectfully submitted,
Mike Sears, chairperson

EVALUATION COMMITTEE

Greeting 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 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 should have staff meetings to review the Evaluation OTES Overview slides by September 30. These slides serve as a resource for both teachers and evaluators as they engage in the evaluation process. There are numerous links to videos, examples of forms, the High Quality Student Data menu, and Ohio Evaluation System (OES) support.

All teachers evaluated with OTES should have completed the Annual Professional Growth Plan (PGP) in the Ohio Evaluation System (OES) by October 15th. 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-Directed 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 will 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 the Ohio Evaluation System. 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.
- Familiarize themselves with the OTES Rubric, particularly the references to use of data.
- Conference with their evaluators about their use of data, HQSD and otherwise. The HQSD slides in the above linked deck have specific questions aligned to rubric elements. It is strongly recommended that teachers consider these questions as they prepare for evaluation conferences.

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 before winter break to avoid a time crunch in January. If you haven't heard from your evaluator by the end of October to schedule your observation, please reach out to me, or another member of the evaluation committee.

The Peer Evaluation Program has well over 100 educators, counselors, and nurses participating across the district. It is exciting that this program continues to thrive as a unique professional learning opportunity. Peer Evaluation participants have been coded in OES, unless re-credentialing is still in progress for an evaluator. Please double check that you have access to your partner's evaluation so that any errors can be corrected right away.

Last year, I proposed an increase in compensation for peer evaluators. This proposal was reviewed and an increase has been approved. Peer evaluators conducting full cycle evaluations will receive $375 and those conducting off-cycle evaluations will receive $125. I appreciate the continued support and recognition of this program as valuable professional learning work. I truly believe that this work brings us towards alignment with other highly professional fields. Andrew Glasier (High School), Addie Tobey (Woodbury and Middle School) and I (Elementary) will continue to serve as the co-coordinators of the program this year. We are happy to assist you in any way we can throughout the process.

As always, I am here to help answer teacher and evaluator questions and navigate any part of the process with you, as are all members of the committee.

Respectfully submitted,
Lena Paskewitz, chairperson

SPECIAL EDUCATION COMMITTEE

This past month, I attended and participated in the SHTA Executive Board meeting, Representative Council meeting, and attended the SHTA Happy Hour at Pizzazz on the Circle. I participated in the Exceptional Children's Leadership Team led by Dr. Denise Snowden, Ph.D. I discussed various concerns with the Director of Exceptional Children Elizabeth Kimmel in the 2nd of our monthly meetings. I am working with SHTA President Dr. John Morris, about a potential Exceptional Children concern. I provided support to various SHTA members concerning issues including but not limited to job placement, contractual expectations and requirements, personnel issues and work options. I am working with an elementary Intervention Specialist concerning safety concerns. I continue to work collaboratively with district administrators, principals, assistant principals and Exceptional Children Supervisors Erin Dzolic (K-6) and Jennifer Currie (7-12) on various issues to improve the functionality and support for the students and educators in the Exceptional Children Department in the district.

Please remember, if you have any questions, comments or concerns about anything related to your position, please feel free to contact me at vazquez_t@shaker.org.

If there is an issue or concern, please contact me & your department chair(s): Kandice Brooks & Libby Dang - (Woodbury), Marla Wheatley & Nichole Kerr - (SMS), Jessica Wilkes & Keesha Bryant - (SHHS). For buildings without a department chair, you should contact your SHTA Head building representative. We will assess the situation and then together we will contact the specific Exceptional Children Supervisor for your grade level: Erin Dzolic (K-6) or Jennifer Currie (7-12).

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

POLICY COMMITTEE

Typically, my policy report deals with the internal structure of the SHTA operations as defined by our Constitution. Today however, I would like to point out a contractual element from Article XIV of our contract with the district concerning evaluation. 14.02 of our contract states:

The evaluation procedure and schedule shall be consistent with the Teacher Evaluation Process as jointly developed by the SHTA and the Administration of the Board through the Teacher Evaluation Committee and as may be modified through the Teacher Evaluation Committee from time to time or as may be required by law.

