

IMPORTANT DATES

Spring Recess: Thursday, March 27
to Sunday, April 6, 2014.

Classes Resume: Monday, April 7,
2014

Representative Council: Monday,
April 14, 2014 @ Lomond School

SHTA *news*

March 17, 2014

ISSUE NO. 6

Message From the President

I would like to start my President's Report on a note of gratitude. I am extremely grateful for the Officers and Executive Board, the Representative Council, the Political Action Committee, the Evaluation Committee and all the Association members who take part in making the Shaker Heights Teachers' Association work for its members, students, and community. It's at this time of year, when pressure seems the greatest and days seem the longest that I am reminded of why it is I do what I do and what makes me so proud to serve as the President of such a vital organization of professional educators.

I am also going to ask all of you to do a bit more. You should have received the letter I emailed you concerning donating time and funds to the upcoming levy campaign. Please consider making a donation through our PAC by sending a check to SHTA PAC c/o Bill Scanlon at the High School. Consider making a personal contribution to the levy at <http://www.yesforshaker.org> so your name will be posted on the website and so that you can request a yard sign as well. I am also encouraging you to volunteer for levy activities such as our upcoming phone banking nights, neighborhood canvassing, and positive conversations with neighbors and community members in Shaker and beyond. We cannot afford to let this levy fail. The schools and programs we love, the colleagues we support, and the students we serve are depending on it. Let's make sure that, when the votes are counted in May, we have nothing to regret.

It's been another action packed month. I dealt with administrative and peer evaluation parity issues. I attended the meeting of collective bargaining unit Presidents with Dr. Hutchings. I attended the Peer Evaluation meeting. I discussed the OfficeMax settlement, Medicaid refund and Board statement time limit with Dr. Hutchings. I began regular monthly meetings with Mrs. Robinson and Dr. Stokes. I discussed the Levy campaign with Peggy Caldwell. I addressed safety issues as result of Health and Safety inspections throughout the district. I worked on communication with membership concerning the recent delayed start policy. I dealt with disciplinary issues across the district. I addressed question concerning retire/rehire. I dealt with medical care concerns at the Middle School and High School. I worked on the levy letter and consulted with the Evaluation Committee. Finally, I attended the Night for the Red and White.

The involvement of our SHTA Officers, Executive Board Members, Representative Council, Political Action Committee, and Evaluation Committee members make my focus on these

responsibilities possible. The continued involvement of our Past President, Dr. Becky Thomas, allows me to stay in touch with the institutional memory that is so often lost in times of transitioning leadership. For example, Becky's knowledge of the Board's finances and her continued attendance at finance committee meetings has been crucial in our awareness of the levy campaign and OfficeMax and Medicaid developments. I am grateful for everyone who helps make the SHTA as responsive and vital as it is today. But there is always room for more involvement. We have a Political Action Committee that will need more committed volunteers in the spring and fall. We want to see more teachers taking part in becoming Peer Evaluators and Evaluatees. We also want to become even more present and aware as our Board of Education continues to implement new initiatives and changes. I am asking all of the members of the Shaker Heights Teachers' Association to ask themselves what they can do to continue the strength and relevance of our organization. I've suggested some ways that you can do that in this report, but I would love to hear your ideas on how we can continue to stay and grow more relevant. Please feel free to contact me at morris_j@shaker.org with your thoughts.

*Respectfully submitted,
John Morris, President*



*SHTA President
John Morris &
others at the Shaker
Heights Middle
School SHTA
Representatives
meeting.*

*Laura Boris,
Lomond, and her
husband, John at
The Night of the
Red & White.
Laura was a
SHTA raffle
winners.*



