

IMPORTANT DATES

Wednesday, February 17: Support Teachers Tentative Agreement Q&A, SHHS Small Auditorium.

Wednesday, February 24: Support Teachers Tentative Agreement Contract Vote, @ each school.

Monday, February 29: State of the Schools Address.

Monday, March 7: Executive Board Meeting @ Fernway.

Monday, March 14: Representative Council Meeting @ Shaker Middle School.

SHTA news

February 16, 2016

ISSUE NO. 5

Message From the President

Sometimes being President of the SHTA can be an extremely challenging job, other times it can be a joy. More often than not, it is equal parts both. This month has been a good one. We have overcome a thirty-three-year old dark spot in our district, namely the contractual neglect of our Support Teachers. As of Thursday, February 4th the SHTA Support Teachers and the Board of Education accomplished what no one has been able to do since at least 1983: create a tentative collective bargaining agreement that provides fair working conditions, competitive wages, and benefits for our Intervention Specialist Support Teachers, English Language Learner Support Teachers, Skills Support Teachers, Academic Lab Support Teachers, Kindergarten Readiness Program Support Teachers, and Blended Learning Support Teachers.

The tentative agreement features improvements in nearly all elements of Support Teachers professional lives. The following highlights exemplify the progress made in this tentative agreement:

- All support teachers will be eligible for continuing contracts, on the same terms as teachers in the district.
- There will be a new wage scale. The starting salary will be increased from \$32,144 to \$35,987, an increase of 12%, and the top salary will be increased from \$40,879 to \$51,821, an increase of 27%.
- The intervention specialist support teachers at Woodbury and the Middle School, who co-teach, will be transitioned to the teachers' salary schedule.
- The support teachers in the I Lab will be able to use 3 additional professional development days to write IEPs and related duties.
- The two most senior ELL support teachers will be transitioned to the teachers' salary schedule and will become part of the teachers' bargaining unit, effective immediately.
- All KRP support teachers will be transitioned from the aides' salary schedule to the support teachers' salary schedule, retroactive to the beginning of the school year.
- All blended learning support teachers currently working at the Innovative Center (IC) on an hourly basis and receive no benefits. Their hourly rate is currently \$19.27, which already includes a 2% increase from last year. They will remain hourly until the end of the current school year, but their hourly rate will be increased another 3%, to \$19.85, retroactive to the beginning of the current school year. In the 2016-17 school year, they will transition to the support teachers' salary schedule.
- The language in the new CBA for class size and school day is identical to the language in the teachers' contract.

- Effective with the 2016-17 school year, there will be a peer mentor program for support teachers new to the district.
- All support teachers will be evaluated as required under OTEs beginning with the 2016-17 school year.
- Support teachers who cover classes during their unassigned time will be reimbursed at the same rate as teachers (\$14.00 for 1-30 minutes and \$28.00 for 31-60 minutes). In addition, if a support teacher works as a sub, they will receive an additional \$50.00 for a half day, and \$100.00 for a full day.

This is just a sampling of the features of this tentative agreement that will be discussed by SHTA Support Teachers in the Q & A on Wednesday, February 17th and voted on Wednesday, February 24th.

This new agreement was thanks to our tireless SHTA ST Negotiations Team: Bonnie Gordon, Colleen Grams, LauraAnn Moore, Latina Pope, and Chief Negotiator Monica Triozzi. The wisdom of Susannah Muskovitz, our extraordinary legal consul, was also instrumental in creating this agreement and navigating the collective bargaining process. I would also be remiss in not acknowledging the foresight of our Superintendent, Dr. Gregory Hutchings Jr., and the School Board for helping right a decades old oversight on the part of the district. This is true leadership and transparency from a world class district. Finally, I have to thank all of you, the members of the SHTA, for voting to include the SHTA ST in Our Association and move towards true solidarity in our professional organization. This is what being in a union is all about.

