

IMPORTANT DATES

Monday, October 1: SHTA
Executive Board Meeting

Monday, October 8: SHTA
Representative Council Meeting
@ Woodbury School

SHTA news

September 17, 2018

ISSUE NO. 1

Message From The President

On behalf of the SHTA, I would like to welcome you to our 2018-2019 school year. I hope that you had a great summer and that you are ready to educate the students of Shaker Heights City Schools. We have endured and recovered as a community from this summer's fire at Fernway. I believe we have become even stronger as an organization and as a community because of it. We continue some of the most significant work we can do for our community and I am proud to take part in this endeavor alongside all of you. It is my continuing hope that we can be supportive of one another as we work with our students, parents, colleagues, and community members.

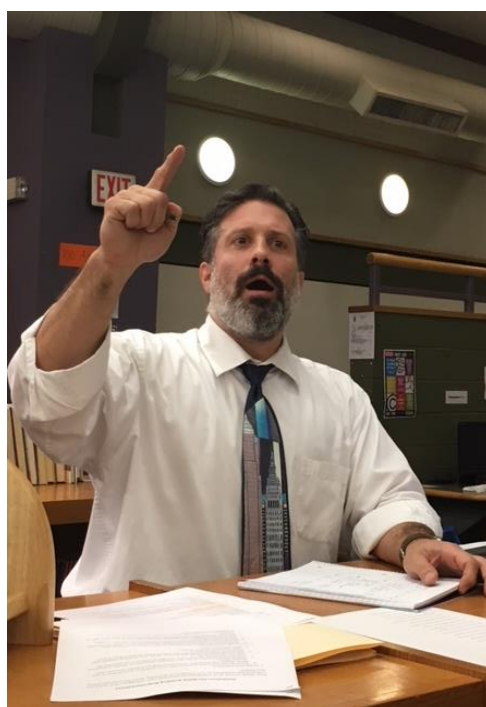
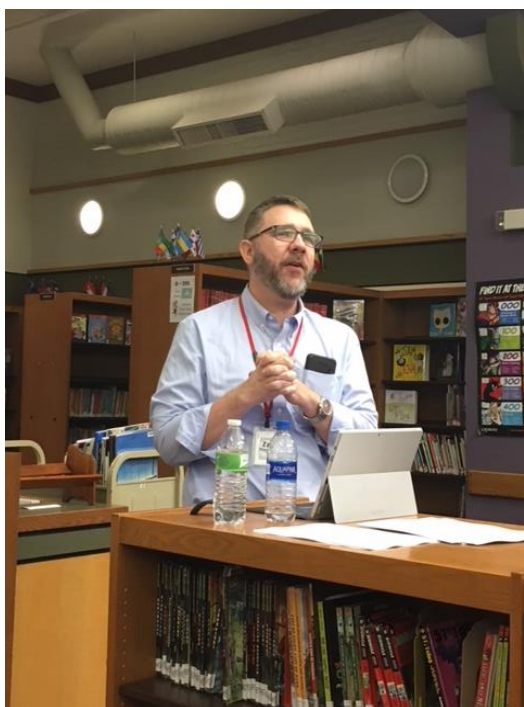
I am especially proud of our Association and district response to the fire at Fernway this summer. Our members at Fernway and beyond stepped up to console their students, families and peers and immediately set upon the task of rebuilding. SHTA Vice President, Matt Zucca, was tireless in communicating with Fernway members and administrators to express building needs and concerns. Matt also worked with SHTA Treasurer, Bill Scanlon, to establish the SHTA Fernway Fund to disburse monies for classroom supplies directly to members. I would also be remiss in not acknowledging the consistent and supportive communication from Interim Superintendent Dr. Stephen Wilkins as he shepherded resources to support teachers, students, and families into three buildings (Boulevard, Onaway, and Woodbury) and continues to do so. In each of these building the custodial staff worked generously to make spaces as inviting as possible for relocated classrooms and teachers. Shaker Schools Foundation Executive Director Holly Coughlin worked diligently to prepare for a new Fernway and the videos produced under the "For Shaker Schools" umbrella featuring Fernway teachers and staff have been inspirational. Finally, our Fernway teachers have been dedicated and extraordinarily committed to making this temporary relocation as painless and productive for their students as possible while coping, in some instances, with the loss of career-spanning personalized materials and equipment. Their efforts deserve recognition and celebration. And, of course, I have to say thank you to the many community members, parents, teachers, and supporters who have donated to the SHTA Fernway Fund. We are profoundly grateful. It is a testament to our collaborative spirit in the SHTA and throughout this district that we could overcome this tragedy and continue to excel in the process. It is a true example of what a community like Shaker Heights can achieve.

It was one of my busiest summers as President of the SHTA. I met and worked on a continuing legal issue. I posted to the SHTA Facebook and CCES Facebook pages. I communicated with membership on the Fernway fire. I worked with Matt Zucca on the Fernway Fund. I requested Shaker Foundation funds for Fernway teachers. I helped resolve a legal issue for a member. I met with the Cuyahoga County Educators Summit (CCES) Executive Board. I talked with Chief of Staff Dr. Marla Robinson. I consulted on SHTA

Support Teacher (ST) negotiations. I worked on personnel issues. I worked on teaching assignment issues. I met with Bill Scanlon and Becky Thomas to discuss Association finances. I conferred with Director of Human Resources, Dr. Lois Cavucci. I worked on teacher certification issues. I communicated with Assistant Superintendent of Curriculum and Instruction Dr. Terri Breeden. I helped resolve a staffing issue. I worked with Mike Sears on an FMLA issue. I worked on staff travel issues. I visited all schools. I welcomed new teachers. I worked on ST Negotiations arbitration. I worked on staff/class numbers at the High School. I communicated with Dr. Wilkins about heat issues across the district. I consulted on Special Education issues with our lawyer Susannah Muskovitz. I met with Families and Community Engagement (F.A.C.E) Director Keith Langford to discuss the upcoming F.A.C.E. Academy.

Serving as SHTA President is one of the most significant elements of my life's work. I value the relationships I have with my SHTA peers and I am constantly in awe of the work that they do for our students, our colleagues, and our profession. Please don't hesitate to email me (morris_j@shaker.org) or call (x6033) if the need arises. I look forward to another year as a steward of Our Agreement and as a leader in Our Association.

