IMPORTANT DATES

Tuesday, January 22: BOE Work Session, 7:00 PM, administration bldg.

Thursday, January 24: BOE Finance & Audit Committee Meeting

Monday, February 4: SHTA Executive Board Meeting

Monday, February 11: SHTA Representative Council Meeting @ SHHS

SHTA *news*

January 22, 2019

ISSUE NO. 4

Message From the President

As leaders and members of the SHTA, our focus is supporting and advocating for our excellent Shaker Heights Teachers, but we also need to voice our support for quality Shaker Heights principals, assistant principals. superintendents, assistant superintendents, curriculum directors, assistant curriculum directors, and human resource directors as well.

I know that an administrator's responsibilities and rewards go beyond management, but that is the central wheelhouse most administrators find themselves within. That managerial role is necessary. Teachers, students, parents, fellow administrators, and the community need administrators to maintain and sometimes create the structures, both legal and organizational, we have in place to effectively educate and nurture our students. However, there are crucial distinctions to be made between *corporate* and *collaborative administrators*. It is the *collaborative administrators* who have made Shaker Heights such an incredible place to teach, learn, and live.

The strongest Shaker administrators have always seen their central role as *supporting* teachers, students, parents, and the community. They have not been focused on enhancing their status or emphasizing their control over the schools. They have not believed in a "great chain of being" when it comes to education, with administrators at the top and teachers at the bottom. These terms have never been a part of our collective vocabulary in Shaker Heights, nor should they ever be.

As we search for a new superintendent and related administrative staff, we need to remind the search firm and our colleagues in administration that we need an administrative team that acknowledges teachers as colleagues and collaborators, not as corporate subordinates. The latter type of administrative attitude will harm this district as much, if not more, than a budget shortfall or lost revenue. The former type of collaborative administrator is the kind that has made Shaker Heights Schools the kind of place that put us on the map as a phenomenal place to teach, learn, and live. We need candidates who see administrators and

teachers as complementary professionals. Fortunately, we have such collaborative administrators still in our schools. Now we need more of them.

It's been an unusually busy two months. I dealt with ongoing legal issues. I addressed a supplemental issue. I worked on the district calendar committee and on facility issues at the High School. I updated the SHTA Facebook page and the CCES Facebook page. I set up a meeting with Ray & Associates for Executive Board and SHHS Faculty Senate. I communicated regularly with Interim Superintendent Stephen Wilkins and Assistant Superintendent Terri Breeden. I communicated with HR Director Lois Cavucci on Support Teacher concerns and the Innovative Center/Blended Learning Lab. I worked on Aisha Fraser's vigil with the phenomenal Woodbury staff. I worked on the Aisha Fund for Aisha's Daughters. Thank you to Bill and Jackie Scanlon for your relentless work on this fund. I had the honor to speak at Aisha's Memorial at Olivet Institutional Baptist Church. I helped set up a trust for Aisha's daughters with Bill Scanlon and Susannah Muskovitz and David Banas from Hickman & Louder. I met with School Board President Jeff Isaacs. I invited members to the Ray & Associates Superintendent Feedback Sessions. I worked with Evaluation Committee. I met with Faculty Senate at the High School. I attended a successful Winter Hour at Slyman's Tavern organized by Selena Boyer. Thank you, Selena. I attended Fact Finding sessions for Support Teachers. I addressed a personnel issue at the IC/BLL. I addressed a potential scheduling issue at the Middle School. I spoke with journalist Geraldo Rivera on WTAM to promote Aisha's Fund and Aisha's Law. I worked on an evaluation issue and on a sabbatical issue. I worked on a personnel issue at the elementary level. I communicated with Interim High School Principal David Glasner about staff safety and environmental health at the High School. I worked on renewal issues. I communicated with administration on an issue at the Middle School. I communicated with John Koppitch and Mike Sears or the Middle School issue. I answered tenure questions. I assisted with a disability issue. I will meet with the CCES on January 24th.

Being the President of the SHTA continues to be among my most important life commitments. I had the pleasure of recently having lunch with Our Publications Editor Andrew Glasier, Former Treasurer Tom Patrick, and Past President Sal Fabrizio. Talking to Sal about the beginnings of the SHTA in the 1970's and the development of our pay scale, our school day, our benefits, and Our Association was truly inspirational and perspective building. It was incredible meeting a giant whose shoulders we continue to stand upon.

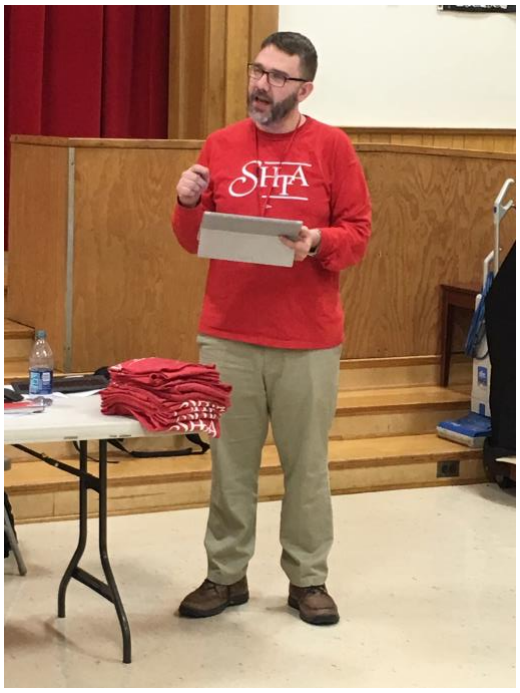
It's an honor to serve Our Association and Our Members. Please find ways to contribute to the SHTA this year as well in ways that are not strictly financial. Join Our PAC. Contribute to Our Newsletter. Run for representative council. There are so many ways to be involved. In the meantime, please contact me at x6033 or morris_j@shaker.org if there is any way I can help.