Otherwise, it has been business as usual this month. I have addressed medical issues, legal issues, disciplinary issues, maternity issues, and a member conflict. I have communicated with Dr. Hutchings, Dr. Robinson, and the Cuyahoga County Union Summit. I have negotiated multiple times with the SHTA ST Team and the Board. I attended the School Board Work Session on January 26th and the Calendar Committee meeting on February 1st. I also worked with SHTA High School Representatives on a letter of support for High School Interm Principal James Reed. Finally, I discussed with State School Board Candidates a potential presentation and Q&A with these candidates in the upcoming months. The work never stops, but it is always important work.

It continues to be part an honor and a privilege to work for you all as SHTA President. It is some of my life's most important work. Once again, thank you all for addressing a 33-year old inequity and making things right for all professionals in Shaker Heights Schools. Our work together continues.

Respectfully submitted,
John Morris

The SHTA is on



us @

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

Reports from the Executive Board

VICE PRESIDENT'S REPORT

A Night for the Red and White is quickly approaching. I hope you take the opportunity to attend this amazing event. *A Night for the Red and White* will be held on Saturday, March 5, 2015, 7:00 p.m., at the Tudor Arms Hotel. If you were not one of the lucky members to be chosen from our drawing please remember that the Committee is again offering a special staff ticket price of \$95. The SHTA's donation to the silent auction this year will be a gift certificate to the Cleveland Orchestra and a gift certificate to L'Albatros Brasserie in the University Circle Area. I want to thank all of you who have made contributions to the Silent Auction. Thank you to Darlene Garrison for organizing the Red and White drawing and congratulations to our drawing winners.

The SHTA Teacher Fellowships recipients are encouraged to submit receipt documentation to collect reimbursement. This money can be used to enhance your professional development.

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

Respectfully submitted,
Matthew Zucca



**SHTA President
John Morris at the
February
Representatives
meeting @ Shaker
Heights High
School.**

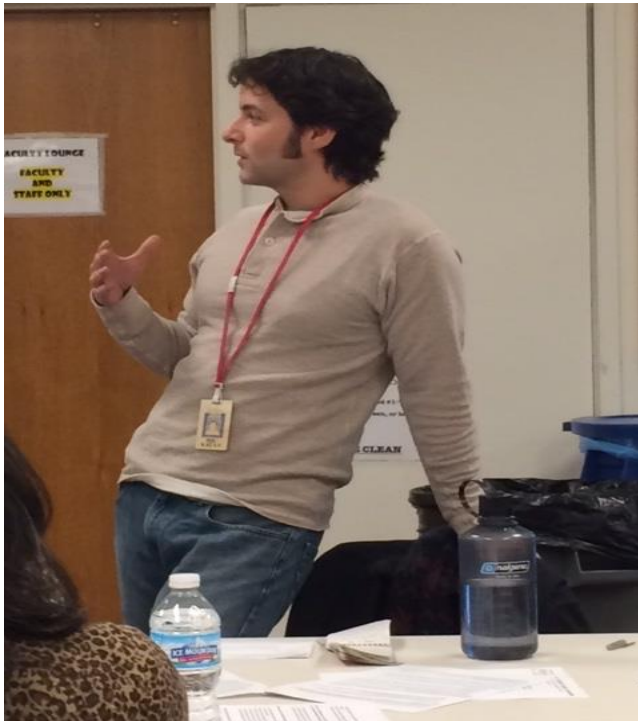
TREASURER'S REPORT

Looking on urbandictionary.com for the definition of a “long time coming,” it says, “something that’s long overdue.” This is the perfect description for the agreement between the administration and the Support Teachers. Thank you to the SHTA-ST members for their commitment to our communal profession. The members of the negotiating team (Monica Triozzi, Bonnie Gordon, LauraAnn Moore, Colleen Graham, and Latina Pope) have worked many hours to secure a long-awaited agreement with the administration. I applaud your dedication and loyalty to your colleagues’ well-being. This agreement has been a “**long time coming.**”

