IMPORTANT DATES

Tuesday, February 22 – SHTA tentative contract Voting Day

Tuesday, February 22 – Finance & Audit Committee

Saturday, March 5 – *A Night for the Red & White*

Monday, March 7th- SHTA Executive Board – Virtual

Monday, March 14th- SHTA Representative Council – Virtual Middle School

SHTA *news*

February 22, 2022

ISSUE #5

Message from the President

February feels like the longest, shortest month. We can begin to sense Spring, but we know we have weeks of cold weather left before we can get there. On the upside, we celebrate Black History month. We benefit from the achievements and contributions of African-American people every month, but this month we highlight those achievements and contributions both nationwide and as an Association.

This month we are reminded that Dr. Martin Luther King, Jr. on the day his life was taken, was in Memphis rallying for Memphis Sanitation Workers who were on strike. Dr. King was a champion of Civil Rights, Human Rights, and Workers Rights. His legacy, among other Black leaders such as A. Philip Randolph and Bayard Rustin, forwarded the Labor Movement in this country to an extent that we can never adequately acknowledge.

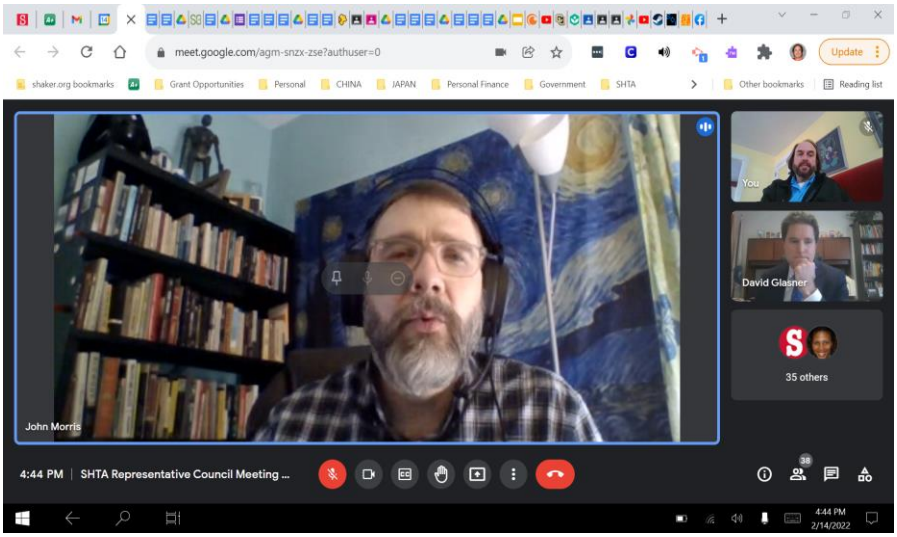
This month we will again feature on our social media platforms the great Black leaders in Labor History and the history of the Shaker Heights Teachers' Association. We would not be where we are today as a teachers' association without the incredible efforts of those African-American leaders who came before us and are still with us. It is an honor to celebrate Black History month.

February is also a busy month. I spoke with superintendent Dr. David Glasner weekly. I helped Publication Editor Andrew Glasier update the SHTA Facebook page. I also updated the Cuyahoga County Educator Summit Facebook page as well. I communicated regularly with Human Resources Director Barb Maceyak about personnel issues. I talked with SHTA Lawyer Susannah Muskovitz about member concerns. I met with Innovative Center Head Representative Linda Roth and Special Education Chair Tito Vazquez to discuss member issues. I conferred with Special Education Chair Tito Vazquez about member concerns. I met with Negotiations Team members throughout the month. I communicated with the SHTA Executive Board. I conferred with members and Dr Glasner about snow days. I attended the Insurance Committee Meeting with Professional Rights &Responsibilities Chairperson Mike Sears. I worked with a member on a leave issue. I communicated with members and administrators on Middle School safety concerns. I reported building parking blockages due to snow buildup to Chief Operating Officer Jeff Grosse. Thank to Jeff, Director of Buildings and

Grounds Dave Boyer, and Assistant Director of Buildings and Grounds Sean Brown for addressing the issue and making sure the lots were cleared over the weekend.

Finally, I am happy to say we have a tentative agreement we can vote upon later this month. I believe it sets a strong standard for our work together in the district moving forward. You can read more about it in the Salary-Tenure report later in this newsletter. Contract negotiations are one of our central responsibilities as the SHTA. It is my honor to help lead these efforts with our incredible Negotiations Team and with a collaborative and equity-centered administration. If I can help with any issues or answer any questions, please feel free to reach out to me at x6270 or morris_j@shaker.org.

Respectfully submitted,
John Morris



SHTA President, Dr. John Morris, speaks at the February SHTA Representative Meeting

VICE PRESIDENT'S REPORT

Everyone has been so busy lately and I hope you are taking care of yourself and enjoying some well-deserved "ME" time. On January 24th, I attended the general PTO Council meeting. Randi Nathenson, co-president of the PTO thanked our members for all of their hard work and dedication given to our students. What we do is greatly appreciated!!

For the month of January and into February, I was a participant on the Negotiation Team, representing SHTA. I also attended a meeting with the Shaker Schools Foundation to discuss the silent auction at *A Night for the Red and White*. SHTA's donation to the silent auction is titled, "A Night Out on the District": a Van Aken District taster with a chaser. SHTA will donate a beautiful gift basket filled with gift cards from the Van Aken Market District restaurants along with a couple of bottles of wine. A gift for the 21 and over crowd.

Members are encouraged to attend this year's *A Night for the Red and White*. We will be in-person at the newly renovated Landerhaven in Mayfield Heights. Tickets for staff members are priced at a discounted $140 which includes: dinner, dancing, student performances, a silent auction and three drink tickets. So, I hope to see you on Saturday, March 5th, 7:00 PM at Landerhaven. You may purchase tickets using this link: Red and White Staff Tickets

Members have been submitting their receipts for the SHTA Fellowship Grant. I encourage all Fellowship Grant recipients to forward receipts for their professional development to me, in order to receive your reimbursement.

If you have any questions, comments or concerns, please don't hesitate to contact me at ext. 4997.

Respectfully submitted,
Darlene Garrison

TREASURER'S REPORT

At our February SHTA Representative Council meeting our Superintendent Dr. David Glasner spoke about Forward Together, the collaboration of the city of Shaker Heights, the School District, and the Library to "develop a Facilities Master Plan." This could potentially involve major changes to the programs we offer our students, and no one knows better what's best for our students than us. Please take the time to educate yourself about the proposals, and then spread the word to other vested parties. The best way to ensure the changes are done right is to get involved.

