

IMPORTANT DATES

November 25 & 26: PreK-12
Professional Development Days (No
Students)

November 27- 29: Thanksgiving
Break

No December Executive Board or
Representative Council Meetings

Monday, December 23 to Friday,
January 3, 2025: Winter Break

January 6, 2025: Classes Resume (K-
12)

Continued on Next Page

SHTA *news*

November 18, 2024

ISSUE #3

Message from the President

“History doesn’t repeat itself, but it often rhymes” – Mark Twain

I feel the same sense of impending doom as I did after a previous election in the early 2000’s when volunteers from all over the country descended on Cleveland to get out the vote for our candidate. There were rallies, and celebrity speakers, concerts, and organizing everywhere. We believed that the candidate we were supporting was clearly the best choice for the country at the time. And then we lost.

I feel the same way now, but with the knowledge that I will not stop fighting for what is best for our colleagues, students, schools, and communities. I will fight issues such as SB5, which was intended to rob us of our collective bargaining rights, and worse if they arise again. I know that this job is more than just about me. It is about the world we are trying to shape for our children, one that will be hopefully better than the one we came into.

And the end of that story is that within the next four years of that disappointment, we elected the best President I believe we will see in my lifetime. The road of history is long and repetitive, and unfortunately it often rhymes. As I said in my email, I am here for all of you, as hopefully you are for your fellow SHTA members. We are in this fight together. Never hesitate to reach out. This too is what a union does.

It's been a busy month. I spoke with Superintendent Dr. David Glasner regularly. I communicated with Human Resource Director Dr. Tiffany Joseph regularly. I updated SHTA Facebook page with SHTA Publications Editor Andrew Glasier. I worked with members with legal concerns with SHTA Lawyer, Susannah Muskovitz. I worked with an IC member on facility and safety issues. I communicated with Special Education Chair Tito Vazquez on Intervention Specialists concerns. I worked with an elementary member on a staffing concern. I worked with Pre-K Head Rep Allison Colvin on planning period concerns. I worked with one of our Instructional Coaches on a communication issue. I visited Brush High School to view their use of AI technology as weapons detection with SHTA members and District Administration and Communications. I anticipate implementation at the High School after Thanksgiving Break. I attended Insurance Committee Meeting and learned about the switch to Delta Dental which adds dental implant coverage to our policy as well as the self-funded eyecare insurance being offered. I met with coaches on Coaching Supplementals with SHTA PR&R Chair Mike Sears. I worked with SHTA HS Head Representative Jessica O'Brien on a safety issue in the

building. I would like to express thanks to Sean Brown for being so available and communicative on building issues. I communicated with SHTA Head Fernway Representative Jamie Harden Woodbury/Fernway Representative Lee Appel about a safety issue at the building. I asked Publications Editor Andrew Glasier to send out an email to members post-election.

By all indications, we will have a fight on our hands over the next four years to maintain our rights as a union. Let me assure you that the SHTA is prepared. Whether it comes in the form of personal advocacy or PAC calls to action and protests, we will do whatever it takes to protect our students, our teachers, our schools, and our community. As I previously stated, we overcame SB5 and, if necessary, we will overcome the next legislative threat to our right to collectively bargaining on our horizon. This is what a union does.

*Respectfully submitted,
Dr. John Morris*

IMPORTANT DATES
(continued)

January 6, 2025: SHTA Executive Board Meeting

January 13, 2025: SHTA Representative Council Meeting @ Mercer

MY THANKSGIVING WEEK "TO DO" LIST



- *Count my blessings
- *Let go of what I can't control
- *Practice kindness
- *Listen to my heart
- *Be thankful for what I have
- *Breathe

***ENJOY YOUR FRIENDS & COLLEAGUES AT THE SHTA HAPPY HOUR**

Where: Midnight Owl Brewing Company
When: Friday, November 22, 2024 @ 4:00pm

Midnight Owl Brewing Company is located at 20312 Chagrin Blvd, Shaker Heights.

OFFICERS' REPORTS

VICE PRESIDENT'S REPORT

Congratulations to all of the recipients of the 2024 - 2025 Dr. Rebecca L. Thomas Fellowship Grant. Each of the winners will receive \$100 to use for their personal professional development. The grants may be used towards any of the following activities:

- Professional Workshops
- Seminars
- Professional Conferences
- College Course work
- Membership fees for professional associations (Does not include SHTA)

Fellowship Grants may not be used for classroom materials, supplies or special projects.

Dr. Rebecca L. Thomas Fellowship Grant 2024 - 2025 Recipients

High School/IC	Middle School	Boulevard
1 Amy Fogerty	1 Andy Hosler	1 Heather Pincoe
2. Andrew Glasier	2 Ann Radefeld	2 Kristen Roope
3 Brian Berger	3 Benjamin Stack	3 Natalie Culkar
4 Emily Shrestha	4 Beth Casey	
5 James Schmidt	5 Cassidy Power	
6 Jessica Wilkes	6 Deanna Clemente Milne	
7 Kailey Uhl	7. Jennifer Weisbarth	
8 Keesha Woodruff	8 Kelly Bailey	
9 Lauren Babcock	9 Kristin Koterba	
10 Luling Li	10 Kristina Hayward	
11 Michelle L. Gamble	11 Nicole Farinacci	
12 Renee Manuel	12. Regina Canady	
13 Travis Cox	13 Robert Bognar	
14 Laura Robbins	14 Suzanna Adkins	
15 Jason Clemens		
16. Anne Scott - IC		
17 Linda Roth - IC		

Fernway	Lomond	Mercer	Onaway
1 Amy Hannah 2 Jim Belk 3 Karmi Moldovan 4 Lee Appel 5 Megan Konopinski	1 Ian Rice 2 Mary Bourisseau 3 Megan Loomis 4 Steve Smith	1 Chante Thomas 2 Emily Buzzard 3 Jamison Kolaczko 4. Rachael Parkin	1 Cissy Burns 2 Jane Scully 3 Katie Kendall 4 Susanne Peterjohn 5 Tim Kalan

Thank you to all 88 SHTA members who submitted a Fellowship Grant application. I am thrilled that our Association can support so many members pursuing their professional goals.

During the month of October, I attended the PTO Council meeting and shared the SHTA report. Together with Treasurer Bill Scanlon; Membership Chair Chante Thomas and SHTA Member Todd Keitlen, we met with our Financial Advisor, Brady Krebs, to discuss our investments in October. I also assisted a member with a personnel issue.