Reports from the Executive Board

VICE PRESIDENT'S REPORT

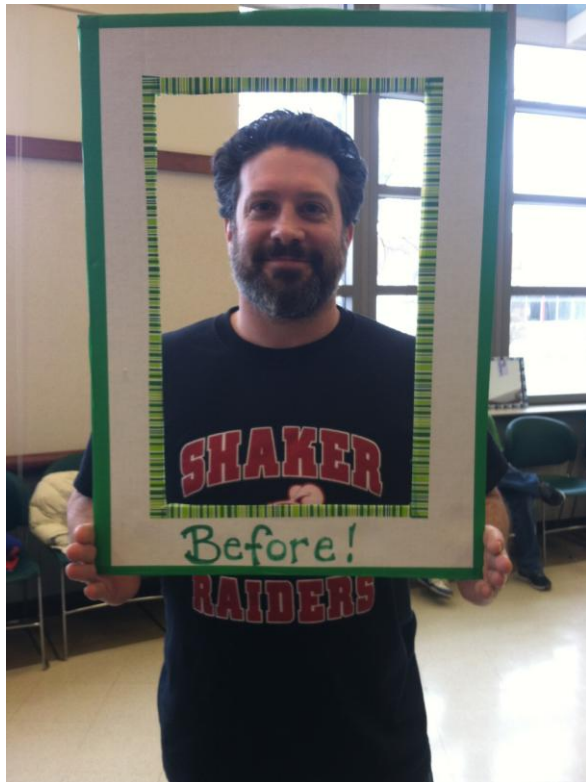
What a winter we are enduring. We are all looking forward to a well deserved Spring Break. Hopefully spring will have come by then, delivering to us a break from winter. A very nice break from the winter was *The Night for the Red and White*. I would like to thank you for your Silent Auction contributions and your attendance at *The Night for The Red and White*. There were over 800 tickets sold. 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.

As you are all aware the Board is placing a 6.9 mill operating levy on the May ballot. It is important that we show our support. You can do that by making donations to both the SHTA PAC and to the levy campaign. You should also consider ways in which you can volunteer for levy activities. Please visit www.yesforshaker.org for more information.

I continue to ask that you help and support each other. If you have any questions for me feel free to contact me at 295-4692. Have a restful and well-deserved spring break

*Respectfully submitted,
Matthew Zucca*



SHTA Vice-President Matt Zucca has shaven his head for St. Baldrick's day! Donate at www.stbaldricks.org. In the search box that reads "search for people or events", type Matt Zucca to make a donation.

TREASURER'S REPORT

Spring Break is right around the corner. I feel like saying, "Hang in there, you can make it." But really we need to stay more focused than that. We need to keep an eye on the evaluation process and how different principals are implementing it, we need to pay attention to the never-ending testing our students are put through, we need to get out to support the levy, we need to watch out for and lend a hand to new teachers, we need to be aware of the morale level of our colleagues, we need to observe with a critical eye the new superintendant and school board to be cognizant of the direction the district is headed, and most important of all we need to continue caring for and educating our students. So instead of "Hang in there," I will say, "Stay strong, be diligent, and keep working hard for the kids of Shaker Heights."

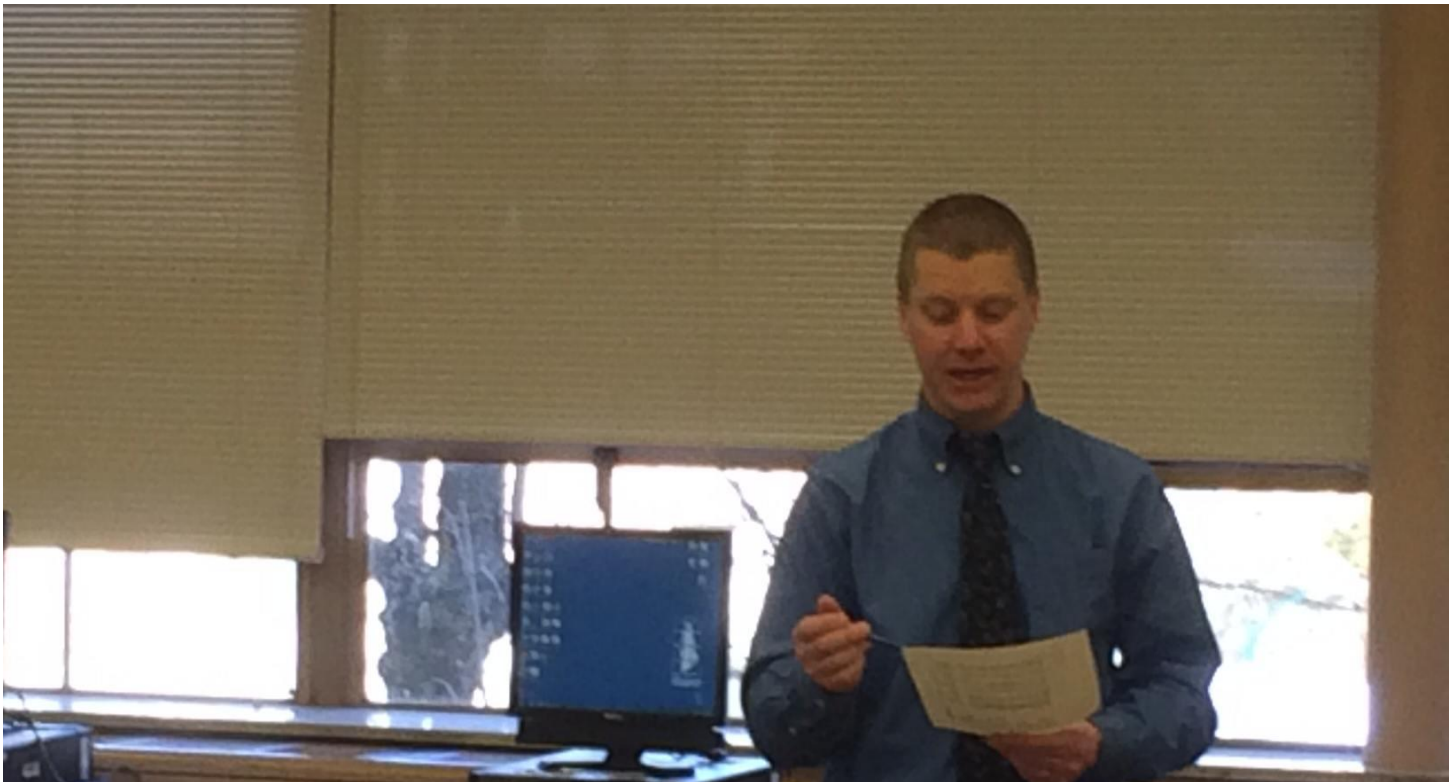
I met with an investment manager at Key Bank to investigate further investment possibilities, which will be decided upon by the Investment Committee. Following that meeting I transferred \$80,000 from our Key Bank Business Checking account into a money market fund.