I communicated this month with our Edward Hawkins accountants to work on our 2020-21 Audit. It should be finished sometime in April. I also submitted to our accountant's information for 1099 reports for a few of our vendors.

I have been reading some of the books suggested by Dr. Angela Goodrum, our Diversity, Equity, & Inclusion Committee Chair, the latest being So You Want to Talk About Race, by Igeoma Oluo. I was proud to be a part of the Negotiating Team the past few months meeting with the Administration. I hope the members appreciate the Diversity, Equity, & Inclusion emphasis included in our contract. I feel this contract gives us a chance to better serve our student population.

Respectfully submitted,
Bill Scanlon

EXECUTIVE BOARD REPORTS

PROFESSIONAL RIGHTS AND RESPONSIBILITIES REPORT

It was a pleasure to serve on the collective bargaining team for our association with John Morris, Lisa Hardiman, Darlene Garrison, Bill Scanlon, James Schmidt, David Klapholz, and Bonnie Gordon. It was also a pleasure to work closely with the administrative team as we followed a process known as Interest Based Bargaining (IBB). We agreed on a contract proposal with salary increases, a small increase in the third year for insurance premiums, and a commitment to diversity, equity, and inclusion. We also changed some contract language that allows for sabbaticals after five years and provides more opportunities to observe our colleagues teach. We added a sentence that allows teachers to request "support" for students with challenging behaviors. The sick day transfer program will continue for another contract and we added a pilot building committee program to help improve collaboration around changes to building operations from year to year. I strongly endorse the proposed contract, and encourage all members to vote for it on Tuesday, February 22.

During the past month, I attended an Insurance Committee meeting, assisted members with questions about FMLA, communicated with SHTA President Dr. John Morris about safety at the Middle School, and met with Middle School Principal Michelle Hughes and Middle School building representatives Jackie Abrams, Matt Klodor, and Erika Pfieffer about how to improve school climate. I also attended collective bargaining sessions and an Executive Board meeting. Middle School members asked me questions about the new evaluation system, which I discussed with the Executive Board and Evaluation Committee members Lena Paskewitz and Andrew Glasier. We agreed that we should allow for some flexibility as we all work through a new system this year. Finally, I met with Middle School Principal Michelle Hughes after a fight led to a Middle school employee being injured. I look forward to more collaborative work in the future with both the Middle School administrative leadership team and the Middle School SHTA building representatives and faculty to improve the school climate and ensure a safe and secure learning environment for all students.

Respectfully submitted,
Mike Sears, chairperson

EVALUATION COMMITTEE

Hello Everyone! I continue to work with Human Resources Director Barb Maceyak to co-facilitate the Evaluation Committee and support members with evaluation concerns. The transition to the Ohio Teacher Evaluation System 2.0 (OTES 2.0) and use of the Ohio Evaluation System (OES) will continue through this year and next as we improve our use of the OES platform and increase our focus on assessment and High Quality Student Data (HQSD) as part of the evaluation process. The Evaluation Committee will be working with Mindy Geschke of the Educational Service Center of Northeast Ohio on March 15 to learn about HQSD requirements and implementation. Please reach out to any committee member if you have specific suggestions or concerns regarding HQSD implementation.

I encourage you to access the highlighted link for evaluators and teachers on navigating the OES. Peer Evaluators should view the Principal Role video, in addition to the Teacher Role video. The videos are easy to scroll through for access to specific information, and they are fairly concise. If you still have questions about navigating OES after viewing the videos, please do not hesitate to reach out to any member of the Evaluation Committee for assistance. OTES 2.0 Resources

Below are the elements of Formal and Informal Evaluations and associated dates for your convenience. Please note - in the past, we have split Informal Evaluations into two 15-minute walkthroughs. OTES 2.0 calls for one 30-minute observation at any time during the year. Formal evaluations should include one holistic observation and one focused observation, in addition to at least two conferences and two walkthroughs. The following slide deck also provides a reminder of details of OTES 2.0. **EVALUATION POWERPOINT**

Thank you to everyone for doing your best to carry on with the requirements of evaluation under the circumstances we have been facing. I am thankful to my peer evaluation partner for supporting me over the last three years. Despite the challenges of a pandemic, we have continued to grow and improve our craft collaboratively to best support our students. I know we are not an exception.

Respectful Submitted,
Lena Paskewitz, Evaluation Chair

OTES 2.0 MIDYEAR REMINDERS
FULL EVALUATION CYCLE REQUIRED COMPONENTS

By [illegible] [illegible](IP(s) for suppor
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 10 [illegible]

LESS FREQUENT EVALUATION CYCLE (AKA Informal Evaluation) REQUIRED COMPONENTS

- **Professional Growth Plan** (PGP)
- One **observation of 30 minutes**
- One **conference** with discussion of progress on the Professional Growth Plan
- Final Holistic Rating Carried Forward (Accomplished or Skilled)

TIMELINES for OFF-CYCLE EVALUATIONS

Between Nov. 1 and May 1 **Formal Observation and Conference**
By May 10 **Final Summative Completed and Pinned**

SPECIAL EDUCATION COMMITTEE

This past month I attended and participated in the Black Teacher Taskforce general body meeting. I attended the SHTA Executive Board meeting. I participated in SHHS Building Equity Team Meeting. I collaboratively solved various concerns with the Director of Exceptional Children Elizabeth Kimmel in the 5th 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 and supported a member in a Fact-Finding meeting with and Director of Exceptional Children Elizabeth Kimmel and Director of School Leadership Dr. Erin Herbruck. I participated in the high school and middle school Exceptional Children Department meetings. I have communicated with Shaker Heights Exceptional Children Department Chairs over a variety of concerns in the district. I continue to work collaboratively with administrators, assistant principals and Exceptional Children Supervisor(s) K-6 Erin Dzolic and 7-12 Supervisor Jennifer Currie on various issues to improve the functionality and support to the student and educators in Exceptional Children Department in our district.

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

PAST PRESIDENT'S REPORT

Congratulations to the SHTA Negotiating Team for the Tentative Agreement that was reached with the Administration and Board of Education. Hopefully as you read this, the Agreement has been ratified by the membership. A three-year contract provides stability and continuity. This Agreement focuses not just on financial growth for members but also issues related to professionalism and it demonstrates the importance of having clearly articulated terms and conditions of employment. It is an example of the importance of a union!

