IMPORTANT DATES

Tuesday, February 28: State of the Schools Address, 6PM, @SHHS Large Auditorium.

Saturday, March 4: *A Night for the Red & White.*

Monday, March 6: SHTA Executive Board Meeting @ Fernway.

Monday, March 13: SHTA Representative Council Meeting @ Shaker Middle School.

SHTA news

February 21, 2017

ISSUE NO. 6

Message From the President

In Our Last Newsletter, I wrote about the necessity we have as an Association to reach beyond our comfort zones into the area of advocacy. The events of the last month and even the last few days have emphasized this reality. Just last week, the story broke of Governor Kasich's proposal in the new budget that teachers must complete an internship with a community business or Chamber of Commerce in order to renew their licensure. Last week, Betsy DeVos, perhaps the most unqualified Secretary of Education since the post's inception, was confirmed by Senator Portman contrary to the phone calls, emails, letters, and in-person pleas by thousands of his constituents to "vote no" on her confirmation. The battle to protect public education is at our doorstep and we have no choice but to fight for our students, our community, ourselves and our profession.

This being said, we have a tool at our disposal to enter into this fight. We may not be able to endorse specific political candidates per Our Constitution and By-Laws, but we can advocate for political issues that impact education at home and abroad. We have a *Political Action Committee*, chaired by our own Eileen Sweeney. We have made pleas for increased membership in the past, and I would like to encourage you to join today by emailing Eileen Sweeney (sweeney_e@shaker.org) and expressing your willingness to participate as a letter writer, a marcher, or a fundraiser and beyond.

Speaking of fundraising, I am announcing a new fund drive for the PAC in this newsletter. I am asking you to either write a check to Shaker Heights Teachers' Association with "PAC" in the memo line and send it in an envelope to Bill Scanlon at the High School, or to donate using our *GoFundMe* page for the PAC. No amount is too small. Even $5 would help. We will use these resources to buy materials for letter writing (including postage), charter buses to Columbus (when the opportunities arise), and endow a "Friend of Education" Award sponsored by the PAC. Now is the time to join. Now is the time to make our voices heard. If the past month is any indicator, it's going to be a long four-year fight to defend public education.

Otherwise, it's been a typically eventful month. I helped a member with a benefits issue. I assisted a member with a student disciplinary issue. I also assisted a member with a parent issue. I attended the Insurance Committee Meeting. I updated the Facebook pages for SHTA and the Cuyahoga County Educator Summit (CCES). I had my weekly conversations with Dr. Hutchings and regularly communicated with Darlene Bushley. I attended the session of Professional Learning for Instructional Leaders (PLIL) with observational rounds at Woodbury and Lomond. I emailed members concerning education issues. I attended the "No on DeVos" Rally downtown, alongside other SHTA Members. I worked on a Memorandum of

Understanding (MOU) on the Curriculum and Instruction Leadership Council (CILC) Initiative with Terry Breeden. I contacted Steve Wilkins about the water leak at the Middle School and contact time. I attended the CCES Steering Committee Meeting on Thursday, February 9th. I addressed a transfer request. I addressed a schedule request. I conferred on testing schedules. I also conferred on a building and medical issue.

As a special thank you, I would like to acknowledge Dr. Hutchings and Board Member and Legislative Liaison Annette Sutherland for their advocacy and support. Dr. Hutchings and Mrs. Sutherland co-authored a letter encouraging Senator Rob Portman to vote "No" on the Betsy DeVos confirmation. Their letter was reasoned, balanced, and gave cogent arguments for why Ms. DeVos would not be the best choice for Secretary of Education. Unfortunately, we now know the result. However, Dr. Hutchings and Mrs. Sutherland's support for public education and educators means the world to us.

We have entered new terrain with the present administration in Washington, D.C. and emboldened state legislature We have a lot of work to do. It's not going to be easy, but we have no option but to fight. I look forward to fighting alongside you. Please don't hesitate to call (x6033) or email me (morris-j@shaker.org) with your concerns.

