

IMPORTANT DATES

**Tuesday, April 23: BOE Work
Session**

**Thursday, April 25: BOE Policy
Review Committee Meeting**

**Monday, May 6: SHTA Executive
Council**

**Monday, May 13: SHTA
Representative Council @ Onaway
School**

**Wednesday, May 22: District
Recognition Reception @ SHHS**

SHTA *news*

April 22, 2019

ISSUE NO. 7

Message From the President

Growing up in a working-class family, I was raised to appreciate the value of a dollar. I was also encouraged to ask for help when I needed it. These two values have created a certain amount of personal anxiety around spending money, but also an understanding of the importance for reaching out when necessary. Here I am in the same situation, asking that we increase our dues from three hundred (\$300) to three hundred and thirty (\$330) dollars a year. It has been six years since we last asked for an increase to our dues, moving from \$200 to \$300 a year after 30 years without an increase. In that time, we have added a second bargaining unit, SHTA Support Teachers, and negotiated four contracts.

This year we have seen our legal fees triple due to unprecedented actions on the part of our administration (see Treasurer Bill Scanlon's March report for details). We have been pushed to fact finding in negotiations, arbitration in a disciplinary grievance, and legal interventions in both special education and contract renewals. We are not, nor have we ever been, an obstructionist Association. However, our administration's recent legal approach has cost the district and the SHTA unprecedented amounts of money. Given this current reality, combined with the very real threat of reduction in force and further grievances, a call for a modest increase in our dues (three additional dollars per month) seems appropriate. We will vote on the issue in May.

This increase will help us continue to grow our investment(strike) fund and keep our operating budget balanced. The benefit of being part of an independent Association is that our dues remain less than half the amount of our neighboring districts, some of whom pay approximately \$865 per month. Meanwhile, we offer excellent personal representation and have the same legal representation as Cleveland Teachers' Union, arguably the best labor firm in this part of the state, if not the country. A dues increase will strengthen our financial position and guarantee that we can offer all our members the representation that they need if the circumstances demand it.

The value of a dollar and the necessity of sometimes asking for help are two realities I have been raised to appreciate. Please know that I don't ask for this increase lightly. Like many of you, I own a house in Shaker Heights, have bills, and children, and also the many costs that the life of a teacher incurs. Know that I believe that we need this modest increase. I would not ask if I thought we could offer the same level of service to our membership and security of our position without it.

Otherwise, it's been a typically busy month. I attended Superintendent meetings. I met with incoming Superintendent Dr. David Glasner. I attended the High School Principal information gathering meetings with

“Finding Leaders”. I spoke with *The Washington Post* and *IdeaStream* reporters about equity issues in the district. I attended the Insurance Committee Meeting with Personal Rights & Responsibilities Chairperson Mike Sears and Past President Rebecca Thomas. I assisted with a personnel issue. I updated the [SHTA Facebook](#) page with Publications Editor Andrew Glasier and the [CCES Facebook](#) page. I communicated with Interim Superintendent Dr. Stephen Wilkins. I communicated with Human Resources Director Dr. Lois Cavucci. I assisted on job share and reduced time issues. I assisted on an ongoing Resident Educator issue with Mike Sears. I assisted with FMLA and leave issues. I asked Negotiations Team Member and Head High School Representative James Schmidt to revive work on our Sick Day Transfer program. I spoke with members of the Batchelder Group, a lobbying firm from Columbus, who were seeking information on educational issues in Northeastern Ohio. I worked on Special Education Issues. I talked to Dr. Erin Herbruck about the High School Principal Search and asked High School Representative Aimee Grey to be the Association representative for the interviews.

On a very positive note, the SHTA was awarded the Ohio School Public Relations Association's "Friend of Education Award" for our work on creating, holding and collaborating on the vigil honoring Aisha Fraser. I attended the award luncheon Thursday, April 11, at the Renaissance Westerville-Polaris Hotel with SHTA Secretary Darlene Garrison and SHTA Woodbury member Jackie Conway-Scanlon. The nomination for the award submitted by Shaker's Communications Departments is printed here:

On Saturday, November 17, 2018, Aisha Fraser, a much-beloved Shaker Heights Schools sixth grade teacher and Shaker Heights High School alum, was brutally murdered by her estranged husband. Our entire community—students, her fellow staff members at Woodbury Elementary School, families, residents across the City and beyond—were shocked and deeply saddened by her loss. Only three days after her death, the Shaker Heights Teachers Association (SHTA), the collective bargaining unit for Shaker Heights Schools teachers, organized a beautiful candlelight vigil to honor Ms. Fraser. The vigil was open to the entire Shaker Heights Community. More than 1,000 students, teachers, friends of Ms. Fraser and community members joined the SHTA's solemn, moving tribute to Ms. Fraser, who was such a lovely, caring, kind-hearted human being. The Communications office provided support to the SHTA to promote the vigil, though the entire event was planned and executed by the SHTA.

