SHAKER HEIGHTS TEACHERS' ASSOCIATION

April 1971
Editor, Burton Randall

SHTA NEWSLETTER No. 10

FROM THE PRESIDENT'S DESK:

On Friday, April 16, 1971, you the teachers of Shaker Heights once again reaffirmed your commitment to excellence in education here in Shaker Heights. Nearly 88% of you were willing to accept a salary proposal that doesn't place us in a competitive position with other light house districts throughout the nation; nor does it, in its first year, place us in a competitive position here in Cuyahoga County. For the nearly 40% of you at or near the top of the salary schedule, your monetary increases will barely out distance the current cost-of living increases. Knowing thism then why did I, your elected leader, recommend the acceptance of this proposal and why did you so overwhelmingly follow my suggestion? If I might be so bold as to answer my own question, I would sum it up as "concern" for our "kids"--concern that proved to be the one power variable that none of us could or would overlook at the bargaining table. Concern that would not allow us to assume the responsibility for anything that would interfere with the continued operation of our schools.

The rhetoric of the negotiation period is now behind us. Today, we the committedprofessionals must join forces with the friends of education here in Shaker Heights. Together we will work for the passage of the May 4th levy and the continuing success of our schools. Anything less than success will mean that the sacrifices we made last Friday will be for naught. We need not look far to see the results inherent in a situation when a community loses faith in its teaching staff, administration, and Board.

Commitment takes many forms. This afternoon our Representative Council voted to support the levy with deeds and funds. A $250.00 contrivution will be made to the Citizens Committee For The Shaker School Levy so that they might better bring to the voters their message concerning the importance of this levy for the continuing success of our Shaker Schools. With our continuing efforts in the classroom, I believe that we have done everything possible in an effort to prove once again that the teachers of Shaker possess a total commitment to what they have helped this community build--the best educational system in Ohio.

Sal Fabrizio
President - SHTA
April 22, 1971

SHTA EDUCATIONAL STUDENT SCHOLARSHIPS

With the belief that the teaching profession has an obligation to encourage and to seek young people to enter the profession, the Shaker Heights Teachers' Association has for many year been awarding scholarships. This year two such scholarships of $200 each will be granted, to be used during the school year 1971-1972. The recipients will be nominated by the Scholarship Committee of SHTA members and the nominees submitted to the Representative Council for final action.

The following are the criteria:

1. The recipients must be enrolled in, or have been accepted at, an accredited institution of higher learning, in a program leading to a degree in education.
2. Preference will be given to dependents of staff members of the Shaker Heights School District.
3. The recipients will be selected on the basis of financial need, academic abilities, and the possession of those character and personality traits which would most likely ensure success in the teaching profession.

SHTA Educational Student Scholarships (cont'd.)

Any member of the professional staff in the school district who is interested in the above may secure the necessary application forms from the chairman of the Scholarship Committee, Mr. Richard D. Klyver, at the Senior High School. Return application forms and accompanying papers to Mr. Klyver no later than April 30th.

R. D. Klyver

Those interested are reminded also of the PTA Scholarships treated fully in the preceding regular issue. The deadline has been extended to May 13.

WEATHER NOTWITHSTANDING:

While Ohio suffered one of its worst snowstorms of the year, a group of some fifty or more SHTA members gathered March 8th in Byron Auditorium to hear the latest work about their State Retirement System. Miss Marjorie Ater, who arrived late after an eight-hour drive on almost impassible roads from Columbus, spent more than an hour answering the many questions our association members had submitted to her in advance, and distributed a number of helpful brochures. We hope these found their way into all classroom buildings of our school system.

For those unable to attend the program, the following information should prove interesting.

Question: Why can't teachers in Ohio receive Social Security for their teaching in addition to their school retirement?

Answer: It would require a change in State law to permit teachers to vote to join Social Security. It is estimated now that about two-thirds of Ohio's teachers are covered by Social Security from other employment. At present we contribute 7.8% to retirement and the Board of Education contributes 12.9%. A Social Security contribution would be on top of this for both the teachers and the Board of Education.

