

## IMPORTANT DATES

**Monday, November 23:** SHTA Happy Hour, 4:15 PM @ Winking Lizard, Beachwood.

**Monday & Tuesday, November 23 & 24:** Professional Days, No Classes.

**Wednesday November 25 to Friday November 27:** Thanksgiving Recess (No classes K-12).

No SHTA Executive Board or Representative Council Meetings scheduled for December.

**Monday, December 7:** BOE Meeting, 6 PM, @ SHHS Small Auditorium.

**December 19 to January 3, 2016:** Winter Recess.

**January 4, 2016:** SHTA Executive Board Meeting @ Fernway.

**January 11, 2016:** SHTA Representatives Meeting @ Mercer.

# SHTA news

November 18, 2015

ISSUE NO. 3

## Message From the President

I had the privilege and pleasure last week, along with Vice President Matt Zucca, of hearing National Education Association President, Lily Eskelsen Garcia, speak at the City Club. It was thanks to our involvement in the Cuyahoga County Educator Summit that we received an invitation from North East Ohio Education Association (NEOEA) President, Kim Richards, and NEOEA Executive Director, Bill Lavezzi. Ms. Garcia spoke on the history of public education, specifically Horace Mann's philosophy that public schools should be egalitarian institutions where students from difference ethnic, religious, racial, and socio-economic backgrounds would all be educated together. She talked about the economic benefits of a well-educated populace and a cadre of career educators. Ms. Garcia also emphasized how No Child Left Behind enacted in 2002 took public schools away from their intent of educating the whole child and instead focused our system on testing. She admonished the audience that we should seek ways to "humanize education, instead of standardizing, or mechanizing it." It was a truly inspirational speech.

This month also saw the beginning of a discussion on safety issues in the district. After the October 7<sup>th</sup> Instagram threats at the High School, the district held a Safe Schools presentation and discussion on October 26<sup>th</sup>. Moderated by Leon Bibb, the presentation featured school safety experts, Shaker law enforcement officials, and district administrators. Although contentious at times, the presentation began the necessary dialogue of discussing security and safety issues in the high school and throughout the district. It is a discussion that has been a long time coming, and I commend Dr. Hutchings for beginning the process of discussing these difficult and increasingly complex issues, especially given the new manifestation of threats through social media. The SHTA will continue to engage in this conversation as we seek to provide the safest environments for our students, our peers, and ourselves.

October was an active month in the Association. I conferred with the SHTA ST Negotiations team. I attended first Supplemental Committee meeting with Department Chairs. Eileen Sweeney is leading this effort on behalf of the Association. I dealt with a medical issue and personnel conflicts in the district. I worked on a successfully resolved grievance at the High School with Head Representative James Schmidt and Principal James Reed concerning a testing-related schedule change. I attended the School Board Strategic Plan Review Meeting. I communicated with Principal James Reed and Head Representative James Schmidt throughout the October 7<sup>th</sup> Instagram threat. I fielded question about the district safety response on the district web page and about Benefits Conferences in the district. I updated SHTA Technology needs. I worked on Coaching and Conference Day MOU's with Darlene Bushley. I continue to have weekly phone conferences with Dr. Hutchings. Finally, I attended the City Club speech of Lily Erkensen Garcia.

There will be no SHTA Executive Council or Representative Council Meeting for December. This also means there will be no newsletter for December either. However, I am looking forward to seeing all of you at our SHTA Happy Hour on November 23<sup>rd</sup>. With this being said, please allow me to wish you all a happy and restful Thanksgiving and holiday season. This is definitely a career that asks us to run on high

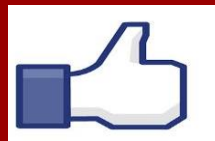
gear all year. At the times when we can gear down, it's important that we take care of our loved ones and ourselves. I encourage you all to do so and to take stock of the good things about our profession, our teaching environment, and our Association. We do not work in a perfect district or live in a perfect world. However, we truly are fortunate, especially when you look at the challenges that surround us in so many other schools throughout our county, our state, our country, and our world. I am grateful for the SHTA, my school, my district, and my peers. I look forward to serving you all and Our Association next year. Please feel free to contact me at [morris\\_j@shaker.org](mailto:morris_j@shaker.org) or x6033 if I can help you between now and the New Year.

*Respectfully submitted,  
John Morris*



**SHTA President John Morris speaks at the November Representatives meeting @ Boulevard school.**

**The SHTA is on**



**us @**

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

# Reports from the Executive Board

## VICE PRESIDENT'S REPORT

I would like to acknowledge the recipients of the 2015- 2016 Fellowship Grants. These members have earned \$100 that they can use to promote their professional development. These fellowships may be used for any of the following, but not exclusively for:

- Workshops
- Seminars
- Professional conferences
- Course work
- Membership fees for professional associations excluding the SHTA

*These fellowships may not be used for classroom materials, supplies, or special projects.*

The awards are intended to professionally benefit the recipients, and in turn, benefit students.

1. The applicant must be a member of the Shaker Heights Teachers' Association and expect to continue teaching in the Shaker Heights City Schools.
2. The money may be used at the discretion of the recipient with the provision that the activities will benefit the professional growth of the teacher, and in turn, the students with which s/he works.
3. The entire fellowship money must be used between November 2015 and September 30, 2016.
4. In the event the recipient is unable to use the award within the prescribed time no money will be issued.

I have also been working with the Shaker Schools Foundation as the Teacher Liaison for the *Night for the Red and White*. I would like to encourage each of you to make a donation to this year's Silent Auction. The items donated by Shaker Heights staff have been the most sought after of all the auction offerings.

Remember, the proceeds go back to our students. Please make your donation by **January 15, 2016**. Again, this year, the staff will be offered a special discounted price of \$95 per ticket, which can be used to purchase up to two tickets. You will receive an invitation in your district mailbox in January with information on purchasing your tickets.

I attended the Investments Committee meeting along with other team members to discuss and monitor the Association's General Fund. I look forward to the SHTA social event at the Beachwood Winking Lizard. I hope to see many of you there on the 23<sup>rd</sup> of November.

