IMPORTANT DATES

Thursday, April 26: Finance & Audit Committee

Monday, May 7: SHTA Executive Board Meeting

Monday, May 14: SHTA Representative Council Meeting @ Onaway School

Thursday, May 24: SHTA/District Recognition Reception @ SHHS Upper Cafeteria, 3:45 PM

SHTA *news*

April 23, 2018

ISSUE NO. 8

Message From the President

West Virginia, Kentucky, Oklahoma, Arizona. There is a national uprising among teachers in right-to-work states to voice their very real concerns for their students and their professional lives in states where they have been historically denied a voice. It should be a reminder to us that we must protect our collective bargaining rights with everything we have. On February 22nd, West Virginia teachers went on strike for nine days until they were granted a 5% increase across the state. Among the lowest paid teachers in the nation, West Virginia's educators had not seen an increase in four years (https://www.nytimes.com/2018/03/06/us/west-virginia-teachers-strike-deal.html). Thousands of Kentucky teachers picketed over Spring Break, and held a one day walkout to protest at the capitol, due to privatization of their retirement system, developed without teacher input, and a spending bill that drastically cut school spending (https://www.usatoday.com/story/news/politics/2018/04/13/kentucky-school-teachers-protest-frankfort-capitol/514597002/). After having his spending bill vetoed and education funding increased, Kentucky Governor Blevins recently blamed child sexual assault and drug use on protesting teachers, only recently retracting his statement (https://www.npr.org/sections/thetwo-way/2018/04/15/602671694/kentucky-governor-apologizes-for-comments-on-teachers-strike). In Oklahoma, another nine-day teacher strike ended after teachers who had gone over a decade without a pay increase received a $6,000 increase over three years and assurance of legislative increases in state funding for the next budget. Finally, Oklahoma teachers concluded that changes brought during the mid-term by electing pro-education legislators would have a bigger impact than an ongoing strike (http://time.com/5239548/oklahoma-teachers-walkout-ends/). Finally, Arizona teachers staged a capitol house walk-in and avoided a statewide walkout when Governor Doug Ducey proposed a 20% increase to teacher salaries by 2020, with a 9% increase proposed for this year. Among the lowest paid teachers in the nation, teachers' salaries have stagnated in Arizona since the 1990's (https://www.npr.org/sections/thetwo-way/2018/04/12/602023664/arizona-governor-agrees-to-20-percent-raise-for-protesting-teachers). The question that arises is: **how do these political actions relate to us?**

The essential issue in these four states is that they are right-to-work. The teachers in these states have no way to communicate with the individual districts except through these statewide actions. When teachers cannot advocate for themselves at the local level, they are forced to advocate for themselves at the state level. Hopefully, state legislatures across the nation, especially in right-two-work states, are taking note. Disenfranchise teachers from their organizing and collective bargaining rights and this is the result.

What is often lost in news coverage of these strikes is that teachers in these states are advocating primarily for their students. Yes, pay and benefits are a part of the larger picture of sustainability. We know that teachers who are forced to work two or three jobs, outside of teaching, to survive are not able to focus on their students in the fullest sense. The constant refrain from these teachers is how their states' underfunded education

budgets were robbing students of safe learning environments, up-to date teaching materials, and adequate support services. By robbing teachers of their right to organize and bargain at the local level, you not only take the voices of teachers to advocate for themselves. They can no longer advocate for their students. This is something that we can never forget, or let our legislators forget either.

In the coming weeks, the United States Supreme Court will consider the *Janus v. AFSCME* case. David Klapholz discussed this case in March's Legislative Report. Regardless of the ruling, we must remain vigilant and continue to elect state representatives who represent the interests of both teachers and students. We have overcome SB5 and we will overcome any legislation that attempts to make Ohio a right-to-work state. Our students' education and our profession are on the line. One only must look to these four states to uncover the destructiveness of right-to-work.