Respectfully submitted,
John Morris

LOMOND 3RD GRADE TEACHER STEVE SMITH IS THE WINNER, AS CHOSEN BY THE SHTA EXECUTIVE BOARD, OF THE ANNUAL SHTA FABULOUS HOLIDAY OUTFIT CONTEST! STEVE WON A $25 GIFT CERTIFICATE TO BURGERS 2 BEER.



SHTA President John Morris speaks at the January Representatives meeting @ Mercer School.



Reports from the Executive Board

VICE PRESIDENT'S REPORT

Happy New Year. I hope everyone had a restful break, is energized and ready to get back to our important work of educating the children of Shaker.

The Friends of the Shaker Schools Foundation are hosting the annual event, *A Night for the Red & White* benefit on ***March 2, 2019*** at the Hilton Cleveland Downtown located on Lakeside Avenue East next to the Convention Center. Since 1992, this event has raised more than **$2.7 million** for educational enrichment focusing on the arts, technology, health and fitness. This year, money raised will go towards the Shaker Schools Foundation's Innovation Fund that focuses on STEAM initiatives. Staff members are again offered discounted tickets at $100. Tickets can be purchased using the following link. shakerredandwhite.org.

Please consider donating to *A Night for Red and White* silent auction. Donations from our staff have greatly contributed to this success. I want to thank those of you who made contributions to the Silent Auction for *A Night for the Red and White*. Donations from teachers are very popular sought-after items at the auction. Any member who donates to the silent auction will have their name entered into a drawing to win a ticket to the event.

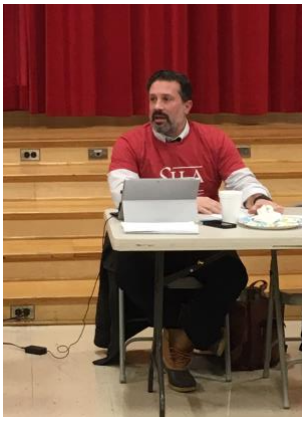
I would encourage everyone to purchase tickets from the SHTA Red and White Drawing for a chance to win tickets to the event. The money raised from the tickets will help Our Association cover the cost of the tickets and our silent auction donation. Please see your head building rep. for tickets for the drawing. Thank you again for your generous support and contributions. *A Night for the Red and White* continues to provide substantial gifts to the Shaker Heights City Schools.

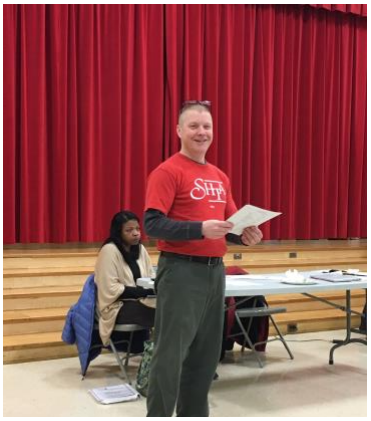
If you are a recipient of an SHTA Fellowship please forward your request for reimbursement to me at Woodbury.

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

Respectfully submitted,
Matthew Zucca

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





TREASURER'S REPORT

I wrote my last newsletter report in the second week of November, before the murder of our beloved colleague Aisha Fraser. John Morris called me that Saturday before Thanksgiving and informed me of the horrible news. I told my wife Jackie who teaches at Woodbury (Aisha's building) and she immediately said to me and John, "We need to get something started for Aisha's girls." She sat down at the computer and created the **Aisha Fraser Fund** on GoFundMe. Jackie instinctually listed "Shaker Heights Teachers Association" as the creator of the fund, assuring donors that the money would be handled properly and be used for the benefit of Aisha's daughters.

Through that whirlwind of a weekend the District Administration called off the two professional learning days and an army of Aisha's building colleagues began planning out the Monday evening vigil. SHTA members were cutting purple ribbons to wear in Aisha's honor, gathering candles, constructing votives, formatting the program, speaking with the media, organizing the student choir, preparing the sound system, and communicating with Aisha's immediate family. It was such a beautiful thing to be a part of; our SHTA family coming together to support each other in a moment of profound grief. It demonstrated to me one of the many unwritten truths of Our Association: being there for one another. Whether it happens in an overt manner like this or whether it's a quiet email or phone call to an administrator in support of a colleague, this is what a family does. This is what a union does. And I am immensely proud to be a part of this organization.



Since Thanksgiving I've communicated frequently with Aisha's close friend, who is adopting Audrey & Ava. I have also spoken with John Morris, and our SHTA lawyer Susannah Muskovitz. I met with the law firm of Hickman & Lowder to set up the trust for the girls. We've worked diligently in our endeavor to make the future care of the girls as stress-free as possible. The GoFundMe fund amount is over $181,000 and growing. We would love to see it reach a quarter of a million dollars. Those girls are going to need help for the rest of their lives, so please don't think of it as job done. Spread the word with your friends and family and encourage people to contribute. Jackie Scanlon deserves the credit for the management of the fund and the substantial communication with the GoFundMe representatives, and for her letter to the Plain Dealer concerning the fund.

Some of the other things I've been busy with over the past few months include communicating about our investments with Brady Krebs, our Edward Jones advisor. I've connected with our accountants at Hawkins & Co. to submit tax forms. I've communicated with members of the district administration about our colleague Jody Podl's administrative leave. I've spoken at both the December & January School Board meetings during the public comment time expressing my frustration with the lack of closure on this issue. I've spoken with the administration about the "review of the performance of assistant superintendent Dr. Terri Breeden."
I feel passionately about our support of each other, in our own buildings and all across the district.
The current financial report is attached.

