## IMPORTANT DATES

**Tuesday, January 23:** BOE Work Session

**Thursday, January 25:** BOE Finance & Audit Committee Meeting

**Monday, February 5:** SHTA Executive Board Meeting

**Monday, February 12:** SHTA Representative Council Meeting @ SHHS


# SHTA news

January 22, 2018

**ISSUE NO. 4**


# Message From the President

Happy 2018, SHTA Members! It's a pleasure to return to our students, our schools, and our colleagues. It is my hope that as you read this we have ratified our latest three-year contract. I am proud of Our Negotiations Team and the effort they put in through Interest Based Bargaining to negotiate a strong contract with the district's negotiations team. We believe that the advances we have made in maternity leave, adoption leave, a pilot sick day donation program, and a standing supplemental contract committee will go a long way towards improving our lives as professionals and increase our ability to teach our students in a supportive, humane, and collaborative environment. We are also pleased that our increases keep us competitive in attracting and retaining the best and brightest Shaker teachers.

I would be remiss in not thanking our assistant chief negotiator and Vice President Matt Zucca, Our Secretary Darlene Garrison, Our Treasurer Bill Scanlon, Woodbury Member Wendy Lewis, Legislative Chair Dave Klapholz, Professional Rights and Responsibilities Chair Mike Sears, High School Head Representative James Schmidt, and Association Lawyer Susannah Muskovitz for their commitment to Our Negotiations Team. I would also like to thank Past President Becky Thomas for her work behind the scenes in helping prepare our financial analysis and in assembling the materials necessary to share with the membership for the ratification vote. It is truly a pleasure to work with these fellow professionals. Their commitment has been a constant inspiration through this process.

I would also like to acknowledge the district's negotiations team and Superintendent Dr. Gregory Hutchings for helping to maintain a forward thinking and collaborative negotiations process. As you know, Dr. Hutchings is leaving for a new job as Superintendent in his hometown of Alexandria, Virginia on June 30th. Dr. Hutchings introduced large scale Interest Based Bargaining to our negotiations process three years ago. IBB has made our negotiation process a more collaborative, professional, and forward-thinking endeavor. We wish Dr. Hutchings the best as he takes the next step forward and we recognize the positive impact he has had on our district through our negotiations process.

It's been a busy two months. I attended the Professional Learning for Instructional Leaders (PLIL) meeting. I met with new interim Human Resources Director, Dr. Lois Cavucci. I attended our Winter Happy Hour successfully organized by Selena Boyer. I communicated regularly with Dr. Hutchings. I attended a Middle School Building meeting. We still need another representative to help John Koppitch at the Middle School. I communicated with Dr. Breeden on the upcoming audit of the district's gifted program. I met with the Cuyahoga County Educator Summit Steering Committee. I asked Bill Scanlon and Andrew Glasier to

attend the January 25th State Board Presentation.

Our Negotiations Team and Administration reached a tentative Agreement on January 9th. I sent out a joint announcement that I worked on with Kristen Miller from the district's Communications Department. I emailed out Tentative Agreement language, Housekeeping language, and Salary Schedules with the help of Past President Becky Thomas. I fielded questions from members. I communicated with our lawyer, Susannah Muskovitz. I facilitated a Tentative Agreement Q&A Meeting on Wednesday, January 17th at Middle School along with the Negotiations Team and Our lawyer. We held a ratification Vote Monday January 22nd at all our schools.

It is an honor to serve another year as President of the Shaker Heights Teachers' Association. I am excited to continue our work together representing the professional educators of Shaker Heights. Please contact me with questions or concerns as we start another year as the educators of Shaker Heights. I am always here to help.

***Respectfully submitted,***
***John Morris***

**SHTA President John Morris speaks at the January Representatives meeting @ Mercer School.**



# Reports from the Executive Board

## VICE PRESIDENT'S REPORT

Happy New Year! Welcome back, I hope everyone enjoyed a restful break and is back into familiar routines, reconnecting with students and colleagues.

As a member of the negotiating team, I have had the privilege to work with some wonderful and gifted members from the SHTA. During the four-month process, the team worked on bringing the concerns of the SHTA to the administration. The collaborative process came together in the tentative agreements we voted on Monday. I am proud of the work we did and the resolve we had to negotiate a fair and improved contract. I would like to thank the team, led by SHTA President Dr. John Morris, for all their hard work.

