

IMPORTANT DATES

Thursday, September 25: Rosh Hashanah, Schools & Offices Closed

Saturday, September 27:
Homecoming, SHHS vs. Stow
Monroe, 1 pm, @ SHHS stadium

Monday, October 6: SHTA
Executive Board, @ Fernway

Monday, October 13: SHTA
Representative Council @ Fernway

Tuesday, October 14: BOE
meeting, 6 pm, @ SHHS small
auditorium

SHTA news

September 15, 2014

ISSUE NO. 1

Message From the President

To say that it has been a busy summer would be an understatement. That being said, I am glad to be back as a teacher in Shaker Heights City Schools and as President of the Shaker Heights Teachers' Association. It is my pleasure to welcome you back to school as well. We have a busy year ahead of us, including contract negotiations in the fall. I look forward to keeping you informed on the key issues in our district and our position on those issues as the representative organization for our profession in Shaker Heights.

Many of our members already feel overwhelmed by the onslaught of testing and student assessment mandated by the state and federal government. Student Learning Objectives (SLO) Tests, the Partnership for Assessment of Readiness for College and Careers (PARCC) tests, short term formative assessments, Teacher Based Team (TBT) data analysis, and all of our grade level assessments can leave us feeling less like teachers and more like test administrators. It is my hope that the voices of reason, especially from parents and tax payers, will reach out to our government representatives in Columbus and Washington D.C. to let education policymakers know that enough is enough. I also encourage you to write to your congressional representatives at the state and federal level to let them know the same. Our colleagues in the Cleveland City Schools are planning a concerted effort on this front and I will be sharing information on this effort as it develops and let you know of ways we can make our voices in Shaker Heights heard as well.

This is what I did last summer: I met with the Officers to discuss Association business. I met several times with the Negotiations team. I corresponded with Paul Repasy, Marla Robinson, and Dr. Hutchings about changes at the Middle School. I updated the Shaker Heights Teachers' Association Facebook page. I took part in pre-negotiations meetings with our negotiations team and the administration, including Dr. Hutchings. I attended The Skillful OTES Evaluator training with district administrators and our peer evaluation leaders as part of the administrative retreat. I met with New Teachers during orientation. I emailed new teachers. I toured the school construction areas with Fred Shaloup and Stephen Wilkins, our new Assistant Superintendent of Business and Operations. I emailed the membership. I gave the welcoming speech at the Convocation. I met with executive members of the Cuyahoga County Educators' Summit including presidents of the Cleveland Teachers' Union (CTU) and the North Eastern Ohio Education Association (NEOEA) and discussed CTU's "Pause PARCC" position statement.

I also continue to deal with issues relating to license renewal and re-certification. The Ohio Department of Education's database issues and processing delays have frustrated many of our members. I am working with our Personnel department to make sure our members are given the time and resources to

renew their licensure. On a personal note, I would like to wish Lisa Scott, our Director of Human Resources, a fond farewell and best of luck in her new position at the Cleveland Metropolitan School District. She has been an important resource for me and other SHTA members in navigating personnel matters. Lisa will be missed but will surely make a positive impact in her new job.

As always, I am available to talk about any issue that you need to discuss. You can reach me by email morris_j@shaker.org or 295-6030. I am proud of the work we do in our district as an Association and as professional educators. It is my honor and privilege to serve as SHTA President.

*Respectfully submitted,
John Morris*



**SHTA Shaker Middle school Head Representative Paul Repasy
and SHTA President John Morris speaks at the September
Representatives meeting @ Woodbury school.**

Reports from the Executive Board

VICE PRESIDENT'S REPORT

I would like to welcome everyone to Shaker Heights school's 2014-2015 school year and a special welcome to all of our newly-hired colleagues. I am thrilled and honored to serve the Association as the Vice President. I serve on an Executive Board and Representative Council that have excellent leadership and are dedicated and committed to serving the membership. As Vice President my duties include attending monthly Executive Board and Representative Council meetings. I also attend PTO Council meetings throughout the year on behalf of the Association. All teachers are automatically members of this organization. Each year our teaching staff supports the PTO and we really appreciate the support. I would also like to welcome the new PTO Council Co-Presidents, Jeff Isaacs and Tracy Peebles. I will be working with the Shaker Schools Foundation as the Association's representative for the *Night for the Red and White*. Over the summer, I attended Executive Board and Compensation Committee meetings and welcomed the new teachers at their summer orientation meeting. I would like to remind SHTA Fellowship recipients that your receipts for reimbursement are due at the end of the month. Please forward receipts to me at Fernway School. There are a number of Fellows that have not yet submitted your receipts. I hope that you will take advantage of this opportunity.

