

October Representative Assembly

October 24, 2018



Dates of 2018-2019 Representative Assembly

~~August 29~~

January 23

~~September 19~~

February 20

October 24

March 20

November 28

April 17

December 19 (If Necessary)

May 15



What is in my Envelope?

- Union Representation Request Cards
- Envelopes for new hires with their signed membership forms
- IEA Membership Cards



President's Report



Bargaining Update

- Bargaining Report Out
 - Training took place on 10/11 and 10/12
 - First bargaining session took place 10/16
 - Future bargaining dates: 11/1, 11/5, 11/7, 11/13, 11/14
- Visitor Procedures
 - Members are not permitted to attend bargaining during the day. Seats for the 11/7 and 11/13 bargain have already been filled. If you wish to attend, e-mail etabarbbettis@gmail.com
 - Visitors must adhere to norms and rules of bargaining
- Unfair Labor Practice (ULP) Update
 - IEA Legal has prepared the ULP for us. We will deliver it to the district in the time frame based on how bargaining proceeds
- Letter with District Update
 - We submitted our letter to district, they responded with a letter that requires further discussion by both parties moving forward



Monthly Contract Meeting Report Out

Topics Discussed at MCM

- Mold Issues
- Payroll Issues
- Safety Concerns
- Meeting Concerns
- Grading Timelines
- Sub Shortage
- Dual Language Overload
- MTSS Committee
- Special Education Workload
- Bargaining Issues



Clerical Information

DUSA Contract Information

Elementary

A minimum of (1) full time secretary: 8 hours per day, 40 hours per week.

A minimum of (1) part time secretary/clerk:
Part time secretarial hours shall be allocated as follows:

	>300	>500	>600	>700
Part time Sec.	2	3	4.5	5
Clerical	1.5	1.5	2	3
Combo	3.5	4.5	6.5	8

ETA Contract Information

During the term of the Agreement clerical time will be assigned as follows

- (a) Each high school at the rate of 6 hours per day
- (b) Each middle school at the rate of 3 hours per day
- (c) Elementary schools will be paired, based upon staff size, with each pair allocated a total of 15 hours per week

Teacher Questions and Building Issues



1st Vice President Report



1st Vice President Report

- Those Who Excel Scholarship Bowl
 - April 18, 2019
 - Info on baskets, registration, and helping out to follow
- Those Who Excel Scholarship Night
 - April 23, 2019
 - Larkin High School
 - Info on time, presenters, helping out to follow



2nd Vice President Report



2nd Vice President Report

- **ETA Store**
 - Items will be for sale through the ETA website
 - We are using WooCommerce and PayPal to track orders and make payments
 - Minimums need to be met before orders placed
 - Process being worked on with the membership committee to ensure process followed for getting items on the website, and payment to TWE
- **Constant Contact Update**
 - We currently have 2,655 registered people in Constant Contact but do not have 2,655 members
 - A number of members are listed with only an email and no other identifier
 - We will be doing a review of all emails to ensure only members are receiving email updates from the ETA



Board of Directors Report Out



October Board of Directors Meeting

Board Meeting (October 17 and October 22)

- Election
- Section Concerns
- Workgroups
- RA Agenda
- Next Meeting - November 14, 2018

Committees



Committee Appointments

Tammy Reicha - Instructional Council

Craig Pfluger - Instructional Council

Lesley Beallis - PAR (Peer Assistance & Review)

Carol Mammoser - Budget Committee

Lisa Burnell - Budget Committee



Contract Improvement Committee

Chairs - Isabelle Torres and Robert Sanchez

Members - Many!

Purpose - To review data collected from members and give suggestions and information to the various work groups and the bargaining team.

Time Commitment - This team meets as needed throughout the bargaining process.

Sub Committees

- Compensation(Including Insurance)
- Class Size and Caseload/Safety and Security
- MTSS
- PPD/DCD and Plan time
- Workload
- Other



Feedback on Compensation

- Of the first 139 comments we read, 79 of the comments were directly members stating members saying they wanted the traditional salary schedule to stay, which is 'step and lane.'
- Raises for 'Cost of Living'/CPI
- Retro pay for year lost. (step freeze)
- Those that were in favor of the failed TA want it to be fair for all members
- Increase and add a lane for additional Masters and Ph. D.

Feedback on Workload

- Dual Language Multiple Preps in each class, having to translate on own time.
- Multiple challenges related to splits
- Special teachers traveling and working uncompensated overloads.
- Mandatory Committees without Compensation
- Daily Plan time needed for elementary.



Feedback on PPD/DCD

- Need time to work in classroom before school starts
- Release time for standards based grading
- Spread PPD and DCD Days more evenly through the year, not all at the beginning or end.