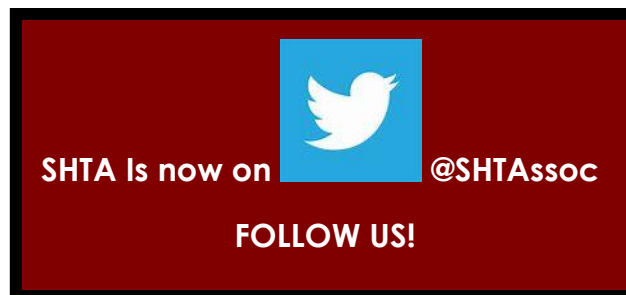
I communicated with our accountants at Edward Hawkins & Co. to finalize and submit our tax forms for the year. I also communicated with Brady Krebs, our Edward Jones advisor to discuss the fluctuations of the market affecting our Association’s investments.

The Investments Committee will be meeting in April to analyze our investments and discuss possible changes.

Respectfully submitted,
Bill Scanlon



**SHTA Policy Committee
Chairperson Tim Kalan speaks at
the February Representatives
meeting @ Shaker Heights High
School.**



EXECUTIVE BOARD REPORTS

PROFESSIONAL RIGHTS AND RESPONSIBILITIES REPORT

Grievance 16.01 regarding student behavior in an elementary classroom received a step one hearing with a building administrator on Friday, January 29. The administrator provided a written response on Friday, February 5. The member who filed the grievance could decide to file a step two grievance if the proposed solution does not prove to be effective in the immediate future. Article 21.01 in the collective bargaining agreement (CBA) states:

“ARTICLE XXI - PROTECTION OF TEACHERS AND STUDENTS

21.01 General

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

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

My involvement with this grievance and the lengthy discussions about the district's special education procedures at the last two representative council meetings made me wonder if we might want to explore better systems for implementing tier 3 interventions for students. It seems like our current model implies that tier 1 and tier 2 interventions will work with all students, so structures for quickly implementing tier 3 interventions are not in place. The link below provides a quick overview of what tier 3 interventions might look like.

http://www.hillsdale-isd.org/cms/lib07/MI01001046/centricity/domain/25/RtI_Tier_3_Intensive_Intervention.pdf

During the past month, I have also helped members with legal concerns, sabbatical leave, maternity leave, personal days before a holiday, and extended leaves of absence. I answered questions about insurance and jury duty. I attended Supplemental Review Committee meetings, and will soon meet with Bryan Christman about possible changes to FMLA protocol related to pro-rated paychecks.

***Respectfully submitted,
Mike Sears, chairperson***

PUBLIC RELATIONS COMMITTEE

The public relations committee has begun the search for this year's teacher appreciation gift. While we are being mindful of our budget, if any member has a suggestion please send it to Bognar_r@shaker.org.

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

Evaluation Committee members and I continue to field questions and clarify new protocols for the evaluation process. Thank you for sharing successes and challenges with the team, as we will use this information to further refine the process and forms this spring. Please continue to contact committee members or your building representative with questions, concerns, and successes of the evaluation process.

*Respectfully submitted,
Lena Paskewitz, chairperson*

PAST PRESIDENTS COMMITTEE

Congratulations to President John Morris for leading the effort to bring union rights and representation to the support teachers. Their tentative agreement is a historic achievement that took considerable time and resources. John's vision and commitment to this process is to be commended.