I wish you a successful, productive, and satisfying school year and I am looking forward to working with the new administration of the Association and the Building Representatives. I am here to support and serve you and I ask that you 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 September Representatives
meeting @ Woodbury school.**

TREASURER'S REPORT

Welcome back to a new school year. For those of you who are new to our Association, I am the treasurer. I maintain our finances by creating a budget, paying bills, and monitoring our dues income. I oversee our investments as chair of the Investments Committee that meets with our Edward Jones financial planner twice a year. I meet individually with our accountants to ensure our tax forms are up to date. I go through the process of having our accountants perform a compilation of our books each year with an audit performed every 4 years.

In May the members of our association approved the budget we are currently operating under. The financial report that spells out that budget is included here. Also included is the summary of last year's financials. If anyone has any questions about the Association's finances please give me a call at ext.6296.

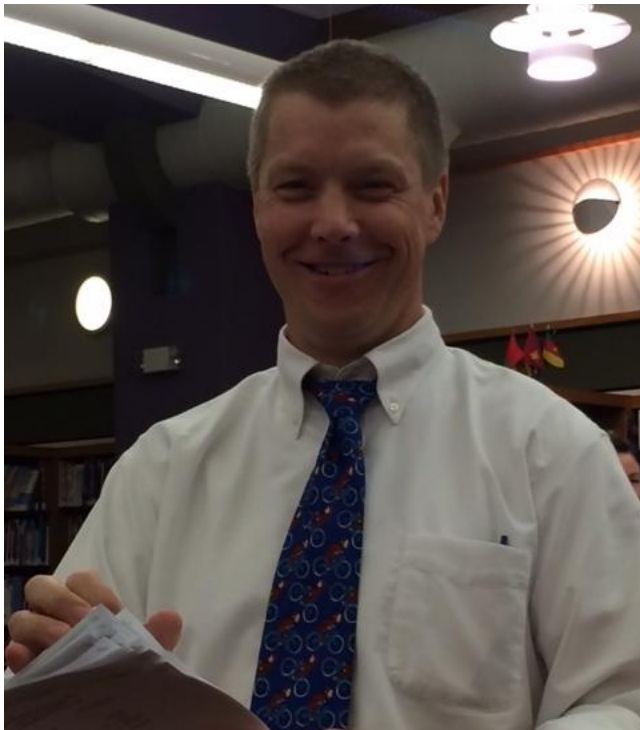
Payroll deduction for dues (\$30 per pay), for those who choose that option of payment, will begin with the October 1st paycheck. Anyone who prefers to pay her/his \$300 dues all at once can send a check to Stacy Elgart at the Middle School.

The Investments Committee (Todd Keitlen, Matt Zucca, Chante Thomas-Taylor, and myself) will be meeting next month with Brady Krebs, our Edward Jones advisor, to discuss our investments and whether any changes need to be made.

Any member of the Association who makes copies for SHTA business should email me the number of copies made. I keep a running tally in order to pay the District for the paper used.

I look forward to a good year with my students and colleagues despite all the state mandated testing madness we are in for. I hope that all of you have started off well and have a good year also. Everyday of my teaching I think about how beneficial it is to have a strong Association keeping an eye out for its members. We must stay strong and support each other for the sake of our profession.

*Respectfully submitted,
Bill Scanlon*



**SHTA Treasurer Bill Scanlon explains
our budget at the September
Representatives meeting @ Woodbury
school.**

Shaker Heights Teachers' Association
Balance Sheet Standard
As of June 30, 2014

	Jun 30, '14
ASSETS	
Current Assets	
Checking/Savings	
Key Bank (checking) ▶	2,339.35 ◀
Key Bank Investments	101,235.47
Total Checking/Savings	103,574.82
Other Current Assets	
Edward Jones 13760-1-1	454,345.94
Edward Jones 13768-1-3	556,938.87
Total Other Current Assets	1,011,284.81
Total Current Assets	1,114,859.63
TOTAL ASSETS	1,114,859.63
LIABILITIES & EQUITY	
Equity	
Opening Balance Equity	870,524.47
Retained Earnings	89,697.88
Net Income	154,637.28
Total Equity	1,114,859.63
TOTAL LIABILITIES & EQUITY	1,114,859.63

Shaker Heights Teachers' Association
Balance Sheet Standard
As of September 12, 2014

	Sep 12, '14
ASSETS	
Current Assets	
Checking/Savings	
Key Bank (checking) ▶	15,329.39 ◀
Key Bank Investments	84,955.63
Total Checking/Savings	100,285.02
Other Current Assets	
Edward Jones 13760-1-1	453,735.12
Edward Jones 13768-1-3	561,470.37
Total Other Current Assets	1,015,205.49
Total Current Assets	1,115,490.51
TOTAL ASSETS	1,115,490.51
LIABILITIES & EQUITY	
Equity	
Opening Balance Equity	870,524.47
Retained Earnings	244,335.16
Net Income	630.88
Total Equity	1,115,490.51
TOTAL LIABILITIES & EQUITY	1,115,490.51

