

A Message from the President of the SHTA

I can't remember a more difficult time to be an empathetic American citizen than the first month of 2026. We have seen unrivaled threats to our democracy from our own government in the form of attacks on the right to protest peacefully, the freedom of the press, and the rule of due process. In my lifetime, seeing these rights so dangerously and directly challenged has been both exhausting and dispiriting.

As teachers who seek to make our students feel safe and secure, it's doubly challenging to work in this environment. Even our youngest students absorb the stress and strain their parents and loved ones are experiencing. And as they get older, nurturing this sense of security at school becomes harder and harder as the real world becomes more and more a part of our curriculum.

This is not a purely partisan issue. Leaders on both sides of the aisle are questioning the methods and motives of the Department of Homeland Security (DHS) and the Immigration and Customs Enforcement (ICE). We have seen unparalleled numbers of protests and peaceful resistance across the country. The deaths of Keith Porter, Renee Good, and Alex Pretti, and others who have lost their lives in ICE raids have created a groundswell of citizen action across the country. Finally, to see the trauma experienced by five year old Liam Ramos and his family has reached us directly as we imagine Liam in our own classrooms.

I am proud to say I have been able to directly witness the positive actions of my fellow SHTA members in pushing back against these unimaginable challenges to our democracy. I have seen you at protests and rallies. I have seen you volunteering to provide support to families and students. I have seen the emails and petitions filed and signed by our members. This is what a union does. This is how we protect our democracy and support our most vulnerable students and families.

While we are not a union that endorses political candidates, we are a union that has a pro-active Political Action Committee. If you are looking at ways to get involved to protect our students and families, our SHTA PAC Facebook page is a good place to start. Nick LaPete and Jessica O'Brien are our co-chairs and can direct you to resources. You can also make a donation to the PAC through our treasurer Bill Scanlon if you would like to help provide donations and reimburse PAC travel expenses to Columbus as the need arises. Some people believe that teaching is not a political act. I strongly disagree. I believe we are at the forefront of protecting our democracy as public educators, and should act as such.

January has been a typically active month. I spoke with superintendent Dr. David Glasner weekly. I communicated with Human Resource Director Dr. Tiffany Joseph regularly. I updated the SHTA Facebook page with Publications Editor Andrew Glasier. I communicated with Special Education Chair Tito Vazquez

concerning multiple building concerns. I communicated with Ludlow Head Representative Allison Colvin and Occupational Health & Safety Committee Chair Matt Zucca about air quality concerns at Ludlow. I communicated with Assistant Superintendent Dr. Felecia Evans about Ludlow building concerns. I communicated with SHTA Legal Consul Brooks Boron about member concerns. I communicated with Boulevard Head Representative Cathy Grieshop about a building concern. I communicated with PAC Co-chairs

Jessica O'Brien and Nick LaPete on PAC issues. I received a request to help make a SHTA retiree an Emeritus Teacher. I communicated with Vice President Darlene Garrison, Shaker Heights School Retiree Association President Chuck Candell, and Superintendent David Glasner about beginning the process. I attended a meeting at Ludlow with Head Representative Allison Colvin to represent members on a personnel matter. I attended the District Union/Administration Meeting on Tuesday, February 10th. Thanks to the efforts of Vice President Darlene Garrison, I answered questions on Frontline with the help of Secretary Lisa Hardiman and Professional Rights & Responsibilities Committee Chair Mike Sears. Darlene led the way on restoring our

professional development hours for SHTA meeting attendance. A special thanks to Darlene!

Not everyone believes public school teaching is a political act, and I accept that. For those of you who do, we have our collective voices, commitment to justice, and impulse to act. I am here to help, as is our PAC. Please feel free to reach out if you have resources, or opportunities, or issues that you believe our PAC should address. We are fortunate to have good people and good resources in the SHTA. It is an honor and a privilege to be a part of an institution that defends democracy like our own. As always, you can reach out to me directly at morris_j@shaker.org or X6030.

*Respectfully Submitted,
John L. Morris, PhD*

The SHTA is on FACEBOOK!

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

SHTA OFFICERS' REPORTS

VICE PRESIDENT'S REPORT

Hello, wonderful SHTA members! I hope this message finds you smiling and feeling appreciated for all that you do each day for our students and community. Here's an update on recent SHTA activities and important information.

I've been busy supporting members and keeping things moving behind the scenes. Fellowship Grant reimbursement paperwork has been processed, requisition forms and receipts were sent to Treasurer Bill Scanlon, and checks have been mailed to members who have submitted their receipts. I also assisted two members with questions regarding the Severance Package and working with Aspire. I suggested they call to make an appointment for personalized support with financial advisor Brady Krebs. Additionally, I've been working with Human Resource Specialist, Stacy Poole, to ensure SHTA hours from 2020–2025 are added to "My Learning Plan" for SHTA representatives. I also discussed SHTA hours with LPDC member Carmelina Muttillo to support members who may need to renew their licensure.

In partnership with the Shaker Schools Foundation, I communicated with Senior Administrative Assistant Erica Verderber and Executive Director Holly McCormick regarding ticket sales for **A Night for the Red & White** and the Silent Auction letter. I am currently brainstorming ideas for the SHTA Silent Auction donation, including a **\$200 gift card to dine at Red (Pinecrest) paired with a one-night stay at the AC Marriott**, inspired by the theme **"If Only for One Night."**

We will also host an **SHTA Raffle**, where three winners will each receive two staff tickets (valued at \$125 each). Reduced staff tickets can be purchased for \$125 online or through four payroll deductions in March and April. Staff may purchase up to two tickets, and each ticket includes dinner, dancing, valet, and two drink tickets, an evening to enjoy together!

Parent/Teacher/Student Conferences just happened. Hoping all members had productive conversations and successful conferences with families. I also attended the **March 3rd PTO Council meeting** at the Shaker Main Library.

Thank you for your continued dedication and support of SHTA.

Respectfully submitted,
Darlene E. Garrison

SECRETARY'S REPORT

Most of us would agree that although February technically lasts only 28 days, it often feels like the longest month of the school year. Commonly referred to as *the Dog Days*, this time of year can be especially challenging. The holidays are long behind us, winter weather has lost its charm, sunlight feels almost non-existent, temperatures remain stubbornly cold, and both students and staff are having difficulty staying focused and energized.

Each month, as SHTA Secretary I email meeting invitations to the Executive Board and Representative Council. These meetings take place on the first and second Monday of each month respectively. I take notes at these meetings and record the minutes for the monthly SHTA newsletter.

Over the past month, I have addressed many questions related to the District's buyout/incentive offer. For those considering retirement, this decision is complex and deeply personal. Teaching is not simply a profession but a core part of our identity, making the transition away from the classroom emotionally challenging after many years of service.