Respectfully submitted,
Bill Scanlon

Shaker Heights Teachers' Association
Profit and Loss Standard 01/17/19
July 1, 2018 through January 17, 2019

	Jul 1, '18 - Jan 17, '19
Income	
Income	
Member Dues	106,920.00
Total Income	106,920.00
Investments	
Edward Jones-Fees & Charges	-3,473.40
Key Investments Income	34.64
Change in Value for Key Investm	-39,073.41
Change in Value in Edward Jones	-10,503.00
Total Investments	-53,015.17
Other Types of Income	
Miscellaneous Revenue	7,081.33
Other Types of Income - Other	5,665.23
Total Other Types of Income	12,746.56
Total Income	66,651.39
Expense	
Operations	
Aisha Fund	8,614.57
Fernway Fund	2,026.52
Accounting	
Banking	-354.16
Accounting - Other	7,395.00
Total Accounting	7,040.84
Compensation	22,998.90
Conferences & Meetings	1,758.32
Executive Board	724.29
Fellowships & Grants	1,084.86
Insurance	5,419.00
Legal	12,013.42
Negotiations	36,381.32
Officers' Expenses	4,936.92
Payroll Taxes	333.48
Public Relations	4,606.86
Publications	153.00
Social	917.09
STRS (TPO Contribution)	3,219.85
Total Operations	112,229.24
Total Expense	112,229.24
Net Income	-45,577.85

Shaker Heights Teachers' Association
Balance Sheet Standard 01/17/19
As of January 17, 2019

	Jan 17, '19
ASSETS	
Current Assets	
Checking/Savings	
Key Bank Aisha Trust	5,840.00
Key Investments2	45,805.51
Key Bank (checking)	55,206.12
Total Checking/Savings	106,851.63
Other Current Assets	
Edward Jones 13760-1-1	470,217.04
Edward Jones 13768-1-3	675,803.99
Total Other Current Assets	1,146,021.03
Total Current Assets	1,252,872.66
TOTAL ASSETS	1,252,872.66
LIABILITIES & EQUITY	
Equity	
Opening Balance Equity	53.69
Retained Earnings	1,298,396.82
Net Income	-45,577.85
Total Equity	1,252,872.66
TOTAL LIABILITIES & EQUITY	1,252,872.66

The SHTA PAC is on  .  **@**

PAC of the Shaker Heights Teachers Association

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

EXECUTIVE BOARD REPORTS

PROFESSIONAL RIGHTS AND RESPONSIBILITIES REPORT

Since my November report, I assisted the legal aid committee, completed surveys for the calendar committee and the superintendent search committee, attended the SHTA Happy Hour at Slyman's Tavern, assisted a member with sick leave calculations, answered questions about maternity leave and job sharing, and advised members with unpaid emergency room insurance claims. I also consulted with building representatives at the Middle School about the administration's response to disruptive students. I participated in discussions about the November professional days. I attended the vigil and calling hours for Aisha Fraser. I was inspired by the service, generosity, and kindness shown by all the teachers, especially those from Woodbury, during this tragic time.

All employees recently received this e-mail from Human Resources Director Dr. Lois Cavucci:

"The Shaker Heights City Schools Human Resources (HR) Office is offering a new benefit consultation service by Gallagher, Inc. Until further notice, all employees with benefit questions may contact our Gallagher representative, Kenya Spann, Gallagher HR Consulting Manager, at 1-847-273-3881 or spann_k@shaker.org for assistance. Ms. Spann will provide answers on the following areas:

- Benefit inquiries (medical, Rx drug, dental, life insurance, etc.)
- Enrollment, Qualifying events, or Claim issues
- Questions regarding leaves of absence, FMLA, sick leave.

It is our expectation that this service will exceed your expectations. For all other queries to Human Resources, please contact an HR team member.
As always, we are pleased to assist on your HR needs."

I wasn't aware of this change, as Insurance Committee meetings scheduled for December and January were both cancelled. Members should now contact Ms. Spann for help with the items listed above.

Members who use a Flexible Spending Account should have received their new cards earlier this month. If money from your 2018 account has not been transferred to your 2019 account, you should call the phone number on the back of your card and speak to Medical Mutual.

When entering an absence into AESOP, the system locks at 6:00 AM. I contacted HR to find out if this can be changed either to 6:30 AM or 7:00 AM. If you need to use a sick day or a personal day after 6:00 AM, you should e-mail your building secretary responsible for assigning substitutes. You may contact them by phone, as well. An e-mail provides documentation that you communicated your absence.

Based on the Board Notes from December, there is no plan at this time for a reduction in force. However, some limited contract teachers received e-mails recently reminding them that they will be receiving non-renewal letters in the spring. The school district does not have to notify teachers of a non-renewal until June 1st, so these e-mails seem a bit premature. In addition, the teachers who received these e-mails currently have positions that will need to be filled in 2019-20. Once a teacher receives their official non-renewal letter, they have ten days to appeal the Board of Education's decision to the school district Treasurer. If the Board affirms their decision to non-renew, the teacher can appeal to the local court of common pleas. I would advise any teacher who receives one of these non-renewal letters to follow through on all possible appeals,

especially if they have high ratings from OTES and the support of stakeholders like parents and other community members. If you are interested in more details about these situations, here is a link to Ohio Revised Code 3319.11v1, which is titled "Continuing service status - limited contract - notice of intent not to re-employ"

http://codes.ohio.gov/orc/3319.11v1

Respectfully submitted,
Mike Sears, chairperson

EVALUATION COMMITTEE

Greetings and I hope the New Year finds you well and your return to school has been as smooth as possible. As I have in the past, I would like to extend some specific reminders to everyone regarding evaluation. I continue to receive concerns about how administrative evaluations are being completed across the district. All evaluators are expected to follow the basic protocols of the Teacher Evaluation Process. Ideally, the process should be a tool used to build relationships and trust, spark reflection, and ultimately improve practice to raise student achievement. One step towards reaching this ideal is for everyone to have a shared understanding of the process and do their best to follow it. Please let me, or any member of the Evaluation Committee, know if you have questions regarding the following evaluation protocols.