I would like to thank the members from Lomond who attended the SHTA listening tour. SHTA Secretary Darlene Garrison and I will continue the building meetings into the new year. We will be coordinating these events with head building representatives. We look forward to hearing from you and seeing how we can best serve our membership.

As Teacher Liaison for *A Night for the Red and White,* I have been soliciting donations to the Red and White Silent Auction. I encourage members to think of ways they can donate to the auction; donate as an individual or team up with a colleague. This year any member who donates will have their name entered into a drawing to win a ticket to the event. I want to thank those of you who have already made a contribution to the Silent Auction. The SHTA's donation this year will be passes to the Cleveland Museum of Art, the Cleveland Botanical Garden, and the Cleveland Natural History Museum.

I would encourage everyone to purchase a chance to win tickets to *A Night for the Red and White*. The money raised from these tickets will help the Association cover costs associated with our support of the event. Please see your building representative(s) for tickets. Thank you again for your generous support and contributions. *A Night for the Red and White* continues to provide substantial gifts to the Shaker Heights City Schools and its students.

I would like to remind the recipients of the SHTA Fellowship to submit receipts for reimbursement.

***Respectfully submitted,***
***Matthew Zucca***



**SHTA Vice President Matt Zucca at the January Representatives meeting @ Mercer School.**

## TREASURER'S REPORT

The negotiation process went longer than we hoped (we would've liked to have finished before the last contract ended), but it was productive and constructive throughout. Being part of the Negotiating Team is an honor that permits me to serve the membership as a whole. I love being a part of that, knowing what I'm doing is in a small way helping out every teacher in the district. It's the same reason I enjoy my role as treasurer so much.

During this round of negotiations we used a hybrid of Interest-Based Bargaining, a process that allows for more discussion and less "lawyering." I think this was a major factor in arriving at the agreement we did. It allowed both sides to discuss issues without making demands or laying blame. It also allowed us to get to know some of the administrators on a more personal basis than we would have otherwise. This seemed healthier and more productive than other negotiating options, and I appreciated the cooperation of everyone involved.

Every member of the team contributed in his or her own way, but one person needs to be highlighted, and that is SHTA President Dr. John Morris. His calm demeanor, even at times when we knew he was upset, was reassuring to our entire team. He has a steady hand that is always focused on the interests of the members of the Association. We are lucky to have him guiding our ship.

I would also like to comment on our outgoing superintendent Dr. Gregory Hutchings. He and I have sometimes butted heads. We've had stern "discussions" where we adamantly disagreed. But working with him through the negotiations process was a very pleasing experience. He was enjoyable to work with and was continuously focused on what was best for the students and for the District. And finishing up with five years of his leadership, we have, what I consider to be, two consecutive fair contracts. I thank him for his work with the SHTA and wish him well in Virginia.

The current financial report is attached.

***Respectfully submitted,***
***Bill Scanlon***



**SHTA Treasurer Bill Scanlon explains our budget at the January Representatives meeting @ Mercer School.**

Shaker Heights Teachers' Association
Profit and Loss Standard 01/17/18
July 1, 2017 through January 15, 2018

| | Jul 1, '17 - Jan 15, '18 |
|---|---|
| Income | |
| Income | |
| Member Dues | 96,810.00 |
| Total Income | 96,810.00 |
| Investments | |
| Edward Jones-Fees & Charges | -3,340.84 |
| Key Investments Income | 34.58 |
| Change in Value in Edward Jones | 69,615.18 |
| Total Investments | 66,308.92 |
| Other Types of Income | |
| Miscellaneous Revenue | 100.00 |
| Total Other Types of Income | 100.00 |
| Total Income | 163,218.92 |
| Expense | |
| Operations | |
| Accounting | |
| Banking | -553.82 |
| Accounting - Other | 95.00 |
| Total Accounting | -458.82 |
| Compensation | 21,344.50 |
| Conferences & Meetings | 1,587.82 |
| Executive Board | 333.59 |
| Fellowships & Grants | 1,290.98 |
| Insurance | 5,944.00 |
| Legal | 700.00 |
| Negotiations | 8,891.38 |
| Officers' Expenses | 107.99 |
| Payroll Taxes | 309.49 |
| Public Relations | 1,236.00 |
| Publications | 1,296.92 |
| Social | 1,051.76 |
| STRS (TPO Contribution) | 2,988.23 |
| Total Operations | 46,623.84 |
| Total Expense | 46,623.84 |
| Net Income | 116,595.08 |

