

A Message from the President of the SHTA

IMPORTANT DATES

Monday, November 24: PreK-12
Professional Day

Tuesday, November 25: PreK-12
Professional Day

Wednesday through Friday, November
26-28: Thanksgiving Break

NO SHTA EXECUTIVE BOARD OR REPRESENTATIVE COUNCIL MEETINGS IN DECEMBER

Tuesday, December 9: B.O.E. Meeting

December 22, 2025 to Friday, January
2nd, 2026: Winter Break

Monday, January 5, 2026: SHTA
Executive Council Meeting

Monday, January 12, 2026: SHTA
Representative Council Meeting

On November 4th, Shaker Heights residents voted overwhelmingly to pass Issue 51, our 6.9 mil operating levy. I am incredibly grateful on behalf of our membership. We still have to cut approximately 1 million dollars from our budget each year over the next five to balance our finances, and we are still bound by state and federal law (as we should be) to provide support and accommodations for students and staff with exceptionalism and disabilities, but we now have the resources to balance our budget without losing staff and supports. Again, gratitude is the essential emotion that has dominated my mind since November 4th.

Besides being grateful, I am also motivated to continue the fight for our funding. Our community has voted to pay increased property taxes to keep up with inflation and maintain our beloved schools. I believe it is incumbent on all of us to fight to make sure these efforts are not lost to inadequate funding at the state and federal level. We need to show up in Columbus and Washington D.C. if necessary to advocate for public funds for public schools, not diverting public funds to private and charter schools that are not obligated to serve ALL students ([Ohio spent more than a billion dollars on private school vouchers in fiscal year 2025](#)). The forces of privatizing public schools are as strong as they have ever been, and if we don't fight back, we are going to be thrown into the daunting process of more and more regularly going to our community for the support that was

previously provided, even in a state that continues to maintain unconstitutional funding ([The Central Importance of the DeRolph Rulings to School Funding in Ohio – OEPI](#)). This fight has to continue in order for us to maintain our schools, our community, and our profession. Please join me and our PAC to make this November 4th affirmation of community support a call to more action to sustain our schools.

I spoke with Superintendent Dr. David Glasner regularly. I communicated with Human Resource Director Dr. Tiffany Joseph regularly. I updated the SHTA Facebook page with Publications Editor Andrew Glasier. I communicated with SHTA PAC Co-chairs Jessica O'Brien and Nick LaPete on levy support volunteer opportunities. I attended the SHTA Happy Hour expertly planned and executed by Social Chair Selena Boyer. I attended the Insurance Committee Meeting with SHTA Professional Rights and Responsibilities Chair Mike Sears. I met with IC members and HS and District Administrators on IC and Raider Academy issues. I communicated with Special Education Chair Tito Vazquez concerning multiple building concerns. I worked

with Mercer Head Representative Eileen Sweeney on planning time concerns. I communicated with SHTA Legal Consul Brooks Boron about parental leave and planning time issues. I communicated with Personal Rights and Responsibilities Chair Mike Sears about medical and payroll issues. I communicated with Student Services Director Megan Shelby on the additional paraprofessional being added at Lomond to help with nursing concerns. I shared this information with Ludlow Head Representative Allison Colvin. I communicated with the Assistant Superintendent of Learning & Teaching Dr. Felecia Evans about planning and supplemental concerns. I received communication from HR Director Dr. Tiffany Joseph and District Council Eric Johnson on planning and supplemental issues. I worked with HS Head Representative Jessica O'Brien and PR&R Mike Sears on planning and supplemental concerns. I worked on a SHTA response to the planning issue with PR&R Chairperson Mike Sears and SHTA counsel Brooks Boron. I communicated with Vice President Darlene Garrison about sending support to members. I communicated to Mercer Head Representative Eileen Sweeney and SHTA Vice President Lisa Hardiman about a member in need. I also communicated with Lomond Head Representative Lauren Meek about supporting a member in need. I canvassed for the levy along with SHTA Treasurer Bill Scanlon and Middle School Art Teacher and SHTA Member Deanna Clemente-Milne and her husband Jarvis. I worked at the Stephanie Tubbs Jones Building Polling location with Vice President Darlene Garrison and SHTA Ludlow Coach/Co-ordinator Amy Brodsky, while SHTA High School member Bonnie Gordon volunteered at the Middle School, to get out the vote for Issue 51. I communicated with Boulevard Head Representative Cathy Grieshop about a building concern. I communicated with Mercer members on a member issue. I communicated with Human Resources Specialist Nellie Brown about adding Teacher Education Chair Wendy Lewis to the Insurance Committee. I communicated with Fernway Head Representative Jamie Harden and Social Chair Selena Boyer on a safety issue. I submitted a class action grievance concerning planning time with PR&R Chair Mike Sears.

This is the last newsletter of 2025. Unless there is an emergency, we do not meet as an Executive Board or Representative Council in December. That does not mean that we do not continue to represent our members and our contract in the last month of the year. It just means that we will not report out until January of 2026. That being said, I would like to wish you all a great Thanksgiving, a great December, and a wonderful upcoming Holiday Season. In this busy academic and personal time, I hope that you find time to spend with your loved ones. It continues to be an honor to serve the SHTA as President. Thank you to all SHTA Members and community members, especially School Board Members and Levy Campaign Co-Chairs Caitlyn Johnson and Erin Stockdale, who worked so hard to pass Issue 51! Please do not hesitate to reach out if I can provide any support from now until the New Year.

Respectfully Submitted,
John L. Morris, PhD



SHTA OFFICERS' REPORTS

VICE PRESIDENT'S REPORT

Congratulations to all of the recipients of the 2025 - 2026 Dr. Rebecca L. Thomas Fellowship Grant. Each of the winners will receive \$100 to use for their personal professional development. The grants may be used towards any of the following activities:

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

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

Dr. Rebecca L. Thomas Fellowship Grant 2025 - 2026 Recipients

High School/IC	Middle School	Boulevard
Jocelyn Dietz Victoria Scott Jason Clemens Rachael Parkin Sharita Hill Nalin Needham Travis Cox Emilee Callahan Andrew Glasier Bonnie Gordon Sharon Craig Mary Coffey Luling Raina Li James Schmidt Caroline Markel Kim Owens Ellen Roberts Bill Scanlon Amy Fogerty Robin Sweigert John Grady Brian Berger Lauren Babcock	Ann Radefeld Beth Casey Stephanie Smith Benjamin Stack Kristina Hayward Angela Goodrum Kelly Bailey Kristin Koterba Chamaine Keith David Saluga Jennifer Weisbarth Addie Tobey Regina Canady Robert Bognar Desmarie Carter Chelsea Nimmo	Jessica Alger Alison Bradford Juliann Ely Lauren Goodman Stacey Krantz Kelly Kunchik Megan Loomis Janet Meinhard Heather Pincoe Kristen Roope