This month I participated in Mercer School's Building Committee meeting which takes place monthly. Among the topics discussed there appears to be a shift in expectations regarding the entry of short absences into Aesop/Frontline. Previously, absences of less than two hours did not require system entry and were not docked sick time. At present, entering these absences results in the teacher being docked two full hours. Members have raised concerns about the fairness of this practice and would appreciate clarification and discussion. Another issue of concern that was raised was that there is not enough time to implement Bridges Math Tier II interventions with fidelity.

Each year, I organize the SHTA Drawing, and materials for this year's drawing were distributed earlier this month. The drawing will take place on **March 6**. There will be **three winners**, and each winner will receive **two tickets to A Night for the Red & White on March 14 at the Agora**. All materials were provided to the head representatives in each of our nine buildings. Please consider purchasing a chance to attend this annual event free of charge. Tickets are **\$2.00 each**. Thank you for your continued support!

If you ever have any questions or concerns, please contact me at hardiman_1@shaker.org or ext. 4867.

*Respectfully Submitted,
Lisa Hardiman*

TREASURER'S REPORT

Happy February everyone. This is the month interested employees need to commit to taking the buyout and making this their last year of employment with Shaker Heights City Schools. This buyout will lead to a large transition for our schools, and for our Association. I don't know if anyone in SHTA leadership positions will take the buyout, it is a very personal and heavy decision. But the results of this buyout could lead to something I've spoken of in past Newsletters: the need for members to step up to leadership. We need some members who are already active to look at leadership roles, and to make the personal and heavy decision to serve their colleagues. And we need other members to become active in their Association. The future of our organization depends on it.

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. I filed the Annual Report with the Cuyahoga Board of Elections for our PAC of SHTA. I communicated with Brady Krebs, our Edward Jones representative about our investments. I paid bills and paid out the awarded Fellowships. A full financial report will be included in next month's report.

*Respectfully Submitted,
Bill Scanlon*

EXECUTIVE BOARD REPORTS

PROFESSIONAL RIGHTS AND RESPONSIBILITIES REPORT

In the past month month, I have:

- Attended the Executive Board meeting on February 2nd and Representative Council meeting on February 9th.
- Continued working with a member with questions about steps on the salary schedule, and avoided a grievance by having her step corrected by the Treasurer, Donte Hayes.
- Communicated with Treasurer Donte Hayes with members' questions about their January 16th paychecks.
- Calculated the salary schedule for the 2025-26 school year both before and after the 2% raise to help members understand their paychecks.
- Worked with Middle School Head Building Representative Kevin Thomas on sick day transfer requests for Middle School members.
- Answered members' questions about schools being open on Wednesday, January 28th when Middle School students arrived on their buses up to one hour after school started and $\frac{1}{3}$ of Middle School students were absent.

*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. The committee met in December to review various protocols and address current 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](#) 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.

At this point in the year, holistic observations and conferencing between educators and evaluators has occurred across the district. New opportunities to stretch as educators stem from curriculum changes, placement shifts, student needs, and evolving interests, just to name a few. This year, after reflecting about writing development and the needs of our students, my evaluation partner and I planned and implemented a pen pal experience between our students. Also, our discussions about Wit and Wisdom have given us a wider perspective and provided much needed support. The area chosen for focused observations and walkthroughs is often *not* about observed ineffectiveness or inexperience, but from changes to our environment and evolving knowledge about teaching and learning in the field of education. Hopefully, we can all find enjoyment as we try something new,

turn our attention to a facet of our teaching we haven't yet, or maybe look at one that needs an overhaul with wiser eyes.

As a reminder to administrative and peer evaluators, the minimum required elements for a full-cycle evaluation include:

- A holistic observation followed by a conference to discuss area(s) of focus for the year and possible paths of professional learning or changes in practice
- Two walkthroughs to observe progress and provide ongoing support
- A focused lesson observation to document current practice around identified area and provide feedback
- A Final rating based on growth observed and current practices as a whole
- Use of the OES site to complete all forms throughout the process. After an initial adjustment, I have found that inputting the observation data, determining ratings and completing the walkthrough forms in OES to be the easiest part of using the platform.
- All forms and final ratings must be completed within the OES system by May 1 for everyone participating in the Peer Evaluation Program. Failure to meet this deadline could result in exclusion from future participation. If you need assistance, please reach out to another participant or one of the coordinators for help well before May 1.

Educators with a Skilled or Accomplished final rating may have less frequent full evaluations. The rating is "carried forward" for either one year (Skilled) or two years (Accomplished). During the off-cycle year(s), one 30-minute lesson observation is required. Walkthroughs are not a requirement during off-cycle evaluation years.

All educators and administrators serving as evaluators must complete an initial 3-day training, followed by an exam, to become a credential evaluator. There is a mandatory re-credentialing process every two years.

Evaluators with lapsed credentials cannot be assigned as evaluators on the OES platform. Evaluators will be notified sixty days before their credential will lapse and again thirty days prior. There have been glitches with this process over the years, so it is prudent to be proactive in maintaining your credential. Access the Insight Advance website <https://ohio.insightadvance.com/> to view your current certificate, use the Resource Library, and to take the Teacher Recredentialing Assessment 2.0.

Consider participation in the Peer Evaluation Program for the 2026-2027 school year! The program offers Shaker educators the unique opportunity to delve into the process with a colleague. If you have not participated in the past and would like insight about the program, reach out to a participating colleague or one of the coordinators. ***Please remember that ALL participants, new or returning, must complete the application form and be approved every year.*** A three-day training and credentialing assessment is required when first becoming credentialed, with the aforementioned calibration exam every two years. Participants must also be on a continuing contract. Applications, as well as any updates to the process and protocols, will be sent in early spring from the Department of Human Resources. Andrew Glasier (High School), Addie Tobey (Middle School) and I (Elementary) serve as the Co-coordinators of the program. We are happy to assist you in any way we can throughout the process.

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

SPECIAL EDUCATION COMMITTEE

Over the past month, I attended the Executive Board and Representative Council meetings. I discussed many concerns of members with SHTA President Dr. John Morris over the amount of paperwork that Intervention Specialists, Speech Language Pathologists and Psychologists are required to complete outside of the federal and state mandated documents that the district requires. Staff morale is extremely low within the district across the buildings and many members have expressed seeking employment in neighboring school districts.

I represented multiple members in Fact Finding meetings over missed paperwork deadlines. I met with Shaker Heights High School Principal Isaiah Wyatt, Associate Principal Liz Massey and SHHS Head Representative Jessica O'Brien concerning an Improvement Plan that a member was placed on only to realize that the supervisor who placed the member on the improvement plan was/is not a OTES certified evaluator; the time of the improvement plan was not correct in length and it was not uploaded and included into the members OTES Evaluation.

