IMPORTANT DATES

Tuesday, January 18, Finance & Audit Committee

Friday, January 21, Professional & Clerical Day, No Classes

Tuesday, January 25: BOE Work Session

Monday, February 7: SHTA Executive Board Meeting (virtual)

Monday, February 14: SHTA Representative Meeting, SHHS (Virtual)

SHTA *news*

December 18, 2022

ISSUE #4

Message from the President

Times of uncertainty like these are often more unsettling than times that are more dangerous but have clearer boundaries. We find ourselves in one of those times now. After two years of pandemic education, we are once again at a crossroads. We finally have reliable vaccines and a booster. But now we are facing an Omicron surge, though it seems to be mitigated by the vaccines depending on whether or not you have received a full dose and a booster.

The pinch is that we still don't have a booster vaccine approved for children 12 or younger. We also don't have a vaccine mandate. We are seeing more of our vaccinated members contracting the virus, even with the booster. Fortunately, it appears that the vaccines are working. Members are describing, at the worst, flu-like symptoms. With the recent CDC and Cuyahoga County Board of Health recommendations, we also see a reduced quarantine period of five days, which allows members to return to work sooner if they are asymptomatic.

All this being said, it doesn't limit our collective anxiety, or increase the availability of substitute teachers. It also doesn't supply more of the tests we need to identify COVID positive students and staff, although with the advocacy of our nurses we have more tests in buildings. Finally, none of this touches the collective trauma we and our students have experienced over the past two years.

We are at a turning point though. Technically, we have what we asked for at the beginning of the pandemic, effective vaccines. We created and Occupational Health & Safety Committee chaired by James Schmidt to focus on creating a safe work environment around the pandemic. I remember an administrator saying to me, in an exasperated tone, that the SHTA just wanted a vaccine available for their members to come back to work in-person. I heartily agreed with the administrator at the time, much to their frustration. There is a digital paper trail of SHTA Newsletters and Facebook posts that attest to this struggle. Fortunately, the struggle paid off and we were able to return to in-person instruction as vaccines became available.

While I know that some members would prefer that the district went back to a completely virtual instructional model, District leadership believes this is not necessary and we must abide by that decision. We also do not

have State or County Boards of Health advocating for remote instruction during this time. While we stand in solidarity with our sisters and brothers in Chicago, we are in very different place from both a legal and political standpoint in Ohio. Our hope is that administration continues to put student and staff health at the forefront of their priorities, as they've previously stated they would. The SHTA will continue to remain vigilant and advocate for the safety of our members, students, families, and community.

December and January have both been busy months. I spoke with Superintendent Dr. David Glasner weekly. I spoke regularly with Human Resources Director Barb Maceyak about personnel issues.

I spoke with Chief Academic Officer Dr. Marla Robinson and Director of School Leadership Dr. Erin Herbruck about building concerns. I spoke with SHTA Lawyer Susannah Muskovitz about member concerns. I communicated with Personal Rights & Responsibilities Chairperson Mike Sears about benefit issues. I attended the Insurance Committee meeting. I communicated with Sick Day Transfer Chairperson James Schmidt about sick day transfer requests. I spoke with Vice President Darlene Garrison and Woodbury Head Representative Stacey DeYoung about Woodbury Concerns. I spoke with Special Education Chairperson Tito Vazquez about member concerns. I asked Publications Chairperson Andrew Glasier to email out a Negotiations Update to all members. I communicated with Onaway Head Representative and District Nurse Paula Klausner about COVID concerns. I met with Negotiations Team members throughout the month. I met with a member to discuss FMLA concerns. I signed a Memorandum of Understanding (MOU) continuing the doubling of waiver of planning time pay through March.

As we begin the new year, it continues to be an honor to serve as SHTA President. I cannot imagine another group of professional educators in the world that I would rather represent. I will continue to update our membership on negotiations, safety issues, and issues that remain crucial to our membership. Please do not hesitate to reach out to me if I can help at morris_j@shaker.org or x6033.

Respectfully submitted,
John Morris

SHTA Is now on @SHTAssoc

OFFICERS' REPORTS

VICE PRESIDENT'S REPORT

Happy New Year and welcome back!!! It is my hope that you had a fabulous holiday break with the opportunity to spend precious time with family and friends. We all needed some time for rest, relaxation and rejuvenation as we begin 2022.

The Shaker Schools Foundation will be hosting their annual gala fundraiser, *A Night for the Red & White*. This year will celebrate its 30th year on March 5, 2022 at Landerhaven in Mayfield Heights. Funds raised this year will support the ***Commitment to Wellness & Success*** for all Shaker students, from PreK through grade 12; including social-emotional learning programs, behavioral and mental health resources, academic support, and mentoring. Staff members are offered two (2) discounted tickets at $140 each. Tickets will go on sale later this month and can be purchased on the Shaker Schools Foundation website: https://shakerschoolsfoundation.org/redandwhite/.

Please consider donating to ***A Night for the Red & White*** silent auction. Your generous contribution to the silent auction will directly support these important tools and resources that tie directly to our students' well-being. Unique experiences offered by our teachers are very popular with our parents and other party attendees. Please complete the attached **Silent Auction donation form** and return it to Erica Verderber at the Administration Building or email your contract to verderber_e@shaker.org by ***February 18, 2022***.

Lisa Hardiman, SHTA Secretary, has planned a drawing for members to win tickets to the annual fundraiser gala. The money raised from the sale of the tickets will help cover the cost of tickets and the silent auction donation given by the Association. Your building representatives will be selling tickets for this drawing. Thank you so much for your support and contributions.

Recipients of the SHTA Fellowship Grant, please forward your receipts for reimbursement to me at Woodbury School. Thank you so much for your continued support and if you need anything, please feel free to contact me.

