IMPORTANT DATES

Monday, November 20:
Professional Day

Tuesday, November 21:
Professional Day

Wednesday, November 22 to Friday, November 24th:
Thanksgiving Break

Friday, December 1: Holiday Happy Hour at Tavern Co.

NO SHTA EXECUTIVE BOARD OR REPRESENTATIVE COUNCIL MEETING IN DECEMBER

DECEMBER 23 TO JANUARY 7, 2018: WINTER BREAK

Monday, January 8: Executive Board Meeting

Tuesday, January 16:
Representative Council @ Mercer

SHTA news

November 21, 2017

ISSUE NO. 3

Message From the President

My last President's letter focused on what a union does. One element that I left out, but is essential to Our Association, is something that seems minor but is one of our most powerful communication tools. These are Our Meeting Notes. Easily taken for granted (and painstakingly documented by Our Secretary Darlene Garrison), the notes at the end of this newsletter are our way of communicating directly to our members and the administration. Ironically, the less you see in the notes on your building report, the more your representatives have worked on finding a solution to these issues before the meeting.

Building representatives, as a *courtesy* to our administrators, make the effort to find solutions to building contractual concerns before the monthly Representative Council meeting. I emphasize *courtesy* because in truth we could report these contractual conflicts within Our Notes without talking to building administrators. In the spirit of collaboration, we share these concerns to find a solution to the problem, not to capitulate to administrative demands. We report Our Notes because we are a Teachers' Association with a negotiated collective bargaining agreement protected by law that we maintain. We are not a club. We are not a social organization. We are a union. This is what we do.

We want to have generative, positive relationships with our administrators. That's what the intent behind SHTA head representatives meeting with building administrators exemplifies. Without this process, many of our contractual issues at the building level would quickly become grievances. Grievances are another viable, legal way to solve contractual infractions unresolved through these discussions. Historically, our members have not often sought resolution through grievances because of the problem-solving that often results from these less formal discussions between head representatives and administrators. This will continue for as long as administrators remain respectful of who we are and what we are doing for both teachers and administrators. After all, we have a collective bargaining *agreement* that benefits both teachers and administrators. If these relationships prove unproductive or are not mutually respectful, we are prepared to help our members grieve when this process is no longer effective and report everything we need to in Our Notes without prior discussion. This is also what a union can do.

October and November were busy months. I dealt with an air safety issue at Woodbury. I conferred on a safety concern at the High School. I worked with James Schmidt on ongoing special education issues and a grievance at the High School. I met with High School members for a building meeting. I collaborated on an internal communication from High School members. I assisted with a personnel issue at Fernway with Matt Zucca. I addressed a representative issue at the Middle School, with the help of Mike Sears. I communicated with building leadership about a Woodbury administrative concern. I communicated with Dr. Terri Breeden, assistant superintendent of curriculum and instruction, on issues related to the Curriculum and Instruction Leadership Council (CILC) project completion. *From that communication, I learned that CILC groups struggling with project completion should consult their building instructional coaches and IB advisers for assistance.* I communicated with facilities about roof issues at the High School. I was kept in the loop with the new flexible furniture introduction at buildings across the district thanks to Matt Zucca. I talked with superintendent Dr. Gregory Hutchings and interim director of human relations Rich Evans, who has recently left the position of Interim HR director, on a regular basis.

We do not meet as a body in December. However, Association work does not end. We will continue to represent members, negotiate our contract, and meet with the administration throughout next month. However, there will be no Executive or Representative Council meetings until the New Year. Please allow me to wish you all a Happy Thanksgiving and a wonderful Holiday Season. I hope that you find time to renew and relax during our upcoming breaks. I also hope that you can join us for the December 1st Happy Hour at Tavern Co. It will be a great opportunity to spend time with your fellow SHTA members. In the meantime, I am always available to you by phone x6033 or email: morris_j@shaker.org. Take care and I look forward to continuing our work in 2018!

Respectfully submitted,
John Morris

SHTA President Dr. John Morris speaks at the November SHTA Representatives meeting @ Boulevard School.



Reports from the Executive Board

VICE PRESIDENT'S REPORT

I would like to acknowledge the recipients of the 2017- 2018 Fellowship Grants. These members have earned $100 that they can use to promote their professional development. These fellowships may be used for any of the following, but not exclusively for:

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

These fellowships may not be used for classroom materials, supplies, or special projects.
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 provision 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 prescribed time, no money will be issued.

I have also been working with the Shaker Schools Foundation as the Teacher Liaison for the *Night for the Red and White.* I would like to encourage each of you to make a donation to this year's Silent Auction. The items donated by Shaker staff have been the most sought after of all the auction offerings. Remember, the proceeds go back to our students. Please make your donation by ***February 2, 2018.***

Again, this year, the staff will be offered a special discounted price of $100 per ticket, which can be used to purchase up to two tickets. You will receive an invitation in your district mailbox in January with information on purchasing your ticket/s.

In mid-October, I attended the Investments Committee meeting along with other team members to discuss and monitor the Association's general fund. I worked with Fernway's Head Building Representative Andree Hassell in addressing a teacher disciplinary issue. I have attended the negotiation meeting as a member of the SHTA's negotiating team.