The Investment Committee is meeting in April with Brady Krebs, our Edward Jones advisor, to look over those investments. We will also discuss the Key Bank money market funds.

The current financial report is attached.

*Respectfully submitted,
Bill Scanlon, Treasurer*

Bill Scanlon at the March SHTA Representatives Council @ Shaker Heights Middle School.



FINANCIAL REPORT

7/1/13

3/13/14

COMPOSITE BALANCE

Balance 7/1/13	992,246.58
Receipts 7/1/13 to present	108,832.03
Change in Valuation 7/1/13 to present	<u>69,205.71</u>
	1,170,284.32
Expenditures 7/1/13 to present	-48,334.62
Expenditures charged to last fiscal year 2012-2013	<u>-1,493.42</u>
TOTAL	1,120,456.28

BANK AND BROKER RECONCILIATIONS

A. KEY BANK (3/13/14)

Money Market	<u>101,258.61</u>	
Total Money Market		101,258.61
Business Interest Checking Account		43,360.31
Unposted deposits and transfers		<u>0.00</u>
		144,618.92
Less outstanding checks		<u>-799.60</u>
TOTAL KEY BANK		143,819.32

B. EDWARD JONES (3/13/14)

Regular Association Account	537,267.02	
Advisory Solutions Account	<u>439,369.94</u>	
		<u>976,636.96</u>
TOTAL		1,120,456.28

Budgeted Accounts

	7/1/13				3/13/14	
<u>Account</u>	<u>Budgeted</u>	<u>Debits</u>	<u>Transfers</u> <u>out</u>	<u>Credits</u>	<u>Transfers in</u>	<u>Balance</u>
Accounting	5,000.00	7,346.96	0.00	0.00	0.00	-2,346.96
Compensation for officers, representatives, et al.						
President	9,302.00	4,651.00	0.00	0.00	0.00	4,651.00
Vice President	5,581.00	2,790.50	0.00	0.00	0.00	2,790.50
Secretary	5,581.00	2,790.50	0.00	0.00	0.00	2,790.50
Treasurer	5,581.00	2,790.50	0.00	0.00	0.00	2,790.50
P.R. & R. Chairperson	5,581.00	2,790.50	0.00	0.00	0.00	2,790.50
Editor	4,653.00	2,326.50	0.00	0.00	0.00	2,326.50
Building reps. and alternates	10,000.00	0.00	0.00	0.00	0.00	10,000.00
Conferences and meetings	2,500.00	2,115.79	0.00	149.21	0.00	533.42
Fellowships and Grants	3,500.00	700.00	0.00	0.00	0.00	2,800.00
Insurance	5,000.00	5,295.00	0.00	0.00	0.00	-295.00
Legal	5,000.00	3,243.50	0.00	0.00	0.00	1,756.50
Negotiations	50,000.00	6,054.20	0.00	600.00	0.00	44,545.80
Executive Board expenses	500.00	266.77	0.00	0.00	0.00	233.23
Officers' expenses	500.00	298.51	0.00	0.00	0.00	201.49
Payroll taxes	975.00	297.86	0.00	0.00	0.00	677.14
Publications	200.00	0.00	0.00	0.00	0.00	200.00
Public Relations	4,000.00	1,490.00	0.00	0.00	0.00	2,510.00
Social	1,800.00	211.00	0.00	0.00	0.00	1,589.00
STRS(TPO contributions)	9,200.00	2,875.53	0.00	0.00	0.00	6,324.47
General Fund	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>
TOTAL	134,454.00	48,334.62	0.00	749.21	0.00	86,868.59

