IMPORTANT DATES

Monday and Tuesday, October 16 & 17: Conference Days

Friday, October 20th: Wear your SHTA T-shirt day

Monday, November 6th: SHTA Executive Board meeting.

Tuesday, November 7th: ELECTION DAY

Monday, November 13th: SHTA Representative Council meeting @ Boulevard School

SHTA news

October 16, 2017

ISSUE NO. 2

Message From the President

This week the SHTA PAC hosted a Board of Education Candidate panel and Q&A at Fernway after our Representative Council meeting. PAC Chair, Cathy Grieshop, was instrumental in organizing and soliciting questions from the membership. It was a valuable evening of input and discussion from the candidates, three of whom will be elected to the Board on November 7th. This is what we do for our membership and our community. This is what a union does. This thought runs through my mind quite a bit, especially as we enter another negotiation cycle.

The SHTA solicits information from our members to best inform our negotiation process and represent our membership's needs. This is what a union does. The SHTA represents our members in meetings with administrators in matters concerning evaluation and contract interpretation. This is what a union does. The SHTA meets with the administration to make the best decisions about our health care providers and to ensure continuity of care from one carrier to another in compliance with our Collective Bargaining Agreement. This is what a union does. The SHTA helps members through maternity and paternity leave, personal and family illness, good times and bad. This is what a union does. The SHTA communicates with members about Association news, state and national educational issues, and local concerns through our newsletter, Facebook page, Twitter feed, and email. This is what a union does. Our Association is represented on the steering committee of the Cuyahoga County Educator Summit with the Ohio Education Association and the Ohio Federation of Teachers to strengthen our connection with education issues across the state and the nation. We come together for social events, maintain robust investments and savings, represent members' legal concerns, and help new and veteran teachers continue their education. This is what a union does.

"This is what a union does" has become my mantra of late and a personal rationale for why we need to push beyond the status quo to make Our Association the best and most representative organization it can be. I encourage you as members to also reflect on what we do as a union and what you can do to strengthen Our Association. I hope that as the year continues to unfold, you will provide support to your fellow members, colleagues, and peers to make them feel that they are part of a family. This is what a union does as well. I am so proud to be part of that.

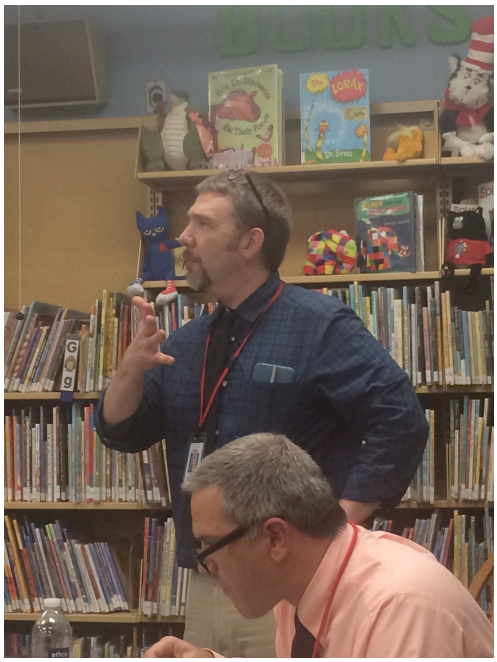
The fall is always a busy season as President. I dealt with licensure issues. I addressed a workspace issue at the Shaker Middle School. I attended the Insurance Committee meeting. I attended the Professional Learning for Instructional Leaders (PLIL) Meeting at the Middle School. I spoke regularly with

Superintendent Hutchings and Interim Personnel Director Rich Evans. I conferred on a technology issue at Onaway. I addressed CILC questions from members. I attended the Cuyahoga County Educator Summit steering committee meeting. I attended the League of Women Voters State Board Presentation with Peggy Lehner, Mary Rose Oakar, and Meryl Johnson. Personal Rights and Responsibilities Chair Mike Sears attended as well. I addressed a security concern at the High School. I addressed substitute concerns throughout the district. I met with Director of Professional Development Erin Herbruck and Director of Technology John Rizzo on Google Training along with SHTA Secretary Darlene Garrison. I helped a member with a communication concern at Woodbury. I recommended a member representative from each building to be part of Dr. Hutchings's teacher advisory.

It continues to be an honor to serve as President of the SHTA. As we enter negotiations once more, I hope to be able to ably represent our membership alongside our Negotiations Team. This is among our most important functions as an Association. This is what a union does. Please feel free to contact with me with questions or concerns at morris_j@shaker.org or x6033

Respectfully submitted,
John Morris

SHTA President John Morris speaks at the October Representatives meeting @ Fernway School.



SHTA Is now on @SHTAssoc

Reports from the Executive Board

VICE PRESIDENT'S REPORT

Happy fall! It is time again to apply for SHTA Fellowships. The Fellowship Grants are designed to promote professional development and can be used to attend workshops, for payment of dues to professional organizations (except the SHTA), journals or professional materials. The winners are selected via random drawing. Submission must be returned to me by November 4th. Send entries to Matt Zucca @ Fernway Elementary. Multiple entries will be disqualified and only members of the Association are eligible for participation. Recipients will be chosen and awarded $100 each. Winners will be notified by district e-mail and their names published in the November newsletter. Application can be found enclosed within this newsletter.