Kimberly Ponce de Leon Amanda Ersek Windy Shiner Valerie Doersen Linda Roth - IC Anne Scott - IC		
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Fernway	Lomond	Mercer	Onaway & Ludlow ELC
Megan Konopinski Karmi Moldovan Kathy Manning Laura Pope	Krystal Allen-Jackson Jill DiPiero Mary Ann Durkalski Karen Gainford Ian Rice	Emily Buzzard Nicole Cicconetti Robyn Feinstein Lisa Hardiman Kara Horvat Laurie Schlein Michelle Shaffer Sandra Skandul Karen Tritt	Tim Kalan Katie Kendall Laura Robbins Jane Scully- Ludlow

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

During the month of October, I attended the PTO Council meeting and shared the SHTA report. Together with Treasurer Bill Scanlon; Membership Chair Chante Thomas and SHTA Member Todd Keitlen, I met with our financial advisor, Brady Krebs, to discuss our investments in October. I also assisted members with planning time issues and safety concerns at the middle school.

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

Respectfully submitted,
Darlene E. Garrison

SECRETARY'S REPORT

And just like that, we are nearing the end of 2025 and with it, the much anticipated school levy has passed! I would like to thank the members of the Shaker Heights community for again, agreeing to invest in the education of our children. I would also like to thank each and every person who took their valuable time working and encouraged our voters to say "YES" to Shaker Heights City Schools! Congratulations to the board members who were voted to lead our district: Lora Cover, Kate Nielson, and James Reed.

I enjoyed connecting with colleagues at the fall SHTA Happy Hour at Boss Dog in Cleveland Heights. Thank you to Selena Boyer for organizing a very nice event!

I have been discussing issues at Mercer with head representative Eileen Sweeney and other members. There continues to be dissatisfaction with how our planning time is being used. Again, when we completed contract negotiations in late winter, SHTA team members came away from these meetings with the understanding that teacher planning time would be used for mandatory meetings twice per school week and the other three days would be uninterrupted, teacher discretion time. Although this has been followed to an extent, there have been times where the teacher discretion time has been used for IEP meetings, grade level team meetings, ETR meetings, etc. Further, in some instances these decisions about planning time seem to be based on documentation that was created for Spring of 2025 only. This document was created as a guideline for last spring in an effort to offer elementary teachers much needed additional planning time. This document was not a part of negotiations or our Agreement and should not be used as a reference now.

Also during this past month, I supported and represented a member during a series of fact-finding meetings. With the guidance and support of President Dr. John Morris and Special Education Chair Tito Vazquez, this member had a satisfactory resolution to the issue.

I communicated with a member who is concerned about another member giving directives about teaching.

I also communicated with Stacey Poole regarding the date by which retirement needs to be announced. If members would like to get the \$500 stipend, they should let her know by December 1st. Everyone else who is planning to retire needs to let Stacey Poole know by the end of the school year.

On October 18th, I attended the *No Kings* rally in downtown Cleveland. It was empowering to see so many people in Cleveland and around the country protest the horrible situation that is occurring with our federal government.

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

Respectfully Submitted,
Lisa Hardiman

TREASURER'S REPORT

Happy November. We're almost to Thanksgiving, a wonderful time to spend with family. Please take some time to recharge your batteries and get ready for the 3-week push to winter break. It feels a lot more comfortable knowing what a resounding vote of confidence we received with the approval of the levy vote. I feel blessed to work in a district that supports its schools so soundly.

In October, the Investment Committee, made up of Darlene Garrison, Chante Thomas, Todd Keitlen, and I, met with Brady Krebs, our Edward Jones advisor, to look over our investments. We are also scheduled to meet with our KeyBank Investments advisor, Vince Julian, to discuss our new investment accounts there.

I communicated with our accountants at Edward Hawkins & Co., Ltd. to prepare our end-of-year tax forms and to provide information about our financials from last year. A full financial report is included below.

Respectfully Submitted,
Bill Scanlon

Balance Sheet - November 2025 Shaker Heights Teachers' Association As of November 12, 2025		Profit and Loss Shaker Heights Teachers' Association July 1-November 12, 2025	
Distribution account	Total	Distribution account	Total Income
Assets		Income	
Current Assets		Member Dues	46,002.00
Bank Accounts		Total for Income	\$46,002.00
Key Bank Checking	52,375.50	Investments	
Key Bank Savings	99.72	Change in Value for Key Investm	6,013.47
Total for Bank Accounts	\$52,475.22	Change in Value in Edward Jones	91,422.39
Other Current Assets		Edward Jones-Fees & Charges	-3,015.97
Edward Jones 13760-1-1	688,703.84	Key Bank Investments - Fees & Charges	-458.32
Edward Jones 13768-1-3	1,295,484.24	Total for Investments	\$93,961.57
Key Investments	155,555.15	Total for Income	\$139,963.57
Uncategorized Asset	0.00	Gross Profit	\$139,963.57
Total for Other Current Assets	\$2,139,743.23	Expenses	
Total for Current Assets	\$2,192,218.45	Operations	
Total for Assets	\$2,192,218.45	Accounting	281.20
Liabilities and Equity		Banking	490.27
Liabilities		Total for Accounting	\$771.47
Total for Liabilities		Compensation	48,702.94
Equity		Conferences & Meetings	1,305.26
Opening Balance Equity	201,324.23	Executive Board	50.00
Retained Earnings	1,920,217.90	Fellowships & Grants	797.06
Net Income	70,676.32	Insurance	5,909.00
Total for Equity	\$2,192,218.45	Legal	1,200.00
Total for Liabilities and Equity	\$2,192,218.45	Payroll Taxes	706.09
		Publications	49.00
		Public Relations	2,500.00
		Social	478.08
		STRS (TPO Contribution)	6,818.35
		Total for Operations	\$69,287.25
		Total for Expenses	\$69,287.25
		Net Operating Income	\$70,676.32
		Net Other Income	
		Net Income	\$70,676.32

EXECUTIVE BOARD REPORTS

PROFESSIONAL RIGHTS AND RESPONSIBILITIES REPORT

In the past month month, I have:

- Spoken to members with questions about both FMLA and the process of resigning during a school year
- Helped a member with questions about substitute plans and other job responsibilities during FMLA
- Continued discussions with members about faculty safety in response to several examples of violent behavior by students toward faculty and staff and what can be done to help solve this problem
- Met with SHTA President John Morris about a class action grievance related to planning time
- Filed a class action grievance on Monday, November 10th related to planning time
- Discussed the language at the bottom of the supplemental contracts signature page with several members, SHTA President John Morris, and SHTA High School head building representative Jessica O'Brien
 - For the record, the Supplemental Committee never agreed that **ALL** responsibilities for a supplemental contract must be completed outside of contract hours. In fact, some responsibilities for a supplemental contract **MUST** be completed during contract hours. This language will be addressed at the next supplemental committee meeting.
- Continued to work with a member about being on the correct step on the salary schedule for the 2025-26 school year
- Open Enrollment started November 3rd and continues until November 25th

*Respectfully submitted,
Mike Sears, Chairperson*

EVALUATION COMMITTEE

Greeting colleagues and friends! Thank you for the continued opportunity to serve the Association as the Evaluation Chair. In this position, I serve as co-facilitator of the Evaluation Committee with Human Resources Director, Tiffany Joseph. I also work with Andrew Glasier and Addie Tobey to coordinate the Peer Evaluation Program. All members of the committee and I are available to answer your evaluation questions and concerns. I will continue to communicate information about evaluation procedures throughout the year through this newsletter and during SHTA Representative Council Meetings.

Here is a link to the [Evaluation OTES Overview slides](#). These slides serve as a resource for both teachers and evaluators as they engage in the evaluation process. There are numerous links to videos, examples of forms, the High Quality Student Data menu, and Ohio Evaluation System (OES) support. Please use the OES site to complete all forms. For more detailed information about the elements of the evaluation process and OES assistance and video guides, please visit the sites linked in the deck. The revised [Evaluation Resource Packet](#) also has more detailed descriptions of the evaluation program in Shaker Heights.

All teachers evaluated with OTES should have completed the Annual Professional Growth Plan (PGP) in the Ohio Evaluation System (OES) by October 15th. The expectation is for two goals to be created. Teachers who have “Self-Directed” Professional Growth Plans or who are participating in the Peer Evaluation Program are not required to work with building administrators to create these plans, nor do they need to be approved by building administrators. Self-Directed goals are created and edited only by the educator. The OES indicates the educator's Professional Growth Plan status at the top of the PGP page. Teachers and evaluators should review progress towards the goal as part of observation conferences.

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

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

If you are an evaluator and have not made personal contact with an educator you are evaluating, please do so as soon as possible. If you haven't heard from your evaluator to schedule your observation by December 1st, please reach out to me, or another member of the evaluation committee.

The Evaluation Committee has met several times already this year to review new HQSD measures and a proposal for a revised evaluation for Gifted Coordinators, as well as the beginning of year meeting to review materials and discuss roll-out and other details.

The Peer Evaluation Program has well over 100 educators, counselors, and nurses participating across the district. It is exciting that this program continues to thrive as a unique professional learning opportunity. Peer Evaluation participants have been coded in OES, unless re-credentialing is still in progress for an evaluator. Please double check that you have access to your partner's evaluation so that any errors can be corrected right away. Andrew Glasier (High School), Addie Tobey (Middle School) and I (Elementary) will continue to serve as the Co-coordinators of the program this year. We are happy to assist you in any way we can throughout the process. As I shared in the spring, the committee will be considering ways to strengthen the I will keep you updated as decisions are made.

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

***Respectfully submitted,
Lena Paskewitz, chairperson***

SPECIAL EDUCATION COMMITTEE

Over the past month, I attended the Executive Board meeting. I attended the SHTA Happy Hour. Thank you Selena Boyer for once again putting together another excellent event!

I attended the Shaker Heights School Board Candidates Form at Mercer School. Congratulations to Lora Cover, Kate Nielson and James Reed III for being elected to the Shaker Heights Schools Board of Education.

I spoke with the Director of Student Services, Dr. Meghan Shelby, regarding a concern across the district. I discussed many of these concerns with SHTA President Dr. John Morris. I represented a member in a Fact Finding Meeting. I supported a member with work load concerns. I advised a member to request a meeting to express her concerns with her school administrator. I met with a member about a student's safety plan to adequately meet the needs of the students in the classroom. I have communicated with Shaker Heights High School Principal Mr. Isaiah Wyatt and Associate Principal Ms. Liz Massey to solve staff concerns, support students and seek clarification and guidance on various issues. I communicated with Shaker Heights High School Exceptional Children Department Chairs Tana Thompson and Keesha Woodruff discussing concerns at the high school. I communicated with SHTA Executive Board member Eileen Sweeney and a member about an issue of concern. I am in communication with members from Fernway concerning a continued safety issue.

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

OCCUPATIONAL HEALTH AND SAFETY COMMITTEE

This month, I assisted a member enrolled in the Sick Day Transfer Program who had questions about sick day accumulation and payroll accuracy while participating in the program. I worked with Treasurer Donte Hayes to address and resolve these payment concerns.

In collaboration with Eileen Sweeney, Mercer Building Representative, I supported efforts to develop a survey to collect data on workplace injuries sustained during or while at work. This information will help the Association better understand and address safety-related issues across buildings.

Additionally, I was contacted by members from Fernway, Shaker Middle School, and the High School regarding parking lot conditions following Monday morning's weather. I reached out to Sean Brown, Assistant Director of Buildings and Grounds, to communicate these concerns and review the district's snow removal protocols and procedures. Sean provided a summary of the district's snow removal process, which began with the Grounds crew clearing district parking lots early at around 4:00 am, this was followed by the Custodial teams addressing building entrances, walkways, and sidewalks, ensuring safe access for staff and students. Mr. Brown also mentioned that the desired effect of the salt and ice melt is impeded by wind and ongoing weather conditions.

If you have any questions about Building Safety or Sick Day Transfer, please feel free to contact me at (216) 295-4692 or at zucca_m@shaker.org

Respectfully submitted,
Matt Zucca, Chairperson

POLICY COMMITTEE

Besides providing the architecture for our Association's activities, our Constitution also contains guidance for navigating issues that can occur within the realm of our responsibilities. Our constitution concludes with:

SPECIAL POLICY POLICY FOR SOLVING PROBLEMS:

A. We expect our members to take part in any conference so long as the educational needs of the child remain the focal point of that conference. If the conference is to be held outside of the normal school hours, then the member must be agreeable as to the time.

B. If a situation arises in which it is no longer possible to maintain a conference in which the educational needs of the child are paramount and there is no administrator present to terminate the conference then our member, with as much decorum as possible, should inform the other party involved that the conference is terminated for now and will be resumed if the other party so desires, when our member is able to secure Association/legal representation and/or the presence of an administrator.

C. If in a conference between a parent, member and administrator a situation arises in which it is no longer possible to maintain a conference in which the educational needs of the child is paramount, then our member, with as much decorum as possible, should request that the conference be terminated until such time as the member is able to secure Association/legal representation. The administrator should honor such a request.