EXECUTIVE BOARD REPORTS

PROFESSIONAL RIGHTS AND RESPONSIBILITIES REPORT

In Florida recently, a news organization won a lawsuit to publish teacher value added scores. In the story (link below) American Federation of Teachers president Randi Weingarten said, "Rather than doing what's needed to help kids apply knowledge, problem solve, think critically and build trusting relationships, Florida wants to reduce students and teachers to data points. Floridians deserve more." Ohioans deserve more, too.

<http://www.usnews.com/news/articles/2014/02/25/following-lawsuit-florida-releases-teacher-evaluation-scores>

Earlier this week, a teacher's union in Rochester, New York filed a lawsuit related to value added scores. The suit argues that state mandated expected growth measures did not adequately account for students living in poverty.

<http://www.schoolsmatter.info/2014/03/rochester-teachers-sue-over-bogus-vam.html>

As many of our students prepare for SLO tests, CAP tests, and OAA tests, we should be paying attention to the growing backlash against the use of standardized test data to evaluate teachers. A parent group in Cleveland Heights has been meeting to organize opposition directed at the state legislature for the increased amount of time in school that students spend taking standardized tests. A senior level administrator in a local school district told me she would believe PARCC testing could happen on computers in 2014-15 when she sees it. Yet, state law still mandates that student growth measures make up 50 % of a teacher's evaluation. The Ohio Senate passed a bill in December 33-0 that would lower the number to 35 %, but the idea has stalled in the Ohio House. If a teacher earns the Developing rating, they could drop to Ineffective if their students score poorly enough on a standardized test. With this lowest rating, a teacher has to have an action plan and faces the very real possibility of not having a job within 2-3 years.

The other 50 % of a teacher's evaluation comes from an objective, evidence based series of rubrics, right? It is a growth model, right? It is not a gotcha, right? If that were true, maybe the standardized test part of the evaluation would be a little easier to take. However, feedback from some teachers about their experiences in the formative evaluations completed in January indicates that this part of the evaluation is also prone to human error. Perhaps the most egregious anecdote I heard was about a teacher who presented evidence to an administrator that matched the rubric in one category, but received a rating one category lower. The evaluator had ignored the evidence, or so it appeared.

SHTA prepared for this past year and increased our dues, partly so we could afford to help members with their evaluations. As difficult as the January formative evaluations were for some teachers, we are hoping evaluators show some growth when they use the OTES rubrics again in the spring. Of course, teachers should also be working to improve in their areas of weakness. This way of thinking has always been a part of evaluation, many years before OTES. We all should be trying to improve all the time. Being stagnant is not an option.

However, if you start to have problems with your summative evaluation in April or May, please let your building representative know what is happening right away. We are prepared to file grievances on behalf of all teachers who believe their evaluator is not applying the OTES guidelines correctly. Since the new evaluation system is part of the Ohio Revised Code, it is state law. Any evaluator who is not following the OTES guidelines is breaking the law. The Cleveland Teachers Union discovered some of their evaluators had never passed the credentialing test, which made all of their evaluations invalid.

If your spouse uses our prescription drug coverage through Express Scripts as a secondary provider,

make sure he or she shows their prescription drug card to the pharmacist. There have been instances where the pharmacy automatically bills the school district (since our insurance is self-funded), and employees have to pay the district for the full cost of the prescription. Pharmacies and prescription drug insurance carriers are not able (or willing) to change anything when these mistakes occur. Pharmacists should ask you if your insurance has changed, or if you have your card. Doctor's offices usually do this, but pharmacies often do not.

In order to use Express Scripts through Shaker Heights City School District as a secondary provider, your spouse would have to pay his/her prescription co-pay, then mail the receipt to Express Scripts. Express Scripts will send you a check for the difference between our co-pay and your spouse's co-pay. For example, if your spouse pays \$100 for a prescription, then you would receive a check for \$75 once Express Scripts processes your claim. Our co-pay for non-generic is \$25.