I met with a member about a student's safety plan to adequately meet the needs of the students in the classroom. I met with a member who was very disappointed with learning of a caseload change and schedule change from a paraprofessional before learning about the change from administration or supervisor.

I met with Shaker Heights High School Principal Isaiah Wyatt and Associate Principal Liz Massey to solve staff concerns and staff shortages due to many absences of service providers who support students with disabilities 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 brought the concern of the SLP Caseload/workload to the attention of Student Services Director Dr. Meghan Shelby. She expressed that administration was able to come up with a way to address the workload/caseload concerns for Ludlow preschool. We will have a contracted SLP from a local agency pick up some of the students which will then allow SLPs more time to focus on evaluations for the next two months. Dr. Shelby also mentioned that there are a high number of children transitioning from Bright Beginnings with Winter birthdays who we need to evaluate before their third birthday. We hope things subside in Spring but we will continue to watch the numbers closely.

*Respectfully submitted,
Anastacio Tito Vázquez, Jr. M.Ed., Chairperson*

POLICY COMMITTEE

Our Association recently passed a series of amendments, one of which created a group of scholarships. Section **F. SHTA Scholarships** reads:

1. *The SHTA will disburse two (2) SHTA scholarships per school year for a total of up to one thousand (\$1000) dollars.*
2. *One scholarship, the SHTA Legacy Award, will be a five-hundred (\$500) scholarship for the child of an SHTA member who graduates from high school during the year of the award and who applies for the award*

and meets the qualifications. 3. The second scholarship, the SHTA SHHS Distinguished Senior Award, will be a five hundred (\$500) scholarship for a Shaker Heights High School graduate who applies for the award and meets the qualifications. 4. Applicants for this scholarship will submit their applications no later than March 15th. Applications will then be reviewed by a panel of five (5) members chosen by the SHTA President. The panel will determine one recipient for each award based on the student application and essay. Panelists will serve two (2) year renewable terms. Any member whose own child is considered for either award cannot serve on the scholarship panel in that year. Awards will be announced at the May SHTA Representative Council meeting. 5. No recipient can receive both awards for these scholarships. 6. The President of the SHTA will be responsible for choosing the scholarship panel members and for approving the funds.

Please consider if you have an eligible child, or know of a deserving eligible student, and submit to the SHTA executive board for consideration by March 15.

Respectfully submitted,
Tim Kalan, Chairperson

OCCUPATIONAL HEALTH & SAFETY COMMITTEE

I connected with Donte Hayes, District Treasurer, regarding tuition reimbursement and was informed that reimbursement payments will be deposited into members' accounts by Tuesday, March 10. I also collaborated with administration and the payroll department to process sick day transfers. In addition, I reached out to High School Head Building Rep Jessica O'Brien and Middle School Head Building Rep Kevin Thomas to coordinate requests for sick days for members in their buildings enrolled in the Sick Day Transfer Program. I received a heartfelt thank-you email from Brittany Tonti, expressing her appreciation and gratitude to those who donated days through the program. Your generosity continues to make a meaningful difference for our colleagues.

On the facilities side, I was notified by Alison Colvin, Head Building Rep at Ludlow, about building concerns. I conducted a walkthrough with Alison Colvin, Leann Mosess-Kruluts, and Dave Boyer, Director of Buildings and Grounds. Air quality testing was completed on February 2–3, and Mr. Boyer presented the findings to Ludlow faculty and staff on February 6. Results showed elevated spores in the main office and vestibule, with traces in nearby rooms likely due to foot traffic; all other areas tested within normal ranges. Remediation steps include running air scrubbers, deep cleaning the office, sealing the subfloor, and keeping the office and entrance closed until clearance testing confirms the area is fully resolved. The district continues to investigate the moisture source and plans additional building-envelope testing, weather permitting.

I was also informed of water issues at Lomond affecting two classrooms and ceiling tiles. After contacting Sean Brown, Assistant Director of Buildings and Grounds, I learned that a roofing contractor has been scheduled to assess the classrooms, though roof access has been delayed due to unsafe weather. The leaks appear related to freeze–thaw cycles, and an ice dam has been impacting Exit Door B and the east stairwell. A.W. Ferrell is expected on site to address the ice dam, and classroom repairs will follow once the roofing issue is resolved. The district is also discussing long-term roof solutions with architects as part of broader building planning.

Additionally, I reached out to a Mercer member regarding health and safety concerns to ensure the district is providing an appropriate safety plan and support.

As always, please continue to share concerns related to building safety or member support. Your communication allows us to respond quickly and advocate effectively. Please feel free to contact me at (216) 295-4692 or at zucca_m@shaker.org.

Respectfully submitted,
Matt Zucca, Chairperson

MEMBERSHIP/ELECTIONS COMMITTEE

Happy February! This short month is packed with so many of my favorite celebrations and holidays from Black History Month, Valentine's Day and President's Day. Lastly, we finish payroll deductions for dues this month. I hope you find the time to enjoy this short month.

Payroll deduction for SHTA dues began with the October 1st paycheck - \$33 per pay for 10 pays. Most of our members' payment for dues will be complete after the February 16th paycheck deduction.

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, Sharita Hill, Joel Rathbone

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

IC- Anne Scott

Thank you for continuing to notify me with changes in roster or membership. If I can be of assistance, do not hesitate to contact me at thomas_c@shaker.org.

Respectfully submitted,
Chante Thomas, Chairperson

DIVERSITY, EQUITY & INCLUSION COMMITTEE

African American history is a story of endurance, resistance, and transformative contribution to the United States. From the forced arrival of Africans in the early 17th century to ongoing struggles for equality today, it is central to the American experience.

Colonialism and Slavery (1619–1865): In 1619, the first recorded Africans arrived in the English colony of Virginia. Over time, systems of indentured servitude hardened into permanent, hereditary chattel slavery by the mid-1600s. Slavery became foundational to the Southern economy, particularly through labor-intensive crops like tobacco and cotton. The institution was legally protected in the U.S. Constitution of 1787 through clauses such as the Three-Fifths Compromise and the Fugitive Slave Clause. For more than two centuries, enslaved

Africans and their descendants resisted through rebellion, cultural preservation, escape networks, and everyday acts of defiance.

Civil War and Emancipation (1861–1865): The Civil War fundamentally reshaped the nation. In 1863, President Abraham Lincoln issued the Emancipation Proclamation, declaring enslaved people in Confederate held territory free. The 13th Amendment (1865) formally abolished slavery across the United States, marking a turning point in American law and society.

Reconstruction and Jim Crow (1865–1916): During Reconstruction, formerly enslaved people briefly exercised political power, voting and holding public office. However, the end of Reconstruction in 1877 ushered in the era of Jim Crow laws—state and local statutes enforcing racial segregation and disenfranchisement across the South. Violence, including lynching, was used to suppress Black political and economic progress, entrenching systemic inequality for decades.