Organizing this type of event goes well beyond the expectations of Shaker Heights Schools teachers, however, the SHTA membership is truly remarkable. Their collaboration and desire to host a fitting celebration of Ms. Fraser's life for our entire Shaker Heights community was nothing short of extraordinary. The video of the vigil was watched approximately 9,000 times and the social media video montage of the vigil, which Communications created and posted on Facebook was viewed 11,000 times and shared 195 times.

This was truly a wonderful award and I would not have accepted it on behalf of the SHTA without Darlene and Jackie there. They both represent the Woodbury community and its extraordinary response to the loss of Aisha during this seemingly insurmountable tragedy. Darlene and Jackie represent the best of us, and it was an honor to accept this award alongside them in memory of Aisha.

Once again, it is an honor to serve as President of the Shaker Heights Teachers' Association. I believe we are making a positive difference in the lives of our colleagues, our students, and our community. I look forward to continuing our work together. Please contact me if you have any questions or concerns at morris_j@shaker.org or at 216-295-6033.

***Respectfully submitted,
John Morris***

VICE PRESIDENT'S REPORT

I hope that everyone had a restful spring break. It is hard to believe there are just over 30 school days left this year. Before the school year ends, take a moment to reflect on all the wonderful work you have done for the benefit and success of our students. During this hectic time of constant testing, remember that it is the relationships that you have developed and fostered this year with your students that they will remember and take with them as they grow and mature.

Congratulation to Jaclyn Abrams, Alison Bradford, Jessica Chumney, Daniel DeJohn, Jenifer Halapy, Meryl Haring, Kara Horvat, Sarah Kelley, Katherine Klimek, Anne Krzywicki, Justin Lockhart, Marie Marschall, Mitchell Moisio, Anjali Rao, Robert Senior, Stephanie Smith, Zheng Tang, and Kristina Walter. They have been awarded a Continuing Contract from the district. They have put forth great effort to earn this distinction. Make sure you take the time to come to the District Recognition Reception will be on Wednesday, May 22, 2019 in the High School's Upper Cafeteria at 3:45 p.m. to celebrate their achievement.

I encourage recipients of SHTA Fellowship Grants to submit receipts for reimbursement. Please be aware, no reimbursement will be made over the summer break. The deadline for reimbursement will be the end of September 2019.

Please continue to help and support each other. If you have any questions for me feel free to contact me at 295-4692.

*Respectfully submitted,
Matthew Zucca*



TREASURER'S REPORT

The Investments Committee (Todd Keitlen, Matt Zucca, Chante Thomas-Taylor, and myself) are meeting with our Edward Jones advisor next week to look over the SHTA investments.

Next month's Representative Council meeting (May 14th) is when the Representatives will be discussing the 2018-19 SHTA budget and sending it to the membership for approval. A preliminary budget was distributed to the Representatives at April's meeting to take back to their buildings for discussion. If you have any concerns please let your head building Representative know, so it can be communicated at May's Representative Council Meeting. Or you are welcome to email/call me directly (scanlon_w@shaker.org ext.6296).

At April's Representative Council meeting a dues increase of \$30/year was brought up. This would take our dues from \$300 to \$330. For those of you who use payroll deduction for your dues this would mean \$31 taken out of each paycheck instead of \$30. At the meeting members asked about our income & expenses for the past several years. The following chart shows a historical picture of our income/expenses.

Fiscal Year (School Year)	Income (from dues)	Expenses	Gains/(Losses)
2012-13	\$ 79,940.00	\$ 70,871.77	\$ 9,068.23
2013-14	\$ 119,200.00	\$ 90,123.54	\$ 29,076.46
2014-15	\$ 121,860.00	\$ 168,831.95	\$ (46,971.95)
2015-16	\$ 136,440.00	\$ 133,889.69	\$ 2,550.31
2016-17	\$ 139,650.00	\$ 94,761.73	\$ 44,888.27
2017-18	\$ 139,070.00	\$ 158,629.68	\$ (19,559.68)
2018-19 (so far)	\$ 134,640.00	\$ 146,411.80	\$ (11,771.80)

A little explanation is in order. The income amount jumped after 2012-13 because we raised the dues from \$200 to \$300. Our income also jumped after 2014-15 because of incorporating SHTA-ST into the Association. In the expense category, 2014-15 and 2017-18 were negotiating years for the main SHTA. 2018-19 has involved numerous legal costs and been a negotiating year for SHTA-ST. Also, we will have at least \$40,000 more expenses before the end of this year.