- The Performance Rubric should be used to document and rate the evidence of performance gathered at lesson observations, walkthroughs, conferences, and from teacher submitted artifacts. Pre and Post Observation conferences, as well as the January Formative and May Summative meetings are venues for giving and documenting feedback and making recommendations for improvement.
- All Professional Growth Plans, Performance Rubrics, Informal Observation Forms, January Formative Forms and May Summative Forms should be uploaded to eTPES as they are completed. Your evaluation responsibilities are not complete until you upload the forms.
- Pre and Post Observations conferences should take place in the teacher's classroom or teaching space, whenever possible. The committee all agreed that conducting ***conferences in the teacher's space*** is more conducive to trust building, open reflection, and access to evidence of environment and teaching materials.
-

Formal Evaluations for teachers on LIMITED contracts include:

- Three Lesson Observations (TWO in the Fall, ONE in the Spring) that include pre and post observation conferences at mutually agreed upon dates and times;
- Two informal observations of 3-5 minutes each (ONE each Semester) - data from these must be added to Performance Rubric;
- Completion of Performance Rubric throughout the year with data from lesson observations, conferences, informal observations, and any additional evidence provided by the teacher;
- And January Formative and May Summative Forms and conferences.
-

Formal Evaluations for teachers on CONTINUING contracts include:

- Two Lesson Observations (ONE in the Fall, ONE in the Spring) that include pre and post observation conferences at mutually agreed upon dates and times;
- Two informal observations of 3-5 minutes each (ONE each Semester) - data from these must be added to Performance Rubric;
- Completion of Performance Rubric throughout the year with data from observations, conferences, informal observations, and any additional evidence provided by the teacher;
- And January Formative and May Summative Forms and conferences

Informal Evaluations include:

- Two 15 minute informal observations (one in Fall, one in Spring) using the Informal Observation form - ***No lesson plan or additional conferences are needed for Informal Observations***

It is imperative that you reach out to me or any other committee member if you have any questions, concerns, or suggestions about evaluation.

Respectfully submitted,
Lena Paskewitz, chairperson

PAST PRESIDENT'S REPORT

Welcome to 2019. I hope you had a relaxing winter break and that you have had a smooth return to your classrooms. In December and January, I attended the meetings of the Board of Education. At the January organizational meeting, Jeff Isaacs was elected to continue as Board President while Heather Weingart was elected to serve as Board Vice President. Also, at that meeting, the Board voted to leave the Greater Cleveland Conference and return to the Lake Erie League citing issues of geographical distances as well as offensive behaviors from players and spectators from some of the participating schools in the GCC.

In news from the State of Ohio, Larry Householder has been elected speaker of the Ohio House of Representatives. Householder last served as speaker from 2001-2004 and has pledged that he will not bring Right to Work legislation before the House. He is also considering working on school funding, which has not received any attention since he was speaker more than fifteen years ago.

At both the December and January meetings of the Board of Education, SHTA Treasurer Bill Scanlon spoke during the time for public comment. He was eloquent and impassioned as he implored the Board to take action and begin the healing process for the deep wounds that have been opened by the mistreatment of high school teacher Jody Podl. He reminded them that they could fix this—without grievances, without arbitration, without attorneys—and bring closure to this painful situation. Sadly, to date, this has not happened.

I urge each of you to find your own way to be an advocate for our profession. Support the SHTA PAC (send a check to SHTA PAC via Bill Scanlon or Cathy Grieshop), write a letter to the editor of our Newsletter, speak during the public comment time at a school board meeting, attend rallies, donate to educational initiatives, vote/work for candidates that support education. And—be sure to participate in the selection process for the next Superintendent!

Respectfully submitted,
Becky Thomas, chairperson

POLICY COMMITTEE

As policy chairperson, I try to communicate aspects of our constitution to our members in order to provide clarity on how Our Association operates. Perhaps the section with the most utility comes at the end of our constitution. it is titled Special Policy, and reads:

POLICY FOR SOLVING PROBLEMS
A. We expect our members to take part in any conference so long as the educational needs of the child remain the focal point of that conference. If the conference is to be held outside of the normal school hours, then the member must be agreeable as to the time.

B. If a situation arises in which it is no longer possible to maintain a conference in which the educational needs of the child are paramount and there is no administrator present to terminate the conference then our member, with as much decorum as possible, should inform the other party involved that the conference is terminated for now and will be resumed if the other party so desires, when our member is able to secure Association/legal representation and/or the presence of an administrator.

C. If in a conference between a parent, member and administrator a situation arises in which it is no longer possible to maintain a conference in which the educational needs of the child is paramount, then our member, with as much decorum as possible, should request that the conference be terminated until such time as the member is able to secure Association/legal representation. The administrator should honor such a request.

D. Remaining in a conference that has degenerated into a forum for the leveling of undocumented charges cannot in any way serve any legitimate educational need and will only serve to make a future solution to the problem more difficult, if not impossible. A cooling-off period is needed. This is what we hope will be accomplished by terminating the conference.

E. As a professional association we have a dual responsibility: First, we must do everything possible to ensure that every member recognizes and assumes his/her professional responsibilities; Second, we must also insist that our members be treated as professionals at ALL times. We will support them with all our resources in this effort.

F. We would hope for the support of the central administration in our efforts to seek educationally sound solutions to problems that arise as we deal with the many complexities involved in our efforts to fulfill our professional responsibilities. However, we will continue to advise our members to terminate all negative conferences, to allow for a cooling-off period, and we will insure that the member will have Association/legal representation at any future meetings. We do not seek to avoid the public. What we hope to accomplish is to insure that an atmosphere conducive to the solution of problems on the highest level possible shall be maintained at all levels.

Respectfully submitted,
Tim Kalan, Chairperson

MEMBERSHIP/ELECTIONS COMMITTEE

Greetings and Happy New Year! Our organization has 474 SHTA and SHTA ST members! Here is the breakdown by building:

Boulevard	30 SHTA	and	4 SHTA ST members
Fernway	27 SHTA	and	1 SHTA ST member
Lomond	33 SHTA	and	5 SHTA ST members
Onaway	33 SHTA	and	2 SHTA ST members
Mercer	30 SHTA	and	4 SHTA ST members
Woodbury	70 SHTA	and	6 SHTA ST members
Middle School	68 SHTA	and	6 SHTA ST members
High School	145 SHTA	and	9 SHTA ST members
District	1 SHTA member.		