Shaker Heights Teachers' Association
Profit and Loss Standard
July 2013 through June 2014

	Jul '13 - Jun '14
Ordinary Income/Expense	
Income	
Income	119,200.00
Investments	▶ 34,089.32 ◀
Other Types of Income	<u>398.05</u>
Total Income	153,687.37
Expense	
Operations	<u>90,123.54</u>
Total Expense	<u>90,123.54</u>
Net Ordinary Income	63,563.83
Other Income/Expense	
Other Income	
Change in Value in Edward Jones	<u>91,073.45</u>
Total Other Income	<u>91,073.45</u>
Net Other Income	<u>91,073.45</u>
Net Income	<u><u>154,637.28</u></u>

Shaker Heights Teachers' Association
Profit and Loss Standard
July 2014 through June 2015

	Jul '14 - Jun '15
Ordinary Income/Expense	
Income	
Investments	
Edward Jones Investment Income	▶ 1,669.34 ◀
Interest-Savings, Short-term CD	<u>1.71</u>
Total Investments	<u>1,671.05</u>
Total Income	1,671.05
Expense	
Operations	
Accounting	-85.00
Conferences & Meetings	88.00
Executive Board	320.47
Legal	1,795.00
Negotiations	173.04
Public Relations	<u>1,000.00</u>
Total Operations	<u>3,291.51</u>
Total Expense	<u>3,291.51</u>
Net Ordinary Income	-1,620.46
Other Income/Expense	
Other Income	
Change in Value in Edward Jones	<u>2,251.34</u>
Total Other Income	<u>2,251.34</u>
Net Other Income	<u>2,251.34</u>
Net Income	<u><u>630.88</u></u>

EXECUTIVE BOARD REPORTS

PROFESSIONAL RIGHTS AND RESPONSIBILITIES REPORT

Welcome back to our senior staff and welcome to our newest members. While I hope everyone had a restful and healthy summer break, by now I'm sure we're starting to feel like we never left.

My name is Mike Sears and I teach 7th grade World History at the Middle School. This is my 16th year in the district and my 19th year in education. This is my 10th year of involvement with SHTA, and my 5th year as the Chairperson for Professional Rights and Responsibilities. This position is also called Grievance Chair. My extension is #4770 and e-mail is sears_m@shaker.org, also a great way to contact me. I enjoy working with the members and, like we tell our students, "there is no such thing as a stupid question".

I spent time this summer meeting with the Negotiations Team, speaking to the new teachers, and helping members with maternity leave and sick day questions.

The September 16th paycheck should include a step increase if you qualify for one this year. Another way to increase your income is if you move horizontally on the salary schedule in November or April by reaching continuing education levels like B.A. + 15 or M.A. + 30. There will be an extra 1% of your salary paid out to STRS this year, beginning with the September 16th paycheck. OEA supported STRS reform in order to keep STRS stable for future retirees. If you would like to learn more about pension reform, please read the STRS Newsletter from November 2012. <https://www.strsoh.org/employer/pdfs/newsletters/44-919G.pdf>

Supplemental contracts were reviewed by the administration for the 2014-15 school year in an effort to determine if some may no longer be necessary. SHTA President John Morris was aware of this review when the labor contract was extended for one year in December 2013. The pending review was also the reason supplemental contracts did not increase by 1% even when the base salary did go up 1%. Past practice had been to base supplemental contract increases on increases to the base. Many contracts were approved at the Board meeting on September 9th. Members should receive their supplemental contracts to sign in the next week or two. The SHTA Executive Board is aware that the administration violated the labor contract. Building principals are supposed to manage supplemental contracts and provide notification to members by April 15th of the previous school year. Contracts are supposed to be delivered to members by June 30th. The Grievance Committee decided not to file a grievance about this issue because we believe the administration is making a "good faith" effort to address these contracts. Our position could change in the future. The Strategic Plan does include a section on co-curricular activities (page 9), which often require increases in supplemental contracts in order to sustain success over time:

Experiences beyond the classroom

1.9 *Enrich learning and cultivate personal growth for all students through experiences beyond the classroom* Participating in experiences outside the classroom (e.g. athletics, arts and culture, academic pursuits, special interest clubs, entrepreneurship and civic endeavors) increases academic achievement and personal growth by:

- Promoting self-discovery and engaged learning
- Helping students understand the connections between learning and the broader world
- Encouraging students to pursue a balanced and purposeful life

The district policy for maternity leave is clearly outlined in the contract. However, new mothers have to decide how many sick days they want to use and if they want to take any unpaid leave through the Family and Medical Leave Act. If you are pregnant, please contact me right away so we can look at a calendar, and I can assist you in a plan that works best for you and your family. You should be aware that notes from doctors do not always allow for additional sick days to care for babies. For example, a note that discusses "failure to thrive" is an acceptable medical reason to use a sick day, but a note that mentions "bonding with the baby"

will not be approved because that is not considered a medical condition that allows for a sick day.