Respectfully submitted,
John Morris

SHTA PAC GoFundMe site: https://www.gofundme.com/political-action-committee-of-shta





Reports from the Executive Board

VICE PRESIDENT'S REPORT

A Night for the Red and White is quickly approaching. I hope you take the opportunity to attend this amazing event. *A Night for the Red and White* will be held on Saturday, March 4, 2017, 7:00 p.m., at the new Hilton Cleveland Downtown located on Lakeside Avenue East next to the Convention Center. If you were not one of the lucky members to be chosen from our drawing, please remember that the Committee is offering a staff discounted price of $100. The SHTA's donation to the silent auction this year will be a Taste of Ohio City; gift certificates to four Ohio City West Side Market area restaurants (The Black Pig, SOHO Chicken and Whiskey, Town Hall, and Crop Bistro). I want to thank all of you who have made contributions to the Silent Auction. Thank you to Darlene Garrison for organizing the Red and White drawing and congratulations to our drawing winners.

The SHTA Teacher Fellowships recipients are encouraged to submit receipt documentation to collect reimbursement. This money can be used to enhance your professional development.

I continue to ask that you help and support each other. If you have any questions please feel free to contact me at 295-4692.

Respectfully submitted,
Matthew Zucca



SHTA President John Morris at the February Representatives meeting @ Shaker Heights High School.

TREASURER'S REPORT

Looking at the news these days scares and depresses me. It seems as if our new presidential administration is anti-public education, anti-environment, anti-immigration, and mostly anti-truth. We as teachers wouldn't stand for this behavior from our students, and I don't plan to stand for it as a citizen. In that vein, I took a vanload of colleagues down to Senator Portman's office to encourage a "no" vote on Betsy DeVos for Secretary of Education. Senator Portman voted "yes" and I will remember that vote when the next election rolls around. We must keep fighting for the welfare of our students. And also in that vein, we must keeping working hard to give our students the best experience in the classroom they can get.

I communicated with our accountants at Edward Hawkins & Co. to finalize and submit our tax forms for the year. I paid bills and deposited money from *the Red & White* raffle in our account. I will be meeting with the Investments Committee in April to analyze our investments and discuss possible changes.

Respectfully submitted,
Bill Scanlon



SHTA Officers at the February Representatives Council meeting @ Shaker Heights High School.

SHTA Is now on @SHTAssoc

FOLLOW US!

EXECUTIVE BOARD REPORTS

PROFESSIONAL RIGHTS AND RESPONSIBILITIES REPORT

In the last month, I assisted members with questions about insurance, medical leave, maternity leave, paternity leave, pupil contact time, and personal days. Regarding the use of personal days before or after a holiday, be sure to complete the request form and submit it to your principal who will forward it to Human Resources. I am working with HR to update the form to better match its intent.

I attended the "No on DeVos" rally outside Senator Portman's Cleveland office with other SHTA members. While she was approved 51-50, it will be difficult for her to achieve her agenda of moving public money to private schools with so much public support against her.

The supplemental committee met again on February 1 and February 17 to review current contracts for clubs and activities. Thank you to the members who chose to serve. We have representatives from all grade levels. We are meeting again on March 1, and hope to make final recommendations before spring break. We also are working on job description templates for club advisors to complete.

The insurance committee met on January 23. We discussed our district's membership in the Health Advocate program from Express Scripts. This is a free service for employees and it could save you time and money. In addition, it could save the district's health insurance plan money if you use it to find the most affordable health care. Here is a link to a flyer with specific details.

file:///C:/Users/mcsea/Downloads/Health%20Advocate%20Flyer.pdf

If you ever have a question about Anthem's billing or explanation of benefits forms, the first step is to call Anthem's member services at 1-800-552-9159. This phone number is also on your medical benefits card.

Respectfully submitted,
Mike Sears, chairperson

EVALUATION COMMITTEE

The Evaluation Committee will be meeting early next month to review evaluation protocols and work on a supplemental document to connect the Performance Rubric to The Skillful Teacher resource. Please communicate questions, comments, challenges, and suggestions to a member of the committee to ensure that we consider as many perspectives as possible during this process.