*Respectfully Submitted,
John L. Morris*



**SHTA PRESIDENT, DR. JOHN MORRIS, AND
VICE PRESIDENT, MATT ZUCCA, AT THE
SEPTEMBER REPRESENTATIVE COUNCIL
MEETING AT WOODBURY**

Report's From The Executive Board

VICE PRESIDENT'S REPORT

Welcome back. I hope that you all had a safe and restful summer and that your year is off to a great start. Our SHTA members were key to the successful start of the school year. Our collaborative efforts help create and guide the professional development that began the school year. We have worked on many efforts that help keep the district running smoothly. I applaud all your efforts.

This summer presented many new challenges. Following the fire at Fernway School, the summer break quickly disappeared. The true spirit of Shaker Heights shined through, as so many people rallied together. There are so many people who need to be thanked for their support, planning, coordinating, and heavy lifting. I would like to thank the Shaker community at large for their emotional support, the assistance with room setup, behind the scenes work, and their financial support through their donations. I would like to thank the administration and their entire staff. So much has happened in a short period of time because of the “all hands-on deck approach” they displayed over the summer. I would like to thank the Woodbury, Onaway, and Boulevard staff for welcoming us with open arms. A thank you to the office support staff as well from across the district. We all know they are the glue that keeps us together. And a very *BIG THANK YOU* to the custodial staff. I am amazed by their energy, and their willingness to go above and beyond the call of duty to get the job done. In such a short time, they moved literally tons of material in and out of rooms, setting up one school in three different buildings. I am in awe of what I witnessed this summer.

Over the summer, I met with the officers to plan, debrief and discuss the Association's agenda. It is an honor to serve with this team of officers. They are well informed and committed to the membership of the Shaker Heights Teachers' Association. It is essential that we continue to represent solidarity and a high level of professionalism that is the backbone of the SHTA.

It was a pleasure to meet and welcome the newly hired teachers and staff members along with the other Officers and district administrators. It is exciting to see the new faces as they begin their careers in Shaker.

As Vice President, I attend the PTO Council meetings on behalf of the Association. These meetings are held approximately bi-monthly and appear on your PTO calendar. The Council, at no charge-annually, provides each teacher with the PTO calendar. All teachers and parents are automatically members of this organization. However, we ask that you donate to the annual PTO drive. I hope that you will consider making a contribution to this important organization. I would also like to welcome the new PTO Council President Raven Perry.

I am also a member of the Investments Committee, chaired by our treasurer, Bill Scanlon. Please refer to the Treasurer's report in this newsletter to review the status of our investments. As a member of the Investments Committee, I work with the other members to protect and grow the large monetary legacy of our past Association members in the form of the General Fund. We use conservative standard and guidelines to maintain the strength of the Fund.

With the help of our Treasurer, Bill Scanlon, a SHTA Fernway Fire Relief Fund was created. With the President's and the Treasurer's oversight, I am disbursing the funds as Fernway members submit receipts for reimbursement. I am happy to say that over \$4,000 has been collected and will be disbursed to the Fernway SHTA members.

I would like to remind SHTA Fellowship recipients that your receipts for reimbursement are due at the end of the month. Please forward this information to me at Woodbury. Please allow me 2- 3 weeks from the time of

your request to receive your check. A several members have not yet submitted receipts, I hope that you will take advantage of this opportunity.

To continue the success of the beginning of the school year please seek out your building representatives if you have any concerns or questions. The SHTA is here to support its members. We are here to support you as you do your best for our students.

Finally, I am wishing you a productive and fulfilling year. I am looking forward to working with you and for you. If you have any questions feel free to contact me at 295-4692.

Respectfully submitted,
Matthew Zucca

SECRETARY'S REPORT

Welcome back to the 2018-2019 school year. I hope things are off to a fabulous start for everyone. I am looking forward to working with the members of SHTA. Please remember if there is anything you need, we are here for you. I am a 6th grade teacher at Woodbury and my direct extension is #4997. My title is secretary of the SHTA and I am responsible for recording and maintaining a record of all SHTA meetings for the membership. I take notes at Executive Board and Representative Council meetings. All notes that are taken during Representative Council meetings are attached to the newsletter each month. I will also be assisting with the district's annual *The Night for the Red & White* event. During the month of January, there will be a raffle for SHTA members. The winners will receive two tickets to this spectacular event. Again, welcome back and I am looking forward to a productive year as Secretary of SHTA.

Respectfully submitted,
Darlene E. Garrison

TREASURER'S REPORT

Welcome back to a new year of strengthening our collective voice. There is a big event on the horizon: the hiring of a new superintendent. I know it is not scheduled to happen until the end of the school year, but there will be a lot of decisions made between now and then that will affect our future. We must remain vigilant and focused on what's going to be best for our students. They are the reason we're all here.

I am proud to serve as your treasurer. In this role, I maintain our finances by creating a budget, I pay bills, and I monitor our dues income. I oversee our investments as chair of the Investments Committee that meets with our Edward Jones financial planner twice a year. I meet with our accountants to ensure our tax forms are up to date. I go through the process of having our accountants perform a compilation of our books each year with an audit performed every 4 years. I report our financial activity to the Representative Council and the members at large. Many times, this work seems tedious but I love doing it, because I know that maintaining a strong stable financial status fortifies our voice in the District.

In May, the members of our Association approved the budget reflected by the current financial report. Also included is the summary of last year's financials (fiscal year 2017-18). If anyone has any questions about the Association's finances please give me a call at ext.6296.

Payroll deduction for dues (\$30 per pay) will begin with the October 1st paycheck. Anyone who prefers to pay her/his \$300 dues all at once can send a check to Chante Thomas-Taylor at Woodbury School.

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

Respectfully submitted,
Bill Scanlon

**Shaker Heights Teachers' Association
 Profit and Loss Standard
 July 2017 through June 2018**

	<u>Jul '17 - Jun '18</u>
Income	
Income	
Member Dues	139,071.62
Total Income	<u>139,071.62</u>
Investments	
Edward Jones-Fees & Charges	-6,821.02
Key Investments Income	68.61
Change in Value in Edward Jones	73,191.75
Total Investments	<u>66,439.34</u>
Other Types of Income	
Miscellaneous Revenue	2,280.81
Total Other Types of Income	<u>2,280.81</u>
Total Income	207,791.77
Expense	
Operations	
Accounting	
Banking	-553.82
Accounting - Other	8,250.00
Total Accounting	<u>7,696.18</u>
Compensation	55,147.84
Conferences & Meetings	3,534.36
Executive Board	505.58
Fellowships & Grants	3,704.98
Insurance	5,944.00
Legal	5,578.64
Negotiations	57,083.42
Officers' Expenses	639.38
Payroll Taxes	618.98
Public Relations	5,654.29
Publications	1,296.92
Social	5,248.65
STRS (TPO Contribution)	5,976.46
Total Operations	<u>158,629.68</u>
Total Expense	<u>158,629.68</u>
Net Income	<u>49,162.09</u>

