## IMPORTANT DATES

**Tuesday, September 20th:** Finance & Audit Committee, SHHS

**Friday, September 23rd: WEAR YOUR SHTA SHIRT DAY**

**Thursday, September 29th:** Bond Meeting, 7:00 PM @ SMS

**Friday, September 30th:** Annual Professional Growth Plan should be completed.

**Wednesday, October 5th:** SHTA Executive Board meeting

**Friday, October 5th: WEAR YOUR SHTA SHIRT DAY**

**Monday, October 10th:** SHTA Representative Council Meeting, 4:15 PM @ Fernway


# SHTA news

September 12, 2016

ISSUE NO. 1


## Message From the President

It's hard to believe we are at the beginning of another school year, but here we are. It's been a busy summer for many of us, but I also hope you had time to reconnect with your family and loved ones. It's been my pleasure to continue to work on SHTA concerns over the summer and to continue to work more directly with our membership now that the school year has begun.

Since the end of the last school year, I have worked on several SHTA issues. I worked with Darlene Bushley on personnel and contract issues. I attended the two-day Instructional Council retreat. I hosted our Executive Board summer meeting. I visited district improvements with Dr. Hutchings, Terri Breeden, Steve Wilkins, and Keith Waggoner. I worked on supplemental issues in the district. I worked with past Vice President Dollye Finney on staffing issues for speech pathology. Thanks to Dollye's efforts, we worked out a Miranda of Understanding (MOU) with the district. I attended the new teachers meeting for the SHTA. I also worked on a continuing Diploma Programme staffing issue at the High School. Throughout the summer, I continued to have weekly phone conferences with Dr. Hutchings. I also maintained the SHTA Facebook Page with Andrew Glasier and updated the Cuyahoga County Educator Summit page.

Since the school year has begun, I have continued to work on staffing and personnel issues. I have also addressed temperature concerns throughout the district. I have worked with Human Resources on benefit enrollment and I have continued communicating with Dr. Hutchings. I also attended the New Teachers' Happy Hour facilitated by Selena Brown and Lisa Hardiman. I applaud both Selena and Lisa's efforts to make our new members feel welcome.

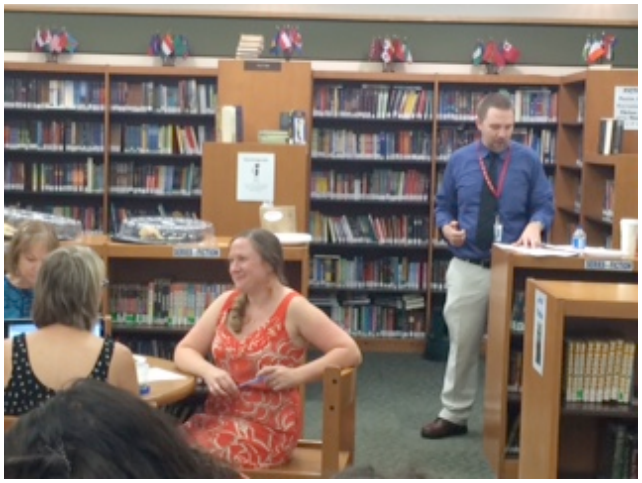
One of the most difficult parts of this summer was dealing with the passing of one of our own members, Robin Snyder. Robin was beloved by students and colleagues alike. I wanted to republish here what I stated on our Facebook page this summer:

> *High School Mathematics Teacher and Shaker Parent, Robin Snyder, was an outstanding and motivating teacher who inspired her students to push themselves in a difficult subject matter through her humor, compassion, and humanity. As a colleague she was bright, honest, and painfully funny.*
>
> *She will be remembered and sorely missed by those lucky enough to have worked alongside her and by those students whose lives she touched. It will be difficult for those of us who knew Robin to begin this school year without her, but we know her legacy lives on through the teachers, friends, and students who knew her and loved her for the fine educator and human being she was. Thank you, Robin, for the time you spent with us. You will not be forgotten.*

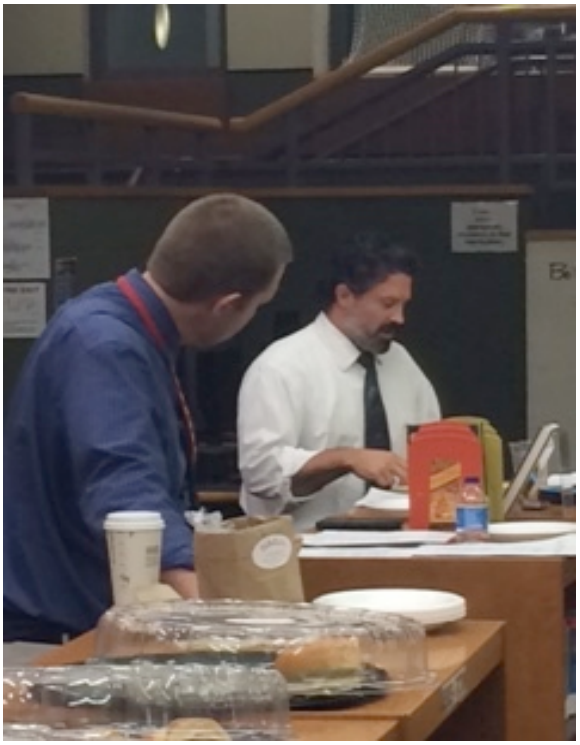
I can only say that Robin was and is a reason why I found joy in being a teacher at the High School. Her loss is profound not only professionally, but also personally to those who called Robin a teacher or a friend. If you would like to contribute to a memorial to Robin, High School class of 2018 Student Body President Krysta Aulak is heading up an effort at https://www.gofundme.com/2ahbb56s. Krysta's effort is also a testimony to Robin's ongoing legacy.

Finally, I would like to state my gratitude to our incredible Executive Board and Representative Council. When I look at everyone at our first meeting of the year I am reminded how fortunate I am and how fortunate Our Association is to have such a dedicated group of professional teachers and teacher advocates working with the SHTA. I am lucky enough to be elected President among such an incredible group of individuals. They represent our schools and our profession so well. It continues to be one of the great rewards of my career to work with, by, and for them, and all of you. If I can be of any assistance or answer any questions about our contract or professional responsibilities, please do not hesitate to contact me at morris_j@shaker.org or x6033.