Shaker Heights Teachers' Association

Balance Sheet Standard 01/17/18

As of January 15, 2018

| | Jan 15, '18 |
|---|---|
| ASSETS | |
| Current Assets | |
| Checking/Savings | |
| Key Investments2 | 45,736.84 |
| Key Bank (checking) | 121,172.21 |
| Total Checking/Savings | 166,909.05 |
| Other Current Assets | |
| Edward Jones 13760-1-1 | 501,064.68 |
| Edward Jones 13768-1-3 | 697,909.77 |
| Total Other Current Assets | 1,198,974.45 |
| Total Current Assets | 1,365,883.50 |
| TOTAL ASSETS | 1,365,883.50 |
| LIABILITIES & EQUITY | |
| Equity | |
| Opening Balance Equity | 53.69 |
| Retained Earnings | 1,249,234.73 |
| Net Income | 116,595.08 |
| Total Equity | 1,365,883.50 |
| TOTAL LIABILITIES & EQUITY | 1,365,883.50 |



# *EXECUTIVE BOARD REPORTS*

## PROFESSIONAL RIGHTS AND RESPONSIBILITIES REPORT

During the past month, I assisted the Middle School head building representative John Koppitch on several concerns brought to him by the members. He recently took on this new position, and the building is still short-handed. We are trying to recruit another member with a continuing contract to assist on a regular basis. The other two representatives are serving as alternates. I also attended an Insurance Committee meeting in December. I assisted members with questions about maternity leave and health insurance changes.

I attended three collective bargaining sessions. My experience on the team for collective bargaining was positive. The Interest Based Bargaining model brings people together in a collaborative process that would be difficult to achieve with traditional bargaining. Who knows? Maybe teachers and administrators can be friends. I would like to take this opportunity to thank Superintendent Dr. Gregory Hutchings for his service to Shaker Heights. While his vision around continuous improvement and teacher accountability may have made our jobs more difficult, he has also rewarded us for our efforts with fair labor agreements. I wish him the best as he moves to Alexandria in June.

***Respectfully submitted,***
***Mike Sears, chairperson***

## EVALUATION COMMITTEE

Welcome back after a much needed break! I hope you all had time to relax, spend time with family, and celebrate holidays!

Last week, I met with Lois Cavucci, our interim Human Resources director. We discussed the history of the Evaluation Program and Committee, as well as the Peer Evaluation Program. I look forward to continuing the collaborative nature of the committee with Lois this year.

By the end of the month, all teachers who are in a Formal Evaluation cycle should have their January Formative meeting. Informal Observation data should be included on the Performance Rubric. All forms should be uploaded to eTPES.

As a reminder, teachers in an Informal Evaluation cycle will have two 15-minute Informal Observations during the year. The Informal Observation form should be used for both observations.

**Peer Evaluators**, please let me know if your eTPES account does not accurately reflect your current evaluator, or if you don't have access to your partner's account, upon reading this newsletter. HR has been notified of needed changes and is working to make updates. I have also communicated to HR the need for administrators to be reminded to follow the agreed upon protocols for evaluation. Please send me an email with any specific issues that need to be remedied, as they arise.

***Respectfully submitted,***
***Lena Paskewitz, chairperson***

## PAST PRESIDENT'S REPORT

Since the last Newsletter in November, I attended meetings of the Insurance Committee and the Board of Education. I also assisted in preparation of the packet that was distributed for Negotiations. It continues to be a pleasure to assist President John Morris and the SHTA.

***Respectfully submitted,***
***Becky Thomas, chairperson***

## POLICY COMMITTEE

This months focus on our constitution concerns - **Article X** Membership voting:

*Major policy decisions regarding membership, whether initiated in Representative Council or proposed at a general meeting of the Association, shall be approved only through means of secret balloting in the individual buildings. The majority of votes cast shall constitute the will of the membership.*

Soon we will have a vote to ratify the contractual agreement negotiated by our Association and district administrators. Your building representatives will provide voting ballots to SHTA members (not SHTA ST, which is a separate bargaining entity). If you have any questions concerning the contract or voting, you may ask your building representative or me.