**Shaker Heights Teachers' Association
Profit and Loss Standard
July 1 through September 13, 2018**

09/13/18

	<u>Jul 1 - Sep 13, '18</u>
Income	
Income	
Member Dues	30.00
Total Income	<u>30.00</u>
Investments	
Edward Jones-Fees & Charges	-571.06
Key Investments Income	5.83
Change in Value in Edward Jones	20,639.05
Total Investments	<u>20,073.82</u>
Other Types of Income	
Miscellaneous Revenue	5,379.52
Total Other Types of Income	<u>5,379.52</u>
Total Income	<u>25,483.34</u>
Expense	
Operations	
Accounting	
Banking	-354.16
Accounting - Other	95.00
Total Accounting	<u>-259.16</u>
Conferences & Meetings	436.81
Executive Board	95.89
Legal	4,093.72
Negotiations	4,074.10
Officers' Expenses	25.00
Public Relations	500.26
Publications	39.00
Total Operations	<u>9,005.62</u>
Total Expense	<u>9,005.62</u>
Net Income	<u>16,477.72</u>



**Shaker Heights Teachers' Association
Balance Sheet Standard
As of June 30, 2018**

	<u>Jun 30, '18</u>
ASSETS	
Current Assets	
Checking/Savings	
Key Investments2	45,770.87
Key Bank (checking)	53,608.80
Total Checking/Savings	<u>99,379.67</u>
Other Current Assets	
Edward Jones 13760-1-1	493,741.08
Edward Jones 13768-1-3	705,329.76
Total Other Current Assets	<u>1,199,070.84</u>
Total Current Assets	<u>1,298,450.51</u>
TOTAL ASSETS	<u>1,298,450.51</u>
LIABILITIES & EQUITY	
Equity	
Opening Balance Equity	53.69
Retained Earnings	1,249,234.73
Net Income	49,162.09
Total Equity	<u>1,298,450.51</u>
TOTAL LIABILITIES & EQUITY	<u>1,298,450.51</u>

**Shaker Heights Teachers' Association
Balance Sheet Standard
As of September 13, 2018**

	<u>09/13/18</u>
	<u>Sep 13, '18</u>
ASSETS	
Current Assets	
Checking/Savings	
Key Investments2	45,776.70
Key Bank (checking)	50,012.70
Total Checking/Savings	<u>95,789.40</u>
Other Current Assets	
Edward Jones 13760-1-1	500,572.30
Edward Jones 13768-1-3	718,566.53
Total Other Current Assets	<u>1,219,138.83</u>
Total Current Assets	<u>1,314,928.23</u>
TOTAL ASSETS	<u>1,314,928.23</u>
LIABILITIES & EQUITY	
Equity	
Opening Balance Equity	53.69
Retained Earnings	1,298,396.82
Net Income	16,477.72
Total Equity	<u>1,314,928.23</u>
TOTAL LIABILITIES & EQUITY	<u>1,314,928.23</u>

EXECUTIVE BOARD REPORTS

PROFESSIONAL RIGHTS AND RESPONSIBILITIES REPORT

Welcome back to our senior staff and welcome to our newest members. I hope everyone had a restful and healthy summer break, and I am sure we are starting to feel like we never left.

My name is Mike Sears and I teach 8th grade American History at the Middle School. This is my 20th year in the district and my 23rd year in education. This is my 14th year of involvement with SHTA, and my 9th year as the chairperson for Professional Rights and Responsibilities. This position is Grievance Chair, too. My extension is #4770 and e-mail (sears_m@shaker.org) is a great way to contact me. I enjoy working with the members and, as we tell our students. Remember, “there is no such thing as a stupid question”.

I also serve on the district’s Insurance Committee, which meets quarterly. The next meeting is on October 11. In 2015, All State representatives electronically updated each member’s insurance information. During these meetings, some members chose to purchase additional life and/or disability (short and long-term) policies. Members can only update their benefits during open enrollment, unless there is a life-changing event (ex. birth of a child). Open enrollment is usually in November. Medical Mutual of Ohio replaced Anthem as our major medical health insurance company in January. Anthem is still our dental provider. Prescription drug information from Express Scripts is now included on our Medical Mutual cards. Medical Mutual of Ohio runs our flexible spending account program. Members should have cards from Anthem (dental only) and Medical Mutual with member services phone numbers they can call as questions arise. If any member has a concern regarding health benefits, I can help point them in the right direction. Human Resources Generalist Sarah Fish can also help you. However, directly contacting the service provider is often the best way to have your questions answered. For other needs related to Human Resources, here is an updated link to their website: <http://www.shaker.org/CurrentEmployeeInformation.aspx>

The paycheck from September 16th should include a step increase if you qualify for one this year. Another way to advance on the salary schedule is by reaching continuing education levels #such as B.A. + 15 or M.A. + 30. The Board approves these changes in November and April.

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

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

It is your responsibility to keep the Human Resources Department informed of changes in your family status (over the summer as well as during the school year) concerning **births, adoptions, deaths, divorce, marriage, or entry into military service**. If these changes are not reported within **30 days** you will not be permitted to make this change until the next open enrollment, which is usually in November. **Please contact Sarah Fish at #6036 before the 30-day deadline. This may cost you money if you miss this deadline.**

Personal days are personal. No one needs to know why you are taking a personal day. You do **not** need to fill out a form about a personal day. You may simply enter it on AESOP. However, you are responsible for

keeping track of your own personal days. If you enter a 4th or a 5th personal day, you will forfeit pay for those absences. You may not use personal days before or after a holiday unless you fill out the personal day request form. Both the building principal and the Human Resources Department have to approve the request. Administrators consider each case on an individual basis. If you have a question about this, please contact me.

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

In recent weeks, I have:

- Attended the Executive Board summer meeting in August
- Assisted members with maternity leave, caregiver leave, and insurance questions
- Helped members with supplemental committee questions
- Spoke to members about concerns with Medical Mutual not providing the same benefits as Anthem regarding both an ER visit and a co-pay
- Shared insurance concerns with both the Human Resources and Treasurer's offices
- Advised a teacher about disciplinary action from Human Resources
- Listened to concerns at the middle school about special education students being placed in general education classes without communications, resources, or special training from the administration, as outlined in article 17.01 of the collective bargaining agreement
- Met with limited contract teachers at the middle school who are concerned about how a reduction in force would affect them
- Reached out to both the Human Resources and Treasurer's offices to find out more information about a possible reduction in force

The current contract is available on our web site, <http://shtaweb.org>. I strongly recommend reading it and using it as a reference. I am also happy to help you with issues of interpretation and clarification. Best wishes for a wonderful school year!

