

March Representative Assembly

March 20, 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~~

May 15

Committee Reports



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.



President's Report



Bargaining Update



What have we done at Bargaining

Items Completed

- Early Childhood
- Parent Teacher Conferences
- Technology
- Rates of Pay
- Calendar
- Safety
- PD

Items Near Completion

- Appendix F
- MTSS

Items in Progress

- Compensation
- Supervision
- Pay for Committee Work
- EI Workload

Bargaining Conversations

Parts of Compensation

- Salary
- Insurance
- Retirement
- 403b

Straw design on an improved step and lane salary model is being revisited.



Safety Concerns and Student Code of Conduct Committee



Student Code of Conduct and Safety

- Conversations regarding safety continue to happen at MCM and in individual buildings where safety concerns are rising.
- Members of the ETA Board of Directors worked with Robin Lenart on reviewing and suggesting revisions for the Staff Handbook to the Student Code of Conduct.
- The goal is for teachers to have a voice at the table in the future in regards to safety and the student code of conduct.
- Teachers should continue to work through their SD to implement plans and actions for safety in their individual buildings.



Transfer Reassignment

Transfer Reassignment

- Check the district timeline for transfer reassignment dates.
- Years 1, 2, and 3 are non tenured years. A teacher can be released without cause. This is according to School Code 105 ILCS 5.



ETA and Consortium for Educational Change



ETA and CEC

- ETA worked with district administration to bring in Mary McDonald from CEC to work with teachers at a school in our district.
- The goal was to bring staff together.
- This is a resource that could be used in other schools where collaboration or relationships between admin and teachers is not working.



1st Vice President Report



THOSE WHO EXCEL

Please share raffle
basket idea to the link
ASAP.
Raffle Basket pictures
are Due April 1

April 18, 2019
Streamwood Bowl
1232 E. Irving Park Rd.

TWE Recognition
night - April 25
Volunteers needed
and appreciated!

Slots available for 3:00 / 4:00 / 5:00
4 People per Team - \$10 per team

To reserve a time slot, email dstreit1212@gmail.com in March



Those Who Excel

Bowling is \$10 for a team of 4. Sign your team up by sending an email to dstreit1212@gmail.com to get your team signed up and reserve your 3, 4, or 5 o'clock time slot.

Do you have a raffle basket for your school? Fill out this form and let us know what you have and what you are putting in your basket.

[TWE Raffle Basket](#)

Do you have a donation from yourself or a business? Fill out this form and let us know what you are donating and where it is from.

[TWE Donation Form](#)



Treasurer Report

Treasurer Policies

- The board adopted 4 new policies at the March Board Meeting
 - Whistleblower Policy
 - Conflict of Interest
 - Financial Reimbursement Guidelines
 - Form 990 Annual Disclosure Form

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

SCORE Grant
Mallory Mack
Centennial Elementary



IEA Committees
Participant Recommendations by
May 15th



**Episode 14: ESSA Update
& IBAM Interview**

Building Trauma Sensitive Schools

April 23-25, 2019

National Louis University

Lisle, IL

ACES



ONLINE LEARNING PORTAL

... to empower you to take charge of your professional growth



Grassroots Political Action

April 2 Election

—
“You always
campaign as though
you are 10 points
behind.”

Help spread the word about four exceptional candidates

U-46 School Board Election – April 2
(early voting begins March 18)

Kate Thommes



- Co-chair of two Citizens' Advisory Council committees
- ELL instructor at Elgin Community College
- Mother of three U-46 students currently in Dual Language, ILP, & World Languages and International Studies Academy

kate4u46.com

John Devereux



- U-46 Board member since spring 2018
- Financial knowledge based on 30 years experience as an actuary
- Devoted to supporting opportunities for all U-46 students including those in challenging economic or social circumstances.

jd-u46board.org

Eva Porter



- 30 years of classroom teaching in Schaumburg and Elgin school districts
- Current IEA/NEA retired
- Popular Creek Library Board, Secretary of Finance Committee (overseeing budget of \$5.8 million)

evaporter4schoolboard.com

Sue Kerr



- A consistent voice for students, employees & community members as a U-46 Board member since spring 2014
- Prior to serving on the Board, co-chaired a number of Citizens' Advisory Council committees
- Retired computer programs analyst

[@SueKerrforU46](mailto:SueKerrforU46)

- Support Kate, John, Eva, and Sue with your vote on April 2.
- Give the enclosed postcards to friends and family.
- Order yard signs / Get Involved — grassrootsregion24.com

We need to use our collective voice to elect four school board candidates who will make decisions based on the well being of our U-46 children, our professionals & our community.

Daily Herald Endorsement

Editorial »

Endorsements: Devereux, Kerr, Thommes, Porter for U-46 school board

We have long believed that education is the great equalizer and that as citizens, we have an obligation not only to our youth but also to the community to invest in good schools.

