

AISHA FRASER FUND

As the one year anniversary of Aisha's death is upon us, the SHTA is pushing to reach the stated goal of \$250,000 of the [Aisha Fraser Fund](#). The Executive Board of the SHTA has voted to donate an additional \$5000 to the cause. We hope you keep Aisha's daughters in your hearts this holiday season and donate.

Aisha M. Fraser was a loving mother, loyal friend, and dedicated teacher. Tragically, the system failed to safeguard her and her two beautiful daughters, ages 8 and 11, from the abuser in their lives. Shaker Heights Teachers' Association wants to support, with your help, a fund that both girls can trust to be there for them as they go forward in life without their mother. While both children need support, Aisha's oldest daughter, who has Down syndrome, will depend on the generosity and kindness of others for the rest of her life. **Please consider giving to help the girls.** SHTA wants to ensure that our beloved colleague's children have a secure life so they can become the strong, smart, and safe women Aisha strove for them to be. Donate at the following link: <https://www.gofundme.com/f/aisha-fraser-fund?fbclid=IwAR1DZTMc23EwEgLVnz4EWOBYmCMDHuJWEfj3Trwsum3oW6d2SoVOOfFc8M>



IMPORTANT DATES

Professional Days: November 25 & 26.

Thanksgiving Recess: November 27-28

SHTA Holiday Happy Hour @ Slyman's: December 13

Winter Break: December 20, 2019 to January 5, 2020

SHTA Executive Board Meeting: January 6, 2020

SHTA Representative Council @ Mercer: January 13, 2020

SHTA *news*

NOVEMBER 18, 2019
ISSUE #3

Message From the President

One of our many strengths as an organization is that we take care of our members, and we do not forget our own. Last year we lost our beloved colleague and friend, Aisha Fraser. We set up a [GoFundMe](#) for Aisha's two young daughters so that they can have a foundation for their future and cope with a life without their mother. Many of you donated and shared the link so that others might donate as well. I am asking you to do the same this holiday season once again.

We have set an ambitious goal for this last push to get the fund up to \$250,000. We believe this provides a modest start for Aisha's daughters to pursue their goals in the future. As a catalyst, the SHTA Executive Board has voted to donate \$5,000 out of our Executive Board funds to achieve this goal. We are asking you do what you can, including posting the [GoFundMe](#) link to your own social media sites to increase its visibility and reach. Again, we are close to achieving our goal, but getting all the way there would be a powerful acknowledgement of Aisha's legacy and a considerable measure of support for her girls. Please give as you can and spread the word.

It's been a busy fall. I continue to speak with Superintendent David Glasner weekly. I spoke with Chief Operations Officer Jeff Grosse about building concerns. I updated our [Facebook](#) page with Publications Editor Andrew Glasier. I followed up on an environmental concern with SHTA Vice President Matt Zucca. I met with Equity Leader Erica Wheeler.

I worked on a member's legal issue. I discussed personnel issues with Chief Academic Officer Marla Robinson. I consulted with our lawyer, Susannah Muskovitz. I worked on a member's medical concern. I attended the October 22 Insurance Committee Meeting. I met with the Strategic Plan Committee and Resolute Planners. I worked on Special Education issues with SHTA Special Education Chairperson Tito Vazquez. I worked on a disciplinary issue. I worked on a resignation issue with SHTA Vice President Matt Zucca. I discussed an assault leave issue with Personal Rights and Responsibilities Chair Mike Sears and Treasurer Bryan Christman. I mediated an inter-member issue. I attended the District Leadership Meeting.

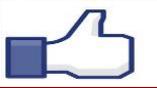
The SHTA Executive Board and Representative Council do not meet in December. So, let me be among the first to wish you Happy Holidays and a Wonderful New Year. Please take time to relax with your family and friends, including at our SHTA Holiday Happy Hour at Slyman’s on Friday, December 13th. Please come back safely in the New Year. If you can, also remember to post the [GoFundMe](#) link on your personal social media accounts to give to the children of one of our own who has been taken from us too soon. It remains an honor and privilege to serve you all as we begin a new year.

*Respectfully submitted,
John Morris*

SHTA T-SHIRT DAYS
(Wear them in Unity)

- **Tuesday, November 26, 2019**
- **Friday, December 13, 2019**
 - **SHTA Happy Hour**
- **Friday, January 17, 2020**
- **Friday, February 21, 2020**
- **Friday, March 20, 2020**
- **Friday, April 24, 2020**
- **Wednesday, May 20, 2020**
 - **District Recognition Reception**
- **Monday, June 1, 2020**

The PAC of the SHTA is on 

 *us @*

PAC of the SHTA

Reports from the Executive Board

VICE PRESIDENT'S REPORT

I would like to acknowledge the recipients of the 2019- 2020 Fellowship Grants. These members have earned \$100 that they can use to promote their professional development. These fellowships may be used for any of the following, but not exclusively for:

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

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

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

1. The applicant must be a member of the Shaker Heights Teachers' Association and expect to continue teaching in the Shaker Heights City Schools.
2. The money may be used at the discretion of the recipient with the provision that the activities will benefit the professional growth of the teacher, and in turn, the students with which he/she works.
3. The entire fellowship money must be used between November 2019 and September 30, 2020.
4. In the event the recipient is unable to use the award within the prescribed time no money will be issued.

I would like to thank all the Association members who have submitted an application for the SHTA Fellowship Grant. To see so many members participating in this opportunity makes me feel proud of how our Association supports its members.

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

I attended the Investments Committee meeting along with other team members to discuss and monitor the Association's General Fund. I assisted a member with a discipline concern and provided support to a member during a resignation process.

I would like to remind members to submit for tuition reimbursement for course work taken this past year. The deadline to submit the appropriate documentation to the Human Resource department is December 1, 2019.

I encourage all members to attend the SHTA social event at the Slyman's Tavern on December 13th. I hope to see you there.

I continue to ask that you help and support each other and wish you all a happy, safe, and restful Thanksgiving! If you have any questions or concerns, please feel free to contact me at 295-4692 or zucca_m@shaker.org.