I met with members of the Shaker Schools Foundation and Director Holly Coughlin-McCormick to discuss the annual *Night for the Red & White* event. I work with the Shaker Schools Foundation as the Teacher Liaison for this spectacular event. In the past, teacher donations to the Silent Auction were the most popular. I would like to encourage members to consider donating to this year’s Silent Auction. All proceeds collected are given back to our students. The *Night for the Red and White* will take place on Saturday, March 8th at the Agora. Staff tickets for this event will be discounted and staff members can purchase a total of 2 tickets.

Enjoy your professional development days and have a wonderful Thanksgiving Holiday with family and friends.

Respectfully submitted,
Darlene Garrison

SECRETARY’S REPORT

We blinked again, and another year will soon be over. For many of us, 2024 has been an exciting, JOYFUL time, but if you are like me, you may be still processing the events of this year. As I type, the presidential election took place eight days ago, and I am trying to figure out what this says about the country we all call home. What will the future look like for our students, our children, our parents, ourselves? How will this government impact us as educators and as union members? What new and possibly negative challenges will I as a Black woman and mother of a girl have to face? Most of us have so many unanswerable questions.

On another note, as the holidays are sprinting closer, we are all looking forward to a much needed and well-deserved break.

As Secretary of SHTA, I continue to send invitations to the Representative Council and Executive Board meetings, attend, and take notes at these meetings.

I serve on the Mercer’s Building Committee and we had our third meeting of the year. This committee, which meets in every school building, is an opportunity for SHTA members to discuss and have input into building issues that are not directly addressed in our collective bargaining agreement. Please contact members of your committee with any questions or if you have something that you would like included in the meetings.

Enjoy the upcoming holidays. Take time to connect with friends and family and to disconnect from your jobs. As always, if there are any concerns with which I can help, don't hesitate to contact me at extension #4867 or hardiman_l@shaker.org.

*Respectfully submitted,
Lisa Hardiman*

TREASURER'S REPORT

In the wake of the November 5th Election, I worry about Public Education. Betsy Devos, the Secretary of Education during the last Republican Presidential term, was a fierce advocate for school vouchers, which to me is a gradual wearing away of public education. I worry about who the next Secretary of Education will be and what the profession I've dedicated my life to will look like in the near future. Because I don't have any direct influence on what's in store for us, I will keep doing the best I can to educate the kids in front of me. I will keep working hard to set a good example and try to show my students how to take care of themselves and others. I hope we, as SHTA colleagues, can all do the same.

The SHTA Investment Committee (Chante Thomas, Todd Keitlen, Darlene Garrison, and myself) met with our Edward Jones advisor Brady Krebs on October 8th to go over our investments. I also spoke with our accountants at Hawkins & Co., Ltd. about our 2023-24 finances. They are performing a compilation on last year's books. A full financial report is included. If anyone has any questions about our Association's finances, please give me a call at 216-333-2627.

*Respectfully submitted,
Bill Scanlon*

The SHTA PAC is on  .  @

[**PAC of the Shaker Heights Teachers Association**](#)

Shaker Heights Teachers' Association	
Balance Sheet	
As of November 14, 2024	
	Total
ASSETS	
Current Assets	
Bank Accounts	
Key Bank CD-2	46,114.28
Key Bank Checking	51,109.71
Key Bank Savings	121,592.54
Total Bank Accounts	\$218,816.53
Other Current Assets	
Edward Jones 13760-1-1	646,413.73
Edward Jones 13768-1-3	1,144,409.27
Uncategorized Asset	0.00
Total Other Current Assets	\$1,790,823.00
Total Current Assets	\$2,009,639.53
TOTAL ASSETS	\$2,009,639.53
LIABILITIES AND EQUITY	
Liabilities	
Total Liabilities	
Equity	
Opening Balance Equity	-84,437.01
Retained Earnings	1,856,168.73
Net Income	237,907.81
Total Equity	\$2,009,639.53
TOTAL LIABILITIES AND EQUITY	\$2,009,639.53

Shaker Heights Teachers' Association	
Profit and Loss	
July 1 - November 14, 2024	
	Total
Income	
Income	
Member Dues	49,104.00
Total Income	\$49,104.00
Investments	
Change in Value in Edward Jones	87,602.73
Edward Jones-Fees & Charges	-2,883.81
Key Bank CD Interest	745.88
Key Bank Investment Income	121,591.78
Total Investments	\$207,056.58
Total Income	\$256,160.58
Gross Profit	\$256,160.58
Expenses	
Operations	
Accounting	145.80
Banking	-0.06
Total Accounting	\$145.74
Compensation	7,002.56
Conferences & Meetings	1,293.88
Executive Board	196.59
Fellowships & Grants	1,210.67
Insurance	5,384.00
Legal	1,492.50
Negotiations	390.93
Payroll Taxes	101.55
Publications	53.99
STRS (TPO Contribution)	980.36
Total Operations	\$18,252.77
Total Expenses	\$18,252.77
Net Operating Income	\$237,907.81
Net Income	\$237,907.81

EXECUTIVE BOARD REPORTS

PROFESSIONAL RIGHTS AND RESPONSIBILITIES REPORT

During the past month, I attended the Executive Board and Representative Council meetings. I also attended an Interest-Based Bargaining (IBB) training in October and a few collective bargaining meetings in November. I reviewed the agenda and minutes from an Insurance Committee meeting on October 30 and attended a Supplemental Committee meeting on November 7.

Middle School Head Building Representative Kevin Thomas and I met about multiple meetings for a member during an ongoing investigation. Middle School Principal Eric Forman and I met about making sure the administration and the SHTA work together to establish and communicate clear expectations for all members. We also discussed a plan to re-evaluate duties at the Middle School for teachers with multiple preps who teach in several classrooms.

High School Head Building Representative Jessica O'Brien and I communicated about health concerns in the high school library related to a new t-shirt printing machine. We also discussed supplemental contract proposals from high school members and questions about FMLA.

Head Building Representatives from each of the Elementary Schools wrote a grievance related to planning time. I reviewed the grievance, and the Grievance Committee decided to file it as a step II grievance. I filed the grievance on November 15.

A member met with me about an upcoming maternity leave and a possible health accommodation during her pregnancy. After reviewing her schedule, an administrator and I agreed on a plan to accommodate her appropriately. A member considering early retirement met with me to review her options, and I advised her to reach out to STRS. I will continue to work on the building handbooks section of the collective bargaining agreement (discussed last month) and the inconsistent treatment of personal days before and after a holiday (discussed last month). Look for more information on these topics in my January newsletter report.