D. Remaining in a conference that has degenerated into a forum for the leveling of undocumented charges cannot in any way serve any legitimate educational need and will only serve to make a future solution to the problem more difficult, if not impossible. A cooling-off period is needed. This is what we hope will be accomplished by terminating the conference.

E. As a professional association we have a dual responsibility: First, we must do everything possible to ensure that every member recognizes and assumes his/her professional responsibilities; Second, we must also insist that our members be treated as professionals at ALL times. We will support them with all our resources in this effort.

F. We would hope for the support of the central administration in our efforts to seek educationally sound solutions to problems that arise as we deal with the many complexities involved in our efforts to fulfill our professional responsibilities. However, we will continue to advise our members to terminate all negative conferences, to allow for a cooling-off period, and we will ensure that the member will have Association/legal representation at any future meetings. We do not seek to avoid the public. What we hope to accomplish is to ensure that an atmosphere conducive to the solution of problems on the highest level possible shall be maintained at all levels.

**Respectfully submitted,
Tim Kalan, Chairperson**

MEMBERSHIP/ELECTIONS COMMITTEE

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

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

The 2025-2026 Representative Council Elected Members are:

Boulevard- **Cathy Grieshop**, Heather Pincoe

Onaway- **Noreen Smyth- Morrow**, Stacey DeYoung

Fernway- **Jamie Harden**, Lee Appel

Lomond- **Lauren Meek**, Crystal Allen-Jackson, Jackie Abrams

Mercer- **Eileen Sweeney**, Nicole Ciconetti

Middle School- **Kevin Thomas**, Lori Billington, Melissa Albrecht and Desmarie Carter, Addison Pretnar

High School – **Jessica O'Brien**, Nick LaPete, Jayce Bailey, Megan Dora, Enid Vazquez, Adam Cohen, Aimee Grey, Joel Rathbone

Ludlow- **Allison Colvin**, Leanne Moses-Kruluts

IC- **Anne Hay**

Respectfully submitted,

Chante Thomas, Chairperson

DIVERSITY, EQUITY & INCLUSION COMMITTEE

Looking back on the lives of Black and Brown people in the U.S., it's clear they're still facing a tough battle against systemic racism and ongoing racial inequities in major areas like the economy, criminal justice, and healthcare. These issues have deep roots in historical policies that still affect people of color today.

Key Areas of Inequality:

Economic Disparities: There's a huge wealth gap that hasn't budged much. As of 2019, Black and Hispanic families had far less median and average wealth than white families—less than 15 cents for every dollar that white families held. Plus, Black workers often get paid less for doing the same job as their White counterparts, and the unemployment rates for Black Americans are consistently double those of White Americans. Historical practices like redlining and ongoing discrimination in housing have really restricted homeownership and chances to build wealth for these communities.

Criminal Justice System: Black individuals are imprisoned at over five times the rate of White individuals, and people of color are more likely to have a family member in jail. There's a lot of documented evidence showing racial bias in policing and sentencing, and Black men are especially at risk of being killed by police.

Healthcare Access and Outcomes: Health outcomes and access to quality care are still major issues for Black and Brown communities. Discrimination during medical visits is frequently reported, with some

people choosing not to seek essential healthcare because they worry about being treated poorly. Structural problems, like living in neighborhoods with environmental disadvantages, also lead to higher health risks.

Discrimination and Bias: Most Black adults say they've faced racial discrimination in their daily lives—whether it's in jobs, housing, or interactions with the police. These experiences, along with the ongoing stress from perceived discrimination, can seriously harm both mental and physical health.

Ongoing Challenges:

Even though there has been some progress, the challenges are still significant. Many Black and Brown adults feel like the system in the U.S. is stacked against them. Social movements like Black Lives Matter shine a light on these ongoing struggles and highlight specific instances of racial injustice. Tackling these problems calls for continuous attention to policy, advocacy, and a true commitment to breaking down the systemic barriers that keep inequality alive.

*Respectfully submitted,
Angela Goodrum*

LEGISLATIVE COMMITTEE

This November, my legislative update covers several high-stakes issues. At the federal level, proposed layoffs at the Department of Education are threatening the enforcement of disability laws. Additionally, on the state level the "success sequence" bill has passed in the state senate, while two new proposals on classroom instruction have been introduced. Here is a summary of these key challenges.

Dept. of Education update: Proposed mass layoffs at the U.S. Department of Education are facing fierce opposition from disability advocates and Democratic lawmakers. Critics warn these cuts to key offices will make it impossible to enforce the Individuals with Disabilities Education Act (IDEA) for millions of students. Although the Education Secretary downplayed the cuts, opponents are fighting the "illegal firings," which a federal judge has temporarily blocked. ([more info here](#))

Ohio SB 156: The Ohio Senate has passed SB 156 on a party-line vote, which would mandate teaching the "success sequence"—graduating, getting a job, and marrying before having children—in grades 6-12 as a graduation requirement. Supporters, like sponsor Sen. Cutrona, argue this curriculum is necessary to help students break the cycle of poverty by encouraging "better life decisions." Opponents, however, criticize the bill for ignoring systemic issues, arguing that poverty is a "failure of public policy priorities" and that the legislation promotes a single, narrow view of family structure. ([more info here](#))

Two New Ohio House Bills: Ohio Republican lawmakers have introduced two new bills: HB 486, to allow instruction on the "positive" impacts of Christianity on American history, and HB 485, to require public schools to screen a fetal development video created by the anti-abortion group Live Action. Supporters argue the bills are needed to teach America's "founding principles rooted in Christianity" and to "change the culture to be celebrating life." Opponents, including

the Ohio Education Association and abortion rights advocates, criticize the legislation for infringing on local control, imposing religious views, and promoting content that is medically inaccurate. ([more info here](#))

Respectfully Submitted,
Matt Klodor

SHTA PAC COMMITTEE

As your PAC Co-Chairs it's important to celebrate the victories: ISSUE 51 PASSED WITH FLYING COLORS!

Congratulations and truly, THANK YOU, to all of you who spoke up, showed up, and most importantly voted for the necessary levy to fund Shaker's schools. Whether you took time to canvass, had a conversation with a voter, or you just kept up the excellence that we strive for each day in our classrooms, it was obvious with a 66% to 33% victory that the community wants our schools to succeed as much as we do, so again, thank you. Let's keep the momentum going, as there is a *LOT* of concerning legislation coming through Columbus. [Honesty for Ohio Education](#) is a great resource to track bills and gain talking points, but staying engaged in our own Shaker community is just as important. Please use the newsletter that should be posted in each school's common areas to connect with Honesty For Ohio Education.