***Respectfully submitted,
Matthew Zucca***

2019-2020 Fellowship Recipients

Cathy	Grieshop	Boulevard
Juliann	Ely	Boulevard
Melissa	Becerra	Boulevard
Jennifer	Goulden	Boulevard
Wendy	McGuffin-Cawley	Fernway
Jean	Reinhold	Fernway
Megan	Konopinski	Fernway
Peg	Rimedio	Fernway
John	Filippakis	Lomond
Sarah	Workman	Lomond
Nadia	Chowdhry	Lomond
Veronica	Malone	Lomond
Laurie	Sullivan	Lomond
Krystal	Allen-Jackson	Lomond
Robyn	Feinstein	Mercer
Jane	Jowers	Mercer
Cara	Luce	Mercer
Lori	McInnerney	Mercer
Jane	Scully	Onaway
Mara	Bendersky	Onaway
Jim	Sweeney	Onaway
Cissy	Burns	Onaway
Lauren	Goodman	Woodbury
Mary Jo	Lapp	Woodbury
Shyla	Nims	Woodbury
Stephanie	Smith	Woodbury
Stacey	DeYoung	Woodbury
Daniel	DeJohn	Woodbury
Regina	Canady	Middle School
Linda	Roth	Middle School
Beth	Casey	Middle School
David	Saluga	Middle School
Brian	Berger	High School
Robin	Sweigert	High School
Ellen	Roberts	High School
Amy	Fogerty	High School
Eileen	Willis	High School
Renee	Manuel	High School
Donna	Jelen	High School
Travis	Cox	High School
Sagar	Patel	High School
Tod	Torrence	High School
Karen	DeMauro	High School
Kimberly	Ponce de Leon	High School
Mary	Coffey	High School
Kim	Owens	High School

TREASURER'S REPORT

It has been a year since the death of our colleague, Aisha Fraser. I think every November will now leave me with a heavy heart. She was a good woman and the loss of her spirit weighs heavily on our District. Please do not forget her daughters. The [GoFundMe](#) set up by the Association last year is still active. Keep her girls in your thoughts if you'd like to make a holiday donation. The money goes directly to their care and is monitored by the SHTA.

The Investments Committee (myself, Todd Keitlen, Chante Thomas-Taylor, and Matt Zucca) met in October with Brady Krebs, our Edward Jones advisor to evaluate our investment accounts.

I met with our accountants at Edward Hawkins & Co., LLC to finish last fiscal year's (July 2018 - June 2019) tax form filings, and to provide them with the financial records for our annual review.

I filed our annual report with State Employment Relations Board (SERB).

The current financial report is attached.

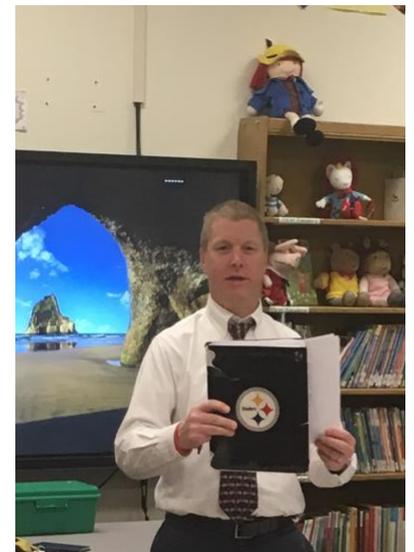
*Respectfully submitted,
Bill Scanlon, Treasurer*

Shaker Heights Teachers' Association
Profit and Loss Standard
July 1 through November 13, 2019

11/13/19

Jul 1 - Nov 13, '19

Income	
Income	
Member Dues	46,728.00
Total Income	46,728.00
Investments	
Edward Jones-Fees & Charges	-2,425.42
Change in Value in Edward Jones	21,223.33
Total Investments	18,797.91
Other Types of Income	
Miscellaneous Revenue	14.26
Total Other Types of Income	14.26
Total Income	65,540.17
Expense	
Operations	
Conferences & Meetings	935.92
Executive Board	60.00
Fellowships & Grants	1,418.77
Legal	1,513.83
Officers' Expenses	107.99
Public Relations	907.70
Publications	44.00
Social	-1,452.50
Total Operations	3,535.71
Total Expense	3,535.71
Net Income	62,004.46



Shaker Heights Teachers' Association
 Balance Sheet Standard
 As of November 13, 2019

11/13/19

Nov 13, '19

ASSETS

Current Assets	
Checking/Savings	
Key Bank Aisha Trust	5,840.00
Key Bank (checking)	83,371.68
Total Checking/Savings	89,211.68
Other Current Assets	
Edward Jones 13760-1-1	529,563.33
Edward Jones 13768-1-3	759,600.22
Total Other Current Assets	1,289,163.55
Total Current Assets	1,378,375.23
TOTAL ASSETS	1,378,375.23
LIABILITIES & EQUITY	
Equity	
Opening Balance Equity	53.69
Retained Earnings	1,316,317.08
Net Income	62,004.46
Total Equity	1,378,375.23
TOTAL LIABILITIES & EQUITY	1,378,375.23



EXECUTIVE BOARD REPORTS

PROFESSIONAL RIGHTS AND RESPONSIBILITIES REPORT

During the past month, I have:

- Attended the Executive Board and Representative Council meetings in November
- Consulted with SHTA President John Morris and members about assault leave
- Spoke to a substitute teacher about an incident at Woodbury
- Helped find a long-term substitute teacher for a member injured during a student fight
- Spoke to members about appeals with Medical Mutual regarding unpaid ER claims
- Attended the Insurance Committee meeting on October 22
- Spoke to Human Resources Generalist Sarah Fish and Interim Human Resources Director Crystal Patrick about proposed supplemental contracts. Recommendations from the supplemental committee were approved at the November Board of Education (BOE) meeting.

A few highlights from the Insurance Committee meeting include:

*Read the e-mails from Human Resources Generalist Sarah Fish that were sent October 30, November 12, and November 14. They deal with open enrollment (ending 11/22), ER claims, and the money saved by having a flexible spending account.

*Regarding ER claims, be sure to call the 24/7 Nurse Line on the back of your Medical Mutual card: (888) 912-0636 to find out if your claim will be covered before you visit an emergency room.