I would like to remind all of you to contribute to the PTO Council Annual Drive. The Association has forged a close working relationship with PTO. The PTO annually supports teachers and students in a number of ways.

I again will be working with *the Night for The Red and White* Committee. The event is scheduled for Saturday, March 10, 2018 at 7:00 pm. The event will again be held at the new Hilton Cleveland Downtown on Lakeside. Hilton Cleveland Downtown is in the heart of Cleveland's vibrant downtown area and connected to the Huntington Convention Center of Cleveland. Request for Silent Auction contributions will be e-mailed to you in the near future. Please consider making a contribution and attending this event. In the past popular silent auction items have included lunch, outings to museums sporting event, pizza parties, tutoring or lessons, and gift certificates. The possibilities are endless so please as you always are, "be creative".

As a member of the Investment Committee, I met with the Association's financial advisor along with the other committee members headed by our Treasurer Bill Scanlon. With conservative and careful management the General Fund continue to perform exceedingly well and remains well over $1,000,000.

I have been working as a member of the Negotiating Team as well. I would like to thank all the members who participated in our Negotiation Survey. Your input will provide direction and guidance as we negotiate with the Administration to provide a strong contract for the teachers in the district.

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

TREASURER'S REPORT

I hope you all are paying attention to the Shaker Heights School Board campaign. There are four candidates for three positions. These people will make major decisions that affect our district. Inform yourselves of the candidate's positions and help to inform other voters.

I have been meeting as a part of the negotiations team. Negotiations are progressing. I have also gone to a number of candidates' meet-&-greets to get to know the School Board candidates better. On Tuesday, October 10th the Investments Committee (made up of myself, Matt Zucca, Chante Thomas-Taylor, and Todd Keitlen) met with Brady Krebs, our Edward Jones advisor. The Investments Committee meets a minimum of twice a year (once in the Fall and once in the Spring) to review our investments and decide on any changes.

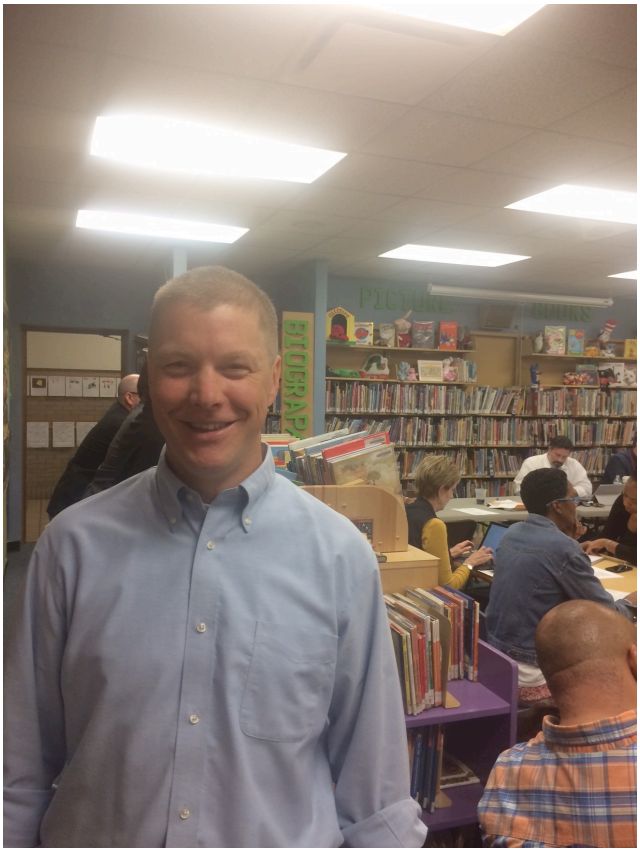
A full financial report will be included in November's newsletter. If anyone has any questions about our Association's finances, please give me a call (ext#6296).

Respectfully submitted,
Bill Scanlon



SHTA Vice President Matt Zucca at the October SHTA Representatives Council Meeting @ Fernway School.

SHTA Treasurer Bill Scanlon at the October SHTA Representatives Council Meeting @ Fernway School.



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

EXECUTIVE BOARD REPORTS

PROFESSIONAL RIGHTS AND RESPONSIBILITIES REPORT

During the past month, I have helped members with maternity leave, professional growth plans, and insurance problems. I also attended two meetings about upcoming negotiations, a forum at the Shaker Heights library about how the state board of education operates, and a candidate night with those running for Shaker Heights School Board next month. The Insurance Committee approved changing from Anthem to Medical Mutual in September. Please refer to e-mails from Treasurer Bryan Christman and Human Resources Specialist Sarah Fish about these changes. If you have questions about this, I recommend attending one of the meetings for employees scheduled by Ms. Fish. These meetings will also address questions about open enrollment, the online system, and the flexible spending accounts.

As the Supplemental Committee chair, I continue to field questions about our work over the last three years. Most members received appropriate increases for the work being done. Assistant Superintendent for Business and Operations Stephen Wilkins has agreed to meet regarding some unfinished work for the committee. We will also discuss the future of the committee, supplemental contracts, and how they will be approved in the future. It is likely that some of these discussions will occur during the collective bargaining process. Contract language regarding supplemental contracts still needs to be updated.

I look forward to using the Interest Based Bargaining (IBB) process during negotiations. I will be attending the training for this on October 23 with representatives from both the teachers and the administration. It is a democratic process that helps us find common ground, and ensures that we are following the goals outlined in the Strategic Plan.