Looking at the Losses category for the past couple years (with this year projected to be over \$50,000) I feel a dues increase is clearly in order.

*Respectfully submitted,
Bill Scanlon*



**SHTA Treasurer
Bill Scanlon at the
April SHTA
Representative
Council meeting @
Lomond School.**



SHTA President John Morris, SHTA Vice President Matt Zucca and SHTA Secretary Darlene Garrison at the April SHTA Representative Council meeting @ Lomond School.



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

EXECUTIVE BOARD REPORTS

PROFESSIONAL RIGHTS AND RESPONSIBILITIES REPORT

In the last month, I attended an Insurance Committee meeting and assisted members with questions about personal days, maternity leave, FMLA, supports for resident educators, limited contracts, and the pilot for a sick day transfer program.

The switch from Anthem to Medical Mutual has saved the school district \$2 million, which is great news. In most cases, the coverage and service provided by Medical Mutual has been on par with Anthem. Unfortunately, there are still Emergency Room (ER) claims that are not being paid and a few still in an appeals process. I expressed my unhappiness with this again at the Insurance Committee meeting. I told Medical Mutual there are teachers who want to switch back to Anthem because of the poor service around unpaid ER claims. The administration is equally concerned about this ongoing problem and will continue to offer help with the appeals process. If anyone has an unpaid ER claim, they should contact Sarah Fish in Human Resources.

Personal days are personal. The only time a member needs to get permission from both the building principal and Human Resources is when the personal day falls before or after a holiday.

If you are a resident educator working toward a professional five-year license, please communicate with your mentor, Human Resources, and the ODE on a regular basis. As requirements change each year, misinformation can lead to problems on your path to licensure.

One member who received a letter in error about an upcoming non-renewal recently found out she will be offered a limited contract for 2019-20.

I am serving on the committee to establish a pilot sick day transfer program, which recently started meeting. Both that committee and the supplemental committee will meet in the next few weeks. Look for reports about those meetings in the May newsletter.

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

EVALUATION COMMITTEE

As we wind down to the end of the school year, Peer and Administrative Evaluations should be completed and uploaded to eTpes. Teachers will need to PIN their final rating on eTpes with their building administrators. The District SLO resulted in a rating of 3 for this year. Peer evaluations should be completed by May 1.

Peer Evaluation continues to be a strong program across the district. Administration and the Evaluation Committee are supportive of growing this program and encourages all interested teachers on continuing contracts to participate. Peer Evaluation Intent Forms will be sent out via a Google Form by the end of April. Participants must be OTES trained and certified by the end of September and receive approval from their building principal. Several OTES trainings are occurring at the ESC in coming months. Please follow this [link](#) for details. If you have any trouble registering for training, please contact Emily Rucker.

Building administrators approving and/or denying Peer Evaluation applicants are asked to communicate with coordinators during this process. Andrew Glasier serves as the High School Coordinator, Addie Tobey serves

as the coordinator for the Middle School and Woodbury, and I serve as the coordinator for all five K-4 buildings. We will contact you after applicant forms are due in May.

With the 2020-2021 school year, the state will be making unknown changes to the OTES requirements. For the 2019-2020 school year, we will hold steady with current forms and protocols as indicated by the Teacher Evaluation Packet and effective observation and conferencing practices. Please look for a quick survey before the end of this school year regarding your experience with the evaluation process. We will use this data to better understand how evaluation is going across the district and to plan for an evaluator refresher session in August. Please be sure to complete this anonymous form when it arrives in your inbox!

For your convenience, I will continue to link [Teacher Evaluation Process](#) to this monthly submission. Please reference it if you have questions and feel free to contact us to support your evaluation needs. As I've said many times...*Ideally, the process should be a tool used to build relationships and trust, spark reflection, and ultimately improve practice to raise student achievement. One step towards reaching this ideal is for everyone to have a shared understanding of the process and do their best to follow it.*

Respectfully submitted,
Lena Paskewitz, chairperson

PAST PRESIDENTS COMMITTEE

It has been a month of meetings for me. I attended the presentations from the two finalists for Superintendent. My best wishes go to Dr. David Glasner who will become the next Superintendent of the Shaker Heights City Schools. I attended the Insurance Committee meeting and the March Regular meeting of the Board of Education and was pleased to watch the Board approve 18 teachers for continuing contracts. The Board listened to an update on the search for a High School principal, which is on track to have a final candidate presented to the Board at the May meeting.