***Respectfully submitted,***
***Tim Kalan, Chairperson***

## MEMBERSHIP/ELECTIONS COMMITTEE

Greetings and Happy New Year! Our organization has 465 SHTA and SHTA ST members! Here is the breakdown by building:

| | |
|---|---|
| Boulevard | 29 SHTA and 3 SHTA ST members |
| Fernway | 27 SHTA and 1 SHTA ST member |
| Lomond | 33 SHTA and 5 SHTA ST members |
| Onaway | 32 SHTA and 3 SHTA ST members |
| Mercer | 30 SHTA and 4 SHTA ST members |
| Woodbury | 67 SHTA and 8 SHTA ST members |
| Middle School | 68 SHTA and 6 SHTA ST members |
| High School | 140 SHTA and 7 SHTA ST members |
| District | 1 SHTA member. |

Membership has its privileges, so please help us out by reporting name changes or any significant events that will affect the accuracy of the SHTA directory. Membership forms can be found on our website at shtaweb.org. If you need to reach out to me, my email is thomas_c@shaker.org.

***Respectfully submitted,***
***Chante Thomas-Taylor, chairperson***

## TEACHER EDUCATION COMMITTEE

Happy New Year to everyone! I hope that you have had a restful winter break.

Tuition reimbursement forms were due December 1, 2017 to Kiki Stout in the Human Resources Department. These funds are for coursework taken for credit during the 2017 calendar year. Each year the due date for these forms is the same, December 1st. Please keep this date in mind for any future tuition reimbursement.

During this time of teacher evaluations, please feel free to upload any evidence and forms into eTPES whenever possible.

***Respectfully submitted,***
***Lisa Hardiman, chairperson***

## LEGISLATIVE COMMITTEE

The New York Times reports (***Supreme Court Will Hear Case on Mandatory Fees for unions***) that the US Supreme Court will hear a case this spring that has big implications for organized labor, especially unions of public employees.

Currently, non-union employees that work in the public sector (teachers are an example) have the same contract as union employees. Some unions (not the SHTA) collect a fee from the non-union employees to pay for contract negotiations and the management of the contract. These unions depend on this source of income to do their work. At the core of this case is the requirement that some non-union employees pay the unions for this service.

Many observers expect this court to strike down this requirement. Doing so would likely take away much of the strength of unions of public-sector employees.

***Respectfully Submitted,***
***David Klapholz***

## SHTA ST COMMITTEE

Various issues have been reported by Support Teachers throughout the District. The most important of these is the fact that Intervention Specialists and English Language Support Teachers are working side by side with "full" teachers, doing exactly the same work (and being asked to do extra work in at least one case, attending ETR meetings and writing IEP's for students not on her caseload), for much less pay.

The Intervention Specialist Support Teachers in the HS Intervention Lab have commented several times, including last spring, on the problem of flimsy dividers separating I-Lab groups. On at least two occasions, the dividers have fallen over and nearly missed injuring students. The situation has been addressed by removing dividers, which can make it even more difficult for these students with special needs to focus.

The Study Hall Support Teacher has also let administrators know several times that far too many students have been assigned to Study Hall in his room during certain periods, exceeding the fire safety limit by more than five persons. In the large Study Hall, which was often staffed by subs during the Fall Semester and which also regularly exceeds the number of persons allowed by the fire code, there have been continual reports of misbehavior, including sexual harassment of students by other students. The administration is cognizant of these problems but they, too, have not been resolved.

There remains no permanent solution to the problem of In-School Support staffing during periods 9-10 at the HS.

Finally, there have been irregularities reported in the evaluation process, with principals on occasion skipping over pre- and/or post-evaluation meetings.

***Respectfully Submitted,***
***Bonnie Gordon***

## SHTA PAC COMMITTEE

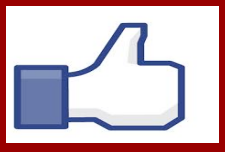
"If you want to feel good, you have to go out and do some good." –Oprah Winfrey

I volunteer with two separate groups who work to feed homeless people. After working with these groups, I always leave, beaming with a smile, finding the above quote true. There are many groups of people taking action around us. I discovered one group on Facebook and the other group at my church.