Respectfully submitted,
Lena Paskewitz, chairperson

PAST PRESIDENTS COMMITTEE

Since our last Newsletter, I have attended several meetings providing a presence for the SHTA. In January, I attended the Insurance Committee meeting. In February, I attended SHTA Executive Board followed by the Facilities Master Planning Update at the Middle School. I also attended the February meeting of Representative Council and the February meeting of the Board of Education, which included an overview of the Capital Project. My message to all of you regarding the May 2nd Bond Issue is to **get involved**. Make a

contribution to the campaign. Donations can be made online at https://sites.google.com/site/shakerheightslevy/ or by sending a check payable to the Committee for Shaker Schools to Annette Himes, 2750 Landon Rd. Shaker Heights, Ohio 44122. If you live in Shaker Heights, get a yard sign. Learn about the repair and maintenance issues that will be addressed by this bond levy. Be informed. Support the May 2nd ballot issue.

Respectfully submitted,
Becky Thomas, chairperson

POLICY COMMITTEE

Last month I referred to By-Law VII section D of our constitution referring to Political Donations and expenditures. I would like to highlight a portion of that By-Law this month:

2. The Association will sponsor a Political Action Committee (a special committee appointed by the president) whose purpose will be to support political issues relevant to the Purposes of the Association. Representative Council may direct the building representatives to solicit voluntary monetary contributions from the membership for the PAC. All contributions will be sent to the Treasurer, who will deposit these funds into an account kept specifically for this purpose, and will then forward the funds according to the directive of the PAC. No funds from the PAC treasury shall be used directly for the purpose of donations to elected officials or candidates seeking office.

Our PAC actively looks for ways to support political causes that will improve public education or result in a stable and efficacious teaching environment. It is a challenging time politically for those of us that support public education or believe in the right to collectively bargain. This is the time to support the issues important to us and defend it for those who will follow. Our voices wont be heard without action. Currently we have **ONE** SHTA member who is directly participating in our PAC committee. Please consider joining the effort to defend public education through our association. If interested, feel free to contact me: kalan_t@shaker.org, or Eileen Sweeney at sweeney_e@shaker.org.

Respectfully submitted,
Tim Kalan, Chairperson

LEGISLATIVE COMMITTEE

Here we go again….the Ohio House Republicans have proposed another version of SB5. On February 14, 2017, Rep. John Becker, of Union Township in Clermont County, sent unions across the state a bitter Valentine by introducing House Bill 53, a version of "right to work" laws. This proposal would significantly restrict collective bargaining groups (unions) in Ohio. Further, buried deep in the state budget (House Bill 49) proposed by Gov. Kasich is a requirement that, as part of the teacher license renewal, all teachers must complete on site work experience with a local business or chamber of commerce. The rationale behind this proposed law is very concerning. Implied in HB 49 is the sick belief that the work of a teacher is not truly "real" work. This is all just more ignorance, arrogance and condescension.

The elections did not only result in ushering a federal administration that is adversarial towards public education and teachers, but republicans have seized total control of the state governments. What makes this so concerning is the fact that these state governments are collaborating on their agendas for the coming year. Included in their short list of "To Do's" is an effort to restrict the power of labor unions and to make changes to public education policies and public pensions. Their imperative has urgency. The state governments intend to move quickly. Take some time to read the entire article using the following link:
https://mobile.nytimes.com/2017/02/11/us/state-republican-leaders-move-swiftly.html

Legislative issues are heating up with the Trump administration. The appointment of Betsy DeVos as Education Secretary means the advancement of her agenda to expand charter schools. It is particularly concerning that a candidate with such little experience has been advanced to such a high position. Her lack of understanding of IDEA threatens the most vulnerable of our students. DeVos is unaware as to the meaning of value-added. More than ever, teachers must advocate for their students.