I attended the January meeting of the Finance and Audit Committee and will attend the February meeting. I also attended the February meeting of the Board of Education and the Special Meeting on February 15. The February 15 meeting was a collaborative meeting with the Shaker Heights City Council and the Shaker Heights Library Board. The topic was the Forward Together initiative. If you have any opportunity to participate in this initiative, please provide the schools, city, and library with your input. Right now, the engagement has been quite modest. Considerably more input is needed for this to become a viable vision for the future in Shaker Heights.

I assisted with the editing of the SHTA newsletter.

As I have said before, I do appreciate the opportunity to serve the members of the Shaker Heights Teachers' Association. Thank you, Dr. John Morris, for allowing me to continue to serve the members of the SHTA.

Respectfully submitted,
Becky Thomas, chairperson

SOCIAL COMMITTEE

Please mark your calendars for our annual District Recognition Reception on Wednesday, May 25, 2022. This event will be held at 3:45 p.m. in the High School Upper Cafeteria. We are excited to celebrate our colleagues' accomplishments and years of services to our district and retirements! We are planning to livestream the event for those who wish to view this event from home.

Respectfully submitted,
Selena Boyer, Chairperson

POLICY COMMITTEE

In light of the newly negotiated contract that our association will be voting on in the upcoming week, our focus this month will be on BY-LAW V - STANDING COMMITTEES, I. Salary-Tenure Committee:

2. SHTA Negotiating Team a. Composition The Chair of the Salary-Tenure Committee shall assume the duties and responsibilities of chief negotiator during all SHTA negotiations with the school board. The chief negotiator will be responsible for the appointment of at least two additional members of the SHTA Negotiating Team. If the chief negotiator is from the secondary level, then one of the two additional members must be from the elementary level. If more than two additional members are appointed, then every effort should be made to include a representative sampling from the various buildings in the school system. In no case may the total membership of the SHTA Negotiating Team exceed the limitations found in the Agreement.

We should recognize the time and effort of our Association's negotiating team, whom without their efforts, we would not enjoy and maintain the benefits we have and often take for granted. If you see one of our negotiating team members, give he or she a pat on the back!

Respectfully submitted,
Tim Kalan, Chairperson

MEMBERSHIP/ELECTIONS COMMITTEE.

Hello Everyone,
Payroll deduction for SHTA dues began with the October 1st paycheck - $33 per pay for 10 pays. Most of our members' payment for dues will be complete after the February 16th paycheck deduction. 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 Rimedio

Respectfully submitted,
Chante Thomas, chairperson

DIVERSITY, EQUITY & INCLUSION COMMITTEE

As we continue our journey through African American History Month, I am reminded of how far we have to go on this road to equality. I continue to read and review books that give insight to addressing systemic racism that is our plaquing our communities and nation. I become more aware of the implicit bias that people of color have to endure each day in the workplace and community. It is my hope that the books I share will give one tools to be vigilant in the battle to combat racism.

This week I am sharing *PUSHOUT: The Criminalization of Black Girls in Schools* by Monique W. Morris. This book is gripping and heart wrenching, it opens up dialogue with black girls who are categorized and eventually pushed out, suspended and expelled out of education. The story behind each young black girl gives a clearer understanding of what happens once they are no longer in school. It is a tragic loss to society. The one major takeaway is the need to start programs as early as kindergarten before they become violent, abusive, non-compliant and pushed out. I would like to see a scholar's program in our district for young girls as early as five

years old. Many programs are interventions and not proactive. Give these young girls a light that will shine and will not be extinguished by society's ills.

Respectfully submitted,
Angela Goodrum

SHTA ST COMMITTE

The Support Teachers are incredibly grateful to the negotiating team and everyone involved in reaching the tentative contract agreement. We would like to especially thank SHTA President Dr. John Morris and former ST head negotiators Monica Triozzi and Bonnie Gorden who started the process and kept it going. It is a great relief to know that we no longer need to fight to be recognized as teachers. Thanks to all who helped to make this happen.

Respectfully submitted,
Margaret "Peg" Rimedio, Chairperson

SHTA PAC COMMITTEE

There are plenty of fights to fight right now in education. Ohio House Bill 322 and House Bill 327 are two bills of major concern for education by censoring and restricting how teachers can discuss divisive issues in K-12 classrooms. Please take a few moments to let your representative know these bills are not acceptable by filling out this form.

Wednesday, February 23 @ 7 pm The Heights Coalition for Public Schools is sponsoring the virtual Vouchers Hurt Ohio Forum. You need to sign-up to get the zoom link. We will send out a flier about this event with the registration link.

We continue to update the PAC FB page. Please encourage others to join the page and check out all of the great articles.

Respectfully Submitted,
Cathy Grieshop and Jessica O'Brien, Political Action Committee Co-chairs

NEW TEACHER COMMITTEE

Greetings colleagues. I hope you are doing well and that things are going smoothly in your classrooms and buildings. For those of you that submitted documentation in the fall, salary reclassification was recognized in your November 16th check and tuition reimbursement was issued Jan 31, 2022. Should you have any questions regarding observations, evaluations or any other issues or concerns, please do not hesitate to reach out to me.

I hope you enjoyed the days off for the long President's Day weekend and did something to recharge yourselves. "*The function of education is to teach one to think intensively and to think critically. Intelligence plus character- that is the goal of true education."* Dr. Martin Luther King, Jr. You do this every day, so keep doing what you do! You are appreciated!

Respectfully Submitted,
Wendy Lewis

PUBLIC RELATIONS COMMITTEE

Greetings SHTA members. Thank you for your generous support and commitment to showing your solidarity. Members purchased 114 shirts and raised $342.00 for the PAC of the SHTA. SHTA shirt sales have come to an end. Orders will be processed and printed over the next three weeks. Once printing is complete, I will send labeled packages to head representatives at each building. Please distribute shirts to members. Thank you for your assistance.

Respectfully Submitted,
Bob Bognar

OCCUPATIONAL HEALTH & SAFETY COMMITTEE

There have been two changes to the district's COVID Contact Tracing Policy and Protocols.

From the District:

COVID-19 Contact Tracing Update

As of 1/26/22, per an order from the Ohio Department of Health, the District is no longer required to conduct contact tracing when notified of a positive student or staff COVID-19 case. Under the new guidelines, local boards of health may request assistance with contact tracing when an outbreak or cluster of cases is identified.