We continue to work on updating our social media presence on Facebook and Instagram, so give us a follow @pacshita and, as always, ALL ARE WELCOME to collaborate and get involved with our Political Action Committee. Have an issue you'd like us to amplify or support? Please reach out - we'd love to hear from you and work together.

Respectfully Submitted,
Nick LaPete & Jessica O'Brein, Co-Chairpersons

PUBLIC RELATIONS COMMITTEE

As part of our ongoing communication efforts, outreach has been made to **Madison Graphics** regarding the anticipated pickup and delivery schedule for our current print orders. At this time, Madison Graphics has not provided an estimated delivery date; however, we will share updates as soon as additional information becomes available.

In addition, contact has been established with **Shaker Life** to discuss and coordinate the advertising plan for the current school year. This collaboration will help ensure that our promotional materials are aligned with the publication's upcoming schedule and community outreach initiatives.

Respectfully Submitted,
Bob Bognar, Chairperson

NEW TEACHER COMMITTEE

Hello Teachers. As mentioned in last month's blurb, Tuition Reimbursement and Salary Reclassification information are now due. If you have any questions about your status, please contact Stacy Poole at poole_s@shaker.org. Open Enrollment for benefits is open until November 25, 2025. If you are taking graduate level classes, please make sure that they are approved by Shaker. The District has changed some programs that might have been acceptable in the past.

As we enter into this holiday season of being "Thankful," please be a little selfish and pat yourselves on the back. We are all working hard, and many members have expressed feeling unappreciated, especially as it pertains to time: not being given time to plan and have meaningful collaboration; and the prep time we do have being wasted. With the passage of the Levy, the Shaker Heights Community has shown that they value and appreciate all that we teachers do. I would like to thank all of the voters for their support. It means so much. Have a great Thanksgiving break with your friends and families.

Respectfully Submitted,
Gwendolyn "Wendy" Lewis, Chairperson

LEGAL AID COMMITTEE

NO REPORT

Respectfully submitted,
James Schmidt, Chairperson

PUBLICATIONS COMMITTEE

I have been working to improve the connectivity of our website, SHTAweb.org. The website is older and is being transferred to another server, but there seems to be many complications. I am in contact with the company to rectify the issues.

Respectfully Submitted,
Andrew Glasier, Chairperson

MINUTES FOR THE REPRESENTATIVE COUNCIL MEETING

SHTA President, Dr. John Morris started the November 10, 2025 Representative Council Meeting at 4:30 PM. **The meeting took place at Boulevard Elementary School.** Dr. Morris introduced **Boulevard Principal, Mr. Neal Robinson** to the Representative Council.

Principal Mr. Neal Robinson said it is always an honor and pleasure to welcome SHTA to Boulevard and said it was so nice to see many familiar faces. Mr. Robinson expressed appreciation for the important work teachers do for our students and is happy to work with Cathy Grieshop and Heather Pincoe. Mr. Robinson thanked John Morris and the SHTA Representative Council. He concluded by saying that *happy teachers go hand in hand with happy students.*

A motion for approval of the MINUTES from the October 13, 2025 Representative Council meeting was made by Jessico O'Brien and seconded by Tim Kalan.

Administration Report

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

P.T.O. Report

PTO President Ms. Christina Gobal was present for the meeting. The PTO met with Ludlow principal to try to establish a PTO at Ludlow and discussed a possible supply drive. They are also working with FACE and looking for ways to help people with needed food. She then thanked SHTA for all of the work for helping to pass the school levy. They are planning to change PTO bi-laws so that they are able to endorse school levies.

Officers' Reports

President, John Morris

- Spoke with superintendent Dr. David Glasner regularly
- Communicated with Human Resource Director Dr. Tiffany Joseph regularly
- Updated SHTA Facebook page with Publications Editor Andrew Glasier
- Communicated with PAC Co-chairs Jessica O'Brien and Nick LaPete on levy support volunteer opportunities
- Attended the SHTA Happy Hour expertly planned and executed by Social Chair Selena Boyer
- Attended the Insurance Committee Meeting with SHTA Professional Rights and Responsibilities Chair Mike Sears
- Met with an IC members and HS and District Administrators on IC and Raider Academy issues
- Communicated with Special Education Chair Tito Vazquez concerning multiple building concerns
- Worked with Mercer Head Representative Eileen Sweeney on planning time concerns
- Communicated with SHTA Legal Consul Brooks Boron about parental leave and planning time issues

- Communicated with Personal Rights and Responsibilities Chair Mike Sears about medical and payroll issues
- Communicated with Student Services Director Megan Shelby on the additional paraprofessional being added at Lomond to help with nursing concerns. Communicated this information to Ludlow Head Representative Allison Colvin.
- Communicated with Assistant Superintendent of Learning & Teaching Dr. Felecia Evans about planning and supplemental concerns
- Received a communication from HR Director Tiffany Joseph and District Council Eric Johnson on planning and supplemental issues
- Worked with HS Head Rep Jessica O'Brien and PR&R Mike Sears on a planning and supplemental concerns
- Working on a SHTA Response to planning issue with PR&R Chairperson Mike Sears and SHTA counsel Brooks Boron
- Communicated with Vice President Darlene Garrison about sending support to members
- Communicated to Mercer Head Representative Eileen Sweeney and SHTA Vice President Lisa Hardiman about a member in need. Also, communicated with Lomond Head Representative Lauren Meek about supporting a member in need
- Canvassed for the levy along with SHTA Treasurer Bill Scanlon and SHTA Art Teacher and MS Member Deanna Clemente-Milne and her husband, Jarvis
- Worked at the Stephanie Tubbs Jones Building Polling location with Vice President Darlene Garrison and Ludlow SHTA Coach and Co-ordinator Amy Brodsky to get out the vote for Issue 51. SHTA HS Member Bonnie Gordon volunteered at the Middle School.
- Communicated with Boulevard Head Representative Cathy Grieshop about a building concern.
- Communicated with Mercer members on a member issue.
- Communicated with Human Resources Specialist Nellie Brown about adding Teacher Education Chair Wendy Lewis to the Insurance Committee
- Communicated with Fernway Head Representative Jamie Harden and Social Chair Selena Boyer on safety issue
- I submitted a class action grievance concerning planning time with PR&R Chair Mike Sears.