What this means is that our evaluation system within the district is based on Ohio Law and the **joint** decision-making of our administration and teachers on our evaluation committee. Our system is supposed to focus on the growth and needs of the teachers. As we enter this year's evaluation cycle, it is important to remember that the process is intended to be collaborative. This begins with our Annual Professional Growth Plan, which can be developed self-directed with a rating of ACCOMLISHED from the previous year, jointly developed with the evaluator if your rating is SKILLED, or evaluator guided with a rating of DEVELOPING, but cannot be compelled. In other words, as long as you have two growth goals that fit the general criteria, you cannot be compelled to change or replace them without your consent. Any questions? Don't hesitate to ask me (kalan_t@shaker.org) or Lena and Andrew (paskewitz_l@shaker.org & glasier_a@shaker.org).

Respectfully submitted,
Tim Kalan, Chairperson

MEMBERSHIP/ELECTIONS COMMITTEE.

At this time, you should have noticed your first dues deduction, if they are paid via payroll deduction. Members who select payroll deduction shall have ten (10) equal deductions ($33.00) starting with the first pay in October of the current school year.

At this time, we have 461 members of SHTA. I want to give a huge thank you to Treasurer Shelley McDermott for her assistance with beginning payroll and auditing payroll sheets for accuracy. Also, special thanks to the building head representatives who asked for membership spreadsheets and reviewed them for accuracy and updates. In order to have accurate and complete records, I am counting on you to alert me to changes in membership so that I can update our records. If you need a current copy of the building spreadsheet, please email me and I will send it to you.

The 2023-2024 SHTA Representative Council Members are:

Boulevard- Cathy Grieshop, Stacy Stoller (alternate)
Onaway- Noreen Smyth-Morrow
Fernway- Selena Boyer
Lomond-Kelly Grahl, Shifa Isaacs
Mercer- Eileen Sweeney
Woodbury-Stacey DeYoung, Aquita Shepherd, Melissa Albrecht, Lee Appel (alternate)
Middle School- John Koppitch, Matt Klodor, Erika Pfeiffer,
High School – Jessica O'Brien, Brian Berger, Tod Torrence, Aimee Grey, Adam Cohen, Kim Roberts, Joel Rathbone, Catherine Szendry, Enid Vazquez (alternate)
IC- Linda Roth

Respectfully submitted,
Chante Thomas, chairperson

DIVERSITY, EQUITY & INCLUSION COMMITTEE

As we continue our journey through inclusivity, it is imperative that we continue to discuss areas around our history as it is and not as we want it to be. Learning more about our history and the contributions that people of color have made gives me an opportunity to share.

A story I recently came across was on Mum Bett. She was one of the first enslaved black Americans to sue for freedom and win in Massachusetts. As a free woman she took up the name Elizabeth Freeman. She was W.E.B DuBois's great grandmother. Her case served as precedent in the state that brought an end to the practice of slavery in Massachusetts. Freeman's real age was never known, but an estimate on her tombstone puts her age at about 85. She died in 1829 and was buried in the Sedgwick family plot in Stockbridge, Massachusetts. Freeman was among the first enslaved black Americans in Massachusetts to file a "freedom suit" and win in court under the 1780 Constitution, with a ruling that slavery was illegal. Her county court case, *Brom and Bett v. Ashley*, decided in August 1781, was cited as a precedent in the Massachusetts Supreme Judicial Court appeal review of Quock Walker's "freedom suit". When the state Supreme Court upheld Walker's freedom under the Constitution, the ruling was considered to have informally ended slavery in the state.

The book that I read this month that paralleled this history was *An American Story* by Kwame Alexander. The book is a very real history of oppression committed in the past and present against people with brown skin. Along with powerful poetry, this book possesses beautiful illustrations and I would recommend it to anyone interested.