In addition to attending regular SHTA meetings, I attended the February 9th meeting of the Board of Education. There were several reports to the Board. First, a Student Supports Update was given by Tim Gesing and Sara Cole, who are both Special Education Supervisors. The information was similar to that shared at two recent SHTA Representative Council meetings. Coordination and communication among buildings is a focus along with opportunities for additional staff development on intervention strategies. It was made clear that regular education teachers are very motivated to learn the skills that will help them meet the needs of special education students. The second report was from Ouimet Smith, Director of Student Affairs, who presented information about the enrollment process along with information about the scope of responsibilities of the Student Affairs Department. Finally, Stephen Wilkins, Assistant Superintendent of Business and Operations gave an update on the Master Planning Facilities Project. He reviewed some of the input from the meetings that have been conducted in this process and described requirements of the state funding opportunities.

Then, the regular business meeting began. Key decisions included the acceptance of the lowest responsible bid for work on the Woodbury Clock Tower, the approval of Tax Increment Financing Compensation for Shaker Plaza and Van Aken Plaza, the approval of the Academic Program Planning Guide, and the appointment of Anthony Peebles to the Finance and Audit Committee. The Superintendent, Dr. Hutchings, outlined the discussions that have occurred with Howard University to establish a Fellowship program for male African American teachers from Howard to be employed by the Shaker Schools. This is an ongoing initiative and, hopefully, more information will be forthcoming from the Administration. The meeting, which began at 6:00 p.m., was over at around 9:45 p.m.

I will be attending the Finance and Audit Committee meeting on February 25th. (The January meeting was cancelled). The auditors will be in Shaker to deliver their report.

Thank you for allowing me to continue to assist the Shaker Heights Teachers' Association.

*Respectfully submitted,
Becky Thomas, chairperson*

POLICY COMMITTEE

In continuing with our look at some of the recent changes to our constitution, this month we highlight **By-Law V, Section I. Salary Tenure Committee, 3.SHTA ST Negotiating team. part b.**, which reads:

b. Procedure and Limitations

1. The SHTA ST Negotiating Team shall have the responsibility of conducting surveys and making itself available for building meetings prior to the start of formal negotiations, for the purpose of ascertaining the concerns of the SHTA ST membership. The SHTA ST Negotiating Team shall then have the responsibility of reducing these concerns to writing and placing them on the formal agenda for negotiations. The Team shall have the power to accept tentative agreements in negotiations with the school board. All such decisions will be a majority vote of the Team with each individual member reserving the right to express his or her position at any general meeting of the SHTA ST membership held prior to a ratification vote. During negotiations, the Chair or his/her designee shall make general progress reports to the Executive Board and the Representative Council at their monthly meetings. If impasse is reached, then the Chair shall provide the total SHTA ST membership with copies of tentative proposals, which have been accepted as well as proposals still under discussion.

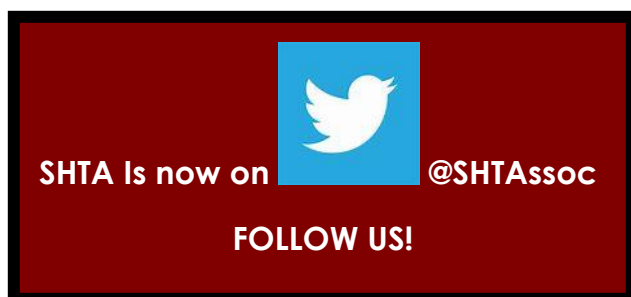
*Respectfully submitted,
Tim Kalan, Chairperson*

SOCIAL COMMITTEE

I sent cards on behalf of the SHTA to Gary Raymont this month. Gary served the Association for many years prior to his retirement. He is having surgery on Feb. 29. I am sure that he would love additional encouragement, positive thoughts, and well wishes from all of you!

I am currently working on our upcoming District Recognition Reception on May 19th at 3:45 p.m. in the Upper Cafeteria at the High School. Last year it was extremely well attended. I hope that you will be able to attend this year!