It's been a typically eventful March. I sent members of Congress letters on common sense gun reform thanks to the work of PAC Chair Cathy Grieshop and SHHS Representative and PAC member Aimee Grey. I attended the March Professional Learning for Instructional Leaders (PLIL) at the Middle School. I addressed personnel issues at Woodbury and at the HS. I addressed a safety issue at the HS. I addressed a personnel issue at the IC. I talked with Dr. Hutchings regularly. I contacted SHTA members on the Principal hiring committee at the Middle School. I signed the contract on March 23rd. I updated the SHTA Facebook page with Andrew Glasier and the Cuyahoga County Educator Summit (CCES) page as well. I addressed a safety concern at Boulevard with Head Representative Angela Anderson. I attended Google Bootcamp training on April 11th and 12th. I attended the Insurance Committee Meeting on April 12th. I will attend the April PLIL session on April 18th. I will also sit on a panel on teacher ethics at Case Western's CELAC (Case Education Licensure Advisory Council) Conference on April 25th. I will attend the CCES meeting on April 26th.

In many ways as the year heads towards summer break, my job as SHTA President becomes busier. Yet, for all the work this time of year may bring, it is still my pleasure to help our members and advocate the interests of Our Association. As always, please do not hesitate to contact me with any concerns at morris_j@shaker.org or extension 6033.

Respectfully submitted,
John Morris



SHTA President John Morris at the April SHTA Representative Council meeting @ Lomond Elementary School.

VICE PRESIDENT'S REPORT

I hope that everyone had a restful Spring Break. It is hard to believe there are just over 30 school days left in this school year. Before the school year ends, take a moment to reflect on all the wonderful work you have done for the benefit and success of our students. During this hectic time of constant testing, remember that it is the relationships that you have developed and fostered this year with your students that they will remember and take with them as they grow and mature.

Congratulations Cinnamon Anderson, Laura Boris, Kady Cole, Stacey DeYoung, Vanessa Exum, John Filippakis, Amy Fogerty, Rachael Folkman, Brittany Gehring, Denise Goble, Shifa Isaacs, Kara James, Jane Jowers, Lauren Keener, Benjamin Lehman, Lynn Marencik, Elizabeth Mazzie, Edwin Mugridge, Nora Jean Murphy, Sagar Patel, David Peake, John Philbin, Jeffrey Rice, Alexandria Royal, Jacqueline Scanlon, Rebekah Sharpe, Megan Slusar, Nicole Smith, Stacy Stoller, Karen Tritt, Jennifer Wiescinski, and Greg Zannelli for earning a Continuing Contract from the district. They have worked extremely hard for this is a wonderful accomplishment.

I encourage recipients of SHTA Fellowship Grants to submit receipts for reimbursement. Please be aware, no reimbursement will be made over the summer break. The deadline for reimbursement will be the end of September 2018.

Please continue to help and support each other. If you have any questions for me feel free to contact me at 295-4692.

Respectfully submitted,
Matthew Zucca

SHTA Vice President Matt Zucca at the April SHTA Representative Council meeting @ Lomond Elementary School.



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TREASURER'S REPORT

The Investments Committee (Todd Keitlen, Matt Zucca, Chante Thomas-Taylor, and myself) met with Brady Krebs, our Edward Jones financial advisor, the last week before Spring Break to look over our investments. In light of the all too frequent school shootings, we had a discussion about whether our investments are tied to any gun manufacturers. During the April SHTA Representative Council the actions of Randi Weingarten and the AFT were discussed (https://www.aft.org/press-release/aft-throws-down-gauntlet-wells-fargo-over-gun-support). A member asked whether any of our investments are tied to the NRA. We are in the process of gathering information and will be sharing it at next month's SHTA Representative Council meeting.

Next month's SHTA Representative Council meeting (May 14th) is when the Representatives will be discussing the 2018-19 SHTA budget and sending it to the membership for approval. A preliminary budget was distributed to the Representatives at April's meeting to take back to their buildings for discussion. If you have any concerns please let your head building Representative know, so it can be communicated at May's Representative Council Meeting or you are welcome to email/call me directly (scanlon_w@shaker.org ext.6296).

Respectfully submitted,
Bill Scanlon

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SHTA Treasurer Bill Scanlon at the April SHTA Representative Council meeting @ Lomond Elementary School.