Respectfully submitted,
Darlene Garrison

TREASURER'S REPORT

Welcome to the New Year 2022, and let me thank all of you for your hard work during these angst-filled teaching days. Coming back into the classroom while Cuyahoga County makes national headlines: "Cuyahoga County doesn't just have the highest COVID-19 rate in Ohio, it has one of the highest in the nation" [Fox8 News 12/21/21] has been anything but easy. I tested positive for COVID myself on January 2nd. The time away from my students and the apprehension about when it's okay to come back left me feeling discontented. A lot of us have differing comfort levels with our District's COVID protocols, but I consistently see my colleagues acting in the best interest of our students. As I said above, thank you for your hard work.

Over the past few months I have been involved in the collective bargaining process, as part of the Negotiations team. I have also communicated with our accountants about the scheduled audit being conducted. I have paid Association bills and written Fellowship checks. A full financial report is included here.

Respectfully submitted,
Bill Scanlon

Shaker Heights Teachers' Association
Profit and Loss
July 1, 2021 - January 12, 2022

	Total
Income	
Income	0.00
Member Dues	106,722.00
Total Income	**$ 106,722.00**
Investments	0.00
Change in Value in Edward Jones	68,653.46
Edward Jones-Fees & Charges	-4,392.19
Total Investments	**$ 64,261.27**
Other Types of Income	0.00
Miscellaneous Revenue	45.24
Total Other Types of Income	**$ 45.24**
Uncategorized Income	50.00
Total Income	**$ 171,078.51**
Gross Profit	**$ 171,078.51**
Expenses	
Operations	0.00
Accounting	161.88
Banking	111.15
Total Accounting	**$ 273.03**
Compensation	25,886.19
Conferences & Meetings	460.41
Executive Board	468.73
Fellowships & Grants	1,828.26
Insurance	5,419.00
Legal	5,000.00
Officers' Expenses	134.00
Payroll Taxes	412.62
Public Relations	2,879.24
Publications	44.00
STRS (TPO Contribution)	3,398.20
Total Operations	**$ 46,203.68**
Total Expenses	**$ 46,203.68**
Net Operating Income	**$ 124,874.83**
Net Income	**$ 124,874.83**

Shaker Heights Teachers' Association
Balance Sheet
As of January 12, 2022

	Total
ASSETS	
Current Assets	
Bank Accounts	
Key Bank (checking)	187,195.51
Key Bank Aisha Trust	0.00
Key Bank Investments	0.69
Key Investments2	0.00
Total Bank Accounts	**$ 187,196.20**
Other Current Assets	
A/R - Aisha Trust	-2,225.43
Edward Jones 13760-1-1	640,676.60
Edward Jones 13768-1-3	1,027,475.66
Uncategorized Asset	0.12
Total Other Current Assets	**$ 1,665,926.95**
Total Current Assets	**$ 1,853,123.15**
TOTAL ASSETS	**$ 1,853,123.15**
LIABILITIES AND EQUITY	
Liabilities	
Total Liabilities	
Equity	
Opening Balance Equity	0.00
Retained Earnings	1,728,248.32
Net Income	124,874.83
Total Equity	**$ 1,853,123.15**
TOTAL LIABILITIES AND EQUITY	**$ 1,853,123.15**

EXECUTIVE BOARD REPORTS

PROFESSIONAL RIGHTS AND RESPONSIBILITIES REPORT

Some members expressed concern about the 9.4 % increase in our insurance premiums for major medical and prescription drug coverage. Treasurer Bryan Christman sent an email October 22, 2021 with specific details about this change. The amount of additional total costs for these increases is $4.26 a pay for a single plan and $11.23 a pay for a family plan. The first increase was reflected in the January 16, 2022 paycheck. The dental insurance premium did not increase for the seventh year in a row. Our premiums with both Medical Mutual (major medical and prescription drug) and Anthem (dental) are self-funded, or self-insured. This means that the district (with guidance from Gallagher Insurance, Risk Management, and Consulting) determines a budget that should cover all claims for a given year. Once this budget is set, the district pays 87 % of the costs and SHTA members pay 13 %. The percentage we pay for premiums is exempt from federal, state, city, and Medicare taxes. Money from this budget is used to pay for most of our claims. Only claims over $200,000 are paid by Medical Mutual and the district pays Medical Mutual a premium for this known as "stop loss coverage."

There are a few things members can do to try to prevent future increases in premiums (or at least to reduce the rate of increases). Schedule regular wellness checks with doctors to make sure we are staying healthy. Use generic prescriptions whenever possible. Take advantage of the My Care Compare tool on the Medical Mutual website when scheduling tests and procedures. There is a wide range of costs to the district depending on the provider. For example, a colonoscopy can cost anywhere from $1,000 to $5,000. A hand x-ray can range from $30 to $290. Only use emergency rooms for emergencies. Whenever possible, use general practitioners, pediatricians, and urgent care centers.

The Insurance Committee met on November 17. We reviewed claims from both 2020 and 2021. Major medical and prescription drug claims used around 100 % of the premiums paid in both years (hence the need for the aforementioned increases). Dental claims used 75 % of the premiums paid (hence there wasn't a need for an increase). Our life insurance carrier changed from Anthem to Dearborn, but there is no change in coverage or cost to us. The Flexible Spending Account (FSA) Relief – Consolidated Appropriations Act (CAA) passed by Congress allows for the following:

- Health Care FSA: any unspent amounts as of 12/31/21 will carry over into the 2022 Plan Year (not limited to $550)
- Dependent Care FSA: for unspent amounts as of 12/31/21, grace period is extended from 2 ½ months to 12 months – employees can continue to incur expenses through 12/31/22 (not limited to March 15, 2022)

Mandated ID card changes mean we will all receive a new member identification card from Medical Mutual in the next year. There is still no charge for a Covid-19 booster shot (or 3rd dose of the vaccine). If you haven't received this yet, please consider it as early results show that it may offer added protection against the Omicron variant.

