IMPORTANT DATES

BOE Work Session: Tuesday, March 27.

Good Friday/Passover Begins: NO SCHOOL: Friday, March 30.

SPRING RECESS: Monday, April 2 to Friday, April 6.

SHTA Executive Board Meeting: Monday, April 9.

SHTA Reps Council Meeting @ Lomond: Monday, April 6.

SHTA *news*

March 19, 2018

ISSUE NO. 7

Message From the President

In the Spring of 2010, I saw my own death. It may sound overly dramatic, but it is absolutely true. I was teaching my 2nd period American Experience class in our double class configuration. and at approximately 9:30 we went into lockdown. Apparently, a person had called the Shaker Heights Police Department having witnessed an unidentified individual enter the front of the school with an unidentified object in their hand while the doors had been propped open to accommodate a sick student who was being taken out in an ambulance on a stretcher. For the next nearly 120 minutes, we went into lockdown.

This was during the era before text alerts and all district emails, before discussions of ALICE training and district-wide evacuations. In fact, we were instructed to turn our computers off and ask students to stay off their phones. I remember it was particularly difficult because one of my students had received a text that had simply said "goodbye" shortly after the lockdown began, causing panic among the group of students who had seen the text. Likewise, students had received texts from Beachwood and Cleveland Heights describing the imminent, although unfounded, threat at SHHS. In such a high-tension environment, the "no cell phone policy" was impossible to enforce. Students sat along the walls, beneath the sightlines of our windows, with the lights turned off, on each side of our large double class room. My teaching partner at the time and I tried to keep the students calm as they sat along the wall, away from the windows, while some quietly cried and one began to hyperventilate. After the first hour, we even began to debate which trashcan would be used if students needed to relieve themselves and which to use if they became sick.

During previous discussions of a lockdown, we had been assured that security guards or police officers would slip an identification card under the door if they needed to come into the room. Otherwise, we were instructed to keep the door locked and not allow anyone in. We were also instructed to place a green "all clear" sign in our door window, or a red "danger" if things were amiss. This obscured our vision of who was in the hallway as well. At nearly two hours in, I began to hear noise in the hallway. It sounded like a person or people moving rapidly outside our door. The door handle began to move. I asked, loudly, "Who is it?!?" No response. The door handle was being violently moved up and down. Students began grabbing books to throw at an intruder. I asked, loudly, "Please show some ID!" Someone in the hall yelled, "Open up!" Not knowing if this was an officer or an individual attempting to impersonate an officer, I began pushing desks, throwing them, against the door. As the door opened, three swat team members entered the room with their guns drawn. The kids collectively cried out in relief.

At that moment, I saw my death and I was at peace with it. If I had to die to give my students the time to get out of our second story window, it would have been worth it. However, I can't imagine how traumatized they would be. I couldn't imagine how my absence would devastate my family. But I did know that in 2010, in a Post-Columbine United States, this was the world I was facing. Sadly, since then, we have had school shootings seemingly without number. From Chardon to Sandy Hook to Marjory Stoneman Douglas High School in Parkland, Florida, we have not solved the continuing tragedy of school shootings. And I think we are all at a collective loss fueled by our own numbness.

Thankfully, a new generation of student activists have been born from the tragedy at Marjory Stoneman Douglas High School and the #NeverAgain movement. They are unwilling to stay passive and be overwhelmed by the gun lobby. They are taking on the National Rifle Association and politicians tone deaf on the issue of gun control. They refuse the veneer of "thoughts and prayers" and are calling for direct action from everywhere from their own schools to the steps of Congress in Washington, D.C. We are fortunate to have many of these motivated students at Shaker Heights Schools as well. That is why we so enthusiastically have endorsed and supported the students who walked out on Wednesday, March 14th at 10:00 AM for 17 minutes, in honor of the 17 students and faculty killed in Parkland, Florida. We are here to support our students and honor their voices calling for change. Likewise, it's time for us to advocate for common sense gun reform that will keep guns out of the hands of students. It's not fair that this generation of young teachers, like the students they have been trained to educate, must add "human shield" to their job descriptions. I may have been forced to come to peace with my own possible demise at the hands of a school shooter. They shouldn't have to do the same. Let's work together with our students, our community, and our administration to make sure this is a future goal that we can collectively embrace.