I wish you all a happy, safe, and restful Thanksgiving!

*Respectfully submitted,*  
*Matthew Zucca*

## Fellows of the SHTA: 2014-2015

Brenda	Kline	Boulevard
Cathleen	Grieshop	Boulevard
Jennifer	Goulden	Boulevard
Stacey	Krantz	Boulevard
Leanne	Moses	Boulevard/Fernway
Christine	Cachat	Fernway
Ellen	Battle	Fernway
Jean	Reinhold	Fernway
Megan	Konopinski	Fernway
Victoria	Goldfarb	Fernway
Wendy	McGuffin-Cawley	Fernway
Peg	Rimedio	Fernway
Elisabeth	Bates	Lomond
Stephen	Smith	Lomond
Tanutda	Devine	Lomond
Jocelyn	Dietz	Lomond/Fernway
Abbey	Amar	Mercer
Lisa	Hardiman	Mercer
Rachel	Luther	Mercer/Boulevard
Bonnie	Hoynacke	Onaway
Denise	Brown	Onaway
Marcia	Denton	Onaway
Penny	Weiss-Flynn	Onaway
Aisha	Mason	Woodbury
Amy	Santos	Woodbury
Cheri	Shapero	Woodbury
Katherine	Brewster	Woodbury
Lee	Appel	Woodbury
Nicole	Litterst	Woodbury
Ellen	Roberts	Middle School
Kathryn	Manning	Middle School
Aimee	Grey	High School
Andrew	Glasier	High School
Christine	McBurney	High School
Eileen	Willis	High School
Halle	Bauer	High School
Mary	Bourisseau	High School
Sagar	Patel	High School
Valerie	Doersen	High School
William	Scanlon	High School



**SHTA Vice  
President Matt  
Zucca at the  
November  
Representatives  
meeting @  
Boulevard school.**

## TREASURER'S REPORT

It's November. We're over a quarter of the way through the school year. We have forged relationships with our students and worked to educate them, making their lives more meaningful. We've worked hard to nurture kids. Even the kids who create problems for the classroom, we have worked to teach them appropriate boundaries (what constitutes acceptable behavior). This is hard work that is unique to our profession. What OTES rubric recognizes that? None I've seen. Throughout your state-mandated evaluation process, remember that you are much more than what rating you get from an teacher evaluation rubric. We are professionals who should be treated as such.

The Investments Committee (Todd Keitlen, Chante Thomas-Taylor, Matt Zucca & myself) traveled to Aurora, Ohio in October and met with Brady Krebs, our Edward Jones advisor. We discussed our Edward Jones funds and looked over our Key Bank Investments.

I communicated with our accountants at Edward Hawkins & Co., LLC to finish last fiscal year's (June 2014 - July 2015) tax form filings, and submitted the necessary paperwork for our accountants' compilation of the same fiscal year.

I also communicated with our advisor at Key Bank to discuss the performance of our Key investments.

The current financial report is attached.

*Respectfully submitted,  
Bill Scanlon*



**SHTA Treasurer Bill Scanlon explains our budget at the November Representatives meeting @ Boulevard school.**

Shaker Heights Teachers' Association  
 Profit and Loss Standard  
 July 1 through November 15, 2015

11/15/15

Jul 1 - Nov 15, '15

Income	
Income	
Member Dues	40,080.00
Total Income	40,080.00
Investments	
Change in Value for Key Investment	-1,777.73
Edward Jones Investment Income	5,448.65
Change in Value in Edward Jones	-22,826.90
Edward Jones-Fees & Charges	-1,992.87
Key Investments Income	356.26
Total Investments	-20,792.59
Other Types of Income	
Miscellaneous Revenue	15.00
Other Types of Income - Other	220.00
Total Other Types of Income	235.00
Total Income	19,522.41
Expense	
Operations	
Accounting	-30.00
Conferences & Meetings	1,271.92
Executive Board	1,567.97
Fellowships & Grants	841.83
Insurance	5,384.00
Legal	5,257.70
Negotiations	7,542.20
Public Relations	3,865.48
Publications	162.32
Total Operations	25,863.42
Total Expense	25,863.42
Net Income	-6,341.01

Shaker Heights Teachers' Association

Balance Sheet Standard

11/15/15

As of November 15, 2015

	<u>Nov 15, '15</u>
<b>ASSETS</b>	
Current Assets	
Checking/Savings	
Key Bank (checking)	29,866.28
Key Investments2	44,078.80
Total Checking/Savings	<u>73,945.08</u>
Other Current Assets	
Edward Jones 13760-1-1	442,022.98
hat	571,856.23
Total Other Current Assets	<u>1,013,879.21</u>
Total Current Assets	<u>1,087,824.29</u>
<b>TOTAL ASSETS</b>	<u>1,087,824.29</u>
<b>LIABILITIES &amp; EQUITY</b>	
Equity	
Opening Balance Equity	53.69
Retained Earnings	1,094,111.61
Net Income	-6,341.01
Total Equity	<u>1,087,824.29</u>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<u>1,087,824.29</u>

# ***EXECUTIVE BOARD REPORTS***

## **PROFESSIONAL RIGHTS AND RESPONSIBILITIES REPORT**

I attended the Conference on Public Sector Fact-Finding hosted by the State Employment Relations Board on October 23. During the conference, I learned that the average award for public employees who went to fact finding in Ohio during the last three years was 1.5 %. While public employees may be expecting higher raises after the recession, many communities are still struggling to maintain and/or increase their tax base. I also learned that the rising cost of health care is the number one concern for public employers. Some of the recommendations from the speakers were to have a joint health insurance committee and to encourage spouses who work to use their employer's insurance plan. Our district already does both of these practices. Several questions were asked about avoiding the Affordable Care Act's Excise Tax. The best way to avoid that is to increase our deductible. If we did that, we may be able to lower the percentage we pay toward our premium from 12 % to 10 %. Premium percentages are not considered in the excise tax formula. While it is often quoted by consultants and public employers that insurance costs are going up 10 % per year, this figure varies widely depending on the population of a bargaining unit. For example, state government employees experienced minimal increases from 2012-2014 for a total increase of less than 8 % over a three-year period. It is important for public employees to ask for specific aggregate data at their insurance committee meetings, which we generally do.