Question: Under what conditions can a Veteran receive retirement credit for his military service?

Answer: There are three ways to receive retirement credit from military service:

1. Enter active duty in the Armed Forces directly from teaching in Ohio Public Schools.
2. Resume teaching in the Ohio Public School within two years of discharge.
3. Complete at least one year of Ohio Public School service subsequent to active military duty.

Question: Can a teacher receive credit for his teaching outside the State?

Answer: There is no provision in the present law to permit a teacher to receive out-of-state teaching experience. There is a provision to permit you to buy out-of-state experience at the rate of $100.00 per year of experience to help you meet one of the following qualifications:

1. Age 55 with at least 25 years of service credit.
2. Age 60 with at least 5 years of service credit.
3. Any age with at least 35 year of service credit.

Other than the reasons listed above, there is no value in buying out-of-state experience. Check with the retirement board for other information concerning out-of-state credit.

Question: What should be done about withdrawing or leaving money in the fund?

Answer: It is recommended that you leave your money in the fund as long as there is a chance that you may return to teaching at a later date. Under the present law if you return to teaching later the cost to restore the fund is double. Example: You have $1000.00 in the fund and withdraw it. Ten years later you return to teaching and want to restore your account. It would cost $2220.00. Also, it may be possible to draw a small retirement income if some provisions are changed.

Question: Is there a chance that requirements for retirement, as to age and years, may be lowered?

Answer: It would require a change in the state law to do this. There are no plans at the present, but maybe at a later date this could be done. It would require a higher deduction to accomplish this change. House Bill 100, now before the legislation, does make a change in the percentage at time of retirement. This helps some but is still not as great as it would be to have the number of years reduced.

Question: Did the recent loan scandal in any way injure the ability of the State Teacher's Retirement System to meet its responsibilities?

Answer: No. Our system was not involved in any way with the scandal. It has met all of its obligations.

We should be aware of some of the things that are being done to try to improve our retirement system. House Bill 100 has some very good provisions that would be of benefit to us.

Listed below is a summary of some of the provisions of the new bill:

SUMMARY OF PROVISIONS:

1. Retirement Formula
   a) Increases the formula from the present 1.9% to 2% of average salary times Ohio service credit with an equitable discount if retirement occurs under age 65 or the completion of 35 years of Ohio service.
   b) Increases benefits for those teachers with less than 35 years of service credit.
   c) Removes the provision that retiring employees must have worked three years in Ohio public service in the last 10 years prior to qualify for formula benefits. This eliminates the penalty on members who spend the final years of their careers in some other type of employment.

2. Survivor Benefits - Reduces the service eligibility requirement for payment of benefits to survivors of members who die in active service, from the present 1 1/2 years to 1/4 year of Ohio service credit. Eliminates the provision that marriage must have occurred three years prior to the death of the member.

3. Lump Sum Death Benefit - Provides for cash death benefits payable to the beneficiaries of deceased members and retired teachers in addition to any other benefits. Amounts reduce from $10,000 at age 30 or younger to $1,000 at age 70 or older.

4. Retirement Date - Provides that teachers may retire on the first of any month instead of four times a year as under the present law. (Now It's February, July, August, September)

5. Disability Retirement - Removes the limitation of 60% of salary on disability retirement benefits.

Dwight Stauffer

MINUTES OF THE EXECUTIVE BOARD MEETING:
Mondy, April 12, 1971 at Woodbury Junior High

President Fabrizio called the meeting to order at 4:00 p.m. and asked for any reports from officers and committee chairmen. Vice-president Dick Oberdorfer announced that his Constitutional Committee would be submitting three more proposed changes to the Representative Council for their approval. The failure of more than 100 members to vote on previous suggested changes, in spite of repeated urgings, prompted the first proposal: to amend the constitution to make amending the constitution somewhat easier, by requiring approval by a two-thirds majority of those voting rather than a three-fourths majority of the active membership. The other two proposals involve only a change in the by-laws: (1) to give full standing committee status to the Human Relations sub-committee; and (2) to charge the newlyelected officers and their Executive Board, rather than the outgoing Executive Board, with the responsibility of preparing the budget for the following school year.