Paternity leave is mentioned in our contract. New fathers are permitted to use up to 10 sick days to help care for a new baby. No documentation from doctors is required for this leave. For both maternity and paternity leave, contact me before you contact the administration so you understand all of your rights.

It is your responsibility to keep the Personnel Department informed of changes in your family status, over the summer as well as during the school year, concerning **births, adoptions, deaths, divorce, marriage, or entry into military service**. If these changes are not reported to the Benefits Office within **30 days** you will not be permitted to make this change until the next open enrollment, which is usually in November. **Please contact Sue Garber at 4318 before the 30-day deadline. This may cost you money if you miss this deadline.**

Personal days are personal. No one needs to know why you are taking a personal day. You do not need to fill out a form about a personal day. You may simply enter it on AESOP. However, you are responsible for keeping track of your own personal days. If you enter a 4th or a 5th personal day, you will **NOT** be paid for those absences. You may not use personal days before or after a holiday unless you fill out the personal day request form and both the building principal and the Personnel Department approve it. Each case is handled on an individual basis. If you have a question about this, please contact me.

If you use more than 5 sick days in a row, a building secretary will have to enter days 6 and up into AESOP. The Personnel Department reserves the right to ask you for a doctor's note explaining your absence beyond one week. If you use 10 sick days in a row, the Personnel Department is required by law to send you a form about Family and Medical Leave. You may choose to continue using sick days with appropriate documentation or you may go on an extended and unpaid leave for family or medical reasons. Please call me if you foresee a situation like this one happening.

The current contract is available on our web site, <http://shtaweb.org>. I strongly encourage you to read it and use it as a reference. I'm also happy to help you with issues of interpretation and clarification.

*Respectfully submitted,
Mike Sears, chairperson*

PUBLIC RELATIONS

It is an honor to be appointed to serve the membership as the SHTA Public Relations Chairperson. I have served the Association in the past as a Woodbury school representative and for the last several years as the head representative. As the SHTA Public Relations Chairperson, I plan on continuing the practices and duties of Lena Paskewitz. I will work to promote the Association through community advertisements, support of student programs, and teacher appreciation efforts. I will attend Executive Board and Representative Council meetings to keep membership informed about PR efforts and to take part in Association discussions. I would also like to continue the student support offered through SHTA. In the past, financial support was given to the Woodbury Art Program and the Middle School Scholars Program. Please feel free to contact me regarding SHTA student support.

*Respectfully submitted,
Bob Bognar, chairperson*

EVALUATION COMMITTEE

Welcome to the 2014-2015 school year! I hope the start of classes has been smooth and enjoyable. As you well know, there continues to be many changes throughout our district, including changes to the forms and procedures for Evaluation. What hasn't changed is that the teachers on the Evaluation Committee are committed to supporting the Evaluation System as a piece of our continual professional development and reflection to improve instruction for students.

Over the summer, the Evaluation Committee worked to revise many of the forms and procedures for Evaluations. Some changes are based on changes in State mandates, others stem from reflections and feedback from teachers and evaluators about last year's implementation. The changes are as follows:

- Teachers who had a final rating of Skilled or Accomplished for the 2013-2014 school year will have an Informal observation for the 2014-2015 school year. An Informal observation consists of a pre-conference, observation, post-conference, and a minimum of one walkthrough each semester. The conferences and observation should take place during the first semester, if possible. Teachers with a rating of Developing or Ineffective will continue with the Formal Evaluation schedule.
- Revisions of the pre and post conference forms, the walkthrough template, and the Professionalism domain of the rubric were made. The forms are available through the [Teacher Evaluation](#) link on the Shaker website. I strongly encourage you to familiarize yourself with the revised forms.
- The new Walkthrough form will be used by your evaluator, AS WELL AS other administrators who come to your classroom to observe, replacing the old "building scan" template. You should receive a copy of the completed form electronically the day of the Walkthrough. Walkthroughs will only be used for evaluation purposes when they are done by YOUR evaluator during a Formal Evaluation year. Otherwise they are to be used for district data purposes only.
- The Student Growth Measure (SGM) portion of the Evaluation System continues to go through changes and revisions. This piece is not in the hands of the Evaluation Committee. Bernice Stokes and Dale Whittington are the main contacts regarding SGMs, although we are closely watching how it is being handled.