Membership has its privileges, so please help us out by reporting name changes or any significant events that will affect the accuracy of the SHTA directory. Membership forms can be found on our website at shtaweb.org. Membership cards will be distributed next week. See your rep to verify your information on the roster. Thank you.

If you need to reach out to me, my email is thomas_c@shaker.org

Respectfully submitted,
Chante Thomas-Taylor, chairperson

LEGISLATIVE COMMITTEE

The National Education Association has a review of 2018 in education policy (http://neatoday.org/2018/12/20/best-and-worst-of-2018-in-public-education/?_ga=2.218190235.365336297.1546826830-332732774.1546826830). Encouraging moments include: *RedforEd*, the election in November, support for organized labor across the country, and the decline in school privatization. (Not a bad list!) Discouraging moments include: the decline of civil rights of vulnerable students, corporate tax breaks, arming of teachers, an attack on unions (highlighted by, but not limited to, the Janus decision of at the Supreme Court).

The Cleveland Plain Dealer report on January 2 that Betsy Devos, U.S. Secretary of Education, has changed the policy on schools that suspend minority students at a greater rate than white students. Under the Obama administration that pattern could have resulted in a civil-rights investigation, but under the Trump administration it will not.

The 30,000 teachers in Los Angeles are expected to strike on Monday. The teachers are asking for better pay, smaller classes, and better learning conditions.

If you know of an education issue that is in transition in the legislative world, please let the Legislative Committee of the SHTA know about it.

Respectfully Submitted,
David Klapholz

SHTA ST COMMITTEE

By unanimous vote by all members of SHTA-ST, the bargaining unit has ENDORSED the report of the fact-finder who ended our negotiations impasse with the District. His report recommended:

1. An initial boost in base pay, that would slightly close the huge salary gap between us and SHTA members, along with the same raises as SHTA (2% per year) over the course of the contract;

2. Elimination of the freeze in Support Teacher pay during the first three years of service;

3. The following language: "Co-teaching . . . [w]riting IEPs and 504 Plans, writing lesson plans, and developing assessments shall be considered Teacher work, not Support Teacher work." While Support Teachers can still do this work, if they do, then they will be paid on the Teachers' wage scale.

We hope the Board of Education will also endorse the fact-finder's recommendations, since many of us spend our days doing "Teacher work" without being paid as teachers. It is damaging to morale and to the trust of the faculty in the administration and Board to treat us and, by extension, the vulnerable students we teach as second-class citizens.

The Board will meet on January 22 at 7:00 PM in the administrative building to vote on the fact-finder's report. We would appreciate everyone's support and presence at the meeting!

Respectfully Submitted,
Bonnie Gordon

LEGAL AID COMMITTEE

The Legal Aid committee voted to designate money for Aisha Fraser, posthumously, to pay for the legal fees incurred while setting up the trust for Aisha's children. The Representative Council unanimously approved to fund this aid on January 14, 2019.

Respectfully Submitted,
Cathy Grieshop

PUBLIC RELATIONS COMMITTEE

It is our solidarity that creates our strength as an association! Our shirts have arrived! All paid orders have been processed and should have been delivered. Please send an email if you did not receive your order (bognar_r@shaker.org). If you still need a shirt and did not order please send an email that includes the following: Name, School and shirt size. We have extra unisex shirts available for purchase. We accept cash, check and credit card. If you select credit card, you will be charged a $1.00 processing fee in addition to $15.00 price of the shirts. Please send all checks and cash to Woodbury in care of Robert Bognar. Please write your full name and school on your check or on a note in the envelope.

Respectfully Submitted,
Bob Bognar

SHTA PAC COMMITTEE

I attended the December school board meeting. I attended SHTA Executive Board meeting with Ray and Associates and gave input about the superintendent's search. $337.75 dollars went into the PAC fund from t-shirt sales in the last year. The PAC Facebook page is updated often. It has 91 members! Invite your friends who care about what is happening politically in education.

Respectfully Submitted,
Cathy Grieshop

SALARY-TENURE COMMITTEE

We received fact finding recommendations on Tuesday, January 15th. The Support Teachers voted soon after the recommendations was received and unanimously approved. The Board of Education meeting dealing with the fact finding recommendation will take place on Tuesday, January 22nd at 7pm in the Large Conference Room at the Administration Building. Please consider coming to the Board Meeting wearing red or with your SHTA shirt in support!

Respectfully Submitted,
John Morris

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

SHTA President, John Morris started the January 14th, 2019 Rep. Council Meeting at 4:30PM. **Mr. Lindsay Florence, Principal of Mercer Elementary School** welcomed SHTA members to Mercer. He shared with the membership that Mercer teachers were excited to have SHTA in the building.

MINUTES from the November 12th Rep. Council meeting were accepted. Motion to accept minutes made by Tim Kalan & Seconded by Bob Bognar.

Administration Report

Dr. Breeden and Dr. Cavucci from central office were present at the Rep. Council Meeting.

- Dr. Breeden was pleased to report the success of the I3 initiatives. The initiative was able to fund all grants, a total of $477,000.
    - Part of the funds came from *A Night for the Red & White* and the Curriculum Writing Budget.

Equity Task Force, Marissa Martin and Holly Palda

- The Equity Task Force has been in place since Spring 2017
    - The committee is charged with developing an equity policy. After many months, the committee has come up with a policy and will present to the Board of Education for adoption.
- Opportunities to continue the Leading with Equity cohorts are as follows:
    A. District Staff cohorts supported through the Professional Learning Department - CSI2 Teacher Leaders, District Administrators and Teacher Leaders.
    B. Other identified stakeholders will have the opportunity to participate in Leading with Equity sessions - Parents, Community Members/Stakeholders and Students.

PTO Report

Raven Perry, PTO President

- No report
- Shared that she was glad to be a part of the SHTA meeting. Looking forward to attending meetings.