*Respectfully submitted,
Mike Sears, chairperson*

LEGISLATIVE REPORT

I have the responsibility to keep SHTA members up to date about the latest in legislation involving education. To that end, I have signed up for newsletters from the National Education Association, the American Federation of Teachers, the Ohio Federation of Teachers, the Association of American Educators, the Ohio Education Association, Policy Matters Ohio, and Education Week.

Although every year is an active year in education policy, this year looks like it could be especially busy.

If you have ideas about where I should get the latest legislative news, please let me know. I'm looking forward to a great school year.

*Respectfully submitted,
David Klapholz, Chairperson*

PUBLIC RELATIONS

As Public Relations chairperson, I would like to welcome back all of our member. I am proud to serve the members as Public Relations chairperson. My responsibilities include placing ads in various publications such as *Shaker Life Magazine*, the *Shakerite* and *Gristmill*. I also am responsible for making donations to organizations that help to enrich the lives of our Shaker Heights students. In addition, I purchase teacher appreciation gifts for our members that are given out during teacher appreciation week. As stated in the SHTA Constitution and By-Laws, I will continue to work at fostering mutual understanding, goodwill and respect between and among students, staff, community and administration. I will be placing another order for SHTA T-SHIRTS soon! Please continue to show out solidarity by wearing your SHTA shirts on designated days. Have a great school year!

Respectfully submitted,
Bob Bognar, Chairperson

EVALUATION COMMITTEE

Greeting friends and colleagues! I would like to extend a huge thank you to all who have reached out and lent a hand, kind word, space, or materials to the Fernway Family after our loss. We appreciate you and are so fortunate to work with all of you!

I am happy to continue serving as your Evaluation Chair for the 2018-2019 school year. This position was created several years ago when OTEs and increasing evaluation mandates were implemented. In addition to serving on the Evaluation Committee, I give monthly reports to keep you informed about evaluation requirements and reminders about protocols. I am also available if you have questions or need help with your evaluation process in any way.

For the 2018-2019 school year, we will be continuing with the same process and protocols as last year for both administrative and peer evaluations. The Shared District SLO (formerly referred to as Shared Attribution) will also be used again to determine Student Growth Measures for all teachers who do not have Value-Added or End-of-Course data.

The first piece of the process is creating your Annual Professional Growth Plan for this year. This is a “living document” and can be amended and added to throughout the year. Please plan to create your goals, share them with your evaluator, and upload to eTPES by the end of September. When you upload your APGP, be sure to check your evaluation cycle status and plan accordingly. Please refer to the Teacher Evaluation Packet on the evaluation page for timelines of responsibilities for Formal and Informal evaluation cycles and a full description of the process and protocols. All forms needed for the evaluation process are also available on the evaluation page.

Thank you to all who are participating in the Peer Evaluation Program for this year! Please be sure to check eTPES to make sure you have access to your partner’s evaluation. You may need to change the evaluation year in the filters box on the left side of the educator’s screen. I will continue working with HR to ensure that you all are coded correctly in eTPES and are approved for payment at the end of the year. Please be sure to be mindful of due dates to upload forms to eTPES throughout the year.

Administrative and Peer Evaluations should be focused on the individual growth of each teacher. The performance rubric is a tool for teachers and evaluators to use to guide this process. Thank you in advance to all evaluators for being supportive and positive and to all teachers for being reflective and open to growing your practice!

Respectfully submitted,
Lena Paskewitz, Chairperson

PAST PRESIDENT'S REPORT

As you begin a new school year, let me introduce myself. I am Rebecca Thomas, Past President of the Shaker Heights Teachers' Association. Since I retired in 2011, I have assisted the Association by providing information about the history and past practices of the SHTA. I attend evening meetings like the Board of Education and the Finance and Audit Committee; assist with distribution lists and membership; edit communications; and support the initiatives of Dr. John Morris, SHTA President.

Prior to my retirement, I was active in the Association for more than 25 years, serving on negotiations teams and as chairperson of the Teacher Education Committee. I am honored to work with President John Morris and his leadership team and am proud of my participation in the Shaker Heights Teachers' Association. Our Association is strong because of the support of our members. I encourage each of you to find a way to be involved and work for the collective good of the membership.

*Respectfully submitted,
Becky Thomas, Chairperson*

POLICY COMMITTEE

My name is Timothy Kalan, and in addition to teaching art at Lomond and Onaway Elementary Schools, I am the SHTA Policy chairperson. The Policy chairperson's main concern is stewardship of the SHTA constitution which defines our Association and provides us with the protocols that determine the structure of our operation. This document can be found at <http://www.shtaweb.org/>, along with our contract, newsletters and other interesting items. I also serve on the district's teacher evaluation committee, and run a native gardening club at both my schools. Any questions concerning our Associations internal mechanisms can be directed towards me, as well as any concerning our evaluation system

*Respectfully submitted,
Tim Kalan, Chairperson*

SOCIAL COMMITTEE

Welcome back to school! My name is Selena Boyer and I am pleased to be the Social Committee Chairperson for the Association again this year! I teach first grade at Fernway (Boulevard for this year). Our first gathering is quickly approaching! We have had our Back to School SHTA Happy Hour on Friday, September 14th at Boss Dog Brewing Co on Lee Road in Cleveland Heights. It was a great success!

For those of you that have never come to one of our social events---please give us a try! I guarantee that you will meet new people and have fun! If you have suggestions for me for possible events feel free to contact me. Thanks for your support!

*Respectfully submitted,
Selena Boyer, Chairperson*

TEACHER EDUCATION COMMITTEE

I hope that everyone had a fun and restful summer and you're energized for the new school year. I am excited to continue serving the Association as Teacher Education Chairperson.

New teachers will be receiving information from me highlighting some contract language that will especially affect them. I will also give new teachers a list of important dates they have to remember as the year progresses.

Keep in mind that my role with the Association is to work with new teachers, their mentors, and teachers who are not yet on a continuing contract.

Please contact me to discuss any area of your employment as you move toward a continuing contract. I can be reached by email hardiman_1@shaker.org or by phone 295-4867.

*Respectfully Submitted,
Lisa Hardiman, Chairperson*

LEGAL AID COMMITTEE

I am looking forward to serving you again as the chairperson for the Legal Aid Committee. I am also happily serving as the Political Action Committee chair this year. The Legal Aid Committee is here to help members in need of legal assistance. I can be reached at 295-4914 if you have any questions. Have a great school year!