I attended the Finance and Audit Meeting on April 18, 2019. Among the topics was the five-year financial forecast. The committee discussed several options which included the necessity to cut staff positions (including teaching positions). It is already expected that 14 employee positions will be cut for the 2019-2020 school year and the F&A Committee discussed cutting an additional 5 employee positions per year through 2023. (FYI—11 positions were eliminated in 2018-2019). In conjunction with these proposed reductions in force, the F&A Committee expressed the preference to delay the next school levy from 2020 until 2021.

As teachers, it is important that you be aware of the financial plans for the district and how they will impact the instructional program. Since teachers are the largest employee group, they could experience significant reductions. Fewer employees will most likely mean larger class sizes, limiting program options, and fewer support personnel. We already have serious issues with the lack of appropriate support services for students with special needs. Employee cuts cannot help but impact instruction.

School finance, particularly in Shaker, is at best a conundrum. The schools are the heart of the city of Shaker Heights. They are the primary reason people move to the city. Reducing programs and services in the schools makes them less attractive to prospective residents. Conversely, the lack of revenue from commercial property taxes places the tax burden on residential property owners. Maintaining the quality of the schools and keeping them among the best in the country means asking residents to continue to pay significantly large property taxes and to vote to increase them.

The Finance and Audit Committee recommended reducing staff and delaying the levy. What do you recommend? Look around the district. Where do you see ways to save money? After the Fernway fire, the district found that they could absorb an entire school into existing buildings although admittedly not in ideal conditions. However, doesn't this indicate that there are buildings with additional space? How will we use that space when Fernway is reopened? Which of the remaining buildings is the costliest to maintain? Would it be

more cost effective to move our preschool programs into one building and redistribute elementary students into other buildings?

At this point, the Finance and Audit Committee has focused on reducing staffing to reduce costs. A true long-term plan is needed for facilities. I know that many of the possibilities regarding each neighborhood school will be difficult to accept. So will larger class sizes. And fewer support personnel for special needs students. And possible cuts to extra-curricular and other programs. And the list goes on...

What we have now is an opportunity. You work in these buildings. What suggestions could you make to use our facilities more efficiently? Developing a comprehensive plan needs to be a community effort and you need to be involved in the process. I hope the new superintendent, Dr. Glasner, will lead the efforts to create a plan that goes beyond just reducing staff.

*Respectfully submitted,
Becky Thomas, chairperson*

LEGISLATIVE COMMITTEE

The Akron Beacon Journal [reports](#) that Ohio House of Representatives Cupp (Republican) and Patterson (Democrat & former teacher) are promoting a bill that would change how schools are funded in Ohio. Initially the bill is getting some support from both parties. More details to follow.

Politico is [reporting](#) on the federal courts denying recent Trump/Devos attempts to change education at the national level. Therefore, a lot of what the Department of Education is carrying out are Obama-era initiatives.

Kamala Harris is [proposing](#) increases in teacher pay.

If you know of an education issue that is in transition in the legislative world, please let the Legislative Committee of the SHTA know about it.

*Respectfully submitted,
David Klapholz, Chairperson*

POLICY COMMITTEE

During our April SHTA Representative Council meeting, I proposed a motion to add language to our May ballot that would amend our constitution by adding a Special Education Committee. This addition would allow the SHTA to focus on problems in the district concerning special education and elevate the concerns of our special education members by addressing their needs through our representative council. SHTA membership will have an opportunity this May to vote on the two By-Laws that would be amended in order to add a Special Education Committee. The following is the proposed amendments with new language highlighted:

Amendment to BY-LAW V STANDING COMMITTEES section B. Committees, changed to say-

1. Standing committees are designated as: Legislative, Social, Membership/Elections, Publications, Legal Aid, Public Relations, Salary-Tenure, Teacher Education, Professional Rights and Responsibilities, Policy, Investments, Evaluation, Support Teachers, **and Special Education.**

Amendment to BY-LAW V STANDING COMMITTEES *add* section **P. Special Education**

There shall be a Special Education Committee whose responsibility shall be to report Special Education concerns to the Executive Board. The Special Education Committee will review and present issues to the Association concerning district policy in order to maintain consistency with state law, the contract, and the current procedures and programs of the Association.