*Respectfully submitted,
Selena Brown, Chairperson*



LEGISLATIVE COMMITTEE

March 15, 2016 Primary Election Day is March 15, 2016. Voting is an important way in which we advocate for our communities, our students and ourselves. You may choose to vote early in person by requesting and voting an absentee ballot at your county board of elections office or voting center, as designated by the county. For specific information for your county, including times and locations for early in-person absentee voting, contact your board of elections. In Cuyahoga County you can go to <http://www.boe.cuyahogacounty.us>.

In person: After absentee ballots are available for voting you may request and vote your absentee ballot in person by going to your county board of elections office or designated voting location.

By mail: Beginning January 1 or 90 days before the date of an election, whichever is earlier, you may mail your properly-completed absentee ballot application bearing your original signature to the board of elections of the county in which your voting residence is located. The board must receive your request by noon of the third day before the election (usually a Saturday).

This election cycle will be important, as Ohio will select the party candidates for president. We need a strong leader to select a future Secretary of Education to bring reform to education policies driven by educators. The next president may appoint two or more Supreme Court justices. Further, the electors of Ohio will vote on whom they would like to serve their interest in the Senate. Please consider carefully each candidate through this lens.

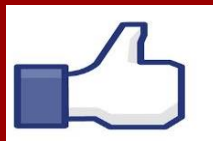
*Respectfully Submitted,
Eileen Sweeney*

SUPPORT TEACHERS

The SHTA-ST bargaining unit would like to formally thank you all for your support towards us during negotiations. We started a long road, at the grass roots level, back in April of 2015. With the help of John Morris and Susannah Muskovitz, we were able to get unforeseen goals accomplished. We learned a lot about ourselves, our district, the SHTA as a whole, and educational policy. With that said, we are excited to soon embrace a new contract for Support Teachers within our district. Again, we salute you all for your support, respect and humble concern. Support Teachers look forward to continuously serving our district with pride and passion.

*Respectfully Submitted,
LauraAnn T. Moore*

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MINUTES FOR THE REPRESENTATIVE COUNCIL MEETING

FEBRUARY 8, 2016, SHAKER HEIGHTS HIGH SCHOOL

SHTA President, John Morris started the February 08th Rep. Council Meeting at 4:30PM. **James Reed, Principal of Shaker Heights High** welcomed SHTA to the High School. He shared inspirational words with the membership. "Teachers are very important and so is the work that we do." "We are all making an impact on the lives of our students. Thank you for all that you do with our children."

MINUTES from the January 11th, 2016 Rep. Council meeting were accepted by Bill Scanlon and seconded by Aisha Mason.

Administration Report

Superintendent, Dr. Gregory Hutchings

- Traveled to Washington D.C. with Steve Wilkins to meet with the Dean of the Graduate School at Howard University. Discussed the efforts for the program to recruit 6 African American Male students to become teachers in the Shaker Heights City School District.
- Only 2% of teachers in the field are African American males. Fifty percent of the 2% end up leaving the profession.
- The 6 graduate students will receive a one-year fellowship-long term substitute position.
- Professional Development will be provided.
- They will receive a 5-year teaching contract.
- Will be looking for private donors for 1-year housing.
- Attended the Calendar Committee Meeting, Dr. Marla Robinson is the facilitator for the Calendar Committee.
- Working on the years 2017-2019.
- Discussed the high school schedule.
- Will ultimately create a sub-committee to work on high school schedule.
- Calendar committee webpage on shaker.org. There is an opportunity to provide feedback about the 2017-2019 calendar.
- New look to our shaker.org webpage. Still working on the new look if you notice any mistakes please contact Kristin Miller.

Special Education Report

Sara Cole and Tim Gesing

- Can the Crisis Intervention Team open up to other staff members?
 - We are working on allowing other staff members other than special education personnel to attend a session in April.
 - Training sessions are limited to groups of no more than 25.
- Student on an IEP, there is a certain way discipline has to be handled. A student cannot be suspended more than 10 days in a school year.
 - Drugs, bodily injury, weapons will cause a school district to hold a child out of school longer than the 10 days.
 - After 10 days, it is considered to be a change of placement.
- Are we doing enough? There is a process to demonstrate that we have tried more restrictive services. We have to be very careful about making judgment without trying interventions. We try to keep children in the district.
- We have 16 children per intervention specialist. Some buildings 8-12 children per intervention specialist.
 - High School has 22-24 children per intervention specialist.