*Respectfully submitted,
Cathy Grieshop, Chairperson*

MEMBERSHIP/ELECTIONS COMMITTEE

Welcome back to the 2018-2019 school year! My name is Chante Thomas. This is my fourth year serving as your SHTA Membership /Elections Chair and I am beginning my 24th year of teaching at Woodbury School. If you need me I can be reached by email at thomas_c@shaker.org or my phone extension is #5601. In addition to coordinating our elections, I am responsible for maintaining our membership directory and monitoring the collection of dues from payroll, or receiving a direct payment from the member.

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

2018-2019 Rep Council

Boulevard- Angela Anderson HR, Jennifer Goulden Alt.

Onaway- Paula Klausner HR

Fernway- Victoria Goldfarb, HR, Andee Hassell Alt.

Lomond- Steve Smith HR, Donita Townsend, Jill Dipero

Mercer- Nicole Ciconetti HR, Cathy Richards

Woodbury- Angela Goodrum HR, Aisha Mason, Lee Appel, Aquita Shephard Alt.

Middle School - John Koppitch HR, Rebekah Sharpe, Jevette Collier, Kathy Manning, Alt.

High School- James Schmidt HR, Brian Berger, Joel Rathbone, Keith Szalay, Tod

Torrence, Tito Vazquez, Aimee Grey, Jessica O'Brien

SHTA ST- Bonnie Gordon,

*Respectfully submitted,
Chante Thomas-Taylor*

SHTA PAC REPORT

Check out the new [PAC of the Shaker Heights Teachers' Association](#) group on Facebook. Please invite others to join the group. I would like see this page grow and become a place where we can share political events and ways to take action. There is so much change happening in our country now. It's important to stay informed and let our teachers' voices be heard. Please feel free to post articles which you feel relevant to the group. This is our page and we can work together to stay informed and make a difference. Have a wonderful school year!

Cathy Grieshop
SHTA Political Action Committee Chairperson

PUBLICATIONS COMMITTEE

Publications is in charge creating, editing, seeking submissions for the newsletter. I also often write editorials. On top of that, I update the SHTA website, Facebook and Twitter account.

If you know of someone who is not receiving email of the newsletter, please have him or her email me directly at glasier_a@shaker.org.

If you wish to have an editorial in the newsletter, please email me directly with the email by the second Monday of the month.

I look forward to serving you in the coming year!

Respectfully Submitted,
Andrew Glasier, Chairperson

SUPPORT TEACHERS COMMITTEE

Hello Support Teachers! I am your representative to the SHTA. Skills, Blended Learning Lab, some of our Intervention Specialist and English Language Learner teachers, and a few others supporting Shaker's most vulnerable students are all eligible to be members of SHTA-ST. Our existence has historical roots, not logical ones - no one has yet come up with a convincing rationale for making some of our Intervention Specialists and ELL teachers ST's while others are on the SHTA wage scale - but we are all utterly dedicated to helping our students overcome barriers to learning based on English language proficiency, academic preparedness or learning disabilities. If you are experiencing issues as a Support Teacher in your building, feel free to call me anytime during the school day at #2250.

Respectfully submitted,
Bonnie J. Gordon

SALARY-TENURE COMMITTEE

The SHTA Support Teacher (ST) Negotiations Team is headed into contract arbitration. We have two hearings scheduled; one this month and another in October.

Respectfully Submitted,
John L. Morris, Chairperson

MINUTES FOR THE REPRESENTATIVE COUNCIL MEETING

September 11, 2018, Woodbury School

SHTA President, John Morris started the September 11, 2018 Rep. Council Meeting at 4:30PM.

Mr. Danny Young, Principal of Woodbury Elementary School welcomed SHTA membership to Woodbury. Thank you, we are off to a great start and thank you Reps. for your collaboration with Fernway staff members. Fernway and Woodbury administration meet daily so that we can meet the needs of our students. Our students are into a routine and IB Units. Our Curriculum Night is Thursday, September 13th. Looking forward to a great year and working together to do what's best for kids.

MINUTES from the May 14th, 2018 Rep. Council meeting were approved by James Schmidt and seconded by Bonnie Gordon.

Administration Report

Dr. Terri Breeden was present for the Rep. Council Meeting.

- Thank you for a great beginning. Dr. Wilkins, Interim Superintendent is getting ready for a Board of Education meeting. He sends his thanks and appreciation for a job well done.
- Every school opened like a dream, it took everyone to successfully open the school year smoothly, thank you.
- The pilot classrooms didn't run as smooth. We appreciate those teachers who made sure that their classrooms were ready for students.
- There will be a Fernway meeting Friday and we are bringing the stakeholders. We are shooting for a Fernway opening for August 01, 2019.

FACE Academy

Keith Langford, Shaker Heights Family and Community Engagement Coordinator

- Third year Mr. Langford has been working as Coordinator of this initiative. First year was to create events for family and staff to get to know him. Second year, focus was to build relationships with the PTO, some parents and some students. Event plans were to link activities to learning. Third year, conducted a needs assessment - asked principals in all buildings, what did they need? Took the information collected, shared it and things started happening.
 - The district will now have 4 new behavior coaches
 - After school tutoring
- New this year, FACE ACADEMY - Enrichment For You. Enriching Your Student
 - Helping families to better help their students.
 - FACE ACADEMY launch - October 13th from 9 to 2 at Woodbury Elementary School.
 - Parents and teachers working together has a huge impact on students.
 - Educate Parents
 - Build a better relationship with parents and staff.
- Plan is to offer FACE ACADEMY courses throughout the school year.

Officer's Report

President, John Morris

Summer 2018 Union Work

- Met and worked on legal issue

- Posted to SHTA Facebook and CCES Facebook
- Communicated with membership on Fernway fire
- Worked with Matt Zucca on Fernway Fund
- Requested Shaker Foundation funds for 009 accounts for Fernway teachers
- Resolved legal issue for member
- Met with CCES executive board – meet the candidates September 12th Labor Walk in October
- Talked with Chief of Staff, Dr. Marla Robinson
- Consulted on SHTA ST
- Worked on personnel issues
- Worked on teaching assignment issues
- Met with Bill Scanlon and Becky Thomas
- Conferred with former superintendent Dr. Greg Hutchings and Director of Human Resources, Lois Cavucci
- Worked on certification issues
- Resolved a staffing issue
- Worked with Mike Sears on an FMLA issue
- Worked on staff travel issues
- Visited all schools
- Welcomed new teachers
- Worked on ST Negotiations
- Worked on staff/class numbers at High School
- Communicated with interm superintendent Dr. Wilkins about heat
- Consulted on Special Education numbers with SHTA lawyer, Susannah Muskovitz

Vice President, Matt Zucca

- Attended a summer executive board meeting.
- Attended the new teachers’ meeting.
- Fellowship grants should be submitted by the end of September, receipts are needed.
- Passed out guidelines for Reps.
 - Know your membership, you will receive a list from Chante Thomas
 - Encourage staff to join
 - Communicate with members
 - Important communication is confidential - Executive Session info.
 - Paper copy of newsletter should be available in the lounge
- Working on Fernway Fire Fund - \$3000 collected from SHTA
- Submit and keep track of travel for reimbursement
- Attended joint Woodbury/Fernway staff meeting
- Thank you administration for the work you have done. Thank you teachers for all of your help. Big thanks to Custodians for all of the work you have done.