Respectfully submitted,
Angela Goodrum

NEW TEACHER COMMITTEE

I hope you are all enjoying this beautiful Fall weather. I enjoyed seeing so many of you at the wonderful Fall Social Happy Hour at Pizzazz, organized by SHTA Social Chairperson and Vice President, Darlene Garrison.

I have some important deadlines and information to share with you. SALARY RECLASSIFICATION happens twice a year, in November and April. The due date for submissions is TWO WEEKS prior to that month's Board

Meeting. November submissions are due now, in time for the November 1st Board Meeting. Along with the form, you will need to submit an official transcript. The district also offers tuition reimbursement. TUITION REIMBURSEMENT forms are due by December 1st. Along with the form, you will need a receipt of payment, which can be the original receipt or a credit card statement. OPEN ENROLLMENT for our Medical Mutual Insurance is November 1-16th. Both forms are linked, but you can also find them by going to the Staff Intranet, going to the Human Resources & Benefits sections, and selecting Human Resources Forms. As always, please do not hesitate to contact me with any questions or concerns you may have.

For members that have questions about Continuing Contracts (Tenure), please see below.

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 CC IN ANOTHER OHIO DISTRICT**
- MUST WORK IN SHAKER FOR 2 YEARS

As always, please do not hesitate to contact me with any questions you may have.

Respectfully submitted,
Wendy Lewis

SOCIAL COMMITTEE

On Friday, October 6th, SHTA hosted their first Happy Hour for the 2023-2024 school year. We enjoyed pizza, wings and friends at Pizzazz on the Circle. We will be having another event during the winter holiday season. If you have any suggestions for possible venue locations, please let me know.

I will be sure to keep you posted about the next SHTA gathering in the newsletter and I will also send invites through email.

Respectfully submitted,
Darlene Garrison

SHTA PAC COMMITTEE

Thank you so much to Laura Klein, Pam Scott, and Doug Wang for attending the SHTA's Political Action Committee's Board of Education Candidate Forum. Thank you to all of the Association members who attended and asked questions of the candidates. It was an informative evening. You can watch the candidates in the League of Women Voters Shaker Board of Education Candidate Forum here.

Issue 13, Building a Solid Future for Shaker Schools is also on the ballot. Our buildings need repairs and upgrades. Please read through the linked information to find out more about the need for this bond issue.

Election Day is November 7th! Don't forget to get out and vote! Early voting is open and easy at the Cuyahoga County Board of Elections. The National Education Association's Action Center is a great resource to learn about current issues affecting education while being able to easily share your opinion with legislators in Washington, D.C. Currently, there are three ways to speak up about the national education budget.

Take action by taking care of yourself. Stressors are all around us. Take deep breaths and make sure to relax and rejuvenate your body and soul.

Respectfully Submitted,
Cathy Grieshop & Jessica O'Brien

BUILDING SAFETY & SICK DAY TRANSFER COMMITTEE

At this time, I have nothing to report.

Respectfully Submitted,
Matt Zucca, Chairperson

LEGISLATIVE COMMITTEE

The Statehouse News Bureau reports that the Ohio State School Board is not giving up power without a fight. Democrats on the board are suing to keep the Governor from taking authority that currently belongs to the Board.

The New York Times reports that Florida Governor Ron DeSantis is facing criticism over the state curriculum guidelines, especially surrounding the teaching of slavery.

Cleveland.com reports on Senator Sherrod Brown's bill to allow teachers to increase their tax deductions to $1000 for school supplies that they buy.

Respectfully Submitted,
David Klapholz

PUBLICATION COMMITTEE

During the past month, I created, edited, and sent to my editors before sending to membership the first SHTA newsletter of the 2023-2024 school year. I also later had the newsletter posted on SHTAweb.org and sent to our administration and community members. I have also sent various emails to membership from SHTA officers, and Executive Board members. I have sent updates to the company that oversees our website including updating the Executive Board, Representative Council, meeting dates and Presidential Service award winners.

If you wish to publish an editorial in the SHTA Newsletter, please feel free to reach out to me. All are welcome to write an editorial.

If you hear of a member who is NOT receiving the newsletter, please have them email me directly at glasier_a@shaker.org. Thank you.