EXECUTIVE BOARD REPORTS

PROFESSIONAL RIGHTS AND RESPONSIBILITIES REPORT

I attended a meeting to sign the collective bargaining agreement with the negotiations team and administrators on March 23. I helped John Morris recruit members to participate in a panel discussion to build a leadership profile for the Middle School principal search, and I participated in the focus group on March 28. I will also represent SHTA on the interview committee on April 24.

I spoke with Human Resources Director Dr. Lois Cavucci and Assistant Superintendent for Curriculum and Instruction Dr. Terri Breeden about how to proceed with Supplemental Committee meetings in May. If you are interested in serving on the committee as a representative from your building, please e-mail me. Our plan is to review each building's 2017-18 supplementals and work with building principals and teachers to plan for 2018-19.

Two members asked about bereavement leave in the past month. Members may use sick leave at the time of death of a person in their immediate family. Bereavement leave is only used when members are out of sick days. In this case, up to three days of bereavement leave will be granted to the member.

I am currently assisting Middle School building representatives John Koppitch and Kathy Manning as they meet with principals about results from a member survey about student misbehavior in the building, and how it is handled by the administration. I am also working with a member about maternity leave and FMLA.

I attended an Insurance Committee meeting on April 12. During the meeting, we discussed member concerns recently brought to my attention. First, in network health care providers out of state are more difficult to find with Medical Mutual than they were with Anthem. Members must search for a provider using First Health, which Medical Mutual partners with for out of state in network care.

https://providerlocator.firsthealth.com/LocateProvider/CustomPage

Second, prescription drug prices may change based on their tier, even with our Express Scripts coverage staying the same. You should receive a letter from Medical Mutual about tier changes since they now manage our Express Scripts plan. You can work with your doctor to find a less expensive alternative, if possible. Third, members have two separate web sites for health plans and flexible spending accounts, even though both are managed by Medical Mutual. District consultants are checking with Medical Mutual about integrating these systems for us. The district will soon change their Employee Assistance Program provider from *Assist Now* to *Ease at Work*. Look for more information about this before the end of the school year. *Ease at Work* provides more services than *Assist Now*. Health Advocate usage has increased, as has employee participation in district-sponsored wellness programs. Medical Mutual provides much of the funding for these programs. We also learned that some employers contribute matching funds to their employees flexible spending accounts to encourage them to take advantage of this opportunity to decrease their taxable earnings. This benefit may be added to our member survey before our next negotiations begins in 2020.

To learn more about the STRS Board Elections, go to this link. You have until May 7 to cast your ballot.

https://www.strsoh.org/news/2018/retirement-board-seat-election-voting.html

Respectfully submitted,
Mike Sears, chairperson

EVALUATION COMMITTEE

The Evaluation Committee will be meeting on April 25th. I met with Dr. Lois Cavucci, our Human Resources Director, to create the agenda and to discuss details of the evaluation process and the Peer Evaluation Program. The Committee 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. Thank you to those who communicated concerns and suggestions for our work. I will share the results from our meeting in the SHTA Newsletter in May.

Formal and Informal Evaluations should be completed this month. 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

PUBLIC RELATIONS COMMITTEE

It is our solidarity that creates our strength as an Association! One simple yet effective way of broadcasting our collective might is through increased visibility!

The T-SHIRTS are in! I have already sent shirts for our prepaid orders. Shirts will be available to be paid for and pick up from Woodbury for the K-8 teachers and for the High School teachers from Bill Scanlon on Tuesday the 24th. Our regular publication in the Shaker Heights High School yearbook with be forthcoming. Finally, our Teacher Appreciation gifts have been ordered.

Respectfully submitted,
Robert Bognar, chairperson

PAST PRESIDENTS COMMITTEE

At the most recent meeting of the Finance and Audit Committee, the committee members participated in a discussion (via telephone) with Sungard regarding integrated software for accounting, budgeting, payroll, and human resources. A previous presentation was made by Tyler Munis. A decision is expected soon regarding the purchase of management software for the district.