***Respectfully submitted,***
***John Morris***



**SHTA President John Morris speaks at the September Representatives meeting @ Woodbury School.**



**SHTA Vice President Matt Zucca speaks at the September Representatives meeting @ Woodbury School.**

# Reports from the Executive Board

## VICE PRESIDENT'S REPORT

Welcome back to our returning SHTA members and a warm welcome to our new colleagues and our new members under the SHTA ST. I hope that you all had a safe and restful summer and that your year is off to a great start. Over the summer, it was my pleasure to meet with the officers to plan, debrief and discuss the Association's agenda. It is an honor to serve with this team of officers. They are well informed and committed to the membership of the Shaker Heights Teachers' Association. It is essential that we continue to represent solidarity and a high level of professionalism that is the backbone of the SHTA.

I would like to remind SHTA Fellowship recipients that your receipts for reimbursement are due at the end of the month. Please forward this information to me at Fernway School. Please allow me 2- 3 weeks from the time of your request to receive your check. A number of Fellows have not yet submitted your receipts. I hope that you will take advantage of this opportunity.

As Vice President I attend the PTO Council meetings on behalf of the Association. These meetings are held approximately bi-monthly and appear on your PTO calendar. The Council at no charge-annually provides each teacher with the PTO calendar. All teachers and parents are automatically members of this organization. However, we ask that you donate to the annual PTO drive. I hope that you will consider making a contribution to this important organization. I would also like to welcome the new PTO Council Co-Presidents Mark Levin and Heather Weingart.

I am also a member of the Investments Committee, chaired by our treasurer Bill Scanlon. Please refer to the Treasurer's report in this newsletter to review the status of our investments. As a member of the Investments Committee, I work with the other members to protect and grow the large monetary legacy of our past Association members in the form of the General Fund. We use conservative standard and guidelines to maintain the strength of the Fund.

Although the start of the school year has been reported to have been relatively smooth by many members, there have been challenges along the way that building representatives have worked on to create this smooth opening. Despite late delivery of materials and the cancelation of programs used by many teachers in countless ways in the classroom, Shaker teachers, as always, have risen to the occasion and provide their students with a welcoming and nurturing environment.

To continue the successes of the beginning of the school year please seek out your building representatives if you have any concerns or questions. The SHTA is here to support its members; we are here to support you as you do your best for the students of our district.

Finally, I am wishing you a productive and fulfilling year. I am looking forward to working with you all. If you have any questions for me feel free to contact me at 295-4692.

***Respectfully submitted,***
***Matthew Zucca***

## SECRETARY'S REPORT

Welcome back to the 2016-2017 school year, I hope things are off to a fabulous start for everyone. I am looking forward to working with and for the members of SHTA. Please remember that if there is anything you need, we are here for you. I am a 6th grade teacher at Woodbury and my direct extension is #4997. My title is secretary of SHTA and I am responsible for all correspondence to the membership. I take notes at Executive Board and Representative Council meetings. All notes that are taken during Representative Council meetings are attached to the newsletter each month. I will also be assisting with the district's annual the *Night for the Red & White* event. During the month of January, there will be a raffle for SHTA members. The winners will receive two tickets to this spectacular event. Again, welcome back and try to enjoy this extremely warm weather.

***Respectfully submitted,***
***Darlene E. Garrison***

## TREASURER'S REPORT

Welcome to all our new staff members and welcome back to all of our seasoned veterans. We start this school year with renewed enthusiasm for the future achievements of our students. The year started smoothly at the High School with our new principal Jonathan Kuehnle. I appreciated the collaborative time during the first week of professional development. It was great to have planning time with my colleagues to share and learn about the great teaching that goes on here at Shaker. When we are given that collaborative time, it helps us prepare a better experience for our incoming students.

For those of you new to our Association, I have the honor of serving as the treasurer. I maintain our finances by creating a budget, paying bills, and monitoring our dues income. I oversee our investments as chair of the Investments Committee that meets with our Edward Jones financial planner twice a year. I meet with our Key investment advisor to monitor the banking investments we own, and I relay pertinent information to the Investment Committee. I meet individually with our accountants to ensure our tax forms are up to date. I go through the process of having our accountants perform a compilation of our books each year with an audit performed every 4 years. I report our financial activity to the Representative Council and the members at large.

In May the members of our association approved the budget reflected by the current financial report. Also included is the summary of last year's financials (fiscal year 2015-16). If anyone has any questions about the Association's finances please give me a call at #6296.

Payroll deduction for dues ($30 per pay), for those who choose that option of payment, will begin with the October 1st paycheck. Anyone who prefers to pay her/his $300 dues all at once can send a check to Chante Thomas-Taylor at Woodbury School.

The Investments Committee (Todd Keitlen, Matt Zucca, Chante Thomas-Taylor, and myself) will be meeting next month with Brady Krebs, our Edward Jones advisor, to discuss our investments and whether any changes need to be made.

I am happy to say that being in my 21st year as a Shaker Teacher I love my job and I love serving as your treasurer. I love the people I work with and I love my students. I love that my own kids are attending Shaker Schools. This is a special place and I'm proud to be a part of it. But I couldn't do it without the support of those around me; teachers and support staff. We are stronger when we work together.