It's been a quite a month. I solicited committee members for the districts "Go Green" initiative I addressed safety concerns after the 2/22 social media threat. I attended meeting with students, city council, PTO, board members, police, fire and administration on the March 14th Walkout at 10 am. I wrote an email explaining the walkout. I updated the SHTA and CCES Facebook pages. I reached out to CCES about March 14th. I reached out to Beachwood about March 14th as well. I dealt with a personnel issue at Woodbury. I worked with our PAC Chair, Cathy Grieshop, and High School Representative Aimee Grey on letter writing campaign concerning gun control.I attended HR director interviews. I dealt with a staffing issue at the HS. I consulted on a safety issue at Mercer. I consulted on a contract issue at the Middle School. I conferred on a supplemental issue at the High School. I worked on SHTA ST contract negotiations preparation with Bonnie Gordon. I fielded pay increase questions. I attended a Labor /Management meeting for SHTA ST with Dr. Cavucci and Bonnie Gordon on March 7th. I attended *A Night for the Red and White* on Saturday, March 10th. I addressed a safety concern at the High School. I attended the State of the Schools address on Thursday, March 15th. As always, it is a pleasure to serve you as SHTA President. We are in this together. Should you have questions or concerns, please feel free to contact me at x6033 or at morris_j@shaker.org.

Respectfully submitted,
John Morris

SHTA President John Morris at the March SHTA Representative Council meeting @ Shaker Heights Middle School.



VICE PRESIDENT'S REPORT

Spring break is fast approaching. During that time, I hope you have a chance to enjoy the well-deserved break and come back refreshed for the remainder of the year.

Thank you so much for your Silent Auction contributions and your attendance at *A Night for The Red and White*. I will share more information about the evening as it becomes available.

I would like to encourage all fellowship recipients to submit receipts for reimbursement as many winners fail to claim their awards each year. This money can be used to enhance your professional development. If you have questions regarding this process please feel free to contact me at #4692 or e-mail me at zucca_m@shaker.org. The following are the 2017-2018 grant recipients:

Onaway
Laura Robbins, Timothy Kalan, Tanutda Devine, Penny Weiss-Flynn, Karie Murphy
Boulevard
Stacy Stooller, Kristen Roope, Jennifer Goulden, Kathy Eagleton, Alison Bradford
Mercer
Nicole Cicconetti, Robyn Feinstein, Karen Trit
Fernway
Peg Riedio, Karmi James, Kathleen Mohney, Jennife Vail
Lomond
Steve Smith, Adrienne Tildsley, Juliann Ely, Marci Cohen
Woodbury
Ruth Heide, Stephanie Smith, KristinKoterba, CheriShapero, Betsy Brindza,
Kristina Hayward, Angela Goodrum
Katrina Holmes, Beth Casey, Linda Roth, Ellen Roberts, Regina Canady, Kelly Anderson
High School
Robin Sweigert, Brian Berger, Valerie Doersen, Kathleen Fleming, Renee Manuel,
Windy Shiner, Andrew Glasier, Eileen Willis, Emily Shrestha, Donna Jelen,
Mario Clopton-Zymler

I would also like to express my thanks and gratitude to the building representatives. You have served the members as a friend, liaison, cheerleader, patient advisor, and in many other countless ways. You act as their voice and bring their concerns to the SHTA Representative Council Meetings in a very conscientious and thoughtful manner. It is hard for members to come forward with concerns especially our newest and most vulnerable members. Our newest of members feel certain pressures because they do not have a Continuing Contract from the district. Those of us who do have that sense of protection need to speak up and be that voice for them. When issues are discussed at the Representative Council Meetings there seems to be a heightened awareness by the Administration and then an urgency to remedy the issues. If concerns are NOT brought to the attention of Representative Council, we cannot assist in the resolution of the concern.

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

Respectfully submitted,
Matthew Zucca

SHTA Vice President Matt Zucca at the March SHTA Representative Council meeting @ Shaker Heights Middle School.



The SHTA is on us @
http://www.facebook.com/pages/Shaker-Heights-Teachers-Association

SHTA Is now on @SHTAssoc
FOLLOW US!

TREASURER'S REPORT

I am seriously concerned about the behavior of a few of our students. Most Shaker Heights City School District students work hard and stretch themselves to achieve great things. But some students are not focused on education. And it seems like, when we (teachers & administrators) have an opportunity to teach them what behavior is appropriate for a school setting, we fail. We not only fail these students, but we fail the rest of the students in the classroom by taking time away from their instruction. It worries me that the process we are using to deal with disruptive students is doing a disservice to all our students.