I have had conversations with Association members who are part of the Flexible Furniture pilot program. Some teachers participating in the program are concerned about the time needed to pack up their rooms prior to the new furniture pieces being moved into the spaces. I have presented these concerns to Dr. Breeden in an attempt to get teachers flexibility with their schedule as they break down and set up their spaces.

In an attempt to reach out to our membership in the elementary buildings the Association will be conducting building visits. SHTA Secretary Darlene Garrison and I will be coordinating meetings at each building with the head building representatives. This will be a great opportunity for members to share concerns with members of the SHTA Executive Board. Our first meeting was at Lomond on Thursday, November 16th. I look forward to meeting with our elementary members in the near future.

I hope you make it to the SHTA Holiday Happy Hour at Tavern Company on December 1. I wish you all a happy, safe, and restful Thanksgiving!

Respectfully submitted,
Matthew J. Zucca

2017-2018 Fellowship Recipients

Laura	Robbin	Onaway
Timothy	Kalan	Onaway
Tanutda	Devine	Onaway
Stacy	Stoller	Boulevard
Kristen	Roope	Boulevard
Jennifer	Goulden	Boulevard
Kathy	Eagleton	Boulevard
Alison	Bradford	Boulevard
Nicole	Cicconetti	Mercer
Robyn	Feinstein	Mercer
Karen	Tritt	Mercer
Peg	Rimedio	Fernway
Karmi	James	Fernway
Kathleen	Mohney	Fernway
Jennifer	Vail	Fernway
Steve	Smith	Lomond
Adrienne	Zucker Tidsley	Lomond
Juliann	Ely	Lomond/Boulevard
Marci	Cohen	Lomond
Penny	Weiss-Flynn	Onaway
Karie	Murphy	Onaway
Ruth	Heide	Woodbury
Stephanie	Smith	Woodbury
Kristin	Koterba	Woodbury
Cheri	Shapero	Woodbury
Betsy	Brindza	Woodbury
Kristina	Hayward	Woodbury
Angela	Goodrum	Woodbury

Katrina	Holmes	Shaker Middle School
Beth	Casey	Shaker Middle School
Linda	Roth	Shaker Middle School
Ellen	Roberts	Shaker Middle School
Regina	Canady	Shaker Middle School
Kelly	Anderson	Shaker Middle School
Robin	Sweigert	High School
Brian	Berger	High School
Valerie	Doersen	High School
Kathleen	Fleming	High School
Renee	Manuel	High School
Windy	Shiner	High School
Andrew	Glasier	High School
Eileen	Willis	High School
Emily	Shrestha	High School
Donna	Jelen	High School
Mario	Clopton-Zymler	High School

TREASURER'S REPORT

The School Board Election was a contested one. Four people running for three openings made for some interesting decisions by people close to the election. I think that our 3 new School Board members will work hard for Shaker Heights City Schools and I am eager to work with them.

The Investments Committee (Todd Keitlen, Chante Thomas-Taylor, Matt Zucca and myself) met in October with Brady Krebs, our Edward Jones advisor to evaluate our investment accounts.

I met with our accountants at Edward Hawkins & Co., LLC to finish last fiscal year's (June 2016 - July 2017) tax form filings, and worked with them to further our required-every-4-years audit of the same fiscal year.

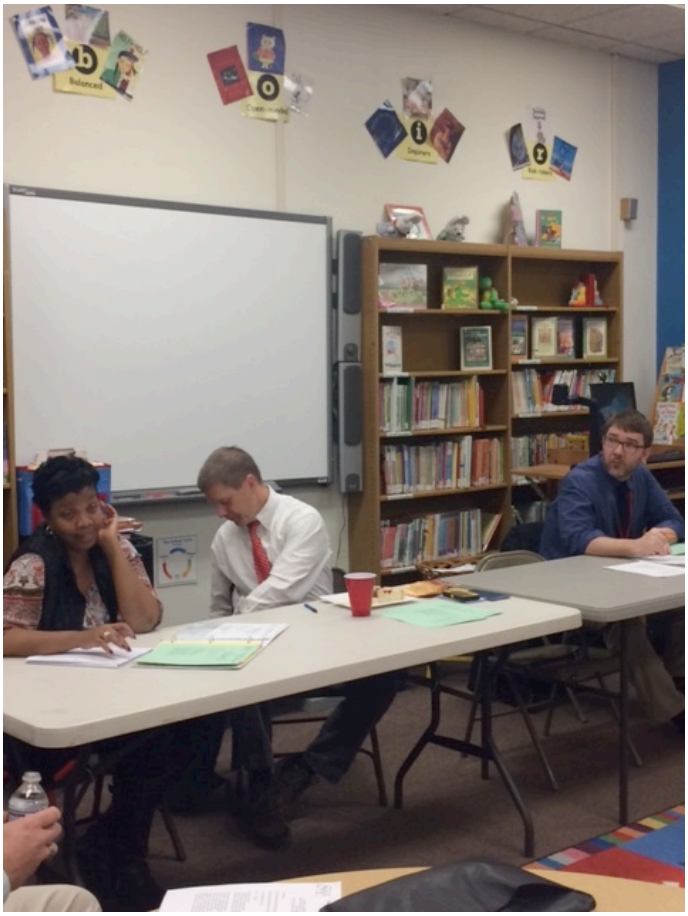
I am on the Negotiations team and have been meeting with the Administration. Negotiations are progressing with the hope of agreeing on a new contract soon.