The April Board of Education meeting was dominated by presentations—from the Equity Task Force, the Minority Student Achievement Network, the development of a policy on Gifted Education, and Capital Projects. The Treasurer discussed the recent successful bond issuance.

The Insurance Committee studied the claims review from Anthem for the close of 2017 and the status of the first few months under Medical Mutual in 2018. The district should be sharing information about the services available through Health Advocate, which offers assistance with insurance claims, appointment scheduling, appeals, finding cost effective services, and more. Additionally, you should receive information about the district's new Employee Assistance Program—Ease@Work. Our previous provider was Assist Now. Watch for district information on these important employee programs.

As I have said many times, thank you to Dr. John Morris and his leadership team. It is an honor to work with them and to continue to serve the members of the SHTA.

Respectfully submitted,
Becky Thomas, chairperson

LEGISLATIVE COMMITTEE

Education Week reports (**https://www.edweek.org/ew/issues/teacher-pay/index.html?cmp=eml-enl-tu-news1&M=58439450&U=2641459**) that in Oklahoma, on Monday April 2, 30,000 teachers walked out of schools and went to the state capitol to protest low funding for education. A similar walkout happened in Kentucky, and teachers in Arizona are also protesting low funding.

36 schools have changed their names to avoid celebrating Confederate leaders. Even so, there are still about 140 more schools in the nation that are named for Confederate figures. (**https://www.edweek.org/ew/issues/confederate-named-schools/index.html?cmp=eml-enl-eu-news1&M=58439560&U=2641459**)

The National Education Policy Center (**http://nepc.colorado.edu**) has deleted its Facebook page, and is suggesting that all schools do it too.

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

This month's constitutional focus falls under By-Law II which concerns our elections. Section C states:

C. Election of Building and Support Teacher Representatives
Building Representatives
1. Before the end of the current school year and not earlier than the 2nd of May, each building shall elect its representative(s) and an alternate to serve during the next school year. The current Building Representatives shall notify the members within their building of the date and location of the election no later than one (1) week prior to the vote. All ballots will be collected and sent to the Elections Chair for tabulation. The results of the building election shall be published by the Elections Chair, who will notify the members of each respective building of the outcome of the election. In the case of more than one representative, one shall be designated the Building Chair. The Elections Chair shall report the results of the election to the Secretary before the close of the school year.

If you have any interest in supporting your building and being a part of our SHTA's Representative Council, please contact your current building's head representative.

Respectfully submitted,
Tim Kalan, Chairperson

SOCIAL COMMITTEE

SHTA members, we will celebrate our colleagues on Thursday, May 24th at our Annual District Recognition Reception. More than 70 individuals will be honored this year! This is a catered event, beginning at 3:45 p.m. in the High School Upper Cafeteria. We look forwarding to seeing you all!

Respectfully submitted,
Selena Boyer, Chairperson

MEMBERSHIP & ELECTIONS COMMITTEE

On Monday, May 21st we will be holding building representative elections. If you are interested in being placed on the ballot and have been a member of SHTA for three years, you are eligible to run! If you are currently serving as a representative, your name will be placed on the ballot **unless I hear from you by May 1, 2018. If you are interested in representing your building, please inform me by email and copy Darlene Garrison.**

Each school will have at least one representative for every 20 members. (see below)
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

"FEAR can have two meanings; forget everything and run or face everything and rise." Zig Ziglar

Attending the March for Our Lives with my daughter, in Cleveland, was a powerful experience. I am impressed with the way students are rising up and demanding change. The speeches given at home and across the country were so moving and on-point. We need to keep this movement going, encourage our young people to keep fighting, and demand action ourselves. Don't let it quiet down until the next tragedy happens.

Support our Political Action Committee! "Just Let Me Teach!" wristbands are on sale now in your building. Please see your SHTA representative to make a $3.00 donation to get a red and white, SHTA wristband. Donations to the PAC help for when we need funds to support important issues in education.

You should have received your STRS ballot in the mail. Exercise your right to vote! You may vote online or send in before May 7th!