There being no further reports, President Fabrizio announced that he is calling a general meeting for Thursday, April 15, at Byron, to discuss the terms of the tentative agreement reached by the negotiating teams last Friday. He said he hoped to be able to say to the School Board meeting Tuesday night, and to the general meeting on Thursday, that the Executive Board recommends acceptance of the agreement. He also asked the Executive Bpard members to regard the terms of the agreement as confidential until the general meeting.

There will be a master contract, beginning in September, 1971, and running until August 31, 1973. It contains more than 20 articles so far, covering such items as class size, length of school day, teacher transfer and evaluation procedures, etc. It also includes a four-step grievance procedures, with binding arbitration (by the superintendent, the SHTA preside, and a third mutually agreeon outsider) as the fourth step.

The school year will be reduced to 185 days.

Some details of the master contract still remain to be negotiated, including an extension of personal personal leave. A section on discipline and teacher protection has been dropped, but a joint committee will be appointed to study and rewrite a new policy on discipline for the schools.

The salary agreement raises the base pay from $6600 to $7600 over a two-year period, beginning with $6900 in September, 1971, $7200 in January, 1972, and $7600 in September 1972. The 2:1 ratio is still in effect, as well as present hospitalization, but there will be no additional fringe benefits. Should the financial picture change, negotiations must be reopened.

Sal said that he and the other members of the negotiating team were unanimous in believing that the terms of the agreement, while disappointing in some respects, are the best that could be obtained in the present economic situation. The master contract alone is a giant foot in the door towards an even more comprehensive future agreement, while the salary terms mean $2000 more a year by September, 1972, to the 40% of staff who are at maximum, and a 15% increase for everyone (based on $6600 rather than $6700).

Byrl Skidmore moved that the Executive Board recommend to the general membership that the tentative agreement be accepted. John Waugh seconded, and the motion passed with only one dissenting vote.

Don Vogel expressed the gratitude of the group to the negotiating team for their long, hard-fought, and often thankless battle on our behalf. It was a man-killing job on both sides, involving uncounted hours of work and the necessity for unwelcome compromises on both sides. Hopefully both sides will now agree to drop their adversary roles and become friends and partners again.

Voting on the package will be conducted on Friday, April 16, following the general meeting, Sal announced. If the vote is favorable, SHTA's next order of business should be to do all it can to help pass the levy, since all money items in the package are contingent on passage. This will be one of the main topics of discussion at the Representative Council meeting next week.

The sudden death of Ken Brack, former Shaker teacher and husband of Blanche Brack, teacher at Mercer, was noted with regret.

Sal announced that he would not be a candidate for reelection as president. Sal mentioned that under the new grievance procedure, the Building Representative's job becomes even more important and sensitive, requiring very high caliber leadership. He recommended that future Building Representatives possess Tenure.

There being no further business, the meeting was adjourned at 4:55 p.m.

Respectfully submitted,

Jean Brattin
Recording Secretary

MINUTES OF THE REPRESENTATIVE COUNCIL MEETING:
Thursday, April 22, 1971 - Sussex School

The President called the meeting to order several minutes after 4:00 p.m. His report followed the outline given in the agenda (copy appended), and stressed two major concerns: (1) marshalling all SHTA resources possible in support of the levy, and (2) preparations for the up-coming SHTA election of officers and Building Representatives.

The minutes of the joint Executive-Board-Representative Council meeting of March 11 were approved as printed. All buildings with the exception of Ludlow and Moreland were represented.

OFFICERS' REPORTS.

VICE-PRESIDENT Dick Oberdorfer moved that Representative Council recommend three proposed amendments to the SHTA constitution to the general membership for adoption. A copy of the proposals had previously been sent to the Representatives, and a copy is appended. There was a good deal of discussion of Proposal 5 after its second by Don Scherer. Some felt that it would be more democratic to amed the constitution by 2/3 of the total membership rather than by 3/4 of those voting, as proposed. Don Vogel and others suggested that if voting procedures were tightened up the number of those voting could be substantially increased. This view prevailed and the motion passed with one dissenting vote.