The current financial report is attached.

Respectfully submitted,
Bill Scanlon

SHTA Treasurer Bill Scanlon at the November SHTA Representatives Council Meeting @ Boulevard School.





SHTA President Dr. John Morris, SHTA Treasurer Bill Scanlon, & SHTA Secretary Darlene Garrison at the November Representatives meeting @ Boulevard School.

Shaker Heights Teachers' Association

Balance Sheet Standard 11/15/17

As of November 15, 2017

	Nov 15, 2017
ASSETS	
Current Assets	
Checking/Savings	
Key Investments2	45,725.37
Key Bank (checking)	99,624.95
Total Checking/Savings	145,350.32
Other Current Assets	
Edward Jones 13760-1-1	493,005.56
Edward Jones 13768-1-3	682,771.28
Total Other Current Assets	1,175,776.84
Total Current Assets	1,321,127.16
TOTAL ASSETS	1,321,127.16
LIABILITIES & EQUITY	
Equity	
Opening Balance Equity	53.69
Retained Earnings	1,249,234.73
Net Income	71,838.74
Total Equity	1,321,127.16
TOTAL LIABILITIES & EQUITY	1,321,127.16

Shaker Heights Teachers' Association
Profit and Loss Standard 11/15/17
July 1 through November 15, 2017

	Jul 1 - Nov 15, 2017
Income	
Income	
Member Dues	43,680.00
Total Income	43,680.00
Investments	
Edward Jones-Fees & Charges	-2,191.82
Key Investments Income	23.11
Change in Value in Edward Jones	45,268.55
Total Investments	43,099.84
Other Types of Income	
Miscellaneous Revenue	65.00
Total Other Types of Income	65.00
Total Income	86,844.84
Expense	
Operations	
Accounting	
Banking	-563.78
Accounting - Other	95.00
Total Accounting	-468.78
Conferences & Meetings	1,090.33
Fellowships & Grants	1,290.98
Insurance	5,419.00
Legal	600.00
Negotiations	4,769.41
Public Relations	486.00
Publications	1,211.60
Social	607.56
Total Operations	15,006.10
Total Expense	15,006.10
Net Income	71,838.74

EXECUTIVE BOARD REPORTS

PROFESSIONAL RIGHTS AND RESPONSIBILITIES REPORT

During the past month, I attended three collective bargaining sessions. Two more sessions are scheduled for December 12 and December 20. I assisted the Middle School members when their head building representative resigned unexpectedly. The Middle School is now on its 5th head building representative in the last three and a half years. I assisted members with questions about informal observations, leaves of absence, maternity leave, and use of personal days.

The Insurance Committee will meet on December 14th about upcoming changes regarding the switch to Medical Mutual for major medical and prescription drugs. Dental will stay with Anthem. Premiums will increase, but not as much as expected because of the switch.

After a storm on November 5th, some teachers lost power and faced downed wires and trees in their neighborhoods. If this happens to you, you may not have to use a personal day for an absence from work. Follow the guidelines from section 20.01 #5 (p. 22) below:

"Weather Conditions - Teachers who do not report for duty, in order to obtain pay for the day or days lost, must present upon their return, to the Superintendent, a statement of the facts satisfactory to the Superintendent which prevented their reaching school. Failure of transportation is not considered an 'act of God.'"

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 now seems unlikely that these discussions will occur during the collective bargaining process, especially since there is currently not a Director of Human Resources. Contract language regarding supplemental contracts still needs to be updated. Mr. Wilkins sent me an e-mail on September 26th that said a meeting request would be sent out soon. I still have not received a meeting request.

Respectfully submitted,
Mike Sears, Chairperson

LEGISLATIVE REPORT

Although school districts in Ohio depend on state funds to operate, *Policy Matters Ohio* reports that the Ohio budget will underfund K-12 education next year. Adjusted for inflation, most districts will receive less next year than they do this year. *Policy Matters Ohio* attributes the lack of funding to tax cuts and to funding for charter schools and vouchers for private schools. Ohio spends about a billion dollars a year on charter schools and school vouchers. So how are charter schools and voucher programs doing? Although the students tend to be from wealthier families than average, they are performing worse than their peers on math and English on standardized tests.

At the federal level, the Department of Education has about a dozen positions that require Senate approval to be filled; the Trump administration has nominated people to five of those positions. At the same point in the Obama administration, all of the positions had a nominee. The New York Times reports that

Secretary of Education Besty DeVoss's affinity for vouchers for private schools has not changed since she took office. A "detailed look at the first six months of Ms. DeVos's tenure as the Secretary of Education — based on a 326-page calendar tracking her daily meetings — demonstrates that she continues to focus on those programs as well as on charter schools. Her calendar is sprinkled with meetings with religious leaders, leading national advocates of vouchers and charter schools, and players involved in challenging state laws that limit the distribution of government funds to support religious or alternative schools."

Respectfully submitted,
David Klapholz, Chairperson

PUBLIC RELATIONS

The Public Relations Committee has begun to compose a new SHTA T-Shirt order. We have been addressing some sourcing problems of American made shirts. We hope to have an order form out before winter break.

Also, the Executive Board granted a monetary donation to the Woodbury Creating Change (WCC). This grant comes with the inclusion of our logo in all of their promotional materials. I would like to wish all of the members a restful and restorative Thanksgiving break!