Respectfully Submitted,
Cathy Grieshop

SHTA ST COMMITTEE

Congratulations to Jane Jowers, Edwin Mugridge, John Filippakis and Cinnamon Anderson, who are among the first Support Teachers to receive continuing contracts in the history of Shaker Heights City Schools! This was made possible by our initial Collective Bargaining Agreement in 2015, which gave Support Teachers the chance to become eligible for tenure. We look forward to negotiating our next contract beginning later this month.

Respectfully Submitted,
Bonnie Gordon

SALARY-TENURE COMMITTEE

The SHTA Support Teachers Negotiations Team met on Tuesday, April 18th to begin pre-negotiations. I signed a Memorandum of Understanding (MOU) to allow both sides more time to meet with their respective teams before Negotiations formally begin. Bonnie Gordon will be Our Support Teacher Chief Negotiator with the legal direction of our lawyer Susannah Muskovitz. Support Teacher Negotiations Team Members include Cinnamon Anderson, Ellen Conkey, Theresa Douglas, Jill Lasheen, Peg Rimedio, and Michael Wells. I will serve as consultant to the team and report out to the Association as necessary.

Respectfully Submitted,
John L. Morris

TEACHER EDUCATION COMMITTEE

32 teachers are being awarded a continuing contract by the Shaker Heights Board of Education. These individuals will be recognized at the District Recognition Reception on May 24th in the high school cafeteria. Please come and support our colleagues for this important achievement.

Respectfully Submitted,
Lisa Hardiman

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

MINUTES FOR THE REPRESENTATIVE COUNCIL MEETING
APRIL 16, 2018, LOMOND ELEMENTARY SCHHOL

SHTA President, John Morris started the April 16th Rep. Council Meeting at 4:32P.M.
Carina Freeman, Principal of Lomond Elementary School was not present for the meeting but sends her greetings to all.

MINUTES from the March 12, 2018 Rep. Council meeting were accepted and approved. Motion made by Bill Scanlon and Seconded by Aisha Fraser.

Special Presentations by The Woodbury Female Scholars

- The Scholars are working on a service project with National Geographic to create an accessible playground for students with special needs.
- This project was started this school year and they will continue working on this goal next year as well.

Special Presentation by The Equity Task Force

- Nicole Patterson and Eric Forman were present to share the goals of the committee.
- Purpose - to remove barriers
- Concerns
    - Racial disparity and achievement gap
    - Underrepresentation of minorities in advanced-level courses
    - Educator workforce diversity
    - International families
    - LGBTQ community
    - Special education programs
- Ultimate Goal
    - To develop a policy and implement the policy to produce a successful change in Shaker Heights City School District.
- Upcoming Opportunities
    - http://www.shaker.org/EquityTaskForce.aspx

Administration Report
Dr. Gregory Hutchings was present to share report from central office

- Addressing the declining student enrollment
    - Birth rates are not as high
    - Past 5 years we have lost 500 students
    - We have to address this issue
    - All schools are seeing the declining student enrollment
    - In some schools, we have 1 to 2 additional teachers in the building
    - Some classes, student enrollment of 15
- Please refer to the Plan for Declining Enrollment Document - 4 options are listed
    - Option 1: 2018-2019 “No Change Option”
    - Option2: 2018-2019 “Attrition Only”
    - Option 3: 2018-2019 “Attrition & 2019-2020 RIF”
    - Option 4: 2018-2019: “Attrition & RIF”

P.T.O. Report
No PTO Officer present to give report

Officer's Report

President, John Morris

- Sent members of Congress letters on common sense gun reform. Thanks to the work of PAC Chair Cathy Grieshop and HS Rep and PAC member Aimee Grey.
- Attended March 22nd PLIL
- Addressed personnel issues at Woodbury
- Addressed personnel issues at the HS
- Addressed a safety issue at the HS
- Addressed a personnel issue at the IC
- Talked with Dr. Hutchings regularly
- Addressed SHTA members on Principal hiring committee at the MS
- Signed the contract on March 23rd
- Updated SHTA Facebook page with Andrew Glasier and CCES page as well.
- Addressed a heating concern at Boulevard with the leaderships of Angela Anderson. Dr. Wilkins helped us find a solution.
- Attended Google Bootcamp training on April 11th and 12th – members should take advantage of this opportunity.
- Attended Insurance Committee Meeting on April 12th
- Will attend April PLIL on April 19th.
- Will represent teachers at Conference on April 25th
- Will attend CCES meeting on April 26th