Vice President, Darlene Garrison

- Attended the October 22nd PTO Council Meeting
- Attended the Investment Committee meeting in October with our Financial Advisor, Brady Krebs; Treasurer, Bill Scanlon; Membership Chair, Chante Thomas and SHTA Member, Todd Keitlen.
- Attended SHTA Happy Hour, thank you Selena Boyer for a fantastic time!
- Completed all reimbursements for the 2024-2025 Dr. Rebecca L. Thomas Fellowship Grant.
- Created a new form for the 2025-2026 Dr. Rebecca L. Thomas Fellowship Grant.
- The last day to enter was November 03rd.
- Not as many members submitted applications, all SHTA members who submitted an application will be awarded a fellowship grant
- Each recipient will receive a congratulatory email on Tuesday, November 11th

- Assisted members with planning time concerns
- Had a discussion with members of SHTA and SMS Head Rep. Kevin Thomas concerning safety in the hallways at the Middle School.
- Sent four members words of encouragement
- Received two thank you notes from members
- Worked at the Stephanie Tubbs Jones building to help get the yes vote for the levy

Secretary, Lisa Hardiman

- Emailed invites for Representative Council meetings
- Emailed invites for Executive Board Meetings
- Attended and enjoyed SHTA Happy Hour at Boss Dog
- Represented a member in several fact-finding meetings
- Attended the No Kings rally in downtown Cleveland to oppose the actions of the POTUS
- Have had conversations with members and an administrator regarding how planning time is being used with regard to IEP, 504, MTSS etc. meetings
- Communicated with a member who was concerned about another member giving directives
- A member had a question about the date that retirement had to be announced by. I communicated with Stacy Poole to answer the member's question. Teachers may announce their retirement as late as June but in order to receive the \$500 stipend, they must announce by December 1st.

Treasurer William Scanlon

- Attended SHTA Happy Hour
- Participated in a meeting at the I.C. with other members
- Did some door-to-door canvassing with John Morris
- Communicated with investment advisor at Key Bank
- Distributed Financial Report
- SHTA has over \$2 million in investments!
- John Morris asked what the balance was when treasurer Bill Scanlon took the job of Treasurer. Under Bill's leadership the money has grown immensely.
- Bill Scanlon also noted that there have been two Treasurers since SHTA broke from NEA and became independent, Bill and Tom Patrick

Building Representative Reports

Boulevard-Cathy Grieshop, Heather Pincoe

- A building concern was discussed with principal Mr. Neil Robinson and John Morris
- The Wit and Wisdom walk-through rubric feels very evaluative to some of the teachers who were observed. This was discussed with Principal Neal Robinson who assured me that it was only for learning purposes and support as a whole district. If you feel that any information on your OTES evaluation is coming from a Wit and Wisdom walk-through and not from your OTES observations please contact your building representative, Lena Paskewitz or Andrew Glasier.

- Our Specials schedule will probably be changed. The special area teachers would like the schedule changed so that their planning time is spread out across the week and not in one chunk. It is difficult for them to teach 6 classes back to back. Some classroom teachers are upset because they feel that it would be disruptive to the students' routine and there will be some work involved for the classroom teachers.

Fernway-Jamie Harden, Lee Appel

- October 14, 2025 : Shared SHTA Happy Hour flyer with membership
- October 17, 2025 : Shared PAC Ohio Legislation flyer with membership
- October 21, 2025 :SHTA reps (Jamie and Lee) and principal monthly touch base meeting:
Discussion focus was the consistency across the district with single subject teachers subbing. Relevant membership shared concerns about the possible inequity of staff special subject teachers' compensation when they sub. Principal Chris Hayward stated that he would follow up and get clarity at the next Principal's meeting.
- October, 2025: Fifth grade member shared concern about the upcoming professional development schedule. The member stated training/development that will remove 5th grade staff members from the clerical opportunities other staff members may have.
- November 4, 2025 : Completed at 6:30 a.m. Volunteering at Fernway Polling location slot
- November 6, 2025: A member was punched by a student on November 5, 2026. A student was also kicked in the back by the same student on that day. The member requested an emergency removal of the student for November 6, 2025. Mr. Hayward denied the request stating the Board Policy on suspension, expulsion and emergency removal. I requested a copy of the policy and received the link to the document from Mr. Hayward. The policy states: *In an emergency removal, a student can be kept from class until the matter of the alleged misconduct is disposed of either by reinstatement, suspension or expulsion.*
 - Students in grades pre-K through three may only be removed for the remainder of the school day and must be permitted to return the following school day. The District may only proceed with a related suspension or expulsion in compliance with State law.
- On November 6, 2025 at 3:15 I met with the principal and the member regarding the emergency removal request. During the meeting I was updated on the circumstances that led to the requests. The facts are as follows: Staff members have been in contact with the student's mother about disruptive and dangerous behaviors that have harmed others and could have potentially harmed the student since Fall 2024. Daily reports are provided to the mother each day with detailed reports of the student's harmful actions. At this time a safety plan includes para support and the removal of all other students and staff from the classroom when necessary. Chris Hayward stated the options of him (Hayward) being more present in the classroom, CPI training for staff and possible services provided by paras. The idea of revisiting the safety plan was also discussed.
- November 10, 2025: I received an email from OAPSE 153 leadership stating that the behavior of the student resulted in another staff injury. I requested permission to share the email. Permission was granted and the email was forwarded to Tito Vasquez and John Morris.
- November 10, 2025: Two members shared concerns about the icy parking lot they encountered upon arrival. An email was sent to Chris Hayward and Ian Spector regarding the concerns.

Lomond-Lauren Meek, Jackie Abrams, Krystal Allen-Jackson

- No Report

Mercer-Eileen Sweeney, Nicole Cicconetti

- I met with Mrs. Campbell, Mercer School Principal, for our regularly scheduled meeting and the Building Committee meeting. At the Building Committee meeting we discussed the crisis intervention team. The upcoming staff meeting will communicate who are on the team and contingencies when staff are unavailable to respond. The committee discussed the special area teachers communicating directly to parents rather than through the general education teachers since they have Parent Squared. Mrs. Campbell and I discussed various issues related to team communication and conflicts.
- I met with a staff member regarding issues on her team. I scheduled a problem solving meeting with the staff member and Mr. Tito Vazquez, Special Education Chairperson.
- I collaborated with several Mercer staff members, Mr. Sears, SHTA Rights & Responsibilities Chairperson, and Mr. Morris, SHTA President, regarding members missing planning periods due to IEP/ETR/RTI/MTSS meetings.
- I collaborated with Dr. Morris and Mr. Zucca, Building Safety Chairperson, on developing a plan to address safety in our building.
- I attended the No Kings Rally downtown to express my opposition to many of the initiatives implemented by our president.
- I am grateful to the Shaker community for supporting the School District by voting for the much needed levy. Congratulations to the new and returning Shaker Heights School Board members, Lora Cover, Kate Nielson, and James Reed III.