The requirement for school districts to report cases to the board of health within 24 hours has also been replaced with a requirement to report all cases for the week by the close of business each Friday. More information will follow regarding notification requirements to families and staff for a positive case.

Update to COVID-19 Protocols

Over the past several weeks, Shaker Heights and Cuyahoga County have seen a dramatic drop in the COVID-19 case rate. So far this week (Week of 2/14/22), the District has received notification of only one case.

While our protocols have been necessary during times of increased COVID-19 spread, it is also important to ease these during low transmission periods within our community. Many other area schools and school districts are adjusting their protocols accordingly. Additionally, the CDC has indicated it may loosen its mask guidance in the coming days.

Therefore, due to the significant decrease in cases, the District plans to adjust the following guidelines beginning **Tuesday, March 1:**

PreK-12: Masks will be optional for students, staff, visitors and volunteers while indoors.

Bus Riders & Transportation Staff: Per federal public transportation guidelines, masks will continue to be mandatory on all school buses, including for field trips and extracurricular activities.

Please note, per current CDC and ODH guidance, any student or staff member who returns to school following a COVID-19 diagnosis and five-day isolation period is required to wear a mask for five days in lieu of a 10-day quarantine. Students who have been exposed as a close contact of an individual with COVID-19 are also required to wear a mask for 10 days under the State of Ohio's Mask-to-Stay policy to be eligible to continue to attend school.

This change in guidance is dependent on continued low COVID-19 case rates within our schools and our community. Accordingly, families and staff should continue to report any COVID-19 cases through the District's COVID-19 Case Reporting Google Form.

As the number of cases continues to decline, we are hopeful that a return to normalcy is on the horizon. If the number of cases were to suddenly increase, we would expect the district to react appropriately in the face of such news.

Respectfully Submitted,
James Schmidt, Chairperson

SICK DAY TRANSFER COMMITTEE

There are four members currently enrolled and benefitting from the Sick Day Transfer Program. These members have expressed their sincere gratitude to everyone who has donated sick days to keep them from having to go to unpaid status. We are hopeful that by the time this goes to "print," the contract has been ratified and we are able to extend this benefit to our members for several more years to come.

Respectfully Submitted,
James Schmidt, Chairperson

LEGAL AID COMMITTEE

I collaborated with SHTA President Dr. John Morris, SHTA Shaker Middle School Head Representative Jacklyn Abrams, SHTA Chairperson for Exceptional Children Education Tito Vasquez and the Shaker Middle School Administration.

Respectfully submitted,
Jeremy Bishko

LEGISLATIVE COMMITTEE

EdWeek has an article describing the current state of legislation that directly impacts what teachers can teach. Republicans in many states are continuing to intensify limits on how race and gender are treated in the classroom. These restrictions on curriculum include discussion topics, phrases, books, and activities. In some cases, the legislation is being called "parents' rights", and in many cases teachers can be sued for crossing the line. Also *Chalkbeat* has a report on the increase in US laws that restrict the teaching of history and race.

In the Ohio House Committee of Primary and Secondary Education is HB 529. If passed, this would require online posting of your syllabus.

Also, in committee Ohio House Bill 290, "The Backpack Bill" (it's not as friendly as it sounds). This bill would take dollars, from local taxes, and send them to whatever private school a student chooses. It would create a huge financial problem for Ohio public schools.

Policy Matters Ohio is reporting on the teacher shortage due to COVID. Ohio Senate Bill 1 was signed by Governor Mike DeWine; it will let districts hire substitute teachers who do not have a college degree. The

federal government is allocating 9 billion dollars for teachers, substitutes and busses through the American Rescue Plan (ARP).

The Ohio Capitol Journal has an article about funding the arts education in a time of COVID.

The Plain Dealer is reporting on the redistricting in Ohio. The Ohio Supreme Court has already ruled that an early draft did not meet the legal standards, so the Ohio Redistricting Commission is tasked with trying again.

Important state elections that will happen this year include: the race for Governor of Ohio (incumbent Republican Mike DeWine is running) and the race for the US Senate seat from Ohio (Rob Portman, the Republican incumbent, has announced that he is not running).

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

Respectfully Submitted,
David Klapholz

SALARY TENURE COMMITTEE

I am pleased to announce we have a tentative three-year contract.

Here are some highlights from the tentative agreement:

There will be a 3% increase to the base salary in 2022 (retroactive to January 1). There will be a 2.25% increase to the base salary in 2023. There will be a 2.5% increase to the base salary in 2024. Included with these increases is language that recognizes specific performance expectations. You will receive steps for education and/or experience if you are eligible. The index for the salary schedule will remain unchanged.

Three total additional days will be added to the contract years, two (2) days for 2023-2024 and one (1) day 2024-2025, for Diversity, Equity, and Inclusion training and programming. These days will be paid to each member at an additional per diem. The additional days cease (or sunset) at the end of this contract.

The employee percentage of the health care premiums will remain at 13% for 2022, and 2023. There will be a 1% increase to 14% in 2024. Otherwise, all benefits stay the same.

The Support Teacher bargaining unit has been folded into SHTA. All certified teachers who have been hired by the district as Support Teachers are now Teachers and under the SHTA contract.

Initial sabbatical eligibility has been reduced from seven (7) years of service to five (5) years of service to allow our new teachers an earlier opportunity to take advantage of this benefit.

A Building Committee structure will be piloted across the district to allow members more collaboration opportunities with administrators.

A classification will be added for Professional Development Leave where teachers can observe their peers' classes.

The Sick Day Transfer Program will continue as a pilot for the duration of this contract.

I am very grateful to the hard work and dedication of the negotiating team: Darlene Garrison (Woodbury – Vice President), Lisa Hardiman (Mercer - Secretary), Bill Scanlon (High School - Treasurer), Mike Sears (Middle School - Personal Rights and Responsibilities), Dave Klapholz (High School - Legislative Chair), Bonnie Gordon (High School/Woodbury - Support Teacher), James Schmidt (High School - Sick Day Transfer Chair) and our Association attorney, Susannah Muskovitz. The Interest Based Bargaining process was cooperative; however, it was still very intense. I am grateful for a district negotiations team that was as committed to a strong agreement as we are. Each member of the team helped make this agreement possible. Thank you for your support.

Respectfully Submitted,
John L. Morris Salary Tenure Chair, Chief Negotiator and SHTA President

MINUTES FOR THE REPRESENTATIVE COUNCIL MEETING

SHTA President, Dr. John Morris started the February 14, 2022 Rep. Council Meeting at 4:30PM. The meeting took place via Google Meet.