Our community is filled with opportunities to a take action to help others. This week, the Shaker community worked together at the MLK Day of Service. Saturday, January 20th there are Women's Marches in downtown Cleveland and around the country. Doing good can be getting involved with a volunteer group or as simple as helping a neighbor shovel their driveway or saying hello as you walk by strangers. Doing good can be expressing your voice and calling your local, state and federal representatives to make your opinion heard.

Doing good feels good to us and to others. We all can take action and make a difference in our own way.

***Respectfully Submitted,***
***Cathy Grieshop***

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

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

# MINUTES FOR THE REPRESENTATIVE COUNCIL MEETING

## January 17, 2018, Mercer School

**SHTA President, John Morris** started the January 16th, 2018 Rep. Council Meeting at 4:32PM. **Mr. Lindsay Florence, Principal of Mercer Elementary School** welcomed SHTA members to Mercer, "Happy New Year and have a great meeting."

**Steve Smith and Nicole Cicconetti** introduced the newest member of their family, Connor Stephen Smith.

**MINUTES** from the November 13th Rep. Council meeting were accepted. Motion to accept minutes made by James Schmidt & Seconded by Tod Torrence.

**Administration Report**
**Dr. Breeden** from central office was present at the Rep. Council Meeting along with **Dr. Hutchings** arriving a few minutes later.
Dr. Breeden introduced the new Interim Director of Human Resources, Dr. Lois Cavucci. She is thrilled to be here with us and ready to learn from all of you.

**Dr. Hutchings, Superintendent**

- January Board will share their next steps for the process of finding a new Superintendent.
  - -Firm search or Interim
  - -Community likes to be involved as well as teachers.
- Preparing for the next 5-year Strategic Plan. Will be getting the committee together in the next couple of months. Same structure for committee members.
- Last day June 30th and I will be giving 100%. The integrity that I have, I will give Shaker 100%.

**PTO Report**
***No PTO Representative Present – No report was shared***

## Officer's Report

***President, John Morris***

- Happy New Year!
- Attended PLIL.
- Met with new interim HR Director, Dr. Lois Cavucci.
- Communicated regularly with Dr. Hutchings.
- Attended Middle School Building meeting. We still need another representative to help John Koppitch at the Middle School.
- Communicated with Dr. Breeden on audit of the district's gifted program.
- Met with CCES leadership.
- Asked Bill Scanlon and Andrew Glasier to attend 1/25 State Board Presentation at PJ McIntyre's.
- Negotiations, Negotiations, Negotiations
- Thanks to Matt Zucca, Darlene Garrison, Bill Scanlon, Wendy Lewis, Dave Klapholz, Mike Sears, James Schmidt, and Suzannah Muskovitz.
- TA Meeting on Wednesday, January 17th at Middle School from 4:15 to 6.
- Ratification Vote Monday January 22nd at schools.
- Tentative Agreement met yesterday 1/9/18
- Sent out joint announcement.
- Sent out TA language, Housekeeping language document, and Salary Schedules with the help of Past President Becky Thomas.
- Fielded questions from members.

***Vice President, Matt Zucca***

- Busy working on Negotiations…Thank you to the Negotiating Team, a great group of dedicated, committed and creative professionals. John Morris, thank you so much for your guidance and leadership.
- Working on Fellowship Grant Disbursements. Reps, please tell members to turn in their receipts.
- Will continue to schedule Listening Tours with Darlene. First tour was done at Lomond Elementary School in December.
- Please consider making a donation to the Silent Auction for the Night for the Red and White, it is a way to reach out to the community. We are trying to increase staff member donations.
- Night for the Red and White is on Saturday, March 10th at the Hilton Downtown Cleveland. Becky Thomas had an idea to hold a raffle for two tickets to the event for staff members who donate to the Silent Auction.

***Secretary, Darlene Garrison***

- Please be sure to sign the attendance sheet going around.
- Please take an active role and sell raffle tickets for the Red and White Event. All money and ticket stubs are due to me by Thursday, February 8th. We will pull names on Monday, February 12th at rep. council meeting. Two members will be selected to win two tickets for the Red and White Event at the Hilton Downtown Cleveland on Saturday, March 10th.
- Had a rewarding experience working on the Negotiating Team.