Respectfully submitted,
Bob Bognar, Chairperson

EVALUATION COMMITTEE

In the September and October newsletters, I communicated the changes that have been made to our evaluation system. In the past, members of the committee have also visited buildings to present evaluation protocols and changes, and to answer questions. Administrative members of the committee decided that this year principals would communicate protocols and changes. **It is the professional responsibility of administration to accurately communicate and follow agreed upon evaluation protocols.**

I strongly urge all teachers to read the Teacher Evaluation Packet and evaluation forms found on the Evaluation page. I also suggest that each teacher check his/her eTPES account to verify his/her own evaluation cycle status. Please do not rely on your building administrator to have this information. After reading the document, please email me with any additional questions or concerns.

I also need data regarding how evaluation is actually being conducted across the district. Some examples of issues that have come to my attention include, but are not limited to:

- Building principals communicating inaccurate information about our evaluation process and protocols.
- Evaluators conducting informal observations lasting 20 or more minutes.
- Evaluators misdating observation data.
- Evaluators failing to conduct post conferences within a timely manner.

Please email me with information about your experience with evaluation, positive and/or negative. Your feedback will, of course, be kept anonymous, if you wish. I realize that many teachers feel there will be repercussions if their name is attached to complaints about how their evaluations are being carried out.

As of Friday, November 10, Rich Evans is no longer serving as the interim Human Resources Director. Kiki Stout and Stephen Wilkins should be contacted for HR concerns until a new director is hired. You may

always 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

The holidays have arrived so quickly! You all have my best wishes for Thanksgiving and throughout the holiday season. Everyone who works with children and young adults has an important, stressful, challenging, rewarding job. The thing I miss the most about teaching is the time I spent with kids and their amazing ways of thinking and learning. Still, I appreciate the time I have now to be with family, travel, and relax. Over the holidays, reflect on the value of what you do and celebrate your time with friends and family.

This past month I attended the regular meetings of the SHTA along with the Board of Education meetings. At the November BOE meeting there was a presentation on facilities and plans for the bond issue money. A much-needed special education space will be created at Mercer in the current computer lab (my understanding is that the construction will occur over the upcoming winter break). Access to computers for group use will be shifted from the lab to "Computers On Wheels" aka COWs. A brief comment was made that this may be considered for other elementary buildings. Hopefully, teachers will be part of this discussion. Additionally, generic slides were shown of library renovations with a discussion of renovating the high school library toward the end of the bond issue spending. This is a *very preliminary* discussion—not even a discussion so much as something to contemplate. Again, I mention this hoping that stakeholders are involved in this process.

Respectfully submitted,
Becky Thomas, Chairperson

POLICY COMMITTEE

Today I'd like to call attention to By-Law IV of our constitution concerning our Association's Administration. **Section C. Building and Support Teacher Representatives** states:

The Building Representatives:
1. Shall represent their respective building groups in the deliberations of the Representative Council.

One important function of our Representative Council meetings is to communicate to our fellow members what is occurring in our respective buildings. This is particularly important when there are issues that need to be addressed by our district administrators. Our Representative Council meetings and its ancillary in the newsletter, is by and for **Our** Association. They are vehicles to maintain the excellence of our profession and strengthen our efficacy as advocates for our students and the classroom. This in turn supports the mission of our district. If something is printed in our newsletter, it is done so not to malign or disparage, but to communicate obstacles to instruction, or give voice to our contractual rights. Please do not hesitate to bring a concern to your building representative. It is through the mechanism of our Representative Council that we can seek redress for our issues.

Respectfully submitted,
Tim Kalan, Chairperson

SOCIAL COMMITTEE

Our ***Holiday Happy Hour*** is scheduled for Friday, December 1, 2017 at Tavern Company located at 2299 Lee Road in Cleveland Heights. We hope that you are able to carve out some time in your busy schedule to join us for a festive time!

Respectfully submitted,
Selena Boyer, Chairperson

MEMBERSHIP/ELECTIONS COMMITTEE

Our Association has a total of 476 members. Here is the breakdown by building:

Building Members:

Boulevard	31
Fernway	28
Lomond	45
Mercer	35
Onaway	36
Woodbury	76
Middle School	75
High School	150

I will be sending updated spreadsheets to each building rep to confirm members. Once the lists have been confirmed, 2017-2018 SHTA membership cards will be distributed.

Respectfully submitted,
Chante Thomas-Taylor, Chairperson

SUPPORT TEACHER COMMITTEE

Long-time Support Teachers in the elementary schools have noticed a gradual rise in disruptive behaviors and students with behavioral goals on their IEP caseloads, but they are not writing referrals as often because school culture seems to have turned against that practice. Elementary-level teachers reported a similar dynamic to Superintendent Dr. Gregory Hutchings at our first Brown Bag lunch on Nov. 8th, i.e., a rise in disruptive behavior and simultaneous, if unspecific, pressure not to write referrals.