Officer's Report

President, John Morris

- Dealt with ongoing legal issues
- Addressed a supplemental issue
- Worked on district calendar committee
- Worked on facility issues at the HS
- Updated SHTA Facebook pages and CCES Facebook pages
- Set up meeting with Ray & Associates for Executive Board and SHHS Faculty Senate
- Communicated regularly with Interim Superintendent Dr. Stephen Wilkins
- Communicated with HR Director Dr. Lois Cavucci on Support Teacher concerns and the Innovative Center/Blended Learning Lab
- Worked on Aisha's vigil with phenomenal Woodbury staff
- Worked on Aisha Fund for Aisha's Daughters – thank you to Bill and Jackie Scanlon
- Spoke at Aisha's Memorial at Olivet Institutional Baptist Church
- Helped set up a trust for Aisha's daughters with Bill Scanlon, Susannah Muskovitz and David Banas from Hickman & Louder
- Met with School Board President Jeff Isaacs
- Met with Ray & Associates Representatives

- Invited members to the Ray & Associates Superintendent Feedback Sessions
- Worked with Evaluation Committee
- Met with Faculty Senate at HS
- Attended successful Winter Hour at Slyman's Tavern
- Attended Fact-Finding sessions for Support Teachers
- Addressed a personnel issue at the IC/BLL
- Addressed a potential scheduling issue at the Middle School
- Spoke with Geraldo Riveria on WTAM to promote Aisha's Fund and Aisha's Law 12/18
- Worked on an evaluation issue
- Worked on a sabbatical issue
- Worked on a personnel issue at the elementary level
- Communicated with David Glasner about staff safety and environmental health at the HS
- Worked on renewal issues
- Communicated with admin on issue at MS
- Communicated with John Koppitch and Mike Sears at MS on the issue
- Answered tenure questions
- Assisted with a disability issue
- Will meet with CCES on January 24th

Vice President, Matt Zucca

- Thank you, Selena, for a fabulous Happy Hour at Slyman's Tavern.
- Working on Fellowship Grant Disbursements. Reps, please tell members to turn in their receipts.
- Attended the Superintendent's search committee meeting.
- Continued work on the Fernway Fund.
- *A Night for the Red and White* is on Saturday, March 02nd at the Hilton Downtown Cleveland.
- SHTA Silent Auction Donation is yet to be determined.
- Encourage members to consider making a donation to the Silent Auction. Names will be placed in a drawing to win two tickets to the event.
  - -Donations are due by February 8th.
  - -Notification of tickets are going out via email.
  - -Discounted tickets for teachers.

Secretary, Darlene Garrison

- Please be sure to. sign the attendance sheet going around.
- Please take an active role and sell raffle tickets for the Red and White Event. All money and ticket stubs are due to me by Thursday, February 7th. We will pull names on Monday, February 11th at rep. council meeting. Two members will be selected to win two tickets to *A Night for the Red and White* Event at the Hilton Downtown Cleveland on Saturday, March 02nd.
- Thank you, Selena, for a wonderful Happy Hour.
- Thank you SHTA for the out-pouring of love for Aisha Fraser and her daughters. It means so much.

Treasurer, Bill Scanlon

- Attended SHTA Happy Hour Social. Thank you, Selena.
- $337.75 profit from last year's t-shirt sales will be going to the PAC.
- $5890 direct donation total for Aisha's girls.
- The Go Fund Me value is at $180,883, please post it again on your Facebook pages.
  - -Bedford Education Association collected $210
  - -North Royal Education Association collected $100
  - -A woman with a book club also sent in a check.

- SHTA ST Negotiation Salaries will be going out next pay check.
- Financial Investments is about 1.1 million.
- Spent time supporting Jody Podl.
- Spoke at 2 School Board Meetings.

  *John Morris - "Thank you Bill for your help with Aisha's girls. Also, thank you Jackie Scanlon for all your help."

Executive Board Reports

Past President, Becky Thomas

- Attended the December and January Board of Education Meetings.
  -Jeff Isaacs will continue as School Board President
  -Heather Weingart will be the School Board Vice President
- Larry Householder pledged not to bring "Right to Work" legislation and will work on school funding.
- Dr. Lois Cavucci is leaving June 30, 2019.
- Bill Scanlon spoke at the BOE meeting and he did a fantastic job. Thank you so much for speaking at both meetings. We commend Bill for his commitment to his profession.

Teacher Education, Lisa Hardiman

- No Report

Membership/Elections, Chante Thomas-Taylor(absent)

- Head Building Reps. will be receiving membership cards along with updated member lists for your building. Please make sure that you check your lists and email me any mistakes.
- Aisha was a member of an organization called CHUMS. Her last service project was the Annual Shoe Drive. If you could please donate gently used shoes, that would be a great help. If the building rep. could house the shoes in your classroom, Chante will be happy to pick them up. Thank you so much.

Policy, Tim Kalan

- Attended Teacher Evaluation Meeting.
- Working on language to add a Special Education Chair to SHTA Executive Board

Public Relations, Bob Bognar

- T-shirts are in and distributed. Head Reps. will receive an email of all paid t-shirts.
- Attended an amazing Happy Hour at Slyman's Tavern.

Legislative, Dave Klapholz

- The National Education Association has a review of 2018 in education policy (http://neatoday.org/2018/12/20/best-and-worst-of-2018-in-public-education/?_ga=2.218190235.365336297.1546826830-332732774.1546826830). Encouraging moments include: RedforEd, the election in November, support for organized labor across the country, and the decline in school privatization. (Not a bad list!) Discouraging moments include: the decline of civil rights of vulnerable students, corporate tax breaks, arming of teachers, an attack on unions (highlighted by, but not limited to, the Janus decision of at the Supreme Court.
- The Cleveland Plain Dealer report on January 2 that Betsy Devos, U.S. Secretary of Education, has changed the policy on schools that suspend minority students at a greater rate than white students. Under the Obama administration that pattern could have resulted in a civil-rights investigation, but under the Trump administration it will not.

- The 30,000 teachers in Los Angeles are expected to strike on Monday. The teachers are asking for better pay, smaller classes, and better learning conditions.
- If you know of an education issue that is in transition in the legislative world, please let the Legislative Committee of the SHTA know about it.