***Respectfully submitted,***
***Bill Scanlon***

Shaker Heights Teachers' Association
Balance Sheet Standard 09/06/16
As of June 30, 2016

| | Jun 30, '16 |
|---|---|
| ASSETS | |
| Current Assets | |
| Checking/Savings | |
| Key Bank (checking) | 23,777.38 |
| Key Investments2 | 44,894.65 |
| Total Checking/Savings | 68,672.03 |
| Other Current Assets | |
| Edward Jones 13760-1-1 | 442,655.37 |
| Edward Jones 13768-1-3 | 574,279.19 |
| Total Other Current Assets | 1,016,934.56 |
| Total Current Assets | 1,085,606.59 |
| TOTAL ASSETS | 1,085,606.59 |
| LIABILITIES & EQUITY | |
| Equity | |
| Opening Balance Equity | 53.69 |
| Retained Earnings | 1,094,111.61 |
| Net Income | -8,558.71 |
| Total Equity | 1,085,606.59 |
| TOTAL LIABILITIES & EQUITY | 1,085,606.59 |



**SHTA Treasurer Bill Scanlon explains our budget at the September Representatives meeting @ Woodbury School.**

Shaker Heights Teachers' Association
Profit and Loss Standard 09/06/16
July 2015 through June 2016

| | Jul '15 - Jun '16 |
|---|---|
| Income | |
| Income | |
| Member Dues | 136,020.00 |
| Total Income | 136,020.00 |
| Investments | |
| Change in Value for Key Investm | -1,520.32 |
| Change in Value in Edward Jones | -59,254.00 |
| Edward Jones Investment Income | 48,858.77 |
| Edward Jones-Fees & Charges | -5,920.54 |
| Key Investments Income | 914.70 |
| Total Investments | -16,921.39 |
| Other Types of Income | |
| Miscellaneous Revenue | 6,232.37 |
| Total Other Types of Income | 6,232.37 |
| Total Income | 125,330.98 |
| Expense | |
| Operations | |
| Accounting | |
| Banking | 3.76 |
| Accounting - Other | 5,157.50 |
| Total Accounting | 5,161.26 |
| Compensation | 49,975.46 |
| Conferences & Meetings | 3,328.18 |
| Executive Board | 1,885.69 |
| Fellowships & Grants | 1,641.83 |
| Insurance | 5,909.00 |
| Legal | 7,607.70 |
| Negotiations | 36,487.42 |
| Officers' Expenses | 344.00 |
| Payroll Taxes | 654.01 |
| Public Relations | 8,549.92 |
| Publications | 892.32 |
| Social | 5,138.34 |
| STRS (TPO Contribution) | 6,314.56 |
| Total Operations | 133,889.69 |
| Total Expense | 133,889.69 |
| Net Income | -8,558.71 |

Shaker Heights Teachers' Association
Balance Sheet Standard 09/06/16
As of September 5, 2016

| | Sep 5, '16 |
|---|---|
| ASSETS | |
| Current Assets | |
| Checking/Savings | |
| Key Bank (checking) | 17,012.14 |
| Key Investments2 | 45,921.39 |
| Total Checking/Savings | 62,933.53 |
| Other Current Assets | |
| Edward Jones 13760-1-1 | 458,755.25 |
| Edward Jones 13768-1-3 | 599,568.60 |
| Total Other Current Assets | 1,058,323.85 |
| Total Current Assets | 1,121,257.38 |
| TOTAL ASSETS | 1,121,257.38 |
| LIABILITIES & EQUITY | |
| Equity | |
| Opening Balance Equity | 53.69 |
| Retained Earnings | 1,085,552.90 |
| Net Income | 35,650.79 |
| Total Equity | 1,121,257.38 |
| TOTAL LIABILITIES & EQUITY | 1,121,257.38 |

Shaker Heights Teachers' Association
Profit and Loss Standard 09/06/16
July 1 through September 5, 2016

| | Jul 1 - Sep 5, '16 |
|---|---|
| Income | |
| Income | |
| Member Dues | 1,080.00 |
| Total Income | 1,080.00 |
| Investments | |
| Change in Value for Key Investm | 952.11 |
| Change in Value in Edward Jones | 40,422.22 |
| Edward Jones Investment Income | 1,992.41 |
| Edward Jones-Fees & Charges | -1,025.34 |
| Key Investments Income | 74.63 |
| Total Investments | 42,416.03 |
| Total Income | 43,496.03 |
| Expense | |
| Operations | |
| Compensation | 1,550.15 |
| Conferences & Meetings | 283.31 |
| Executive Board | 50.00 |
| Insurance | 5,419.00 |
| Legal | 327.22 |
| Social | 215.56 |
| Total Operations | 7,845.24 |
| Total Expense | 7,845.24 |
| Net Income | 35,650.79 |



# *EXECUTIVE BOARD REPORTS*

## PROFESSIONAL RIGHTS AND RESPONSIBILITIES REPORT

Welcome back to our senior staff and welcome to our newest members. While I hope everyone had a restful and healthy summer break, by now I'm sure we're starting to feel like we never left.

My name is Mike Sears and I teach 8th grade American History at the Middle School. This is my 18th year in the district and my 21st year in education. This is my 12th year of involvement with SHTA, and my 7th year as the chairperson for Professional Rights and Responsibilities. This position is also called Grievance Chair. My extension is #4770 and e-mail (sears_m@shaker.org) is also a great way to contact me. I enjoy working with the members and, like we tell our students, "there is no such thing as a stupid question".

I also serve on the district's Insurance Committee, which meets twice a year. Last year, representatives from All State updated each member's insurance information electronically. During these meetings, some members chose to purchase additional life and/or disability (short and long term) policies. Anthem is our major medical health insurance company. Express Scripts is our prescription drug provider. Medical Mutual of Ohio runs our flexible spending account program. Members should have cards from Anthem and Express Scripts with member services phone numbers they can call as questions arise. If any member has a concern regarding health benefits, I can help point them in the right direction. Benefits Specialist Josh Eckford can also help you. However, many of these questions are best answered by directly contacting the service provider. I recently created an account online with Express Scripts. They have detailed records for every prescription, and recommended ways I could save money by having some prescriptions delivered through the mail. I would recommend creating an online account with them and with Anthem. I have also had several positive experiences with Anthem's member services department over the phone. They have answered my questions without putting me on hold for more than a moment.

I spent time this summer meeting with the Executive Board, speaking to the new teachers, and helping members with maternity leave and sick day questions. I also attended a Board meeting in June regarding supplemental contracts for both academic leadership and athletic positions. The Board approved committee recommendations, which can be found at this website:

http://www.boarddocs.com/oh/shaker/Board.nsf/Public.
(Click on meetings, June 14, 2016, go to view the agenda, and look at 7.1 SHTA Supplemental Committee Report.)