Respectfully submitted,
Mike Sears, Chairperson

LEGISLATIVE REPORT

According to *Education Week*, the state of New York has replaced the Common Core. Most of the United States still uses the Common Core standards, although many educators oppose it, and it is also opposed by the Trump administration. Of the 46 states that originally adopted the Common Core, 8 have dropped it. Opposition to the Common Core comes from concerns about states rights, skepticism about standards being too advanced for the age of the child, and questioning the effectiveness of the curriculum for improving test scores.

Coming up soon: Will the proposed changes to the tax code affect education?

Respectfully submitted,
David Klapholz, Chairperson



PUBLIC RELATIONS

The public relations committee has begun to compose a new SHTA T-shirt order. This order will include ladies sizes, v-neck options and polos. Our new shirts will be USA made and union printed. The shirts will be a lighter more modern fabric and include "Shaker Heights Teachers' Association" below our traditional logo. Soon you will see a Google form to submit your order. This year we will be accepting credit card transactions, as well as, checks and cash.

In the winter edition of *Shaker Life* magazine, you will see our traditional advertisement.

It is our solidarity that creates our strength as an Association! One simple yet effective way of broadcasting our collective might is through increased visibility! Buy a T-shirt; broadcast your membership!

Respectfully submitted,
Bob Bognar, Chairperson

EVALUATION COMMITTEE

The Evaluation Committee had a flurry of meetings, thoughtful decision-making, and collaborative efforts to make some important changes to the Evaluation Program. We have also worked to review and approve the revised Librarian Evaluation and update and reorganize the Evaluation Page on the website. The administrative representatives on the Evaluation Committee opted to roll-out the changes through the building principals rather than have Committee members present to teachers, as we have done in the past. Building Principals were officially notified of the changes on September 20th and were then to notify their teachers. It is extremely important for all teachers and evaluators to understand the changes and how they affect the evaluation process. I have summarized the changes below. Full explanations of these changes are in the September Newsletter and on the Evaluation page of the Shaker website. Please review these changes and forward any questions to me. Also, please notify me if communications from your building administrator regarding evaluation conflict with the information below.

Shared Attribution

Shared Attribution will be used to determine Student Growth Measure ratings for teachers who *do not* have Value-Added data or End-of-Course data. The 8th Grade MAP Reading assessment will be used as our Shared Attribution Student Growth Measure. We have committed to trying Shared Attribution for the 2017-2018 school year only. We will consider all outcomes and feedback at the end of the year to determine whether to continue or return to individual SGM ratings.

Formal Evaluations

We have chosen to eliminate the Informal Observation Form (previously known as "Walkthrough Form") for Formal Evaluations. Evaluators will record Informal Observations directly on the Performance Rubric. Evaluators are still required to date all observation data on the Performance Rubric, as well as notify teachers via email when updated Performance Rubric is uploaded to eTPES within 48 hours of Informal Observation. The full lesson observation protocols during Formal Evaluation years remain the same.

Remember, continuing contract teachers on Formal Evaluations need to have TWO observation cycles. Limited contract teachers need to have THREE observation cycles. Please check your own evaluation status on eTPES, as there is a huge difference between Formal and Informal Evaluations. Do not depend on your building principal to have this information.

Informal Evaluations

Informal Evaluation requirements have been reduced to two 15-minute informal observations and one face-to-face conference. Observations will be recorded on the updated Informal Observation Form. Full observations are no longer required during Informal Evaluation cycles. Student Growth Measure data will need to be pinned on eTPES in May, as usual.

Annual Professional Growth Plan

Your APGP should have been completed and uploaded to your eTPES account in September. This document may be revised, added to, and reflected on throughout the year. Teachers and evaluators may choose to use the goals to guide informal observations, conference discussions, and lesson observations.

Alternate Evaluations

Alternate Evaluations include Librarians, Guidance Counselors, Nurses, Innovative Center Teachers, School Psychologists, Speech-Language Pathologists and Coordinators. These alternate evaluations will be reviewed and updated as needed and approved by the Evaluation Committee. The revised Librarian Evaluation has been approved by the Evaluation Committee.

Peer Evaluation

All changes to evaluation protocols are applicable to Peer Evaluation participants. Please be sure to forward certification and re-calibration credentials to Rich Evans, Kiki Stout and your Peer Evaluation co-coordinator and to be mindful of all requirements and due dates.

Teacher Evaluation Page

The Evaluations page has been updated and reorganized. The new forms and information packet have been posted. Updated Student Growth Measure and Shared Attribution information is also available.

Please reach out to me, any evaluation committee member, or your building representative, with any questions or concerns regarding your evaluation.

Respectfully submitted,
Lena Paskewitz, Chairperson

PAST PRESIDENT'S REPORT

In the past month, I attended the meeting of the Board of Education, the Finance and Audit Committee, and the Insurance Committee. Medical Mutual presented an aggressive proposal that was made even more acceptable since they now include coverage at all University Hospitals facilities. The move from Anthem to Medical Mutual comes with cost savings for the district, which will minimize the premium rate increase for employees.

I also attended SHTA Executive Board and Representative Council. At the October Representative Council, I observed the presentations from the four candidates that are running to fill three seats on the Board of Education. Additionally, I attended a planning meeting for Negotiations.

Working with President John Morris and his leadership team I observe their deep commitment to the members of the SHTA. I appreciate the opportunity to continue my service to all of you.