In recent weeks, I worked with Sick Day Transfer Chair James Schmidt on helping members in need; communicated with members, Human Resources, and the Treasurer's office regarding FMLA and insurance benefits; worked with the Supplemental Committee to approve new requests for both the December and January Board of Education meetings, attended Interest Based Bargaining training on November 30, participated in five collective bargaining sessions with the SHTA and administrative teams, and communicated with the Executive Board during winter break about steps the district could take to make the opening of schools on January 4 as safe as possible.

Respectfully submitted,
Mike Sears, chairperson

EVALUATION COMMITTEE

By May 10 **Final Summative Completion**

Greetings and Happy New Year! The transition to the new Ohio Teacher Evaluation System (OTES 2.0) is underway across the district. I appreciate the Administrative and Peer Evaluators in all of the buildings who have worked hard to adjust to the Ohio Evaluation System (OES), the state's online platform for tracking evaluations. We are fortunate to have a soft start to the High-Quality Student Data (HQSD) element of the revised rubric and requirements, given our continued challenges this school year. The Evaluation Committee will be meeting this month to reflect on the transition to OTES 2.0 and to continue work to select HQSD options for next year and troubleshoot current concerns. Please email me, or any committee member, if you have issues that you would like the committee to review.

Following is a concise reminder of the elements of Formal and Informal Evaluations and associated dates. This information was also sent out by Human Resources. Thank you to Human Resources Director Barb Maceyak for working diligently to keep us informed!

Respectful Submitted,
Lena Paskewitz, Evaluation Chairperson

OTES 2.0 MIDYEAR REMINDERS

FULL EVALUATION CYCLE
REQUIRED COMPONENTS

- Professional Growth Plan (PGP) or Improvement Plan (IP)
- One Formal Holistic Observation followed by a conference
- Walkthroughs- focused on specific(s) areas to support growth
- One Formal Focused Observation; focused on specific area(s) for support
- Final Summative Conference; Final Holistic Rating

TIMELINES for FULL EVALUATIONS

- By September 30 — OTES 2.0 Staff Meeting
- By October 30 — Professional Growth Plans Completed and Discussed
- By January 15 — First Formal Observation (If you have yet to have your first observation, please work with your evaluator to schedule it as soon as you can!)
- By May 1 — Second Formal Observation
- By May 10 — Final Summative Completed

LESS FREQUENT EVALUATION CYCLE (AKA Informal Evaluation)
REQUIRED COMPONENTS

- **Professional Growth Plan** (PGP)
- One **observation**
- One **conference** with discussion of progress on the Professional Growth Plan
- Final Holistic Rating Carried Forward (Accomplished or Skilled)

TIMELINES for OFF-CYCLE EVALUATIONS

By September 30	**OTES 2.0 Staff Meeting**
By October 30	**Professional Growth Plans Completed and Discussed**
Between Nov. 1 and May 1	**Formal Observation and Conference**
By May 10	**Final Summative Completed and Pinned**

EVALUATION POWERPOINT

SPECIAL EDUCATION COMMITTEE

This past month I attended and participated in the Shaker Heights High School Equity Team Meeting led by Dr. Nicole Patterson, Ph.D. I attended the SHTA Executive Board meeting. I collaboratively solved various concerns with the Director of Exceptional Children Elizabeth Kimmel in the fourth of our monthly meetings. I worked with SHTA President Dr. John Morris, Ph.D. over Exceptional Children concerns. I provided support to various SHTA members concerning issues including but not limited to job placement, personnel issues and work options. I participated in a meeting with the district psychologists and Director of Exceptional Children Elizabeth Kimmel. I have communicated with Shaker Heights Exceptional Children Department Chairs over a variety of concerns in the district. I continue to work collaboratively with Shaker administrators and assistant principals on various issues to improve the functionality and support to the students and educators in the Exceptional Children Department in our district.

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

PAST PRESIDENT'S REPORT.

Happy New Year. I ended 2021 by attending the December meeting of the Board of Education. Then, I began 2022 by attending the January 11th BOE meeting. This was the organizational meeting as well as a regular business meeting. Two new board members and one re-elected member took their oath of office and a new president and vice president were elected. The members of the Board are: Emmitt R. Jolly, President; Heather Weingart, Vice President; Alison Bibb-Carter; Lora Cover; and Jeffrey Isaacs. Information about each member is available on Shaker.org under the Our District/Board of Education tab. The agenda is available on Boarddocs located through the same tab.

The Finance and Audit Committee has a meeting scheduled for January 18, 2022 which I plan to attend.

Respectfully submitted,
Becky Thomas, chairperson

POLICY COMMITTEE

Last year the SHTA added a new committee titled Diversity, Equity and Inclusion. By-Law V was amended to say:

> ***Q. Diversity, Equity and Inclusion:*** *There shall be a Diversity, Equity and Inclusion Committee whose responsibility shall be to report concerns to the Executive Board. The Diversity, Equity and Inclusion Committee will review and present issues to the Association concerning district policy in*

order to maintain consistency with state law, the contract, and the current procedures and programs of the Association.

Any questions or contributions to this committee can be addressed to the Chairperson, Dr. Angela Goodrum – (goodrum_a@shaker.org.)

Respectfully submitted,
Tim Kalan, Chairperson

MEMBERSHIP/ELECTIONS COMMITTEE.