- We need to teach social skills but how do we fit that into our school day?
 - Schools who teach social skills, studies show that they score 11 percentile points higher.
- Is there a model for a resource room? Based on the need of the student. At Woodbury, Middle School and High School there is an all day resource room.
- There are resources out there, we need to find more creative ways to use them throughout the building.

P.T.O. Report

Missy Sherwin

- Wellness Seminar is scheduled for March 23rd – psychologist and author Lisa Damour will host a discussion on teenage transitions and her book.
- PTO Council hosting a Communication Summit
- Attended the Calendar Committee meeting
 - Planning the 2017-2019 calendar years
 - Discussions needed about the kindergarten start days
 - Striving for consecutive, uninterrupted days of school
 - Week before Thanksgiving, how do you feel about those day?
 - Number of professional days beginning of the school year, thoughts?

Officer's Report

President, John Morris

- Attended a calendar committee meeting.
- Dealt with a medical issue of a member.
- Continued weekly conversations with Dr. Hutchings.
- Attended Union Summit meeting.
- Worked on negotiations with SHTA Support Teachers.
- Dealt with a legal concern for a member.
- Worked with maternity/adoption issues for a member.
- Reminder to members- If you can, please try to attend the Master Facilities Meetings.

Vice President, Matt Zucca (Absent)

Report given by John Morris

- Silent auctions items were purchased and delivered for *the Night for the Red & White*.
- Working with fellowship grants. Receipts are due to Matt Zucca so that reimbursements can be made.

Secretary, Darlene Garrison

- *The Night for the Red & White* raffle is complete.
- A total of \$546.00 was collected from the sale of raffle tickets.
- Three winners were selected; each will receive two tickets to *the Night for the Red & White* event.
- Winners: Deanna Clemente-Milne from Woodbury, Sarah Davis from Shaker High and Yvonne Horstman from Shaker High.
- Please be sure to sign the attendance sheet.

Treasurer, Bill Scanlon

- Has been busy paying bills for the association.
- Financial reports are passed out every other meeting

Executive Board Reports

Past President, Becky Thomas

- The last Finance and Audit meeting was cancelled
- Will attend the School Board Meeting on Tuesday, February 9th
- Will attend the next scheduled Finance and Audit Meeting

Teacher Education, Lisa Hardiman

- No Report

Membership/Elections, Chante Thomas-Taylor (Absent)

- No report

Policy, Tim Kalan

- Worked on Special Education materials.
- Attended the Master Planning Community Engagement Workshop on February 3rd,

Evaluation, Lena Paskewitz

- Things have been quiet, no major issues. Dealt with a few minor glitches like loading evidence on to eTPES.

Legislative, Eileen Sweeney

- Quiet over the last month
- The term for mental retardation has legally been changed to intellectual disability.
- Would like to write editorial dealing with elections.
- Senate and House seats are up.
- Union needs to be educated on the Right to Work. It is a deceiver, it actually strips away our rights.

Publications, Andrew Glasier

- Wednesday at midnight all submissions are due.

Social, Selena Brown

- Working on the Recognition Reception in May
- Please sign the Get Well for Gary Raymont, he is having a procedure.

Legal Aid, Paul Repasy (Absent)

- No Report

Public Relations, Bob Bognar

- SHTA will help fund a new boat for the crew team.
- Merit Scholars will be listed in the Shaker Life Magazine.