***Treasurer, Bill Scanlon***

- Attended SHTA Happy Hour Social.
- Met with accountant to square things away with audit, working on paperwork. Tax forms done and signed for last fiscal year.
- Worked on the Negotiating Team and was very happy with the agreement.
- Passed out and shared the Profit & Loss Standards Sheet along with the Balance Standard Sheet.
- Investment Money is about 1.3 million and things are looking nice.

## Executive Board Reports

***Past President, Becky Thomas***

- Attended the Board of Education Meeting.
- Attended Insurance Committee Meeting.
- $1.7 million was returned to the General Fund (Roof at Middle School) from Bond.

***Teacher Education, Lisa Hardiman***

- Answered questions for a few members.
- Participated in Instructional Rounds.
- Attended the 3rd Brown Bag Lunch.

***Membership/Elections, Chante Thomas-Taylor***

- Ballots will be passed out.
- Contract vote will be held on Monday, January 22nd.
- Please get ballots to Darlene Garrison at Woodbury by 4:15PM on Monday.

***Policy, Tim Kalan***

- Participated in a day of service.
- Working with Community Association.

***Public Relations, Bob Bognar(absent) – Report given by John Morris***

- T-shirts and order forms are coming out. New this year, you will be able to use your credit cards.

***Legislative, Dave Klapholz***

- U.S. Supreme Court, Public Unions case this Spring.

***Evaluation, Lena Paskewitz***

- Met the Interim Director of Instruction, establishing a working relationship.
- January Formative extended until Friday, January 19th.
- Issues with the evaluation process, please tell members we need to hear specifics in order to take it to the Director of Human Resources.

***Publications, Andrew Glasier***

- Ugly Sweater winner is Mary Bourisseau from SHHS.
- Wednesday at Midnight newsletter submissions are due.

***Legal Aid, Cathy Grieshop***

- Attended the third Brown Bag lunch.
- Saturday, January 20th is the Women's March Downtown.

***Social, Selena Brown***

- Selena and Baby Sasha, well wishes sent your way. Congratulations on your beautiful bundle of joy.

***Professional Rights and Responsibilities, Mike Sears***

- Participated in Negotiations, great experience, successful and had a great time working with great people.
- Nice to see new things come up in the contract.
- Attended Insurance Committee Meeting.
- Attended Winter Happy Hour.
- Assisted Building Reps. at the middle school.

***SHTA ST, Bonnie Gordon***

- Various issues have been reported by Support Teachers throughout the District. The most important of these is the fact that Intervention Specialists and English Language Support Teachers are working side by side with "full" teachers, doing exactly the same work (and being asked to do extra work in at least one case, attending ETR meetings and writing IEP's for students not on her caseload), for much less pay.

- The Intervention Specialist Support Teachers in the HS Intervention Lab have commented several times, including last spring, on the problem of flimsy dividers separating I-Lab groups. On at least two occasions, the dividers have fallen over and nearly missed injuring students. The situation has been addressed by removing dividers, which can make it even more difficult for these students with special needs to focus.

- The Study Hall Support Teacher has also let administrators know several times that far too many students have been assigned to Study Hall in his room during certain periods, exceeding the fire safety limit by more than five persons. In the large Study Hall, which was often staffed by subs during the Fall Semester and which also regularly exceeds the number of persons allowed by the fire code, there have been continual reports of misbehavior, including sexual harassment of students by other students. The administration is cognizant of these problems but they, too, have not been resolved.

- There remains no permanent solution to the problem of In-School Support staffing during periods 9-10 at the HS.

- Finally, there have been irregularities reported in the evaluation process, with principals on occasion skipping over pre- and/or post-evaluation meetings.

## Building Reports

***Boulevard, Angela Anderson***

- Inconsistent repairs of restrooms in the building, plumbing issues. Problems in staff lounges, kindergarten restroom. Was told that the coldness was the cause of the lack of repairs, pipes could freeze.

***Fernway, Andree Hassell***

- No Report.

***Lomond, Steve Smith***

- No Report.