The Insurance Committee met on October 21. The district is planning a Wellness Fair during our professional learning day on November 23. We discussed the schedule for the open enrollment period and the mandatory appointments as we move to an electronic monitoring system. Please note this message from Benefits Specialist Sue Garber:

"Open Enrollment ends on 11/20/2015. If you would like to make changes to your elections call 877-282-0808 8:00AM-5:00PM M-F Central Standard Time **before** 11/20/2015. After that time you will **no longer** be able to change your benefits, unless you have a qualifying life event."

Treasurer Bryan Christman reviewed recent trends that showed a deficit in some of our self-funded insurance accounts. Some of this is a result of recent retirees having medical procedures early last summer before moving to the STRS insurance plan, which has a much higher deductible. Other expenses are due to the increased cost of prescription drugs. Beginning in January 2016, the self-funded premium will go up as a result of these deficits. We will still pay 12 % of the premium. It has not gone up in several years, and we will also earn a 2.5 % raise in January 2016.

The Supplemental Review Committee met on October 28 and November 5. This committee is meeting to comply with a Side Letter in our collective bargaining agreement. You can read the side letter in our contract posted on [shtaweb.org](http://shtaweb.org). Our first assignment is to examine Academic Leadership Positions (department chair, team leader, grade level team leader, IB coordinators, etc.) The committee has scheduled several more meetings and I will keep you posted as we progress.

In the past month, I acted as a consultant on a student discipline matter at the middle school, a step one grievance at the high school, a question about paternity leave, multiple questions about maternity leave, questions about OTES during a leave, potential grievances related to OTES evaluations at the middle school, and student discipline problems at an elementary school.

*Respectfully submitted,*  
*Mike Sears, chairperson*



## PUBLIC RELATIONS COMMITTEE

The public relations committee has submitted a new ad for *Shaker Life Magazine* and sent along the contract to *Shaker Life* for the remainder of the year. I met with the leadership team of the Shaker Schools Foundation regarding promoting the foundation to the SHTA. We brainstormed methods to communicate the philanthropic pursuits of the foundation. Subsequent newsletters will contain information regarding the Shaker Schools Foundation.

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! Buy a T-Shirt; broadcast your membership!

*Respectfully submitted,*  
*Bob Bognar, chairperson*

## EVALUATION COMMITTEE

Administrative and Peer evaluations are well under way. The teachers on the Evaluation Committee and I have fielded many questions and concerns about many aspects of evaluation, including the use of eTPES, Student Growth Measures, and evaluation protocols. Due to these questions, I have outlined the following reminders and information. These questions and concerns have also been directly communicated to administration.

- Evaluators must use the Evidence Summary Form (Shaker Rubric) to document all observation data, pre and post conference data, walkthrough data, and additional evidence submitted by educators. All items, or groups of items in the case of observation data, should be clearly dated. This form should be uploaded to the artifacts and evidence section on eTPES when it is updated so that teachers can view this running record of evidence. Evaluators must document all evidence on the same Evidence Summary Form for the entire year.
- Educators are encouraged to upload additional evidence of their teaching practice into eTPES. When evidence is submitted, tag items with a brief explanation and rubric category. This opportunity will be especially beneficial if there are areas of the rubric that haven't been directly observed during one of the lesson observations.
- Evaluators must use the Shaker Walkthrough form to conduct a Walkthrough each semester. The evidence collected during Walkthroughs must then be included on the Evidence Summary Form. A copy of the form should be sent to the teacher observed within 48 hours. The Walkthrough Form should then be uploaded on eTPES under "Informal Evaluation".
- Post Conferences should be held with teachers within **one week** of an observation.
- Teachers in an Informal Evaluation Year are encouraged to complete the lesson observation with evaluators during the first semester.
- In January, the most updated version of the Evidence Summary Form should be uploaded under Formal Observation for teachers on a Formal Evaluation Year.
- The January Formative form should be uploaded to the Artifacts and Evidence section.
- In order to support collaboration and communication, evaluators should inform educators by email when updated Evidence Summary Forms are uploaded into eTPES.
- The OTEs forms on eTPES are **NOT** to be used for evaluations as they are not part of our evaluation program. All Shaker forms are available on the Shaker website for download.
- All buildings should have had a staff training session on eTPES.

There has been continued confusion about Student Growth Measures and SLO's, particularly for Special Education educators. These concerns have been communicated to administration. It is my hope that clarity about this important piece of our evaluations will be communicated to individuals and groups with questions as soon as possible.

In the October Newsletter, I shared that I had created an Assessment Schedule for each of the K-4 grade levels and sent them to administration for review. I made these schedules in response to a need for planning and clarity, as well as fulfilling a request from administration. In the past, we have received these schedules in September as a guide for the many assessments given throughout the year. K-4 educators have yet to receive a finalized Assessment Schedule for this school year.

The Peer Evaluation Program in Shaker has been recognized as an innovative approach to evaluation. Participants over the last three years have experienced high levels of professional learning and collaboration through this program. It is my hope that more educators will have access to this program next year, particularly in the Shaker Middle School, where many have been denied this professional learning opportunity.

*Respectfully submitted,  
Lena Paskewitz, chairperson*

## **PAST PRESIDENTS COMMITTEE**

As the Past President of SHTA, I have a perspective on the Association that goes back for years...and I mean YEARS. I was here for reorganization (when 8 Kindergarten to Grade 6 buildings became 5 Kindergarten to Grade 4 buildings and one Grade 5-6 building and also when Woodbury and Byron were merged). I was here for new construction at Boulevard and Onaway along with other bond issue projects. And I was here for the implementation of the International Baccalaureate program as well as many other instructional initiatives.