Onaway-Noreen Smyth-Morrow, Stacey DeYoung

- Attended monthly Building Committee mtg. - Teachers have reported feeling overwhelmed with the amount of requirements they need to fulfill that are associated with district-wide initiatives that are being added onto requirements that have been in place.
- Problem-Solving: principal Dora Bechtel reported that there is coverage available for individual teachers who need extra time during the times heavily loaded with requirements (eg: conference days, report cards, etc.) Teachers should contact her directly to request coverage
- We are disappointed that the 5th grade team will be attending IB training for November PD days. We recognize the importance of the training, but they are missing other important training during those days such as Wit and Wisdom training, Fundamentals training, Educblimber training and vertical planning time.

Middle School—Kevin Thomas, Melissa Albrecht, Lori Billington, Addison Pretnar Desmarie Carter

- Attended the SHTA happy hour and continued to meet regularly with building administrators and members.
- Several members have expressed concerns about disciplinary issues not being addressed in a timely manner when administrators are absent. In response, administration has asked that teachers submit referrals to multiple administrators to ensure they are reviewed promptly. I recommended that this procedure be clearly communicated to all staff.

- As teachers continue to take on increasing responsibilities, many have requested clarification regarding the gifted program and the expectations for services provided. I will be following up with Director of Curriculum and Instruction John Moore to gather more information on this issue.
- Teachers have also raised concerns about student behavior and safety in the hallways. They have requested greater administrative presence and more consistent disciplinary action when necessary.
- Met with several teachers who had questions about the loss of planning time. I explained that the contract guarantees five planning periods per week and that, at present, we are above that minimum. However, I encouraged staff to monitor the number of meetings they are required to attend to ensure they are not exceeding contractual limits.
- Finally, as a follow-up to last month's report regarding a student who injured a teacher, I am pleased to share that the student has now been placed in a new setting.

High School--Jessica O'Brien, Nick LaPete, Jayce Bailey, Megan Dora, Adam Cohen Enid Vazquez, Sharita Hill, Joel Rathbone

- Thanks to the PTO for the lunch on the conference day was much appreciated by staff.
- Met with Associate Principal Liz Massey and Assistant Principal Miata Hunter to discuss the final schedule and make it compliant with the contract.
- Worked with Ms. Hunter, Ms. Massey, MYP coordinator Kaily Uhl, IB DP coordinator Lara Hartel, and High school coach Liz Mangan to discuss authentic assessments, testing and finals week.
- I worked with a member and Building Safety and Sick Day chair Matt Zucca to make sure a member received their sick days, which has been resolved and the member will be checking and will notify me when they see it reflected in their paystub.
- Walked the building with Head Custodian Tom Murray, Assistant Director of Building and Grounds Sean Brown, and Principal Isaiah Wyatt to create a plan about issues within the science wing. Created a plan to work on the issues and get them resolved.
- Was informed by Sean Brown that Pella was working on getting screens for the building and he will keep us informed.
- Attended the Department Chairs meeting where Director of Curriculum and Instruction Dr. John Moore presented information about future course consolidation.
- Handled a security situation with Mr. Wyatt.
- Met with Mr. Wyatt weekly to discuss building issues and work to create solutions to issues presented.
- Informed by Representative Joel Rathbone that he attended a pre-disciplinary meeting with a member that was resolved with no action taken.

Innovative Center--Anne Scott

- Met with Katie Slifkin numerous times.
- Met with Isaiah Wyatt, Katie Slifkin, John Moore, John Morris, Shuanetta Tucker, and the IC team to discuss the future of the IC, specifically the location of the IC, in response to one of the grievances filed.
- The IC team shared that if a decision has been made about moving, that we be informed ASAP and it has been expressed that the IC team strongly believes a move should occur in the new school year vs. in January at the semester.
- Per the grievance disposition, we should have a follow-up meeting prior to November 14th.
- We still have unannounced people who we assume to be city workers coming into the space.
- The IC team would like to thank the PTO for the treats provided to teachers and our students.

Ludlow--Allison Colvin, Leanne Moses-Kruluts

- On Nov. 6th, Union Reps met with Principal Mr. Craig Caroff on behalf of staff members' concerns and poor morale, communication concerns, classroom support, lack of a nurse, and establishing a monthly Building Committee.
- Staff is concerned about the lack of support in the classrooms with behaviors, especially during the paraprofessional breaks. Lunch aides are being used as para support during the paraprofessionals' breaks. Lunch aides cannot be used for instruction, or during instructional periods in the classroom to cover paraprofessionals. This leaves teachers essentially with the children without another adult for small groups, instructional support, and also leaves the children without paraprofessional support/resources in the classroom. Mr. Caroff shared that he did not have a solution.
- Teachers have shared that children and classroom support (paraprofessionals) are being moved out, or into classrooms without proper notice for either the child or the teacher to prepare. Decisions are being made without the teacher or paraprofessionals who are directly involved. Mr. Caroff shared that he was also the last to know about many of those changes.
- The reps asked Mr. Caroff about the ongoing construction in the building. During Parent/Teacher Conferences, construction workers took up the entire parking lot. They had out and open construction equipment including tall ladders, exposed brick and walls, blocking the main entrance. They demonstrated extreme noise volume in the building and around the classrooms all day. Because of this, Mr. Caroff was asked if the teachers could work offsite when the construction crew would be in the building while completing work that involved dust, fumes, and loud noises. Mr. Caroff relayed that he did not know that the construction crew would be there in such high numbers during the parent conferences, and said that he didn't have a problem if staff wanted to go to the public library for the PreK professional day on November 14th, he would just need to know ahead of time. For the future, he said that he would let us know the details about the level of construction for the PD days on November 24 and 25th.
- Mr. Caroff was asked the status of a building nurse and floating paraprofessional. He assured us that a floating paraprofessional will be hired, and the position was posted. He also assured us that an "additional" paraprofessional would be hired as a nurse clinic attendant to keep track of the students' physicals, incidents, SUTQ and State Licensure requirements. Mr. Caroff explained that "2" people would be hired (one floater, and one para for the clinic), and that one paraprofessional would not be responsible for "both positions".
- On behalf of the staff, it was also shared with Mr. Caroff that there continues to be concerns about the level of communication between Mr. Caroff and persons in the building. There are issues with lack of communication, delayed communication, tone of communication, inquiries to other staff about staff on sick leave, and inappropriate use of language in the building on several occasions to and in front of other staff members. This has created poor morale in the building. The next day, Mr. Caroff sent out an email letting staff know that he wanted to rectify and improve his behavior and he was sorry he had not met expectations. He sent out a staff climate survey. The next Building Committee meeting was scheduled for December 2nd.

Executive Board Reports

Publications—Andrew Glasier

- SHTAweb.org loading issues. Have been in contact and have approved a transfer to a new server, at a cost of \$279. Still needs updates.