Respectfully Submitted,
Andrew Glasier

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

MINUTES FOR THE REPRESENTATIVE COUNCIL MEETING

SHTA President, Dr. John Morris started the October 9, 2023 Representative Council Meeting at 4:30 PM. The meeting took place at Fernway Elementary School. Dr. Morris introduced ***Fernway Principal, Mr. Christopher Hayward.***

Fernway Principal, Mr. Christopher Hayward welcomed the SHTA Representative council to Fernway Elementary School. He said that he applauds teachers for all they do, especially in challenging situations. He invited the Representative Council to wander around Fernway to get a glimpse of what may be possible for future renovated school buildings. John Morris asked where 5th grade could go in the building and Chris Hayward gave a few possibilities of spaces. Mr. Hayward said that things at Fernway are going fairly well following his leave of absence.

A motion for approval of the MINUTES from the September 11, 2023 Representative Council meeting was made by James Schmidt and seconded by Angela Goodrum.

Administration Report

Director of Human Resources, Dr. Tiffany Joseph was present for the Representative Council Meeting. She presented various reminders:

- Salary Reclassification forms are due October 31st. People should have a transcript included with their application.
- People who are retiring in June 2023 do not have to be evaluated this year. They should announce that they are retiring by October 31st.
- Tuition Reimbursement forms are due December 1st.
- Some IPDP forms are not complete. The forms need to accompany the hours when submitted.
- The Health and Wellness Fair will take place on October 30th. Massages and vaccinations will be available. Sign up in advance.

PTO Report

PTO Council President Brooke Bribriesco was present for the Representative Council meeting. This was her first time attending the meeting and said if there is anything they can do to help, to please let them know.

Due to the 5:00 pm Shaker Heights Board of Education Candidates' Forum, an abbreviated Representative Council meeting took place.

Building Representative Reports

Boulevard— Cathy Grieshop-No Report

Fernway-Selena Boyer

- We held a Building Committee Meeting and reviewed Fernway's document of issues with the new A-E elementary schedule. There are more than 50 issues discussed; time did not allow for the committee to troubleshoot many of the concerns.

- I met with a couple members regarding student behavior and have referred them to the appropriate people who can better help them. They are concerned for the physical safety of the students in the class and for themselves.
- Our Autism Unit has not been appropriately staffed since school began. There is only one full time paraprofessional. There is a Wixey sub and building sub who have been working in the classroom but it is imperative that the children have paraprofessionals that are properly trained to do this important work. There may be a need to have more than three paras because with the new A-E schedule there are no adapted specials anymore. Students from the Autism Unit are now attending specials with classes in different grades than their own so that there is not enough coverage. This is difficult for all parties involved.

Lomond-Kelly Grahl

- Lomond reps compiled member feedback on the A-E schedule which was shared with Principal Clark, John Morris, Darlene Garrison, and Lisa Hardiman.
- The Building Team met and discussed more about the schedule and concerns about lockdown drill preparedness/Navigate 360.

Mercer-Eileen Sweeney

Onaway—Noreen Smyth-Morrow

- Met K-4 Building Committee; Good start to the year
- Some confusion about pre-school. Should they have a separate building committee?
- Talked with pre-school coordinator, Dejunee Lawson, who said the staff can go to her anytime if we have concerns and don't have to wait for a monthly meeting.