In other evaluation news, Peer Evaluation continues across the district this year with participants in every building. The Peer Evaluation Coordinators, Addie Tobey, Andrew Glasier, and I, will continue working to support and refine the implementation of this important endeavor.

Lastly, I need to have at least one person in each building to be a contact for me to communicate with regarding the implementation of administrative evaluation. This would be for informational purposes to help facilitate transparency and consistency. Please contact me if you would be willing to serve in this capacity.

As always, I am available to answer questions and address concerns. Please do not hesitate to call (ext. 4874) or email (paskewitz_1@shaker.org)!

*Respectfully submitted,
Lena Paskewitz, chairperson*

PAST PRESIDENT'S REPORT

When you receive this, it will be the middle of September and school activities have been occurring for almost a month. I hope that your school year began smoothly. As a retiree, you may think that my days are open-ended and relaxing. While I do have more flexibility with my schedule, I still find myself to be very busy—often with activities for the Shaker Heights Teachers' Association. This summer I assisted with preparations for negotiations and attended meetings with President John Morris and the negotiations team. I worked on the SHTA website—SHTAWEB.ORG, attended meetings of the Board of Education (BOE) in June and July, worked on the SHTA calendar for meetings, and assisted with updating membership information. I will continue to attend evening meetings (BOE and the Finance and Audit committee) so SHTA President John Morris and his leadership team have time for their families and planning.

There are many new employees in the Shaker schools—not just teachers but also administrators and support staff. I see this as an opportunity to examine past practices and get input on alternative approaches. Of course, this will also be a challenge as new employees become acclimated to the rich traditions of our district. I would like to acknowledge Lisa Scott as she leaves Shaker for a new position in the Cleveland Municipal schools. Mrs. Scott has been a supportive colleague to the SHTA. She was always willing to help solve problems, not exacerbate them. Her leadership in the personnel department will be missed.

*Respectfully submitted,
Becky Thomas, chairperson*

POLICY COMMITTEE

Article V of our constitution deals with membership in our organization. Section B part 2 states:

Any member may attend Representative Council meetings without voting privileges, and may join discussions with the permission of the Council.

As the school year opens, and we begin to organize our responsibilities, consider making time to attend one of the representative council meetings and asking questions or voicing concerns pertinent to our Association. The meetings are held in all of our buildings on a rotating basis over the course of the year. The meetings typically are held on the second Monday of every month. They are listed in the district's calendar.

*Respectfully submitted,
Tim Kalan, Chairperson*

SOCIAL COMMITTEE

Welcome back to the 2014-2015 school year! I am excited to be your new Social Committee Chairperson for your SHTA. I am looking forward to another year filled with fun events.

Our first event is already planned. We are looking forward to seeing you at the Annual Autumn Happy Hour!!! On Monday, November 3, we will be meeting at local Mexican restaurant, Los Habeneros (Van Aken Plaza) at 4:01 p.m. The next day is Election Day, with schools being closed. We will socialize, eat, and toast to another fabulous school year!

If you have any suggestions or comments please feel free to call my school extension (x6041) or email me (brown_se@shaker.org). Have a great year!!!

*Respectfully submitted,
Selena Brown, Chairperson*

MEMBERSHIP/ELECTIONS COMMITTEE

Welcome back! If you pay your dues by payroll deduction, SHTA dues will automatically begin with the first paycheck in October. (\$30 per pay x 10 pays = \$300) If you pay your dues by check, please submit your check for \$300 to your building representative prior to Oct 1st. Membership forms only need to be completed by NEW MEMBERS, or as a current member you wish to CHANGE your form of payment and SIGN UP FOR PAYROLL DEDUCTION. If you wish to stop payroll deduction and instead pay by check, please submit a letter to Stacy Elgart at the Shaker Middle School requesting the change with your signature.

*Respectfully submitted,
Stacy Elgart, chairperson*

TEACHER EDUCATION COMMITTEE

Here are some important dates to keep in mind for teachers:

- Salary Reclassification – Coursework must be completed by the **November and April Board Meetings**. Requests must be submitted in time for the November and April meeting.
- Tuition Fund – Deadline for applications is **December 1st**.

Please remember that my role with the Association is to assist new teachers and their mentors. Please contact me to discuss any aspect of the evaluation process or any other area of your employment in Shaker Schools as you move towards tenure within our district. I can be reached through the district e-mail (smith_st@shaker.org) or at Lomond (295-6385)

*Respectfully submitted,
Steve Smith, chairperson*

LEGAL AID COMMITTEE

Welcome back! I hope you are having an outstanding start to this school year. The role of the Legal Aid Committee is to hear requests from members who might need legal assistance. I can be reached at 295-5601 if you have any questions.