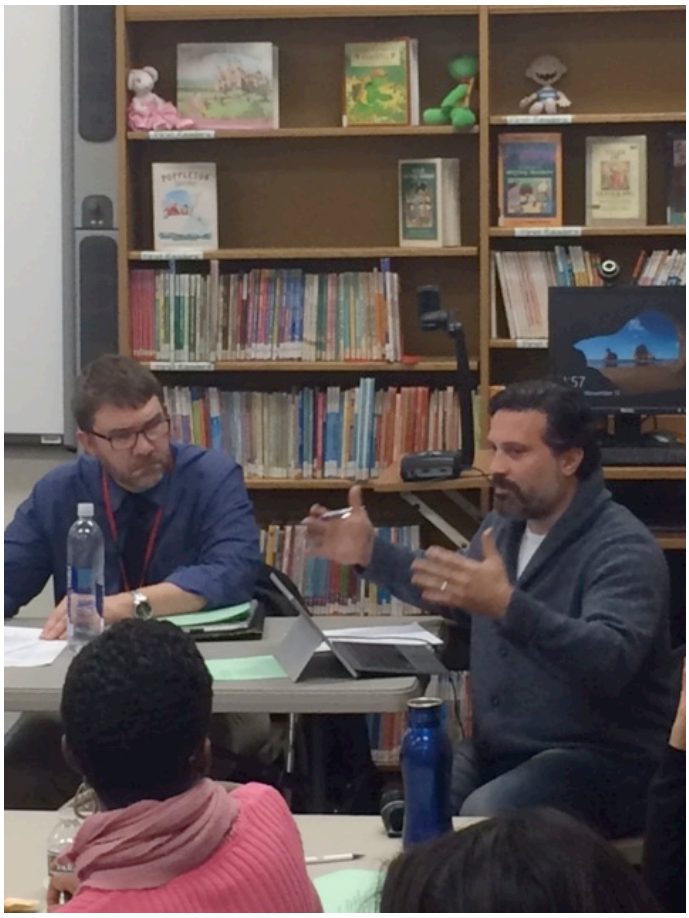
Respectfully submitted,
Bonnie Gordon, Chairperson

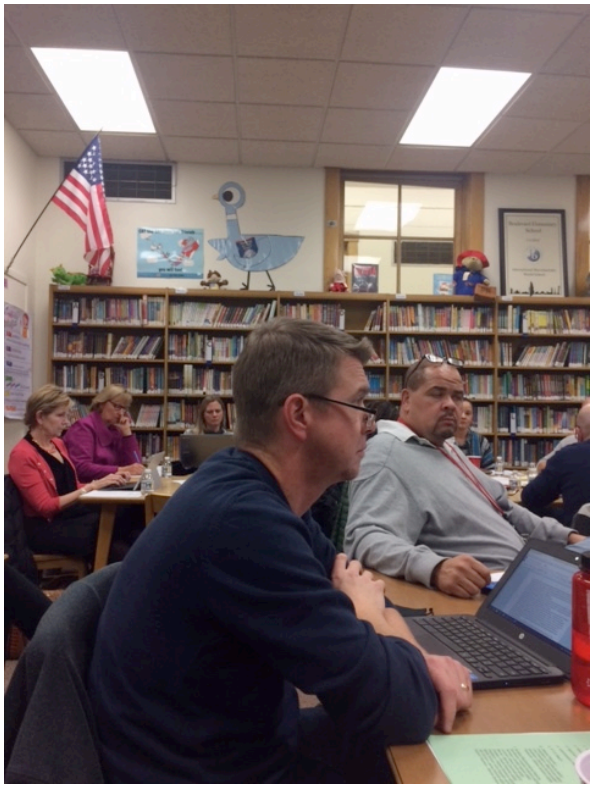
SALARY TENURE COMMITTEE

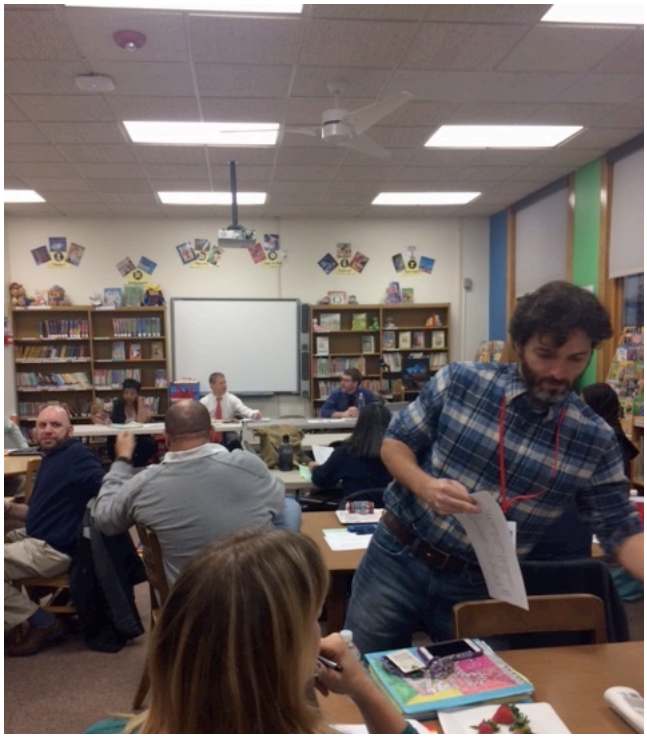
We are moving forward with Interest Based Bargaining with the help of the Federal Conciliatory and Mediation Services facilitator Mike Franzak. Interest Based Bargaining negotiations are progressing satisfactorily. Both teams met November 9th and Thursday November 16th. Further meetings are planned for December 12th and 20th.