Open enrollment ends on November 22. Several changes will begin on January 1, 2025. Delta Dental is replacing Anthem as our dental provider. An employee funded vision program is being offered through EyeMed to help employees cover the cost of frames and contact lenses. Review all emails from both Human Resources and HR Specialist for Benefits Nellie Brown so you can make the best decisions for you and your family during Open Enrollment. Other changes related to monthly rate increases are listed below. Treasurer Donté Hayes presented this information at the Insurance Committee meeting on October 30th. The 15% increase listed below means that the school district needs to budget more money to pay out insurance claims because our premiums are self-funded. The district continues to pay 86 % of the cost of the total premium, while SHTA members pay 14 % (as of January 1, 2024).

Medical & Prescription Rates: Starting January 1, 2025, the monthly rates for our medical and prescription plans will increase by 15%. Here are the new rates:

- **Medical:**
 - Single: \$117.86
 - Family: \$309.96
- **Prescription (Rx):**
 - Single: \$28.99
 - Family: \$76.95

Dental Coverage Change: Delta Dental offers a larger network of providers, compared to Anthem.

• **New Monthly Dental Rates:**

- Single: \$5.53
- Family: \$15.66

New Vision Plan with EyeMed: Please note that employees will be responsible for 100% of the premium for this plan.

• **New Monthly Vision Rates:**

- Single: \$6.94
- Family: \$17.70

Best wishes for a happy and healthy holiday season!

*Respectfully submitted,
Mike Sears, chairperson*

EVALUATION COMMITTEE

Greetings colleagues and friends! Thank you for the continued opportunity to serve the Association as the Evaluation Chair. Here is a link to the [Evaluation OTES Overview](#) slides. These slides serve as a resource for both teachers and evaluators as they engage in the evaluation process. There are numerous links to videos, examples of forms, the High Quality Student Data menu, and Ohio Evaluation System (OES) support. Please use the OES site to complete all forms.

All teachers evaluated with OTES should have completed the Annual Professional Growth Plan (PGP) in the Ohio Evaluation System (OES) by October 15th. The expectation is for two goals to be created. This plan should be discussed and reviewed throughout the year with your evaluator. Also, be sure to review the OES site and forms, as well as check your evaluation cycle and listed evaluator ASAP.

The effective use of High Quality Student Data (HQSD) is a part of the evaluation process. Teachers will need to:

- Choose two sources from the [HQSD Instrument Menu](#). The Evaluation Committee will approve additional instruments, as needed. Teachers who have Value-Added data must use it as ONE of their sources.
- Complete the HQSD Verification Form on the Ohio Evaluation System. The HQSD form link is on the left under the Professional Growth Plan on each teacher's evaluation overview page. Teachers should add the two measures they will use.
- Familiarize themselves with the OTES Rubric, particularly the references to use of data.
- Conference with their evaluators about their use of data, HQSD and otherwise. The HQSD slides in the above linked deck have specific questions aligned to rubric elements. It is strongly recommended that teachers consider these questions as they prepare for evaluation conferences.

First observations for those on a Full Cycle Evaluation should take place before winter break to avoid a time crunch in January. If you haven't heard from your evaluator to schedule your observation by December 1st, please reach out to me, or another member of the evaluation committee.

The Peer Evaluation Program has well over 100 educators, counselors, and nurses participating across the district. It is exciting that this program continues to thrive as a unique professional learning opportunity. Peer Evaluation participants have been coded in OES. Please double check that you have access to your partner's evaluation so that any errors can be corrected right away. If the person you are evaluating is on an Off-Cycle Evaluation, consider completing the 30-minute observation before the winter break to get it off your "to do" list.

As always, I am here to help answer teacher and evaluator questions and navigate any part of the process with you, as are all members of the committee.

*Respectfully submitted,
Lena Paskewitz, chairperson*

SPECIAL EDUCATION COMMITTEE

Over the past month, I met with the Director of Student Services Dr. Meghan Shelby over special education concerns across the district. I worked with SHTA President Dr. John Morris over special education concerns. I want to thank Director of Student Services Dr. Meghan Shelby, Student Services Supervisors Erin Dzolic (K-6) and Jennifer Currie (7-12) on remedying a staffing situation and supporting the students and staff in Lomond and the Innovative Center for Personalized Learning.

I worked with SHTA High School Head Representative Jessica O'Brien concerning a disciplinary issue with a member. I spoke with members who have issues concerning job placement, personnel issues and work options. I have communicated with Innovative Center Coordinator Mr. Isaiah Wyatt with a follow up over a staffing concern. I have communicated with Shaker Heights High School Student Services Department Chairs Tana Thompson and Keesha Bryant over concerns at the high school. I communicated with Shaker Heights Middle School Student Services Department Chairs Marla Wheatley and Nichole Kerr over possible concerns and questions. I am working with fellow executive board member Eileen Sweeney over a potential workload concern. I continue to work collaboratively with administrators for the benefit of both students and teachers.

*Respectfully submitted,
Anastacio "Tito" Vazquez, Jr. M.Ed., Chairperson*

POLICY COMMITTEE

Last May, membership voted to amend the SHTA constitution. One of the amendments added a scholarship clause to our finance by-law. Two scholarships will be funded by our Association; one for a graduating senior of an SHTA member, another for a graduating Shaker High School senior who applies and meets the requirements. By-Law VII: FINANCES section F. SHTA Scholarships states:

- 1. The SHTA will disburse two (2) SHTA scholarships per school year for a total of up to one-thousand (\$1000) dollars.*
- 2. One scholarship, the SHTA Legacy Award, will be a five-hundred (\$500) scholarship for the child of an SHTA member who graduates from high school during the year of the award and who applies for the award and meets the qualifications.*
- 3. The second scholarship, the SHTA SHHS Distinguished Senior Award, will be a five-hundred (\$500) scholarship for a Shaker Heights High School graduate who applies for the award and meets the qualifications.*
- 4. Applicants for this scholarship will submit their applications no later than March 15th. Applications will then be reviewed by a panel of five (5) members chosen by the SHTA President. The panel will determine one recipient for each award based on the student application and essay. Panelists will serve two (2) year renewable terms. Any member whose own child is considered for either award cannot serve on the scholarship panel in that*

year. Awards will be announced at the May SHTA Representative Council meeting.