There are four documents attached that provide detailed information about the changes. For many academic leadership positions, a scale was added that rewards experience. Coaches who are employees of the district are now being paid more than external hires. This decision was made to encourage more employees to coach. The index increased from $430 to $442, and will increase to $453 for 2017-18. These increases are tied to 1 % of the base salary. The index had been frozen for almost ten years. One change that concerned several members was that supplemental pay can no longer be collected in every paycheck. Members will have to choose to be paid either at the end of their work or twice during their work (halfway and at the end). This change was made to help both the Human Resources and Treasurer's offices be more efficient, and allowed us to have extra money available for supplemental contracts. Side Letter A states that Fine Arts/Clubs/Activities will be reviewed during the 2016-17 school year. If you would like to be involved in this process by either serving on the committee or providing information about your club, please let me know. Side Letter A also has a part B, which discusses a Unit Pay/Project Stipend Review Committee. This committee has not completed its work, and the district will continue to use unit pay until a new system is

created and approved by the Board.

The September 16th paycheck should include a step increase if you qualify for one this year. Another way to advance on the salary schedule is by reaching continuing education levels like B.A. + 15 or M.A. + 30. The Board approves these changes in November and April. There will be an extra 1% of your salary paid out to STRS this year, beginning with the September 16th paycheck. The Ohio Education Association supported STRS reform in order to keep STRS stable for future retirees. With this increase, STRS members will have increased their contributions from 10 % to 14 % over the past three years. There will not be another increase next year. If you would like to learn more about pension reform, please read the STRS Newsletter from November 2012. https://www.strsoh.org/employer/_pdfs/newsletters/44-919G.pdf

The district policy for maternity leave is clearly outlined in the contract. However, new mothers have to decide how many sick days they want to use and if they want to take any unpaid leave through the Family and Medical Leave Act. If you are pregnant, please contact me right away so we can look at a calendar, and I can assist you in a plan that works best for you and your family. You should be aware that notes from doctors do not always allow for additional sick days to care for babies. For example, a note that discusses "failure to thrive" is an acceptable medical reason to use a sick day, but a note that mentions "bonding with the baby" will not be approved because that is not considered a medical condition that allows for a sick day.

Paternity leave is mentioned in our contract. New fathers are permitted to use up to 10 sick days to help care for a new baby. No documentation from doctors is required for this leave. For both maternity and paternity leave, contact me before you contact the administration so you understand all of your rights.

It is your responsibility to keep the Human Resources Department informed of changes in your family status (over the summer as well as during the school year) concerning **births, adoptions, deaths, divorce, marriage, or entry into military service.** If these changes are not reported to the Benefits Office within **30 days** you will not be permitted to make this change until the next open enrollment, which is usually in November. **Please contact Josh Eckford at 4339 before the 30-day deadline. This may cost you money if you miss this deadline.**

Personal days are personal. No one needs to know why you are taking a personal day. You do **not** need to fill out a form about a personal day. You may simply enter it on AESOP. However, you are responsible for keeping track of your own personal days. If you enter a 4th or a 5th personal day, you will **NOT** be paid for those absences. You may not use personal days before or after a holiday unless you fill out the personal day request form and it is approved by both the building principal and the Human Resources Department. Each case is handled on an individual basis. If you have a question about this, please contact me.

If you use more than 5 sick days in a row, a building secretary will have to enter days 6 and up into AESOP. The Human Resources Department reserves the right to ask you for a doctor's note explaining your absence beyond one week. If you use 10 sick days in a row, the Human Resources Department is required by law to send you a form about Family and Medical Leave. You may choose to continue using sick days with appropriate documentation or you may go on an extended and unpaid leave for family or medical reasons. Please call me if you foresee a situation like this one happening.

The current contract is available on our web site, http://shtaweb.org. I strongly encourage you to read it and use it as a reference. I'm also happy to help you with issues of interpretation and clarification. Best wishes for a wonderful school year!

***Respectfully submitted,***
***Mike Sears, Chairperson***

## LEGISLATIVE REPORT

The Cleveland Municipal School District and the Cleveland Teachers Union (CTU) have come to a collective bargaining agreement avoiding a strike last week. CTU deferred terms regarding compensation at this time. The union wants to wait for the outcome of the school levy to see how much money will be in the district's budget.

ECOT virtual school of Ohio has to submit to an audit of the amount of time that the 15,000 students at the giant online school spend logged on for classes and doing other schoolwork offline. The center of the controversy is how to measure the amount time students spend on lessons and whether ECOT received all of its $108 million in state funding for the 2015-16 school year properly, or whether it overcharged the state. ECOT is expected to appeal the ruling.

On August 19th, State Senator Michael J. Skindell (D-Lakewood) announced that all the members of the Ohio Senate Democratic Caucus have signed a letter calling on the Kasich administration to restore funding to the Head Start program. A recent rule change could cut $12 million from the program.

The under the new Every Student Succeeds Act (ESSA), Ohio will create a plan for how our local, state and federal programs are aligned to help all of our students be successful. The Ohio Department of Education will be seeking your involvement at a series of meetings throughout the state. Everyone is welcome to attend and share his or her ideas.

***Respectfully submitted,***
***Eileen Sweeney, Chairperson***

## PUBLIC RELATIONS

As Public Relations chair I would like to welcome back all of our members. Over the summer many T-shirt orders came in and I was able to fulfill those orders before convocation. We still have a few short sleeves shirts left. Please see your building representative for information. It was inspiring to see many of our members proudly wearing their SHTA T-shirts during convocation. This demonstrates the solidarity of the Shaker Heights Teachers Association.

My responsibilities include placing ads in various publications such as *Shaker Life Magazine*, the *Shakerite* and the *Gristmill*. I also am responsible for making donations to various organizations that help to enrich the lives of our Shaker students. In addition I purchase teacher appreciation gifts for our members that are given out during teacher appreciation week. As stated in the SHTA Constitution and By-Laws, I will continue to work at fostering mutual understanding, good will and respect between and among students, staff, community and administration.

***Respectfully submitted,***
***Bob Bognar, Chairperson***



## EVALUATION COMMITTEE

I hope everyone had a restful and enjoyable summer and an excellent start to the new school year! I am happy to continue serving the Association as the Evaluation Chair. My duties in this position include: collaborating with colleagues and administration at Evaluation Committee meetings, leading professional learning about the evaluation process, and supporting individuals with evaluation questions and issues. I also serve as one of the Peer Evaluation Program's coordinators with Andrew Glasier and Addie Tobey.