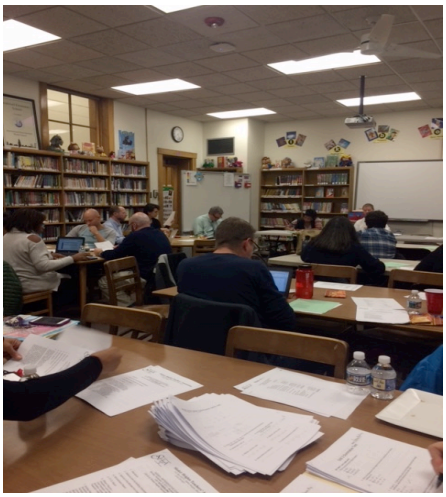
Respectfully submitted,
Dr. John Morris, Chairperson

The November Representatives Council Meeting @ Boulevard School. Thank you Representative Angela Anderson for hosting.









MINUTES FOR THE REPRESENTATIVE COUNCIL MEETING

November 13, 2017: Boulevard School

SHTA President, John Morris started the November 13th Rep. Council Meeting at 4:30PM.

Neal Robinson, Principal of Boulevard Elementary School welcomed SHTA membership to Boulevard. He stated that it was so nice seeing familiar faces, and he hoped our year was off to a great start. He thanked his Boulevard Reps. and he also thanked Dr. John Morris for his dedication to the Association.

MINUTES from the October 09, 2017 Rep. Council meeting were approved. A motion to approve the minutes was made by James Schmidt and the motion was seconded by Robert Bognar.

Administration Report
Dr. Terri Breeden was present for the Rep. Council Meeting

- She shared greetings from Superintendent, Dr. Gregory Hutchings – "Have a great meeting and a wonderful Holiday Break."

P.T.O. Report – There was no PTO Representative present to share a report with the Association.

Officer's Report

President, John Morris

- Dealt with air safety issue at Woodbury
- Dealt with safety concern at HS
- Dealt with ongoing special education issue and grievance at HS
- Met with HS members for building meeting
- Worked on an internal communication from HS Members
- Assisted with personnel issue at Fernway with Matt Zucca
- Dealt with a representative issue at Middle School
- Addressed an administrative concern at Woodbury
- Communicated with curriculum issues related to CILC project completion with Dr. Breeden
- Communicated about roof issues at HS
- Kept in the loop with new furniture introduction at buildings across the district thanks to Matt Zucca
- Talked with Dr. Hutchings and Rich Evans, who has left as HR director as of Friday, November 10
- Dr. John Morris shared that the Executive Board received a request from Woodbury's Creating Change Committee for $750, and the Executive Board approved the request.

Salary Tenure Report

- Moving forward with **Interest Based Bargaining** with the help of the Federal Conciliatory and Mediation Services facilitator Mike Franzak.
- IBB negotiations are progressing satisfactorily.
- Both teams met November 9th and will have met Thursday, November 16th. Further meetings are planned for December.

Vice President, Matt Zucca

- Began work with *the Night for the Red & White*. Silent auction donation information coming out soon.
- Holly Coughlin mentioned that teacher donations have been on a slow decline. Please ask colleagues to contribute to the silent auction for this event.
- Shared expectations and responsibilities of the SHTA Head Building Representatives.
- Attended meetings with the Negotiation Team.
- Waiting for the arrival of the new flexible furniture; my classroom is a part of the pilot.

Secretary, Darlene Garrison

- Please be sure to sign the attendance sheet.
- If you have extended reports please email the reports to be included in the notes. The reports are needed before Wednesday at midnight.
- Matt Zucca and I will begin Listening Tours at the Elementary School Buildings. It has been quite some time since the Association has conducted the Tours. We will begin at Lomond Elementary School on Thursday, November 16th.

Treasurer, Bill Scanlon

- Attended Investment Committee Meeting with Chante, Todd, and Matt.
- In touch with financial advisor, getting last year's books in order.
- Passed out financial report

Executive Board Reports

Past President, Becky Thomas

- Attended Board of Education Meeting.
    - Facilities presentation – renovating Mercer's computer lab for a special education class over winter break.
    - Mercer should be able to get by with using the computers on wheels.
    - Bond issue money may be used to renovate the High School Library – this is still in the discussion stage.

Teacher Education, Lisa Hardiman

- No Report

Legal Aid, Cathy Grieshop

- No report

Policy, Tim Kalan

- Dealt with an issue of a member
- Working with the Lomond Association

Public Relations, Bob Bognar

- T-Shirt forms are coming out soon. We will be able to take credit card payments.

Legislative, Dave Klapholz

- Budget for Ohio – money for schools going down
- Tax cuts in Ohio
- Parochial and Charter Schools budget going up
- Secretary of Education schedule is published. She goes to a lot of Charter Schools for visits.

Publications, Andrew Glasier

- This is the last year of the 5-year Strategic Plan – How many teachers will be on the next Strategic Plan Committee?
- SLOs gone this year but they might come back next year if the shared attribution piece is gone.
- Newsletter editorial will focus on the former teacher brought up on criminal charges.
- The file cabinet belonging to SHTA was found.
- No December meeting; new person to help with editing, Chris Cotton.
- Updated the SHTA Twitter and Facebook pages.
- 3rd Annual Ugly Christmas Attire Contest
    - During the January Executive Board meeting we will chose the winner.