Woodbury— Stacey DeYoung

- This past month, I read through the slides from Building Safety and Sick Day Transfer Chair, Matt Zucca concerning the SHTA Building Representative Expectations.
- We (WO Reps) communicated with Woodbury SHTA members via an email newsletter which also linked the SHTA Newsletter.
- I met weekly with Principal Eric Forman.
- I met with Elections Chair, Chante Thomas, to discuss new members in the building and welcomed them to SHTA.
- I contacted Teacher Education Chair, Wendy Lewis (Building Committee Leader) concerning membership in the Building Committee as well as scheduling the meeting times.
- I reached out to a teacher who has not yet joined SHTA.
- I met with Woodbury Representative Aquita Shepherd to discuss building issues (meetings after school, teacher responsibilities throughout the day for student transitions, lunch and recess)
- I spoke to two members concerning incidents of student behavior.
- I met with a member and administrators to discuss expectations concerning reading intervention groups, as well as student to teacher ratio and student behavior. These concerns are being addressed by our administrators.
- I met with several members and administrators to discuss the Music Department scheduling and how to best support members so they can teach successfully. This is an ongoing conversation.
- I met with members to discuss Specials teachers being included on field trips. This is a new responsibility as these teachers are part of the Homeroom and Advisory periods of the day.
- I spoke with Mr. Forman about reducing the number of weekly after school community meetings from two to one. We will now meet with our community once a week.

- Mr. Forman and I discussed the new Professional Learning Carousel meetings that occur every Thursday after school. This means that many teachers have meetings after school twice per week. Others may have up to four meetings after school each week.
- I spoke with Intervention Specialists about difficulties with their schedule which was changed this year- from being part of one team and teaching two subjects, to teaching one subject, as a part of two teams. Also spoke with the teacher of the resource room about concerns.
- I spoke with several members separately about the pace of our daily teaching schedule and meeting schedule. This includes some meetings being scheduled during a lunch or planning time.
- All items have been brought to Mr. Forman's attention. We, as a building, have issues to work on, and the discussions are ongoing.

Middle School—John Koppitch

- High School rep Jessica O'Brien and I represented a member who was in need of a contractual scheduling issue.
- Principal Thomas Flood continues to work with upper administration about a paid stipend to staff who'd be willing to supervise the hallways between 7:15-7:45.
- Mr. Flood was actively updating staff about a possible threat to our building on Friday, September 29th. He sent out emails to staff and the community with information as it was reported to him.
- I conferred with Mr. Flood about the tenure candidates for this year, we also speak weekly to discuss building concerns.
- The building committee has been meeting with Mr. Flood regularly on Fridays after school dismisses.

High School—Jessica O'Brien

Spoke with Principal Eric Juli about the following:

- All supplemental contracts have been sent to Human Resources, members should get a response from HR.
- Still waiting on hiring a Spanish teacher. Eric expressed that it is now in the hands of HR. He said he tried to rescind an offer to a hire that did not have their sub license and hire someone that already had it, and was unable to do this process.
- Multiple departments have brought up that we need an HR representative in hiring meetings. Eric agrees and is supportive of trying to make sure that someone from HR is present.
- Discussion of next year's schedule at the high school has begun. Whether or not we have 7 or 8 classes, how that will work, are we required to do Block, and how often Flex and Crews would actually meet are all up for discussion.
- Work on fixing the leak in the *Shakerite* room is progressing and will hopefully be done soon. It has caused some disturbances on the 3rd floor with teachers having to move rooms and people not being able to locate students and staff members.

Innovative Center--Linda Roth

- The IC staff has joined cohort #2 of the Ohio Personalize Learning Network and attended the first of four sessions on 9/26/23.
- One of our big takeaways is that other districts are interested in what the IC is doing and we are definitely ahead of the curve in Ohio in providing a learner-driven, personalized education.
- It is important that the District and union support the IC so we can remain a leader in personalized learning to make Shaker a destination for students, families, and staff interested in progressive education.
- Last year, IC teachers requested an MOU to establish and clarify the necessary difference in teacher course load between IC and main campus teachers. We were, and still are, seeking a cap on the number of students the IC can effectively service under the current structure. We were recently informed that MOUs are usually the result of a grievance (which we have no intention of filing.)

- Personalized learning requires individual preps for each student for each course in which they are enrolled. 65 students equals *at least* 65 preps. In addition, IC teachers are responsible for all grade-levels and almost all subjects within their licensure.
- As such, we are requesting the next SHTA contract-negotiating team consider adding IC-specific language regarding course-load caps and other responsibilities.