Secretary, Darlene Garrison

- Darlene welcomed the membership back to a new school year.
- Attended the New Teachers Meeting at the High School.

- Attended summer Executive Board Meeting.
- Please make sure you sign the attendance. Format is new this year.

Treasurer, Bill Scanlon

- Shared his duties as Treasurer – head of investments, pays the bills, meets with accountants.
- Received a thinking of you card and \$100 donation from Lakeview Teachers' Association
- Attended Executive Board meeting
- Attended the new teachers' meeting at the high school
- Shared the financial report with membership
 - Total liabilities and equity \$1,315,355.67
 - Fernway Fund Donations \$3,343.50
 - T-shirts and wristband profit \$448.07 this will go to the PAC
- Met with accountants to get our books squared away

Executive Board Reports

Past President, Becky Thomas

- Attended the Board of Education meeting
 - Hiring two new interventions specialists at Woodbury and Middle School
- Attended Finance and Audit
 - Topic of meeting was Fernway - Hope to rebuild by August
 - No report from engineer
- Attended Summer Executive Board meeting

Teacher Education, Lisa Hardiman

- Attended Summer Executive Board meeting.
- Will communicate with 2 new teachers.

Membership/Elections, Chante Thomas-Taylor

- Welcome Back!!!
- Payroll deduction will begin on October 01st.
 - Dues are \$300 and payroll deduction will take \$30 per check from 10 checks.
- Please remind members that if they are paying by check, it is due by October 01st.

Policy, Tim Kalan

- Working on adding a new section of kindergarten at Lomond. Working to help with this.

Public Relations, Bob Bognar

- Sold a ton of t-shirts
 - New payment method with invoice, works flawless
 - Has unisex t-shirts on hand
 - Will bring t-shirts to the Happy Hour on Friday
 - Old SHTA t-shirts will be discounted

Legislative, Dave Klapholz

- Attended Executive Board meeting
- the two patterns in the legislative arena at the moment: At the Supreme Court level, unions have lost power, but at the grass roots level there is rather high support for unions and for laws that support unions. There is sure to be conflict in the future.

Publications, Andrew Glasier

- Wednesday at midnight all submissions are due
- Updated Twitter and Facebook pages.
- Mentioned article in New York Times, “Teacher wants to teach, classroom has become a battleground”.
- Editing two editorials, “Report Card and What It Doesn’t Tell” and “Computer Grading of ELA Tests”.
- Executive Board Members a blurb about your role is needed for the newsletter.
- Will send out invitations to the Happy Hour on Friday, September 14th.

Social, Selena Boyer

- Received a warm welcome from Boulevard Staff.
- Thank you note from Darlene Garrison
- Happy Hour Friday, September 14th
 - Challenging each member to bring 2 SHTA members with you

Legal Aid, Cathy Grieshop

- No Report
- New Facebook page for PAC, anyone can join.
- Trying to post things dealing with politics
- Two schools have not turned in their bracelets or their money

Professional Rights and Responsibilities, Mike Sears

In recent weeks, I have:

- Attended the Executive Board summer meeting in August
- Assisted members with maternity leave and caregiver leave
- Helped members with supplemental committee questions
- Spoke to members about concerns with Medical Mutual not providing the same benefits as Anthem regarding both an ER visit and a co-pay
- Shared these concerns with both the Human Resources and Treasurer’s offices.
- There is an Insurance Committee meeting scheduled for October 11
- Advised a teacher about disciplinary action from Human Resources
- Listened to concerns at the middle school about special education students being placed in general education classes without communications, resources, or special training from the administration, as outlined in article 17.01 of the collective bargaining agreement Department chairs are working with the administration to resolve this issue
- Met with limited contract teachers at the middle school who are concerned about how a reduction in force would affect them
- Reached out to both the Human Resources and Treasurer’s offices to find out more information about a possible reduction in force

Evaluation, Lena Paskewitz

- Met with HR about getting the Peer Evaluation Program going
 - Teachers may now load Growth Plans by the end of the month
- Teacher Evaluation process is not changing from last year
 - In 2020-2021 school year, there will be some changes with evaluations

SHTA ST, Bonnie Gordon

- Our negotiations last May and June for a second contract broke down after several attempts on the part of the ST negotiating team to make progress and offer compromises. All of our offers were rebuffed. We declared the negotiations to be at an impasse, and over the summer SHTA counsel and District counsel agreed on the name of a fact-finder and two hearing dates, September 17 and October 4. As far as we know, this is the first time Shaker Heights faculty members have ever gone to arbitration due to a contract dispute.

Salary Tenure, John Morris

- Continue to consult and will attend two arbitration meetings.

Building Representative Reports

Boulevard, Angela Anderson

- No Report
- Glad to have our extended family from Fernway with us.

Fernway, Victoria Goldfarb

- Thank you from the Fernway staff and we appreciate your hospitality. Building principals from Fernway and Woodbury, thank you.
- Ongoing process of making our own materials. Things are missing but curriculum is being ordered.
- We have received our keys at Woodbury
- Our needs are being met and thank you.

Lomond, Steve Smith

- Thank you custodial staff! The building looks amazing.

Mercer, Nicole Cicconetti

- No Report

Onaway, Paula Klausner Absent - Tim Kalan Reporting

- Parking is pretty tight. If you are not at school by 8AM, no parking left.

Woodbury, Angela Goodrum

- No Report

Middle School, John Koppitch

- The administration has made a concerted effort to include teachers in the process of revising our grading procedures.
- The MIT team has been sharing Google forms of student discipline with teachers that communicate the action taken and follow up concerns. We have lost one PEP contract for our staff, leaving us with one less person on the MIT team.
- Teachers are still dissatisfied with having to perform lunch duty. Some teachers are working 4.5 hours straight without a break.
- Jevette Collier is interested in becoming a rep. for our school.
- Members are concerned about the placement of special education students in general education classes without communications from administration, additional resources, or special training for general education teachers; as highlighted by article 17.01 of the collective bargaining agreement. Department chairs are working with the administration to address this issue. We are also need the specified resources that some students mandate (ex. Chromebook), not all teachers are supplied with a set of Chromebooks.
- A member brought a concern about the job responsibilities of a support teacher who is an intervention specialist compared to a teacher serving as an intervention specialist.