Respectfully submitted,
Becky Thomas, Chairperson

POLICY COMMITTEE

This autumn has been eventful for those active in school issues. I have participated in a number of committee meetings involving changes to our evaluation system. Please remember that you may contact me with any questions surrounding these changes.

In addition, this November's election will decide multiple positions on our school board, and I participated in the SHTA forum last week with all four candidates and asked questions concerning their philosophies of education and district management. If you have any questions or ideas concerning that forum, please let me know.

This month's focus on our SHTA constitution will be excerpts from Article III, dealing with the purpose of our organization:

To share the educational expertise of the membership with the community, School Board and Administration to provide the best education possible for each child....To encourage members to exercise their rights and privileges as citizens and to accept, willingly, leadership in school affairs and in the civic affairs of their community. To promote democratic members participation in the formulations of educational policies.

With that mission in mind, I would encourage people to ruminate on the positions of the school board candidates (even if you are not a resident of Shaker) - some of which you can find online from prior forums (https://www.youtube.com/watch?v=V_OiJof78Wg&feature=youtu.be) - and contemplate ways you, or the SHTA as a whole, can improve communication and create systems in our district that work more effectively and efficiently.

Respectfully submitted,
Tim Kalan, Chairperson

TEACHER EDUCATION COMMITTEE

New teachers should have received a letter from me with important information from our contract. Please take a look at this information. If you have not done so already, please consider joining the Association.

Please remember that my role with SHTA is not only to assist new teachers and mentors. I am also available to any teachers who are not on a continuing contract. If there are questions or concerns I can be reached through my district email (hardiman_l@shaker.org) or by phone at Mercer (216-295-4867).

There are some important dates to remember:

- ***Salary Reclassification***-Coursework must be completed by the November and April board meetings. Requests must be submitted in time for these meetings. The board meeting for November is Wednesday, **November 8th**.
- ***Tuition Reimbursement Fund***-Deadline for applications is Friday, **December 1st.**

Respectfully submitted,
Lisa Hardiman, Chairperson

MEMBERSHIP/ELECTIONS COMMITTEE

Payroll deduction for SHTA dues began with the October 1st paycheck - $30 per pay for 10 pays. For those who paid by check, thank you for your payment. Or, if you have not yet done so, please submit your check for $300 to your building representative.

Respectfully submitted,
Chante Thomas-Taylor, Chairperson

SUPPORT TEACHERS COMMITTEE

Several problematic issues have been reported by Support Teachers throughout the District.

At Onaway, a new co-teaching program has been rolled out for 3rd and 4th grade. The fourth-grade team includes an Intervention Specialist teacher, and the third grade team includes an Intervention Specialist Support Teacher. While the IS Teacher has 13-14 students with IEP's on her caseload, and the IS Support Teacher only has 9, the Support Teacher is also in charge of writing any out-of-district IEPs. Otherwise, they have exactly the same qualifications, are being asked to do exactly the same job and are on completely different pay scales.

At Boulevard, there is now an English Language Learner Teacher and an English Language Learner Support Teacher doing precisely the same job on completely different pay scales. In addition, two part-time instructional staff members are being paid hourly because they have been told they are "at-will" employees.

Support Teachers at the IC are still being identified on their District Google Accounts - which they cannot change on their own - as "Tutors." This is true of many other Support Teachers throughout the District. The IC Support Teachers also report having had their Summer pay downgraded to $19 an hour after they had already been teaching for three weeks. The reason given for this is that they do not grade papers, something that is equally true of many regular SHTA members on the teacher pay scale (e.g., nurses, librarians, Skills teachers, and many Intervention Specialist teachers).

At the High School, the ISS Coordinator and Testing Center Coordinator - both Support Teachers - do not have anyone scheduled to relieve them during their lunch break and have had to waive either their lunch or planning periods - or both - multiple times. These Support Teachers have been told that there are no plans to hire anyone to cover these periods, which are contractually intended to be without pupil contact. The ISS and Testing Center Coordinators have agreed to tell their supervisors that they will no longer be present in their rooms during their scheduled lunch and planning periods.

Respectfully submitted,
Bonnie Gordan, Chairperson

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

SHTA PAC

Thank you to everyone who attended the candidate discussion panel on Monday, October 8th. I enjoyed hearing the candidates' views and ideas about the future of our schools! Get to know the four candidates running for our School Board by checking out the candidates' websites below. To find out more about these wonderful folks:

Lisa Cremer: https://lisacremer.com/

Alex Dykema: https://www.alexforshaker.com

Ayesha Bell Hardaway: http://hardawayforshakerschools.com/

Heather Weingart: http://www.heatherforschoolboard.com/

The following is a link to the League of Women Voters guide of our school board candidates and city council candidates:

https://shakerlibrary.org/wp-content/uploads/Shaker-LWV-Voters-Guide-for-the-General-AElection-November-7-2017.pdf