Mr. Eric Juli, Principal at Shaker Heights High School welcomed SHTA membership. He referenced a math article that noted that we are in the 100th week of teaching and learning in this pandemic. He said we are all faced with an impossible situation but we are figuring out how to do it. What we're doing is nothing short of heroic. He thanked everyone for all the hard work.

MINUTES from the January 10, 2022 Representative Council meeting were approved by the majority of attendees.

Administration Report

Dr. David Glasner, Superintendent was present for the Representative Council Meeting. He echoed what Mr. Juli said. Dr. Glasner presented information on the Forward Together facilities planning process. As of now, there are two concepts: Concept A has a centralized K-5 school on the middle school site; a 6-8 building on the Onaway/Woodbury site; and a new high school on the same site where it is presently located. Concept B rebuilds the elementary schools (Mercer, Lomond, and Boulevard) and they remain in their neighborhoods; a middle--years (5-8) school would be built on the Onaway/Woodbury site, and a new high school. There will be numerous opportunities to hear more about these concepts and to give input. Dr. Glasner then answered questions.

Barbara Maceyak, Director of Human Resources was present for the Representative Council Meeting.

- Taking steps to address the substitute shortage including:
    - Using Morning Deploy--piloting eight of them
        - Will combat late call-offs
        - Will help fill numbers of substitutes needed
        - Will pay more -- Since they are willing to go wherever they're needed they get paid $160 per day which is $20 more than other substitutes
- March 1st deadline for teachers applying for job sharing and reduced time
- Interviewing for an assistant for Diversity, Equity, and Inclusion Director.
- Will see postings for teaching positions of retiring teachers
- Jumpstart will be advertising for summer positions.

P.T.O. Report

Michelle Jones, P.T.O. Co-President was present for the Representative Council meeting.

- Promoting *A Night for the Red & White*
- Getting people connected
- Looking to fill positions in schools and on council. Contact them if you know anyone who is interested.

Officers' Reports

President, John Morris

February is also a busy month.

- I spoke with Superintendent Dr. David Glasner weekly.

- I helped Publication Editor Andrew Glasier update the SHTA Facebook page.
- I also updated the Cuyahoga County Educator Summit Facebook page as well.
- I communicated regularly with HR Director Barb Maceyak about personnel issues.
- I talked with SHTA Lawyer Susannah Muskovitz about member concerns.
- I met with Innovative Center Head Rep Linda Roth and Special Education Chair Tito Vazquez to discuss member issues.
- I conferred with Special Education Chair Tito Vazquez about member concerns.
- I met with Negotiations Team members throughout the month. I communicated with the SHTA Executive Board.
- I conferred with members and Dr Glasner about snow days.
- I attended the Insurance Committee Meeting with PR&R Chair Mike Sears.
- I communicated with members and administrators on Middle School safety concerns.
- I reported building parking blockages due to snow buildup to CFO Jeff Grosse.
- Thanks to Jeff, director of buildings and grounds Dave Boyer, and assistant director of buildings and grounds Sean Brown for addressing the issue and clearing the lots over the weekend.

Vice President, Darlene Garrison

- Attended Executive Board meeting for the month of February.
- I was a participant on the Negotiation Team for SHTA during our January and February meetings.
- On January 24th, I attended the 2nd PTO meeting of the school year. Co-president Randi Nathenson thanked teachers for their dedication and hard work given to our students in Shaker Heights.
- Attended monthly meeting with the Shaker Schools Foundation to discuss the silent auction for A Night for the Red and White.
- Reimbursed SHTA Fellowship recipients when their receipts were submitted.
- On February 11th, I met with Dr. Marla Robinson, Chief Academic Officer along with SHTA members; Lisa Hardiman, Mike Sears, and James Schmidt to discuss West Wind.

Secretary, Lisa Hardiman

THE FOLLOWING SHTA MEMBERS HAVE BEEN CHOSEN FOR THE DRAWING AND WIN THE PRIZE CONSISTING OF TWO TICKETS TO A NIGHT FOR THE RED & WHITE ON SATURDAY, MARCH 5TH AT THE DRIFTWOOD CATERERS AT LANDERHAVEN:

- NICOLE CICCONETTI (MERCER)
- SARAH DAVIS (HIGH SCHOOL)
- YVONNE HORSTMANN (HIGH SCHOOL)
- MARYL HARING (HIGH SCHOOL)

THANK YOU TO EVERYONE WHO PURCHASED TICKETS AND CONGRATULATIONS TO ALL WINNERS!!

- Along with SHTA's negotiating team and administrators, participated in contract negotiations at the administration building
- Attended Black Teachers' Task Force general body meeting
- Organized SHTA's Drawing for tickets to *A Night for The Red & White*
- Attended Teacher Advisory meeting at administration building
- Reading Diversity, Equity, and Inclusion chair, Angela Goodrum's book recommendation, ***So You Want to Talk About Race***

- Attended a meeting to discuss West Wind with Chief Academic Officer, Dr. Marla Robinson, Professional Rights and Responsibilities chair, Mike Sears, Treasurer, Bill Scanlon, Vice President, Darlene Garrison and High School Head Rep, James Schmidt.

Treasurer, Bill Scanlon

- Working with accountants
- Paying bills
- Participated in contract negotiations meeting at the administration building
- Reading Dr. Angela Goodrum's book recommendation ***So You Want to Talk About Race***.
- Can use Venmo for some SHTA transactions

Building Representative Reports

Boulevard— Cathy Grieshop

- I talked with Principal Neal Robinson about the need for more paraprofessionals in our building to help with extreme behavioral and learning issues. He assured me that this is being addressed.
- Thank you from Boulevard to the Negotiating Team for all of your time and hard work during negotiations.

Fernway—Tori Goldfarb

- No Report

Lomond--Jill DiPiero

- No Report

Mercer--Nicole Cicconetti

- Continued to communicate regularly with members via emails & in person
- Continued to communicate regularly with Principal Roneisha Campbell
- Thank you to members who purchased Red & White tickets to support SHTA

Onaway—Paula Klausner (Tim Kalin reporting)

- Spoke with Principal Eric Forman about building issues
- Discussed queries about contractual issues and pupil contact time

Woodbury— Stacey DeYoung

- Speaking with Principal Tiffany Joseph one or more times every week
- There are a lot of issues that need to be addressed

Middle School—Erika Pfeiffer

- Incidents of violent/physical behavior are increasing at SMS. At least four separate occurrences took place last week, one of which resulted in a serious injury to an adult.
- Staff is very concerned about safety and security, and many express strong feelings about being blamed for student behaviors.
- Principal Michelle Hughes held a staff meeting on Friday to provide what information she was able to regarding the major incident and to take some faculty questions.