***Mercer, Cathy Richards***

- Nicole Cicconetti thanked Cathy for taking over as building head rep. during her maternity leave.
- The Computer Lab was transitioned out, the desktops were replaced with chromebook carts.
- A few members had questions concerning the Google Test…If a member does not pass the test, will there be an issue with their job?
    - You have until 2019 to pass the Google Test.
    - No one will lose their job or have any disciplinary action.

***Onaway, Paula Klausner***

- Kindergarten Intervention Specialist/Support Teacher had a massive caseload; there will be more information from Bonnie Gordon in her report.

***Woodbury, Lee Appel***

- No Report.

***Middle School, John Koppitch***

- We are working with administration on creating an adequate working space for the world language dept. There are three staff members who still do not have a location to lock up valuables and tests, a personal desk, or a personal computer. We have been working on this concern with administration since the end of November.
- There were staff concerns over the handling of a locker clean out/rapid dismissal fire drill and the lack of administration presence.
- There are staff concerns about the discipline procedures regarding students with whom the MIT program doesn't seem to be working.
- We are working with administration to alter the design of a classroom in which a staff member was injured.
- Mike Sears has been helping out with the representative work as we continue to search for (1) more active rep.

***High School, James Schmidt***

- Worked on the Negotiations Team, truly a rewarding experience.
- A grievance was filed at the high school, a resolution was reached, it just took some time.



***Old Business***

- None

***New Business***

- Dr. Hutchings – Thank you for Negotiations, very professional and they advocated for the teachers. We all respected one another, a group of phenomenal teachers. They were dedicated and genuinely care about the well being of our children. We have always had a relationship and thank you.

***Good of the Order***

Thank you Mercer Building Reps. for hosting our January meeting.
Aimee Grey thanks the negotiating team.

**Next Rep. Council meeting is scheduled for Monday, February 12th at the High School**

Motion to adjourn meeting made by Tim Kalan, seconded by Andrew Glasier
Meeting was adjourned at 5:41PM

***Respectfully submitted,***
***Darlene Garrison***



**Congratulations to Mary Bourisseau, high school counselor, our winner of the SHTA 2017 Ugly Holiday Outfit Contest!**

**Mary wore outfits for four days in a row this year!**



**Newest SHTA Representative Connor Smith with his parents, Steve Smith (Lomond) and Nicole Cicconetti (Mercer) at the January Representatives meeting @ Mercer School.**



**SHTA Representative Council at the January Representatives meeting @ Mercer School.**



**SHTA Officers at the January Representatives meeting @ Mercer School.**

## *MOVING FORWARD*

***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.***

Trust comes in endless shades. I have a solid sense of trust in all of you, who are both my colleagues and my daughter's teachers. If one of you ever gave her your personal cell phone number, I probably wouldn't spare it a moment's thought.

At least, I wouldn't have thought twice about it before last fall, when Shaker IB Diploma Programme director and SHHS Individuals and Societies teacher Tim Mitchell went to jail for having sex with a student. He plead guilty to child endangerment.

My trust in you is a default setting - different from, for instance, the shade of trust I would have with someone I sit next to at a Cavs game. But that doesn't mean that all of you are my BFFs. And now, after Tim, my senses are heightened; my observations of the men who are around my daughter, whatever their age and status, have grown sharper. I will be listening and watching, when she comes back from the eighth grade Washington, D.C. field trip, for signs that something happened that she might be under pressure not to talk about. There are endless shades of trust, and sometimes they melt into shades of distrust.

What Tim did was an obvious violation of the trust that's needed to make school work. Other, more everyday examples of this glaring breach of trust might be a locker theft, or when a student struggling to get upstairs to her next class has her breast squeezed by someone coming the other way. Yet most of our interactions - as teachers, as colleagues, as people - are not that clear cut. Does it count as "sexual harassment" when a male student is breathing down the neck of a female student as she rummages through her locker? Does it qualify when a male administrator tells a female teacher to "sit there and look pretty" while he does something else? What about when a teacher playfully slaps a student on the back and says, "Get your butt into class, the bell's about to ring"? Or when a coach does something similar?

This is not just an issue for older kids. When my daughter was in second grade at Lomond, a little boy was telling girls that they were now his girlfriend and taking them behind the bushes to kiss on the mouth during recess. I ended up having "The Talk" with her years before I thought I would have to. Those of you who work in the elementary schools, do you see any shades of grey in your students' behavior? And if so, how do you handle it?