The new teachers to the district received evaluation training before the school year started. Thank you to Deanna Clemente-Milne and Tina McCauley for leading that important training. The SHTA-Support Teachers also received training during professional week, as they will be participating in the process this year. Thank you to Andrew Glasier for leading the training for secondary level teachers! I lead the training for elementary level teachers. If anyone in these groups has additional questions or concerns, please contact one of the trainers.

The evaluation process will be much the same as it was last year. All forms and written directions and explanations are on the teacher page of the shaker.org website. The Professional Growth Plan should be completed and uploaded to eTpes by September 30th.

The Peer Evaluation Program continues to thrive! We have 105 participants this year and feedback about the program continues to be very positive. I look forward to another year serving the Association!

***Respectfully submitted,***
***Lena Paskewitz, Chairperson***

## PAST PRESIDENT'S REPORT

Welcome back to the 2016-2017 school year. I am Rebecca Thomas, Past President of the Shaker Heights Teachers' Association. From 1976 to 2011, I worked as an elementary school librarian, retiring in 2011 after 35 years in the Shaker schools. For six years prior to my retirement I served as the SHTA President and before that I served in various leadership roles including Salary Tenure Chairperson/Chief Negotiator and Chairperson of Teacher Education.

As Past President, I serve at the direction of President John Morris. Primarily, I attend evening meetings of the Board of Education and the Finance and Audit Committee and file a report with President Morris. I also assist with editing the Newsletter and with other areas as needed.

The Board of Education is currently preparing for a $55 million bond issue in May 2017. It would fund the construction of a new middle school along with significant improvements to every existing building. This is an important issue for our Association. There is a strong educational value to building a new middle school. The current building is dysfunctional; it is not conducive to the educational programming and services for which it is being used. See the Board of Education statement on Facilities Master Planning located on shaker.org and also posted on the SHTA Facebook page for an overview of this need.

Having funds available for other capital improvements removes that encumbrance from the general fund. That would mean that general fund money would be available for programs, services, and personnel. Each of you should make every effort to be informed about the bond issue and I will continue to report about this initiative.

You all have my best wishes for a successful school year.

***Respectfully submitted,***
***Becky Thomas, Chairperson***

## POLICY COMMITTEE

My name is Timothy Kalan, and in addition to teaching art at Lomond and Onaway Elementary Schools, I am the SHTA policy chair. The policy chair's main concern is stewardship of the SHTA Constitution, which defines our Association and provides us with the protocols that determine the structure of our operation. This document can be found at www.shtaweb.org/, along with our contracts, newsletters and other interesting items. Any questions concerning our Association's internal mechanisms can be directed towards me. I also serve on the district's teacher evaluation committee, and have attempted to spearhead changes in our special education department, so feel free to contact me with any questions or concerns on those issues as well.

***Respectfully submitted,***
***Tim Kalan, Chairperson***

## SOCIAL COMMITTEE

Welcome back to the 2016-2017 school year! I am looking forward to another year as the Social Committee Chairperson for your SHTA. My responsibilities include being in charge of all of the social activities we may have, fostering good fellowship among the Association and coordinating the annual District Service Recognition event with the administration, held in May. I hope that everyone has a great school year!

On August 26th we welcomed our newest colleagues with a meet and greet happy hour at Panini's Restaurant in Mayfield Heights. We will have our annual Autumn Happy Hour in November! We will socialize, eat, and toast to another fabulous school year!

If you have any suggestions or comments please feel free to call my school extension (x6041) or email me (boyer_s@shaker.org). Have a great year!

***Respectfully submitted,***
***Selena Brown, Chairperson***

## TEACHER EDUCATION COMMITTEE

Welcome back for the 2016-2017 school year! I am really excited to be working with the new teachers in the Shaker Heights City School District.

New teachers will be receiving information highlighting some contract language that will especially affect them. I will also give new teachers a list of important dates they have to remember as the year progresses. Keep in mind that my role with the Association is to work with new teachers and their mentors.

Please contact me to discuss any aspect of the evaluation process or any other area of your employment as you move toward a continuing contract. I can be reached by email hardiman_l@shaker.org or by phone 295-4867.

***Respectfully submitted,***
***Lisa Hardiman, Chairperson***

## LEGAL AID COMMITTEE

Welcome back! I am looking forward to serving as chairperson for Legal Aid Committee. The role of the Legal Aid Committee is to hear requests from members who might need legal assistance. I can be reached at 295-4914 if you have any questions. Have a wonderful year!

***Respectfully submitted,***
***Cathy Grieshop, Chairperson***

## MEMBERSHIP/ELECTIONS COMMITTEE

Welcome back! If you pay your dues by payroll deduction, SHTA dues will automatically begin with the first paycheck in October. ($30 per pay x 10 pays = $300) If you pay your dues by check, please submit your check for $300 to your building representative prior to October 1st. Membership forms only need to be completed by NEW MEMBERS, or as a current member you wish to CHANGE your form of payment and SIGN UP FOR PAYROLL DEDUCTION. If you wish to stop payroll deduction and instead pay by check, please submit a letter to Chante Thomas-Taylor at Woodbury Elementary School.

**2016-2017 SHTA Rep Council**

| | |
|---|---|
| **Boulevard** | **Angela Anderson Head Rep; Jennifer Goulden, Alt.** |
| **Fernway** | **Andee Hassell, Head Rep** |
| **Lomond** | **Donita Townsend, Head Rep; Steve Smith, Jill Dipiero** |
| **Mercer** | **Nicole Smith, Head Rep** |
| **Onaway** | **Paula Klausner, Head Rep** |
| **Woodbury** | **Angela Goodrum, Head Rep; Aisha Mason, Lee Appel, Aquita Shephard, Alt** |
| **Middle School** | **Kathy Manning, Head Rep; Linda Roth, Tim Richards** |
| **High School** | **James Schmidt, Head Rep; Amanda Ersek, Brian Berger, Aimee Grey, Tod Torrence, A.T.Vazquez, Keith Szalay, Joel Rathbone, Alt** |
| **SHTA ST** | **Bonnie Gordon, Jen Halapy** |

***Respectfully submitted,***
***Chante Thomas-Taylor, Chairperson***

***The SHTA is on***   ***us @***

***http://www.facebook.com/pages/Shaker-Heights-Teachers-Association***

## SHTA PAC REPORT

The upcoming federal general election will be held on Tuesday, November 8, 2016. This election will define the future policies of our federal and state level politics. The majorities held in the Senate and the House of Representatives are at stake as well as the presidential contest. In-house early voting at the Board of Elections will begin October 4th. You can request an absentee ballot by contacting your Board of Elections. You can access the Cuyahoga Board of Elections at Cuyahoga Board of Elections.