Professional Rights and Responsibilities, Mike Sears

- Worked on a Step 1 grievance with a member, has to decide to go to a Step 2.
- Helped a member with a legal concern
- Assisted member with a maternity leave/sabbatical
- Thank you to Darlene Bushley for all of your assistance with a personal day before a holiday for members who have submitted the correct paperwork.
- Supplemental Committee making a lot of progress, hopefully we will have a report in March.

SHTA ST, LauraAnn Moore

- Shared the Tentative Agreement for 07-01-15 to 06-30-18
- Bonnie Gordon shared that the tentative agreement will be sent to Support Teachers on February 8th. There will be a question and answer session on February 16th and a vote on the contract will take place on Wednesday, February 24th.

Building Representative Reports

Boulevard, Jennifer Goulden

- No Report

Fernway, Andee Hassell

- Issues with repairs being made in classrooms during the middle of the day.
- Continuation of issues with substitutes. Still an issue pulling Support Teachers to cover classes.

Lomond, Donita Townsend

- Concern about using planning time for clerical issues and meetings.

Mercer, Nicole Smith

- We are in the process of resolving the issue of ordering ELA materials for multiple grade levels.
- Matt Zucca has been very helpful with the ordering of materials.

Onaway, Paula Klausner

- Concerns about safety & protection of students as it relates to special education.

Woodbury, Angela Goodrum

- A concern from a member about not having planning time Tuesdays, Wednesdays or Thursdays. In the past, they were paid for 2 lunches when planning period was missed. This year, it is no longer offered.
 - Please submit details to John Morris and Darlene Bushley.

Middle School, Tim Richards

Administration has asked for input into next year's master schedule. In particular the Special Education department and a collaboration of the Specials (Art, Music, Design & PE) have submitted reports/suggestions. We are hoping this collaboration is indeed utilized.

Administration listened to some areas of current frustration:

- Random class sizes (too big & too small)
- Work area conflicts (ie. Getting bumped from scheduled library times)
- Team events pulling students out of class
- Poor communication for some of the mentioned scheduling issues
- Department Head structure geared towards core subject teachers only
- Unhealthy large grouping of IEP students in some classes (even when there is support)
- Raider Time experiment unsuccessful
- IB demands not appropriate for some subjects
- Some complaints about not enough supervision before school and during lunch periods

Some additional concerns mentioned by staff members

- With demands to write curriculum and plan lessons, there needs to be more collaborative time, and it needs to be by department, NOT by team.

- The disparity between the HS midterm schedule/clerical time and ours needs to be adjusted. In some cases we are giving actual HS exams (Language Acquisition) but still teaching a regular schedule. Certainly they did not need to take away 1/2 of our clerical day. We already have less time than the HS to get our extended midterm business done.

Instructional Rounds are scheduled to take place on February 18 and possibly February 22. Administration ensured us that any reporting will not include observed teacher names.

High School, Joel Rathbone

- High School Reps. created a letter on the behalf of their principal James Reed. SHTA would like to see him named as the permanent principal of Shaker Heights High School.

Old Business – None

New Business

- Winners of the SHTA Red & White Raffle are Deanna Clemente-Milne, Sarah Davis and Yvonne Horstman.

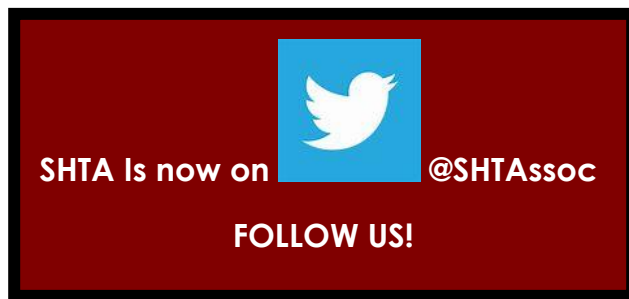
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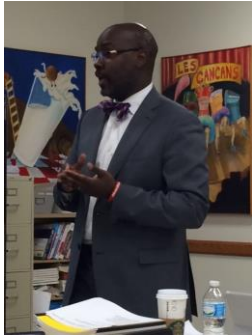
- Thank you so much High School Reps. for a delicious soup and salad meal. Thank you for hosting our February meeting.