*Due to our self-funded health insurance program, our switch from Anthem to Medical Mutual, and our claim costs for 2019, premiums will not go up in 2020. However, our share of the premium will go up from 12 % to 13 %, as negotiated in the current collective bargaining agreement (CBA).

***Respectfully submitted,
Mike Sears, Chairperson***

LEGISLATIVE REPORT

The teachers' strike in Chicago has [ended](#). The school district is the nation's third largest, and the strike lasted 11 days. The agreement met the teachers' demands for:

- smaller class sizes
- social workers and librarians in every school
- an increase in salary for teachers.

Nationally there is a trend: even in conservative states (see West Virginia and Oklahoma) teachers have taken on the job of being the social conscience for governments. In contrast with the mood 10 years ago, the public has largely been supportive of the teachers.

If you have ideas about where I should get the latest legislative news, please let me know.

***Respectfully submitted,
David Klapholz, Chairperson***

EVALUATION COMMITTEE

Greetings everyone! The Evaluation Committee convened on November 13th to begin the process of planning for changes to OTEs for the 2020-2021 school year. One of the major changes is that the student data piece will be integrated into the Performance Rubric, rather than the separate Student Growth Measure that we currently have. I will continue to inform you of upcoming changes with more specificity as they are finalized.

Evaluations should be currently underway throughout the district. While the following information is readily available in the Evaluation Packet, please review the protocols below.

Formal Evaluations for teachers on LIMITED contracts:

- Three Lesson Observations (TWO in the Fall, ONE in the Spring) that include pre and post observation conferences
- Two informal observations of 3-5 minutes each (ONE each Semester) - data from these must be added to Performance Rubric
- Completion of Performance Rubric throughout the year with data from observations, conferences, informal observations, and any additional evidence provided by the teacher

Formal Evaluations for teachers on CONTINUING contracts:

- Two Lesson Observations (ONE in the Fall, ONE in the Spring) that include pre and post observation conferences
- Two informal observations of 3-5 minutes each (ONE each Semester) - data from these must be added to Performance Rubric
- Completion of Performance Rubric throughout the year with data from observations, conferences, informal observations, and any additional evidence provided by the teacher

Informal Evaluations (only available for teachers on continuing contracts):

- Two 15 minute informal observations (one in Fall and one in Spring) using the Informal Observation form - *No lesson plan or additional conferences are needed for Informal Observations.*

All teachers and administrators are expected to follow the committee agreed upon protocols for evaluation. Please be sure to forward any questions and concerns to me, any committee member, or your building representative.

Respectfully submitted,
Lena Paskewitz, Chairperson

PAST PRESIDENT'S REPORT

In the past month, I attended the meeting of the Insurance Committee along with SHTA President John Morris and SHTA PR&R Chair Mike Sears. The group continued to discuss Emergency Room claims which had been denied by Medical Mutual and were being appealed. Employees should have received a letter from HR Generalist Sarah Fish on November 12 outlining strategies regarding Emergency Room visits. Please review the information in her letter so you are better prepared should you be faced with an emergency.

At this meeting, we learned that there will be no increase to the health care premiums for 2020. However, under the terms of the most recent bargaining agreement, the employee share for health care will increase from 12% to 13% on January 1, so you will see an increase to your health care deduction.

I also attended the Finance and Audit Committee meeting along with High School Head Representative James Schmidt. The Five-Year Forecast was discussed prior to being presented to the Board of Education.

At the November 7 meeting of the Board of Education, there were updates on Capital Improvements, Fernway, the Strategic Plan, and Enrollment. The Five-Year Forecast was presented and approved. The transition to eFinance is scheduled to “go live” for payroll on January 1, 2020. The Treasurer’s Office has been running parallel payrolls in preparation for this transition.

This is the last Newsletter until January and I want to wish all of you a wonderful holiday season.

*Respectfully submitted,
Becky Thomas, Chairperson*

SPECIAL EDUCATION COMMITTEE

This past month, I attended the SHTA Executive Board meeting, met with SHTA President John Morris to problem solve a special education issue, and met with an intervention specialist about a staffing concern. I also met with the district Adapted Physical Education teacher concerning the ongoing issue of scheduling, and participated in interviews for high school paraprofessional positions with assistant principal & High School Special Education Multiple Disabilities teacher. I collaborated with a Middle School Intervention Specialist over class placement concerns for a student on his caseload. I discussed this concern with fellow SHTA representative Rebekah Sharpe concerning IEP issues and staffing. I participated in a review of job title /expectations meeting with a member and Lomond Elementary School administration, and presented information to high school staff concerning IEP safety protocol that will be in place for the high school special education staff.

I met with Director of Pupil Services Elizabeth Kimmel on October 30, 2019, for the second of our monthly meetings and discussed and problem solved the following issues:

1. We collaborated to resolve concerns regarding how to ensure substitutes have access to IEPs, BIPs, etc. and mutually agreed upon a plan. Pupil Services will send out a procedure for this. The procedure will vary based upon whether or not staff have a classroom or travel throughout the building.
2. We discussed the process to raise concerns or questions about class placements for students with disabilities (SWDs). We have both recently seen emails suggesting that students need to be put in different classes based upon special education needs. While the person sending the email is not trying to make decisions outside of the IEP team process (predetermination) without the parent and full team involved, these types of emails can create that perception. This is problematic from a legal perspective. Instead, the staff member with concerns should speak with the case manager. The case manager can schedule an IEP team meeting to discuss the concerns, placements and if any changes or additional supports are needed.
3. A few PE teachers have expressed concerns to school psychologists recently about being asked to complete gross motor rating scales in Evaluation Team Reports (ETRs). After clarifying that the PE teachers do not need to conduct any assessments to do so and only need to rate based upon what they have seen during class so far, we reached agreement that it is appropriate for PE teachers to complete these ratings for ETRs. Classroom teachers and ISS have traditionally provided similar information about student performance in their classrooms.
4. Recently there have been some questions raised about when students need Adapted Physical Education (APE). Most students with disabilities will never need APE. There are a small group of students who are

unable to participate in general PE, even when the PE curriculum and expectations have been modified and additional supports have been put into place. The IEP teams for these students may decide that the students will need to take APE instead of PE to meet the district/state PE requirements. This decision is based upon data, and the APE teacher may conduct evaluation to provide the IEP team with more information.