*Respectfully submitted,
Chante Thomas-Taylor*

SALARY TENURE COMMITTEE

The negotiations team met several times this summer to prepare for negotiations and to discuss survey results. We then met with the administration for pre-negotiations discussions on two different occasions. Discussions were productive. More information will be shared as we approach the October 1st negotiations request deadline.

*Respectfully submitted,
John Morris*

2014 DISTRICT RECOGNITION RECEPTION

MAY 22, 2014 @ THE SHHS CAFETERIA



SHTA Treasurer Bill Scanlon, SHTA Social Committee Chairperson Wendy Lewis (2013-2014) and SHTA President John Morris at the District Recognition Reception. Wendy Lewis coordinated the event.



SHTA President John Morris awards the **SHTA Lifetime Service Award** to Gary Raymont for his distinguished service to Our Association. He has played roles such as head representative, Vice President, Professional Rights and Responsibilities Chair, and Negotiations Team member for five contracts.



The recipients of the **SHTA President's Service Award** Addie Tobey (SMS), Lena Paskewitz (Fernway), and Andrew Glasier (SHHS) for their phenomenal work on the Peer Evaluation Committee and as Peer Evaluation Co-Coordinator.

WANTED: SHTA PAC TREASURER

Seeking a politically minded Association dedicated person to oversee the duties of Treasurer.

DUTIES INCLUDE: Bi-Annual reporting to the B.O.E. & keeping abreast of state election laws. Time commitment is approximately a couple hours/month
Interested? Contact Eileen Sweeney at:
pacshed@gmail.com

WANTED: SHTA PAC MEMBERS

Seeking Association dedicated people to participate and represent the SHTA politically.

Committee members will develop political positions on issues impacting the SHTA and organize political actions. Time commitment is approximately a couple hours/month
Interested? Contact Eileen Sweeney at:
pacshed@gmail.com

MINUTES FOR THE REPRESENTATIVE COUNCIL MEETING

September 8, 2014, Woodbury School

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

Danny Young, Principal of Woodbury Elementary School welcomed SHTA membership to Woodbury. He shared that he is excited about being a part of a great staff and a great building. The start of the school year was smooth and very successful.

MINUTES from the May 12, 2014 Representative Council meeting were approved by Aimee Grey and seconded by Tim Kalan.

Administration Report

Dr. Hutchings and Lisa Scott were not present for the Representative Council Meeting.

P.T.O. Report – No Representative were available to give a P.T.O. report. John Morris suggested that we should all make a monetary contribution to the P.T.O.

Officer's Report

President, John Morris

- Please review the hard copy of the welcoming letter placed at each table. Please note that the letter includes a list of officers, executive board members, and the building representatives. Also included is a list of all executive board meetings and representative council meetings.
- Met with officers this past summer.
- Had several meetings with the Negotiating Team.
- Had correspondence with Paul Repasy during the summer.
- Updated the SHTA Facebook page.
- Took part in pre-negotiation meetings along with Dr. Hutchings.
- Attended the Skillful OTEs Evaluating Training.
- Met with new teachers and emailed them to inform them who their building representatives were and to introduce Steve Smith, SHTA Teacher Education Committee chairperson.
- Toured school buildings at the beginning of the year to make sure improvements were made.
- Met with executive council of Cuyahoga County Educators Summit. Discussed the saying “A Pause to PARCC” – slow down the process, we are not ready for this testing.
- If you're interested in serving on the Political Action Committee (PAC), please see John Morris. A chairperson is needed for one year to replace Eileen Sweeney.
- There is a problem throughout the State of Ohio concerning Licensure and Certification. If there is a delay renewing licensure and certification, you will not be penalized. The problem is with the ODE rather than Shaker Heights School District.
- Issue with Supplemental Contracts, it is past the due date. Contracts should have been given out. There was an audit completed and some staff members were receiving supplemental contracts when it was a part of their job. Contracts will not be changed. They will be board approved on September 9, 2014 and should be distributed during the following week.
- Retire and rehire is becoming more of a deliberate process because of community misperceptions. It is not a given that when you retire, you're automatically going to be rehired.
- We are losing Lisa Scott. She has been a great help to our Association. She always gets back to the Association in a timely fashion. As of now, all questions should be referred to Mr. Wilkins.
- There is a sign-up sheet going around for a member from each building to attend a school board meeting. It is important that we have representation at all school board meetings. Building representatives please include this in your newsletters.