It is through education that we uplift underprivileged communities while also realizing the potentials of all children.

With that as an underlying philosophy, it is easy to choose our endorsements in the April 2 election of four school board members in Elgin Area Unit District U-46.

With a change in Illinois' school funding formula, the Elgin area school system will receive an additional \$54 million from the state this year. Permit a little shorthand here: Four of the eight candidates in this race -- maverick incumbent Jeanette Ward of West Chicago, retiree Daniel Hancock of Hanover Park, airline industry employee Tina Rio of Bartlett and translator Ina Silva-Sobolewski of Hanover Park -- seem to think this is a windfall that should be used to cut property taxes.

Don't get us wrong. We think a big part of a school board member's job is to be a disciplined steward of taxpayer dollars. But these candidates miss the point. The state isn't increasing state funding for U-46 as a way to provide property tax relief. The state is increasing U-46's share of the funding because it recognizes the schools are underfunded and as a result, its students are being shortchanged.

Yes, school board members must be fiscally responsible. But they also must recognize their charge to provide every student with access to the best education possible. That is a sacred obligation and one that cannot be discharged with wishful thinking -- disproved by the facts -- that funding levels somehow don't matter.

School board incumbents John Devereux and Sue Kerr, both of Bartlett, as well as educator Kathleen "Kate" Thommes of Elgin and retired teacher Eva Porter of Hanover Park embrace this obligation and understand the connection between resources and educational opportunity.

We strongly endorse the candidacies of Devereux, Kerr, Thommes and Porter.

The future of the younger generation in U-46 depends on their elections. The long-term health and vibrancy of the community does too.

“We strongly endorse the candidacies of Devereux, Kerr, Thommes, and Porter. The future of the younger generation in U-46 depends on their elections. The long-term health and vibrancy of the community does too.”

April 2 Election

Possible Misconceptions -- the opposition is neutral regarding our Union

Independent Voices to Represent You & Your Children!

Just like a mom or dad may have to say "no" to their child's demands, you need independent voices who can say "no" to education special interests. Because those endorsed and supported by them can't.

All students should have access to programs and opportunities to help them reach their full potential!

- ★ **Classroom: Quality, Modernized Resources**
- ★ **Curriculum: Pathway to College, Career or Trade**
- ★ **Funding: Equitable; Lift Taxpayer Burden**
- ★ **Safety: Students And Teachers Must Be Secure**
- ★ **Teachers: Provide Them The Resources Needed**
- ★ **Transparency: All Results And Costs Known**

Send To The
Juniata West
or School Board

POSTED
ALL POSTAGE
PAID
INDIVIDUALLY
PERMITTED

Or Current Resident
The Surr Household
1179 Driftwood Ln
Bartlett IL 60103-5875

“Just like a mom or dad may have to say “no” to their child’s demands, you need independent voices who can say ‘no’ to education special interests. Because those endorsed and supported by them can’t.”

April 2 Election

Possible misconceptions --
we cannot lose the Board majority

Jeanette Ward (2015) -- 5,991

Phil Costello (2015) -- 5,867

Ed Novak (2015) -- 5,796

Cody Holt (2017) -- 5,710

Enoch E. (2015) -- 4,032

Melissa Owens (2017) -- 9,824

Donna Smith (2017) -- 9,403

Veronika Noland (2017) -- 9,195

Tracy Ellis (2015) -- 6,155

Sue Kerr (2015) -- 5,992

Larry Bury (2015) -- 4,979

Arisleyda T. (2015) -- 3,531

April 2 Election

Possible misconceptions--
I cannot impact this election



Help spread the word about four exceptional candidates
U-46 School Board Election — April 2
(early voting begins MARCH 18)

Kate Thommes • A member of the Elgin Advisory Council's committees • ESL instructor at Elgin Community College • Mother of three U-46 students currently in Great Language, SLP, & World Language and International Studies Academy kate@u46.com	John Devereux • Elgin Board member since Spring 2015 • Extensive knowledge based on 17 years experience as an educator • Passionate about supporting opportunities for all U-46 students including those in challenging economic or social circumstances JD@u46board.org
Eva Porter • 16 years of classroom teaching in elementary and high school districts • Current ICA/NEA member • Positive Creek Schools Board, Secretary of Elgin Community University Budget of 2014 initiative evaportner@schoolboard.com	Sue Kerr • A candidate voted for students, employees & community members as a U-46 Board member since spring 2012 • Prior to joining on the Board, co-chaired a member of Elgin's Advisory Council of Schools • National computer programs analyst SKerr@u46

Support Kate, John, Eva, and Sue with your vote on April 2.
Give the enclosed postcards to friends and family.
Order yard signs / Get involved — grassrootsregion28.com

We need to use our collective voice to elect four school board candidates who will make decisions based on the well being of our U-46 children, our professionals & our community.