This all leads to one conclusion. We must take the responsibility to act to fight. The Political Action Committee needs members to step up and join. The PAC will meet only when necessary and will work on advocating positions on policies impacting education and our students. If you are interested in joining the PAC of the SHTA, please contact me at sweeney_e@shaker.org.

Over the past month, I have participated in the supplemental committee negotiations. The committee needs SHTA members' help. Current holders of a supplemental contract will be getting a generic job description via email from Darlene Bushley. ***Please take time*** to review the document and add specific information to your position. This is essential for the supplemental committee to negotiate the best compensation agreement possible.

On February 6th, I attended the "No on DeVos" protest at Sen. Portman's Cleveland office. I was pleased to see a healthy attendance of teachers from across the county. Earlier in the month, I attended the Union Summit with Matt Zucca and John Morris. Collaborating and organizing with our fellow unions is extremely important. Over the past month, I have participated in the supplemental committee negotiation.

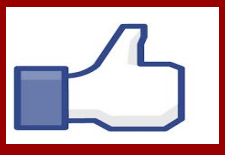
Respectfully Submitted,
Eileen Sweeney

MEMBERSHIP & ELECTIONS COMMITTEE

Payroll deduction for SHTA dues began with the October 1st paycheck - $30 per pay for 10 pays. Most of our members' payment for dues will be complete after the February 16th paycheck deduction. Thank you!

Our Association now has a total of 461 members. As we prepare for spring elections, current membership lists will be mailed to building representatives for their review. Please let your representative know if your name is not listed correctly and I will revise as directed. In order to maintain an accurate directory, I would really appreciate a brief email if your name changes for any reason.

Respectfully Submitted,
Chante Thomas-Taylor

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

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

MINUTES FOR THE REPRESENTATIVE COUNCIL MEETING

FEBRUARY 13, 2016, SHAKER HEIGHTS HIGH SCHHOL

SHTA President, John Morris started the February 13th Rep. Council Meeting at 4:30PM. **Johnathan Kuehnle, Principal of Shaker Heights High** welcomed the SHTA to the High School. He shared inspirational words with the membership. He thanked the membership for their work with the union and their service to our students. He shared that his family has finally found home and we have a tremendous staff.

MINUTES from the January 09th, 2017 Rep. Council meeting were accepted by James Schmidt and seconded by Bonnie Gordon and Robert Bognar.

Administration Report

School Board Member, Bill Clawson

- Eleven weeks from tomorrow, voting will take place for the 30 million dollar Bond Issue
- Fixed dollar amount to work on buildings, technology, flexible furniture, etc...
- Flexible Furniture Fair on February 16th and 17th at Onaway.
- What we need? We need support from parents, teachers and students- go to the website, talk to community members; place a sign in your yard.
- Overall, there is a 170 million dollar needed and 30 million dollars is just a small part of that.
- We have to help parents understand the need of the new furniture, refining learning spaces.

Superintendent, Gregory Hutchings

- Graduation Requirements for the class of 2018
    - Students have to pass the EOC Assessments
    - 18 points needed to graduate
    - Science and Social Studies points can be combined
- The EOC Assessments are difficult
    - Working on strategies to help students pass these Assessments
    - Results come back too late, working on a summer program to assist with the EOC Assessments.
    - The state does want to hear feedback and they are open to communication.

P.T.O. Report

Mark Levin

- Martin Luther King Jr. Day Event by the PTO
    - Service event at Shaker Heights High School
    - Over 800 students participated
    - People are doing great things
- End of the Year activity planned for graduating class of 2017
    - Seniors will wear cap & gowns and will be clapped out at their former K-4 school.
    - PTO is trying to purchase caps & gowns for seniors, already have about 100.

Officer's Report

President, John Morris

- Helped a member with benefits.
- Helped a member with a student disciplinary issue.
- Helped a member with a parent issue.
- SHTA President John Morris, SHTA building Representatives Donita Townsend and Tito Vazquez and SHTA Executive Board member Chante Thomas-Taylor speak at January Shaker Heights Board of Education meeting concerning the need for flexible furniture to excel instruction on January 10th.
- Attended the Insurance Committee Meeting on 1/23/17.
- Updated Facebook for SHTA and CCES.