5. No recipient can receive both awards for these scholarships.

6. The President of the SHTA will be responsible for choosing the scholarship panel members and for approving the funds.

*Respectfully submitted,
Tim Kalan, Chairperson*

MEMBERSHIP/ELECTIONS COMMITTEE.

In addition to providing this membership update, I'd like to extend a warm Thanksgiving wish to all of you. I hope that you enjoy Thanksgiving recess and may this brief time away relaxing, recharging and refreshing.

At this time, we have 465 members of SHTA. In order to have accurate and complete records, I am counting on you to alert me to changes in membership so that I can update our records. If you need a current copy of the building spreadsheet, please email me and I will send it to you.

The 2024-2025 Representative Council Elected Members are: (Bold indicates Head Representative)

Boulevard- **Cathy Grieshop**, Heather Pincoe(WO)

Onaway- **Noreen Smyth-Morrow**, Stacey DeYoung(WO), Alison Colvin(Pre-K)

Fernway- **Jamie Harden**, Lee Appel(WO)

Lomond- **Kelly Grahl**, Lauren Meek, Sherri Jarvie(WO)

Mercer- **Eileen Sweeney**

Middle School- **Kevin Thomas**, Erika Pfeiffer, Melissa Albrecht and Marie O'Leary Stark(WO)

High School – **Jessica O'Brien**, Jayce Bailey, Cathay Szendrey, Enid Vazquez, Adam Cohen, Aimee Grey, Joel Rathbone, Raina Li(WO)

IC- Anne Hay

*Respectfully submitted,
Chante Thomas, chairperson*

DIVERSITY, EQUITY & INCLUSION COMMITTEE

As Veterans Day has just recently passed, I would like to reflect on the many African Americans who fought for our country in our military and have remained out of history books. There was a celebrated group of African American fighter and bomber pilots in World War II. They formed the 332d Expeditionary Operations Group and the 477th Bombardment Group. Hazel Johnson-Brown was the first Black woman general officer in the US military and the first Black Chief of the Army Nurse Corps. She was promoted to brigadier general in 1979. The Buffalo Soldiers were an all-Black regiment in the U.S. Army. The Harlem Hellfighters were an all-Black combat unit in World War I. Medgar Evers was a World War II veteran who led Black veterans to register to vote in Decatur, Mississippi in 1946. William H. Carney was the first Black recipient of the Medal of Honor for his actions during an attack on Fort Wagner in Charleston, South Carolina. Cornelius H. Charlton was a US Army Sgt. in the Korean War who led a third charge against the enemy despite receiving a serious chest wound. All these black Veterans played an important part in our military.

Understanding African American women and the impact they have had on our society is important. The Presidential election brought a plethora of insights into how they are viewed and respected. Historically, Black women have not had a seat at the table in many settings and therefore strive to ensure that their sons and daughters are not overlooked for their contributions. While many may believe that Black women are more visible, they are still underrepresented. I have attached an article that gives insight to the journey of our African

American sisters. <https://bwjp.org/black-women-a-history-of-creating-our-own-spaces/> It is my hope that we are more aware of the environment for people of color and are intentional in ensuring that they are welcomed at the table.

*Respectfully submitted,
Angela Goodrum*

PUBLIC RELATIONS COMMITTEE

As the SHTA Public Relations Chairperson, I have created an advertisement congratulating National Merit Scholars. This ad will be featured in the winter edition of *Shaker Life* Magazine. Additionally, I have authorized an ad in the High School yearbook, the Gristmill. A link to purchase the 2024-25 SHTA T-shirt has been distributed and is provided below. The deadline for T-shirt orders is Saturday, November 16, 2024.

[SHTA SHIRT SALE](#)

*Respectfully Submitted,
Bob Bognar*

BUILDING SAFETY & SICK DAY TRANSFER COMMITTEE

This month I fielded questions from various members regarding the Sick Day Transfer program. There are currently three members in the program eligible to receive pledged sick days. I continue to be amazed at the generosity and support of our Membership. If you have any questions, please refer to Side Letter B in our negotiated agreement, the “contract” and reach out to me at zucca_m@shaker.org.

I have been addressing concerns regarding the safety of a new t-shirt printing device, which is to be located in the High School library. I have reached out to Sean Brown, Assistant Director of Buildings and Grounds, regarding this issue. He has expressed his willingness to make sure these concerns will be addressed.

Finally, I want to remind and encourage our members to know the contract and do your best and give your best during the contractual time you are responsible to work; after that your time is yours. Again, if you have any questions regarding sick day transfer or building safety, please reach out to me at 216-295-4692 or zucca_m@shaker.org.

*Respectfully Submitted,
Matt Zucca, Chairperson*

LEGISLATIVE COMMITTEE

This month I have a few updates on items first reported in the September newsletter, a closer look at new technology limitations, and information regarding the state’s voucher programs.

- **SB 168 Update** - On October 24th, Gov. DeWine signed SB 168 into effect. Under this new piece of legislation, school districts can hire someone as an educator if they hold at least a master’s degree and pass a content-area exam, while administrators and superintendents no longer need to hold a master’s degree to receive licensure for their positions. Additionally, teachers no longer have to be licensed in the grade level they teach in high-performing districts. ([more info here](#))

- **HB 214 Update** - Another bill signed on October 24th, will require school districts to adopt policies prohibiting anyone from having to commit to a belief, political movement, or ideology. Additionally, each school district must make publicly available all policies, guidance, and training materials used for students, educators, and staff on all matters regarding specific beliefs, affiliations, ideals, or principles related to political movements, ideology, or social action. This will formally take effect in January 2025. ([more info here](#))
- **HB 8 Update** - Currently in the Senate Education Committee, which is set to resume on November 13th, HB 8 would require educators to out a student's gender identity, mental health, or emotional well-being to their parents/guardians. Additionally, it would require school districts to inform parents/guardians of any sexuality-related content within materials ahead of time while offering the option to receive alternative instruction. Proponents of the bill claim it was designed with parental oversight in mind, while opponents worry that student safety and readiness may be compromised if shared with families. ([more info here](#))
- **SB 29** - Ohio's Senate Bill 29, effective October 24, imposes strict limitations on school districts regarding the monitoring of student technology use and redefines what constitutes public records, significantly reducing the information that can be shared. The legislation mandates increased communication with families, requiring districts to notify parents within 72 hours of specific monitoring actions, and has led to the suspension of popular educational tools (i.e. Remind, Class Dojo) that do not comply with the new privacy rules. ([more info here](#))
- **Ohio Private School Vouchers** - Last month the state released information regarding Ohio's private school scholarship programs. This year an estimated \$1 billion was spent, largely aiding families already in private education. Critics argue that this funding shifts vital resources away from public schools, while supporters argue it promotes both educational choice and sustainable funding for public schools. ([more info here](#))