Our responses to breaches of trust where sexuality is involved are in flux right now. A summing up of **The Year Of #MeToo on NPR** acknowledges how woefully unprepared we all are to react appropriately to **toxic masculinity** in our midst. And the shades of grey about traditional gender roles in romance and sex **continue to roil society**. Are you confident about what steps to take when you witness problematic behavior in a student or colleague? Do you know what to do if you are at the receiving end of it? What is your own degree of trust that your concerns will be heard with an open mind, that there's no need to fear for the quality of your working relationships - or for the security of your job? To be honest, my answers to these questions are: somewhat, no, and not very high.

In a recent article about **a NY Times/Morning Consult survey** on how men conduct themselves at work, Dr. Vicki Magley of the University of Connecticut is quoted as saying, "Research finds that sexual harassment occurs when it is tolerated — that is, when policies are not enforced and when incidents are not taken seriously." How would you personally rate the sexual harassment tolerance level in your building, among

the staff, students, and administration? What is your degree of trust that our policies are being enforced? Do you know, in detail, what those policies are? If so, how did you find out? If your experience is anything like mine, you took a yawningly obvious 10-question multiple-choice test through *MyLearningPlan*, and assumed that that was as far as you needed to go.

It's not far enough.

Here at the High School, Principal Jonathan Kuehnle has initiated a Strategic Plan team, currently titled "Respect For All" (of which I am co-chair along with Individuals and Society teacher Bryan Elsaesser), to address this issue. Our first step was to develop a survey that will be given to all HS students in the next couple of weeks. We need to discover the scope of the problem in our building. We want to know how many students feel that others have breached their trust with sexualized comments, physical intimidation, touching or worse - or if they have witnessed such incidents. We want to know where it happened and when, how frequently and for how long. We want to know what students did when they saw it or when it happened to them, and whether they told an adult at school about it. We want to know whether there *is* an adult at school whom they would trust with this information.

So far, there are no plans to survey the teachers. That is not, and should not be, up to us. But it should be part of the District's response to the uproar about professional misconduct through sexual harassment that is taking place at every level of society. And it should be carried out in close cooperation with the SHTA.

Joining the RFA team has been the most disheartening yet empowering experience I have had since coming to Shaker in 2009. While I am aghast to learn that students regularly experience this kind of misbehavior at school, I am filled with pride at the thoughtfulness and energy of every team member - staff, administrators, parents, and students - as we participate locally in the national discourse about how we treat the people beside whom we work. Everyone on the team is devoted to strengthening and protecting our learning community. We all want to change the culture.

Shaker Heights is at the forefront of so much in public education. Unfortunately, that includes the #MeToo movement: the Tim Mitchell case became a continuing story on **the pages of the *Shakerite*** a few weeks before the **first Harvey Weinstein exposés came out in the *Times*** and the ***New Yorker.*** I know of no place better suited than Shaker to lead the way in terms of how we deal with breaches of trust in the form of sexual misconduct at school. Let's make standing up for our own boundaries, and respecting those of others, an integral part of the Shaker Experience for everyone. Let's turn #MeToo into "#Me?Never!" - for all of us.

***Bonnie Gordon***
***ISS Coordinator, SHHS***
***SHTA ST***

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

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

## *ELECTION RESULTS ADDENDUM*

### January 22, 2018 SHTA CONTRACT RATIFICATION VOTE RESULTS

| School | Accept | Reject |
|---|---|---|
| High School | 106 | 0 |
| Middle School | 55 | 0 |
| Woodbury | 61 | 1 |
| Onaway | 31 | 0 |
| Mercer | 28 | 0 |
| Lomond | 23 | 0 |
| Fernway | 22 | 0 |
| Boulevard | 27 | 1 |
| TOTAL | 353 | 2 |
| PERCENT PASSAGE | 99.4% | |



**Thank you to our SHTA 2017 Negotiation Team: Top row from left to right: Mike Sears, Wendy Lewis, Darlene Garrison, Bill Scanlon, James Schmidt & David Klapholz. Seated from left to right: Matt Zucca, Dr. John Morris and lawyer Susannah Muskovitz.**