Vice President, Matt Zucca

- Matt Zucca shared a Power Point presentation with the Representative Council. The presentation was an overview of what building representatives are responsible for. The Power Point included the following items:
 - Covered the contract. Please remember that the contract is a governing document for administrators and teachers.
 - Duties of building representatives.
 - Hosting meetings.
 - Elections and voting (always supervised and reasonably private).
 - Newsletters and distribution of information.
 - Listening to members' concerns.
- Attended meetings and met with different committees this past summer.
- Working on issues with student growth measures and SLOs. Had regular conversations with Dr. Stokes and Dale Whittington concerning these issues.
- Goal for this year is to get into all the buildings more often to create commonality.
- Please remind membership to turn in all receipts for Fellowship Grants. The books close at the end of this month.

Secretary, Darlene Garrison

- Attended an ALICE training workshop. The training is another form of Lockdown. The training was very intense. Dr. Hutchings would like to create a committee to look more closely at lockdown procedures.
- Attended the New Teacher Orientation at the beginning of the school year.

Treasurer, Bill Scanlon

- Shared financial reports, which are now created on a program called Quick Books.
- Balance summary of the last fiscal year was shared with membership.
- Balance summary of the current fiscal year was shared with membership.
- By raising dues from \$200 to \$300, \$29,000 went to our general fund.
- This past summer, attended committee meetings with accountant.
- Attended negotiation meetings this past summer.
- Please remember that what is said in executive session, stays in executive session.

Executive Board Reports

Past President, Becky Thomas

- Met with John Morris.
- Did prep work for negotiations.
- Worked on calendar for SHTA meetings.
- Worked on SHTA website.
- Attended June and July School Board meetings
- Finance and Audit meeting is next week.
- Administration would like to know about retirements sooner. If retirement is announced by December 1st, they will waive OTES evaluations.

Teacher Education, Steve Smith

- Met with new teachers.
- Letter will be going out to new teachers this month.

Membership/Elections, Stacy Elgart

- Updated membership lists and were passed out to building representatives.
- Highlighted new teachers that have not joined the Association.
- Please remind members that if they are paying by check, it is due by October 1st.

Policy, Tim Kalan

- Participated in Teacher Evaluation Committee meetings this past summer.
- Family welcomed a new addition; a Eli Kalan was born this summer.

Public Relations, Bob Bognar

- Created a new image for SHTA logo. Looks clean and sharp.

Legislative, Eileen Sweeney

- John Morris shared report for Eileen Sweeney.
- There will be a column in the upcoming newsletter.
- Looking for a PAC chairperson for this school year. If you are interested, please see John Morris.

Publications, Andrew Glasier

- Wednesday at midnight all submissions are due.

Social, Selena Brown

- Working on a Happy Hour for Monday, November 3rd at Los Habaneros. No school on Tuesday, November 4th, Election Day.

Legal Aid, Chante Thomas-Taylor – No Report

Professional Rights and Responsibilities, Mike Sears

- Answered questions for members dealing with maternity leave and sick days.
- Please remember that we (SHTA) are not the experts on retirement. Please refer retirement questions to STRS or Bryan Christman.

Evaluation, Lena Paskewitz

- Attended several meetings this past summer. With the changes to the law, there had to be changes to the forms.
- Walkthrough process has changed. Check forms online.
- Formal and informal cycle changes.
- Leadership retreat, Skillful OTEs Evaluator.
- There are about 90 peer evaluators this year. About 10 less than last year.
- Would like to have a point person at each building to relay information about evaluation.

Building Representative Reports

Boulevard, Jennifer Goulden – No Report, smooth opening

Fernway, Annie Haney – No Report

Lomond, Donita Townsend – A concern that administration has made a decision to change staff meetings from twice a month in the morning to once a month after school from 3:30-4:30.

Mercer, Lisa Hardiman – A concern that members involved in Peer Evaluation received emails that they were not being approved to participate in Peer Evaluation. Members received little or no explanation as to why the decision was made.

Onaway, Paula Klausner – A concern that teachers are not able to take their students to the Computer Lab due to testing.

Woodbury, Amy Santos

- Mr. Young has been extremely supportive with all issues brought to his attention.
- Technology is a huge issue and is causing frustration.
- There was a problem with the schedule early on but has been resolved.
- Issue with the class sizes of 5th grade.
- Some telephones are not working and that is a safety issue.
- It seems as though the ball is being dropped. Whose job responsibility is it to solve some of these issues?

Middle School, Paul Repasy

- A lot of changes with a new principal.
- Large room rearrangement for team areas. Teachers prefer being close to their team members.
- There are areas in the building still being worked on. Rooms that were not even classrooms are not ready. Building reps. are going to continue monitoring areas to make sure the teachers have what he/she needs or wants.
- Teacher teams were promised laptop carts. Some of the laptops are not working and some of the carts are actually empty. Principal said that he was working on this issue.
- Supplemental Contracts, when will we get them????