Proposal 6, to give full committee status to the Human Relations sub-committee, was opposed by Sussex School, but passed with two dissenting votes.

Proposal 7, to charge the incoming rather than the outgoing officers with the responsibility of preparing a budget, carried unanimously. Accordingly, all three proposals will be submitted to the general membership with the vote to take place 30 days later.

TREASURER Dennis Griffith asked all chairmen to be present at the annual meeting to help answer questions. He in turn was asked by Sal to publish financial statements in the Newsletter as often as possible.

TRIE Coordinator Don Scherer urged all teachers to write to their representatives on tax reform. Jim Alt expressed concern over supporting the Gilligan plan by which some districts such as Shaker would lose state support. Don said he was told by Senator Ocasek at a recent meeting that the tax reform bill could not possibly pass unless it guaranteed that no district would lose by it.

Committee reports

Salary-Tenure Chairman Ed Wachtel reported that a working draft of the negotiated agreement is in the final polishing stage, but he couldn't say for sure when it will be printed and put into the hands of members. He thanked the members for their 89% approval of the package, and was in turn thanked by Sal.

Conditions for Quality Teaching Chairman Jeanne Armitage reported that only three applications have been received so far for PTA scholarships (details of which appeared in the March Newsletter). The deadline for applications is April 30.

Social chairman Joe Zimovan was not present, but his report on the successful Squre Dance, thanking all those who participated, was read by the Secretary. (Copy of report appended;) Sal said that since election of officers and adoption of the budget are no longer to be done at the spring meeting, the function of that meeting is now entirely social, and he proposed to change it from a May tea at Byron to a June cocktail party at the Nature Center.

Legislation chairman Cam Buckland said that letters now being received by state legislators are running 80 to 90% against the Gilligan tax reform, and that if educators want more state support for education, they had better let their legislators know, and in large numbers. He also urged Building Representatives to read the yellow OEA legislative reports which are sent for posting to each building. There are so many bills that it is easy to overlook some significant ones, such as a new attack on tenure. Tenure comes under attack every year, and though OEA has fended off any changes in the law so far, changes are bound to come eventually. The legislative report lists the time and place of hearings on each bill. Don Scherer said that if we are firm in our convictions, we should be prepared to send delegates to speak for our point of view at these hearing.

Bucky pointed out the importance of keeping in regular touch with our representatives, so they know our concerns. Senator Taft, for instance, did not know about the legal difficulties over released time, and our problems with Sabbatical leave, until he was informed at a meeting with local association officers.

Bucky also told Building Representatives to advise anyone who is retiring this year not to do so until August, as some advatageous bills affecting retirement benefits may be passed by then.

Sal said that it appeared to him that the two main thrusts of SHTA in coming years should be to become more politically active and effective, and to learn how to enforce professional standards and ethics among ourselves rather than lose tenure protection by default.

Publications chairman Burt Randall announced that a special issue of the Newsletter was ready to come out next week, and that another regular issue would follow shortly.

Program chairman Dwight Stauffer is about to send out a report of the workshop on retirement for the benefit of those who were unable to attend.

NEOTA convention delegate Don Scherer reported that the main items under discussion were raising OEA dues from 4 to 8 mil on the average Ohio teacher salary, and unified membership for Ohio associations. Both items will come up at the OEA convention this spring. Our delegates going to Columbus are Don Scherer, Chuck Hendrickson, Dick Oberdorfer, Sal, and one other to be appointed. They solicit your views and opinions on these two issues.

New Business

It was moved by Dick Oberdorfer and seconded by Marty Meshenberg that $250 be transferred from the office rental fund to the scholarship fund. According to Dick Klyver, chairman of the scholarship committee, the $400 allotted to scholarship aid for staff dependents is quite inadequate, for the needs. The motion passed unanimously.