Hello everyone and Happy New Year!

At this time, we have 454 members of SHTA/SHTA ST. Thank you for continuing to notify me with changes in roster or membership. If I can be of assistance, do not hesitate to contact me at thomas_c@shaker.org.

The 2021-2022 Elected Representative Council Members are:

Boulevard- Cathy Grieshop, Angela Anderson (alternate)
Onaway- Paula Klausner
Fernway- Victoria Goldfarb
Lomond- Jill Dipiero, Steve Smith, Veronica Malone
Mercer- Nicole Cicconetti
Woodbury-Stacey DeYoung, Aquita Shepherd, Lee Appel
Middle School- Jackie Abrams, Erika Pfeiffer, Matt Klodor,
High School – James Schmidt, Brian Berger, Jessica O'Brien, Tod Torrence, Aimee Grey, Enid Vazquez, Kim Roberts, Joel Rathbone
IC- Linda Roth
SHTA ST – Margaret Remedio

Respectfully submitted,
Chante Thomas, chairperson

DIVERSITY, EQUITY & INCLUSION COMMITTEE

This month I am sharing the book, *So You Want to Talk About Race* by Ijeoma Oluo. The book is a frank discourse on race. It walks through seventeen different areas that are common place discussion points for people of color. In addition, there is a workbook that helps facilitate a discussion. Starting with "Is it really about race?" to "Talking is great, but what else can we do?" Readers can decide whether to read different chapters in the book to get an understanding of an area that is unfamiliar or read the book in chronological order. I really enjoyed the book because you will take away information that will allow for implementation of strategies in the classroom and the open conversations in the teacher's lounge.

Respectfully submitted,
Angela Goodrum

SOCIAL COMMITTEE

Happy New Year! I hope that you and your family have managed to stay well during these difficult times. I hope that you are enjoying your SHTA gift! I would like to thank the building representatives for helping me disperse

the gift bags the week before Winter Break, an extremely busy time. Always remember that your Association sees your hard work and dedication and that you are appreciated! Please take care of yourself and make every effort to stay safe and healthy.

With the uncertainty of what springtime will bring, I will once again be exploring the possibility of both an in person, more traditional Annual District Recognition Reception as well as a virtual option.

Respectfully submitted,
Selena Boyer

NEW TEACHER COMMITTEE

Happy New Year everyone and welcome back! Hopefully you all had a restful and healthy break. As collegiate semesters end, if you have taken classes, please do not forget to submit transcripts and class receipts to Human Resources administrative assistant Stacy Poole for tuition reimbursement and salary reclassification. Just as a reminder, salary reclassification happens twice a school year. One time in November (retroactive to the beginning of the school year) and one time in April (retroactive back to January 1.)

As we enter this busy time of year with evaluations, please make sure you have everything in order if this is a tenure year. Please do not hesitate to contact me with any questions you may have at any time. I am here to make sure that your professional journey runs smoothly. Take care and remember to take time for yourselves.

Respectfully submitted,
Wendy Lewis

LEGAL AID COMMITTEE

I met with the Legal Aid Committee and attended the SHTA Executive Board meeting.
Respectfully Submitted,
Jeremy Bishko

SHTA PAC COMMITTEE

Happy New Year!
We want you! The Political Action Committee's goal is to focus on the most important issues which will affect our schools and education in Ohio. Our New Year's resolution is to motivate you to get involved and take action to help to stop current Ohio bills which are detrimental to public education. ***We want you!*** We want you to understand these issues and act on them. When needed, we will send out an email to all members about a specific issue and what you can do to help fight it. To start, we would like you to ask the Shaker Heights School Board to publicly speak out against House Bill 290 (The Backpack Bill). We have written a sample letter for you to use, if you so choose.

During the past two months, we have worked together to plan the direction of the PAC. If you have any ideas, suggestions, or questions for us, we are here for you! We also continue to update our FaceBook page.

Respectfully submitted,
Cathy Grieshop and Jessica O'Brien
SHTA PAC Co-Chairs

OCCUPATIONAL HEALTH & SAFETY COMMITTEE

Our return to school and to in person instruction following Winter Break has been fraught with many concerns. As neighboring districts elected to make use of remote instruction at the beginning of the year, we were asked to return to our buildings to support our students. As always, we answered the call. This newest variant has shown unequivocally that being vaccinated and having received a booster shot can help protect you by reducing the severity of the symptoms experienced. I continue to encourage all members to get vaccinated and to get their booster shots and to have all eligible members of their families do the same. Any questions about the District's protocols and guidelines should refer to 2021-22 Shaker Heights Schools Health & Safety Guidelines linked here. Remember that these guidelines change and are updated frequently as new information becomes available. Also remember that the symptoms of the Omicron variant are similar to those of the common cold and as a result, the District has asked that any student exhibiting any of the following symptoms stay home until the symptoms are gone:

When to Stay Home

- Vaccinated & Unvaccinated Individuals: Regardless of vaccination status, students and staff members should stay home if they are experiencing **any** of the following:
    - headache
    - sore throat
    - congestion or runny nose
    - fever or chills
    - new uncontrolled cough
    - shortness of breath or difficulty breathing
    - fatigue
    - muscle or body aches
    - new loss of taste or smell
    - nausea, vomiting
    - diarrhea
    - abdominal pain
- Unvaccinated Individuals: Unvaccinated and partially vaccinated individuals should stay home if someone in their household is awaiting a COVID-19 test appointment or results.
    - Any unvaccinated student or staff member that is in close contact with a person who has tested positive should adhere to the Quarantine & Isolation section of these guidelines. Please note that quarantine guidelines vary based upon where the individual has been exposed. Vaccinated individuals who have been exposed do NOT need to quarantine unless exhibiting symptoms mentioned above.