Other Comments

- Revisiting Appendix F
- Rewarding teachers who do more than just the day
- If admin REALLY VALUES PD for teachers it should be paid for
- More PPD rather than DCD...we desire more days for us as teachers to articulate and collaborate within our buildings and fields.
- Teacher sub pay - Giving up free time for \$20 isn't worth it
- MTSS--Academic and Behavior needs to be addressed



Future Dates and Info

- CIC will meet again on Monday, October 29 from 4-6 PM at Elgin High School in room 243
- CIC strives to get information and solutions to the bargaining team



Membership Committee

Chair - Donna Kielbasa

Members - Kathy Cebulski

Number of Vacancies - ~5

Purpose - To promote the ETA in a positive way and unify membership.

Time Commitment - Meetings and events as scheduled.

#ETA Strong

Order t-shirt by 10/25/18.
Proceeds from each sale go to
benefit TWE!

You can now pay by check!!!

Over 150 Shirts Sold totaling
over \$800 towards
scholarships!





November 8 Rally Day

Wear your #ETASTRONG shirt to school

Where: Elgin Public House

Time: Thursday November 8, 4:00pm - ?????

Mingle with your ETA Colleagues and RALLY behind our bargaining team!!!!

RSVP by Monday Nov. 5th (email will be sent to respond)

ETA Night Out

- Windy City Bulls vs Grand Rapids Drive
- Saturday February 9 @ 7 p.m.
- Tickets \$25 each with proceeds going to support TWE
- Community Heroes Night
- Celebrating local Police, Fire, EMS and Military!
- Giveaway Kids Superhero Capes to the first 1,500 fans in the building





Elections Committee

Chair - Jim Krambeer

Members - Ann Peacock, Graciela Aguirre, Katie Hauser

Number of Vacancies - 1

Purpose - To organize and run ETA elections.

Time Commitment - 2 elections per year plus planning meetings ahead of elections.



IEA-RA Elections 2018-2019

Illinois Education Association Representative Assembly

- April 11-13, 2019
- Hyatt Regency O'Hare, 9300 W Bryn Mawr Ave. Rosemont, IL
- We have 24 delegates as Region 24
- The nomination window is open now through November 9.
- The election will be held in buildings on December

[Nomination Form Here](#)

Region Reports



Region 24

Chair - Doreen Roberts

Vice Chair Graciela Aguirre

Region Grass Roots Political Activist - Jennifer Bury

Local Board of Directors - The ETA Board of Directors

Retired Member - Vacant

IEA Ethnic Minority, ESP, and Higher Ed Sectional Representatives - Diana Escobedo, Holly Smigelski, Cheryl Thayer

Region 24 ETA-IEA-NEA

NEA Foundation Award for Teaching Excellence



Episode 10: Executive Director Audrey Soglin

IPACE Recommended Candidates

IEA NEA ONLINE LEARNING PORTAL
... to empower you to take charge of your professional growth

IEA Delegate Election December 4th

Save The Date
2019 NEA National Leadership Summit
March 15-17, 2019
Denver, CO

(Pre-Summit)
NEA Higher Education Conference
March 14-15, 2019

(Post-Summit)
NEA-Retired Conference
March 17-18, 2019

Leadership Development
NATIONAL LEADERSHIP SUMMIT
nea.org/leadershipsummit

Region PD Funding





Grassroots Political Action

Chair and Co-Chair - Jen Bury and Jeff Horler

Number of Vacancies - Always accepting people to be a part of the Go Team.

Purpose - Work to get politicians, Democrat, Republican, or Independent, that are friendly to public education.

Time Commitment - Election time is the busy time.

Grass Roots Political Action

COMMUNICATE

EDUCATE

MOTIVATE

Phone Banking

- Tues., Oct. 30
- Sat., Nov. 3

5pm to 8pm

9am to noon &
1pm to 4pm

Where: IEA Elgin Office
2250 Point Blvd., Ste. 400



COMMUNICATE

A few of the people behind the paperwork



Karina Villa

A school social worker who understands that schools need to provide services for the future



Lauren Underwood

A registered nurse with a pre-existing heart condition



Marty Moylan

A proud Union member with a record of supporting Unions

COMMUNICATE

IN EMAILS TO STAFF

VOTE! -- BE INFORMED! -- (no names of candidates)

← → ↻ https://ieanea.org ☆ 🌐 ⋮

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#IEAVOTES
IEA

Your Voter Guide

Every education decision that impacts educators and students is made by an elected official. That is why local members of the Illinois Education Association interview candidates and recommend the best choice for public education. The stakes have never been higher for our students and public education in Illinois. Please click below to view the recommended candidates on your ballot. These recommendations were made by local IEA members, just like you!