High School—James Schmidt

- A member new to our salary schedule said that when Human Resources was trying to determine the correct place on the salary schedule for her, she was told that she would not be placed at "Masters" because, "her degree was not in education." I cannot find that stipulation anywhere in the contract and wondered if anyone here had heard of this happening to anyone else or could provide more information.
- Our recent grievance has been resolved to the satisfaction of our members who signed the grievance. We look forward to the administration continuing to address our concerns and solving building issues that we indicated in the grievance.
- Thanks to high school maintenance personal Kevin Ivey, the High School maintenance staff, assistant director of buildings and grounds Sean Brown, director of buildings and grounds Dave Boyer, and CFO Jeff Grosse for maintaining our parking lots and removing all of the snow that accumulated over the past few weeks.
- We are experiencing an issue with parking because students are parking along the street in the area designated as permit parking only. We have staff who travel between buildings or have a reduced time schedule who face issues when arriving at work later in the day. We look forward to the administration working with the police to address these issues.
- Principal Eric Juli formed a committee of teachers to help determine our schedule for next year. SHTA is well represented on this committee and we look forward to a schedule that is beneficial for students, supported by teachers, and within the bounds of our contract.

Innovative Center--Linda Roth

- I met with SHTA President Dr. John Morris, IC Coordinator Matt Simon, and Chairperson for Exceptional Children Tito Vazquez on January 20, 2022. This was a collaborative, positive, and informational meeting about how and why the IC teachers' assignments and responsibilities differ from teachers at main campus.
- More students are joining the IC every week and our semester two learning schedule and expectations are running smoothly. This week, IC students will begin work on their Purpose Project pitches and we are excited about how our students will collaborate to strengthen the mental health and wellbeing of our community.

Executive Board Reports

Publications—Andrew Glasier

- Updated Facebook and Twitter accounts
- Posted Black History Month information on Facebook. Included *The Divine Nine*
- Sent emails to members about T-Shirt orders and tentative agreement
- Worked with Director of School Leadership Erin Herbruck

Evaluation - Lena Paskewitz

- Dealing with HQSD and what it needs to look like. Hopefully it will go smoothly
- Difficult year with new OES with evaluators and administrators using the system
- If anyone needs help, let Andrew Glasier or I know.

Membership and Elections-Chante Thomas

- Tuesday, February 22nd is the vote for the ratification of the contract. The vote will be virtual.

Policy-Tim Kalan

- Attended teacher evaluation meeting

- Assisted member with possible grievance

Public Relations-Bob Bognar

- SHTA President Dr. John Morris commented that the new choices in T-Shirts and hoodies are really nice.

Diversity, Equity and Inclusion-Angela Goodrum

- This month's book recommendation is ***Pushout: The Criminalization of Black Girls in Schools***. This book has impacted me like no other book has.

Special Education-Tito Vazquez

- This past month I attended and participated in the Black Teacher Task Force general body meeting.
- I attended the SHTA Executive Board meeting.
- I participated in SHHS Building Equity Team Mtg.
- I collaboratively solved various concerns with the Director of Exceptional Children, Elizabeth Kimmel in the 5th 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 and supported a member in a Fact-Finding meeting with Director of Exceptional Children Elizabeth Kimmel and Director of School Leadership Dr. Erin Herbruck.
- I participated in the high school and middle school Exceptional Children Department meetings.
- 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, assistant principals and Exceptional Children K-6 Supervisor Erin Dzolic and 7-12 Supervisor Jennifer Currie 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

- Collaborated with SHTA President Dr. John Morris, SHTA Shaker Middle School Head Representative Jacklyn Abrams, SHTA Chairperson for Exceptional Children Education Tito Vasquez and the Shaker Middle School Administration

Legislative-Dave Klapholz

- Due to teacher shortage, some places will not be requiring a college degree to be a substitute teacher
- There is legislation that could limit discussions about race and gender in the classroom.

Past President-Becky Thomas

- Attended the January meeting of the Finance and Audit Committee and will attend the February meeting.
- Attended the February meeting of the Board of Education and will attend the Special Meeting on February 15.
- Assisted with the editing of the SHTA newsletter.

Social-Selena Boyer

- Attended Black Teachers' Task force meeting
- Planning for an in-person district recognition reception on May 25th.

Professional Rights and Responsibilities-Mike Sears

- Attended collective bargaining sessions, the executive board meeting, and an insurance committee meeting.
- I met with SHTA Secretary Lisa Hardiman, SHTA HS Head Representative James Schmidt, SHTA Vice President Darlene Garrison, and Chief Academic Officer Dr. Marla Robinson about West Wind. I also spoke to SHTA President Dr. John Morris about security concerns at the Middle School, met with the Middle School building reps. and the Middle School Principal Michelle Hughes about safety and security.

Support Teachers-Peg Rimedio

- The Support Teachers are incredibly grateful to the negotiating team and everyone involved in reaching the tentative contract agreement. We would like to especially thank Dr. John Morris and former ST head negotiators Monica Triozzi and Bonnie Gordon who started the process and kept it going. It is a great relief to know that we no longer need to fight to be recognized as teachers. Thanks to all who helped to make this happen.

Occupational Health and Safety-James Schmidt

There have been two changes to the district's COVID Contact Tracing Policy.

From the District:

COVID-19 Contact Tracing Update

As of 1/26/22, per an order from the Ohio Department of Health, the District is no longer required to conduct contact tracing when notified of a positive student or staff COVID-19 case. Under the new guidelines, local boards of health may request assistance with contact tracing when an outbreak or cluster of cases is identified.

The requirement for school districts to report cases to the board of health within 24 hours has also been replaced with a requirement to report all cases for the week by the close of business each Friday. More information will follow regarding notification requirements to families and staff for a positive case.

Updates to COVID-19 Protocols

Given the recent drastic and sustained decrease in cases both within our schools and surrounding community, the District is considering modifying the Districtwide mask mandate in coming weeks. Should we feel conditions allow for a modification to this policy, an announcement will be made to all staff, faculty, students and families.

We continue to strongly encourage all eligible students and adults to get vaccinated and layer protection with other COVID-19 prevention methods.

The District is working to update our online COVID-19 Health & Safety Guidelines.