- Updated SHTA Facebook & Instagram account
- Sent out emails for Executive Board members and PAC
- Editorial: need real leadership that understands teaching

Evaluation-Lena Paskewitz

- Evaluation Committee met to look at the evaluation process for the Gifted Coordinators
 - Will continue to look for a process that best fits their job

Teacher Education-Wendy Lewis

- Will include important dates in the newsletter

Policy-Tim Kalan

- Had conversations with the school board candidates
- Talking to members and there may be a possible grievance
- Discussing workload with members and how best to address it

Public Relations-Bob Bognar

- Contacted Madison Graphics regarding pickup/delivery of our current print orders; no estimated delivery date has been provided yet
- Reached out to Shaker Life to coordinate our advertisement schedule for the current school year; awaiting publication timeline details

Special Education-Tito Vazquez

- Attended the Executive Board meeting
- Attended the SHTA Happy Hour, thank you Selena for once again putting together another excellent event!
- Attended the Shaker Heights School Board Candidates Forum at Fernway, congratulations to Lora Cover, Kate Nielson and James Reed, III for being elected to the Shaker Heights Schools Board of Education.
- Spoke with the Director of Student Services, Dr. Meghan Shelby, regarding a concern across the district
- Discussed many of these concerns with SHTA President Dr. John Morris
- Represented a member in a Fact Finding Meeting
- Supported a member with work load concerns
- Advised a member to request a meeting to express her concerns with her school administrator
- Met with a member about a student's safety plan to adequately meet the needs of the students in the classroom
- Communicated with Shaker Heights High School Principal Mr. Isaiah Wyatt and Associate Principal Ms. Liz Massey to solve staff concerns, support students and seek clarification and guidance on various issues
- Communicated with Shaker Heights High School Exceptional Children Department Chairs Tana Thompson and Keesha Woodruff discussing concerns at the high school
- Communicated with SHTA Executive Board member Eileen Sweeney and a member about an issue of concern
- Am in communication with members from Fernway concerning a continued safety issue

Legislative-Matthew Kloder

- **U.S. Dept. of Education:** Proposed mass layoffs face legal challenges and fierce opposition, with critics warning the cuts will prevent the enforcement of disability education laws (IDEA).
- **Ohio SB 156:** The Ohio Senate passed a bill mandating a "success sequence" (job, marriage before children) as a graduation requirement to fight poverty, drawing criticism for ignoring systemic issues.
- **New Ohio House Bills:** Republicans introduced bills to allow teaching the "positive" impacts of Christianity (HB 486) and require an anti-abortion fetal development video (HB 485) in public schools.

Building Safety and Sick Day Transfer-Matthew Zucca

- Assisted a member enrolled in the Sick Day Transfer program with a payroll check concerns around the accumulation of sick days while in the sick day program
- Worked with administration and payroll department to rectify payment concerns
- Worked with Eileen Sweeney, Mercer Building Rep., regarding sending out a survey collecting data around injuries which occurred during and while at work.

Social-Selena Boyer

- No Report

PAC (at-large)-Jessica O'Brien and Nick LaPete

- Would like to extend our sincere thanks to everyone who supported Issue 51, our operating levy. Your efforts canvassing, engaging with voters, and spreading the word were essential in helping it pass, and we truly appreciate your commitment.
- We are currently focused on monitoring and responding to the many education-related bills currently being proposed and passed in Ohio. I've shared this month's PAC flyer with Head Representatives so all members can stay informed and get involved.
- We have been updating Facebook and Nick is working on our Instagram account. Also we will be attending some virtual informative sessions being held by Honesty for Ohio education.

Old Business-None

New Business-None

Good of the Order-

- President Dr. John Morris thanked Boulevard representatives for the food
- John Morris also thanked anyone and everyone who helped with the levy
- John Morris thanked the PTO for the meals.

Motion for adjournment was made by Matt Zucca and seconded by Tim Kalan. Meeting adjourned at 6:01pm

***Respectfully submitted,
Lisa M. Hardiman***

The November SHTA Representative Council Meeting @ Boulevard School



EDITORIAL

OUT OF TOUCH and OUT OF DISTRICT

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 now have more teaching experience than the Director of Curriculum & Instruction, Assistant Superintendent of Learning and Teaching, and the Superintendent combined. We have high level administrators that did not teach long enough to have qualified for Resident Educator status as teachers. This is a problem.

It is a problem because the teacher policies of the district leadership team are arduous, overly bureaucratic, time consuming and not what's best for students. They do not account for 21st century teaching and have no connection to conditions in classrooms. Quite simply, they only make teaching and learning more difficult and cumbersome, while hurting the morale of teachers in this once lighthouse district. They force many great teachers to leave the profession earlier than they wanted to and make younger teachers question their choice of profession. The lack of true teachers in the administration is destroying this district.

Not only is the lack of teaching experience an issue, the administration leadership fails to understand Shaker Heights because most of them do not live, or have not lived and taught in the district. Of the district leadership team, including human resources, buildings and grounds, and curriculum and instruction, only two members live in Shaker Heights, and only one of those has sent their children to the district. The district's attorney definitely does not live in Shaker Heights. Only one member has taught in the district, and that was for less than five years before moving to administration. When I began working in Shaker Heights City Schools, every member of the leadership team lived in the district. Every single one. As a matter of fact, nearly everyone that worked at the district building lived here and sent their kids here. They understood the community and what it believed in. They understood how the community felt about the teachers of the district.

Shaker voters passed Issue 51 in such high numbers not because of the administration, but because of the teachers. The reason that so many alumni, including the two newest members of our school board, move back to Shaker is because they want the best education for their children, because of the teachers of this district, not because of the administration. The administration actually makes our job more difficult! They add absurd requirements, do not treat us as professionals, and generally make poor choices on an ongoing basis.

Some days I think to myself, “*Are they just trying to get rid of experienced teachers because we cost more?*” The corporate work that is sent down from the district leadership is often so bureaucratic and meaningless to student learning, that it feels like they are trying to drive teachers out. If this is so, I am even more sad about how little they know this district and the people that work here. It is that corporate mindset that will eventually destroy everything Shaker Heights believes in.

The leadership of this district needs to begin to question: *What is best for our students?* They then need to leave the building on Parkland and come teach some classes. Or trust the people who are already in the classroom doing the hard work. We are always in need of substitutes in all the buildings. Come substitute for a few days and see how their haphazard and poorly designed policies affect teachers and students. Come complete the needless gathering of excessive data with a teacher. Fill out all the forms that are needed to do the simple things teachers need. It is time they get back to the basics. If they are unwilling to do so, maybe it is time for them to leave.

AG