*Respectfully Submitted,
Matt Klodor, Chairperson*

NEW TEACHER COMMITTEE

Hello teachers. As mentioned in last month's newsletter, Tuition Reimbursement and Salary Reclassification information is now due. If you have any questions about your status, please contact Stacy Poole at poole_s@shaker.org. Open Enrollment for benefits is open until November 22. There is now optional vision coverage offered through EyeMed. This is something that needs to be selected on a personal basis. I helped two members with tenure issues this month and the outcomes were very favorable. The new language I shared in the last newsletter can be a lot to decipher, so please do not hesitate to contact me with any questions or concerns. Have a great Thanksgiving Break with your friends and families.

*Respectfully Submitted,
Wendy Lewis, Chairperson*

SHTA PAC COMMITTEE

The PAC will send Legislative Action Alerts to encourage members to voice their concerns/endorsements regarding proposed Bills in the Ohio House and Senate and legislation moving through Congress at the Federal level. We will send out messages via email from SHTA Publications Chair Andrew Glasier. Members can access links to directly and contact their representatives. Drafted messages will be available to use to share.

Ohio House Bill 8, known as Parent's Bill of Rights, will be a focus for our action this month since it has been passed in the House and is moving quickly to the Senate.

*Respectfully Submitted,
Eileen Sweeney & Jessica O'Brien, Chairpersons*

SALARY-TENURE COMMITTEE

Interest Based Bargaining is proceeding with District Administration and the FMCS moderator.

*Respectfully Submitted,
John L. Morris, SHTA Presidents*



MINUTES FOR THE REPRESENTATIVE COUNCIL MEETING

SHTA President, Dr. John Morris started the November 11, 2024 Representative Council Meeting at 4:30 PM. **The meeting took place at Boulevard Elementary School.** Dr. Morris introduced *Boulevard Principal Mr. Neal Robinson* to the Representative Council.

Principal Mr. Neal Robinson welcomed the SHTA Representative council to Boulevard Elementary School and said that it was nice to see familiar faces and dear colleagues. Mr. Robinson expressed appreciation for the work that teachers do every day on behalf of our students. He said that this year at Boulevard has been busy but good and that although Shaker has declining enrollment overall, because of the influx of new students at Boulevard, they have an enrollment of 383. The school has been involved in activities about kindness including first grade students who are involved in a food drive. Next week, teachers will be completing equity rounds to see how instruction impacts Black students specifically. Mr. Robinson thanked Cathy Grieshop and Heather Pincoe for all the work that they do and thanked Dr. John Morris and the SHTA Executive Board for their work.

A motion for approval of the MINUTES from the October 14, 2024 Representative Council meeting was made by Lee Appel and seconded by Michael Sears.

Administration Report

Director of Human Resources, Dr. Tiffany Joseph was present for the SHTA Representative Council Meeting. She shared that the deadline to submit to Stacey Poole the form for tuition reimbursement is December 1st. People may submit their transcripts when classes are completed.

P.T.O. Report

Most individual school meetings will be coming up in the next couple weeks. Please feel free to give PTO presidents any information to share or ways we can continue to assist you. Also, we have begun meeting about MLK Day and will have more information in the coming weeks. As always thank you for all your support!
-Christine Reynolds, PTO President.

Officers' Reports

President, John Morris

- Spoke with Superintendent Dr. David Glasner regularly
- Communicated with HR Director Dr. Tiffany Joseph regularly
- Updated SHTA Facebook page with Publications Editor Andrew Glasier
- Worked with members with legal concerns with SHTA Lawyer, Susannah Muskovitz
- Worked with an IC member on facility and safety issues
- Communicated with Special Education Chair Tito Vazquez on IS concerns
- Worked with an elementary member on a staffing concern
- Worked with Pre-K Head Rep Allison Colvin on planning period concerns
- Worked with one of our Instructional Coaches on a communication issue
- Visited Brush High School to view their use of AI technology as weapons detection with SHTA members and District Administration and Communications – anticipate implementation at the HS after Thanksgiving Break
- Attended Insurance Committee Meeting – switch to Delta Dental adds dental implant coverage/self-funded eye care policy

- Met with coaches on Coaching Supplementals with PR&R Chair Mike Sears
- Worked with HS Head Rep Jessica O'Brien on a safety issue in the building
- Thanks to Assistant Buildings and Grounds supervisor Sean Brown for being so available and communicative on building issues
- Communicated with Head Fernway Rep Jamie Harden Woodbury/Fernway Rep Lee Appel about safety issue at the building
- Asked Publications Editor Andrew Glasier to send out an email to members post-election
- Head up on Building Committee – please keep Building Committee and SHTA Rep Reports separated (unless, of course, a Building Committee issue impacts the contract)
- No December meetings but we will update you via email should issues arise

Salary-Tenure

- Interest Based Bargaining is proceeding with District Administration and the FMCS moderator.

Vice President, Darlene Garrison

- Attended the October PTO Council Meeting.
- Attended the Investment Committee meeting in October with or Financial Advisor, Brady Krebs; Treasurer Bill Scanlon, Membership Chair Chante Thomas, and SHTA Member Todd Keitlen.
- Meet with Shaker Schools Foundation Director Holly Coughlin-McCormick to discuss the Night for the Red & White 2025.
 - Event will be held at The Agora on Saturday, March 8th
 - Staff tickets will be discounted
- Completed all reimbursements for the 2023-2024 Dr. Rebecca L. Thomas Fellowship Grant.
 - 39 out of 51 members were reimbursed for professional learning activities and items
- Created a new form for the 2024-2025 Dr. Rebecca L. Thomas Fellowship Grant.
 - Last day to enter was November 4th
 - Names were selected randomly using “Wheel of Names” before the November 4th Executive Board Meeting
 - 52 Members were selected
 - Each recipient received a congratulatory email on Monday, November 4th
- Assisted a member with a personnel issue along with administration

Secretary, Lisa Hardiman

- Emailed invites for Representative Council meetings
- Emailed invites for Executive Board Meetings
- Reminded members to complete surveys, thank you to Legal Aid Chair James Schmidt for putting the survey together
- Participated in Mercer's November Building Committee Meeting
- Participated in negotiations meetings
- If at all possible, please share reports with me using Google Docs

Treasurer William Scanlon

- Attended Investments Committee Meeting with Brady Krebs
- Gave long time secretary a box of chocolates
- During meeting passed out Balance Sheet and Profit and Loss Sheet-corrected one of the amounts on the sheet

Building Representative Reports

Boulevard-Cathy Grieshop, Heather Pincoe (WO)

- As you know, we have no time to get anything done. I spend every lunch period answering emails and prepping for lessons. It is getting worse with report cards and Public School Works training due.
- Jessica Rini, 3rd grade teacher, needs sick days. Please see your building representative or email me if you want to donate.
- Thank you to John Moore for allowing time to work with our departments across the building during this year's professional development days.