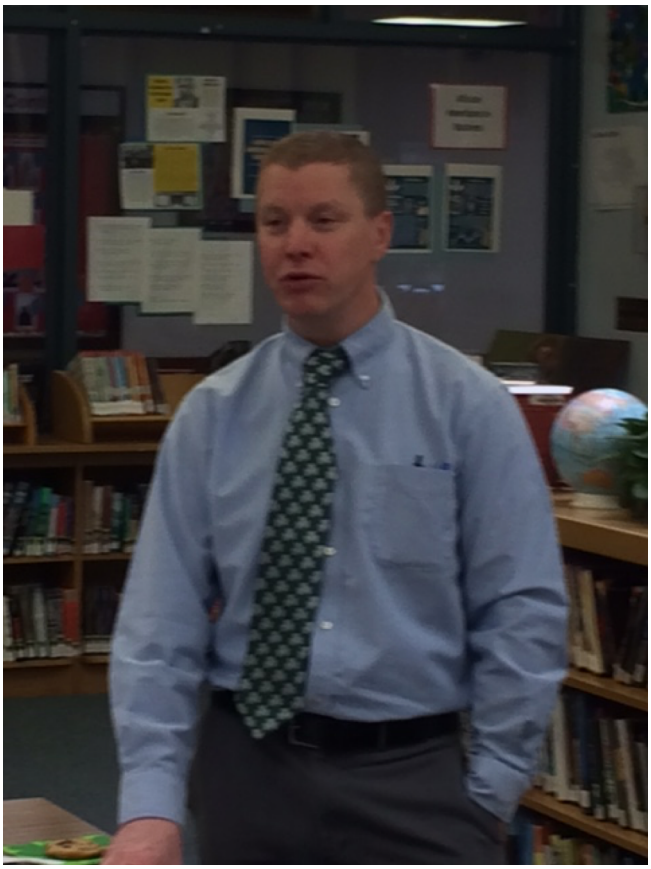
This past month I've communicated with our accountants at Edward Hawkins & Co. to finalize our tax forms for last fiscal year, and to answer questions for the audit of our books. I have also communicated with our Edward Jones financial planner to set a Spring meeting for the end of March to review our investments.

I attended *A Night for the Red & White* and the State of the Schools address. I helped Bob Bognar set up a credit card payment system for our new T-shirts.

A proposed budget for next year will be presented to Representative Council at the April Representative Council meeting. This gives the Representatives a chance to discuss the budget with their members before finalizing it for the May ballot.

The current financial report is attached.

Respectfully submitted,
Bill Scanlon



SHTA Treasurer Bill Scanlon at the March SHTA Representative Council meeting @ Shaker Heights Middle School.

Shaker Heights Teachers' Association

Profit and Loss Standard 03/14/18

July 1, 2017 through March 14, 2018

	Jul 1, '17 - Mar 14, '18
Income	
Income	
Member Dues	137,730.00
Total Income	137,730.00
Investments	
Edward Jones-Fees & Charges	-4,539.34
Key Investments Income	40.41
Change in Value in Edward Jones	82,449.84
Total Investments	77,950.91
Other Types of Income	
Miscellaneous Revenue	1,066.64
Total Other Types of Income	1,066.64
Total Income	216,747.55
Expense	
Operations	
Accounting	
Banking	-553.82
Accounting - Other	95.00
Total Accounting	-458.82
Compensation	21,344.50
Conferences & Meetings	2,764.91
Executive Board	333.59
Fellowships & Grants	1,990.98
Insurance	5,944.00
Legal	700.00
Negotiations	50,920.13
Officers' Expenses	639.38
Payroll Taxes	309.49
Public Relations	2,419.97
Publications	1,296.92
Social	1,051.76
STRS (TPO Contribution)	2,988.23
Total Operations	92,245.04
Total Expense	92,245.04
Net Income	124,502.51

Shaker Heights Teachers' Association
Balance Sheet Standard 03/14/18
As of March 14, 2018

	Mar 14, '18
ASSETS	
Current Assets	
Checking/Savings	
Key Investments2	45,742.67
Key Bank (checking)	117,437.65
Total Checking/Savings	163,180.32
Other Current Assets	
Edward Jones 13760-1-1	500,325.11
Edward Jones 13768-1-3	710,285.50
Total Other Current Assets	1,210,610.61
Total Current Assets	1,373,790.93
TOTAL ASSETS	1,373,790.93
LIABILITIES & EQUITY	
Equity	
Opening Balance Equity	53.69
Retained Earnings	1,249,234.73
Net Income	124,502.51
Total Equity	1,373,790.93
TOTAL LIABILITIES & EQUITY	1,373,790.93



EXECUTIVE BOARD REPORTS

PROFESSIONAL RIGHTS AND RESPONSIBILITIES REPORT

John Morris invited me to a meeting at the high school on February 22 about the National Student Walkout. During the meeting, high school students shared concerns about the need for more timely and detailed messages regarding student safety. Both city and school district leaders agreed to support student efforts to organize protests about gun laws. I participated in the walkout at the Middle School and am happy to report that it went well. I assisted a member with a step 1 grievance regarding payment for lost planning time. I worked with Middle School head building representative John Koppitch on a step 1 grievance regarding both specific student discipline issues and general school policies regarding student discipline. The response from the Middle School administration was satisfactory. There is a follow up meeting scheduled for March 20 to start working on an action plan. I am also helping a member with maternity leave and caregiver leave. I advised a member of another bargaining unit about a health insurance matter. I recommend using your Medical Mutual card to set up an online account. I also suggest calling them if you have specific questions about a claim, denial, or change from Anthem. They are supposed to be providing the same coverages as Anthem. The Insurance Committee meeting scheduled for March 8 was postponed until March 22.