Great Migration and Harlem Renaissance (1916–1930s): Between 1916 and the 1970s, millions of African Americans left the rural South for Northern and Western cities in the Great Migration, seeking industrial jobs and escape from racial terror. This movement fueled the Harlem Renaissance, a flourishing of Black art, music, and literature centered in Harlem, New York. Figures like Langston Hughes and Zora Neale Hurston helped redefine American cultural identity.

Civil Rights Movement (1950s–1960s): The modern Civil Rights Movement used nonviolent protest, legal challenges, and grassroots organizing to dismantle segregation. Leaders such as Martin Luther King Jr. advocated for peaceful resistance, while landmark events like the Montgomery Bus Boycott and the March on Washington pressured federal action. Major legislation followed: Civil Rights Act (1964) & Voting Rights Act (1965). These laws outlawed segregation and protected voting rights, though implementation and resistance varied.

Modern Era (1970s–Present): The struggle for equality has continued through movements focused on mass incarceration, economic disparities, and police violence. In 2008, Barack Obama became the first African American president of the United States, a historic milestone. In 2013, the Black Lives Matter movement emerged, reigniting national and global conversations about racial justice.

African American history is not a separate narrative—it is foundational to the American story. It reflects both deep injustice and extraordinary resilience. Through culture, politics, innovation, and activism, African Americans have continually reshaped the United States, expanding its democratic ideals and redefining its identity.

*Respectfully submitted,
Angela Goodrum*

LEGISLATIVE COMMITTEE

This month, I am covering the growing debate over national school vouchers, a pivotal Supreme Court case on student privacy, a newly proposed state house bill, and an updated status report on several key education bills moving through the Ohio General Assembly:

- **National School Voucher Program Debate:** Congress is moving forward with a new national voucher program that critics warn will drain vital funding from public schools to subsidize private education starting in 2027. During a recent Senate hearing, opponents argue the plan creates an unfair "two-tier" system that lacks the same protections for students with disabilities found in public districts. With nearly half of all states already opting into the program, the shift marks a significant challenge to the resources available for our public school classrooms ([more info here](#))
- **Appeal to Supreme Court on Gender Disclosure in Schools:** California parents have asked the U.S. Supreme Court to decide whether school staff must notify families if a student identifies as a different gender or transitions at school. Currently, California policy prevents teachers from sharing this information without the student's consent, but this legal challenge argues that parents have a constitutional right to know. This case could ultimately set a national standard for how school employees must handle student privacy and parental notification. ([more info here](#))
- **HB 671** - A newly introduced Ohio bill, HB 671, proposes withholding state funding from school districts that challenge the state's private school voucher programs in court. The legislation follows an ongoing lawsuit from over 330 districts alleging that the \$1 billion EdChoice program unconstitutionally diverts essential resources away from public education. Critics argue the proposal is an attempt to silence school boards and punish them for seeking legal protection for their budgets. ([more info here](#))
- **Updated on Ohio Education Legislation:** As previously reported, there are a number of education bills currently being reviewed and debated in the Ohio General Assembly. Since we are at the halfway point of the 136th legislative session (2 year cycle), these bills must pass by the end of 2026 or they will expire. I assembled a chart to help provide an overview of each bill and its current status at the end of January([more info here](#)):

Bill Number	Name / Topic	Key Requirements for Schools	Current Status
HB 486	Charlie Kirk American Heritage Act	Allows teaching the positive influence of Judeo-Christian religion on U.S. history (e.g., the Ten Commandments' role in law).	Passed House; in Senate
HB 485	Enact Baby Olivia Act	Requires showing an anti-abortion fetal development video to all students (grades 5–12) every year.	Passed House; in Senate
SB 34	Ten Commandments Display	Schools must display 4 historic documents; if the Ten Commandments are donated, they must be displayed.	Passed Senate; in House

SB 156	Success Sequence	Creates a graduation requirement to teach the "Success Sequence" (degree → job → marriage → children).	Passed Senate; in House
SB 19	Academic Interventions	Provides free high-dosage tutoring and extra instruction for students scoring below proficient in Math or ELA.	Passed Senate (Unanimous)

*Respectfully Submitted,
Matt Klodor*

PUBLIC RELATIONS COMMITTEE

Vendor Communication & Future Purchasing Options: Contact was made with **Madison Graphics** to discuss the possibility of establishing an ongoing order option for member apparel and merchandise. While this alternative would allow for more continuous purchasing access, it would not provide the same level of product quality or the cost savings currently available through our existing bulk order format.

To better support member needs while maintaining product standards, a new purchasing structure will be implemented beginning next school year. We will host a **pop-up online shop twice during the school year**, offering additional opportunities for members to place orders in a convenient and timely manner while preserving the quality and value of our current offerings.

*Respectfully Submitted,
Bob Bognar, Chairperson*

LEGAL AID COMMITTEE

NO REPORT

*Respectfully submitted,
James Schmidt, Chairperson*

PUBLICATIONS COMMITTEE

I have been investigating a renewal of our website by a professional graphic web designer. Our current website is slow to load because of antiquated code. The designer would create the website and it would be hosted on WIX. At that point, the designer would teach me how to update the website, which we do a few times per year, and then add the newsletter which happens eight times a year. The process could not begin until April if we choose to use this designer.

*Respectfully Submitted,
Andrew Glasier, Chairperson*

SHTA PAC COMMITTEE

PLEASE JOIN US!

We need ALL of our voices - more than ever. March will be the first of our Happy Hour Meetings to build camaraderie, collaborate on issues, and work together to take action.

SHTA Political Action Committee HAPPY HOUR
THURSDAY MARCH 12th @ 4:10
Academy Tavern
(12800 Larchmere Blvd Cleveland, OH 44120)

Share a beverage, share your thoughts, and share the energy of collective action. Our Unity is our Strength - Please Join Us. Stay as long as you like, leave as early as you need to!

KNOW YOUR RIGHTS WHEN IT COMES TO CBP & ICE

<https://immigrantjustice.org/wp-content/uploads/2025/05/KYR-Encounter-ICE-Nov.-2024-English.pdf>

OHIO REPUBLICANS ARE WORKING TO ERODE COLLECTIVE BARGAINING AND PROPERTY TAX ALLOCATION

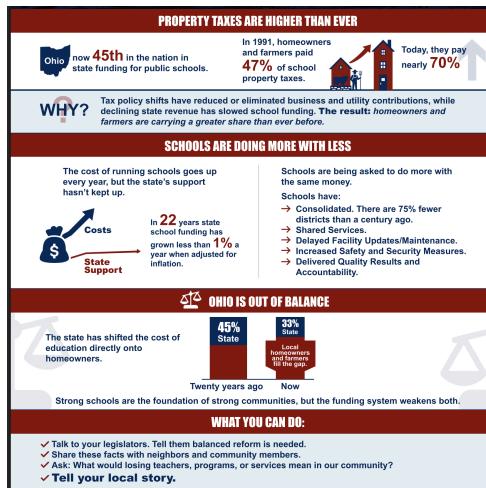
House Bill 510 aims to make Ohio a “Right-To-Work” State.