- Weekly conversation with Dr. Hutchings.
- Attended PLIL with classroom observations at Woodbury.
- Emailed members concerning education issues.
- Attended the "No on DeVos" Rally downtown.
- Worked on MOU with Terry Breeden.
- Contacted Steve Wilkins about water leak at the MS and contact time.
- Attended CCES Steering Committee Meeting on Thurs. February 9th.
- Addressed a transfer request.
- Addressed a schedule request.
- Conferred on testing schedules.
- Communicated on a building and medical issue.

Vice President, Matt Zucca
Report given by John Morris

- Silent auctions items were purchased and delivered for *the Night for the Red & White*.
    - Gift cards to Westside Market Area Restaurants
- Attended Union Summit Meeting with John, thank you.
- Participated in letter writing and phone drive to show displeasure about Betsy DeVos.

Secretary, Darlene Garrison

- *The Night for the Red & White* raffle is complete.
- A total of $589.00 was collected from the sale of raffle tickets.
    - Onaway 24 tickets
    - Boulevard 8 tickets
    - Lomond 47 tickets
    - Fernway 33 tickets
    - Mercer 34 tickets
    - Woodbury 26 tickets
    - Middle School 17 tickets
    - High School 105 tickets
- Three winners were selected, each will receive two tickets to the Night for the Red & White event.
- Winners: Sally Davros from Onaway, Cara Motelka from Onaway and Kevin Wagner from Lomond.
- Proposed that James Schmidt receive a ticket to the event for an awesome job with ticket sales over the years.
- Please be sure to sign the attendance sheet.

Treasurer, Bill Scanlon

- Has been busy paying bills for the association.
- Financial reports are passed out every other meeting.
- Attended the "No on DeVos" rally downtown.

Executive Board Reports

Past President, Becky Thomas

- Attended the January BOE meeting, SHTA Executive Board meeting and Rep. Council meeting.
- Attended the Insurance Committee meeting.
- Attended the Facilities meeting.
- Will be attending the BOE meeting tomorrow.
- Make a contribution for the Bond Issue Campaign.

Teacher Education, Lisa Hardiman

- No Report

Membership/Elections, Chante Thomas-Taylor (Report given by Aisha Mason)

- Updated membership count will appear in the newsletter.

Policy, Tim Kalan

- Spoke with Fire Marshall - It would help if the Fire Marshall would come to building while teachers were there. Maybe on Professional Day

Evaluation, Lena Paskewitz

- Will have more information to report next month after our Evaluation Meetings.

Legislative, Eileen Sweeney

- Attended "No on DeVos" Rally downtown.
- Attended Union Summit meeting with Matt & John.
- Attended Supplemental Committee meeting. We need help with descriptions about clubs and activities. There will be an email being sent out to teachers who are currently in charge of the club or activity.
    - We encourage everyone to take the time to do this.
- The State level is full of republican control, educators need to reflect on responsibilities to fight for our students' rights.
- We need help with PAC!!! More involvement is needed for this Committee.

Publications, Andrew Glasier

- Have been updating SHTA *Twitter* and *Facebook* feed.
- Will be working with Bill Scanlon to obtain a new laptop. Current one is beginning to show its age in processing speed and ability to interact with new OS operating system. (7 years old)
- Charter school and vouchers: more failed attempts editorial. (90 million)
- Read attached NY Times article on teachers annuity plans (often called 403(b) plans because of the # in the tax code). Many of us use them for retirement planning without being aware of the high fees the companies charge.
- Submissions for newsletter are due Wednesday, February 15th at midnight. Please respond "No Report" if you do not have one.
- Evaluation Committee
    - Will be meeting with Counselors to discuss their ODE evaluations for next year.
    - Have met with the IC to discuss their evaluations.
    - Will be meeting with Fran Prohlman to work on Matching Rubric with *Skillful Teacher*.
    - Evaluation Committee will be meeting March 2nd to discuss all of this.
- Supplemental Committee
    - I have met with the Supplemental Committee 3 times and will meet again on Friday.
    - Working on configuring a fair system to the supplemental payments.