5. While continuing to work on a permanent solution, Ms. Kimmel has asked Woodbury to keep a floating sub in place to ensure that the staffing for both MD classrooms is consistent with the district model of keeping two paraprofessionals with each MD class (with the exception of when student numbers are extremely low). While the original plan to reassign a paraprofessional to Woodbury to address this need has hit some roadblocks, Pupil Services has identified a different paraprofessional who can be reassigned to Woodbury for the remainder of the year. Ms. Kimmel anticipates that the reassignment will be complete within the next several days.
6. We also discussed having SHTA and Pupil Services work together on a joint communication about what should and should not be put into email. We agreed to discuss this further at another meeting.

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

POLICY COMMITTEE

Today's focus on our constitution takes a look at By-Law VII concerning finances. Here is the second part of Section A pertaining to our dues:

2. Dues will be collected through payroll deductions or by check. Members who select payroll deduction shall have ten (10) equal deductions starting with the first pay in October of the current school year. Members who choose to pay by check must do so in full, prior to October 1st of the current school year. Payroll deduction shall automatically continue from year to year unless the member notifies the Association and payroll office in writing, prior to October 1st of the current school year, that he or she wishes to stop payroll deductions.

Respectfully submitted,
Tim Kalan, Chairperson

LEGAL AID COMMITTEE

No report is a good report!

Respectfully submitted,
Cathy Grieshop, Chairperson

MEMBERSHIP/ELECTIONS COMMITTEE

We are still growing! Membership forms can be found at shtaweb.org. If you have potential new members, help them by printing off the membership form found at www.shtaweb.org and give it to them. **Completed forms should be sent to my attention at Woodbury School.**

Our Association has a total of 470 members.

Rosters for verification will be sent to building reps. I will prepare your SHTA Membership cards once I have confirmed all building rosters.

Respectfully submitted,
Chante Thomas-Taylor, Chairperson

TEACHER EDUCATION COMMITTEE

New teachers should have received a letter from me with important information concerning our contract. Please take a look at this information.

Please remember that my role with SHTA is not only to assist new teachers and mentors, I am also available to any teachers who are not on a continuing contract. If there are questions or concerns, I can be reached through my district email (hardiman_l@shaker.org) or by phone at Mercer (216-295-4867).

The Tuition Reimbursement form are due **December 1, 2018**. This year this date falls on a Sunday, so make sure the form arrives at the administration building a few days before. Coursework taken for credit and completed during the calendar year of 2019 should be submitted for tuition reimbursement. Make sure the form is submitted by this deadline to the Human Resources department. Receipts and transcripts can be turned in later.

*Respectfully submitted,
Lisa Hardiman, chairperson*

SOCIAL COMMITTEE

Please attend our Annual Holiday Happy Hour at Slyman's Tavern on December 13th at 4:15 p.m. It's located at 4009 Orange Place in Beachwood. Wear your SHTA shirt and add your favorite holiday accessories! The SHTA has a private room so we can celebrate and be merry!

If you have never come to one of our social events, give us a chance! If you are someone who never misses a SHTA party (thanks!) please bring two friends with you.

I look forward to seeing you all there!

*Respectfully submitted,
Selena Boyer, Chairperson*

SUPPORT TEACHERS COMMITTEE

Please keep track of your lesson plans, assessments, and caseload. They are invaluable and will be needed for future endeavors.

Unfortunately, our Sick Day Transfer Pilot Program wagon is still stuck in the brambles. Take a look at the SHTA Sick Day Transfer article that James Schmidt authored in the October SHTA newsletter. As previously mentioned, our language should be identical in every regard. If you feel that you need to utilize this upcoming program, please reach out to me.

For a variety of reasons, many of us spend too many days subbing throughout the district. It could be indicative that Shaker pays upwards of \$50 less per day for substitute teachers compared to neighboring districts. Not only is it stressful to be asked to sub last minute, but it is a disservice to the students that we are meant to serve. Support teachers work with students who require the utmost support in our district, and it is simply inequitable not to provide the services they require with fidelity.

For your own knowledge, the following is our agreed upon language with regards to substitute teaching:

“16.01 When a support teacher is requested by the Administration to waive or interrupt any part of his/her planning period to assume the responsibilities of teaching a class or for supervising students in lieu of a substitute teacher, the support teacher shall be paid according to the following schedule starting with the first time:

Length of Time Teaching A Class or Supervising Students

0 - 30 Minutes \$14.00

31 - 60 Minutes \$28.00

16.02 When a support teacher is requested by the Administration to assume the responsibilities of a substitute teacher for all or half of the school day, the support teacher shall be paid an additional \$100.00 for a full day or \$50.00 for a half day of substitute teaching.”

Lastly, I selfishly encourage all of you to attend the SHTA Holiday Happy Hour on Friday, December 13th at Slyman’s Tavern in Beachwood. I am tired of sipping eggnog by myself in a dark corner with no one to appreciate my fabulously ugly sweater.

*Respectfully submitted,
David Wells, Chairperson*

SHTA PAC

Congratulations to our new school board member, Emmitt Jolly and current member, Jeff Issacs for winning and retaining a seat on the School Board. We look forward to working with you during the next four years.

On Election Day morning, I was up bright and early to campaign at a Shaker polling site. When my early alarm went off, I thought, “What did I do? I could have slept in!” However, I found standing at the polls a very rewarding and interesting experience. I enjoyed talking to voters and folks standing in support of their candidate or issue. It was nice to make connections and I felt good giving a little of my time.

I know it is hard to keep up with all of the hot education-related issues happening today. The National Education Association’s website is a useful source to find this information. The NEA’s *Issues and Action* page currently has eighteen issues with links to learn more about these issues and take action by sending letters to your senators and representatives.

Check it out: <https://educationvotes.nea.org/issues-and-actions/>

Education Votes is another NEA page in which you can watch presidential candidates answer questions from NEA president Lily Eskelsen García at the NEA #StrongPublicSchools Presidential Forum on July 5, 2019.

<https://educationvotes.nea.org/presidential-2020/forum/>

These are great resources to help us stay informed!