Elgin U-46 School Board Election
Early Voting Begins March 18
Election Day is April 2

Kate Thommes
We need your vote to ensure the future of U-46.

John Devereux
Kate, John, Eva, & Sue will support our U-46 children, teachers, and communities.

Eva Porter

Sue Kerr

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Eva Porter

Sue Kerr




Mailers
Yard Signs
Canvassing

April 2 Election

What We Need!!!



Distribute the
postcards!!

Sponsored by the 
2250 Point Blvd. #400
Elgin, IL 60123



*I hope
we can count
on your support
on April 2.
Thanks. ☺
-Jeff*



April 2 Election

Put up a yard sign!!

What We Need!!!

		2017	2019
—			
Elgin (60123/24)	46	29	
South Elgin (60177)	20	12	
Elgin (60120)	14	6	
Bartlett (60103)	21	11	
Streamwood (60107)	5	1	
Carol Stream (60188)	5	3	
		111	62



April 2 Election

Possible misconceptions --
I cannot influence voters if I do
not live in the District

Post on social
media!!



Jeff Horler

Just now · 🧑🏻 · 📌

Hello Everyone,

Please remember that early voting has started for the April 2 election—which includes all local school boards.

For those who live in the Elgin U-46 area, please get to the polls and vote for the following candidates for School Board: Kate Thommes, John Devereux, Eva Porter, and Sue Kerr. Here are four reasons to support these candidates:

(1) All four are running because they care about kids, and they want to be advocates for all students regardless of race, ethnicity, gender, socioeconomic background, or special needs. (That is not the case with some of their opponents.)

(2) For parents and taxpayers, please consider the endorsement from The Daily Herald, which emphasizes that John, Sue, Kate, and Eva will make wise financial decisions for the future of our district: "We strongly endorse the candidacies of Devereux, Kerr, Thommes, and Porter. The future of the younger generation in U-46 depends of their elections. The long-term health and vibrancy of the community does too."

(3) They are not endorsed by the local propaganda paper, which is supporting its endorsements with sentences like this: "[T]he school district has made a hard and rapid ideological turn into a very ugly and divisive Leftist politics that are at odds with our country's founding principles and with parents' right." As a teacher, I think what they are referring to is that our teaching reflects the belief that each student should feel valued as an individual.

(4) Kate, John, Eva, and Sue are concerned parents and advocates for the community—they are not politicians. At least two of their opponents are using the school board as their means to give speeches about their political and religious beliefs. America is a land of free speech, but School Board meetings need to focus on our students and our communities.

I know many of us (myself included) feel uncomfortable talking about politics, but please pass on the word about Kate, John, Eva, and Sue, and check out their websites to see their individual qualifications. They are working very hard, but they need help getting out the vote.

<https://kate4u46.com/meet-kate/>

<http://jd-u46board.org/>

<https://www.evaporter4schoolboard.com/>

<https://www.facebook.com/suekerrforu46/>

U-46 Board of Education

- Kate Thommes**
- John Devereux**
- Eva Porter**
- Sue Kerr**

VOTE APRIL 2

April 2 Election

What We Need!!!

—

Canvassing!!

- Saturday, March 23
- Saturday, March 30
- Sunday, March 31

etajen.gpa@gmail.com
etajeff.gpa@gmail.com

April 2 Election

The oppositions' message (cont.)

— “What do we get in return? Some of the lowest performing schools in Illinois. Current U-46 CEO, Tony Sanders, **the grifting teachers' union**, a majority of the current school board, and some of the current board candidates believe that even higher taxes and more spending are the solution.”

-*Examiner* endorsement



Representative Responsibilities by Month

March Responsibilities



March Responsibilities

- Members can begin having their summative conferences. These must be completed by May 15.
 - Review **Article XIV Teacher Appraisal** in The Elgin Agreement.
- Hold Spring Elections. Make sure you have members assigned to man the box. The ballot box should not be left unattended.
- Distribute any NEA/IEA/ETA materials that you receive.
- Remind Tenure teachers that they must have 2 SLO's done by April 15th of their summative year.

April Responsibilities

- Hold elections for ETA Representatives, School Department, and SIP Teams. This can be done in May or at the start of next year depending on potential staff changes.

May Responsibilities

- Members must complete their summative conferences. These must be completed by May 15.
 - Review **Article XIV Teacher Appraisal** in The Elgin Agreement.
- Invite newly elected representatives to the May Representative Assembly.
- All teachers should be notified of their assignments for next fall by June 1st.
 - Review **12.4 Notice of Assignments**
- Members should receive their second semester stipends during the month of June.
 - Review **27.3 Extra Pay Schedule for Extra Duties** in The Elgin Agreement