**I encourage you to exercise your rights and advocate for your students by participating in the election.**

Alexia Elejalde-Ruiz from the Chicago Tribune submitted an excellent op-ed about the decline of unions. It was published in the Cleveland Plain Dealer on September 1st. In the article she references the latest report from the Economic Policy Institute. Their research compared income rates of non-union private sector workers in 2013 and projections of their earnings had they remained with their union memberships. Ms. Elejalde-Ruiz's article emphasizes the importance of the collective bargaining process stating, "Some studies have shown collective bargaining bolsters wages of all worker, regardless of union status, by establishing industry standards or encouraging nonunion employers to raise pay to discourage their workers from organizing." The economic impact on families due to the decline in the earning for women is dramatic.

Ms. Elejalde-Ruiz's op-ed illuminates the impact on the decline on unions. There needs to be further discourse on the value of unions and the collective bargaining process in this election cycle.
http://www.chicagotribune.com/business/ct-union-decline-wages-0901-biz-20160831-story.html

***Eileen Sweeney***
***SHTA Political Action Committee Chairperson***

### ***WANTED: SHTA PAC TREASURER***

**Seeking a politically minded Association dedicated person to oversee the duties of Treasurer.**

**DUTIES INCLUDE: Bi-Annual reporting to the B.O.E. & keeping abreast of state election laws. Time commitment is approximately a couple hours/month**
**Interested? Contact Eileen Sweeney at:**
**pacshed@gmail.com**

### ***WANTED: SHTA PAC MEMBERS***

**Seeking Association dedicated people to participate and represent the SHTA politically.**

**Committee members will develop political positions on issues impacting the SHTA and organize political actions. Time commitment is approximately a couple hours/month**
**Interested? Contact Eileen Sweeney at:**
**pacshed@gmail.com**

# *2016 DISTRICT RECOGNITION RECEPTION*

## MAY 22, 2016 @ THE SHHS CAFETERIA

Past award winner recipient Becky Thomas and SHTA Past President with SHTA 2016 Lifetime Service Award recipient, Donna Brittain at the District Recognition Reception



SHTA President John Morris awards the **SHTA President's Service Award** to Darlene Garrison & Eileen Sweeney for their distinguished service to Our Association.






SHTA Vice President Matt Zucca, SHTA President John Morris and SHTA 2016 Lifetime Service Award recipient, Donna Brittain at the District Recognition Reception. Donna was Matt's mentor.

# MINUTES FOR THE REPRESENTATIVE COUNCIL MEETING

## September 6, 2016, Woodbury School

**SHTA President, John Morris** started the September 06, 2016 Rep. Council Meeting at 4:31PM.

**Danny Young, Principal of Woodbury Elementary School** welcomed SHTA membership to Woodbury. He shared that he is excited about being a part of a great staff and a great building. The start of the school year was smooth and very successful. We had an excellent week of Professional Development to start the year. This will be an amazing school year, we are a team and we work together.

**MINUTES** from the May 09th, 2016 Rep. Council meeting were approved by James Schmidt and seconded by Bob Bognar.

## Administration Report

**Dr. Greg Hutchings and Dr. Terri Breeden** were present for the Rep. Council Meeting.

Dr. Hutchings:

- Congratulations on the opening of the school year. It was the smoothest opening in the 4 years he has been with the district.
- The Board of Education approved a resolution for a $55 million dollar bond issue to be placed on the May 06,' 2017 ballot.
    - Will be used to construct a new middle school
    - Will be used for major capital improvements in all remaining school buildings in the district.
    - Bond issue is not only for a new middle school but all buildings will have improvements to create 21st century schools.
    - 3 different options for the new middle school: 1) Upper fields 2) Large parking lot, auditorium and band rooms 3) Parking lot extending across to the Bertram Woods Library
    - On September 29th, there will be a community meeting to discuss the $55 million dollar bond issue. Staff and community members are encouraged to attend. The meeting is scheduled for September 29th at Shaker Heights Middle School.

Dr. Breeden:

- There were concerns from the K-4 buildings about Aimsweb, SuccessMaker and Waterford programs no longer being used. Teachers were not informed about these changes until the week of Professional Development.
    - Dr. Breeden shared that the 2015-2016 school year was a time to review, study the data/programs and make decisions to use or to scrap.
    - Some programs were being used heavily at some K-4 buildings and not at all in others.
    - The programs were not aligned with Common Core, had some gaps and there was overlapping.
    - K-2 will be using Aimsweb and 3rd and 4th grades will be using Compass Learning. There will be Professional Development training on Compass Learning coming soon.
    - There are 3 different ways to progress monitor Compass Learning. Next year we will not be using Aimsweb. She believes Compass Learning does meet our needs.

**P.T.O. Report**

***Mark Levin***

- The role of the PTO representative was explained.
- Heather Weingart is a co-president for the PTO.
- In the process of organizing the council meeting.

## Officer's Report

***President, John Morris***

- Met with Darlene Bushley to discuss personnel issues and contract.
- Attended a 2-day administration instructional retreat.
- Attended the Calling Hours for High School Math Teacher Robyn Snyder.

- Visited each building to check on building improvements and upkeep.
- Worked on issues dealing with Supplemental Contracts. Negotiated a sided letter for an increase with supplemental contracts.
- Worked with staffing for Speech Pathologists.
- Dealt with Diploma Program member issue.
- Working on issues dealing with cooling throughout the school district.
- Attended new teacher meeting at HS.
- Hosted Summer Meeting for Executive Board.
- Weekly phone conversations with Dr. Hutchings.
- Updated SHTA Facebook page and Cuyahoga County Summit Facebook page.
- Attended the new teachers' happy hour at Panini's.