*Respectfully Submitted,
Cathy Grieshop, Chairperson*

SICK DAY TRANSFER COMMITTEE

I am pleased to report that the first Sick Day Transfer has successfully taken place. Due to the generosity of many teachers at Boulevard, an SHTA member was transferred 15 sick days after running out of his, her, or their own. Thanks to those teachers that gave anonymously from their own sick days to support a colleague in a time of need. Thanks to Treasurer Bryan Christman for helping with the inaugural transfer. We look forward to the language from the Administration regarding SHTA-ST's Sick Day Transfer Pilot Program as well.

*Respectfully Submitted,
James Schmidt, Chairperson*



MINUTES FOR THE REPRESENTATIVE COUNCIL MEETING

November 11, 2019, Boulevard School

SHTA President, John Morris started the November 11th Rep. Council Meeting at 4:32P.M.

Neal Robinson, Principal of Boulevard Elementary School welcomed SHTA Representative Council to Boulevard. Mr. Robinson thanked members for what they do on an everyday basis. He thanked everyone for the important work they do with all of our students.

- The history and work shared in Shaker Heights City Schools is phenomenal.

MINUTES from the October 14th, 2019 Rep. Council meeting were approved. A motion to approve the minutes was made by Tim Kalan and the motion was seconded by Aimee Grey.

Administration Report

Interim Director of Human Services Ms. Crystal Patrick was present for the Rep. Council meeting.

- No report to share at this time.

P.T.O. Report

Nicol Coxon, PTO President

- Launching a review of the PTO Bylaws, they have not been updated in over 10 years.
- Teachers and parents are all members of the PTO. The PTO welcomes any input.

Officer's Report

President, John Morris

- Spoke with Superintendent Dr. David Glasner weekly
- Spoke with Chief Operations Officer Mr. Jeff Grosse about building concerns
- Updated Facebook pages
- Followed up on an environmental concern with SHTA Vice President Matt Zucca
- Met with Equity Leader, Erica Wheeler
- Worked on a member's legal issue
- Talked with our Attorney, Susannah Muskovitz
- Worked on medical issue
- October 22 attended Insurance Committee Meeting
- Met with Strategic Plan Team and Resolute Planners
- Worked on Special Ed. issues with Special Education Chair. Tito Vazquez
- Worked on a disciplinary issue
- Worked on a resignation issue with Matt Zucca
- Worked on an inter-member issue
- Attended District Leadership Meeting
- Will attend meeting with Equity Leader Erica Wheeler
- Will meet with Tito Vazquez on Special Ed. issue this Friday
- Will attend City Club speech on Labor in the Workplace on November 21st
- The Executive Board has voted to donate \$5,000 to the [Aisha Fraser GoFundMe](#) on the anniversary of her passing
- We are reinvigorating the [GoFundMe](#) to try to reach the \$250,000 mark for Aisha's two girls

Vice President, Matt Zucca

- Met with the Investment Committee members and our Investments manager.
- Assisted a member with a discipline concern

- Provided support to a member during a resignation process
- SHTA Fellowship Grant application sent out. Winners will be notified by email and a list of winners will be posted in the newsletter.
- Working on making a donation to *A Night for the Red and White* Silent auction

Tuition reimbursement reminder:

Coursework taken for transcript credit and completed in the calendar year of 2019 (Spring, Summer, Fall 2019 semesters) may be submitted for tuition reimbursement. The deadline is December 1, 2019 to submit the completed form for 2019 to the Human Resources department. Human Resources will not accept any requests after December 1, 2019.

Secretary, Darlene Garrison

- Please be sure to sign the attendance sheet.
- If you have extended reports please email the reports to be included in the notes. The reports are needed before Wednesday at midnight.

Treasurer, Bill Scanlon

- Attended Investment Committee Meeting with Chante, Todd, and Matt.
 - Met with Edward Jones
- Passed out current financial report
- Getting legal papers together for filing with the IRS, due by November 15th.

Executive Board Reports

Past President, Becky Thomas

- Attended Insurance Committee Meeting
 - Members should have received a letter about issues with Emergency Room visits.
 - No rate increase to Health Care Premiums
- Attended the Finance and Audit Meeting
 - There will not be a Finance and Audit meeting in November; next meeting is December 5th at the Board of Education Building
- Attended Board of Education Meeting
 - Five-year Financial Forecast presented and approved
- Payroll is transitioning to E-finance. Payroll will be handled by the new system in January. When transitioning to the new system, make sure to double check January 1st and 16th pay stubs for accuracy.

Teacher Education, Lisa Hardiman

- Sent contractual information via letter to new teachers

Legal Aid, Cathy Grieshop

- No Legal Aid Committee report
- Updated SHTA PAC Facebook Page
- Campaigned the morning of Election Day

Policy, Tim Kalan

- Updated the language in the Constitution
- Assisted members with Evaluation issues

Public Relations, Bob Bognar(Not Present)

- No Report at this time

Legislative, Dave Klapholz

- The teachers' strike in Chicago has [ended](#). The school district is the nation's third largest, and the strike lasted 11 days. The agreement met the teachers' demands for:
 - smaller class sizes
 - social workers and librarians in every school
 - an increase in salary for teachers.
- Nationally there is a trend: even in conservative states (see West Virginia and Oklahoma) teachers have taken on the job of being the social conscience for governments. In contrast with the mood 10 years ago, the public has largely been supportive of the teachers.
- If you have ideas about where I should get the latest legislative news, please let me know.

Publications, Andrew Glasier

- Updated Facebook & Twitter
 - Halloween pictures
- Sent out emails from Bill Scanlon
- Uploaded & updated Constitution & By-Laws that Tim Kalan edited
- Working on email distribution lists
- SHTA T-shirt days
 - Tuesday, 11/26
 - Friday, 12/13
 - Friday, 1/17/20
 - Friday, 2/21
 - Friday, 3/20
 - Friday, 4/24
 - Wednesday, 5/20
 - Monday, 6/1
- Need Editorial from another building; teacher safety???
- Newsletter submission DUE Wednesday, November 13th by midnight
- Evaluation issue at Lomond: Non-Building administrator evaluating Intervention Specialists
- HS members were told which principal will be evaluating them
- Confirmed that teacher on leave is not on Evaluation cycle

Social, Selena Boyer

- Holiday Happy Hour is scheduled for December 13th.
 - Slyman's Tavern Restaurant, 4009 Orange Place, Beachwood
- Let's try to get new faces there, bring a SHTA member with you
- Post flyers around your building
- Wear your SHTA t-shirt that day!