Social, Selena Boyer

- Holiday Happy Hour is scheduled for Friday, December 1st at 4:00PM. The venue for this event is Tavern Company 2299 Lee Road.

Membership/Elections, Chante Thomas-Taylor

- No report

Professional Rights and Responsibilities, Mike Sears

- Sarah Fish sent an email stating that open enrollment ends this Friday.
- Flexible spending updates can be done online or call using the number provided by Sarah Fish.
- There was a change with the Flexible Spending. If there is extra money left in your account, you can now carry over $500 to be used throughout the entire new year.
- Childcare does not change at all.
- Helping at Middle School with building issues.
- Working on the Negotiating Team.
- Supplemental Committee has not met.

Evaluation, Lena Paskewitz

- So far, it has been quiet as it relates to evaluations.
- We need to be aware of issues relating to how evaluations are being handled in the buildings.
- Evaluation protocols are not being followed by some administrators, after 5 years. We need to know when protocols are not being followed so that we can work with administrators.
    - Question Angela Goodrum: Is there a way that we can communicate with members to let them know that they can talk without feeling threatened about their job because they do speak up?
    - No Human Resource Director: it's a worry that administrators can do what they want without following protocol. There are administrators on the committee who are not following protocol.

Support Teachers, Bonnie Gordon

- John Rizzo, using a list of Support Teachers that he received from Payroll, has corrected the Google Contacts identifiers as well as the website Contact form so that most Support Teachers are now referred to by their correct titles. The only problem is that the list he received from Payroll was incomplete. All of the ELL Support Teachers, at least two Intervention Specialist Support Teachers at the High School, and possibly other Support Teachers in the District were not on the list John received. We are currently trying to fill those gaps.

Building Representative Reports

Boulevard, Angela Anderson

- No Report

Fernway, Andree Hassell

- No Report

Lomond, Donita Townsend

- No Report

Mercer, Cathy Richards

- There have been security changes at Mercer. The entrance buzzer has been taken off of the parking lot entrance. There have been questions about parent access at the beginning and end of the day.
- Teachers can still swipe in at the entrance.

Onaway, Paula Klausner

- Onaway wanted clarification relating to the bus requisition issue. Seems to be a misunderstanding – elementary schools have to go through hoops to get buses for field trips and high school does not. Why is there a difference?
- Dr. Breeden assured the membership that there should be no extra hoops for getting buses approved. Dr. Breeden said that she would be happy to provide information regarding busing.

Woodbury, Angela Goodrum

- Woodbury members would like clarification on a comment Principal Danny Young shared during a BLT meeting. Mr. Young stated that he had informants. What was meant by that comment?
- Concerns about consequences given to students – are consequences equally given or not given at all for students of an affluent family?
- Members wanted to know when issues are brought up to SHTA, do the issues stay in house or is there something more?

Middle School, Mike Sears/John Koppitch

- Jeremy Bishko has resigned as a building representative for personal reasons.
- Members are concerned about future work with the Curriculum and Instruction Leadership Council (CILC). Some members still have not been paid from work completed last summer. Members hope that expectations for CILC projects will be communicated more clearly in the future.
- Members are concerned about inconsistent procedures regarding student discipline; building representatives will continue to work with the administration in order to provide members with more clearly defined guidelines about how to approach specific misbehaviors by students.

High School, James Schmidt

- We continue to have an ongoing problem with a lack of paraprofessional coverage that has resulted in students not receiving IEP services. Despite continued efforts by SHTA members to utilize all available staff, we still have an issue with which we are seeking resolution through the grievance process. We hope that this can be resolved soon. I expect to meet with Mr. Kuehnle tomorrow to receive his disposition and hope that it will be to our satisfaction.
- We hope that the Study Center position vacancy can be resolved.
- There was a building meeting on October 26th to discuss several issues within our building. As a result of this meeting, several SHTA members released a statement to our members to assist them in dealing with issues associated with the sentencing of a former high school teacher. John Morris and I assisted in the creation of this document, along with two other SHTA members.
- In addition to that issue, we discussed safety in the school and the general climate in the halls. We had a faculty meeting two weeks later and this same issue arose in that meeting. In response, two of our members created a Google Form to track incidents in the hallway that could provide the Administration with data regarding the frequency, severity, time, and location of the incidents in an effort to improve the climate. The general feeling amongst faculty was that the hallways are much worse than they have ever been and that writing referrals is a pointless act as they frequently result in no action being taken to discipline the student for disruptive or dangerous behavior. The administration cited that referrals are down this year, and many SHTA members responded that they have simply stopped writing them since they never see any result.
- I was provided with a list of teachers that had not submitted attendance over a four-day period. After some investigation, I found several problems with the list:
    - Many teachers reported that they had all students present during those periods where they were marked as having not taken attendance. I reinforced that you need to click the Save button, even if the entire class is present to avoid being put on this list. So despite the data being accurate in DASL, teachers were being looked at as having not done their job appropriately.
    - Some teachers were absent on those days and there were inconsistencies in having the data entered into DASL. Clearly the data must be entered prior to our return to school, and since substitutes do not have access to our DASL records, nor should they, we must rely on our attendance staff to enter the data for the substitutes. We do not know for certain if there is a protocol for who does this or how it is done, but I have asked Mr. Kuehnle to let me know when he finds out how this is handled internally.
    - Some teachers have errors in DASL in terms of the class periods assigned to them. One teacher was listed as not having taken attendance in her 5th period class, when she has no 5th period class.