***Vice President, Matt Zucca***

- Attended a summer executive board meeting.
- Attended the new teacher meeting.
- Worked with member concerning the new name of K-4 Phys. Ed. – Liaison (What does it mean?)
- Dealt with scheduling concerns at Mercer, uninterrupted time for planning and lunch.
- Working on issue concerning single subject traveling time. The movement from building to building.
- Meeting with Dr. Breeden concerning the loss of growth measure programs in the K-4 buildings.
- Dealing with issues about materials not arriving to classroom teachers on time.
- We need clear, concise messages from administrators. Different messages are being heard at the K-4 buildings. They should be the same message across the district. Example: implementing assessments should be uniformed across buildings.

***Secretary, Darlene Garrison***

- Darlene welcomed the membership back to a new school year.
- Attended the New Teachers Meeting at the High School.
- Attended summer Executive Board Meeting.
- Worked with Erin Herbruck adding hours from executive board meetings and rep. council meetings to My Learning Plan for professional development.
- Please be sure to print and sign attendance sheet.

***Treasurer, Bill Scanlon***

- Shared and discussed the Profit and Loss Standard Form. Value of our Edward Jones Investments went down due to the stock market. Please refer to report submitted by Bill Scanlon.
- Shared and discussed the Balance Sheet Standard from last fiscal year and discussed where we are presently. Please refer to report submitted by Bill Scanlon.

**Executive Board Reports**

***Past President, Becky Thomas***

- Attends the Board of Education meetings.
- Attends the Finance & Audit committee meetings.
- Discussed the Capital Improvement Bond Issue.
    - New middle school and improvements in every building.
- More money will be in the general fund for instruction and salary increases.
- $500,000 was used to repair the roof at Mercer, taken out of the general fund.

***Teacher Education, Lisa Hardiman***

- Helped Selena Brown plan and organize a happy hour for new teachers.
- Received names of the new teachers from Kiki Stout.

***Membership/Elections, Chante Thomas-Taylor***

- Passed out membership rosters to building reps. Lists should be verified and returned to Chante Thomas-Taylor at Woodbury.
- Payroll deduction will begin on October 01st.
- Please remind members that if they are paying by check, it is due by October 01st.

***Policy, Tim Kalan***

- No Report

***Public Relations, Bob Bognar***

- Attended summer Executive Board meeting.
- Short sleeve shirts are almost sold out; about 18 shirts remaining. A few long sleeve shirts are left.
- Wear SHTA shirts on Fridays for spirit.

***Legislative, Eileen Sweeney (Not Present)***

- No Report

***Publications, Andrew Glasier***

- Updated SHTAweb.org. Added the Presidential Award winners.
- Wednesday at midnight all submissions are due.
- Updated Twitter and Facebook pages.
- Will be adding a section in the newsletter about Robyn Snyder.
- Updating membership lists.
- Executive Board Members a blurb about your role is needed for the newsletter.

***Social, Selena Brown***

- Planned and organized a happy hour for new teachers. Next year, we will plan the happy hour during the second week of school instead of the first week.

***Legal Aid, Cathy Grieshop***

- No Report

***Professional Rights and Responsibilities, Mike Sears***

- Worked on the Supplemental Committee with Eileen.
- Board of Education approved more money for more years of experience. Five years of experience, is the limit.
- Studied and created job descriptions for the supplemental positions.
- Shaker employees who coach are paid a little more than non-Shaker employees.
- Activities and clubs will remain the same as last year.
- To see an increase, we gave up receiving a supplemental payment on every pay.
    - Twice a year
    - At the end of contract
- Attended Executive Board meeting.
- Worked on maternity leave for members.
- A few staff changes in the HR department.
- Any questions about your insurance policies, call Allstate, Anthem or Express Scripts directly.

***Evaluation, Lena Paskewitz***

- Andrew and I worked with new teachers and support teachers on OTES training.
- There will be some changes to the student growth measures.
- There are 105 Peer Evaluators; slight increase because more were approved from the middle school.
- Annual Professional Growth Plans due by September 30th.
- You will receive an email about your evaluation soon.

***SHTA ST, Bonnie Gordon***

- Issue with teacher being asked to substitute full time for an absent teacher. How is she going to be paid?
- I-Lab teacher who is part-time high school/Onaway is not getting a lunch. She eats while walking to buildings.
- I-Lab is set-up for small group, 6 students. There are 9-10 students, not enough room in the lab. No time to go over work with students.

**Building Representative Reports**

***Boulevard, Angela Anderson***

- No Report

***Fernway, Andree Hassell***

- Concern about Aimsweb for 3rd and 4th graders not being used.
- Materials did not make it in the building and school has already started.
- Waiting for math materials and cursive writing materials for 2nd grade.
- Communication is not clear about the Aimsweb directions. Used for K-2 evaluations? We need to know.
- Mandarin teacher has not arrived because of Visa. 2 groups are not receiving Mandarin.

***Lomond, Steve Smith***

- Thank you Mr. Harris on a phenomenal job with the work done at Lomond.

***Mercer, Nicole Smith***

- Some enVision materials have not arrived for multiple grade levels.
- The loud noises and intense smells from the roof construction are interfering with daily classroom on-goings. It also results in lack of clean & fresh air in learning environments. Some classrooms are forced to shut their windows even with the extremely high temperatures.
- Concerns with the district Compass Learning training taking place at the end of September (some even later) when this is the program to be used in place of SuccesssMaker.
- Lack of communication regarding AimsWeb.

***Onaway Paula Klausner***

- Discussion about assessment. Teachers have not been properly trained on MAP and Compass Learning.
- Staff meetings, how long should they be and how often?
- Enrollment trainings from Kiki Stout take a lot of time to complete. When are we supposed to take care of them? Should this not be done during professional development days?