For the most part, the facilities in Shaker reflect a teaching model that promotes isolation. The classrooms are not conducive to collaborative teaching or creative interactions between grade levels and colleagues. Woodbury and the Middle School are especially challenged as they try to implement the Middle Years Programme. Every building struggles with technology issues as wiring and Wi-Fi are retrofitted. The changing school calendar also impacts instruction, for example extreme heat with no air conditioning. Although all buildings are handicapped accessible, none of them were designed to provide true ease of accessibility. Woodbury, the Middle School, and the High School are particularly demanding. When I substituted in the Library at Woodbury, handicapped access to the Library was a project with a loud, slow “lift” that took several minutes to operate. Building entrance points and security are also problematic.

So, I hope you completed your facilities surveys and have taken every opportunity to express your needs for facilities that reflect collaboration, technology needs, and creativity. At the October Board of Education meeting, Educational Visioning Consultant Amy Yurko, from *BrainSpaces*, discussed preliminary input on facilities and instruction. She remarked that Shaker teachers do an excellent job working around facilities issues but doing so takes away from their efforts with students and teaching. She said that teachers work really hard to provide the best educational experiences *despite* the environment and technology. I repeat, make sure you participate in every opportunity to provide input in this process.

On another topic, please go to [shtaweb.org](http://shtaweb.org) and review the contract. I suggest everyone look at Article XX—Absence and Leave. Be sure you understand what the limitations are for Sick Leave. There are specific limitations on the individuals that are listed for Family Illness and Family Death. Understand the guidelines for Personal Leave, particularly as it relates to holidays. You are responsible for monitoring your use of Personal Leave days—you contractually have three days per year; if you use additional days, you will lose pay for those days. And, of course, if you or your partner are pregnant, it is important to work with Mike Sears, PR&R chairperson (Ext. 4770), to work through the arrangements for maternity/paternity leave.

I look forward to seeing many of you at the SHTA Social on November 23 at the Winking Lizard in Beachwood. It is easy to access by using Science Park Drive off Richmond Road and then connecting to

Central Parkway—avoiding the traffic on Chagrin. Since there will not be a Newsletter in December, I want to wish you all a wonderful holiday season.

*Respectfully submitted,  
Becky Thomas, chairperson*

## **POLICY COMMITTEE**

Due to the vote of SHTA membership this past September, a number of changes were made to our constitution. One such change was made to Article I, and concerns who we are as an Association. The amended portion of Article I reads:

*SHTA shall refer to the bargaining unit of Teachers, as defined in Article 1 of the Collective Bargaining Agreement between the Board and SHTA. SHTA ST shall refer to the bargaining unit of Support Teachers in SERB Case No. 2014-REP-12-0149.*

*The SHTA and SHTA ST bargaining units shall negotiate separate Collective Bargaining Agreements.*

This new language welcomes the SHTA Support Staff, which include ELL Instructors, intervention specialist tutors, skills tutors, reading tutors, Kindergarten Resource Program aides, student supervisors and other licensed teaching professionals both full and part-time, to our association. Historically often referred to as simply tutors, these teachers would like to now be referred to as support staff. They are now an affiliate of the SHTA who negotiates their own collective bargaining agreement, which will include a salary schedule, and they will participate in the governance of our Association.

*Respectfully submitted,  
Tim Kalan, Chairperson*

## **SOCIAL COMMITTEE**

We are looking forward to seeing you at the Annual Autumn Happy Hour!!! On Monday, November 23rd we will be meeting at the new **Winking Lizard** located at **25800 Central Parkway in Beachwood** (located behind P.F. Chang) at 4:15 p.m. (Monday, November 23 and Tuesday, November 24 are Professional Development days.) We'll have lots of prizes (really good ones for people who know Shaker trivia)! What a great way to relax with your colleagues before the Thanksgiving holiday! Hoping to see you there!

*Respectfully submitted,  
Selena Brown, Chairperson*

## **MEMBERSHIP/ELECTIONS COMMITTEE**

Our Association has a total of 419 members.

Here is a breakdown by building:

<b><u>Building</u></b>	<b><u>Members</u></b>
<b>Boulevard</b>	<b>26</b>
<b>Fernway</b>	<b>24</b>
<b>Lomond</b>	<b>36</b>
<b>Mercer</b>	<b>28</b>
<b>Onaway</b>	<b>31</b>
<b>Woodbury</b>	<b>71</b>
<b>Middle School</b>	<b>65</b>
<b>High School</b>	<b>136</b>

Membership Cards will be mailed to the buildings before winter break.

*Respectfully submitted,  
Chante Thomas-Taylor, chairperson*

## TEACHER EDUCATION COMMITTEE

The following are important dates to remember:

**Salary Reclassification**-Coursework must be done by the November and April Board Meetings. Requests must also be submitted in time for the November and April Board Meetings.

**Tuition Reimbursement Fund**-Deadline for applications is December 1<sup>st</sup>. Applications will not be processed after this date.

I can be reached through the district e-mail – [hardiman.1@shaker.org](mailto:hardiman.1@shaker.org) or by phone at Mercer #4867

*Respectfully submitted,  
Lisa Hardiman, chairperson*

## LEGISLATIVE COMMITTEE

The residents of Ohio approved Issue 2 on the November 3<sup>rd</sup> ballot. For over a century, Ohioans have had the power to directly amend the state constitution by putting key issues on the ballot. Now, Issue 2 has changed Ohio's democratic process to make it harder for certain citizen-initiated constitutional amendments to pass. As a result, there will be a two-step process to get a citizen's initiative on the ballot. Getting initiatives on the ballot in Ohio is difficult and expensive. The five-member Ohio Ballot Board would have the power to decide which proposed constitutional amendments reach the higher hurdles. Citizens should have a reasonable opportunity to put forth a viable ballot initiative.

State Superintendent Richard Ross announced his retirement on November 6<sup>th</sup>. His retirement comes at a time in which he faced pressure to step down due to the charter school data scrubbing scandal that occurred under his tenure. His leadership as the top education official in Ohio has been criticized for its lack of transparency and accountability. Ross will step down at the end of the school year.

Over the past month I have worked on updating the PAC's email database. I am hoping to have the update completed by this month. I emailed the members with the PAC's positions on Issue 1, Issue 2 and Issue 8. I participated on the Supplemental Committee meetings as well.

The South Euclid-Lyndhurst School District is working without a contract and negotiations are not moving forward positively. I have reached out to offer our support.