Membership/Elections, Chante Thomas (Not Present)

- No report at this time

Professional Rights and Responsibilities, Mike Sears

- The contract has Assault leave defined and explained.
- Conference call with Bryan Christman and Crystal Patrick
 - All of this falls under Workers' Comp.
 - Member receiving assault leave will not lose any benefits, sick days, health insurance

- There is an assault leave application to fill out. There was not an application but one has been created.
- Worked with Bryan Christman, Crystal Patrick, James Schmidt and John Morris on Sick Day Transfer.
- Health Insurance Open enrollment is now open until November 22nd
- Supplemental Committee meeting, everything was approved
- Attended Insurance Committee

Evaluation, Lena Paskewitz

- Evaluation Committee meeting scheduled for Wednesday, November 13th.

Support Teachers, Michael Wells

- Worked with a Support Teacher to clarify compensation for covering a class.
- Worked with a Support Teacher to clarify the wage schedule

Special Education, Tito Vazquez

- I attended the SHTA Executive Board meeting
- I met with SHTA President John Morris to problem solve a special education issue.
- I met with an intervention specialist about a staffing concern.
- I met with the district APE teacher concerning the ongoing issue of scheduling.
- I participated in interviews for high school paraprofessional positions with assistant principal & H.S. Special Education MD teacher.
- I collaborated with a M.S. Intervention Specialist over class placement concerns for a student on his caseload.
- I discussed this concern with fellow SHTA representative Rebekah Sharpe concerning IEP issues and staffing.
- I participated in a review of job title / expectations meeting with a member and Lomond Elementary School administration.
- I presented information to high school staff concerning IEP safety protocol that will be in place for the high school special education staff
- I met with Director of Pupil Services Elizabeth Kimmel on 10/30/19 for the second of our monthly meetings and discussed the following problems and solved the following issues: We collaborated to resolve concerns regarding how to ensure subs have access to IEPs, BIPs, etc. and mutually agreed upon a plan. We discussed the process to raise concerns or questions about class placements for students with disabilities (SWDs). A few PE teachers have expressed concerns to school psychologists recently about being asked to complete gross motor rating scales in Evaluation Team Reports (ETRs). After clarifying that the PE teachers do not need to conduct any assessments to do so and only need to rate based upon what they have seen during class so far, we reached an agreement that it is appropriate for PE teachers to complete these ratings for ETRs. Recently there have been some questions raised about when students need Adapted Physical Education (APE). While continuing to work on a permanent solution, Ms. Kimmel has asked Woodbury to keep a floating sub in place to ensure that the staffing for both MD classrooms is consistent with the district model of keeping 2 paraprofessionals with each MD class (with the exception of when student numbers are extremely low). We also discussed having SHTA and Pupil Services work together on a joint communication about what should and should not be put into email. We agreed to discuss this further at another meeting.

Sick Day Transfer, James Schmidt

- I am pleased to report that the first Sick Day Transfer has successfully taken place. Due to the generosity of many teachers at Boulevard, an SHTA member was transferred 15 sick days after running out of his, her, or their own. Thanks to those teachers that gave anonymously from their own sick days to support a

colleague in a time of need. Thanks to Treasurer Bryan Christman for helping with the inaugural transfer. We look forward to the language from the Administration regarding SHTA-ST's Sick Day Transfer Pilot Program as well. Special thank you to Boulevard teachers, Treasurer Bryan Christman and Building Rep. Angela Anderson for setting this in motion.

Building Representative Reports

Boulevard, Angela Anderson

- Art classroom issue, date is set for repairs over break. There is a concern for the safety of the room. Found high levels of mold in the hall, when will this be taken care of?

Fernway, Victoria Goldfarb

- A Field Trip Bus Policy Clarification regarding Fernway classes housed at Boulevard has just come to our attention and I look forward to discussing it with principal Chris Hayward and problem solving this issue together.

Lomond, Jill Dipiero

- Monthly meetings, appreciate the communication and the support

Mercer, Nicole Cicconetti

- Teachers were paid for moving their classrooms. One teacher was paid twice, mistake was discovered. Funds were taken out of the teachers check. Too much money was taken away from the teacher. Continuing to resolve this issue.
- Substitute teachers still an issue. The other day, there was no substitute for P.E. Last minute email was sent that there will be no substitute for Music and we were to fill out blue cards. Have to prep when it is last minute.
 - It was shared that Shaker subs are paid \$50 less than Cleveland Public Subs
 - Shaker subs get paid \$25 less than Cleveland Heights Subs

Onaway, Paula Klausner

- There is an issue pertaining the pay teachers receive as Scholars teachers. The concern is Scholar's teacher pay is not commensurate with pay high school teachers receive for Study Circle teaching. A Scholars teacher receives only \$19.27/hour. Study Circle teachers receive a supplemental contract of \$3,369.94 (Board Notes 9/10/19). It would take a Scholars teacher, working three hours/week, **58 WEEKS** to make the same amount of money as a Study Circle teacher.
- A concern was raised at the end of the school year that there is a large discrepancy between clerical time high school teachers receive compared to other teachers in the district. High School finals ended on a Thursday last June with make-ups being held on Friday. The last day of school was one week after the last day of finals. That amounts to **THREE FULL DAYS** of additional clerical time not afforded PreK-8 teachers.
- A concern was raised regarding the scheduling of weekly Common Planning Time. Teachers forfeit a portion (usually 15-30 minutes) of their planning time each week to attend CPT meetings. For most teachers, this is their only planning time allotted for the day. Additionally, more than 20 high school teachers receive a CPT Leader supplemental. (Board Notes 9/10/19). No PreK-8 teacher receives the CPT Leader supplemental contract.