Old Business-None

New Business-None

Good of the Order-

- President Dr. John Morris thanked Fernway Head Representative Selena Boyer, for the good food.
- President Dr. John Morris also thanked PAC (at large) Chair Cathy Grieshop, for organizing the Board of Education Candidate Forum.

Motion for adjournment was made by James Schmidt. It was seconded by Bob Bognar.

Meeting adjourned at 4:54 pm.

Respectfully submitted,
Lisa Hardiman



The October SHTA Represnetative Council Meeting at Fernway Elementary library.

YES ON ISSUE 13

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.

As the election approaches on November 7, I want take this opportunity to personally endorse Issue 13 that has been placed on the ballot by the Board of Education. While I don't live or vote in Shaker Heights, I have spent 25 years teaching at the Middle School. Now is the perfect time to repurpose the property at the corner of Warrensville Center Road and Shaker Boulevard East. Most middle schools include grades 6-8, which will be the case here if the bond issue passes and Woodbury is transformed into a new school. The IB programs operate best with a PYP concept in grades K-5, MYP in grades 6-10, and DP in grades 11-12. The plans outlined in Issue 13 match up with IB's alignment. Transitioning from one school to another can be a challenging time for students. This plan eliminates one of those transitions completely. Whatever happens to the current Middle School property in the future (community center, mixed use development, youth sports complex, etc.) will be better than the school district hanging on to a building that is always in need of repairs and is the most expensive building to maintain because of its unique California style architectural design. The building's location is also a problem, as it is the only building that all Shaker students attend that is not centrally located. Closing it will decrease maintenance and transportation costs significantly over the long term.

The building projects that add space for 5th graders at each elementary school are more cost-effective than tearing down some of the K-4 schools and building new schools. This savings allows for every building involved in the plan to install central air conditioning, which has become an even higher priority due to climate change. Our students deserve safe and healthy learning environments.

Regarding the plan for a new pre-school, the research supporting better pre-school instruction for all students is clear. Students who attend highly rated pre-schools are better prepared for kindergarten than their peers, and continue to make academic gains because of their pre-school experiences. This part of the plan matches the district's goals related to equity and excellence for all.

One of the best things about teaching in Shaker Heights has been the incredible support the community and its citizens give to their public schools. The Board of Education has not asked the voters for much in recent years (no school levies since 2014 and only a small bond issue for repairs in 2017). Now is the time to vote yes and improve the learning environments for all of our students in grades pre-K-8

Mike Sears
8th Grade Social Studies Teacher
SHTA Rights & Responsibilities Committee Chairperson

SHTA Officers and Executive Board Issue 13 Endorsement Statement

As SHTA Officers and Executive Board Members, as well as full-time teachers working throughout the district, we have the opportunity to visit all Shaker School buildings each school year. We have consistently seen the need for capital improvements grow as our facilities fall behind. We visit school buildings that feature short term fixes that need to be readdressed on a yearly basis.

Our facility issues are the very definition of "two steps forward and one step back". Meanwhile, the larger scale efforts to stay in tune with our growing technological and best practice teaching methods and needs continue to fall behind.

With the beautiful exception of Fernway School, most Pre-K to 8 buildings have insufficient infrastructure to support Chromebooks, let alone 21st century learning. We have school buildings that have temperatures that reach as high as 92 degrees and above throughout the early fall and late spring. We have school buildings with insufficient access to flexible seating and classroom arrangements that enhance learning styles and diverse student needs. We have school buildings with entrances that feature indirect sight lines as well as exits and entrances that impede safety and security measures within these buildings.

It is time for widespread improvements to our Pre-K to 8 buildings, including an essential expansion of our Pre-K facility, to make our district the best place for learning for our students, our most precious investment. We can no longer afford to do nothing and expect to be considered a world class school district. As one community member has stated, "Shaker Heights' defining asset is its schools." As teachers, and SHTA leaders, we cannot agree more. That's why we are voting For Issue 13 and we strongly encourage you to do the same.

In Union,
SHTA Officers and Executive Board

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

PAC of the Shaker Heights Teachers Association