Respectfully submitted,
Mike Sears, chairperson

EVALUATION COMMITTEE

The evaluation committee will be meeting after Spring Break. We will be reviewing the results of the 8th grade MAP assessments, which will be used for SGM for those participating in Shared Attribution this year. We will also be discussing feedback and suggestions for revision to determine if any changes will be made for the 2018-2019 school year. Please be sure to contact me, or any committee member, with feedback about our current evaluation system. Please include as many specifics and examples in order to help the committee best understand your concerns.

Formal and Informal observations should be underway across the district. Please refer to the Evaluation page of the staff website to access forms, timelines, and guidelines. Peer evaluation teams should have all evaluation forms completed and uploaded to eTPES by May 1.

Respectfully submitted,
Lena Paskewitz, chairperson

PAST PRESIDENTS COMMITTEE

In the past month, I attended the regular meetings of the Finance and Audit Committee and the Board of Education. At Finance and Audit, the auditors from the State of Ohio awarded an unmodified report to the Shaker School's Treasurer's Department. This is the best possible report. Congratulations to the Treasurer and his department for their consistently superior efforts.

At the Board of Education meeting there were updates on security and facilities. Also noteworthy was the appointment of Dr. Lois Cavucci to be Director of Human Resources. Dr. Cavucci has been the interim and will now continue in the position.

Respectfully submitted,
Becky Thomas, chairperson

LEGISLATIVE COMMITTEE

Where the educational world meets the legislative world, the news has been almost entirely about the variety of plans for coping with the school shooting in Florida. Although hugely important, it seems too early to say much about the likely direction that our local, state, and federal governments might take, so this committee will report on this issue when some concrete steps are closer to being taken.

In contrast with the cloudy future of guns in schools, the case of Janus v. AFSCME has now been heard by the Supreme Court. As the National Educational Association reports (http://neatoday.org/2018/02/15/how-janus-case-threatens-working-people/), this is the Supreme Court case that could make "right-to-work" the law for the entire public sector of the country. Currently, when a union of public employees does work that benefits a nonmember, the union is allowed to charge the non-member a fee for that work. The most common example of this kind of work is the negotiation of a contract, and that fee is sometimes called a "fair share". This is more than about money really; if this case goes against unions of public employees, then it will severely diminish their political power (and that is why the Janus side of the case is being funded by very wealthy people). Expect a decision in May or June.

As Every Student Succeeds Act (ESSA) continues to roll out as federal law, changes are still happening. Recently, the states that have not received approval for their plans have been given extensions (http://blogs.edweek.org/edweek/state_edwatch/2018/02/sevent.html?cmp=eml-enl-eu-news3&M=58389726&U=2641459). ESSA is especially contentious in Florida, where the state wants to not include the test scores of specific groups of students into the measurement of school quality (something not allowed under the federal law).

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

Respectfully submitted,
David Klapholz, Chairperson

POLICY COMMITTEE

A few years ago, with the advent of the SHTA ST, Our Association's executive board determined it was time to make revisions to our constitution to reflect these new changes. While much of the wording dealt with the addition of the SHTA ST, there were also changes made to Our Association's policy in regards to membership participation and continuing contracts. Now that new teachers are subject to as long as a seven-year waiting period before receiving a continuing contract, the language in our constitution requiring a continuing contract to, for instance, become a building representative, had to be changed in order to let newer members have a stronger voice in our association's activities.

ARTICLE VIII section B states: *Any member who has been a member for the three years immediately preceding the election or appointment shall be eligible to be a member of the Representative Council.*

If any member who meets the criteria is curious about leadership positions, feel free to contact me, or anyone else on our executive board to discuss your interests.

Respectfully submitted,
Tim Kalan, Chairperson

SOCIAL COMMITTEE

Our annual District Recognition Reception will be held on Thursday, May 24th in the High School's Upper Cafeteria at 3:45 pm. This is a great opportunity to celebrate your accomplishments and those of your colleagues. We hope to see you there!