There was a Wellness presentation at a special Insurance Committee meeting held on March 12. I was unable to attend the meeting, but I did have a phone conference with Bryan Christman to review the agenda. The school administration is hoping to have a more complete Wellness program in the coming years, and the collective bargaining units are in favor of this positive step.

I worked with several members about maternity leave, adoption leave, insurance questions, and caregiver leave in the past month.

*Respectfully submitted,
Mike Sears, chairperson*

PUBLIC RELATIONS

The SHTA donated \$400 to the Woodbury Art Department to help purchase a new ceramics slab roller. This equipment supported the mug project. Students and families created and purchased mugs to benefit local charities, as well as far reaching humanitarian efforts. Ceramics projects such as this will take place every two years, and the equipment will be used for many years to come. Thank you to Bob Bognar and Deanna Clemente-Milne for heading up these incredible Action Projects!

*Respectfully submitted,
Lena Paskewitz, chairperson*

Our new slab roller allows us to roll a 24" x 50" slab 1/2 inch thick in a single roll. This allows us to make approximately 10 to 12 mug bodies. This slab roller will last for many years.

Deanna Clemente Milne, myself and the entire committee would like to thank SHTA for supporting Woodbury Creating Change.

-Robert Bognar, Woodbury Art Teacher and SHTA Representative.



PAST PRESIDENT'S REPORT

My responsibilities this month focused on attending meetings (Board of Education and Finance and Audit) as well as working on issues related to evaluation and discipline. It is gratifying to continue to assist President John Morris and his leadership team.

*Respectfully submitted,
Becky Thomas, chairperson*

POLICY COMMITTEE

With springtime comes ballot measures and this year an important levy for our district. Our executive committee has endorsed the levy and is strongly encouraging our members to do likewise. In light of this, our constitutional focus today will be on *Article III*:

- **To share the educational expertise of the membership with the community, School Board and Administration to provide the best education possible for each child.**
- **To accept responsibility for promoting and maintaining the principles of the Code of Ethics of the Education Profession.**
- **To promote and to protect professional welfare of members by achieving professional salary schedules, satisfactory tenure policies, sound retirement systems and such other improvements as will encourage professional growth, high morale and career security.**
- **To encourage teachers to exercise their rights and privileges as citizens and to accept, willingly, leadership in school affairs and in the civic affairs of their community. To promote democratic teacher participation in the formulations of educational policies.**
- **To be an active participant with other educational organizations as designated by the membership in the formation of educational policies.**

Please volunteer your talents to the levy campaign anyway you can.

*Respectfully submitted,
Tim Kalan, Chairperson*

SOCIAL COMMITTEE

The Recognition Reception is set for May 22nd at 3:45 in the High School Cafeteria. Please show your support for our colleagues and plan on attending.

*Respectfully submitted,
Wendy Lewis, Chairperson*

MEMBERSHIP/ELECTIONS COMMITTEE

Our Association now has a total of **396** members. Here is the breakdown by building:

<u>Building</u>	<u>Members</u>
Boulevard	24
Fernway	22
Lomond	34
Mercer	27
Onaway	29
Woodbury	61
Middle School	69
High School	130

Respectfully submitted,
Stacy Elgart, chairperson

LEGISLATIVE COMMITTEE

The Ohio House and Senate passed a bill yesterday that grants schools four more calamity days if they make up four days of classes first. The bill will become law as soon as Governor Kasich signs it. School districts are allowed five calamity days; Shaker Heights School District has already missed five school days. With the new law in place, the district does not anticipate having to use the additional days but it is nice to have a contingency plan in place. Districts that have exceeded the allowable amount of calamity days will have to make up the days by tacking on additional days at the end of the school year. Some districts plan to cover the missed time by using “blizzard bags” — extra take-home work — to cover three days. They also could add 30 minutes to the end of a school day. It would take 11 extended school days to equal one make-up day.

A joint conference committee with [House and Senate members came to an agreement](#) on Tuesday, March 11th, dropping the House’s provision to require teachers to attend two professional-development days while students were out of school.

Just Let Me Teach wrist bands advance sales are now being taken. These not only make a statement but make a nice gift for anyone who cares about our schools, our children and our profession! These bands say everything you WANT to say and more. It’s time teachers took back their profession and these bands are a perfect way to start the conversation! You can order your fashionable white and black **Just Let Me Teach** wristbands by emailing pacshed@gmail.com. The **Just Let Me Teach** cost five dollars each. The proceeds of the sale will benefit the political action committee of the SHTA. The money will allow our association support issues facing our community, such as the coming school levy.