[SEE YOUR RECOMMENDED CANDIDATES](#)

Leave a message

A Mission Statement

- Impact our profession
- 20% higher voting rate
- Our sphere of influence



Elgin Teachers Association - Serving Over 2,500 Members in Eleven Communities
www.theta.org

2250 Point Boulevard • Suite 400 • Elgin • Illinois • 60123
847.428.7640 PHONE • 847.428.9607 FAX
1.800.554.1806 TOLL FREE

Fellow ETA Members:

With early voting starting on October 22 and the election on November 6, it is important professionally for ETA members to get involved. Over the past four years, we have seen legislation that has directly impacted us--the most recent being the 3% law passed as part of the compromise for accepting the proposed IL budget.

Consider that teachers tend to vote at a 20% higher rate than the population as a whole. It is not surprising that candidates not only seek our IEA endorsement but also count on support from IEA members as make-or-break in their path to victory. One promising update is this November election has more current educators running for public office than ever before. Educators are frustrated by what has been occurring in Springfield, and they want to make a difference.

We are asking every ETA member to learn about the candidates asking for your vote. We hope you will consider the IEA endorsement. The candidates endorsed by the IEA are chosen because, after an extensive process, they want to see the best possible education for all students, and they will listen to the collective voices of the ETA and other teachers' unions.

In order to fill legislative seats in Springfield and Washington with friends of education, we need to vote. Beyond voting, we need to remember that members of our community respect our voices as teachers. Consider encouraging family and friends to vote. Discussing politics can be difficult, but remember that the vast majority of communications we receive about the election (TV commercials, phone calls, direct mailers) are intended for one purpose: motivating voters to get to the polls. A very small percent of materials are intended to change a voter's mind about a candidate.

We increase our sphere of influence by encouraging friends and family to vote, and we increase our influence even more by actively supporting candidates. If you feel strongly about a candidate, look at his/her website to see how you can get involved. Imagine if every ETA member gave just two hours on an evening or on the weekend. Our voices would truly be heard loud and clear.

Thank you for all you do as educators. Let's work together this year to ensure the best representation for education at local, state, and national levels.

From Your ETA Leadership

“I Want to Get Involved!”

etajeff.gpa@gmail.com

etajen.gpa@gmail.com

COMMUNICATE



October Training SD Issue or SIP Issue



Contract Language

School Improvement Committee (SIP)

- Pages 56-57 of The Elgin Agreement
- Section 15.1 and 15.11
- Role of SIP - The role of the School Improvement Committee shall be to develop and monitor the School Improvement Plan, coordinate resources, ideas, and material to support individual building programs, and jointly determine the agenda for staff meetings as defined in 6.5 Teacher Collaborative Time.

Contract Language

School/Department Committee

- Pages 6 and 7 of The Elgin Agreement
- Section 2.54, 2.54.1, 2.54.2 and 2.54.3
- Role of School Department Committee - The committee and the administration shall discuss and jointly determine student discipline policies and the use of the building/special services department budget including but not limited to allocations for supplementary texts, materials, supplies, and equipment to be purchased within the confines of the school/department/special services department budget.

Consensus

Consensus decision-making is a group decision-making process in which group members develop, and agree to support a decision in the best interest of the whole. Consensus may be defined professionally as an acceptable resolution, one that can be supported, even if not the "favourite" of each individual. It has its origin in the Latin word *cōnsēnsus* (agreement), which is from *cōnsentiō* meaning literally feel together.



What Committee Deals With What Issue

School Department Examples

- Teachers' workload
- Site discipline procedures
- School safety
- Student deployment
- Support personnel services
- Teacher/pupil relations
- Daily schedules
- Money raising activities
- School maintenance
- Staffing
- Staff development/in-services
- Collaboration time
- Excessive paperwork
- Year-end activities
- Use of student body funds
- Appendix F Oversight
- Budget Oversight
- Elementary Patrols
- Elementary and Secondary Supervisions
- Building Concerns

SIP Committee Examples

- Plan SIP and Institute days
- Monitor the SIP Plan
- Coordinate resources, ideas, and materials to support individual building programs
- Jointly determine the agenda for staff meetings
- Establish procedural guidelines as necessary for its operation and communication to staff
- Determine how SIP goals will be implemented, and the formation of subcommittees for this process
- Present SIP plan to the cabinet and/or School Board



Representative Responsibilities by Month



November Responsibilities

- Remind members about open enrollment and the deadline for insurance. If members have questions they should direct questions to Beth Berg (bethberg@u-46.org) Revised July 2018
- Let members know of any second semester district positions available for transfer from Human Resources.
- Review 12.64 Transfer Selection Procedure in The Elgin Agreement
- Check that your buildings Parent/Teacher Conference plan follows The Elgin Agreement.
- Review 15.22 Parent Conferences in The Elgin Agreement
- Review 15.23 Kindergarten Release Time in The Elgin Agreement