Respectfully submitted,
Selena Boyer, Chairperson

MEMBERSHIP & ELECTIONS COMMITTEE

Our organization has 467 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	68 SHTA and 8 SHTA ST members
Middle School	68 SHTA and 6 SHTA ST members
High School	140 SHTA and 8 SHTA ST members
District	1 SHTA member.

Respectfully Submitted,
Chante Thomas-Taylor

The PAC of the SHTA COMMITTEE

"Each one of us can make a difference. Together we make change." -Barbara Mikulski

Thank you to all of those who wrote or signed letters urging congress to do something about gun violence in our schools and in our country. I mailed nearly 500 letters written and signed by our membership! Keep signing and writing! I will continue to collect and send letters to the appropriate senator or representative as needed.

There are many different ways to support this cause and others important issues happening around the country. April 2O, 2018 is a National Day of Action Against Gun Violence in schools. Here is the link to find out more about this day: www.protectourschools.com

Please check the Mom's Demand Action educators campaign: https://momsdemandaction.org/campaigns/educators/

Congratulations to the West Virginia teachers who struck to demand better wages and benefits and won. We need to keep an eye out and support teachers across the country who are fighting for decent pay, benefits and respect for our profession and our unions. As the following article states: West Virginia was just the start. We must make sure we pay attention, support each other and take action. https://www.nytimes.com/2018/03/07/opinion/teachers-west-virginia-strike.html

Respectfully Submitted,
Cathy Grieshop

SHTA ST COMMITTEE

A huge THANK YOU to Dr. Lois Cavucci, the District's new Human Resources Director, for meeting with me and SHTA president John Morris about issues with Blended Learning Lab (formerly known as the Innovative Center) and Support Teachers working beyond their contract day. This issue is close to being resolved, and we hope that there are no further instances of part-time faculty being asked to work longer hours without transparent compensation arrangements in place.

Meanwhile, Intervention Specialist Support Teachers and English Learner Support Teachers continue to work alongside regular SHTA members with exactly the same qualifications and responsibilities - but at much lower pay rates. This situation needs to be addressed in the upcoming contract negotiations between SHTA-ST and the District.

Respectfully Submitted,
Bonnie Gordon

The SHTA is on   ***us @***
http://www.facebook.com/pages/Shaker-Heights-Teachers-Association

MINUTES FOR THE REPRESENTATIVE COUNCIL MEETING
MARCH 12, 2018, SHAKER HEIGHTS MIDDLE SCHHOL

SHTA President, John Morris started the March 12th Rep. Council Meeting at 4:35PM.
David Glasner, Principal of Shaker Heights Middle School was present to greet SHTA members. He welcomed everyone to Shaker Heights Middle School. Mr. Glasner stated that it has been a pleasure working with Dr. John Morris. It is nice being a partner with SHTA to help with conversations concerning safety.

MINUTES from the February 12th Rep. Council meeting were accepted. Motion to accept minutes made by Bonnie Gordon and seconded by Bob Bognar.

Administration Report

Dr. Breeden was present to give a report on behalf of Administration.

- Dr. Breeden thanked members who attended *A Night for the Red & White*. It was nice seeing everyone there.
- In regards to the March 14th Walkout/March, Mr. Danny Young shared how helpful the staff has been with creating a plan for the 5th and 6th graders, thank you.

P.T.O. Report – There was no PTO Representative present to give a report.

Officer's Report
President, John Morris

Busy March

- Solicited committee members for the districts "Go Green" initiative
- Addressing safety concerns after 2/22 media threat
- Attended meeting with students, city council, PTO, board members, police, fire and administration on March 14th Walkout
- Wrote email explaining the Walkout
- Updated Facebook page
- Reached out to CCES
- Reached out to Beachwood
- Worked with PAC on letter writing campaign
- Dealt with a personnel issue at Woodbury
- Attended Human Resources director interviews
- Dealt with a staffing issue at the HS
- Consulted on a safety issue at Mercer
- Consulted on a contract issue at the Middle School
- Conferred on a supplemental issue at the High School
- Worked on SHTA ST contract negotiations preparation with Bonnie Gordon
- Reviewed tentative agreement
- Dealt with a safety issue at HS

- Answered 2% pay increase questions
- Attended Labor Management meeting with Dr. Cavucci and Bonnie Gordon on March 7th
- Attended *A Night for the Red and White* on Saturday, March 10th
- Will attend State of the schools on Thursday, March 15th

Vice President, Matt Zucca

- Working on loose ends with *A Night for the Red & White*
  - Donations
  - Tickets
- Attended *A Night for the Red & White*
- Working on Fellowship Grants, please submit receipts and documentation to me.