*Respectfully submitted,
Tim Kalan, Chairperson*

MEMBERSHIP & ELECTIONS COMMITTEE

Petitions for 2019-2021 Office are now available. They must be filed with me, at Woodbury School no later than 4:00 pm Friday, April 26th. If you are interested in serving as a representative for your building for the 2019-2020 school year, please submit your name to your SHTA head building representative as soon as possible. I sent an email with detailed instructions regarding this process. The budget vote and election will take place in your buildings on Monday, May 20, 2019.

Our organization has 474 SHTA and SHTA ST members! Here is the breakdown by building:

Boulevard	30 SHTA	and	4 SHTA ST members
Fernway	27 SHTA	and	1 SHTA ST member
Lomond	33 SHTA	and	5 SHTA ST members
Onaway	33 SHTA	and	2 SHTA ST members
Mercer	30 SHTA	and	4 SHTA ST members
Woodbury	70 SHTA	and	6 SHTA ST members
Middle School	73 SHTA	and	1 SHTA ST members
High School	145 SHTA	and	9 SHTA ST members
District	1 SHTA		member.

*Respectfully Submitted,
Chante Thomas-Taylor*

PUBLIC RELATIONS COMMITTEE

The Public Relations Committee has purchased this year's teacher appreciation gift. This year's gift will make a profound statement for years to come. We have also completed our annual advertisements in the both *Shaker Life* magazine and the High School yearbook. T-Shirts are still available for purchase. Please send an email to Robert Bognar with your request, including size and school, and I will be happy to send one immediately. All shirts are the soft heather fabric and available in a variety of sizes.

*Respectfully Submitted,
Bob Bognar*

The PAC of the SHTA COMMITTEE

I contacted Ohio State Representative Boyd's office to find out if there has been any progress with *Aisha's Law*. I was told that the bill has been introduced to the Ohio House of Representatives and is waiting to be assigned a number. I will follow this bill and keep everyone updated.

I also continue update the [SHTA PAC Facebook](#) page. Feel free to share any articles with me, which you feel would be important to post to our PAC page.

*Respectfully Submitted,
Cathy Grieshop*

SHTA ST COMMITTEE

We have not yet received a final copy of our contract from the District and their attorneys. Meanwhile, Intervention Specialist Support Teachers and English Language Learner Support Teachers who went onto the SHTA wage scale thanks to our new contract are expressing their feelings:

The pay raise and retro pay has already had a major impact on my family's life. My children and grandchild live out of state. Traveling to see them is a major expense on our income at the Support Teacher wage. Now, I can travel to see them and stay involved in their lives each month. My husband and I are even contemplating signing up for cable.

I'm now able to stop drawing from my savings account to meet my monthly bills! It means less paycheck-to-paycheck living.

We believe that ALL certified, licensed Ohio teachers hired by the District to educate Shaker's students should be compensated on a level playing field. Shaker would never say that some of our students are worth more than others, but up to now, the District has insisted that some of our *teachers* are worth more than others. We fervently hope that the next round of negotiations, with Dr. Glasner at the helm, puts an end to this blight on Shaker's practice when it comes to the values of equity and excellence.

*Respectfully Submitted,
Bonnie Gordon*

TEACHER EDUCATION COMMITTEE

This month, 18 teachers were granted a continuing contract from the Shaker Heights Board of Education. They will be recognized at the District Recognition Reception on Wednesday, May 22nd in the Shaker Heights High School cafeteria. I would like to commend the following teachers who were approved for continuing contract status this year:

Jaclyn Abrams, Alison Bradford, Jessica Chumney, Daniel DeJohn, Jenifer Halapy, Meryl Haring, Kara Horvat, Sarah Kelley, Katherine Klimek, Anne Krzewicki, Justin Lockhart, Marie Marschall, Moisio Mitchell, Anjali Rao, Robert Senior, Stephanie Smith, Zheng Tang, and Kristina Walter.

*Respectfully Submitted,
Lisa Hardiman*

SOCIAL COMMITTEE

Our annual District Recognition Reception will be on Wednesday, May 22, 2019 in the High School's Upper Cafeteria at 3:45 p.m. Newly tenured teachers and retiring teachers will be honored. SHTA President Dr. John Morris will also recognize a SHTA member for their dedication and service to the Association. All Shaker employees are invited and encouraged to attend! I hope to see you there!