Salary Tenure

- SHTA Support Teachers Negotiation Team, headed by Chief Negotiator Bonnie Gordon will meet on Tuesday April 17th with our counsel, Susannah Muskovitz. I will act as consultant and continue my role as Salary Tenure Chair. Last week I signed an MOU giving both sides more time to meet before proposals are presented. In need of more time because of Spring Break.

Vice President, Matt Zucca

- Busy dispersing funds for Fellowship Grants.
- Please turn in receipts for reimbursement for Fellowship Grants.
- Attended Financial Planning Meeting.
- Concerns at Mercer.
- On-going discussion about a contract related issue
    - 16.01: Any interruptions during your planning period, member should be compensated.

Secretary, Darlene Garrison

- Please make sure to check the attendance sheet. Should be accurate for next month's meeting.
- Busy hosting Executive Board Meetings at Woodbury
- Will be conducting the election in May for Chante Thomas-Taylor.
- Please be sure to sign the attendance sheet before you leave each meeting.

Treasurer, Bill Scanlon

- Next month, we will be looking at the new budget for next fiscal year
    - Executive Board will discuss first
    - Rep. Council will look at and discuss proposed budget so that membership can vote.
    - Reps, please take the time and share proposed budget with membership.
- Attended an Investment Committee Meeting
    - Discussion about making sure our investments do not touch gun manufacturing. Less than 1% of our investments could have anything to do with guns.

Executive Board Reports

Past President, Becky Thomas

- Not Present

Teacher Education, Lisa Hardiman

- 32 Teachers will receive Continuing Contracts this year.
- Kiki Stout confirmed that a Support Teacher had been grandfathered in as having a Continuing Contract. Teacher didn't know she had the Continuing Contract.
    - Any teachers grandfathered in - should be on the list to be recognized at Annual Recognition Reception on May 24th

Support Teachers, Bonnie Gordon

- Given under Building Reports

Membership/Elections, Darlene Garrison in for Chante Thomas-Taylor

- Elections will take place at the end of May.

Policy, Tim Kalan

- Member is wondering about the National Search for the Middle School Principal
    - Dr. Terri Breeden informed membership that there will be no National Search for MS Principal.

Public Relations, Bob Bognar

- New shirts are in
    - Some have been distributed
    - If you have not paid, K-8 can see Bob Bognar to pay by credit card, High School see Bill Scanlon.
    - Extra shirts are available
    - Older SHTA shirts will be discounted.
- Teacher Appreciation gifts are ordered and will be distributed to Reps. before the next meeting.

Evaluation, Lena Paskewitz

- Committee Meeting is scheduled for next week, April 25.
- Results of the eighth grade MAP are in, looking good. Shared Attribution will receive a 4.

Legislative, Dave Klapholz

- Northeast Ohio Schools' walkouts over gun violence.
- Whole state teacher strikes in so called "Right to Work" states
    - Oklahoma, didn't work.
    - Arizona still in process.
    - Legislature didn't move.

Publications, Andrew Glasier

- Updated the Twitter and Facebook pages with editorials.
- Started group editorial.
- Wednesday at midnight blurbs are due.

Social, Selena Brown

- District Recognition Reception is scheduled for Thursday, May 24th.
    - Shaker Heights High School Upper Cafeteria-3:45PM.
    - Reps, please hang up flyers all over your buildings, they will be mailed to you.

Legal Aid, Cathy Grieshop

- No Report
- Passed out bracelets, "Just Let Me Teach". Reps are to sell them and money will go to PAC.

Professional Rights and Responsibilities, Mike Sears

- Supplementals Committee meeting about current year; we are planning to meet soon.
    - We would like to get original committee members together from each building. Planning on next month.
- Will participate on the Middle School search panel on April 24th. Will be interviewing 1-4 candidates.
- Signed the contract last month.