All SHTA members are also encouraged to report an absence or a potential absence as soon as possible. If you believe that you may be sick and unable to report to work the next day, please enter that anticipated absence into Frontline as soon as you feel you may not be able to come to work. This absence can be rescinded in the event that you are able to come to work the next day.

Respectfully Submitted,
James Schmidt, Chairperson

SICK DAY TRANSFER COMMITTEE

There are four members who are actively receiving donations through the Sick Day Transfer Program. Donations for these members have come from 55 of our colleagues throughout the District. Thanks to Darlene Garrison, Chante Thomas, Mike Sears, Cathy Grieshop, and Paula Klausner for their help in collecting donations and for supporting our colleagues.

A few frequently asked questions about the SDTP:

- Only SHTA members can participate. SHTA-ST members who are on SHTA contracts are NOT eligible to donate nor to receive donations.
- SHTA Members may donate up to a maximum of 10 days per year, not per recipient.
- Members receiving this benefit may receive up to 50 sick days per year.
- Sick days are transferred at the rate of 2.5 donated days to one recipient day. If you donate one day, the recipient will receive 0.4 days of sick leave.
- Donations are made in segments, not all at once. If you've agreed to a maximum donation of 10 days, you will not see all 10 days taken from your Sick Leave balance at once.

Please direct any questions about the Sick Day Transfer Program to me and I will be happy to answer them.

Respectfully Submitted,
James Schmidt, Chairperson

LEGISLATIVE COMMITTEE

The Cleveland Plain Dealer is reporting on a new lawsuit in which a coalition of 100 school districts (including Cleveland Heights - University Heights) is suing the state of Ohio over school funding. At the center of the case is EdChoice, an Ohio program that uses tax dollars to create vouchers for private schools, including religious schools. At stake is a quarter of a *billion* dollars, annually. It will likely take years to decide the outcome of this suit.

Ohio House Bill 322 is in committee; it would make it against the law to have a classroom discussion about race or gender that causes a student to feel guilt, anguish or psychological distress. And if that classroom discussion were to happen, Ohio House Bill 327 describes the potential consequences: the teacher could lose their license to teach and the school district could lose public funding.

Related to HB 322 and HB 327 is proposed legislation by State Representative Brett Hillyer. In an effort to defuse the debate about Critical Race Theory, Representative Hillyer is considering a "Teacher Transparency Bill" that would require teachers to post their syllabi online.

If you know of an education issue that is in transition in the legislative world, please let the me know.

Respectfully Submitted,
David Klapholz

SALARY TENURE COMMITTEE

The Negotiations Team will continue to negotiate with the district administration through January. An email was sent to members explaining that we continue to negotiate in good faith even though our agreement has technically expired as of December 31, 2021. Updates will be shared when we are near an agreement that members can vote upon.

Respectfully Submitted,
John L. Morris

MINUTES FROM THE SHTA REPRESENTATIVES MEETING

SHTA President, Dr. John Morris started the January 10, 2022 Rep. Council Meeting at 4:30PM. The meeting took place via Google Meet.

Mrs. Roneisha Campbell, Principal at Mercer Elementary School welcomed SHTA membership. She is having a very positive experience and appreciates the commitment of staff and is grateful to lead this wonderful group of people.

MINUTES from the November 8, 2021 Rep. Council meeting were moved by Paula Klausner and seconded by Jeremy Bishko.

Administration Report

Barbara Maceyak, Director of Human Resources was present for the Rep. Council Meeting. She did not have a formal report but asked if there were any questions.

- Question about the substitute shortage. There are 217 active substitutes in the district and there are only 107 who have accepted jobs during this school year. They have been meeting with Wixey to help address issues with getting substitute coverage.
- Question about dates for evaluations. Evaluations are due on January 15th for the first evaluation and May 10th for the final evaluation.

P.T.O. Report

- PTO has been working on Martin Luther King Day Donation Drive. They are looking for donations of food and cosmetics. There is information in the newsletter.

Officers' Reports

President, John Morris

- Spoke with Dr. Glasner weekly
- Spoke regularly with HR Director Barb Maceyak about personnel issues
- Spoke with Director of School Leadership Dr. Erin Herbruck and Chief Academic Officer Dr. Marla Robinson about building concerns
- Spoke with SHTA Lawyer Susannah Muskovitz about member concerns
- Communicated with PR&R Chair Mike Sears about benefit issues
- Attended the Insurance Committee meeting
- Communicated with Sick Day Transfer Chair James Schmidt about sick day transfer requests
- Spoke with Woodbury Head Rep Stacey DeYoung and Vice President Darlene Garrison about Woodbury Concerns
- Spoke with Special Education Chair Tito Vazquez about member concerns
- Asked Publications Chair Andrew Glasier to email out a Negotiations Update to all members
- Communicated with Onaway Head Rep and District Nurse Paula Klausner about COVID concerns
- Met with Negotiations Team members throughout the month
- Signed an MOU continuing the doubling if waiver of planning time pay through March
- Worked with a member on a FMLA issue

Vice President, Darlene Garrison

- Began processing payments for the 2021 - 2022 SHTA Fellowship Grant.
- Worked with Membership Chair, Chante Thomas and Sick Day Transfer Chair, James Schmidt to help a member with sick days.