*Respectfully Submitted,
Selena Boyer*

MINUTES FOR THE REPRESENTATIVE COUNCIL MEETING APRIL 15, 2019: LOMOND SCHOOL

SHTA President, John Morris started the April 15th Rep. Council Meeting at 4:31P.M.

Tina McCauley, Assistant Principal of Lomond Elementary School welcomed SHTA members to Lomond. She expressed the excitement she feels when she has the opportunity to see Shaker staff members.

MINUTES from the March 11, 2019 Rep. Council meeting were accepted and approved. Motion made by James Schmidt and Seconded by Bonnie Gordon.

Administration Report

Dr. Terri Breeden was present to share report from Central Office

- Excited about the appointment of Dr. David Glasner as Superintendent of Shaker Schools. Looking forward to working with him.
- Excited about the High School Principal search.

P.T.O. Report

No PTO Officer present to give report

Officer's Report

President, John Morris

- Attended Superintendent Meetings
- Met with incoming Superintendent Dr. David Glasner
- Attended HS Principal Meetings
- Spoke with Washington Post
- Spoke with IdeaStream
- Attended Insurance Committee Meeting
- Assisted with a personnel issue
- Updated SHTA Facebook pages and CCES Facebook pages
- Communicated with Interim Superintendent Dr. Stephen Wilkins
- Communicated with HR Director Dr. Lois Cavucci
- Assisted on job share and reduced time issues
- Assisted on RESA issue with Mike Sears
- Assisted with FMLA and Leave Issues
- Asked James Schmidt to revive work on Sick Day Transfer program
- Spoke with members of the Batchelder Group – a lobbying firm from Columbus – who were seeking information on educational issues in Northeastern Ohio
- Worked on Special Education Issues
- Talked to Dr. Erin Herbruck about HS Principal Search
- The SHTA was awarded the Ohio School Public Relations Association's "Friend of Education Award" for our work on creating, holding and collaborating on the vigil honoring Aisha, with SHTA Secretary Darlene Garrison and SHTA Woodbury member Jackie Conway-Scanlon, attended the OHSPRA Achievement Awards luncheon on Thursday, April 11 at the Renaissance Westerville-Polaris Hotel.

This was the statement submitted for the award:

On Saturday, November 17, 2018, Aisha Fraser, a much-beloved Shaker Heights Schools sixth grade teacher and Shaker Heights High School alum, was brutally murdered by her estranged husband. Our entire community—students, her fellow staff members at Woodbury Elementary School, families, residents across the City and beyond—were shocked and deeply saddened by her loss. Only three days after her death, the Shaker Heights Teachers Association (SHTA), the collective bargaining unit for Shaker Heights Schools teachers, organized a beautiful candlelight vigil to honor Ms. Fraser. The vigil was open to the entire Shaker Heights Community. More than 1,000 students, teachers, friends of Ms. Fraser and community members joined the SHTA's solemn, moving tribute to Ms. Fraser, who was such a lovely, caring, kind-hearted human being. The Communications office provided support to the SHTA to promote the vigil, though the entire event was planned and executed by the SHTA.

Organizing this type of event goes well beyond the expectations of Shaker Heights Schools teachers, however, the SHTA membership is truly remarkable. Their collaboration and desire to host a fitting celebration of Ms. Fraser's life for our entire Shaker Heights community was nothing short of extraordinary. The video of the vigil was watched approximately 9,000 times and the social media video montage of the vigil, which Communications created and posted on Facebook was viewed 11,000 times and shared 195 times.

Vice President, Matt Zucca

- Disbursing funds for Fellowship Grants. If you won a fellowship grant please submit your receipt.
 - Reimbursements will end in May and Start again in September
- Dealt with testing concerns in an Elementary School building
- Received a thank you note from the Shaker Schools Foundation for the donation to *the Night for the Red & White*.
- Attended the Superintendent Search

Secretary, Darlene Garrison

- Please make sure to check the attendance sheet. Should be accurate for next month's meeting.
- Attended the OHSPRA Achievement Awards luncheon on Thursday, April 11 at the Renaissance Westerville-Polaris Hotel

Treasurer, Bill Scanlon

- Attended the Shaker High School Marching Band Italy trip with Dr. Glasner.
- Set up financial planning meeting with Brady Krebs, next week.
- Worked on budget for next school year
 - 1st page financial report and expenses
 - 2nd page budget
 - Preliminary budget was looked over by the Executive Board on April 08th.
 - Next month, Rep. Council will vote on the budget
 - The 2nd to last column is the potential budget and was discussed by the Executive Board.
- Question regarding legal expenses - legal expenses has nothing to do with negotiations legal
- Next year is not a negotiation year

Executive Board Reports

Past President, Becky Thomas

- Attended Meetings
 - Superintendent search interviews
 - Insurance Committee Meeting
 - Board of Education Meeting on April 9th
 - 18 teachers received continuing contracts

- the high school principal search is on track to have final choice for the May 14th Board of Education Meeting
- Will attend the Finance and Audit meeting on Thursday, April 18th - Topic: The 5-year forecast.