Secretary, Darlene Garrison

- Please be sure to sign the attendance sheet before you leave each meeting.
- Continuing to take notes for SHTA Membership.
- Attended *A Night for the Red & White* on March 10th.

Treasurer, Bill Scanlon

- Attended *A Night for the Red & White*
- Shared Financial Report with membership.
- Looking into how all of our investments are "gun free".
- Payroll deductions that have started on time are now finished.
- Edward Jones has gone down a little, still above what it was a year ago.

Executive Board Reports

Teacher Education, Lisa Hardiman

- No report

Membership/Elections, Chante Thomas-Taylor (Absent)

- No Report

Policy, Tim Kalan

- Students who park in the Onaway parking lot and Administration building parking lot refuse to move when asked. Something needs to be done about this issue.

Public Relations, Bob Bognar

- T-shirts are being processed. When they arrive, you can pay by credit card as well. T-shirts will be passed out upon arrival.

Evaluation, Lena Paskewitz

- Working on getting agenda ready for Evaluation Committee meeting.
  - Data from MAP
  - Need feedback about evaluation with details for discussion at meeting

Legislative, Dave Klapholz

- Janus Case in front of the Supreme Court, clear attack on Unions in the US.
  - Wealthy people are attacking unions
  - Political party attacking unions, West Virginia was once a labor state, they voted for Democrats.

Publications, Andrew Glasier

- Posting information regarding the Teachers' strike in West Virginia and possible strike in Oklahoma.
- "Arm Me With" signs; need pictures from other schools. We just have High School pictures. Need a couple of pictures from other schools.
- Please submit your report for the Newsletter as soon as possible.

Past President, Becky Thomas

- Attended the February Board of Education Meeting.
- Attended Finance and Audit meeting.
- Will attend Board of Education meeting tomorrow and the next Finance and Audit meeting.

Social, Selena Brown

- Working on the District's Recognition Reception. It is scheduled for Thursday, May 24th. Working with Heinen's on the menu.

Legal Aid, Cathy Grieshop

- No Report

PAC of the SHTA, Cathy Grieshop

- Collecting letters for mailing, they are going out in batches. Posting information on Facebook.
- Thank you to Aimee Grey and Andrew Glasier for the help with the letters.
- I was a proctor for the ACT in December, I have not been paid. Who do I see about the payment?

Professional Rights and Responsibilities, Mike Sears (Absent)

- No report

SHTA ST, Bonnie Gordon

- Meeting with Dr. Lois Cavucci, Director of Human Resources, dealing with issues in the Newsletter.
    - IC
    - Scheduling in the Summer
- Today, I received an email from a Support Teacher. Feels that they are doing the same job as a teacher member of SHTA, no difference.
- Creating a set of recommendations for reducing Gun Violence. Anybody can sign the recommendation, the more signatures the better.

Building Representative Reports

Boulevard, Rep. was not present

- No Report.

Fernway, Andee Hassell

- No Report

Lomond, Steve Smith

- No Report

Mercer, Nicole Cicconetti

- No Report

Onaway, Paula Klausner

- No Report

Woodbury, Angela Goodrum

- No Report

Middle School, John Koppitch

- Based on (2) particular students' behavior and a Google poll that was sent to all members of SMS SHTA, a level one grievance was presented concerning article 21.01 (administration's responsibility to support an orderly teaching environment when dealing with an unruly student). Mr. Glasner was receptive to our concerns and did respond within one week.
- Teachers were concerned with our lockdown procedures, some teachers questioned if we were to ever partake in ALICE training?
- There were concerns about the drastic temperature differences in various classrooms; some frigid, some hot.
- Teachers were confused about the March 14th walk out. At first the Middle School was included, then they were not. Communication was unclear about teachers' responsibility.