Larry Maniglia, chairman of the public relations committee, moved that $250 from his committee budget be donated to the Citizens' Committee for the Levy, with appropriate publicity to accompany the donation. The motion passed with one dissenting vote. Sal said that Larry is coordinating all SHTA efforts to support the levy, and anyone with ideas or volunteer time should let him know. Bumper stickers, postcards, lists of teachers living in the distridt will be available. There is a need for volunteers on election day, after school, to help get out the vote. Dick Oberdorfer reported that Hugh Hawthorne of the High School has agreed to coordinate efforts to contact other teachers in the district to solicit their votes.

Don Vogel, election committee chairman, moved that all SHTA voting be done by registration, except for NEOTA and OEA elections, for which ballots will be distributed to mailboxes as usual. Dick Oberdorfer seconded and the motion passed unanimously.

There being no further business, the meeting was adjourned at 5:40 p.m.

Respectfully submitted,

Jean Brattin
Recording Secretary

SHTA SOCIAL COMMITTEE REPORT, 15 April 1971

Many thanks to all Shakerites who attended our fine square dance last month. Special thanks go to all members who sold and distributed the tickets and advertised the event. Extra thanks go to those members who helped with the setup of refreshments and tables, especially Larry Maniglia, Gene Thompson, Peg Behrens, Sandra Markt, Mr. Behrens, Mr. Melton and Nick Koelkebeck.

Social Committee appreciated the personal contributions of money and gifts used to defray costs and for door prizes from Bob Morris, John Lawson, Charles Sindledecker, Witt's Campers, Punky's Beverage, Maple Heights Catering, The Silver Garter, anonymous donor, and especially appreciated was the cake baked by Sandra Markt and Peg Behrens.

Emil and Mrs. Knorr were great participants in the balloon-stuffing game as this event was most hilarious. Bob Howell had everyone howling as he displayed his talented calls. Special thanks go to Eddie Cicere, custodian from Mercer, who performed outstandingly in providing intermission music on his amplified harmonica playing of two polkas. Finally, I want to thank anyone who contributed in any way in the making of the successful social.

Our final big event will be a surprise social which will be announced soon.

Socially Yours,

Joseph C. Zimovan

NEOTA FLASHES:

A recommendation was passed at the spring Representative Assembly that teachers evaluate their principals.

A recommendation was passed that the OEA legal staff be expanded to handle the increased need of educators for legal counsel.

"A CHILD SPEAKS TO HIS TEACHER"

The following lines are excerpts from a poem by Tom Woll, a student at St. Louis University in Columbus, Ohio. The entire was aired over the radio in conjunction with an Ohio Education Association program. The title "A Child Speaks to His Teacher" could be equally relevant extended to Parents and Peers.

Please listen to what I am not saying.
Don't be fooled by the face I wear.
For I wear a mask...I wear a thousand masks...
That I am afraid to take off,
And none of them is me.
I give you the impression that I am secure,
That confidence is my name and coolness my game.
But please don't believe me.
I play my game...
Of assurance without,
And so my life becomes a front.
I tell you everything that's nothing
And nothing of what's everything.
So when I go into my routine,
Don't be fooled by what I am saying.
Please listen carefully to hear what I am not saying.
I dislike the superficial phony game that I am playing.
I'd like to be genuine and spontaneous and me,
Only you can call me into aliveness.
I want you to know how important you are to me,
How you can be a creator of the person that is me,
If you choose to.
But it will not be easy for you.
I fight against the very things I cry out for.
But I am told love is stronger than walls,
And therein lies my hope.
Please try to beat down these very firm walls
With your firm hands, but with gentle hands.
For a child is very sensitive.

NEA
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Helen P. Bain, President Sam M. Lambert, Executive Secretary

April 9, 1971

MEMORANDUM

TO: State Executive Secretaries
Urban Executive Secretaries

FROM: Herbert R. Brown
Director of Personnel

The following is a list of vacant positions for which the National Education Association is still recruiting.

Assistant Executive Secretary--Government Relations & Citizenship
Director--Business Service Division
Director--High Education
Assistant Director--Research
Coordinator of Program Evaluation--Office of Executive Secretary

Please give some more thought to these openings and notify me as soon as possible of any qualified prospects. If you should submit a name, please give the nominee's address, a sentence or two about his background, and the position for which he is being nominated.