High School, Brian Berger (for James Schmidt @ New Teachers Mentor Meeting scheduled at same time)

- Issue with the Northcoast Alliance for substitute teachers. It was resolved. If you anticipate an absence, call the night before. If you show up the next morning and you no longer need the substitute teacher, the secretary can reinstate your sick day.

Old Business - None

New Business – None

Good of the Order – None

Motion to adjourn meeting made by Bill Scanlon, seconded by Tod Torrence.

Meeting adjourned at 6:25PM

*Respectfully submitted,
Darlene Garrison, Secretary*



SHTA High School Representatives Aimee Grey and Amanda Ahrens at the September SHTA Representatives meeting @ Woodbury school.

Where's the Revolution?

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 night before school started this year I was a nervous mess. After fifteen years of teaching I still felt the butterflies. It had been a busy summer working with the Evaluation Committee, the Peer-Evaluation Coordinators and administration, preparing to teach the Asian Studies: Japan night course and working to solidifying the curriculum for my eleventh grade TEAM Government course, plus two days of district leadership professional development days, so I felt prepared. Yet I was still tossing and turning.

What I found in my classroom, however, was nothing to make me nervous. I found amazing kids with various needs and concerns. They were full of smiles and ready to take on challenges. I spoke to them about having a *Growth Mindset* and seeing effort as the path to reward and they seemed up to the challenge. My co-teachers and I were all smiles when we talked about our students and their effort. It was exciting to start off so positively after having such difficult past year with state and district mandates. Then came week two.

During the second week of having students, after a refreshing Labor Day weekend, the children were still performing admirably. Then the emails began. Our SLOS's were all wrong. Supposedly, our SLO tests did not meet the Ohio Department of Education's requirements. Supposed Teacher Based Teams had to remake tests for SLO's as quickly as possible as the timeline for administering the test was the end of September. The 10th grade English teachers were told to administer a three

hour SLO test which incorporated PARCC questions, including the Supreme Court opinion and dissent in *Tinker v Des Moines (1969)*.

In the TEAM department, created to help high school struggling readers with co-teaching, collaboration and low class sizes, we needed to collect data to justify the low class sizes because of the district's Finance and Audit committee. The issue of course, is what we do in the TEAM classes and what really all teachers do to varying level, goes way beyond quantifiable data. Organizational skills, proper sleeping habits, how to deal with adversity, preparing for post-high school life, how to work cooperatively, etc...

How can you measure true growth of a child? I once heard an administrator say that as a parent, she should be able to know if her/his child has learned the equivalent of a year of growth. As a parent myself, I also have concern about my daughter's academic growth and want to make sure she is forging ahead with her math, reading, science and so on. But I am also greatly concerned about her social and emotional growth, for which there is no SLO, PARCC or Value Added scores. It happens with the guidance of an administration, teachers, parents and classmates that strive to make the school environment hospitable and trusting. Where taking a healthy risk, failing and trying again is seen as part of the community. Where bonds are built between distinct individuals, each with their unique abilities.

For years, teachers have been told that building relationships with students leads to academic success. While studying our district, Harvard economics professor, Dr. Ron Ferguson suggested that we could close the achievement gap by doing just that. Relationships cannot be forced by specific lessons, but require one on one attention, which requires low class sizes and flexibility of curriculum. There is no way around the fact that the larger the class and more stringent the curriculum because of mandated testing for the purpose of evaluating teachers, schools, and school district, not students, makes it near impossible to spend time to understand individual students. This leads to the greatest crime of all; the reduction of time to connect to students and mold curricula based on their needs and desires. As a result, teachers are forced to work toward an assembly line approach to teaching further undermining the connection with students and the

confidence of teachers. Mass data collection through standardized tests works against the building of relationships with students otherwise known as good teaching. Yet our politicians and administration tells us to do both?

Everything has a cost and the extensive testing that Ohio students are experiencing has a high cost indeed. Not just time, with over 85 hours of state-mandated testing in grades 3rd through 12th, but also the money and time to prepare and revise tests and support materials, including SLOs, MAPS, and more. And there is an even larger cost in the loss of creative teaching and learning, and the relationships that are the foundation for quality education

We need a revolution. We need a concerted effort by parents to protest debilitating standardized testing. We need teachers to explain to those around them why these tests have adversely affected public education. The continuation of failed policies helps no one except the companies that create and administer tests. Teachers need to stand up for educational policies. Contact your representatives today.

AG

The SHTA is on



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