Woodbury, Lee Appel

- Administration is working on resolving all of our concerns

Middle School, Rebekah Sharpe

- Several teachers had questions/concerns about students from the behavioral unit at the middle school being reintegrated into traditional class settings when the IEPs explicitly stated:

Due to his specialized needs that cannot be addressed in the general education setting, ——— will receive academic and intensive behavior supports in a special education classroom for all subjects. Services will be delivered in a small group setting with a low student to teacher ratio to provide self-regulation instruction, frequent reteaching and direct instruction in replacement behaviors.

And

Starting on 8/21/2019 ——— will be in a self-contained resource room for all subjects (school day) to meet his specific learning and behavior needs.

I followed up with Jen Currie via email and she came to my classroom the same day to have a face to face conversation. Jen Currie communicated to me that the goal of these IEPs is to slowly reintegrate these students back into traditional educational settings.

In response I asked, does this mean that these students will always have an aid with them when in Health and any other setting that is not contained (they are currently in art class as well)? Second, does this mean that the IEPs will be updated to reflect reintegration and that the entire day is not small group? In addition, are parents aware that this is occurring with these students? (If a teacher calls home about an issue we want to make sure that parents are aware that teachers other than the resource room teacher will be involved in the daily routine).

Jen Currie provided further clarification and stated that

- The language in the IEP's is something that is being addressed in order for it to be easily interpreted in the same manner by different personnel. The concern regarding the language was/is valid.
- The purpose of the IEPs, not only these two students but also for this resource room, is for students to always have the goal of transitioning out of the room.
- Mr. Spooner has data to support that these two students are ready to gradually reintegrate into the student population.
- The need for a paraprofessional in the room with them is something that the IEP team will decide, as this can be a hindrance in some cases when students are attempting to reintegrate successfully.
- The parents are aware that their students will be out of their resource environment for Health and Art. In the case the you speak with parents during the course of their time in your classroom, they will be aware.
- Mr. Spooner and Mrs. Currie are open to meeting with you prior to the students being in your class to discuss strategies for each student. In addition, they will be available to support you in any way that you may need as the quarter progresses.

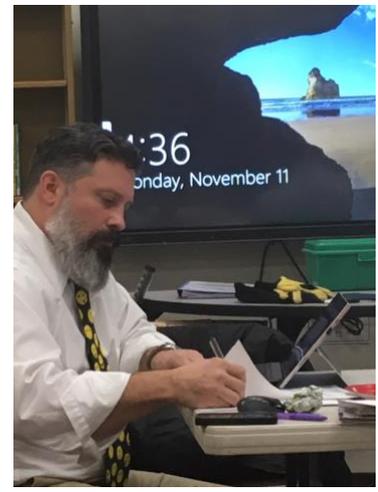
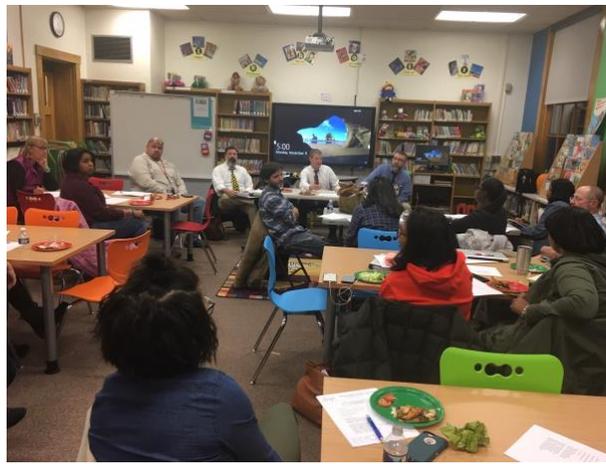
As of 10/25/2019 both IEPs have been updated and the language used in them is in alignment with the plan of reintegration. In addition, I spoke to principal Miata Hunter about the need for teachers to understand the purpose of the behavioral unit. In this case, teachers were unaware that reintegration was the goal for all students in this unit. Ms. Hunter was receptive to this feedback. In addition, she reminded

me to share with staff that they are always encouraged to speak directly to case managers and the teacher in charge of the unit when questions or issues arise.

- I spoke to Ms. Hunter regarding conferences. Teachers understand that on conference days, we are contracted from 8-4. In addition, it is understood that our contract states that times may vary for parent teacher conferences. Teachers would like to request that on the next round of conferences, the first conference not be scheduled until 8:15 to allow teachers to get to work at 8 and have time to prepare and get settled for the day. More importantly, teachers would like to request that the last conference be scheduled from 3:30-3:45. This would allow 15 minutes of buffer time, as the afternoon conferences tend to run late. It would also allow teachers time to pack up, travel back to their own classrooms etc. Ms. Hunter responded saying that this change will not be made, but stated that teachers have the right to politely tell parents that they are unable to meet early/stay late. Next year, we will likely have one evening conference to come in later and stay later.
- I spoke with Ms. Hunter regarding teacher concerned that a member is out indefinitely due to an injury she suffered while at work and that no formal communication had been made with parents as of 10/25/19. Several staff members have had students and parents ask questions regarding this member's absence. When I spoke with Ms. Hunter she stated that formal communication regarding the teacher's absence is forthcoming, by 10/28/19. In addition, a plan is being put into place to secure a long-term substitute who specializes in I&S. A long-term substitute was secured and formally announced November 6, 2019. This long-term substitute has been announced to staff via our Weekly Bulletin and was communicated to parents Tuesday November 5, 2019.
- I spoke with our member who is out due to being assaulted on September 26, 2019. First, I want to clarify after speaking to her that she was not attempting to break up a fight when she was injured. The fight was over and the student ran back into the room and hit our member several times while the member stood in front of the other student. This member still has not returned to work and is out indefinitely. In the spirit of being transparent, it is important to explicitly state that our member has been out for six weeks and it is due to being assaulted. In addition, Mike Sears sent an email to administration on Wednesday October 16, 2019 asking about how sick days will be handled for several members who have been assaulted at the middle school. The member who is currently out received her assault form, but other members did not. The teacher submitted her forms via Mr. Sears on Wednesday November 7, 2019. Other members have received forms or been communicated with regarding this matter.
- There are concerns from a full team of our members regarding a specific student and their continuous disruptions to the learning environment. Teachers have been collecting data and tracking how this data relates to 21.01 in our contract. The full team will be meeting with Ms. Hunter with SHTA representation on Wednesday.
- There are several students that have been repeatedly removed from class and continue to be disruptive after; documentation, parent phone calls, many pro-active attempts from Mr. Lindsey, yet continue to show disrespect towards teachers and other adults in the building with no effective resolutions.
- The middle school is looking at options for a new schedule to include advisory and/or and intervention and enrichment period daily. I am serving at the SHTA rep on both the internal and external planning committee for this schedule change.