*Respectfully Submitted,  
Eileen Sweeney*

## SUPPORT TEACHERS

We have had several meeting dates on the calendar as it relates to the Support Teachers Negotiations. We look forward to participating in more meeting dates in an effort to uphold our district's goals of equity, excellence, and exploration. We continue to thank the SHTA body as a whole for their unwavering support. We as Support Teachers anticipate the upcoming SHTA "Annual Autumn Happy Hour" at the Winking Lizard, November 23rd, as we will bond as a bargaining unit!

*Respectfully Submitted,  
LauraAnn T. Moore*



# MINUTES FOR THE REPRESENTATIVE COUNCIL MEETING

**November 9, 2015, Boulevard School**

**SHTA President, John Morris** started the November 09<sup>th</sup> Rep. Council Meeting at 4:29PM.

**Neal Robinson, Principal of Boulevard Elementary School** welcomed SHTA membership to Boulevard. He stated that he was thrilled to have SHTA at Boulevard and thanked the Association for being the best and brightest teachers.

**MINUTES** from the October 12, 2015 Rep. Council meeting were approved. A motion to approve the minutes was made by Tim Kalan and James Schmidt seconded the motion.

## Administration Report

**Dr. Marla Robinson and Ms. Darlene Bushley** were present for the Rep. Council Meeting

- Dr. Hutchings was not present for the meeting and Dr. Robinson read a report from the Superintendent:  
“I am sorry I cannot be with you today, but I wanted to share some reflections on the October 7 social media threat at the High School. First, I want to thank the administration, faculty and staff at the High School for responding to this emergency the best they could under very challenging circumstances. I believe we all learned several important lessons from that experience. First, the reactions of parents and students have resulted in us refining our communications protocol. We believe it is important for us to communicate directly with students--through the public address system, by asking teachers to share a statement from the district with their classes, and, eventually, through text messages to their phones. Second, there were a couple of miscommunications around the incident that made us realize we need to better communicate with our staff and provide additional guidance as well as training on how to respond to students during an emergency. The expansion of social media has really changed the speed and the way students and parents receive information, and we have to react accordingly. It is important to underscore the fact that the incident that day was deemed not credible by law enforcement professionals. Be assured that had the threat been credible, the district would have responded very differently and would never intentionally put students and staff in harm's way. Finally, it was shared with me that a few faculty members were concerned with one of the district's responses to parent questions from the Safe Schools Summit. I discussed the issue with Dr. Morris; however, please know that the answers we provided are in no way critical of teachers or their response to the emergency that day. Working together, we can ensure that our collective handling of these situations continues to improve.”
- The first Strategic Plan Quarterly Chat was amazing. It was great to hear progress from the teachers. If you are interested in attending the Quarterly Chats, let your building principal know so that you can be added. You are welcome to attend and participate in the Quarterly Chats. We enjoyed the face-to-face collaboration with the teachers. More high school teacher participation is needed on the Strategic Plan Quarterly Chats.

### Issues relating to testing and report cards for Dr. Robinson:

- For Special Education Teachers who teach different areas, what Student Growth Measures should they use?
- At Woodbury, there is a need for “People” resources during testing.
- Report cards for K-4 are new, different from last year. Teachers have started working on them and there are mistakes, what should we do?
  - The report card needs some refining and it is on hold. There is more information to follow about the K-4 report card.
  - Please forward questions and concerns about the report card to Dr. Breeden and please CC Dr. Robinson.
- Elementary School level, for testing teachers were told to use AimsWeb and one other test. What test is to be used?
- One hundred Middle School students took the CAP and MAP tests in the cafeteria. At times, there was only one proctor present and it was very warm. Logistically, this is not good for students. What will be done for future testing?

### **Issues relating to Substitutes for Ms. Bushley:**

- Last year was our first year using Wixey for Substitute Teachers and some settings were done incorrectly. Over the summer the changes were worked on for improvement.
- For the month of September, there were 603 full day absences including professional days made by SHTA members and 89% of those absences were filled.
- For the month of October, there were 937 full day absences including professional days made by SHTA members and 86% of those absences were filled.
- The High School has been having some issues with Substitute Teachers.
  - Administration is working on that
  - Quality of Subs is questionable
  - Wixey is recruiting substitutes and putting them through training sessions.
  - Substitutes that have a teaching license will not have to go through training.
  - Suggestion: It may be helpful to have Substitutes go through some type of technology training.
  - Forms are needed in all building to give a rating on how the Sub performed in the classroom, a type of evaluation. It was done in the past and the high school does have a form that is being used.

### **P.T.O. Report – Missy Sherwin** was present to give the P.T.O. report

- The P.T.O. is sponsoring a Family Wellness Workshop on November 18<sup>th</sup> from 6:30PM to 8:30PM.
  - Reservations are required and the deadline for reservations is November 16<sup>th</sup>.
- We are exploring an alternate means for parents to update contact information. Working on a way to update and keep the contact information.
- Clarification on parents getting fingerprinted to chaperone. All parents who have direct contact with a child must be fingerprinted at the administration building. Please make an appointment with Kiki Stout.
- Dr. Hutchings has asked that the P.T.O. sponsor another Superintendent's Chat. It is scheduled for November 30<sup>th</sup> in the High School small auditorium

## **Officer's Report**

### ***President, John Morris***

- Conferred with SHTA ST Negotiations team.
- Attended first Supplemental Committee meeting with Department Chairs. Eileen Sweeney is leading the efforts.
- Dealt with medical issue in district.
- Dealt with personnel conflicts in district.
- Worked on a grievance at the SHHS with James Schmidt and James Reed concerning a testing schedule change.
- Attended the School Board Strategic Plan Review.
- Communicated with James Reed and James Schmidt throughout the October 7<sup>th</sup> Instagram threat.
- Fielded question about district safety response.
- Fielded questions about Benefits Conferences in the district.
- Updated SHTA Technology needs.
- Worked on Coaching and Conference Day MOU's with Darlene Bushley.
- Continue to have weekly phone conferences with Dr. Hutchings.
- Attended the City Club speech of Lily Ersken Garcia, along with Matt Zucca, thanks to an invitation from Kim Richards, NEOEA President.
- I continue to maintain the Cuyahoga County Educator Summit Facebook page. Please join if you are interested in hearing about issues throughout the county.
- No Exec. Board or Rep. Council scheduled for December!