Evaluation, Lena Paskewitz

- Working to make sure that Peer Evaluators are being paid properly with HR.
- Administrators not following proper evaluation protocol. Some administrators have not been trained or possibly some training was forgotten. Members please make sure that you understand and are aware of the protocols for evaluation.
- Please let the Evaluation Committee know when the protocols are not being followed.

Publications, Andrew Glasier

- Facebook & Twitter Updates including happy hour pictures & the Holiday Outfits Contest photos
- Winner of Holiday Outfit Contest as voted by Executive Board: Steve Smith
- Tim Kalan editorial on Class Size will be added to January newsletter
- Jeremy Bishko editorial also
- Still would like more editorials from people from different buildings
- More people need to JOIN the PAC SHTA FB Page. Will advertise in newsletter again
- Created new Association email account. Will send out email to members.
- IC evaluations: dealing with contract compliance issue
- Executive Board: need your blurb in Wednesday by midnight
- Dr. John Morris great leadership in difficult times. HS members supported him through December.

Legal Aid, Cathy Grieshop

- Voted to give money for legal fees to set up trusts for Aisha's girls.
- Attended BOE meeting
- Updated PAC Facebook page. Please invite people to join the PAC Facebook page.

Social, Selena Brown

- Received a thank you card from Aisha Fraser's mother. Very grateful for all the work and support from SHTA.

Professional Rights and Responsibilities, Mike Sears

- Attended Happy Hour at Slyman's Tavern, fantastic time.
- Problems with the Flexible Spending Accounts.
  -The 2019 year is up and working
  - Money has not been transferred from 2018 account to 2019.
- Insurance Committee Meeting has been canceled. There was no meeting in December or January.
- Emails about being non-renewed are being sent to members, instead of face to face. UNPROFESSIONAL.
- There is a need for administration support with the area of students' disruptions. Reaching a point where it is now taking away from the education of other students.
- Attended Aisha's vigil and calling hours - impressed with all the efforts from everyone.
- AESOP will not let you put in for a sub after 6:00PM. I will check into this.

-For now, please tell members to send an email and a phone call letting administration know that you will not be in school if you cannot get into the AESOP system. Sending an email will give you a paper trail.

SHTA ST, Bonnie Gordon

- Tomorrow the Fact Finder will present his report. We will receive language defining Support Teacher and Teacher.
- Trying to set-up online voting for Support Teachers.

Salary Tenure, John Morris

We will receive fact-finding recommendations on Tuesday, January 15th. The Support Teacher vote will take place soon after the recommendations are received. The Board of Education meeting dealing with fact finding will take place on Tuesday, January 22nd at 7pm at the Large Conference Room in the Administration Building. Please consider showing up at the Board Meeting wearing red or with your SHTA shirt.

Building Reports

Boulevard, Angela Anderson(Absent)

- No Report

Fernway, Victoria Goldfarb(Absent)

- No Report

Lomond, Steve Smith

- Meeting with Administration, very productive. Looking forward to the meeting this month.

Mercer, Nicole Cicconetti

- No Report

Onaway, Paula Klausner

- No Report

Woodbury, Lee Appel

- Administrators not addressing placement of students. Parent not liking teacher on child's team, student placement was changed. The student is being split between two different teams. Discussion about this issue/student has gone on for three weeks with no solution.

Middle School, John Koppitch

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

- Administration has stated that they are hopeful that we can work together for a resolution.

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

- These concerns were shared with Ms. Hunter today. She stated that she takes our concerns seriously and steps are being taken to address the concern.

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

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

High School, James Schmidt

- Attended the 50th Birthday Celebration for Bill Scanlon.
- Attended many meetings.
- Welcomed the Interim Principal, Mr. David Glasner.
- Provided support for Jody Podl, who was NOT given due process.
- Dealt with members non-renewal issues.
- ODE issues, members seek third party assistance.
- Parent entered the high school to accost a teacher. Parent was removed by security and told that they should not enter the building again. Teacher concerned that this could happen again.

Old Business

- None

New Business

- Cathy Grieshop – Legal Aid recommends that SHTA pay for the legal fees to pay for setting up the trust for Aisha's girls.
  - Motion was unanimously approved by Representative Council.

Good of the Order

Thank you, Mercer Building Reps. for hosting our January meeting.
John Morris - Thank you for supporting me and for all the support given to the Go Fund Me for Aisha's girls.

Next Rep. Council meeting is scheduled for Monday, February 11th at the High School

Motion to adjourn meeting made by James Schmidt, seconded by Lena Paskowitz.
Meeting was adjourned at 5:45PM.

Respectfully submitted,
Darlene Garrison

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

PAC of the Shaker Heights Teachers Association





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





SHTA President Dr. John Morris, First President of the SHTA Sal Fabrizio & past Treasurer Tom Patrick. Working & learning from the past to make a better future.

Reduction in Force Hurts Students

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 dawn of a new strategic plan approaches, I would like to publicly advocate for a different direction and vision than our current one. The tension between seeking efficiencies (Strategic Plan 4.4) and providing an educational environment free from barriers to learning (Strategic Plan 1.7) is admittedly a difficult administrative balancing act. Unfortunately, I believe during the implementation of our last strategic plan, decision makers prioritized monetary savings and fiscal prognostications over what was best for students in our classrooms. This philosophy of dogmatic fiscal restraint does save money in the short term, but I believe the costs incurred, both in the future as well as the present, render these policies unwise and myopic. From class sizes, to class offerings, to support for student's needs, we are currently not living up to our own expectations and standards. Why? I think part of the answer lay in the fact that many of our decision makers have either never worked in our classrooms, or are far enough removed from our teaching environment as to be able to rationalize decisions that remove supports or eliminate funding without understanding their day-to-day impact. These impacts are creating serious obstacles in K-12 classrooms for K-12 students, teachers, administrators, as well as the community that we are preparing these children to join as adults. As the board considers a Reduction-In-Force, I think it is critically important to have an honest conversation with the public about what that means in real, practical terms as they relate to our students' experience; teachers; support staff; administrators burden and outcomes for the community. Current deficiencies in our Special Education Department, possible class size increases at the middle and high school, and possible elimination of course offerings are all topics worthy of further scrutiny. However, I choose to focus on most families' first experience with our district: Kindergarten.