- Attended three IBB (Interest Based Bargaining) meetings with the Negotiations Leadership Team and Central Office Members.
    - Next IBB Negotiation meetings are scheduled for January 11th and January 12th.
- The funds from this year's Red & White Gala will support the district's commitment to wellness and success for Shaker Students.
    - On November 17th, I met with Holly Coughlin, Executive Director of the Shaker Schools Foundation to discuss ideas for the Night for the Red & White. We are trying to create ways to promote more teacher attendance at this annual event.
    - Wrote the "Help Support A Night for the Red & White" letter to members of the SHTA.
    - On January 5th, I met with the Silent Auction Team for the Night for the Red & White to organize the participation lists for the Silent Auction.
    - Brainstormed ideas for the SHTA Silent Auction item. The Executive Board liked the idea of purchasing gift cards from venues at Van Aken District. All gift cards will be placed in a beautifully decorated basket.
    - This year, teachers can purchase 2 discounted tickets priced at $140. The price has slightly increased, all ticket prices have gone up.
    - Will be attending the next Red & White Auction Team Meeting on January 24th at 5:00PM.
- Will be attending the second PTO meeting on Monday, January 24th at 6:30PM.

Secretary, Lisa Hardiman

- Participated in I.B.B. (Interest Based Bargaining) training with members of SHTA's bargaining team along with administrators.
- Participated in I.B.B. negotiations meetings with SHTA's bargaining team and administrators at the administration building.
- Attended two teacher advisory meetings; one at the administration building and the other on Zoom
- Preparing materials SHTA's drawing for tickets for *A Night for The Red & White* which takes place March 5th at Landerhaven. Drawing will take place February 14th.

Treasurer, Bill Scanlon

- Participated in IBB (Interest Based Bargaining) negotiations meetings
- Shared balance sheet

Building Representative Reports

Boulevard - Cathy Grieshop

- Sent out information about donating the sick leave donation program.
- Communicated with members about Family and Medical Leave Act (FLMA) and the sick leave donation program.
- Communicated with Boulevard members about their concerns and fear about teaching in person.
- Thank you to Boulevard Principal Neal Robinson for quickly addressing concerns and questions from staff about coming back to teaching in person.

Fernway—Tori Goldfarb

- Thank you to Fernway principal Chris Hayward for being open to suggestions from staff which sometimes change a lot.

Lomond-Jill DiPiero (Veronica Malone reporting)

- Thank you to Lomond Principal George Clark for the staff breakfast

- Thank you to PTO for winter bags

Mercer-Nicole Cicconetti

- Distributed the holiday gift to members---great feedback on the gift!
- Emailed members multiple times to check in, relay information, and provide support
- Consistent communication/check-ins with Mercer Principal Roneisha Campbell

Onaway—Paula Klausner

- Thank you to Onaway Principal Eric Forman for understanding fears and trepidations about coming back to school
- Been in touch with Eric Forman throughout winter break
- Speak to Eric Forman every day at school
- Wrote letters to Superintendent David Glasner regarding returning to school
- Help staff member who is on extended leave

Woodbury— Stacey DeYoung

- No Report

Middle School—Jaclyn Abrams

Ongoing Membership Concerns:

- Still need to define and implement SEL strategies and school wide PBIS system
- Still experiencing lack of mask compliance in the hallways
- Inappropriate conduct and language use in the hallways continues to be a problem
- In need of more follow through with communicating and reinforcing school wide behavioral expectations
- Still experiencing loss of instructional time due to transportation delays in the morning; need to refine consistent communication on specific buses that are arriving late to monitor attendance
- Inconsistent administrative presence in the hallways
- We would like to continue to collaborate with security team in supporting teachers with student hallway behavior
- Some classrooms are out of compliance with Spec. Ed due to a lack of paraprofessionals; positions are not filled due to sub shortage
- Inconsistent follow through and effective consequences with referrals

High School—James Schmidt

- Continue to meet weekly with high school principal Eric Juli to help resolve issues at the high school.
- There is an ongoing grievance that we are hoping to have resolved soon. Unfortunately, Mr. Juli has been out with COVID and we are pausing until he can return.
- High School SHTA members would like to see the return of the committee structure and the return of the Faculty Senate as mechanisms to provide valuable and much needed teacher input to our new administrators. Our five administrators are wonderful and have many years of experience, but have only three years of combined experience in the Shaker Heights City School District, and we would like very much to support their efforts with our school and our students. We appreciate how hard they have been working and applaud their efforts with the newly released attendance policy.
- A member has approached me about data collection regarding teachers' opinions about the Block Schedule. I will be sending out a brief survey to gauge members' feelings on the efficacy and preference for this schedule going forward. We hope that our administration is responsive to the data obtained from this survey.

- All SHTA members at the High School received and were extremely thankful for the SHTA member gift. Thanks to Selena Boyer for her hard work.

Innovative Center--Linda Roth

- The IC is seeking opportunities for students to participate in community-based passion projects, credit-earning internships, apprenticeships, and jobs. Our 2nd semester schedule has been redesigned to provide students opportunities to attend in-person school *and* to gain hands-on experience in areas of interest or exploration. The IC welcomes teacher assistance in identifying students who might thrive and benefit from the IC's learning model.

Executive Board Reports

Publications—Andrew Glasier

- Updated Facebook and Twitter accounts
- Lomond School staff wins the Holiday Dress-up Contest. They will receive donuts on Friday.
- Sent newsletter to membership
- Sent emails to membership
- Make sure names are spelled correctly in reports

Evaluation - Lena Paskewitz

- Answering questions about the OES
- Expressed appreciation to people for learning the new evaluation system
- Will clarify dates for evaluation in newsletter

Membership and Elections-Chante Thomas

- Shared spreadsheets
- Worked with Darlene Garrison on Sick Day transfer

Policy-Tim Kalan

- Helped members with evaluations
- Answered SHTA-ST questions

Public Relations-Bob Bognar

- Order form is coming out for T-shirts
- Asked attendees if they still agree to include a $1 processing fee to support PAC. Response was "yes"

Diversity, Equity and Inclusion-Angela Goodrum

- This month I am sharing, *So You Want to Talk About Race* by Ijeoma Oluo. The book is a frank discourse on race. It walks through 17 different areas that are common place discussion points for people of color. In addition, there is a workbook that helps facilitate a discussion. Starting with "Is it really about race?" to "Talking is great, but what else can we do?" Readers can decide whether to read different chapters in the book to get an understanding of an area that is unfamiliar or read the book in chronological order. I really enjoyed the book because you will take away information that will allow for implementation of strategies in the classroom and the open conversations in the teacher's lounge.