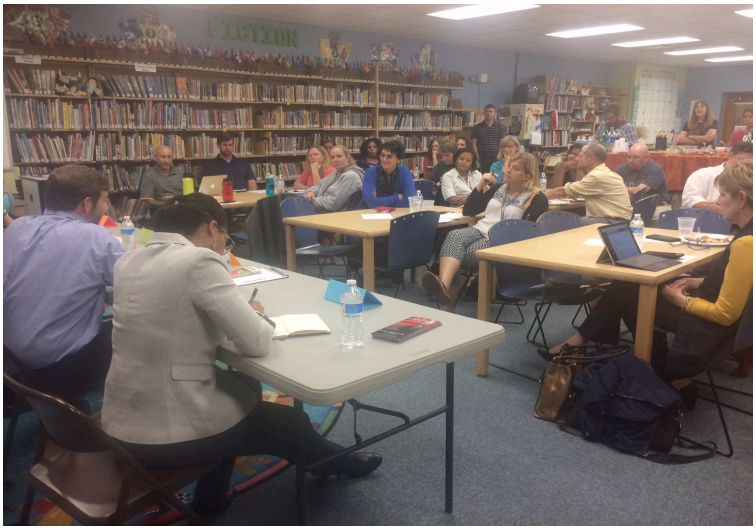
November 7th, Election Day, is coming quickly! Make sure you become informed and get out and vote! Happy Voting!

Respectfully Submitted,
Cathy Grieshop, Chair

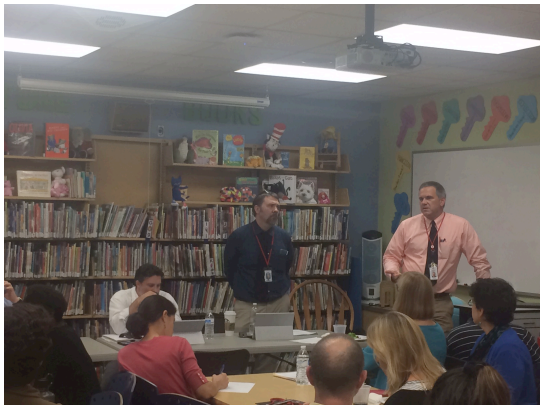
SALARY TENURE COMMITTEE

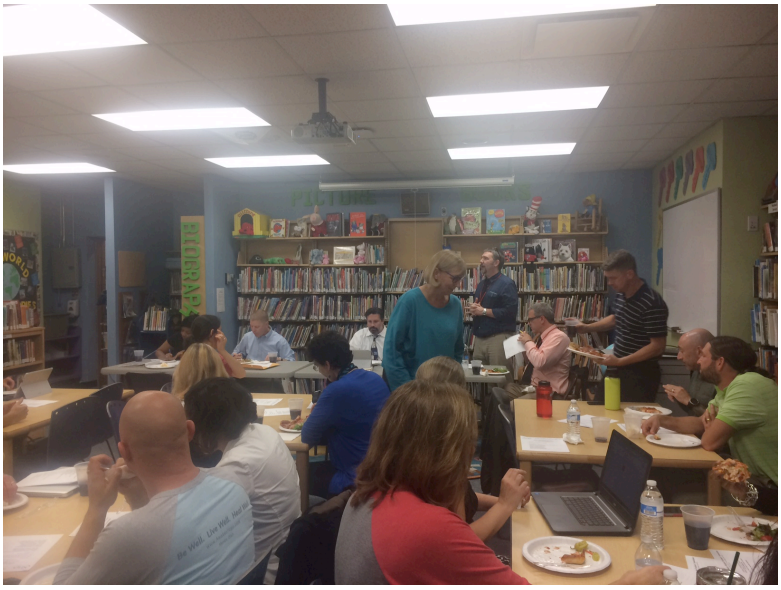
The Negotiations Team met twice this month. We met with the District Negotiation Team and agreed upon Interest Based Bargaining. I filed the State Employment and Relationships Board (SERB) Notice to Negotiate. We will meet again at the end of the month to begin negotiations.