Kindergarten staffing has traditionally been a challenge because depending on when families register their children, district administrators do not know the exact numbers of students in order to build classes for the upcoming school year. This problem is exacerbated when the district adherence to savings causes them to always err on the side of the lowest possible staffing. Lomond's kindergarten offers a good example. Lomond currently has at least four sections at every grade level, except for kindergarten which has three. A number of years ago Lomond lost a teacher to an inter-district transfer. This teacher was never replaced. The pretext related to me was that this decision was based on the 'numbers'. Last year the three sections had 24 students each, with 17 boys in two of the classes! There are no aides assigned to these students at large. I would argue that these 'numbers' call for a different strategy.

Lomond still has just three kindergartens. On day one of this year, two of our sections had 24 students on the roster once again. This is problematic for many reasons not the least of which concerns the instructional challenges presented by large classes of students, some of whom have never been in an instructional setting, and some who have unidentified disabilities. Regardless of the teacher's abilities, management style or attitude, there is no way that students in overloaded classes are going to adequately have their needs met in relation to students who are able to receive proper attention and accommodation.

The Center for Public Education has identified nineteen studies that found reduced class sizes increase student achievement K-3. This is especially true for our at-risk population of students. The Annie E. Casey foundation publishes a Kid Count Profile every year, identifying state trends in children's well-being. Using that foundation's indicators such as health, family well-being, economic well-being and education, I submit that our Lomond community is the one most in need in our district. Nearly half of our students in the building are on free/reduced lunch.

The way to achieve equity in this circumstance is to provide supports for those most at-risk. Equity has become a popular slogan lately. But what does it mean if we don't support this equity initiative with resources? Students won't get what they *need* to overcome their obstacles, our schools continue to struggle with the burden of

students not ready to learn, and our community misses an opportunity to be on the vanguard of educational best practices.

The irony is that by generating savings through staff level strictures, specifically at the kindergarten level, you are harming one of the most visible grade levels in the district. Families tour our elementary buildings to evaluate our adequacy. Why would we risk creating an impression that there were better options out there other than a family's neighborhood school? How many students do we lose this way? I can provide anecdotal evidence from a number of families on my own street over the past three years. Neighbors that live within houses of mine chose to send their kindergartner to another school this year outside of our district. Why? One of the primary reasons was the size of the classes in the building. I believe we can do better. We need to think about declining enrollment in a new way.

Simply using declining enrollment as an excuse for cost cutting and less staff becomes a self-fulfilling prophecy when you refuse to resource the very things that would make the school district a destination for everybody. What would our 'numbers' look like if more of our neighborhood families were attending our schools? Amidst our current obsession with data, do we have any data on families who decide to send their children elsewhere? On the other hand, would such data conflict with our fiscal priorities?

Paradoxically, our current practice is to 'close' enrollment within a building's particular grade level if enrollment pushes class sizes too high. That is what occurred with Lomond's kindergarten this year. The result of this policy means that people who move to our Lomond neighborhood during the school year – many of whom have specifically chosen our neighborhood because of the strength of our community – must send their kindergartner to begin their school career at another elementary school. What a lost opportunity! The Lomond community can ill-afford such self-constructed obstacles to success and growth.

Traditionally Shaker has been able to rest on its reputation and the strength of its neighborhoods. In today's age of social media and State Report Cards where rumor, innuendo and misconception often obfuscates the genuine, I believe we need to create a positive narrative that is based in substance and easily demonstrated. A plan that is honestly based on equity, long term needs and best practices have costs, but these costs are justifiable, and as educators they are a necessity. I cringe when I think of the instructional opportunities missed, the good staff we have already lost, and the families we will have to win back because of short sighted decisions. I hope that moving forward we can transparently formulate a different calculation, and do so in a way where our community can understand the stakes involved.

Tim Kalan
Art Teacher at Onaway & Lomond Schools

Low Teacher Morale Hurts Students

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Hundreds of studies have shown repeatedly that the most engaged workers are significantly more productive, provide higher customer satisfaction and outperform those who are less engaged. While these studies were done on businesses, their data also applies to education. When teachers are most engaged with their work, student achievement increases, families are happier, and teachers receive "better" evaluations.

Some of the characteristics of employers that have highly engaged employees are:

- Wages that are commensurate with the work performed
- Safe, comfortable and appealing working conditions
- Clear and specific expectations along with as much teacher autonomy as possible

- Two-way evaluations so that teachers are given the opportunity to provide anonymous feedback to their supervisors
- Administrators that are accountable for treating all employees with respect and care, all of the time

While this list is not exclusive, it certainly provides a starting point that as a community we can work towards.

Time and time again, the administration in Shaker has received reports of low staff morale, and in general, their response has been one of "you have a job to do regardless of morale". When people have interviewed for administrative positions and have been asked about low staff morale, their response is often "well we can try to have activities."

It seems that our current administration is missing two very important points:

1. There should be a purposeful focus on creating a supportive, safe and positive working environment, much like what is described above; it's not about activities.
2. When such an environment is created, student achievement increases.

Interestingly, our administration currently uses a business model when managing the district and its employees, yet it is lost on them that their model is not working, and is actually doing harm. As cliché as it sounds, we are all here for the students. We all have a vested interest in seeing students achieve at their highest levels. Yet, the policies we have in place prevent that from happening.

Shaker Heights is an amazing district with fantastic teachers and students. The administration is doing a disservice to everyone by using an outdated, top-down business model. At what point are they going to realize they could get so much more "bang for their buck" by adopting what successful companies like Google do; treat their employees well. Happy employees do better work.

Jeremy Bishko,
Science Teacher, Shaker Middle School

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

PAC of the Shaker Heights Teachers Association

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

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