House Bill 129, 186, and 335 Aim to change the “20-mill floor” and limit property tax and drastically cut revenue for schools and public services. (Graphic Below)

CALL OUR STATE LEGISLATORS AND SPEAK OUT

Juanita O. Brent - 614-466-1408

Kent Smith - 614-466-4857



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

MINUTES FOR THE REPRESENTATIVE COUNCIL MEETING

SHTA President, Dr. John Morris started the February 9, 2026 Representative Council Meeting at 4:31 PM. **The meeting took place at Shaker Heights High School.** Dr. Morris introduced **Principal Mr. Isaiah Wyatt** to the Representative Council.

Principal Isaiah Wyatt welcomed everyone to Shaker Heights High School. He thanked SHTA's Representative Council for their leadership and service. Mr. Wyatt noted that advocacy looks the way that we show up in a particular moment. He told an inspirational story about a rowing team who was struggling to succeed. The problem was that each team member was trying to outdo the other. He said that if we can slow down and sync our efforts, we can accomplish much more.

A motion for approval of the MINUTES from the January 12, 2026 Representative Council meeting was made by Jessica O'Brien and seconded by Robert Bognar.

Administration Report

Director of Human Resources Dr. Tiffany Joseph was present for the SHTA Representative Council Meeting. She had no report.

Officers' Reports

President, John Morris

- Communicated with Human Resource Director Dr. Tiffany Joseph regularly
- Updated SHTA Facebook page with Publications Editor Andrew Glasier
- Communicated with Special Education Chair Tito Vazquez concerning multiple building concerns
- Communicated with Ludlow Head Rep. Allison Colvin and Occupational Health & Safety Chair Matt Zucca about air quality concerns at Ludlow
- Communicated with Assistant Superintendent Dr. Felecia Evans about Ludlow building concerns
- Communicated with SHTA Legal Consul Brooks Boron about member concerns
- Communicated with Boulevard Head Representative Cathy Grieshop about a building concern
- Communicated with PAC Co-chairs Jessica O'Brien and Nick LaPete on PAC issues
- Received a request to help make an SHTA retiree an Emeritus Teacher
- Communicated with Vice President Darlene Garrison, Shaker Heights School Retiree Association Chuck Candell, and Superintendent Dr. David Glasner about beginning the process
- Attended a meeting at Ludlow with Head Representative Allison Colvin to represent members on a personnel matter.
- Will attend the District Union/Administration Meeting on Tuesday, February 10th

- Thanks to the efforts of Vice President Darlene Garrison, answered questions on Frontline with the help of Secretary Lisa Hardiman and PR&R Chair Mike Sears.
- Thank you Darlene for restoring our professional development hours for SHTA meetings!

Vice President, Darlene Garrison

- Processed paperwork for Fellowship Grant reimbursements.
 - Sent requisition forms and receipts to Treasurer Bill Scanlon
 - Mailed checks to members
- Assisted two members with question pertaining to Severance Package and Aspire with Brady Krebs
 - Suggested that they call and make an appointment
- Is currently working with Stacy Poole to make sure SHTA hours are added to My Learning Plan from 2020-2025
 - Discussed SHTA hours and members needing them with LPDC member Carmelina Muttillo
- Communicated with Shaker Schools Foundation Senior Administrative Assistant Erica Verderber and Executive Director Holly McCormick concerning ticket sales for the Night for the Red and White and Silent Auction Letter.
 - Thinking of ideas for the SHTA donation to the Silent Auction
 - \$200 Gift Card to dine at Red (Pinecrest) and one night stay AC Marriott
 - Theme "If Only for One Night"
 - SHTA Raffle, three winners will be selected, each receiving two staff member tickets (\$125 each).
 - Reduced staff tickets can be purchased for \$125 online or through four payroll deductions. (Payroll deduction will be in March and April.) Staff can buy up to 2 tickets. Includes dinner, dancing, valet, and 2 drink tickets.
- Will attend the March 03rd PTO Council meeting at the Shaker Main Library.

Secretary, Lisa Hardiman

- Emailed invites for Representative Council meetings
- Emailed invites for Executive Board Meetings
- Took minutes at the Representative Council meeting
- Created and distributed tickets for annual SHTA Drawing. Three people will win two tickets to A Night For the Red & White on March 14th at the Agora Theater and Ballroom. The drawing will take place on March 6th.
- Spoke to Human Resources Specialist, Stacey Poole about emails that SHTA leadership was receiving about professional development hours. Thank you to SHTA Vice President Darlene Garrison for handling this.
- Spoke to Payroll Supervisor Jennifer Browne because of members' concerns about the raise and if it was included correctly in the January paycheck
- Attended Mercer's Building Committee meeting. Among the topics discussed were:
 - There appears to be a recent change in practice requiring teachers to enter absences of less than two hours into Aesop/Frontline. Historically, absences under two hours did not require entry into the system and did not result in docked time. Under the current practice, when an absence of less than two hours is entered, the teacher is docked for the

full two hours. Members have expressed concern that this change is inconsistent with past practice and results in an unfair loss of time.

- Teachers are concerned that there is not enough time to implement Bridges Math Tier II interventions with fidelity.

Treasurer William Scanlon

- Communicated with Hawken and Company to review books
- Communicated with Edward Jones
- Wrote Fellowship checks
- Paying bills
- Will talk to Andrew Glasier about sending out Venmo link for Raffle tickets

Building Representative Reports

Boulevard-Cathy Grieshop, Heather Pincoe

- No Report

Fernway-Jamie Harden, Lee Appel

- Many members recognized and appreciated the efforts to keep the parking lot safe immediately after returning from the snow days in January.
- Touch base meeting with C. Hayward and L. Appel scheduled for February 11, 2026 and Building Committee meeting scheduled for March 4, 2026

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

- The staff would like to thank Principal George Clark for continuing to direct traffic for arrival and dismissal. He has repeatedly reached out to the Shaker Heights Police Department for assistance with this. There is a concern for students being dropped off in the street. A parent, a student, and Mr. Clark were almost hit due to the lack of traffic control. I met with a parent and Mr. Clark regarding this issue and we encouraged the parent to reach out to the Shaker Heights Police Department.
- I have worked with three different members who have leaks in their classrooms. I have documented this with pictures and video and shared them with Matt Zucca. I have met with Mr. Clark and Mr. Brown regarding these concerns and a roofer has been to our building. Unfortunately, they have to wait to address the issue. In the meantime, ceiling tiles have been removed and garbage cans are in the classrooms to collect the water.
- We also have a stairwell and door that have been closed for multiple days due to water on the steps. This door is unable to be used for car pickup so we have had to reroute students to dismiss them.
- Another member's radiator pipe had an issue that Mr. Swain addressed by turning the building heat off and sealing the pipe.
- I have supported a member with concerns regarding evaluation.
- Due to understaffing with lunch/recess aides some teachers are not getting their full lunch time when it is indoor recess.
- Staff is continuing to reach out to families to bring them in for conferences this Friday.