***Woodbury, Angela Goodrum***

- IEP and 504 Plan meetings are scheduled during members planning time, what can we do?
    - Meetings should be scheduled right after school
    - Fill out a blue card if planning time is missed

***Middle School, Kathy Manning***

- Things that have been ordered are late.
- Testing is not efficient, in cafeteria then back to classrooms. Mr. Glasner is working on this.
- Special Education one-on-one is not happening.
- Staff lounge was painted for the first time since it was open. Thank you.

***High School, James Schmidt***

- Worked with High School new principal, great start.
- Death of math teacher over the summer, Robyn Snyder. Still grieving.
- Heat on the 3rd floor was borderline unbearable.
    - Ordered new fans
- Welcomed new principal and new staff members.
- Issue with paraprofessionals, high school there is a shortage.
- Under staffed in the I-Lab, no small group instruction.
- Issues with parking at the high school
- Issues working on instructional space and staff.
    - Involves moving tutors, this issue is being worked on.

**Old Business** - None

**New Business –** None

**Good of the Order**

- John Morris thanked the Woodbury Reps. for hosting the first Representative Council Meeting.
- Next Representative Council Meeting: Monday, October 10th at Fernway Elementary School

Motion to adjourn meeting made by William Scanlon
Meeting adjourned at 6:26PM

***Respectfully submitted,***
***Darlene Garrison, Secretary***

***The SHTA is on***   ***us @***

***http://www.facebook.com/pages/Shaker-Heights-Teachers-Association***

## *Just Plain Lazy*

***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.***

Often when I catch a student copying a homework assignment, I begin the conversation about how lazy it is to do so. While all people take some form of shortcuts in their lives to complete the multitude of tasks, copying the work of others truly does not benefit anyone (other then an easy grade, probably the students' intention). The problem is often the student fails to see the issue with copying the work. They have succeeded in obtain a good grade with minimal amount of time spent and typically never get caught. With no true consequences, what do they care?

The issue is with the long-term consequences for their actions. While not all homework is vigorous, much is. It helps students practice skills, allows for better interactions in class, and increases their base knowledge of materials and so on. Thus copying and lazy attitude towards this work has long-term consequences.

This is true of today's politicians who continue to implement decades old "corporate reform" practices even while study after study has rebuked their effectiveness. Our leaders have gotten lazy. From our President to our Secretary of Education to legislatures both federal and state wide, the people in charge of developing our education system have failed to innovate or adopt best practices. Instead they have legislated more of same failed policies.

Mandatory testing is such an issue. In the summer of 2015, the Ohio legislature & governor, after cries from parents, teachers and other concerning the quality and quantity of testing, eliminated the PARCC testing and its consequences. Before students across the state could breath a sigh of relief, they added the same amount of tests with a different company! To my humble reading of the AIR practice tests, they are actually less appropriate and more poorly constructed then the PARCC tests. This school year, our students are trapped again in front of computer screens, answering poorly designed questions to a meaningless test, whose results won't come out until well after they are of any use to student, teacher or parent.

Charter schools are yet another example of an idea whose implementation has been a disaster yet still roles off the tongues of politicians as a viable education plan. Charter schools, especially in Ohio, have been a complete disaster, siphoning money from public coffers. Searching *Google* with the terms "Ohio Charter Schools Issues" will lead you to endless news reports of Charter schools failing their students. The lack of oversight and the for-profit attitude of its operators have led to so many issues which draw away focus for the greater need for high quality public education. Charter schools are the zombie ideas of corporate reformers; they are dead to education but keep getting funded.

People are often looking to technology as the key to improving education for students. While new technologies have made some learning more engaging and thoughtful, much of it is expensive window dressing with little substance. Yet in classrooms across the country interactive white boards are being installed and online schools being created with no significant increase in learning. The reports on online or virtual schools are especially damming. The Ohio Virtual School has gotten poor ratings by students, parents and faculty alike. The only true winners of the increase use of technology in the classroom are technology companies creating sub-par items with little educational payoff.

When I teach history, I explain that humans are humans and are fallible. Therefore we can learn from the mistakes of past generations. To not to is to only repeat the mistakes of others. Yet in education, we continue to repeat the mistakes of the past. For over 20 years, testing, and charter schools and over reliance on technology have been

simplified band-aids for complex and pressing educational issues. Not only have these ideas been discredited but they have also caused immense problems for our students. Over testing has led to disengagement by students and teachers, charter schools have siphoned desperately needed monies from struggling schools and technology has been implemented in place of thoughtful teaching. Why do legislatures and others in power continue to use the same poor ideas over and over again? Why can't they just ask the true experts, the teachers in the classrooms?

***AG***

## A TRIBUTE TO OUR COLLEAGUE ROBIN SNYDER

When Robin finally got her "own room" at Shaker Heights High School (a coveted milestone among our faculty), down came the geometry quilt blocks that had previously adorned the walls, and up went the Rolling Stone magazine covers. One glimpse into her classroom showed you that, while Robin was a masterful teacher, she was not defined by her job. She was passionate about her music, her pets, her friends, and especially her family.

Robin was an expert at lightening the mood in any situation with her wicked sense of humor. I knew I was taking a risk if I sat next to her in a faculty meeting, because chances were that I would burst out laughing at one of her asides at some particularly inopportune moment. It was a risk worth taking.

Students remember that she never raised her voice for effect -- she didn't do it to get their attention, and she didn't do it to keep their attention. But when the calculus got really heavy, and the frustration level was high, she lightened the load with a zinger, and if you had not been fully engaged and fully tuned in to that quiet voice, you were left wondering what you'd missed when a quarter of the class was falling off their seats cracking up.

The one thing that never failed to brighten Robin's face was the question, "So, how's Robb?", her son.
Robb, your mama was full to nearly bursting with pride and joy and love for you. I loved watching your transformation from squirrelly 9th grader to the impressive young man you are today. But, even more, I loved hearing your mom talk about you. She loved you all the way through those tough days, when she wasn't sure how to motivate you. Watching you figure things out for yourself and find your own passions just made her glow. She radiated love for you. She was a woman who was not stingy with love or laughter. We can all learn that from her life.

***Chris McCandless***
***Math department colleague, former mentee of Robin, teacher of her son Robb, and parent of one of Robin's students.***






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