Social, Selena Brown

- No Report

Legal Aid, Cathy Grieshop

- No Report

Public Relations, Bob Bognar

- Working on gift for teacher appreciation day.

Professional Rights and Responsibilities, Mike Sears

- Working on issues dealing with personal days before and after holidays.
    - Form to fill out
    - Only 3 options to choose from, maybe form should be updated.

- Supplemental Committee working on clubs and activities.
- Attended Insurance Committee meeting.
    - Please use the phone service available to help with questions that you may have. Email was sent explaining the service provided.
- Dealt with issues about medical and maternity leave.
- Worked on an issue dealing with student contact hours. Teachers who are team leaders are being asked to tell other teachers to be out in the hall on duty. This is not a teacher's responsibility.

SHTA ST, Bonnie Gordon
- Provision - I-Lab can take Professional Day to write IEPs in order to catch up.
    - Tell principal about the use of day.

Building Representative Reports
Boulevard, Angela Anderson
- No Report

Fernway, Andee Hassell
- No Phonics Program
- No Skill support - no support teachers
- Issues concerning trainings being scheduled during lunch
    - Training and traveling times scheduled during lunch

Lomond, Steve Smith
- No Report

Mercer, Nicole Smith
- Meetings have gone down at Mercer. We have had one impromptu meeting and one scheduled meeting

Onaway, Paula Klausner
- Attended "No on DeVos" Rally Downtown
- Issues with Fire Marshall interactions
    - Would like to have violations in writing. This would alleviate being told different things from year to year.
    - Darlene Bushley stated that 25% of your classroom walls can be covered with paper.

Woodbury, Angela Goodrum
- No Report

Middle School, Kathy Manning
- Working on issues with time on task.
- There was a water leak at the Middle School.

High School, James Schmidt
- Meet on a regular basis with the principal Johnathan Kuehnle and things are going well.
- Feels as though nothing was settled with Fire Marshall.

Old Business – None

New Business - None

Good of the Order
- Thank you so much High School Reps. for a delicious soup and salad meal. Thank you for hosting our February meeting.

Adjournment

- Motion to adjourn meeting made by Bill Scanlon and seconded by James Schmidt
- Meeting adjourned at 5:55PM

Respectfully submitted,
Darlene Garrison











The February SHTA Representatives Council meeting @ Shaker Heights High School.

Special thanks to SHHS Representative Aimee Grey for hosting the meeting

THE EDUCATIONAL-INDUSTRIAL COMPLEX

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.

On January 17, 1961, then President Eisenhower gave his Farewell Address to the nation in which he famously warned the nation of the growing "military-industrial complex." In this speech he warned, "The potential for the disastrous rise of misplaced power exists and will persist. WE MUST NEVER let the weight of this combination endanger our liberties or our democratic process [sic]." He was right to fear the connection between corporate interests and the national government. The build up of a permanent armament industry was new in the 1950s but has since grown into a trillion dollar per year industry with heavy influence over state and national legislative and executive branches. It cost over $17,000 to outfit a single army personnel and every corporation salivates on getting their hands on these contracts. Our yearly defense budget exceeds the combined military budgets of next top seven countries combined.

With the selection of Betsy DeVos as Secretary of Education and our current President calling for increased funding of charter schools and voucher systems paid through tax dollars, it is now time to warn of the growing Educational Industrial Complex. Both Republican and Democrats have called for vast changes in educational policy, suggesting that market reforms would alleviate our supposed problems of public schools. From *No Child Left Behind* to *Every Student Succeed Act,* our Congress has created legislation that rewards those that do well on standardized tests (typically upper-middle class, all white suburban districts), forced districts to file endless paperwork, allowed for the vast creation of Charter schools and chastised schools that fail on standardized test scores.