Special Education-Tito Vazquez

- This past month I attended and participated in the Shaker Heights High School Equity Team Meeting led by Dr. Nicole Patterson, Ph.D.
- I attended the SHTA Executive Board meeting.
- I collaboratively solved various concerns with the Director of Exceptional Children Elizabeth Kimmel in the fourth of our monthly meetings.
- I worked with SHTA President Dr. John Morris, over Exceptional Children concerns.
- I provided support to various SHTA members concerning issues including but not limited to job placement, personnel issues and work options.
- I participated in a meeting with the district psychologists and Director of Exceptional Children Elizabeth Kimmel.
- I have increased communication with Shaker Heights Exceptional Children Department Chairs over a variety of concerns in the district.
- I continue to work collaboratively with Shaker administrators and assistant principals on various issues to improve the functionality and support to the students and educators in the Exceptional Children Department in our district.

Legal Aid-Jeremy Bishko

- Met with Legal Aid Committee
- Attended SHTA Executive Board meeting

Legislative-Dave Klapholz

- The Cleveland Plain Dealer is reporting on a new law suit in which a coalition of 100 school districts (including Cleveland Heights - University Heights) is suing the state of Ohio over school funding. At the center of the case is EdChoice, an Ohio program that uses tax dollars to create vouchers for private schools, including religious schools. At stake is a quarter of a *billion* dollars, annually. It will likely take years to decide the outcome of this suit.
- Ohio House Bill 322 is in committee; it would make it against the law to have a classroom discussion about race or gender that causes a student to feel guilt, anguish or psychological distress. And if that discussion were to happen, Ohio House Bill 327 describes the potential consequences: the teacher could lose their license to teach and the school district could lose public funding.
- Related to HB 322 and HB 327 is proposed legislation by State Representative Brett Hillyer. In an effort to defuse the debate about Critical Race Theory, Representative Hillyer is considering a "Teacher Transparency Bill" that would require teachers to post their syllabi online.
- If you know of an education issue that is in transition in the legislative world, please let the me know about it.

Past President-Becky Thomas

- Attended the December 2021 Board of Education meeting.
- Will attend the January 11, 2022 BOE meeting which is the organizational meeting as well as a regular business meeting. The agenda is available on Boarddocs.
- Will attend the January 18, 2022 Finance and Audit Committee meeting.

Social-Selena Boyer

- Thanks to head representatives for getting gifts out. I hope everyone enjoyed them

Professional Rights and Responsibilities-Mike Sears

- Worked with Sick Day Transfer Chair James Schmidt on helping members in need

- Communicated with members, Human Resources, and the Treasurer's office regarding FMLA and insurance benefits
- Met with the Insurance Committee on November 17
- Regarding the 9.4 % increase in our insurance premiums for major medical and prescription drug coverage, the increase beginning January 1, 2022 was communicated by Treasurer Bryan Christman in an email on October 22, 2021. The amount of additional total costs for these increases is $4.26 a pay for a single plan and $11.23 a pay for a family plan. The first increase will be reflected in the January 16, 2022 paycheck.
- Worked with the Supplemental Committee to approve a few new requests for both the December and January Board of Education meetings
- Attended Interest Based Bargaining training on November 30.
- Attended three collective bargaining sessions with the SHTA and administrative teams
- Communicated with the Executive Board during winter break about steps the district could take to make the opening of schools on January 4 as safe as possible.

Support Teachers-Peg Rimedio

- No Report

Occupational Health and Safety-James Schmidt

- Our return to school and to in person instruction following Winter Break has been fraught with many concerns. As neighboring districts elected to make use of remote instruction at the beginning of the year, we were asked to return to our buildings to support our students. As always, we answered the call. This newest variant has shown unequivocally that being vaccinated and having received a booster shot can help protect you by reducing the severity of the symptoms experienced. I continue to encourage all members to get vaccinated and to get their booster shots and to have all eligible members of their families do the same.
- Any questions about the District's protocols and guidelines should refer to 2021-22 Shaker Heights Schools Health & Safety Guidelines linked here.
    - These guidelines change and are updated frequently as new information becomes available.
- Remember that the symptoms of the Omicron variant are similar to those of the common cold and as a result, the District has asked that any student exhibiting any of the following symptoms stay home until the symptoms are gone:
- When to Stay Home
    - Vaccinated & Unvaccinated Individuals: Regardless of vaccination status, students and staff members should stay home if they are experiencing **any** of the following:
        - headache
        - sore throat
        - congestion or runny nose
        - fever or chills
        - new uncontrolled cough
        - shortness of breath or difficulty breathing
        - fatigue
        - muscle or body aches
        - new loss of taste or smell
        - nausea, vomiting
        - diarrhea
        - abdominal pain