Building Representative Reports

Boulevard, Jennifer Goulden

- Thank you, John Morris for helping to resolve a heating issue in a classroom.

Fernway, Andee Hassell

- No Report

Lomond, Steve Smith

- No Report

Mercer, Cathy Richards

- Thank you Matt Zucca for getting extra support for a teacher.

Onaway, Paula Klausner

- No Report

Woodbury, Angela Goodrum

- Students who are emotionally disturbed with serious behavior concerns is a growing problem. Teachers are not being supported:
    - Teachers are being asked to lock their doors promptly.
    - Teachers want to know what type of support will be given to resolve this growing problem?
- Special Education Teachers would like to know the protocol for writing IEPs for students that go to private schools but live in our district.
    - Are there any meetings that would help with this situation?
    - What could be put in place for a clear understanding of what we have to do to create a document for a student that we have never met?

Middle School, John Koppitch

- Kathy Manning and myself will be meeting with the Admin and MIT teams to follow up on our original level one grievance.
- We will also use this opportunity to collaborate on student behavior, and will present our member survey on behavior and the MIT process.
- Some members have concerns over hallway behavior during lunch periods and during changing times for classes. When members have approached students about behavior they have been treated poorly (mainly students they do not know personally). Also, when a member has passed the incident onto administration, they have been frustrated with the lack of communication and follow-up.

High School, James Schmidt

- Issue with processing a request for a bus - High School field trip.
    - Bus request getting lost.
- Robocall language - change some of the phrasing in the handbook(LGBTQ)
- A student was choked by another student and the teacher was unable to separate them. Other students were able to get them apart. Behavior issues in the building.
- Discussion about Science and Social Studies Intervention Specialist not being staffed:
    - How much money is the district planning on saving?
    - How many positions will be eliminated?
    - What does the data show? How will data be used to determine this works?
        - We would like to read the research about the need to eliminate the intervention specialists in science and social studies.

Support Teachers, Bonnie Gordon

- Looking forward to starting negotiations. Hoping for Interest Based Bargaining.

Old Business

- None

New Business

- None

Good of the Order

- Thank you, Lomond Representatives for hosting the April Rep. Council Meeting

Motion for Adjournment

- Motion made by Andrew Glasier and Seconded by Angela Goodrum

April 16th Rep. Council meeting was adjourned at 6:18PM.

May Rep. Council meeting is scheduled for Monday, May 14th at Onaway Elementary School.

Respectfully submitted,
Darlene Garrison

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SHTA Member Selena Boyer with daughter Sasha.





SHTA April Representative Council Meeting @ Lomond Elementary School. Special thanks to Lomond Representatives Jill DiPiero & Steve Smith for hosting the meeting.

Our Students Need Less Disruptions

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.

THE BIG QUESTIONS: How is the district putting policies in place that protect the safety and learning environment of the majority of the students? How does disruptive student behavior affect the other, rule-following students who are trying to learn?

As a district, we need to shift the focus from saving money in special education and putting emphasis on the majority of students who are suffering from less focused instructional time, distractions, emotionally unsafe learning environments, etc. Additionally, MITs (mobile intervention teams at the middle school), cumbersome practices that discourage removal of kids from class, and very limited use of suspensions is seriously and negatively impacting the learning of the majority of students in Shaker Heights City Schools. On top of that, the district is not using the full services of programs like PEP and more kids with significant behavior problems are staying in our school buildings with little or no support for the students or the teachers.

The SHTA has been considering issues related to student behavior for a number of years. Often the district has used the incremental pace of our strategic plan to justify their actions (or lack thereof). As we come to the close of our five-year plan, and the culmination of Strategic Initiative 1.9, teachers are concerned that we are not properly addressing these behavior issues. Whether it relates to safety in the classroom, meeting *all* students' needs, reducing harassment or improving the climate of our schools, the SHTA believes our current process is not adequately addressing these problems. Restorative Justice only works if something is restored. Troubled students acting with impunity serves no one's purpose. Consequences provide structure and predictability, and protect the vast majority of our students who simply want to engage teachers in safe and supportive classrooms. Listed below are comments received from Shaker colleagues. We plan to continue to encourage our colleagues to provide examples of their experiences with disruptive students and the impact on the educational program. Our hope is that these anecdotes promote a dialogue between teachers and administrators to better serve not only the students with behavior issues but also the full student population.