Respectfully Submitted,
John L. Morris, Chair

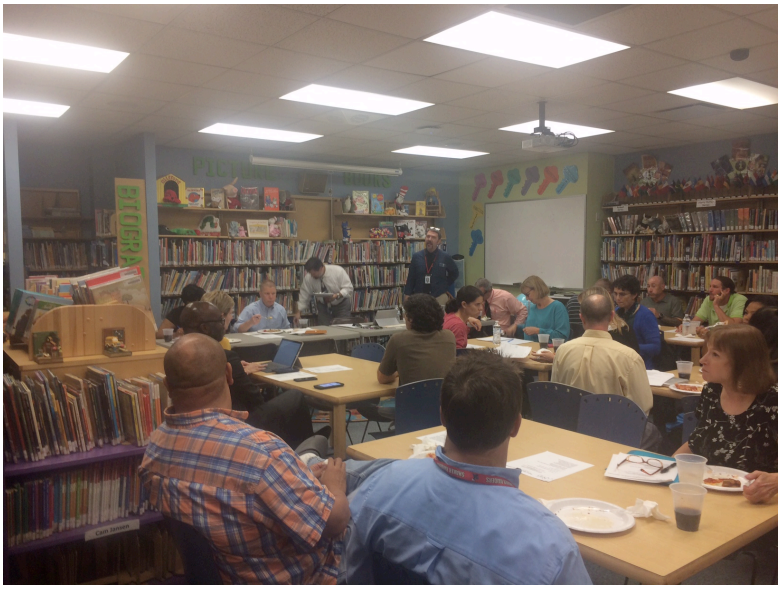


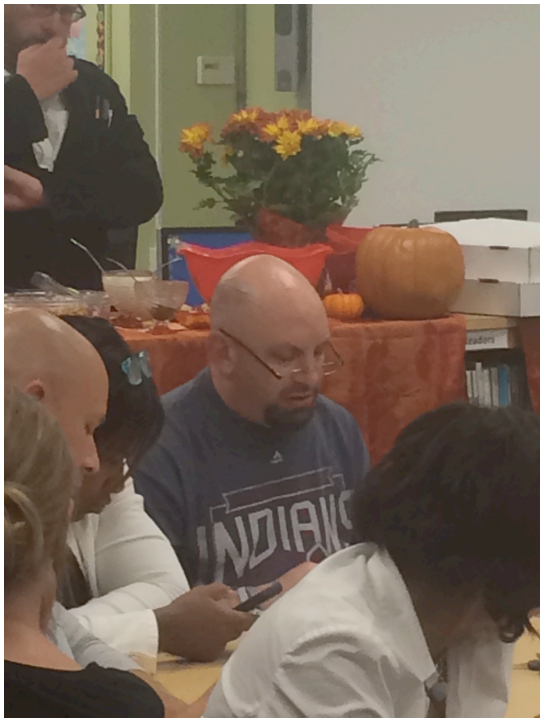
The SHTA PAC Board Candidate Forum @ Fernway School. Thank you to Cathy Grieshop for organizing.





The October Representatives Council Meeting and Board Candidate Forum @ Fernway School. Thank you Representative Andree Hassell for hosting.







MINUTES FOR THE REPRESENTATIVE COUNCIL MEETING

October 9, 2017, Fernway School

SHTA President, John Morris started the October 09, 2017 Rep. Council Meeting at 4:29PM.

Chris Hayward, Principal of Fernway Elementary School welcomed SHTA membership to Fernway. The school year is off to a great start. The Fernway Fall Festival was a success and the feedback from families is positive. Teachers and staff, thank you for all that you do.

MINUTES from the September 05, 2017 Rep. Council meeting were approved. Motion to approve the minutes, Bonnie Gordon and seconded by Robert Bognar.

Administration Report
Superintendent, Dr. Gregory Hutchings was present for the Rep. Council Meeting

- Dr. Hutchings stated that he had no update at this time but if the membership had questions, he would take this time to answer the questions.
    - President John Morris asked about the new Teacher Advisory Committee, were there any updates.
        - The committee is now ready. Principals and the President of SHTA recommended teachers for the committee.
        - Similar to the PTO Brown Bag Lunch. Would like to meet with Teacher Advisory Committee, once a month to discuss issues.
        - Great way to have two-way communication.
        - There will be two teachers from each building except the high school will have three teachers.
        - Teachers will act as advisors to make decisions collaboratively.

P.T.O. Report – Kanika Christian was present to give the P.T.O. report.

- Meetings and Fundraisers are off to a great start.
- Teacher-grant applications have started.
- Volunteer pool is low, for conferences please send out a letter asking for parent volunteers.

Officer's Report
President, John Morris

- President report will be in the October newsletter. We have a shortened meeting today to accommodate the School Board Forum Panel.
    - We will be switching from Anthem to Medical Mutual. There will be no changes to your benefits.
    - It might be helpful to have a series of meetings to help with any questions to your benefit plans.

Vice President, Matt Zucca

- Vice President report will be in the October newsletter. We have a shortened meeting today to accommodate the School Board Forum Panel.

Secretary, Darlene Garrison

- Please be sure to sign the attendance sheet.

Treasurer, Bill Scanlon

- Treasurer report will be in the October newsletter. We have a shortened meeting today to accommodate the School Board Forum Panel.

Executive Board Reports
Past President, Becky Thomas

- Report will be in the October newsletter. We have a shortened meeting today to accommodate the School Board Forum Panel.

Teacher Education, Lisa Hardiman

- Report will be in the October newsletter. We have a shortened meeting today to accommodate the School Board Forum Panel.

Membership/Elections, Chante Thomas-Taylor

- Report will be in the October newsletter. We have a shortened meeting today to accommodate the School Board Forum Panel.

Policy, Tim Kalan

- Report will be in the October newsletter. We have a shortened meeting today to accommodate the School Board Forum Panel.

Public Relations, Bob Bognar

- Report will be in the October newsletter. We have a shortened meeting today to accommodate the School Board Forum Panel.

Legislative, Dave Klapholz

- Report will be in the October newsletter. We have a shortened meeting today to accommodate the School Board Forum Panel.

Support Teachers, Bonnie Gordon

- Report will be in the October newsletter. We have a shortened meeting today to accommodate the School Board Forum Panel.

Publications, Andrew Glasier

- Wednesday at midnight all submissions are due for the newsletter.
- Report will be in the October newsletter. We have a shortened meeting today to accommodate the School Board Forum Panel.

Social, Selena Brown

- Report will be in the October newsletter. We have a shortened meeting today to accommodate the School Board Forum Panel.

Legal Aid, Cathy Grieshop

- Report will be in the October newsletter. We have a shortened meeting today to accommodate the School Board Forum Panel.

Professional Rights and Responsibilities, Mike Sears

- Report will be in the October newsletter. We have a shortened meeting today to accommodate the School Board Forum Panel.

Evaluation, Lena Paskewitz

- Report will be in the October newsletter. We have a shortened meeting today to accommodate the School Board Forum Panel.