Respectfully submitted,
Eileen Sweeney, chairperson

MINUTES FOR THE REPRESENTATIVE COUNCIL MEETING

Shaker Middle School, March 10, 2014

SHTA President, John Morris started the Representative Council Meeting at 4:30PM.

Danny Young, Principal of Shaker Heights Middle School, was present to greet SHTA members. He discussed the Middle School's BLT meeting. He feels good about the meeting and the Middle School.

MINUTES from the February Rep. Council meeting were accepted.

Administration Report

Dr. Hutchings, Lisa Scott, Kathy Fredrick and William Clawson (School Board President) were present from central office.

- Dr. Hutchings shared the administrative reorganization and succession plan. It was the same plan located on Shaker.org. He announced Dr. Yates plan for retirement and Mr. Young being assigned to Woodbury. There will be a nationwide search for a new administrator at Shaker Heights Middle School.
- Dr. Hutchings shared that the district will devise a new interviewing process plan; it will be released in the next couple of weeks.
- William Clawson, President of the School Board, conducted a presentation on the school levy which will be on the ballot May 06, 2014. Please be sure to log on to www.yesforshaker.com. You will be able to volunteer for the campaign, request a yard sign or make a campaign donation.
- Dr. Hutchings and William Clawson answered a question about the OfficeMax tax settlement. The money will be used for the capital budget to help repair buildings in the school district.

P.T.O. Report – Jennie Kaffen, PTO co-president was present to share the report. PTO is all in for the upcoming levy. The PTO would like to find ways for teachers to make donations. The fund is much lower than it has been in the past.

Officer's Report

President, John Morris

- Attended *the Night for the Red & White*.
- Dealt with two evaluation issues, peer evaluations vs. administrative evaluations. He wants to make sure that the evaluations are worthwhile and fair.
- Attended a meeting with Bernice Stokes and Marla Robinson. Shared that he will be meeting with them on a regular basis.
- Attended a calendar years meeting with Marla Robinson.
- Dealt with safety issues from inspector. There were a few concerns at the Middle School.
- Wrote a letter concerning the delayed start process and dealt with questions/concerns about the new policy.
- Worked with disciplinary issue at the High School and health care issues at the high school and middle school.
- Worked on levy letter.
- Attended a meeting with the League of Women Voters.
- Made mug with Bob Bognar.

Vice President, Matt Zucca

- Attended *the Night for the Red & White*, an event that supports Shaker schools.
- Attended the PTO meeting and heard a presentation about the school levy.
- Attended the Race to the Top meeting.
- Attended a meeting with the League of Women Voters.
- Please remind members to turn in their receipts for fellowship grants.

Secretary, Darlene Garrison

- Attended *the Night for the Red & White*.
- Attended meeting with the League of Women Voters.
- Shared results from the raffle for *the Night for the Red & White*. Ticket sales were very low. More effort was needed with the sale of the tickets.

Treasurer, Bill Scanlon

- Spoke about updated financial report.
- Money in the Key Bank checking account was transferred to a Money Market account.
- SHTA now has over one million dollars.
- This year, more money was spent on legal fees, public relation ads and *the Night for the Red & White*.
- There will be an audit of last year's books by the accountant.

Executive Board Reports

Past President, Becky Thomas

- Dealt with evaluation issues.
- Attended the Finance and Audit meeting.
- Attended Shaker School Board meeting.
- Expressed that she would like to see more members take over her role of attending the district's meetings.

Teacher Education, Steve Smith

- Dealt with a continuing contract issue - tenure

Membership/Elections, Stacy Elgart

- 396 SHTA members
- One new member from Shaker Heights High School.
- New membership lists were passed out.

Policy, Tim Kalan

- Attended an evaluation meeting.

Public Relations, Lena Paskewitz

- Please remember that the May Summative evaluation is different from the January Formative.

Legislative, Eileen Sweeney

- Resubmitted the order for "Just Let Me Teach" bands, they should be arriving soon.

Publications, Andrew Glasier

- Wednesday at midnight all submissions are due.
- The tutors will have a response in the March or April newsletter before the voting in May.

Social, Wendy Lewis

- The Recognition Reception is all set for Thursday, May 22nd. The reception will be held at Shaker Heights High School, upper cafeteria.

Legal Aid, Chante Thomas-Taylor – No Report

Professional Rights and Responsibilities, Mike Sears

- Mike Sears was not present for the meeting but there will be a report for the March newsletter.