Sick Day Transfer-James Schmidt

- There are four members currently enrolled and benefitting from the Sick Day Transfer Program.
- AA - Sick Day Donation Form

PAC of the SHTA-Cathy Grieshop

- Working on Facebook page

Salary Tenure-John Morris

We have a tentative three-year contract. Here are some highlights from the tentative agreement.

- There will be a 3% increase to the base salary in 2022 (retroactive to January 1). There will be a 2.25% increase to the base salary in 2023. There will be a 2.5% increase to the base salary in 2024. Included

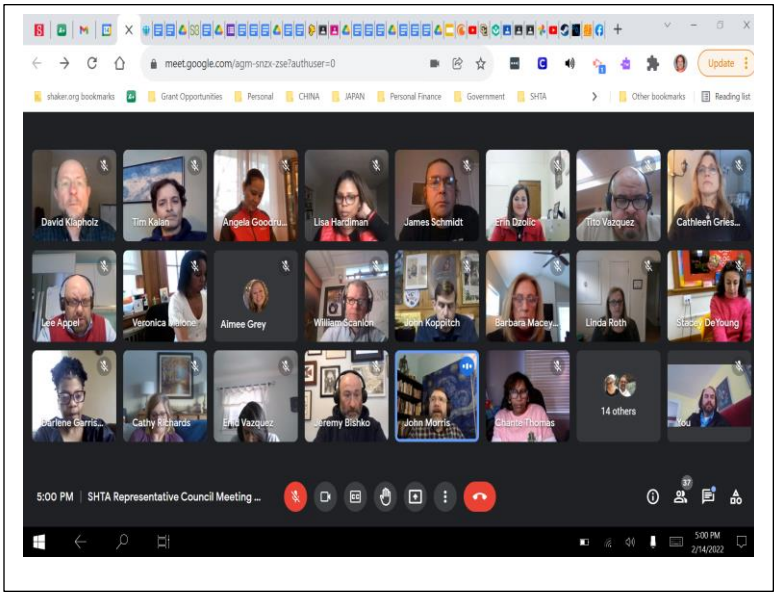
with these increases is language that recognizes specific performance expectations. You will receive steps for education and/or experience if you are eligible. The index for the salary schedule will remain unchanged.

- Three total additional days will be added to the contract years, two (2) days for 2023-2024 and one (1) day 2024-2025, for Diversity, Equity, and Inclusion training and programming. These days will be paid to each member at an additional per diem. The additional days cease (or sunset) at the end of this contract.
- The employee percentage of the health care premiums will remain at 13% for 2022, and 2023. There will be a 1% increase to 14% in 2024. Otherwise, all benefits stay the same.
- The Support Teacher bargaining unit has been folded into SHTA. All certified teachers who have been hired by the district as Support Teachers are now Teachers and under the SHTA contract.
- Initial sabbatical eligibility has been reduced from seven (7) years of service to five (5) years of service to allow our new teachers an earlier opportunity to take advantage of this benefit.
- A Building Committee structure will be piloted across the district to allow members more collaboration opportunities with administrators.
- A classification will be added for Professional Development Leave where teachers can observe their peers' classes.
- The Sick Day Transfer Program will continue as a pilot for the duration of this contract.

I am very grateful to the hard work and dedication of the negotiating team: Darlene Garrison (Woodbury – Vice President), Lisa Hardiman (Mercer - Secretary), Bill Scanlon (High School - Treasurer), Mike Sears (Middle School - Personal Rights and Responsibilities), Dave Klapholz (High School - Legislative Chair), Bonnie Gordon (High School/Woodbury - Support Teacher), James Schmidt (High School - Sick Day Transfer Chair) and our Association attorney, Susannah Muskovitz. The IBB process was cooperative; however, it was still very intense. I am grateful for a district negotiations team that was as committed to a strong agreement as we are. Each member of the team helped make this agreement possible.

Old Business - None
New Business-None
Good of the Order-None
Motion to adjourn the meeting was made by James Schmidt. It was seconded by Aimee Grey.

Respectfully submitted,
Lisa Hardiman



The February SHTA Representative Council held virtually for safety

What is the Priority?

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Time for teaching and learning has been taken away from our schedule this year. Moving recess away from the lunch hour and making teachers in charge of recess time is NOT beneficial for learning in the school day. We are trying to cover an enormous amount of curriculum into an increasingly short day. We are attempting to reach all children to help them experience as much success as possible. The addition of the lunchtime activity time and teacher-supervised recess has eliminated two and a half hours from instructional time weekly. Every day I feel the loss of this time. I need the two and a half hours back to accomplish what is expected of me and to help my students accomplish what is expected of them. The talk of 'Raider Time' before school seems silly when the time is available in the regular school day which could easily be put back into the schedule.

I enjoy being outside with my students during our half-hour recess, although I am a very expensive recess supervisor. It is my understanding that our administration has observed fewer problems and behavioral referrals during recess since the teachers have taken over supervision of this time. Elementary classes are rotating where they play outside each day. I believe that with proper training of consistent lunch/recess supervisors and with classes still staying in their groups outside, incidents would be down from pre-pandemic behavior referrals. Also, there needs to be an extra person on the playground. When I have a student, who has to go to the bathroom or the nurse, I have to walk away from the class for a minute while I head to the door with the child. I find this very unsettling.

The idea that the students are still learning during the lunch activity time is not correct. We can assign unfinished work or put students on the computer hoping that they will do what they are supposed to, but they will not be getting the same instruction that they would get with their teacher in the classroom. I accepted these recess changes last year when we were figuring out how to function in school during a pandemic. This year all I am feeling is the loss of valuable teaching time.

I can't figure out what the priority is here. Is it the possibility of fewer playground problems, or is it to have more time for teaching and learning? My vote is for more teaching and learning time.

Cathy Grieshop
1st Grade Teacher, Boulevard Elementary School

GRATITUDE

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I was incredibly inspired by Andrew Glasier's editorial in the January 2022 SHTA Newsletter. One way or another, this darkness has got to give.