### ***Vice President, Matt Zucca***

- Attended Investment Committee Meeting.
- Attended P.T.O. Council meeting on November 5<sup>th</sup>

- SHTA Fellowship Grants from last year are closed. This year 40 names were pulled; the official list of winners will be in the newsletter.
- I am the staff liaison for the *Night for the Red & White*. This is the 24<sup>th</sup> year and over 2 million dollars has been raised.
- Attended City Club Meeting – 3 million strong in the NEA union.
- Looking forward to the SHTA Happy Hour on November 23<sup>rd</sup>.
- Communication is a big issue, all K-4 buildings please be sure to include me on the big issues. When sending an email you can CC me on the correspondence.

***Secretary, Darlene Garrison***

- Please be sure to sign the attendance sheet.
- If you have a lengthy report, please be sure to send a copy to me, thank you.
- Attended the Professional Learning for Instructional Leaders meeting in October. The next meeting is scheduled for Thursday, November 12<sup>th</sup>. The focus has been learning about Instructional Rounds. Administration will be visiting each building, one building per month conducting Instructional Rounds. Administrators and their Building Leadership Teams have decided on a Problem of Practice (POP) to focus on during the Instructional Rounds. A POP is practice that may need some improvement.

***Treasurer, Bill Scanlon***

- Passed out latest financial report.
- Membership dues have increased with SHTA Support Teachers dues now being collected.
- Edward Jones account is now over one million dollars – please refer to the Profit and Loss Standards Report.
- Total Asset is \$1,088,076.96 – refer to the Balance Sheet Standard Report

## **Executive Board Reports**

***Past President, Becky Thomas***

- Attended Insurance Committee meeting.
- Attended the School Board meeting.
- Teachers are working hard to create the best educational experience despite the facility they have to work with.

***Teacher Education, Lisa Hardiman***

- Answered questions about the timeliness of a continuing contract.

***Membership/Elections, Chante Thomas-Taylor***

- Passed out updated membership lists. Please be sure to check your lists.

***Policy, Tim Kalan***

- Attended two eTPES talk sessions.
- Attended the Child Expo at Onaway.
- There is an issue with a teacher and student at Lomond. Looking into the district protocol involving some special education students.

***Public Relations, Bob Bognar***

- New *Shaker Life* Ad coming out soon.
- Shaker Schools Foundation would like for people to know what they are doing in the district.
- We do have more t-shirts left. All t-shirts that are purchased will now be a profit for SHTA.

***Legislative, Eileen Sweeney***

- Richard Ross, State Superintendent resigned.

- Issue 2 passed.
- Attended Supplemental Committee Meeting.
- Spent time updating the PAC website.
- South Euclid/Lyndhurst negotiations are not going well.

***Publications, Andrew Glasier***

- Each school has had an OTES meeting.
- Finding out that administrators are asking teachers to use the wrong forms, OTES instead of Shaker forms.
- Nurses have asked to make changes to their evaluations.
- Please be sure all evaluators are placing dates and times in the Evidence Summary Form.
- Communication is a serious issue.
- Working to help two administrators with how they are doing their evaluations.
- Updated Facebook and added pictures from Halloween.
- Updated the SHTA Twitter account.
- Newsletter will be a little late this month.
- Wednesday at midnight all submissions are due for the newsletter.

***Social, Selena Brown***

- Happy Hour is scheduled for Monday, November 23<sup>rd</sup> at The Winking Lizard in Beachwood directly behind P.F. Chang's.

***Legal Aid, Paul Repasy (absent)***

- No Report – given by John Morris

***Professional Rights and Responsibilities, Mike Sears***

- Attended a Fact Finding Conference in Columbus on October 23<sup>rd</sup>.
- Attended Insurance Committee meeting.
- Helped members with Maternity Leave issues.
- Assisted a teacher and building rep. with an issue dealing with a student.
- Attended Supplemental Committee meeting. First task is to create job descriptions for department chairs.

***Evaluation, Lena Paskewitz***

- Reminders dealing with OTES will be placed in the newsletters.
- Have been answering questions dealing with OTES and Student Growth. Some student growth questions hard to answers because areas are still not clear.

***SHTA Support Teachers, LauraAnn Moore***

- Support Teacher negotiations are proceeding satisfactorily.
- January 1, 2016 is not a fixed date for negotiations to end.

## **Building Representative Reports**

**Boulevard, Jennifer Goulden**

- Substitute Issues are continuing – Filling positions and lessons that are left by the classroom teacher are not being taught.
- There are less unfilled positions.

**Fernway, Andee Hassell**

- There were issues with scheduling for the Benefit meetings. The problem was resolved.



### **Lomond, Donita Townsend**

- Working with administrator, teacher and parent on an issue dealing with the open door policy.
- Working with an issue dealing with a teacher and student. Assault is coming from the student. Administration is very supportive but the policy has teachers feeling a bit unsafe.

### **Mercer, Nicole Smith**

- Summer Writing Payment still has not been received by almost all staff as of Nov. 1<sup>st</sup> pay; a couple people were paid for a unit or two on the Nov. 1<sup>st</sup> paycheck  
\*\*Please note Mr. Florence and Mrs. Ng have been extremely helpful with this process and have had clear communication with me regarding this topic.
- Report card issues with what is being taught, in alignment with the math curriculum map; For example, multiply and divide are in the same block for assessing but division is not on our map for this trimester.  
\*\*Please note Mr. Florence is being very helpful with this concern
- Technology issues--mainly email cutting out and inconsistency with the COWs working
- Concerns about the availability of subs, as well as the value of subs filling positions.
- Curriculum materials still not received by Kara Horvat and Elizabeth Siegel; biggest concern is they do not have grade level appropriate items for teaching Foundations

### **Onaway, Paula Klausner**

- Benefits meeting, teachers felt like they had no privacy during their discussions.
- Teachers also felt as if the benefits were being sold to them.