Fernway-Jamie Harden, Lee Appel (WO)

- Members continue to stress concerns related to length of time available to fulfill all necessary prep and work during the week.
- November 4, 2024 SHTA rep and principal monthly touch base meeting:
 - Request to use classrooms during recess/lunch clubs
 - Time to complete Public Works tests
 - Late arrival/early departure procedure
 - Building Committee (next meeting scheduled for November 13, 2024)
- Fernway Library's bookshelves concern:
 - Emails regarding fixing broken shelves on 10/16/24, 10/17/24, 11/1/24, 11/4/24, 11/8/24 and 11/11/24.
 - Concerns included the timeline for the repair. Librarian stated that the repairs are now scheduled for after school hours solving any scheduling issues for members.

Lomond-Kelly Grahl, Sherri Jarvie (WO)

- Time is challenging for teachers and coaches as well trying to support teachers with report cards
- Thank you as well to John Moore for time to come together

Mercer-Eileen Sweeney

- Communicated SHTA information to our members including Building Committee agendas, SHTA gear sale, and the negotiation survey.
- Attended the Building Committee meeting. I am happy to report there were no concerns for the committee to discuss.
- SHTA drop-in session was held on October 29th. The drop-in sessions are times for members to share concerns and get information.
- Met with a member about workload concerns and communicated the concerns to Special Education Chairperson Tito Vazquez.
- Attended a meeting with a member and the administration as a witness. The meeting was non-evaluative.
- Finally, the lack of planning and prep time in the school day is a continuing concern for our members. This directly negatively impacts what is in the best interest of our students.

Onaway-Noreen Smyth-Morrow, Stacey DeYoung (WO), Alison Colvin (Pre-K)

- Paraprofessional support in the classroom
 - Full-day Spec Ed classroom needs a 2nd paraprofessional on a consistent basis to support needs- All 6 students have high needs; AAC devices, need significant help with daily living skills, assistance with staying safe in the classroom, hallways, outside, etc., in addition to support to address IEP needs and increasing independent skills.

- Half-Day AM classes, only have 1-1 paraprofessional support for 1 child (1 in each classroom)- The two AM half-day classes need another paraprofessional for the rest of the students in the classes to support IEP needs.
- Contract Concerns:
 - PreK staff need extra time written into the contract in order to complete the required assessments/paperwork and lesson plans:
 - Step Up to Quality Requirements:
 - Specific [Lesson Plan requirements/guidelines](#) to earn the higher ratings-Lesson Plans can be 10-15 pages per week in order to include all the required areas/information
 - 30 hours of Professional Development in a 2-year cycle-Must be Ohio Approved so these are in addition to District trainings/PD sessions
 - Licensing Requirements-State of Ohio
 - Must be CPR/First Aid trained every 2 years
 - Must complete Child Abuse and Communicable Disease training
 - New staff must complete:
 - ODE Orientation Training for Preschool and SACC Staff Members Early Learning Within 30 days
 - Ohio's Approach to Quality Within 30 Days
 - Ohio's Overview of Child Development Within 30 Days
 - Must keep documentation of all trainings, Professional Development, BCI/FBI checks, Medical form, Non-Conviction Statement, Education, etc. in a binder and update regularly to keep in accordance with State Laws. Must provide copies of this documentation for supervisors
 - Early Learning Assessment (ELA):
 - All **new** staff members must complete the training
 - All PreK teachers are required to collect and input data for each student in 39 separate content areas
 - This is required 2X per year-Fall/Spring
 - Universal Pre-Kindergarten (UPK) Grant Requirements:
 - DECA-This is an assessment that must be completed for each child 3X per year-Fall/Winter/Spring
 - DECA Training-All teachers must be trained before completing the assessment
 - Ages & Stages Questionnaires (ASQ-3):
 - Must be completed and information collected 1X per year
 - All staff must be trained before completing the assessment
 - Ohio Healthy Bodies-Must complete a 5-hour training for this
 - These trainings are not Ohio Approved so the 30 hours requirement for SUTQ has to be completed separately
 - Teachers are expected/encouraged to attend Family Engagement Activities that occur outside of school hours.
 - UPK requires 6 themes be covered every year and then our PreK program has additional themes that we cover (such as Curriculum Night)
 - Teachers and Paras can be compensated for them using UPK grant funds but our contract should state that we will NOT be evaluated based on our participation in these extra duties-

Middle School—Kevin Thomas, Melissa Albrecht (WO), Marie O’Leary Stark (WO)

- I have received numerous concerns regarding parent-teacher conferences at the Shaker Middle School, specifically the limited time available to meet with parents, which many feel is insufficient. Different teams have tried various structures to accommodate all families, but none seem entirely satisfactory. Some teams met with multiple families simultaneously during conferences, while others will be spending the next few weeks trying to schedule meetings during every available moment.
- Melissa Albrecht and I held a meeting with off-team teachers to discuss ways to alleviate some of the challenges faced by floating teachers. Our administrators have graciously agreed to consider eliminating one non-teaching duty for teachers who work in multiple rooms and have multiple preps. Principal Mr. Eric Forman and assistant principal Mrs. Jasmine Venson have requested that we propose a plan that ensures duties are still covered while helping those with the most demanding schedules. Department chairs are currently working within their departments to identify teachers facing the greatest scheduling challenges.
- I also represented a union member at multiple investigation/fact-finding meetings with administrators. Afterwards, I reached out to Mike Sears to discuss possible responses and followed up with the union member to discuss the situation and next steps.
- My weekly meetings with Mr. Forman and Mrs. Venson have been very productive and covered several important topics, including:
 - The need for a more structured approach to lunch transitions. We are moving forward with a mid-period bell schedule to help reduce hallway behavior issues.
 - Restructuring team leader meetings to ensure consistent communication across all grade levels.
 - Streamlining fire drills to enable teachers and students to return to classrooms more quickly.
 - Addressing concerns about overhead coverings for the portables. With winter approaching, teachers are concerned about safety for both staff and students traveling between buildings.
 - The later school day schedule has caused teachers and students to miss last period classes on a regular basis. Administrators have informed me that winter sports games have been moved to a later time and that coaches and players will not be dismissed until after the end of the school day.