Anecdotes:

- "I was standing in the hallway conversing with a colleague, when a student walked past me listening to headphones and "singing" loudly. I got his attention and told him, "You need to quiet down. There are classes going on." He gave me a disgusted dismissive look and proceeded to continue down the hallway "singing" loudly. I followed him around the corner to within sight of a security guard. He continued to try to walk away from me without quieting down. The security guard came over and spoke to him by name and he turned and left up the stairway. The security guard said to me, "He is violent. That's why I came over to help." I spoke with the security guard and got reassurance that she/he knew the student and would deal with his disruptive behavior. While teaching my next class (about 40 minutes after the hallway incident), the classroom phone rang. A principal was on the phone and said the student from earlier was in his/her office. She/he said, "I have him on speaker here in my office and he would like to apologize to you if that's okay." I said, "No, I'm sorry but I have a roomful of students here I'm trying to teach. I would love to talk with him about this but now is not a good time."

- "Teachers have shared with me that they refrain from sending disruptive students to the office for help because they are then told they have weak classroom management. Furthermore, some principals are communicating the referral numbers to their staff and highlighting and/or congratulating grade levels or

classes with fewer referrals. Teachers are concerned that the act of asking for support with individual students may result in evaluation consequences or other punitive actions by administrators."

- "Teachers have concerns over hallway behavior during lunch periods and during passing times for classes. When teachers have approached students about behavior they have been treated poorly (mainly students they do not have personally). Also, when a teacher has passed the incident onto administration, they have been frustrated with the lack of communication and follow-up. This type of situation occurs frequently."

- "An elementary student with a long history of behavioral problems throws furniture around a classroom. This behavior, in addition to being disruptive, causes other students trauma, requiring some to seek help."

- "An elementary student engages in oppositional behavior for an entire school year with little direct consequence. This student's behavior requires the classroom to be evacuated by the other students of the class on a regular basis."

- "An elementary student kicks and throws punches at a teacher. This student is not suspended."

- "An elementary student loses self-control on a regular basis, causing the destruction of materials in the classroom. Student and teacher work is often destroyed."

- "An elementary student loses emotional control, requiring forcible removal from classrooms. A frequent result of these interventions results in interventionists being physically assaulted."

- "Kindergarten teachers are often put in difficult positions across the district, receiving *unidentified* students who sometimes have severe behaviors and extensive needs, and are not staffed properly or at all."

- "A small group of students get passes "to the bathroom" from just about every class and wander through the hallways, meeting up with each other and having loud conversations. Sometimes they knock on my classroom door to ask for another student or poke their heads into the classroom and call out in the middle of a lesson. When I confront them in the hallways, they ignore my existence; they have also told me to shut up. They seem to know where the security guards are posted and when, because I rarely see a security guard when I see them in the halls. In general, most students in the halls after 3 p.m. wander in groups of 5-8 and refuse or ignore all attempts to get them to leave the building. When I see them after 4 p.m., I wait until they're gone to leave my classroom and go to my car."

ARTICLE XXI - PROTECTION OF TEACHERS AND STUDENTS

21.01 General

The administration recognizes its responsibility to give all reasonable support and assistance to teachers with respect to the maintenance of control and discipline in the classroom in accordance with Section 3319.41 of the Ohio Revised Code. It is the responsibility of the teacher to provide a classroom learning situation which provides an atmosphere for learning to take place; when it becomes apparent that a breakdown in classroom discipline is caused by a particular pupil who is disruptive in nature, it is the duty of the teacher and principal to find a reasonable solution to the problem.

It is the intention of the administration to support teachers' efforts in maintaining orderly classrooms and in protecting them from unruly students. When a student's behavior is so extreme that it disrupts the educational process, parents will be consulted and, if necessary, the police. Suspension and expulsion from school may be considered in accordance with the provisions of the Ohio Revised Code.