Teacher Education, Lisa Hardiman

- 18 teachers will be receiving continuing contracts

Support Teachers, Bonnie Gordon

- Report given under Building Reports

Membership/Elections, Chante Thomas-Taylor

- This is an election year
 - endorsement forms for candidates will be due on Friday, April 26th
 - please submit any new names to be added to ballot for building reps.
- Elections will take place on the 3rd Monday of May.

Policy, Tim Kalan

- Attended Teacher Evaluation Meeting

Public Relations, Bob Bognar

- Annual ads have been completed and purchased
 - *Shaker Life* Magazine
 - Shaker Heights High School Yearbook
- Teacher Appreciation gifts have been purchased and will certainly make a statement for years to come.
- Some t-shirts are left for purchase.

Evaluation, Lena Paskewitz

- Will be sending out Peer intent forms - will be a Google Form this year
- Several OTES sessions will take place this summer that the district is paying for, look out for the emails.

Legislative, Dave Klapholz

- Bill was created to change the way the state funds Private and Charter Schools.

Publications, Andrew Glasier

- Updated Facebook & Twitter Pages
- Sent newsletter out to members, retired members, and administration
- Sent out SHTA Break For Books announcement and have been posting pictures on Facebook. Winner is Karmi Moldavan, music teacher at Fernway
- Need an editorial from Fernway, Mercer and/or Lomond!
- SHTA file cabinet: need to look through and categorize
- SHTA T-shirt days: April 26 and May 31st
- Working with Evaluation Committee and Peer Evaluation coordinators to plan for end of the year and next year.

Social, Selena Brown

- District Recognition Reception is scheduled for Wednesday, May 22nd.
 - Shaker Heights High School Upper Cafeteria-3:45PM
 - Reps, please hang up flyers all over your buildings, and please talk up this recognition reception to our membership.

Legal Aid, Cathy Grieshop

- Contacted the Representative Board Office to check on any progress on Aisha's Law. The Law has been assigned a number.

Professional Rights and Responsibilities, Mike Sears

- Please remember that Personal Days are just that, "Personal Days"
 - Only before or after a holiday, the form must be filled out and approved.
- Attended Insurance Committee Meeting
 - Two million dollars saved by the district by changing over to Medical Mutual.
- Working on a few issues with Emergency Room visits and appeals
 - Please contact Sarah Fish with Emergency Room issues, she will walk you through the appeals process.
- Answering questions about maternity leave and leave of absence.

Building Representative Reports

Boulevard, Angela Anderson

- Inquiry made about the transfer of sick time - discussed earlier: it is in the works
 - No Report

Fernway, Victoria Goldfarb

- Air conditioner and heater replaced at Onaway.
- Air quality came back clean

Lomond, Steve Smith

- Working on testing issue with administration

Mercer, Cathy Richards

- Shortage of substitute teacher concerns, month of March data from Support Teachers:
 - 2 full days of coverage
 - 8 half days of coverage
 - 1 quarter day of coverage

Onaway, Paula Klausner

- No Report

Woodbury, Angela Goodrum

- No Report

Middle School, John Koppitch

- A new behavior incident form has been implemented at the middle school. In the event that the MIT team has to be contacted, teachers are to complete a Google form describing the incident and interventions that have already been implemented. This information will be transported into a Google Sheet that will also display the consequence issued by the MIT team or administration.
- I was asked to be a part of our school's building emergency plan committee. We had a table top discussion regarding our active shooter procedures and are re-evaluating them. The building principals were present, as well as head of security for our school and Vic Ferrell, head of district security. We will be meeting a few more times before our next lockdown drill.