Adjournment

- Motion to adjourn meeting made by Aimee Grey and seconded by Tim Kalan
- Meeting adjourned at 6:21PM

*Respectfully submitted,
Darlene Garrison*





SHTA February Representative Council Meeting @ Shaker Heights High School. Special thanks to SHHS Representatives Amanda Ersek & Aimee Grey for hosting the meeting.

RIGHT TO WORK IS A LIE!

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.

Dear Colleagues,

Governor Kasich is running for president with a campaign message that Ohio does not need Right to Work Legislation. He implies that management and workers negotiate with good faith in a manner that is working for State of Ohio. When he makes these assertions, he is not being fully transparent on this issue. The pretext is that Ohio does not need Right to Work (R2W) legislation right now, when it will hurt his chances of getting elected.

Right to Work legislation means that a person may not pay dues to the Union but still benefits from Union negotiations and contracts.

Unions across the state are beginning to organize predicting that the governor will pass "R2W" legislation during the lame duck session in December of this year, after the election cycle. The AFL-CIO is beginning to reactivate the organization ***We Are Ohio*** to get ahead of any Right to Work law. The goal is to educate the voters of Ohio that Right to Work strips workers of their rights to collective bargain.

R2W is nothing more than a huckster attempt to by CEOs and corporate interests to end unions as we know them and stack the deck even more in their favor at the expense of the middle class. Right to Work laws make communities poorer and the one percent richer. The median household income in "R2W" states is \$535 less per month than in free-bargaining states like Ohio. The fatality rate is 36 percent higher in "R2W" states because workers lose their voices, their freedom, and their rights. Right to Work is just wrong.

We need to get the facts out. The moniker of "Right to Work" suggests some kind of altruistic legislation rather than the toxic, rights stripping legislation that it truly is. Take time to get educated about Right to Work legislation. Talk to your friends and neighbors. We will need every voice to join in a chorus to push back against Right to Work in Ohio. Be ready to get involved in the fall to fight for your own rights as a member of the Shaker Heights Teacher's Association. And, as always, vote your paycheck this fall.

Eileen Sweeney
Woodbury School



Shaker Schools Foundation News for SHTA

A Night for the Red & White

It's that special time of year, when more than 100 volunteers are working together to plan Shaker's most wonderful indoor block party. With the guidance of Shaker Schools Foundation Executive Director Chris Auginas and the Executive Committee (Sarah Morgan, Hallie Stewart, Tracy Peebles, and Theresa Walsh), the 24th edition of the *Red & White* promises to be an extraordinary event. Held at the Tudor Arms on March 5 beginning at 7 p.m., the benefit features dinner, dancing, and a silent auction – all to enrich teaching and learning in Shaker Heights. Thus far, more than \$2.4 million has been raised for the schools! In recent years, some of that money has helped pay for a native garden at Onaway, technology at the Middle School, and last year's residency by the House Jacks at the High School. We hope to see you at the *Red & White* and thank you for everything YOU do for Shaker's students.



Donors' Gifts at Work

The following projects are possible thanks to Shaker Schools Foundation funding and support.

- The Learning Garden will start growing shiitake mushrooms this winter and used money from the **Class of 1955** to purchase the necessary materials.
- **Red & White** proceeds paid for artists-in-residence at several elementary schools, along with a new movie screen for Onaway School.
- The **Stephen and Kathy Jones Fund** purchased two 3-D printers for the physics department.
- The **Fred Heinlen Fund** helped purchase new jerseys for the varsity baseball team.

You Can Help Even More

The Foundation thanks faculty members who already have donated through the Charity Choice campaign. If you missed it, please know that you can make a tax-deductible gift at any time by sending us a check or visiting shaker.org/foundation.aspx.