High School, James Schmidt

- I continue to meet weekly with principal Eric Juli as he orients himself to the High School and to the Shaker Schools. I will meet with him tomorrow about a teacher discipline issue. We have ongoing concerns about the amount of security staff that is in place, especially the lack of coverage during 9th period. Classes are being disrupted due to students in the halls that are unsupervised 9th period and after school, despite being told repeatedly to disperse. Teachers' concerns about students that are disruptive and fail to comply with the directives of a school official needs to be addressed appropriately by our administration in order to ensure an optimal learning environment for every student. Our contract states:



21.01 General

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

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

New Business

- None

Old Business

- None

Good of the Order

- Thank you to Angela Anderson and Boulevard Reps. for hosting the Rep. Council Meeting and providing such a delicious meal.
- Have a safe and happy Thanksgiving & Holiday Season.
- No December Executive Board meeting, no December Rep. Council meeting

Motion to adjourn the meeting made by James Schmidt, seconded by Victoria Goldfarb.
Meeting adjourned at 6:14PM

*Respectfully submitted,
Darlene Garrison, Secretary*

Student Safety Must Be Top Priority

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.

I recently experienced something I cannot recall in my twenty-one years teaching at Shaker Heights Middle School. My last class has been interrupted for announcements before, but not for an announcement with a clearly frustrated principal pleading with students to keep their hands to themselves. Apparently, there were several student fights in the building that day. According to my colleagues, some of the students fighting were sent back to class the next period. Perhaps this was because there were not enough administrators available to process all the paperwork. Perhaps this was because the in-school suspension classroom was full. Whatever the reason, this approach to students fighting is not acceptable.

During the 2018-19 school year, the middle school had several student fights in the spring that led to a few injuries to security monitors and teachers. An assembly was held to address student behavior. Yet, some students still fight. This year, one of my department members was seriously injured during a student fight in September in a classroom. She has not been able to return to work. Another assembly was held to address student behavior. Yet, some students still fight. In this case, the student purposely hit and pushed the teacher to try to move her out of the way so she could get to the other student. A Woodbury teacher was injured during a student fight in a classroom in October. She also missed time at work due to her injuries and doctor appointments. After both incidents, students reported to adults how scared they were to see both classmates and teachers injured during a student fight.

Teachers injured during student fights are protected in our collective bargaining agreement by 20.06 Physical Injury Leave. 20.06 e. reads "If an assault on a teacher results in the teacher being unable to teach for a period of time, said teacher shall be provided leave until he/she is able to resume his/her professional duties without loss of pay and without loss of benefits listed under Article XXIV of this Agreement. Neither shall any teacher so affected lose any sick leave that he/she may have accumulated." 20.06 f. reads "The teacher shall not qualify for assault leave except upon submission of an application on a form to be furnished by the Board." One of the teachers injured in a fight this year asked for a form to apply for assault leave. No one at the administration building had such a form. Human resources created one and provided it in a timely manner. The point is that this is new territory for the district. We do not expect teachers to get injured during student fights. Typically, students who are fighting stop fighting when adults intervene.

Why are the students not stopping when adults intervene? Based on the building reports in October and November from Woodbury, middle school, and high school representatives; large numbers of students are not listening to adult directives regarding appropriate behavior. If students are not listening when adults ask them to stop running in the halls, why would they listen when adults ask them to stop fighting? All three building reports mentioned another part of the collective bargaining agreement, 21.01, which states, "It is the intention of the administration to support teachers' efforts in maintaining orderly classrooms and in protecting them from unruly students. When a student's behavior is so extreme that it disrupts the educational process, parents will be consulted and, if necessary, the police. Suspension and expulsion from school may be considered in accordance with the provisions of the Ohio Revised Code."

Our district, like many others, chooses to use the options of suspension and expulsion only for the most serious misbehavior. We all agree that being out of school is not in the best interests of the student as they will likely fall behind. However, what impact are these disruptive students having on their peers when they return to class

immediately after an incident? During a recent meeting, the difficulty some students have with transitioning from one class to another was discussed. Fighting and other misbehavior is often worse in the hallway or cafeteria during transitions compared to a classroom. A suggestion was made that some students might be better served if they stayed in one room for longer than one period. Unfortunately, we cannot even consider that intervention because we don't have the structures (empty classrooms, staff) in place to make that work.

Surprisingly, the recent teachers strike in Chicago was not about salary and benefits. It was about class sizes and the need for more support services like school counselors, social workers, and medical clinics. While we are a much smaller district than Chicago or Cleveland, we have plenty of students who need social and emotional support. Without targeted interventions and staff, we simply send students back to class without an opportunity to process what happened. We are not setting them up for a successful return to class, and we are likely increasing anxiety among classmates who have either seen or heard about the fight or other disruptive behaviors.

There are teachers in our district who are afraid to come to work. If even one teacher is afraid to come to work, then how must the students feel about their safety? Personal security is listed in the second part of the pyramid on Abraham Maslow's hierarchy of human needs. The first pyramid includes physiological needs like air, food, water, shelter, clothing, and sleep. The fifth (and top) of the pyramid is about self-actualization. This is where we want our students to be. We want them learning independently, being curious, working hard on something they care about deeply, and sharing in that work with others. How can we get them to the top of the pyramid when we can't even provide for their safety down in the second part?

Our Contract:

21.01 General

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

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

Mike Sears

Social Studies Teacher

Shaker Heights Middle School





SHTA

Holiday Happy Hour

December 13, 2019

4:15 p. m.

Slyman's Tavern

4009 Orange Place

Beachwood

Wear your SHTA shirt and add your favorite holiday accessories!