Mercer-Eileen Sweeney, Nicole Cicconetti

- Met with Mrs. Ronesha Campbell, Mercer School Principal, for our regularly scheduled meeting and attended the Building Committee on January 23, 2026.
- Communicated with Mrs. Campbell regarding the condition of the parking lot on January 29, 2026. It snowed about 2" early in the morning. The parking lot was not plowed. This continues to present a hazard for students and staff.
- Staff has concerns with the roll out of Educlimber. Staff has not been trained on this resource. It is expected teachers use the tool. This is very frustrating. Adequate advance notice was not given to gather data requested for AIT meetings. They were only directed 1 ½ days in advance of the meetings.
- The expectation teachers will implement Tier II Bridges intervention in math has put a strain on teachers. Teachers are working hard on preparing for conference day, report cards (that are not aligned to Bridges), lesson plans, data collection for SEL, teaching, etc. We do not have the full amount of time allotted to implement Bridges with fidelity. Our teachers are working as hard as they can, but there is not enough time in the day or week to get everything the administration is asking them to do.
- A huge thank you to the PTO for the Winter Staff Appreciation breakfast for SHTA members and staff.
- The SHTA appreciated the support of the custodial staff at our January meeting.

Onaway-Noreen Smyth-Morrow, Stacey DeYoung

- Literacy Specialists are being pulled more frequently since Winter Break. Onaway Principal Dora Bechtel has had to cover some classes. Absences are not being picked up. This speaks to the need for building subs and three full-time Literacy Specialists at Onaway.

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

- Meet regularly with administration to address building concerns and advocate for staff needs.
- Continued the effort to collect donated sick days for **Sarah Knebel**. We have been successful so far and may be reaching out to building representatives to help secure a few additional days.
- When Michael Summers is out, there is currently no substitute for him and the space is closed for the day. In some cases, students who need removal from a situation have nowhere to go and students who need to receive timely consequences are remaining in classrooms, which is a concern. Union members would like to see steps taken to ensure that ATS is available every day for the students who need it.
- Administration is proud of the significant reduction in disciplinary referrals and suspensions, and there has been noticeable improvement. However, teachers report concerns about inconsistency in how referrals are addressed, particularly across grade levels. Additional concerns include; referrals not always being responded to in a timely manner, and teachers not being informed if or how behaviors have been addressed. Some of this may be a result of high administrative turnover over the last few years and a need for teachers and admin to clarify the process and to make sure it is consistent across grade levels.

- Intervention Specialists continue to experience workloads that exceed what can reasonably be completed within contract time. When asked what should be prioritized, clear direction has not been provided. We are continuing to explore ways to improve this situation.

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

- Communicated with Associate Principal Elizabeth Massey that a member was concerned when a coach came to their room unnotified and said that they were doing a walkthrough. Ms. Massey and I discussed that coaches need to communicate with teachers ahead of time if they would like to come into their room and should be agreed upon.
- Follow up with Ms. Massey it was expressed to the coaches to be aware of the language that they are using when going into a teachers classroom.
- Communicated with members that had questions about grade due dates due to school cancellation.
- Discussed with Principal Isaiah Wyatt about the need for a second floor tardy kiosk. Mr. Wyatt informed me it will begin to be used this week, it will be used from 3rd period on for the day. The hope is to get students to their classes faster on the second and third floor.
- Informed Mr. Wyatt that the 3rd floor teachers have concerns with students going to the 3rd floor and causing disruptions in the hallways and restrooms.
- Asked Mr. Wyatt if someone from the district or the high school would be sending a letter home to families that have students in the MH room introducing the long term sub.
- Spoke with Mr. Wyatt about concerns with rooms that are currently only being heated by space heaters. Mr. Wyatt said he would contact Assistant Director of Grounds and Facilities Sean Brown to get a plan on the proposed timeline of the fixes for all of the rooms. We understand that the space heaters are a short term solution, but are wondering what the district's long term solution is for these rooms. Dealt with another room today that had a broken pipe. Department chair Emily Shrestha was able to relocate classes today, and that particular pipe has been fixed.
- Discussed a concern about a teacher that had been placed on an improvement plan, but it was not done correctly, so that improvement plan is not actually applicable as it was not written through OTES nor was it implemented by their OTES evaluator.
- Met with Exceptional Children's Chair Tito Vazquez, Liz Massey, and Isaiah Wyatt to discuss concerns with a teachers schedule and it changing week to week. We believe we have a solution to this issue, but will check in next week to discuss how it is going.
- Discussed with Mr. Wyatt the need for a minimum of a one week notice for all school related events that will take students out of class. (SGORR, sports, field trips, etc)
- Met with Sean Brown to discuss water issues in the band room, and 305. It is believed that the cause of the water issues is ice damming and it will be resolved in the spring, and it will be inspected and assessed as to if any further action is needed.
- Spoke with Head Maintenance and Custodian Tom Murray about the front entrance handicap button and he assured me that it is in working order, as a member said that they have been unable to use it.
- Emailed Vic Ferrell and Isaiah Wyatt to ask if they could look into this situation, and Mr. Wyatt assured me he would look into it and find a solution.

- Discussed with Mr. Wyatt the need to work on the front handicap spaces being filled with snow. We have 2 handicap spaces that can not be utilized by staff or guests that need them because of snow piles. I proposed we look into moving the handicap spots, or blocking off 2 spots in the future.
- Worked with Mr. Wyatt on creating a survey for staff to fill out for the 1st Semester. We are hoping to have the survey out by Friday during Parent Teacher conferences.
- Discussed with Mr. Wyatt the need for a school policy on no contact orders, as SHTA members are experiencing problems of not knowing when students have no contact orders and then being placed in the same classes which creates problems for staff and students.
- Meet with a member to discuss concerns they had about their evaluation.
- Discussed a concern with a member about their sick days and when they are showing in our paystubs, they are not accurate. Need to get more details from the member, but will be reaching out to the district about these concerns.
- Sent out Sick Day transfer requests for other buildings, and also for a member at the high school who is in need of sick days.
- Answered clarifying questions about the severance package.