High School—Jessica O’Brien, Raina Li (WO)

- Discussed the continuation of bag checks and the methods for monitoring Yondr sacks due to an increase in students bringing devices to school. Principal Mr. Eric Juli confirmed that bag checks will occur randomly.
- Raised concerns about students congregating in the South lot and engaging in potentially unsafe activities near teachers' vehicles. Mr. Juli noted this ongoing issue and will look into it further.
- Discussed the need to update the Department Chair responsibilities document to clarify expectations for future department elections. The current document is from 2000, and Mr. Juli mentioned that someone is reviewing it and will follow up with more information.
- Highlighted the challenge of insufficient substitute coverage for paraprofessionals and one-on-one aides. This issue remains unresolved due to a shortage of substitutes.
- Addressed confusion surrounding attendance and tardy procedures. Mr. Juli clarified that teachers should allow tardy students to enter the classroom and mark them as tardy if they arrive without a pass.
- Met with Mr. Juli and another member to discuss the need for storage space and supplemental funding for a Sankofa project. Mr. Juli confirmed on 11/6 that he would forward supplemental requests to Human Resource Assistant Ms. Nellie Brown.
- Discussed with SHTA PR&R Chair Mike Sears regarding concerns about supplements. Also continued to work with Mike on the teacher handbook at the high school.
- Spoke with Assistant Grounds & Building supervisor Sean Brown about concerns to a first-floor room that has leaking coming from the air conditioning unit above that room. Mr. Brown is looking into a solution for this room.
- Two members raised concerns about safety related to a new machine proposed for the library. Mr. Juli suggested the library as the safest location. An alternative location was proposed, but Mr. Juli felt it

presented more safety risks. Contacted Health and Safety Chair Matt Zucca to assess members safety concerns. Matt spoke with Sean Brown and he assured us that the machine is safe for the proposed space.

- Spoke with Matt Zucca about a member's sick day transfer qualification and have moved forward with requesting days for the member.
- Discussed the issue of Raider Academy assignments being given to intervention specialists as late as 11/6 for those with five classes. Mr. Juli stated he was unaware of additional changes or his involvement in these assignments.
- Spoke with Special Education chair Tito Vazquez to discuss potential assignments that may be viewed as a 6th class rather than a duty. There is uncertainty around the assignments, with some members reporting changes or delayed notifications.
- Spoke with Assistant Principal Lisa Demokowicz about a teacher's referral of a student being aggressive towards them.
- Spoke with the assistant director of building and grounds Sean Brown about a security issue in a high school classroom where the door no longer had a handle and could not lock. A new handle has been located and installed; a key has now been provided to the teacher.
- Attended a fact-finding meeting with a member.

Innovative Center--Anne Scott

- 14 weeks into the school year, new IC staff members still do not have a fob/keys to access the STJ Building and locked doors within the IC space.
- The IC has been without a full-time intervention specialist this year due to a leave of absence. When our intervention specialist returned the week of 11/4/24, we learned they had been transferred to another building, leaving us without a full-time intervention specialist.
- I met with Isaiah Wyatt about a member's concern to get an update on what is being done to address an ongoing situation. We are hopeful there will be a satisfactory resolution soon.

Executive Board Reports

Publications—Andrew Glasier

- Updated SHTA Facebook page.
- Updated SHTA Newsletter email listserv.
 - If you hear about a member not receiving the newsletter through their email, have them email me directly.
- Sent emails to membership from various SHTA officers & Executive Board members including SHTA apparel emails, SHTA negotiations Google form, and message from SHTA President Dr. John Morris following the election.

Evaluation-Lena Paskewitz (Andrew Glasier)

- Addie Tobey will be co-chairperson for the SHTA on the Evaluation Committee along with Human Resource director Dr. Tiffany Joseph.
- Everyone's evaluator should be linked on OhioES.
- Everyone's Professional Growth Plan should have been completed and discussed with your evaluator by now.
- Librarians and Gifted Intervention Specialists still need their evaluations approved by the Evaluation Committee.
- Peer Evaluators who are evaluating a person on an off-cycle evaluation, should consider completing the 30-minute observation before the winter break in order to get it done early.

Teacher Education-Wendy Lewis

- Attended Insurance Committee meeting
- Addressed two tenure issues which turned out successful outcomes
- Please turn in Tuition Reimbursement and Salary Reclassification forms

Policy-Tim Kalan

- No Report

Public Relations-Bob Bognar

- SHTA shirts are still available, Saturday is the last day to order. Most are very soft
- Allow two weeks after the conclusion of the sale

Special Education-Tito Vazquez

- Met with the Director of Student Services Dr. Meghan Shelby over special education concerns across the district.
- Worked with SHTA President Dr. John Morris, over Special Education concerns.
- I want to thank Director of Student Services Dr. Meghan Shelby, Student Services Supervisors Erin Dzolic (K-6) and Jennifer Currie (7-12) on remedying a staffing situation and supporting the students and staff in Lomond and The Innovative Center for Personalized Learning.
- Worked with high school head representative Jessica O'Brien concerning a disciplinary issue with a member.
- Spoke with members who have issues concerning job placement, personnel issues and work options.
- Communicated with Innovative Center Coordinator Mr. Isaiah Wyatt with a follow up over a staffing concern.
- Communicated with Shaker Heights High School Student Services Department Chairs Tana Thompson and Keesha Bryant over concerns at the high school.
- Communicated with Shaker Heights Middle School Student Services Department Chairs Marla Wheatley and Nichole Kerr over possible concerns and questions.
- Working with fellow executive board member Eileen Sweeney over a potential workload concern.
- Continue to work collaboratively with administrators for the benefit of both students and teachers.