High School, Aimee Grey presenting report for James Schmidt

- I attended *A Night for the Red & White* and hopefully represented Our Association well.
- Mr. Kuehnle has asked faculty members to respect the posted signs for fire lanes and to not park illegally in the parking lots. I have also asked him to follow up with SHPD to ticket student cars that are parked in the area reserved for faculty parking along the north side of the Oval near the North Gym.
- Administration has asked for our cooperation with ID sweeps that they plan on conducting sometime in the near future. More communication will come from the Administration on the sweeps in the future.
- We dealt with several different schedules in one week (2/26-3/2) and had several complaints from teachers regarding the late notice about the ACT/PSAT schedule and the assembly for the State of the Schools.
- The Study Center position that was staffed has been vacant for a month and continues to be staffed by substitutes. It was reported to me that the Study Center had no coverage on at least two occasions during this time. The administration needs a permanent solution to this issue, and we cannot have this piece meal coverage as a part of our plan for next year's staffing.
- I worked with the Administration to help determine a plan for students and teachers during our Walk-out on March 14th.
- There have been issues regarding payment of EOC tutors for work completed in the Fall and concern about how EOC tutors would be paid for future work. We believe that both issues have been resolved. I wanted to remind all of our members to be certain that you have an agreement for payment in writing from the Administration before beginning any work outside of your normal contracted duties. Without a written contract or agreement, there is a risk that the terms of your payment could change after the work is complete.
- There has been a proposal to change the format of our Final Exams that many teachers are opposed to for reasons such as grading time for exams, inequity of teacher workloads, and making our common assessments unusable due to the proposed timing of the exams. I will continue to meet with Mr. Kuehnle and Mr. Inman to resolve this issue.
- I have been working on an ongoing issue involving a member who is being harassed by a student. We continue to seek resolution of this issue.
- Member-posed question: Has there been a concerted effort to reduce the number of suspensions, regardless of infractions?
- Concern with scheduling of April Faculty PD- encouragement by Principal Kuehnle to attend this 90-minute training which will end at 4:35PM (35 minutes past contract day). While his email acknowledged staff could leave at 4PM, some staff feel this sends the message that sexual harassment training is somewhat optimal or unimportant.

- Concern that financial considerations are driving scheduling in terms of sections being reduced, which results necessarily in class size increasing.

Old Business

- None to report.

New Business

- Attended Moms Demand Action for Gun Sense. Teachers from every building were present. Encouraging educators for demanding action. Group/Committee could use help with this.

Good of the Order

- Thursday, March 22nd is the Staff vs. Students basketball game. There is a $2.00 admission price. All proceeds go to Harvest for Hunger.
- Thank you Middle School Representatives for a delicious meal and for hosting our March Rep. Council Meeting.

Motion to Adjourn

- Motion made by Bill Scanlon and seconded by Bob Bognar

March 12th Rep. Council meeting was adjourned at 5:54 PM.

April Rep. Council meeting is scheduled for Monday, April 16th at Lomond Elementary School.

Respectfully submitted,
Darlene Garrison

SHTA SUPPORT TEACHERS
Representative Bonnie Gordon speaks at the SHTA Representative Council Meeting @ Shaker Middle School.







Newest SHTA Members Baby Sasha Boyer with Tim Richards and Baby Connor Smith with dad, Steve Smith.





SHTA March Representative Council Meeting @ Shaker Heights Middle School. Special thanks to SMS Representatives Tim Richards & Kathy Manning for hosting the meeting.

ARM ME WITH…

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.

There have been many ideas floating around in response to the latest school shooting tragedy in Parkland. The answer is not increased security teams, installing ten-foot barbed wire fences with guard towers in the corners, police officers patrolling the halls, metal detectors at doors or arming teachers to shoot people, potential former students. Districts have long been stripping away the services from the schools in an attempt to streamline the schools, appease hawkish school boards and residents, and to get more with less. Our children are getting less with less. We have limited, if any, wrap around services for children who are in desperate need of help. As a society, we don't address the cause of a problem, we just address the symptoms. Just look at the opioid epidemic for a perfect example. Stop the pain but don't look at what is causing it. Our society runs at such a frenetic pace, we don't value looking deeply for the root of the problem, we just react to the disasters that unfold due to them. The children in our rooms now go un-helped because teachers are asked to do so much more with so much less at such a fast pace. Our emotionally hurt and challenged students need more than what a spread thin staff can give them. We have failed long before one of these children has an idea to bring a gun to a school let alone actually shoot. Statistics show that many of the school shootings are perpetrated by current or former students of the school. We have failed them while they were in our care. Instead of looking at ways to eliminate teachers, psychologists, guidance counselors, nurses, aides, support teachers; we need to add more. Our children need them, their lives depend on them. Arm me with caring taxpayers, compassionate school leaders, more staff, and resources to help our children.

Matt Zucca
Second Grade Teacher, Fernway School
SHTA Vice President

HOW TO REALLY END SCHOOL SHOOTINGS

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The massacre at Marjory Stoneman Douglas High School, another school shooting in a long line of them, has once again led to debate on gun violence, gun access, mental health and school safety. The accused shooter, a former student who felt disenfranchised and estranged from the school community. He was able to get a hold of military style assault weapons to rain death down on the school.

Since then we have heard of many solutions and the Florida legislature has actually put in place some of these ideas, including arming school personnel, raising the age of gun purchasing to 21 years of age, and requiring a three-day waiting period for most gun purchases. Would this have stopped the massacre in Parkland, Florida or before that at the Pulse Nightclub in Orlando? As many states, including Florida and Ohio, have widened access to guns, allowed for guns to be brought into more public spaces and at the same time opened many loopholes in gun registration, we will have to see if these new restrictions will lead to meaningful changes.