### **Woodbury, Aisha Mason**

- No Report

### **Middle School, Tim Richards**

- Teachers are *STILL* waiting on unit pay from this summer. Many are expressing that they will not partake in future projects if they are not paid in a timely manner. David Glasner has been trying to help expedite...the delay is at the Ad. Bldg. level, not the Middle School.
- Able to arrange an OTES/eTPES training/Q & A session for Middle School staff. Thanks to Addie Tobey and David Glasner for running the session.
- Continued discussion with administration about a previous discipline situation and the possible need for a different student placement. Discussions centered on the need for a safe working environment.
- An individual teacher was verbally abused by a parent during a parent-teacher conference. Administration did step in to support the teacher and continues to praise the teacher for their professionalism. Administration decided not to make a student schedule change so as not to move one teacher's problem to a different teacher. This is a continuation of the situation where the teacher had the parent scheduled to observe her teach without being consulted.
- Continued email disruption makes it hard to keep up with timely updates. Usually teachers have to get into email through a different browser instead of through the district Webmail icon.
- The Special Ed OTES evaluation procedure is causing **major** concerns. Huge inconsistencies with individual teachers and the assessments they are being told to use among other things. These teachers are being pointed in all different directions particularly because they usually teach multiple subject matters. The procedure for individual teachers seems to be made up day by day as building administrators are also trying to figure it out.
- There are questions on how teachers can rebut parts of their evaluation. Concerns that some evaluations are NOT using factual evidence to support their ratings.
- The Principal is out of the building for more than a week for international travel. The building is being run by Assistant Principals and substitute administrator.

### **High School, James Schmidt**

- A grievance was settled between several members and the administration regarding the modification to the schedule that occurred on October 14<sup>th</sup>.
- An issue has been raised by a member regarding an administrator failing to consider additional evidence in the evaluation process, i.e. from the post-conference, failing to provide areas of improvement after an evaluation was not Accomplished, and stating that “Skilled was 100%,” which is not consistent with the opinion of the SHTA Evaluation co-chair.
- An issue with the air quality in the basement was raised by a member. An air quality study was conducted and the results were supplied to the SHTA and the member.
- There are monthly meetings that require all building administrators to be out of the building for the entire day, disrupting our normal procedures for communicating student issues to members of the administration. This causes a delay in discipline in many cases and perpetuates the feeling of a lack of support in discipline cases from administration that we spoke of at the July 1<sup>st</sup> meeting.
- Conference days were held and were found to be very productive. We will be meeting with the administration to discuss feedback received from teachers and parents regarding the evening conferences to determine if we should consider trying it again next year. This decision will once again be made by the SHTA president and administration through an MOU.
- All of our members have been adversely affected by email outages and disruptions in Internet connectivity. We hope that the administration’s efforts in this matter prove fruitful and eliminate this issue.
- An issue with Wixey not being able to fill paraprofessional absences was brought to Darlene Bushley. She stated that paraprofessionals are outside of Wixey’s scope and that she has a phone conference with Wixey regarding this issue on Thursday November 12<sup>th</sup>.

### **Old Business**

- None

### **New Business**

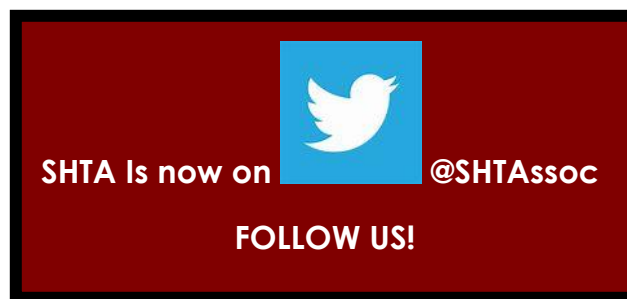
- None

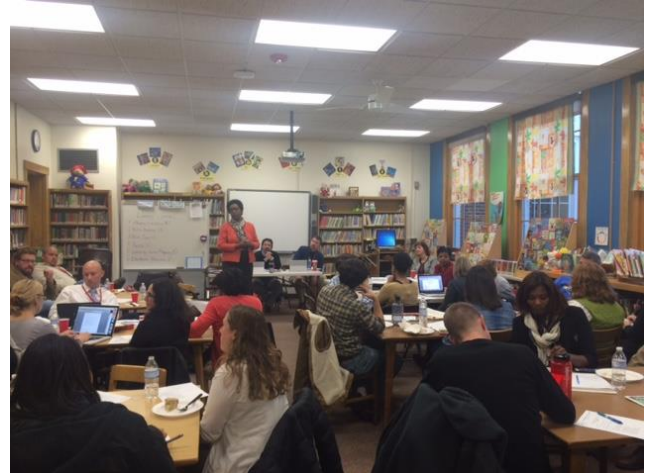
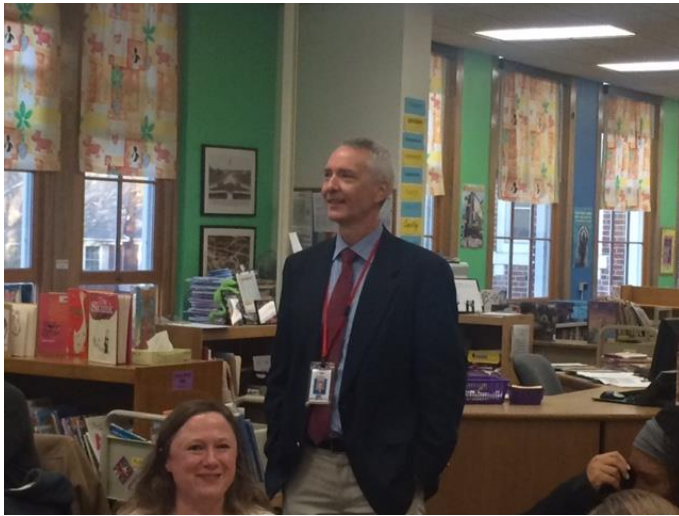
### **Good of the Order**

- Matt Zucca is collecting gently used winter wear for donations. If you have any please send to Matt.
- Thank you Jennifer and Boulevard School for hosting a wonderful Rep. Council meeting.