High School, James Schmidt

- Dealt with a teacher discipline issue with administration.
- Working with Dr. Glasner to make sure that teachers get lunch fairly during the EOC testing

Support Teachers, Bonnie Gordon

- Received no contract yet, it has been 3 months waiting.
 - Lawyer for the district stated that the holdup is on the side of administration.
 - Support Teachers notice the difference in pay this is causing, life changes
 - Regular food bills are now being paid for by using their savings account
 - Having to make a choice of seeing grandchildren or not - profound effect

Old Business

- None

New Business

- James Schmidt brought a Motion to Propose - "I would like to propose an increase in dues from \$300 annually to \$330 annually be put forth to the membership for a vote, in accordance with By Law VII Finances, Section A Dues, Paragraph 1, which states, "A change in the amount of dues shall be presented to the membership for its approval."
- Tim Kalan proposed a change of language to amend our constitution to create a Special Education Chairperson to the Executive Board.
 - James Schmidt seconded proposal
 - Discussion. Someone from the Special Education department will attend meetings regularly to help keep the membership up to date on Spec. Ed.

Good of the Order

- Thank you, Lomond Representatives, for hosting the April Rep. Council Meeting.
- Congratulations to Blaire Volbers from SHHS who completed the Boston Marathon in 3 hours and 32 minutes.

Motion for Adjournment

- Motion made by Paula Klausner and Seconded by Angela Goodrum

April 15th Rep. Council meeting was adjourned at 5:34PM.

May Rep. Council meeting is scheduled for Monday, May 13th at Onaway Elementary School.

***Respectfully submitted,
Darlene Garrison***

The SHTA is on   **us @**
<http://www.facebook.com/pages/Shaker-Heights-Teachers-Association>

The SHTA Secretary Darlene Garrison takes notes at the Representative Council Meeting at Lomond School.



The SHTA April Representative Council Meeting at Lomond School.

The SHTA PAC is on



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

ONE-SIZE-FITS-ALL DOES NOT WORK

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.

Why do people think that one-size-fits-all is appropriate for anything other than baseball caps? This is especially true in education, a human-centered endeavor filled with such great diversity, that no size could fit all. So why do we continue to do so, in this era of advanced technology and understanding? To me, it shows a lack of thought, yet it is possible a part of our human nature.

I found myself doing this last week in class. As we read our class book in the round, one student kept stopping the flow of the reading, by asking for the page number, purposely pausing too long and other stalling tactics. I was about to make a rule for the entire class based on his behavior. Luckily, on reflection, I rethought my intent and spoke to the student individually, instead of punishing the entire class.

Our school district has done this repeatedly to mixed results. We continue to try to move as a monolith. Maybe we need to have some self-reflection on these “one-size-fits-all” endeavors.

One district wide change was to get rid of intervention specialist co-teachers in all social studies and science classes, without reviewing the students and their needs. The district leadership specifically stated that this was to save money, which I am sure it did. However, at least at the high school, social studies have seen an unprecedented rate of failures this year. In my small 11th grade TEAM Government class, an Ohio graduation requirement, I have seen a 45% increase in failures. I warned both the Director of Pupil Services and the then high school principal prior to the school year and heard no response from either. As the year progressed, I was told by my principal to stop contacting the Director of Pupil Services directly and “gather more data.” The data is clear. I have nine students that are not on track for graduation. Could an intervention specialist have helped all nine students? The answer lies in looking at the past. That second person in the room, in a group of struggling readers, many with other emotional issues, has been very successful. I have had many years of no failures and we have graduated these students. This “one-size-fits-all” approach shows a lack of empathy for our students and even worse, a lack of respect for the teachers working with these students.

Our district professional development approach also has a one-size-fits-all approach that should be reexamined. Why do we all need to be Google certified? Is it necessary for all or just a good publicity stunt? Has International Baccalaureate created a level of success for all students, as originally promised? How well is Restorative Justice working in the middle school before we spend two days of professional development on it in the high school? Do all teachers need the training?

I recently read an article in [the Atlantic magazine](#) about a Finnish teacher who moved to the United States and reflected on the differences between the two systems. In a report done by the National Center on Education Statistics, researchers found “teacher autonomy is positively associated with teachers’ job satisfaction and retention.” The lack of autonomy in the United States education system has grown since the “corporate reform” movement took hold in the early 2000’s. The past six years we have seen unprecedented attacks on our profession by both federal, state and local leaders.

Yet when I started teaching in Shaker Heights, we had an enormous amount of professional freedom. We used to have the model of trusting teachers to improve student outcomes. It is how the MAC program started, so many Advanced Placement offerings, the theater program at Onaway, the many student/teacher run gardens at several schools, and.... The list would take pages to fill of all the opportunities we used to provide students to increase engagement and learning. Where has that trust gone? One size does not fit all in Shaker Heights.

AG