High School, James Schmidt

- Smooth start, we were able to go right into our classrooms and begin working.
- Thank you for the support from administration and Dean of Students, we are seeing improvement to student behavior.
- I will be serving on the Sick Day Donation Committee

Old Business - None

New Business

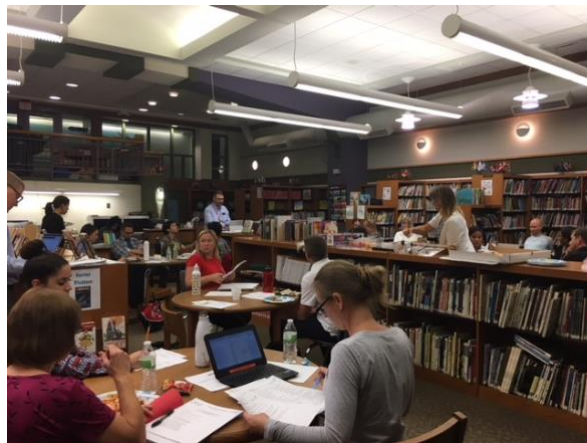
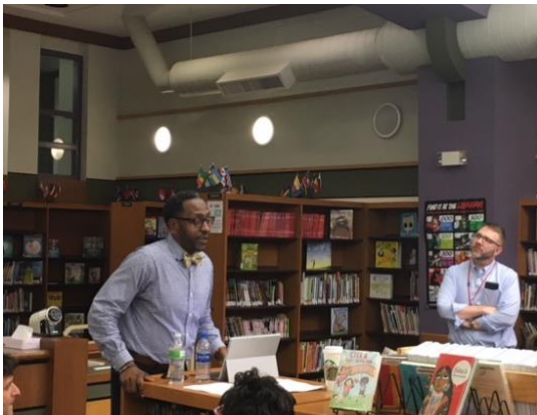
- James Schmidt made a motion that SHTA contribute \$500 to the Fernway Fire Fund. Tod Torrence seconded the motion
 - Discussion
- Lisa Hardiman made a motion that SHTA contribute \$1000 to the Fernway Fire Fund. James Schmidt seconded the motion.
 - Discussion
 - Went to a vote
- Motion that SHTA contribute \$1000 to Fernway Fire Fund passed.

Good of the Order

- John Morris thanked the Woodbury Reps. for hosting the first Rep. Council Meeting.
- Next Rep. Council Meeting: Monday, October 08th at Woodbury Elementary School, hosted by Fernway Reps.

Motion to adjourn meeting made by Tim Kalan and seconded by Lena Paskewitz
Meeting adjourned at 5:55PM

*Respectfully submitted,
Darlene Garrison, Secretary*



I'd Give the Report Card an Incomplete

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.

Some argue that the numbers don't lie -- that the Ohio Department of Education district report cards reveal all the ways that public schools are failing kids. Others contend that district report cards are useless and should be dismissed. Reality probably falls somewhere in the middle, but simply trying to justify our district's marks and explain why we received them is a missed opportunity for a critical conversation about equity. Whether or not you believe that the numbers lie, the most important thing to remember is this: Data are not value-neutral. Somewhere, some human decides what questions should be asked, what data should be gathered, and how those data should be analyzed. That human holds beliefs and biases, for better or worse, and those beliefs and biases dictate what gets measured and how.

The outcomes of these measurements drive important policy decisions, curricular mandates, and school funding. The interpretation of these data influence decisions about staffing and programming. But the data that comprise the district report card lack sufficient nuance to showcase some of the amazing things our young people with disabilities achieve during their time with us and obscure the phenomenal work of the teachers, paraprofessionals, and related service providers who comprise their IEP teams. The report card supports the narrative that special education is expensive and ineffective, that students with disabilities are "the reason" we didn't meet this or that benchmark. This narrative is an increasingly dangerous threat to the programming we are able to provide for students with disabilities. Cultivating these beliefs harms the well-being and long-term outcomes of our students.

Individuals with disabilities are not, politically speaking, a powerful constituency. And in the politics of counting, power is everything. The first thing that power gets for you is having your completion of high school counted in your district's graduation rate. Students with disabilities are entitled to a Free Appropriate Public Education (FAPE) until their 22nd birthday, and school districts are required by the Individuals with Disabilities Education Act (IDEA) to provide this for students who qualify. Thus, some of our students will not graduate within four or five years of entering high school; they will be with us for six, seven, or even eight years. They haven't failed any classes. Their teachers haven't failed to provide instruction. Their IEP teams have carefully planned and determined that a multi-year graduation plan is a necessary component of FAPE for certain students. However, school districts are required to include all students in the calculation of four-year and five-year graduation rates. There is no mechanism by which we can report that some of our students with disabilities are following a path that they are legally entitled to pursue. In doing what is best for students, and in doing what we are legally required to do in order to ensure FAPE, our district's graduation rate suffers.

The second thing that power gets for you is being counted as "successful." Our students graduate with offers of full employment from the Cleveland Clinic, Ahuja, and the VA. But the data doesn't show us this. The data doesn't tell us that in many cases, our students' IEP teams have collaborated with community agencies to secure adult services and supports that enable them to live independently and participate meaningfully in recreational opportunities. Here are some other things the data don't tell us:

- 100 percent of our 2018 graduates who were eligible for adult services through the Cuyahoga County Board of Developmental Disabilities left our care with vital postsecondary supports like job coaches in place;
- 100 percent of our 2018 graduates who received core instruction in a resource room coupled with vocational training through CEVEC (our vocational consortium) were employed at least part time with assistance at the start of their senior year;
- 57 percent of this group were eligible for full-time employment upon graduation;
- 29 percent of this group graduated with full employment in a health-related industry, including vacation time and benefits;

- 14 percent of this group will receive postsecondary training at no cost through their employer that will result in an industry credential;
- 57 percent of this group graduated with part-time employment with opportunities for advancement;
- 86 percent graduated with employment, secure placement in postsecondary training programs, or both.

I could enumerate dozens of similar examples. The point is that ODE doesn't ask us for this information, and because the students in this group met graduation requirements in part by being excused from the high stakes of passing EOCs, ODE does not count these students as "Prepared for Success." That "D" glaring at us from our state report card eclipses the fact that some of our students with the most significant needs, who required the most intensive interventions, were not only prepared for success at graduation - they were already successful.