Motion to adjourn meeting made by James Schmidt, seconded by Bob Bognar and Chante Thomas-Taylor.  
Meeting adjourned at 6:18PM

*Respectfully submitted,  
Darlene Garrison*





**SHTA October Representatives Council Meeting @ Boulevard school. Special thanks to Boulevard Representatives Jennifer Goulden & Angela Anderson for hosting the meeting.**

Mix and mingle with all of your SHTA friends at

# Winking Lizard Tavern!



25800 Central Parkway  
Beachwood, Ohio 44122  
(located behind P.F. Chang)

**Monday, November 23, 2015**  
**4:15 p.m.**

(PROFESSIONAL DEVELOPMENT DAYS ON MONDAY, 11/23 AND TUESDAY, 11/24)

## ***Communications Breakdown***

*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.*

Shaker, we have a problem. It turns out that 60% of the phone numbers we have for our students' parents are non-working numbers. We found this out a few weeks ago after a student threatened our school with violence on *Instagram* and the administration attempted to contact all parents to allay their fears.

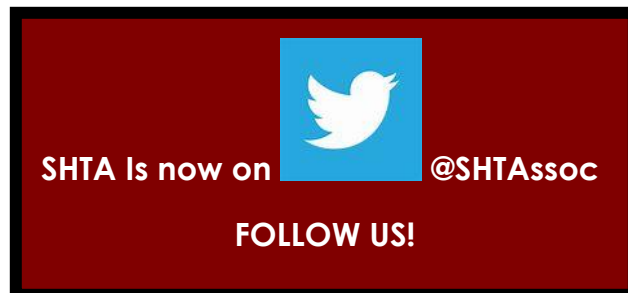
Having trouble getting ahold of parents is not new to teachers; "the number you have reached is not a working number" or "the number you have reached has been disconnected." But how about these?: "the number you have reached does not accept incoming calls" or "the mailbox is full." I cannot tell you how many times this has happened to me; hundreds over my 16 years here!

My reaction is "How dare you send your minor child to our school and not be reachable during school hours!" No parent should be allowed to be anonymous. That does not mean they have to answer the phone whenever we call. It means, be reachable. We can leave a message and you will call back if needed. Maybe you can't be reached, but someone else can. Let us know that and we'll use an alternative contact number.

It is an imperative for teachers to be able to call parents and talk to them when there are problems, or if we just want to check in. The school nurse must be able to contact parents/guardians at a moment's notice. This is a liability issue for the district in the case of an emergency.

A carefully crafted policy is needed to hold parents accountable for their children. If you cannot be contacted during school hours and there is no attempt on the parent's part to have a responsible, reachable party available, your child should not be allowed to attend Shaker Heights City Schools.

***Tony Cuda***  
***Social Studies Teacher***  
***Shaker Heights High***



## *Let's Use Some Common Sense*

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Not too long ago, a recent editorial in *Wired* magazine stated that the scientific method, which we all learned in our middle school or earlier science classes, was becoming obsolete. The article stated:

*There is now a better way. Petabytes (a very large amount of storage) allow us to say: "Correlation is enough." We can stop looking for models. We can analyze the data without hypotheses about what it might show. We can throw the numbers into the biggest computing clusters the world has ever seen and let statistical algorithms find patterns where science cannot. –Chris Anderson*

<http://www.wired.com/2008/06/pb-theory/>

While I appreciate the argument, his theory is based on the idea that data is the answer. That with the right computers scientist can use the data to find correlation without experimenting. The theory is mind-boggling. Has technology advanced to such a degree that our basic scientific principles are no longer effective? This rush of data has seeped not only into the scientific community but to the all areas of society. Governments, businesses and now education use data to supposedly improve practice. As teachers, we have been hounded to collect data, use data and implement practice based on data. I have scoured test scores, examined Ohio Graduation Test scores, looked through Student Learning Objective information, and countless other data points to improve my practice. The problem is I haven't seen how all this data has been more effective at making me a better teacher than sixteen years of experience and a little common sense?

Let me explain that I am not completely against the collection of data to help improve instruction or to steer institutions. What I feel is that we are spending more and more time looking at numbers rather than talking to our students. The collection of data goes against my common sense of asking a student questions, listening to her read, looking over writing and other techniques I use to better understand another human being. Many will argue that what I am doing IS collecting data on that student, and in a way they are correct. Yet instead of logging it, emailing it and sending it to the appropriate administrator, I am using my common sense and my experience to better guide my teaching to that student. It is a different data collection that is non-intrusive and has meaning. It is building connections between people that statistics (yes I know...) show improves student performance. More importantly it is just common sense.

Teaching has always been hectic. I tell non-teaching friends that teaching is like jumping on a high speed treadmill in August and it not stopping till June. Yet now it seems we are moving towards mandates and away from people. Instead of invigorating my lessons, we are stuck on our email. Meetings have sapped the time after school when we can meet with students. Work on SLO's and other test data has eaten up our planning and collaboration time. And how useful is data when we do not see the results for months after the assessment—we are still waiting for the PARCC test information. Does data show that a student is dealing with an emotional crisis? Does data connect with the social and institutional pressures students face? Data has sped up our lives, when we need to take time for relationships, and reconnect with our teaching. We need to return to the scientific method; hypothesize, test and analyze with time for reflection.

**AG**



## ***Staff Wellness Fair!***

Monday November 23, 2015-Middle School Gymnasium  
11am-1pm

**Free Flu Shots!**

**Prizes include:**

- ✓ **Healthy lunch for the building with the highest percentage of attendees!**
- ✓ **Door prizes for everyone who attends!**
- ✓ **Passport raffle will include Fit Bits! And Gift Cards!**
- ✓ **PASSPORT GRAND PRIZE-APPLE WATCH!!**

**Vendor Table Giveaways!**

**Healthy Food Samples!**

**Wellness Tips!**

**Local Exercise Options!**

**And more...!**

**ENJOY A HAPPY AND HEALTHY SCHOOL  
YEAR!**