- Unvaccinated Individuals: Unvaccinated and partially vaccinated individuals should stay home if someone in their household is awaiting a COVID-19 test appointment or results.
    - Any unvaccinated student or staff member that is in close contact with a person who has tested positive should adhere to the Quarantine & Isolation section of these guidelines. Please note that quarantine guidelines vary based upon where the individual has been exposed. Vaccinated individuals who have been exposed do NOT need to quarantine unless exhibiting symptoms mentioned above.
- All SHTA members are also encouraged to report an absence or a potential absence as soon as possible. If you believe that you may be sick and unable to report to work the next day, please enter that anticipated absence into Frontline as soon as you feel you may not be able to come to work. This absence can be rescinded in the event that you are able to come to work the next day

Sick Day Transfer-James Schmidt

- There are four members who are actively receiving donations through the Sick Day Transfer Program. Donations for these members have come from 55 of our colleagues throughout the DIstrict.
- Thanks to Darlene Garrison, Chante Thomas, Mike Sears, Cathy Grieshop, and Paula Klausner for their help in collecting donations and for supporting our colleagues.
- A few frequently asked questions about the SDTP:
    - Only SHTA members can participate. SHTA-ST members who are on SHTA contracts are NOT eligible to donate nor to receive donations.
    - SHTA Members may donate up to a maximum of 10 days per year, not per recipient.
    - Members receiving this benefit may receive up to 50 sick days per year.
    - Sick days are transferred at the rate of 2.5 donated days to one recipient day. If you donate one day, the recipient will receive 0.4 days of sick leave.
    - Donations are made in segments, not all at once. If you've agreed to a maximum donation of 10 days, you will not see all 10 days taken from your Sick Leave balance at once.
- Please direct any questions about the Sick Day Transfer Program to me and I will be happy to answer them.
- Exec Session Request for AA

PAC (at-large)-Cathy Grieshop

- Working with Jessica O'Brien to plan direction of PAC

Salary Tenure-John Morris

- The Negotiations Team will continue to negotiate with the district administration through January. An email was sent to members explaining that we continue to negotiate in good faith even though our agreement has technically expired as of December 31, 2021. Updates will be shared when we near an agreement that members can vote upon.

Old Business - None
New Business-None
Good of the Order-None

Motion to adjourn the meeting made by James Schmidt.
Meeting adjourned

Respectfully Submitted,
Lisa Hardiman

GRATITUDE

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.

The return to school after winter break was amazingly anxiety-producing. When we left the buildings on December 17th, the Omicron variant of COVID-19 was sending students and staff home more quickly than any other time in the pandemic. We had as many cases that last week as the rest of the 1st semester combined. What will happen when we come back? Will there be enough substitutes? Will the district provide KN95 masks and home-testing kits? What do I do if my own child becomes ill? The crushing weight of this pandemic and the crazy school year meant I dreaded returning to work again in the New Year.

How do I combat this anxiety and fear once again? It seems we have been on an endless loop of extremes playing out day after day, month after month and now year after year. How do we take care of ourselves when the stress of the pandemic and its after-effects reverberate over and over again? Right when we thought we had crossed a threshold, a new threat appears. I have seen fellow teachers become disillusioned and leave the profession. Teachers are planning to retire earlier than they wanted because of the stresses placed upon them. Many of our colleagues are in a deep emotional hole and are finding it difficult to climb out. Our mental health has been precarious for years now. We need to find a way to reset. A way to renegotiate our place in the pandemic in the Shaker Heights City Schools. We need to take care of ourselves. We need to find something to be grateful for.

Luckily, I have my colleagues. They are helping me through. Their ingenuity, fearlessness, compassion, dedication, and humor have sustained me through these trying years. For them, I am grateful.

I am grateful for art teacher Kris Walter for starting a meditation club at the high school for faculty and staff.
I am thankful for English teacher Carole Kovach for working hard to raise the morale at the high school for everyone.
I am thankful to Counselor Mary Bourisseau at Lomond for keeping the Holiday Outfit contest alive and fun.
I am grateful for my Global Studies colleagues, Amanda Ersek, Vic Berndt, Kyle Fleming, Joe Konopinski, Paul Kelly and Matt Ferraton for thinking outside the box and pushing me in new directions in teaching World history.
I am thankful for Director of Instruction and Curriculum Dr. John Moore for cutting through the bureaucracy and making things as easy as possible for me.
I am thankful for I.B. coordinator Molly Miles for making things simple when it should be and reflective when it needs to be.
I am grateful for Positive Behavior coordinator Maria Helton for brainstorming student behavior issues and helping us find solutions.
I am thankful for my classroom "roommates" Aaron Jaggers and Sarah Davis for being flexible with me and all my boxes of 23 years of stuff.
I am grateful for custodian Rich Berta for turning me on to great music.
I am thankful for Director of Human Resources Barb Maceyak for helping me problem solve evaluation issues and, on most occasions, correct them.
I am thankful for social studies colleague Jessica O'Brien for her fearless discussions.
I am grateful for the high school assistant principals Jacquie Baker, Marinese Harris, Rebekah Sharpe, & Kraig Thornhill for being thoughtful and effective.
I am grateful for my peer-evaluation coordinators colleagues Lena Paskewitz and Addie Tobey for working through issues with me.

I am thankful for secretaries Mae Morrical, Laurie Brem, Kim Davis, Khadeja Sherrill, Betsy Murray, Martina Middlebrooks for keeping us all together.
I am grateful to social studies teacher Tod Torrence for keeping things light at the right time.
I am thankful for English teacher Dr. John Morris for loving live music as much as I do.
I am grateful for English teacher Aimee Grey for peer evaluating with me and seeing things I don't see.
I am thankful for high school accounting specialist Marian Steenbergh for putting up with me.
I am grateful for my students for their patience with me and putting up with my corny jokes.

There are so many more people and so many more reasons that it's the people I work with that give me gratitude. Without them I would have been swallowed by my own anxiety and fear.

AG

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

PAC of the Shaker Heights Teachers Association