Legal Aid-James Schmidt

- No Report

Legislative-Matthew Klodor

This month I have a few updates on items first reported in the September newsletter, a closer look at new technology limitations, and information regarding the state's voucher programs.

- **SB 168 Update** - On October 24th, Gov. DeWine signed SB 168 into effect. Under this new piece of legislation, school districts can hire someone as an educator if they hold at least a master's degree and pass a content-area exam, while administrators and superintendents no longer need to hold a master's degree to receive licensure for their positions. Additionally, teachers no longer have to be licensed in the grade level they teach in high-performing districts. ([more info here](#))
- **HB 214 Update** - Another bill signed on October 24th, will require school districts to to adopt policies prohibiting anyone from having to commit to a belief, political movement, or ideology. Additionally, each school district must make publicly available all policies, guidance, and training materials used for students, educators, and staff on all matters regarding specific beliefs, affiliations, ideals, or principles related to political movements, ideology, or social action. This will formally take effect in January 2025. ([more info here](#))
- **HB 8 Update** - Currently in the Senate Education Committee, which is set to resume on November 13th, HB 8 would require educators to out a student's gender identity, mental health, or emotional well-being to

their parents/guardians. Additionally, it would require school districts to inform parents/guardians of any sexuality-related content within materials ahead of time while offering the option to receive alternative instruction. Proponents of the bill claim it was designed with parental oversight in mind, while opponents worry that student safety and readiness may be compromised if shared with families. ([more info here](#))

- **SB 29** - Ohio's Senate Bill 29, effective October 24, imposes strict limitations on school districts regarding the monitoring of student technology use and redefines what constitutes public records, significantly reducing the information that can be shared. The legislation mandates increased communication with families, requiring districts to notify parents within 72 hours of specific monitoring actions, and has led to the suspension of popular educational tools (i.e. Remind, Class Dojo) that do not comply with the new privacy rules. ([more info here](#))
- **Ohio Private School Vouchers** - Last month the state released information regarding Ohio's private school scholarship programs. This year an estimated \$1 billion was spent, largely aiding families already in private education. Critics argue that this funding shifts vital resources away from public schools, while supporters argue it promotes both educational choice and sustainable funding for public schools. ([more info here](#))

Building Safety and Sick Day Transfer-Matthew Zucca

- Fielded questions regarding the Sick Day Transfer program.
- Discussed safety concerns at the High School with Head Building Rep. Jessica O'Brien regarding new equipment in the High School Library space.
- Shared concerns with Sean Brown, Assistant Director of Buildings and Grounds. He has expressed his willingness to make safety concerns will be addressed.

Social-Selena Boyer

- Has a SHTA Fall Happy Hour on the books-will take place at the Midnight Owl on November 22nd
- Passed out flier and will be sending a digital copy to head reps with typo correction
- Suggested reps put flier by the copier or bathroom so that people can take time to read it.

Professional Rights and Responsibilities-Mike Sears

- Dealt with FMLA issue
- Dealt with retirement issue
- Communicating with Kevin Thomas regarding multiple investigations

PAC (at-large)-Eileen Sweeney and Jessica O'Brien

- Discussing how to restructure communication with members
- HB 8-meeting with Stephanie Ash with WASW. Will be meeting next Wednesday

Old Business-None

New Business-None

Good of the Order-

- President Dr. John Morris thanked Boulevard representatives for dinner
- John Morris wished everyone Happy Holidays and Happy New Year
- See everyone on November 22nd

Meeting adjourned at 5:43

***Respectfully submitted,
Lisa Hardiman***

MY THANKSGIVING WEEK "TO DO" LIST



- *Count my blessings
- *Let go of what I can't control
- *Practice kindness
- *Listen to my heart
- *Be thankful for what I have
- *Breathe

***ENJOY YOUR FRIENDS &
COLLEAGUES AT THE
SHTA HAPPY HOUR**

Where: Midnight Owl Brewing Company

When: Friday, November 22, 2024 @ 4:00pm

Midnight Owl Brewing Company is located at 20312 Chagrin Blvd, Shaker Heights.

Detracting Done Right

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.

Last week I gave a summative assessment to my 9th grade Global Studies students. In this class I have 24 students with a huge range of reading skills, as seen in their MAP scores; the score ranges from 4% to 96%. This has made the course very difficult to teach as I am trying to help those who are struggling, yet at the same time extend those who are exceeding, which is especially difficult during a written summative test, which requires document analysis, complex argumentation, and thesis building. Luckily, I brought in help by asking a reading teacher to help me. Sarah Manary is one of our heroic reading teachers who is piloting a push-in reading support program in classrooms to help break down lessons, assessments, and just work with students in our classes. While she has not been placed in my class, her work in two of my colleagues' classes has benefited my class greatly, and on days I am lucky enough to have her in the classroom, she has worked with students to be successful by understanding their needs.

During the assessment, Sarah helped multiple students but focused on one student who is new to the district. He was working harder than I have ever seen him, but had difficulties finishing the task. Sarah recommended we allow him to only analyze three primary sources as opposed to five and worked with him one one-on-one so he understood the prompts before he began each section. This would have been nearly impossible without her because, during assessments, I am often ping-ponging around the room answering questions, helping students focus, and making adjustments. With such a large and various leveled class, the demands on teachers are great. We need time to work together to understand the needs of our students better and make lessons that reach them where they are at but also extend their thinking and skills. Our current schedule of six classes, putting some teachers with over 130 students, does not allow for us to meet and complete our other demands.

All this to say that if we are to detract properly, we need the resources to be successful and for Individuals & Societies classes, the best resources are certified reading teachers. The idea of having a reading teacher in our most diverse class was suggested by Sarah Manary and Amanda Ersek, department chairpersons for our Reading department and Individuals and Societies department respectively. Our reading teachers have the ability to understand the pitfalls of struggling readers and help content teachers break down our lessons, and they also understand when our students are grappling with an assignment. Our principal Eric Juli has been supportive of adding reading teachers to our classes, but he is hamstrung by an upper administration that wants more for less. While I applaud the superintendent Dr. David Glasner for making the bold move of detracking the schools, to do so without the necessary resources is just as inequitable as not doing it. We have seventeen Global Studies classes at Shaker Heights High and only two that have a reading teacher, and three that have an intervention specialist. There is also a reading teacher in three of the 9th grade science classes out of 20. To do something right, we need time and resources, both of which we have less of than before. It is time we help all students succeed. Give us the TIME and the resources we need to be successful.

Respectfully submitted,
AG