The third thing that power gets for you is programming. The 2017-2018 school year was the first time SHHS offered co-taught sections of Biology. Our preliminary report card data showed an increase of 17.5 percent for our building's biology EOCs. Until ODE releases the complete public report card data for the year, we can't determine which subgroups made gains, but that information will be publicly available some time this year. Before any exam results were returned, however, we learned that SHHS would no longer offer co-taught classes in Science or Social Studies, despite peer-reviewed research that documents the efficacy of a co-teaching model across content areas. For example, Murphy and Beggs (2006) and Murphy and Beggs (2010) found that co-teaching in science classes resulted in more positive student attitudes toward the content in comparison with peers in a traditional teaching model, significant at $p < .05$ and $p < .01$, at the primary level. Similarly, Hanover Research (2012) found that, though there were few large-scale studies on the impact of co-teaching on academic achievement, it is clear that co-teaching supports inclusion for students with disabilities. Six studies examined by Hanover provided sufficient quantitative data to calculate an effect size for student outcomes, three of which examined outcomes for students in grades 9-12. The effect sizes ranged from small to moderate, but all were positive. The benefits of this instructional model transcend what is quantifiable, but culturally we seem to be inclined to discount important qualitative data as "merely anecdotal" to the detriment of our students. This programming decision may be necessary in terms of the fiscal burdens the District can bear, but I'm not sure we can say this was a data-based decision.

Clearly, the data omit some key information, and this is where the conversation becomes an issue of equity. My students' successes won't be understood or counted in a way that improves our district report card; the report card doesn't measure their success. The report card leads people to blame certain subgroups of students. By the numbers, there is no incentive to provide high-quality programming for students with disabilities because doing so won't generate results the community can see in the report card. Many districts have reduced special education programming to the maximum extent possible, doing just enough to maintain legal compliance. My hope is that Shaker will do the opposite -- that our District will provide all students with the highest quality education possible, even when what is best isn't captured by ODE's metrics. Because that's what is right. Students with disabilities are part of the Shaker community, and "a community is known by the schools it keeps."

Respectfully submitted,
 Stacey L. Steggert, Ph.D.
 Special Education Department Chair
 Shaker Heights High School

Murphy, C. & Beggs, J. (2006). Co-teaching as an approach to enhance science learning and teaching in primary schools. *The Science Education Review*, (5)2.

Murphy, C. & Beggs, J. (2010). A five-year systematic study of co-teaching science in 120 primary schools. In C. Murphy and K. Scantlebury (Eds.), *Co-teaching in international contexts: Research and practice* (11-34). Cultural Studies of Science Education, vol 1. Springer, Dordrecht.

Hanover Research (2012). *The effectiveness of the co-teaching model*. Washington, DC.

OPEN LETTER

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TO:

Paolo DeMaria

Superintendent of Public Instruction
Ohio Department of Education
superintendent@education.ohio.gov

CC: Office of Curriculum and Assessment:

Brian.Roget@education.ohio.gov
Sarah.Wilson@education.ohio.gov
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Sarah.McClusky@education.ohio.gov

FROM:

English teachers of Shaker Heights High School

August 21, 2018

Dear Superintendent DeMaria and the Office of Curriculum and Assessment,

We are English teachers at Shaker Heights High School, and we would like to voice our profound dismay over the direction that the Ohio Department of Education has taken with the End of Course exams.

In the nation's unthinking rush to test, test, test, we have reached a new low: We are now expected to teach our students how to write for a machine to read.

We have been given a document called, "Machine-Scored Grading: Initial Suggestions for Preparing Students," produced by the Westerville City Schools "in consultation with the ODE." According to these guidelines, "When composing text to be read by a computer, the writer cannot *assume* that the machine will 'know' and be able to interpret communicative intent."

Imagine for a moment how humiliating it is for students to hear that what they write will be read by a machine, not by a human. Can you think of anything as pointless? Would anybody be inspired to do their best work?

The message that we send students is this: Your inner self, the ground from which all writing springs, has no value, no relevance. We do not care about the content of your mind, only that you have the mental machinery to decipher and generate informational text.

Writing for a computer is antithetical to everything that led us to become educators. Our overseers in Columbus, however, have a very different attitude. In support of machine scoring, this is from an official statement from an Associate Director of the Office of Curriculum and Assessment:

“This is the only way to get to adaptive testing and to return results faster, with the goal to be eventual on demand results, which has been an extremely vocal issue by the field to legislators, ODE Leadership, etc.”

First of all, this is an appalling sentence. But once we get past the errors in syntax, grammar and capitalization, and the sloppy, confusing phrasing, we are still left with an absurdity. We teachers are supposed to set students before a computer and then wait breathlessly for the machine to tell us how well or poorly the student writes? That is the ultimate goal? And the person in charge doesn't even know how to write? How much are Ohio taxpayers spending on this?

There are always the same three justifications for computer grading:

1. It's fast.
2. It's cheap.
3. It's objective.

But we can point to a system that is faster, cheaper, and maybe even more objective. There just happens to be a group of trained professionals handy: people who are dedicated to the wellbeing and growth of Ohio's schoolchildren, people who love writing and literature, people who are trained to the standards of the Ohio Department of Education, people who continually strive to improve their ability to provide meaningful evaluation of student writing:

Teachers.

We can do the job fast because we're with the students every day. We can do it cheap, in fact at no extra cost to Ohio taxpayers, because it's what we're paid to do anyway.

You might assume that machines have us beat when it comes to objectivity. But computers are only as objective as the humans who program them. And we have good reason to distrust multinational corporations when they invoke proprietary trade secrets to hide the systems that determine the fates of millions of public school children.

But objectivity may be the wrong criterion. As English teachers, we love writing because it is one of the most *subjective* things taught in school. We love the teaching of writing because we love to see students develop their unique voices, their sense of themselves as the *subjects* of their own lives.

If we begin our thinking with the assumption that *standardized tests are a sacred imperative*, then, surely the fastest, cheapest, most objective thing is to grade them is with a machine. However, if we begin our thinking with the belief that *students should learn how to write well*, then we see that artificial intelligence is not just irrelevant, but counterproductive.

Superintendent DeMaria, what is truly being tested here is the ODE itself. Are you so captive to the testing-industrial complex that you throw millions of taxpayer dollars into an unnecessary technology? Or are you so committed to educating students that you are willing to use your available human capital to do it for free?

Yours sincerely,
English teachers at Shaker Heights High School