I am thankful for Kevin Thomas' daily stops in my room every morning.
I am thankful for Rachel Luthy for being such a principled, kind human.
I am thankful for Addie Tobey for being so patient and caring.
I am thankful for Jennifer Weisbarth for her professionalism and deep knowledge base.
I am thankful for Rhonda West for her perpetual sunny outlook.
I am thankful for Erin Herbruck for teaching me that it's always about student achievement and for being approachable and relatable.
I am thankful for Greg Thompson for our always interesting conversations.
I am thankful for James Dean for being so hard working and accommodating.
I am thankful for Lena Thompson-Brown for being so energetic and kind.
I am thankful for Adam Fletcher for having a "spot-on" take on things.
I am thankful for Janel Parsons for being one of the best humans I have ever met.
I am thankful for Tom Flood for his willingness to collaborate and hard work.
I am thankful for Leslie Burdine for having one of the best *Hey Bishko* I have ever heard.
I am thankful for my students for appreciating (or pretending to) like my horrible jokes.
I am thankful for my students for teaching me as much as I hope I teach them.
I am thankful to have my students as my students.
I am thankful for John Koppitch for reaching out when others do not.
I am thankful for Jenna Peltz for always being there.
I am thankful for Pat Hitchens for always cutting through the smoke and mirrors.
I am thankful for Maria Helton who is genuinely kind, erudite, and capable of Jedi mind tricks.
I am thankful for Linda Watson for having such a big heart.
I am thankful for Kelly Bailey for being a source of sanity and clarity when things are insane and opaque.
I am thankful for Andrew Glasier for his unintended guidance and love of trees, Raoul Duke and not roads.
I am thankful for John Morris for demonstrating the mastery of nuance in every interaction.
I am thankful for Sarah Knebel for always knowing what needs to be known.
I am thankful for Michael Summers for his unending support of the students.
I am thankful for Mike Schwenn for being the best mentor one could ever wish for, except for filing taxes.
I am thankful for James Schmidt for being more me than me and his love of the best bands ever.
I am thankful for Mike Sears for his meandering journey to the truth.
I am thankful for David Glasner for his deep desire to see teachers improve their craft for the benefit of the students.
I am thankful for Barb Maceyak for consistently being an advocate of educators.
I am thankful for Emily Rucker who made my hip replacement much less stressful and for her love of dogs.
I am thankful for Dale Whittington for being one of the smartest and down to earth administrators I have ever collaborated with.
I am thankful for the fantastic families that are eager to partner with me and recognize how hard things are right now.
I am thankful for Regina Canady for "getting it".
I am thankful for Rob Senor who has a serious appetite for advocating for what's right.
I am thankful for Tim Richards for his love of solidarity.

I am thankful for Beth Caglsey for her undying care for the students.
I am thankful for Jackie Abrams for her desire for improvement.
I am thankful for the Third Wing teachers who are united in their work towards a better MS community.
I am thankful for Peggy Caldwell for always showing class.
I am thankful for Miata Hunter exemplifying the power of a Shaker education.
I am thankful for John Moore for his upbeat, positive demeanor and big teacher heart.
I am thankful for Dexter Lindsey for breadth of knowledge and dedication to improving Shaker Heights.
I am thankful for Doug Myles for his clear assessments.
I am thankful for our school board for trusting me to teach many of their kids and their hard work towards making Shaker better.
I am thankful for Holli Rapose for being a fantastic teammate.
I am thankful for all the administrators who work with us to support the students.
I am thankful for everyone who is working to make where we work a kinder, more caring community.

Jeremy Bishko, Middle School Science Teacher, Shaker Alumni

We All Need Due Dates

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Last week, I gave my first homework assignment of the semester to my Asian Studies: Japan course. The students had two days to complete a 200-word reflection on a quote of their choice from the *Hagekure: The Way of the Samurai.* Of 65 students, only 19 turned in their homework on time.

The current policy at Shaker Heights High is that we do not penalize students for late work. The justification is that learning is more important than compliance and task completion and that we want our students to learn how to self-advocate and manage their time. While I understand the argument, I feel this is misguided and not based on research or the teachers' experience.

While I agree learning is more important than compliance and task completion, task completion is essential to provide feedback. Feedback is essential to learning a skill. All skills are learned through a cycle of continuous instruction, practice, and feedback. Deadlines allow teachers to provide immediate feedback so students can make small adjustments. Most assignments build on each other. Immediate feedback allows for us to make sure a foundational skill is solid before continuing to build on it. If students do not meet incremental deadlines and instead turn in all of the work on the last day (which has happened to me on several occasions, often copied from other students), there is no opportunity for course correction. We have effectively set up a system where students complete work without fully grasping foundational skills. Instead of receiving sequential instruction and feedback, students' understanding of additional skills is undermined by the significant amount of time between instruction and advice, and the delayed feedback is rendered ineffective. Is this not failing our students, especially those that need to understand the material the most?

Right now, some of our students are really struggling without the structure of deadlines as a support. They are not completing work in a timely manner that allows for meaningful feedback. What teachers are seeing is students falling behind in one or more of their classes, getting overwhelmed, not knowing where to start, and struggling to catch up. Providing students with the opportunity to redo an assignment or test would be much more effective right after the skills or concepts were taught rather then ten weeks later when they finally turn it in, and the class has moved on. Deadlines allow teachers to systematically scaffold supports as we gauge understanding of topics covered.

We do want our students to learn how to self-advocate and manage their time. Self-management is a skill students need to learn. Would it be better if we were explicitly teaching and scaffolding these skills over time to increase their success instead of an abrupt change as we are experiencing right now? We could create a plan or system that over the four years students are at the high school, we are gradually building up to time management and self-advocacy. A systematic approach with deadlines and consequences helps students to these skills.

In the real world, you have to complete tasks on time. As teachers there are consequences for completing tasks late. Recently, when I failed to create parent conference slots on Google Calendar, I reached out to my colleague, Amanda Ersek, for help in completing the task so that it could be completed. I needed help, I reached out to a colleague, and completed the task on time. If I'm struggling with something, I need to advocate for myself. I have had to learn to say I need support. These are skills I learned over time. For our students, high school is the real world. If we do not teach these skills, are we not making things more difficult for students in school? They fail to complete the tasks, in multiple-classes, leaving them farther behind and unable to catch up. They have not learned to reach out, meet with teachers, receive feed-back, and complete tasks on time.

Having deadlines with a potential point deduction does not mean students cannot redo an assignment, project, test, etc. to make up missed points based on immediate feedback. These principles are not mutually exclusive. No teacher in this district has the primary goal of taking away as many points as possible. Teachers want to be able to give quality feedback in a timely manner to students so they can maximize their learning. Consequences now are very low. A missed point is very different from a failed college course that costs another $4000 to take again.
AG

Reference:
Kehrer. P., Kelly. K., & Heffernan, N. (2013). *Does Immediate Feedback While Doing Homework Improve Learning.* Florida Artificial Intelligence Research Society

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