With these market reforms have come plenty of opportunities for corporations to begin extracting more of our tax dollars for programs, tests, charters and other items, which have shown little improvement in our students' progress. Pearson Corporation is the most egregious of these businesses, making huge sums of money to create standardized tests, grade them, creating teacher evaluations, making ever larger textbooks that fail to engage and many more products. But they are far from the only corporate vampires that have sucking our students' blood.

During the 2015-2016 school year, Shaker Heights City Schools lost $1,006,190 to charter schools and vouchers. Many districts with a higher percentage of poverty lost much more, siphoning much needed resources from our nations neediest children. Every district in Cuyahoga County has lost funding.

What may be even more horrifying is the amount of tax dollars spent on standardized tests. The tests are created by corporations, are accessed by computers purchased from corporations, and are graded by corporations. We have outsourced assessment without examining the consequences; disconnection between students and teachers and the curriculum, students unable to graduate because of test scores, test results returned months after tests are taken making them meaningless towards instruction, etc….

Even our children's' food has been outsourced to corporations. When our cafeteria staff was replaced by AVI, they were forced to reapply for their jobs and received less compensation for their work with our students. Has the quality of food increased? Has the obesity rate changed in our schools changed? Are students eating more nutritious meals to fuel their studies? To my perception, this has not been the case.

All this change has occurred gradually in my tenure as a teacher. In a brief seventeen years we have changed from an institution that is meant to teach future citizens of an ever-changing country and world, to a

market model of creating future workers for high tech fields. We talk of students as "our customers" not as our children. Teachers are chastised by politicians for not preparing our students for the 21st century work force, yet they force us to spend endless hours preparing for and proctoring endless tests. Governor John Kasich has suggested that unelected businessmen be placed on all school boards to guide curriculum! The cycle of blame has kept the corporations at the fore front of the debate and teachers far from the conversation. As corporations, their bottom line is to increase their profit. As teachers, we just wish to teach our children.

AG

SOURCES:

https://www.eisenhower.archives.gov/research/online_documents/farewell_address/Reading_Copy.pdf

http://www.pgpf.org/Chart-Archive/0053_defense-comparison

RECENT ARTICLES ON 403Bs, Teacher Retirement Plans

Read these articles by Tara Siegal Bernard at her *New York Times* website, concerning teacher retirement plans.

https://www.nytimes.com/by/tara-siegel-bernard?action=click&contentCollection=Your%20Money&module=Byline&region=Header&pgtype=article

Think Your Retirement Plan Is Bad? Talk to a Teacher **by TARA SIEGEL BERNARD**

Answers to Questions About 403(b) Plans **by TARA SIEGEL BERNARD**

Even Math Teachers Are at a Loss to Understand Annuities **by TARA SIEGEL BERNARD**

How to Fix a Retirement Plan at a School or Nonprofit **by TARA SIEGEL BERNARD & RON LIEBER**

Shaker Schools Foundation News for SHTA

A Little History

The Shaker Schools Foundation celebrated its 35th birthday on November 18, 2016! The first foundation in the state of Ohio to support a public school system, it was established by a group of visionary Shaker residents who believed that our community would make financial contributions to benefit the District's students. Time has proven them absolutely right, and we are indebted to our many donors who continue to express their appreciation of the work YOU do through gifts to the Foundation.

Your Foundation at Work

In the past month, the Shaker Schools Foundation has purchased books for the Mercer and Woodbury school libraries; paid a registration fee for the Chanticleers to participate in a competition in Cincinnati and purchased sight reading programs for a cappella choirs; and underwritten a Mercer in-service with the Diversity Center.

We also are humbled to have raised nearly $5,500 for the chamber orchestra's trip to New York City to participate in the Orchestra Cup! They will perform at Lincoln Center's Alice Tully Hall, pictured below right.





You Can Help

The Foundation thanks faculty members who already support the Foundation through Charity Choice payroll deductions or outright gifts. You can make a tax-deductible contribution at any time by sending us a check or visiting shaker.org/foundation.aspx. Thank you!