Building Representative Reports

Boulevard, Angela Anderson

- No Report

Fernway, Andree Hassell

- No Report

Lomond, Donita Townsend

- No Report

Mercer, Nicole Cicconetti

- Some supplies have rolled in. We now have an increase in supplies.

Onaway, Tim Kalan

- Trying to figure out a way to share digital files for substitute plans.

Woodbury, Lee Appel

- You may be aware that the K-4 science lab/program has ended and the K-4 science specialist position was eliminated. You may also be aware that neither the K-4 science teachers nor Woodbury science teachers were consulted on these issues.

  This year, the 5th and 6th grade Woodbury science teachers were told that they have the science lab, and they must use it. Again, the Woodbury science teachers were not consulted and never stated that they wanted exclusive use of the science lab.

  As of Friday, September 29, Woodbury science teachers were told by Principal Danny Young that they would need to use the lab as part of their schedule. A science lab schedule was also provided.

  The Woodbury science teachers have concerns about the use of this science lab.

  1. Woodbury science teachers would like a full time science lab teacher who specifically aligns the science curriculum to the lab and will perform these labs as well
  2. Woodbury science teachers feel that they need an individual (paid position) that will set up the lab, break down the lab, and set the lab for the next class for each days' use according to the schedule and the teachers' requests for labs.
  3. Woodbury science teachers need access (our own key) to the lab and the materials before and during the school day.
     a. The doors are locked and teachers do not have a key to open the rooms up to set up labs before, during, and after school.
  4. The teachers would like (we do not have) access to a smart board and a document camera in the science lab.
  5. Woodbury science teachers feel that they do not have the training and experience to perform these labs successfully.
  6. Jackie Scanlon is overworked between her Woodbury 6th grade design lab, Woodbury 5th grade science lab classes, filling orders for 4th grade teachers and now helping teachers within the science lab itself.

  A 5th grade teacher notes:

  The main concern is that there is no way we can set up and break down and conduct our science labs next year the same way that Jackie does now. Hiring someone else would go a long way to help that, but it would still be a real problem. Additionally, any labs we come up with this year will not be used next year in the lab because we won't have availability since we'll all be doing Jackie's labs. It seems like a poor use of our time.

Principal Response:

- We will not be hiring a person to set up the lab for teachers at this time. We will continue to explore supports in this area once we begin to utilize the space more consistently. This will allow us to collect data over a period of time.
- I can get keys for you from our head custodian.
- At this time, there is no need for a Smart Board. In the lab we already have a document camera and computer connected and it can be used with the projection screen.

- During our meeting together, Lauren Meek, Instructional Coach, offered to support teachers in training with efficiency in utilizing the lab and support with creating hands on learning experience that align with the science IB unit plans. This includes training with the kits.

- Jackie should speak with me so I can support her with her feeling of being overwhelmed. I believe Jackie is being compensated for her extra time she works.

  In closing, the science lab should be utilized when science teachers are working on their IB units and feel a larger space would be beneficial for a hands-on learning experience.

Middle School, Jeremy Bishko

- We are continuing to work with the administration on the following items:

1. Creating a clear, consistent and transparent discipline policy with teachers as partners.
2. Clear communication from the administration regarding student discipline (what happened, what was the consequence, what was the rational for the consequence).
3. Lack of small group testing facilitators for students who's IEP requires such accommodations.
4. Removal of students from classes for testing without notice, extended over many days.
5. A lack of common planning time with IEP case managers.
6. Requirement to have daily plans available at all times.

High School, James Schmidt

- The issue with registers making a noise that distracts from the learning environment has been resolved.
- There is an ongoing issue with the Study Center in Room 216. There was no one hired to staff this need and the class was being covered during several periods by substitutes that had difficulty keeping students focused on their work. We were told that someone would be hired permanently by 10/6/17. I personally sat in on the interviews on 9/29 and we agreed on a potential candidate. As of this report, no one has been hired to staff this position. The substitute covering the Study Hall has repeatedly let students out of class five minutes before the end of the period, which disrupts the halls. The door is left open at the end of the day and students are congregating in the room without supervision. This situation must be resolved, as there is a classroom that connects to the Study Center room and the student behavior in the Study Center room is negatively impacting that classroom environment.
- We are still waiting for one person to finally be paid for Saturday school from last May. We believe that this issue will be resolved on the next pay period.
- Clarified an issue with administration regarding forcing teachers to cover a class during their prep periods. All class coverage involving a teacher relinquishing their preparation time is voluntary and a Waiver of Planning Time form should be submitted whenever a teacher gives up some or all of their planning time. Teachers cannot be forced to give up their planning time.
- We have a serious issue with the behavior of students in the hallways. Teachers are present and outside of the doors to the extent that they can be and still maintain a presence in their own classroom. Teachers have been informed that the restorative practices will put an end to disruptive student behavior, but we are skeptical in spite of the data set presented. This is also related to the fact that we are lacking security guards this year at the high school. (Our understanding is that we are down to 8 guards at any time this year from 12 on duty last year.) After school, there are fewer security guards in the halls. Before school and during 1st period, we are seeing the same thing. Mr. Kuehnle has been informed of the issue and reported that he has been working with Vic Farrell to try to resolve this issue.

Support Teachers, Bonnie Gordon

Several problematic issues have been reported by Support Teachers throughout the District.