- Our hope is that the administration is aware of the flaws that exist with the report, in that it provides a list of teachers that have not clicked *Save* on a given day, not on the number of teachers not recording their period attendance.

- The amount of online training that we have been asked to do has increased significantly over the past few years and a member has asked that we find out if this is a state requirement or if this is a district decision. We understand that we are being provided with time on our PD days, but we are still curious as to why all of these trainings are being mandated.

Support Teachers, Bonnie Gordon

- Attended the Brown Bag lunch, Teacher Advisory Committee with Superintendent Dr. Gregory Hutchings.
- Discussion about safety & behavior policies in different schools not being communicated with Dr. Hutchings.
- Teachers are discouraged from writing referrals.
- Behaviors issues are up
- Support Teachers are still listed as tutors/proctors/subs

Old Business

- None

New Business

- None

Good of the Order

- Thank you Angela Anderson for hosting the Rep. Council Meeting and providing such a delicious meal.
- Have a safe and happy Thanksgiving & Holiday Season.

Motion to adjourn meeting made by James Schmidt, seconded by Bob Bognar.
Meeting adjourned at 6:04PM

Respectfully submitted,
Darlene Garrison, Secretary

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

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

Silence is NOT Golden

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.

No matter what, it always comes down to language.

And we don't mean just the absence of language that constitutes the district's silence about the crimes of Tim Mitchell, silence rationalized by excuses unsurprisingly similar to those now offered in defense of Roy Moore, whose alleged assaults of adolescent females "happened 40 years ago" and thus are so distant that they are irrelevant to the integrity of the United States Senate. Mitchell's sexual abuse of a student, having occurred when Superintendent Dr. Gregory Hutchings was in high school, is thus irrelevant to the Shaker Heights community, apparently.

Nevertheless, amid that silence, teachers were confronted by students who asked, "Are they going to say anything about Mr. Mitchell?" Teachers knew the answer was "No," because these same teachers have been confronted previously by students who asked, "Are they going to say anything about the rape in the locker room? Are they going to say anything about the Instagram threat? Are they going to say anything about the racist Twitter post? Are they going to say anything about the gun the police were looking for on campus? Are they going to say *anything*?"

And in each of those cases, the answer was no, because silence is golden in Shaker Heights these days, despite now annual declarations that "it is not possible to over communicate."

So we wrote a statement, we teachers, in which we attempted to compensate for the absence of any official acknowledgement that students may be confused by their feelings or that they should now feel wary of us or that by remaining silent, we would be complicit in the district's calculated silence. While silence amid social media threats and conflicts can perhaps be defended, the district's silence after Mitchell was sentenced to prison for providing marijuana and alcohol to and having sex with a student is indefensible.

That silence speaks clearly to students.

To girls, it says, "Nothing abnormal happened today. A revered male teacher violated a female student, and you may now be uneasily reconsidering all of your interactions with him, but by refusing to acknowledge it, we are reminding you that such events are quotidien, that we are not going to make a fuss about them, and neither should you."

To boys, the silence says, "One of your male role models had sex with his female student, but by refusing to condemn him for this reprehensible crime, we are normalizing the culture of sexual harassment, assault and rape that surrounds women at school and at work, and you should not expect institutions or individuals to speak out against it in the future."

Whether desired or intended, these are the messages the district's silence conveyed. Even when you're silent, it all comes down to language.

Natalie Sekicky
English & Journalism Teacher, Shaker Heights High

Andrew Glasier
Social Studies Teacher, Shaker Heights High

Below is the text of high school SHTA members' statement, shared with members via email and intended to be read to students:

"We teachers acknowledge that students may have experienced and may continue to feel confusing emotions about what this former teacher did to a student. In particular, we recognize that students may feel their trust in teachers has been shaken. We also recognize that some who were Mr. Mitchell's students are struggling with both positive memories of their teacher and new knowledge of his crime.

Because of these complex and troubling feelings, and because silence on this matter may amplify those feelings or lead to misinterpretation, we want to tell our students clearly that:

- *Your mental and physical well being are among the most important priorities for teachers.*
- *Although Mr. Mitchell was our colleague, we do not accept, excuse or ignore his betrayal of student trust and safety. We condemn it.*
- *Teachers sign a statement of good moral character when they earn their licenses. We expect teachers to live up to those statements and to respect and maintain boundaries within teacher-student relationships.*
- *We don't want the Administration's silence about Mr. Mitchell's crime to lead students to think that their concerns are irrelevant or ignored. They are relevant and have been heard. His behavior in this crime was inexcusable, indefensible, and not normal.*

We teachers are here because we enjoy helping our students learn and grow. We want our students to feel comfortable talking to us about this or any matter that affects those goals. We want our students to feel free to discuss these issues further with their teachers or other adults at the high school if they have concerns."

SHHS SHTA Teachers





SHTA

Holiday Happy Hour

December 1, 2017

4:15 p. m.

Tavern Company

2299 Lee Road

Cleveland Heights