Building Representative Reports

Boulevard, Tina McCauley

- Can SHTA create a document with explanations of dates, for example, retirement dates? It would be easier to explain to members.

Fernway, Michelle Berggrun – No Report

Lomond, Donita Townsend – No Report

Mercer, Lisa Hardiman – No Report

Onaway, Sanya Godbold – No Report

Woodbury, Robert Bognar

- Concern that there are not enough substitutes available to cover absences.

Middle School, Paul Repasy

- Issues about how administration handles student discipline.
 - 5 Fights
 - 3 Teachers were struck

High School, James Schmidt

- Evaluation equity with administration.
- Contract violation, met with Mr. Griffith and it was handled.
- Student assaulted teacher, police report was filed and student was suspended.
- Discipline flow chart should be used in the same format for all students, at all times.

New Business

- Encourage members to donate to the levy. If each member could donate ten dollars, that will be about four thousand dollars.
- Help with the phone bank for the levy, place a sign in your yard or donate to the campaign.

March 10th Rep. Council meeting was adjourned at 5:59 PM.

April Representative Council meeting is scheduled for Monday, April 14 at Lomond Elementary School.

*Respectfully submitted,
Darlene Garrison, Secretary*



School Board president, Bill Clawson, discusses the coming school Levy at the SHTA Representatives meeting.

Dr. Greg Hutchings greets SHTA Representatives and came to discuss district wide issues.



We Learn From Our Elders

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.

What makes teaching in Shaker Heights different from other districts? Is it the excellent salary? While this may have been true in the past, we have fallen from 2nd in the area to 7th in the past six years. If not pay, then perhaps benefits? Well Cleveland Heights/University Heights teachers' benefits are far superior to ours, including no co-pays and vision insurance. Could it be class sizes? We all know that not to be true.

The thing about teaching in Shaker Heights is how much say we have had in decisions in the district. From curriculum to teacher evaluations, to hiring, to professional development, we have been treated as professionals, often being asked by administration to help them in designing and developing important policy.

With the massive changes in personnel in the past several years, however, a new philosophy has taken hold in our district. This has been especially evident in the past few months. The delayed start procedure, the new Travel Authorization Request forms, and the new administrative reorganization are all evidence that the administration has made more and more decisions without teacher leaders' input.

The most galling is the recent retire/rehire practices. This year, Terry Pollock, long time social studies educator at the high school, plans to retire for good. With his leaving, there are now only a few in the department who were hired prior to 2000. Our institutional memory is quickly disappearing. As a history teacher, I don't often look to the

past for ways we should accomplish things but more as a more cautionary tale of what to avoid. We need to learn from our mistakes. What I have found in our district, however, is that in the past, decisions were made by administrators and teachers working together to make certain they were connected to sound educational practices. Teaching in Shaker Heights was better in the past because of the decision making model implemented.

The new retire/rehire practices clearly states "*an administrative decision to allow a teacher to retire and return to work in the Shaker Heights School District.*" At this time of great changes, we absolutely need the help of our senior teachers to guide us through this transition. Without their insight and knowledge, we are doomed to lose what makes us special and unique. I would not be the teacher I am today if not for Terry Pollock, Baird Weihe, and Chuck Spinner, all current or former retire/rehires. When I tell colleagues in other districts that teachers work with administrators to design the teacher evaluation system, they look surprised. When I speak of Peer-Evaluation they are shocked. Our professionalism, our leadership capabilities, our continued willingness to grow are what make this district unique.

This may seem overly conservative and an unwillingness to accept change, but that is not true. It is borne from a willingness to improve practice and focus on student achievement. It comes from a belief that teacher professionalism is the best way to overcome educational obstacles. True reform begins with teachers. This district has always operated by these beliefs. It is my hope that we continue in that vein by using the guidance of our elders.

AG

Dear Colleagues,

As you may know, the ELL tutors have petitioned the SHTA to become part of the bargaining unit. The vote for inclusion will take place in May. We are certified teachers and work as teachers in our buildings and are specialists in TESOL (Teaching English to Speakers of Other Languages). We have been working to inform the SHTA membership about our positions, our responsibilities and our desire to be duly recognized by the school administration as teachers. To that end, we have developed an outline of our job description which I share with you below:

- Identify potential ELL students and coordinate and conduct all language assessment for incoming and current students, including all initial placement assessments for new students; administer ongoing assessments and annual OTELA (Ohio Test of English Language Assessment), Ohio's standardized test for ELL's (English Language Learners);
- Implement the curricular objectives outlined by the ODE. The ELP (English Language Proficiency) state standards are separate from the ELA curriculum, and have been recently updated (Oct. 2013). This is accomplished through lesson planning and teaching students in groups or individually, at all grade levels and at all levels of English language acquisition;
- Communicate with parents regarding student testing and ELL placement (this communication is regulated by the ODE); act as parent liaisons regarding school matters; coordinate translations if necessary; issue ELL progress reports twice yearly;
- Provide accommodations for all standardized tests (OAA);
- Develop SLO's (Student Learning Objectives) for our students and be evaluated as part of Ohio's teacher evaluation system;
- Attend student conferences, parent meetings, IEP meetings and school-wide events; plan and attend district wide international events; attend weekly common planning time for grade levels; serve on Building Leadership Team committee and other assignments as given; attend all staff professional development meetings; attend curriculum nights and kindergarten orientation events;
- Advocate for students and families; serve as a resource for families regarding English language needs for parents, city-wide cultural connections, and community resources;
- Obtain grants related to our work with students; renew teacher's license/certification as required;

Thank you for your consideration in the matter of including ELL personnel in the SHTA.

Respectfully Submitted,
Monica Triozzi

TUTOR FAQ

In the last SHTA newsletter, John Morris asked for questions from the membership about the upcoming vote to include tutors in the SHTA. The following are the questions and answers.

Question 1: What percentage of tutors actually are aware of this effort and want to be a part of the SHTA?

100% of ELL Specialists (currently labeled tutors, but who are certified teachers) wish to be represented by a teacher's union. All Skills Improvement Specialists (currently also labeled tutors, but who are certified teachers) who have responded wish to be represented.

Question 2: Would tutors be willing to have their job descriptions solidified so that their duties are consistent from building to building?

Yes. The ELL Specialists have developed a job description. The Skills Improvement Specialists have also developed job descriptions. We welcome consistency across buildings.

Question 3: Are tutors willing to join the SHTA if that means they will be part of a separate bargaining unit with their own pay scale, job descriptions and benefits?

No. Currently, the SHTA includes nurses, school psychologists and speech therapists, in addition to classroom teachers and teacher specialists. As certified/licensed teachers and TESOL specialists, we feel a teacher's union is the natural fit for us.

Question 4: What will tutors bring to the association that justifies the SHTA bargaining and potentially giving away bargaining chips, for their entry to our Association and benefitting from our 30 years of collected dues and investments?

What is a union for? We believe a union exists to protect and advocate for workers. For too long, this district has balanced its budget on the backs of an underclass of teachers. We are not tutors; we are teachers and the State of Ohio recognizes us as such. Our district classifies us as tutors to justify paying us inequitably. A union with courage fights inequity. A union with courage calls out a district for its unfair practices. A union with courage reaches out to protect all of its certified teachers to work against the inequality of a two-tier pay system, and to welcome members whose professional mission is the same as theirs: to serve and teach the children of this district.

Tutor Salary Schedule (Requested by SHTA from Treasurer, edited to fit page)

Step	B.A.	150 HOURS	M.A.
0	\$ 31,826.00	\$ 32,517.00	\$ 33,209.00
1	\$ 33,209.00	\$ 33,901.00	\$ 34,593.00
2	\$ 34,593.00	\$ 35,285.00	\$ 36,323.00
3	\$ 34,939.00	\$ 35,631.00	\$ 36,669.00
4	\$ 35,285.00	\$ 35,977.00	\$ 37,015.00
5	\$ 35,631.00	\$ 36,323.00	\$ 37,360.00
6	\$ 35,977.00	\$ 36,669.00	\$ 37,706.00
7	\$ 36,323.00	\$ 37,015.00	\$ 38,052.00
8	\$ 36,669.00	\$ 37,360.00	\$ 38,398.00
9	\$ 37,015.00	\$ 37,706.00	\$ 38,744.00
10	\$ 37,360.00	\$ 38,052.00	\$ 39,090.00
11	\$ 37,706.00	\$ 38,398.00	\$ 39,436.00
12	\$ 38,052.00	\$ 38,744.00	\$ 39,782.00
13	\$ 38,398.00	\$ 39,090.00	\$ 40,128.00
14	\$ 38,744.00	\$ 39,436.00	\$ 40,474.00

Number of Tutors in the district (Requested by SHTA from Personnel Office)

There are 26 full-time tutors and 5 part-time tutors (one at .93; two at .80, and two at .50).

The salary would increase by \$10,000 to \$30,000 per year per tutor on the SHTA salary schedule depending on the individual's placement on the schedule.