- At Onaway, a new co-teaching program has been rolled out for 3rd and 4th grade. The fourth-grade team includes an Intervention Specialist teacher, and the third grade team includes an Intervention Specialist Support Teacher. While the IS Teacher has 13-14 students with IEP's on her caseload, and the IS Support Teacher only has 9, the Support Teacher is also in charge of writing any out-of-district IEPs. Otherwise, they have exactly the same qualifications, are being asked to do exactly the same job and are on completely different pay scales.

- At Boulevard, there is now an English Language Learner Teacher and an English Language Learner Support Teacher doing precisely the same job on completely different pay scales. In addition, two part-time instructional staff members are being paid hourly because they have been told they are "at-will" employees.

- Support Teachers at the IC are still being identified on their District Google Accounts - which they cannot change on their own - as "Tutors." This is true of many other Support Teachers throughout the District. The IC Support Teachers also report having had their Summer pay downgraded to $19 an hour after they had already been teaching for three weeks. The reason given for this is that they do not grade papers, something that is equally true of many regular SHTA members on the teacher pay scale (e.g., nurses, librarians, Skills teachers, and many Intervention Specialist teachers).

- At the High School, the ISS Coordinator and Testing Center Coordinator - both Support Teachers - do not have anyone scheduled to relieve them during their lunch break and have had to waive either their lunch or planning periods - or both - multiple times. These Support Teachers have been told that there are no plans to hire anyone to cover these periods, which are contractually intended to be without pupil contact. The ISS and Testing Center Coordinators have agreed to tell their supervisors that they will no longer be present in their rooms during their scheduled lunch and planning periods.

Old Business

- None

New Business

- None

Good of the Order

- Thank you Andee Hassell for a wonderful meal and being was under budget!

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

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

From Treasurer Emeritus Tom Patrick

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.

Okay, so I just coined the phase I greeted you with, but I have to say it has a nice ring to it and I might use this, as an honor to have served for SHTA and all of its members during my tenure, in context of some sort as of yet TBD.

Another honor continued at the District Recognition Reception when I was presented the SHTA Lifetime Service Award, which will be nearby to my SHTA Person of the Year plaque given to me 30 year ago in 1987. Getting this award enabled me to return to SHHS where I saw so many friendly faces and shared a few stories from days past. And getting the award two days after turning 70 and still vertical was shared with my visiting sister from California and the love of my life-my wife. I had always said had my wife been treasurer the balance that Bill Scanlon inherited would have much higher given her knack for squirreling away money.

And talking about Bill, I was almost at a loss for words after Bill's introduction of me. I said almost and I don't remember if I had some notes/comments to read but I was able to give some remarks –my gratitude, and challenges past and present faced by SHTA, some of which I will remind you in this article. Forgetting gets worse with age, as old timers would tell me 'your turn will come kid…'

And if you are wondering what the reason is for this piece I'll be to the point. Besides the verbal thank you given by me to you at the District Recognition Reception, I wanted to 'formally' thank all of the SHTA members. I have followed SHTA on and off during my 11 years of retirement and I am most impressed with the advances SHTA has made with social media accounts, digital newsletter, incorporation of support staff into the collective bargaining unit –aka Union- and of course there is the near $1.25 million in the treasury! I'm sure there are many other things that SHTA has accomplished that I may not be aware of and for that I apologize.

When asked questions like "why are you still teaching as a sub?" my response is I truly miss the interaction with my students and seeing them achieve. What I don't miss is all the paper work –required and self–imposed, the aspiring meetings that we are expected to attend, and all of that type of BS, which continues to affect teachers and even more than when I taught with a permanent certificate. And back to subbing, when you finally realize from your peers that you have arrived (Thanks to the unknown former teaching colleague who coined my descriptive phrase, The Legend), then subbing would be a win-win situation for both students and absentee.

Finally as I said at the District Recognition Reception, your fight isn't over. In the 1970s our fight was to get the collective bargaining law passed and then a Master Agreement, which was used as model for other teacher Associations. Then there was incorporating SHTA and the cessation of SHTA from OEA and its affiliates, the infamous SB-5 that took a united front to defeat and now there are new continuing attacks on education by the Federal and State governments that you know are not in the best interests of your students. I am confident that the leadership of SHTA will keep you informed. Seeing all the names in the newsletter of members pitching in to get what has to be done accomplished, I'm sure SHTA will continue to be a lighthouse teachers' Association.

Tom Patrick
Treasurer Emeritus
Substitute Teacher

FELLOWSHIP GRANT

APPLICATION

Please complete the bottom portion of this sheet and return it to Matt Zucca at Fernway School by November 10th.

The $100 SHTA Fellowship Grant can be used for but not limited to the following items listed below:

- Seminars
- Professional conferences
- Course work
- Membership fees for professional associations excluding the SHTA

The $100 <u>may not</u> be used for classroom materials or supplies.

The awards are intended to professionally benefit the recipients, and in turn, benefit students.

1. The applicant must be a member of the Shaker Heights Teachers' Association and expect to continue teaching in the Shaker Heights City Schools.
2. The money may be used at the discretion of the recipient with the provisions that the activities will benefit the professional growth of the teacher, and in turn, the students with which he/she works.
3. The entire fellowship money must be used between November 2017 and September 30, 2018
4. In the event the recipient is unable to use the award within the allotted time period prescribed no money will be issued.

FELLOWSHIP GRANT APPLICATION return slip
Attention Matt Zucca
Fernway Elementary School

Applicant's Name *Building*