Innovative Center--Anne Scott

- The IC team and I have communicated with Katie Slifkin various times regarding program concerns, attendance concerns, scheduling concerns, technology concerns etc.. We look forward to a plan of action on how to address these concerns.
- We had 11 unannounced people in the space.
 - 1/14- one suspected city person
 - 1/23- two suspected city people
 - 1/30- one suspected city person
 - 2/6- three suspected city people (in and out a few times)
 - 2/9- three suspected city people
 - And on 2/3, we had a random person who was not a city worker come down.
- Emergency exit stairs were not shovelled with the 1/16 snow. On 1/22, I emailed Katie Slifkin, Isaiah Wyatt, and John Morris that the stairs had to be taken care of immediately after numerous other requests. After that email, the stairs were shoveled.
 - On 1/22, we also had a fire drill and due to the emergency exit not being shoveled, we were instructed not to use that exit and to go out the front door instead.
- The IC has one social worker that is with us for part of the day. She is now regularly being pulled to the main campus so we have her even less. This is further diminishing our already reduced staff.
- The IC had no security on 1/23 and 1/28. On 1/28, we were told there was no one so we would not have any.
- The IC team is looking for solutions, support, and guidance about what the new SHHS phone policy looks like for us so that it fits within our staffing reality and still upholds the integrity of the policy and relationships between teachers and students.
- The IC team has been told that a decision will be made regarding our location/program direction on March 1st, even though we were under the impression a decision was made in November.

- If a decision is not being made by administration until March 1st on what we are/where we are/who we are serving/what courses are offered etc. and counselors are working on student schedules for next school year throughout the month of February, how does administration expect students and families to make informed decisions about their schedules for next year?
- We also wonder what the plan is for after a decision is made to ensure strong preparation and the creation of systems and structures.
- As always, thank you to the PTO for their support of the IC staff and students. We would also like to give a big thank you to Denise Johnson for all her support as we started this second semester.

Ludlow--Allison Colvin, Leanne Moses-Kruluts

From January:

- The Ludlow Building Committee met on Tuesday, January 13th. It was postponed because Ludlow had a power outage on Tuesday, January 6th which was our original meeting date.
 - We talked about many things, and addressed various issues with pending solutions.
 - A pressing issue, however, is with building safety for children and staff. It is still an ongoing issue of concern. The floors are falling apart, literally. The floor boards in most of the classrooms on both the upper and lower levels are completely falling apart. There is excessive crumbling glue between the flooring, and severe peeling sealant over the entire floors in most classrooms. They are coming up in sheets. There are chunks of flooring missing, cracks, protruding nails, lifted and separated floor boards and multiple open floor seams. When stepped on, areas of the floors dip down significantly throughout many of the classrooms. Some teachers are using tape and/or furniture (where they can) to block off areas for children and adults to avoid the most unstable areas. But there are too many problem areas to cover them all. The floors are literally falling apart and are getting worse. They are weak, unstable, and unsafe.
 - Mr. Caroff said he is waiting for a punchlist of items from the contractor. He is aware of the problem, and since this report has offered to relocate classroom staff and children to other areas of the building/classrooms until the contractors are able to rectify the flooring situation in all of the classrooms. A timeline was not given.
- At our last staff meeting, Mr. Caroff gave an update about the building climate survey, and expressed his plans to take corrective actions on his part. He shared that he will send out a follow-up climate survey in the Spring.

February Report

- The floors continue to be a major issue. SHTA Building and Sick Day Transfer Chair, Matt Zucca has come to the building several times to assess the floors and building safety concerns. Director of Buildings, Grounds, Dave Boyer explained that the floors would not be addressed until the summer.
- Now, there is a mold issue in the main office. The mold containment and remediation has been expanded from the main office into the main foyer. Staff and students are not able to access the school through the main foyer. Our main foyer is not able to be used because of mold remediation.

- Members have serious concerns about the air quality and the remediation process for the building. Dave Boyer had the air quality tested in the entire building, including for mold. At the initial request of SHTA representatives during a visit to the school, Dave Boyer did a Q and A with staff about the remediation process. During another visit, he along with Chief Operating Officer Jeff Grosse and Assistant Superintendent Dr. Felecia Evans came to the school to speak with staff and answer questions about the results from the air quality and mold testing, plus further steps. Teachers raised questions about the integrity of the testing, and whether the air filters in the building would be tested. Mr. Boyer mentioned that they would not be tested until the remediation process is completed and they have confirmed where the water is coming from that is causing the mold. He stated that the filters are doing what they should be doing. He said the air quality will continue to be tested. It was noted by a staff member that the exit door from the gym to the foyer was not properly contained/protected from the mold, and allowed for mold exposure to the gym. It has since been contained and Dave Boyer said that they will retest the air quality in the gym. Traces of mold were found in 3 other spaces including classrooms, and we were told that it was probably caused by foot traffic. The "safe" to normal levels found from the results of the mold and remediation process continues to cause health and safety concerns for staff. Dave Boyer offered that if staff feel any symptoms to go to see a doctor, and continue to share their concerns with the district. Teachers have requested air purifiers for their rooms, and air filter replacements for current air purifiers. We were told that they are on backorder. Teachers continue to have fear and lack of trust because of a recent crisis, and building safety concerns. The district has provided the staff with onsite counseling and opportunities for more if necessary.

Executive Board Reports

Evaluation-Lena Paskewitz

- Reminder, teachers who are on a full cycle should have holistic observation and one walkthrough complete.

Publications—Andrew Glasier

- Have a meeting with a web designer about updating SHTAweb.org
- Updated SHTA Facebook and Instagram accounts
- Sent out emails for Executive Board members and PAC
- Executive Board blurbs are due Wednesday, February 11th by midnight

Membership/Elections-Chante Thomas

- No Report

Policy-Tim Kalan

- Working on language for the ballot

Diversity, Equity, and Inclusion-Angela Goodrum

- No official report but I hope that teachers are being intentional about teaching Black history.