I would like to propose another solution. Why not get to the problem before it festers? At the March SHTA Executive Board meeting, during a discussion on current legislation being sought to stop school shootings, SHTA Vice President Matt Zucca spoke eloquently about a transformative idea. The vast majority of school shooters are current or former students of that school. Instead of arming teachers with guns, an idea only good for the gun manufacturing industry, why not arm them with tools to reach all students and connect them to the school, so the urge to harm and kill is instead channeled into productive uses?

Journalist Dahlia Lithwick of Slate magazine wrote about how the students of Marjory Stoneman Douglas High School were able to rally against gun violence so quickly after the shooting (https://slate.com/news-and-politics/2018/02/the-student-activists-of-marjory-stoneman-douglas-high-demonstrate-the-power-of-a-full-education.html). Her article focused on how a well-rounded education that had multiple opportunities for students to gain skills and knowledge outside the basics, allowed the students to confront this tragedy with courage and a strong voice. Lithwick states "The student leaders of the #NeverAgain revolt were also, in large part, theater kids who had benefited from the school's exceptional drama program." Journalism, debate, theater, the arts and music helped develop well rounded students that when called to action have the skills to do so.

Sadly, the administration of Shaker Heights City Schools has begun to move away from that model. During the recent recession, the District was vigilant about reducing costs through attrition. This allowed teachers to keep their jobs and to save costs through not hiring certain positions after people retired. The idea worked in saving jobs but meant larger class sizes. Since then, the return to pre-recession staffing levels has never occurred and class sizes remains high throughout the district (a major reason some residents have chosen private schools over ours). Class size is immensely important in building relationships with our students. Having time to get to know and understand each child allows us to better respond to their needs and catch them if the fall. With the additional duties, reduction in staff, the increase in I.B. training, Google certification training, and the myriad of other mandates, teachers have less time with their students, leading to greater isolation from the school and the school community.

In the past five years, both state and district mandated tests have also increased greatly. At Shaker Heights High School, we have added seven End of Course Exams (State Mandated), the PSAT for both 10th and 11th grades (district mandated), the ACT for 11th grade (State Sponsored but not mandated) and starting this year two MAP tests in 9th grade (district mandated). The stakes are high on these tests. Students are taught by the adults in their lives that they must pass these tests to graduate, get into a good college and be successful. What I have personally seen in the nineteen years of teaching is an increase in anxiety, and reduction in spirit of exploration of our students. They want to know the right answer. They need to get the best grades on assignments. They fear being wrong. School should be a safe environment to fail because that is how we learn.

The reduction of staff has also affected the arts, theater and other supposed non-academic courses. Art teachers in the elementary see their students once a week and now must travel to multiple buildings. Theater classes at the high school have been dropped because they did not meet the administration minimum of fifteen student per class, a bureaucratic formula that fails to understand the nature of certain classes. English teachers at the high school have been assigned to teach an additional class each day, meaning less time for assigning and grading essays, a Shaker standard that has led to nationally recognized writers. Even now, teachers are fighting for another section of the Writer's Center at the high school, a successful system where students are trained to help other students in their writing. Yet the outgoing superintendent continues to remark about a reduction of staff because of a reduction of students. Does this make sense in an era where we need greater engagement with students?

I am fully aware that the residents of Shaker Heights pay a much higher than average property tax. I am also fully aware the Board of Education and administration need to be able to justify the costs of a Shaker

Education to their constituents. I also know that one third of the faculty and staff of the school district chose to live in Shaker Heights. I know that a large portion of the residents have advanced degrees and are education advocates. The residents of Shaker Heights expect a high quality and well-rounded education and are willing to pay a fair amount to have it. While they are cost conscious, they are understanding of the demands of a high level education. In general, the faculty has delivered on their demands. We have negotiated time to meet with students, we have advised student created clubs and activities, we have adapted to changing technologies, we have created amazing opportunities for our students to shine inside the schools, in the community and to a broader audience. Yet we still need more time and resources for our students. We need time to reach the quiet student in the corner and get to know her. We need greater access to reading specialist to help students reach grade level. We need more counselors, social workers, psychologists etc. at all grade levels. We need access to quality health, emotional, and social support agencies within the community. We need social workers will to help students with anger management issues. We need time to build community in our classrooms and in the schools. We need lower class sizes to allow this to begin to happen.

How do we end school shootings? We may never end all school shootings but if we can reach one student, whose path may have diverted from a more troubled life, is that not the beginning? Arm me with time and resources, not guns and fear.

AG

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