



Shaker Heights Teachers' Association

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April 22, 2019

Dear SHTA Members,

Great news! Jody Podl has been completely exonerated of any wrong doing. She did not engage in bullying. She did not violate board policy. The arbitrator's findings represent a resounding victory for due process, just cause, and collective bargaining rights. Some of the highlights of the arbitrator's opinion:

- * "The grievance is sustained."
- * Jody Podl did not violate Board Policies JFCF and JFCF-R (Hazing and Bullying).
- * "... the inescapable conclusion is reached that the discipline was issued without just cause."

This is why our support of one another in times like this is so vital. Due process and just cause protect us all from being unfairly found to have committed serious offenses in our teaching environment. Jody's self-sacrifice and strength throughout this process is testimony to what one person can do when they refuse to settle for injustice. Your support as members of the SHTA has made that strength possible. This is a victory for all of us. We look forward to working with the School Board and Administration to make sure nothing like this happens to any of our educators again.

Respectfully Submitted,

Dr. John L. Morris

SHTA President