Public Relations-Bob Bognar

- Looking at having two apparel sales next year, early fall and late spring

Special Education-Tito Vazquez

- Attended the Executive Board and Representative Council meetings.
- Discussed many concerns of members with SHTA President Dr. John Morris over the amount of paperwork that Intervention Specialists, Speech Language Pathologists and Psychologists are required to complete outside of the federal and state mandated documents that the district requires. Staff morale is extremely low within the district across the buildings and many members have expressed seeking employment in neighboring school districts.
- Represented multiple members in Fact Finding meetings over missed paperwork deadlines.
- Met with Shaker Heights High School Principal Isaiah Wyatt, Associate Principal Liz Massey and SHHS Head Representative Jessica O'Brien concerning an Improvement Plan that a member was placed on only to realize that the supervisor who placed the member on the improvement plan was/is not a OTES certified evaluator; the time of the improvement plan was not correct in length and it was not uploaded and included into the members OTES Evaluation.
- Met with a member about a student's safety plan to adequately meet the needs of the students in the classroom.
- Met with a member who was very disappointed with learning of a caseload change and schedule change from a Paraprofessional before learning about the change from administration or supervisor.
- Met with Shaker Heights High School Principal Isaiah Wyatt and Associate Principal Liz Massey to solve staff concerns and staff shortages due to many absences of service providers who support students with disabilities 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. I brought the concern of the SLP caseload/workload to the attention of Student Services Director Dr. Meghan Shelby. She expressed that administration was able to come up with a way to address the workload/caseload concerns for Ludlow preschool. We will have a contracted SLP from a local agency pick up some of the students which will then allow SLPs more time to focus on evaluations for the next two months.
- Dr. Shelby also mentioned that there are a high number of children transitioning from Bright Beginnings with winter birthdays who we need to evaluate before their third birthday. We hope things subside in spring but we will continue to watch the numbers closely.

Legislative-Matthew Kloder

- **National Vouchers:** Federal program starting in 2027 may divert public funds to private schools, potentially creating a "two-tier" system.
- **Gender Disclosure:** Supreme Court case to decide if staff must notify parents of student gender disclosure, affecting national privacy standards.
- **Ohio Legislation:** Several bills on curriculum and graduation mandates are pending; final votes must occur before the 2026 deadline.

Building Safety and Sick Day Transfer-Matthew Zucca

- Reached out to Donte Hayes, District Treasurer, regarding tuition reimbursement. Was informed that tuition reimbursement would reach accounts on Tuesday, March 10th.
- Received a thank you email from a member enrolled in the Sick Day Transfer Program expressing their gratitude to those who donated days to them.
- Collaborated with administration and the payroll department to process a “sick day transfer”.
- Reached out to High School Head Building Rep., Jessica O’Brien, about requesting sick days for a member at the high school enrolled in the program and Reached out to Middle School Building Rep. Kevin Thomas about requesting sick days for a member at the Middle School enrolled in the program
- Was informed of building problems at Ludlow by Alison Colvin, Head Building Rep. Walked the building with Alison Colvin, Lean Mosess-Kruluts, and Dave Boyer, Director of Buildings and Grounds. An air quality test will be conducted and a report of finding will be provided. Mr. Boyer presented the findings to Ludlow faculty and staff on Friday, Feb. 6th. A summary of the finding is provided below:
 - Air Testing (Feb. 2-3):
 - Elevated spores in Main Office and vestibule
 - Minor traces in nearby rooms likely from foot traffic
 - All other areas normal
 - Remediation:
 - Air scrubbers running
 - Office deep cleaned and subfloor sealed
 - Office/entrance closed pending clearance testing
 - Next Steps:
 - Awaiting follow-up test results
 - Investigating moisture source
 - Building testing planned (weather permitting)
- Was informed of a water issue at Lomond affecting two rooms and ceiling tiles. I reached out to Sean Brown, Assistant Director of Building and Grounds, for an update of the situation. A summary of the his response follows:
 - Roofing contractor scheduled to assess two Lomond classrooms; roof access delayed due to unsafe weather
 - Investigation underway from inside to prepare for repairs once conditions improve
 - Leaks are intermittent and appear related to freeze-thaw cycles
 - Ice dam at Lomond worsening; exit door B and east stairwell affected by leaking and refreezing water
 - Contractor, A.W. Ferrell, expected on site to break the ice dam
 - Classroom damage will be addressed after the roofing issue is resolved
 - District discussing long-term roof solutions with architects overseeing remodels
- Reached out to a Mercer member with health and safety concerns to see how the district is providing them with a safety plan.

Personal Rights Rights and Responsibilities- Mike Sears

- Answered questions about January 16th paycheck. There was some mistakes
- Answered questions about buyout
- Helped Middle School Head Representative Kevin Thomas with transfer situations

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

- No Report

Old Business-None

New Business-None

Good of the Order-

- Dr. John Morris thanked High School Representatives for dinner.

Motion for adjournment was made by Chante Thomas and seconded by Heather Pincoe. Meeting adjourned at 5:51 pm

*Respectfully submitted,
Lisa M. Hardiman*

SHTA February Representative Council meeting at Shaker Heights High



COLLABORATION IS FOR ME!

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.

Almost everyday during my planning period, I leave my third floor classroom and walk down to the first floor to meet with my colleagues. Sarah, Amanda, and I all collaborate deeply to make sure we are giving the best possible education for our students. It has been like this for the entire school year, and for me (and I hope for them), has been an amazing experience. Without this collaboration my Global Studies 9th grade class would not be nearly as successful mixing content and skills. The Advanced Placement World History classes would have been short changed from the wonderful project based learning teaching Amanda and I have implemented. For myself and my professional life, collaboration with my colleagues has been crucial to my development as a teacher.

I have worked with other teachers and educators since my first year of teaching. I was hired to teach a collaborative program for struggling readers named the Humanities program. I team-taught with an English and Reading teacher and had almost daily meetings to discuss curriculum and students' needs. In later years, my colleague Aimee Grey and I evolved the program so that we would teach both English and Social Studies together in a block schedule, again meeting almost daily to reinforce learning. We chose professional development opportunities together, at one point traveling to the International Literacy Association's annual conference with two others in the program, which greatly changed how we taught reading and writing for our students. The program was not perfect, but the success rate for many of our students in their graduation rate and college acceptance was something to celebrate for some of our most vulnerable students and it could not have happened without our constant collaboration.

The Peer Evaluation program was created through collaboration, the only one of its kind to my knowledge. The Peer Evaluation program has been some of the best collaborative professional development I have ever participated in, as both evaluator and one who is being evaluated. The program could not have occurred if not for the collaboration of teachers and administrators.

Collaborating has not always been successful or without plenty of friction. I have had heated disagreements about different ideas or changes or timetables or whatever. Being passionate about what we do and protecting our students can sometimes blind us to other options or coming to compromise if we feel it doesn't make sense. Yet it is through these disagreements that we have found ways to make our system better, in most cases. It is part of the collaborative process to work through our disagreements and find the good in working together.

Now I have passed on my collaborative nature to my student teacher. Every morning he and I head down the stairs to meet with Amanda and Sarah to work on our curriculum for Global Studies. And he has fit right in.

Already he is taking on responsibilities and helping us to create and edit our lessons and think through how all these lessons connect for the students. Now he doesn't just have me as a mentor but Amanda, Sarah, Joe, Kim, Paul, and many more in the building that want him to succeed, just like our mentors wanted for us. This is why collaboration is for me!

AG

The SHTA PAC is on FACEBOOK!

HYPERLINK

"<https://www.facebook.com/groups/218943172136501/>"
PAC of the Shaker Heights Teachers Association