



RA Agenda

October Representative Assembly

October 20, 2021

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- I. **Call to Order**
- II. **Consent Agenda**
 - A. [Sept. 15, 2021 Minutes](#)
 - B. Oct. 20, 2021 agenda
- III. **Meeting Norms**
 - A. Be recognized by the chair prior to speaking
 - B. Name and School when speaking
 - C. Masks must be worn at all times
 - D. No food or drink allowed
 - E. Questions need to be general and not individual
- IV. **President's Report**
 - A. Association Grievance 01-21-22
 - 1. Section Breakout Session
 - B. President's Update
 - 1. Bargaining and CIC
 - 2. Teacher Supply Committee
 - 3. Salary Letter
 - 4. ETA Board of Directors
- V. **1st VP Report**
 - A. TAP Reminders
 - B. ETA Shop
- VI. **2nd VP Report**
 - A. TWE
- VII. **Treasurer Report**
 - A. Budget Report
- VIII. **Secretary Report**
 - A. Membership List
- IX. **Minority Director Report**
- X. **Region 24 Report**
 - A. IEA RA Election
- XI. **Acknowledgments**

ETA Meeting Norms

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Association Grievance

01-21-22

Association Grievance 01-21-22

Contract Items Violated

- 6.71 Non-Administrative Observations
 - The district has outside consultants entering into classrooms
- 15.1 School Improvement Committee
 - Manner in which the Teams were established is in violation of the procedures set forth in the Agreement.
- 15.11 Role of the School Improvement Committee
 - Formation of the Leadership Teams by the district has usurped the role and duties of the School Improvement Committee.
- 2.54 School/Department Committees
 - 2.54.1 Composition
 - Manner in which the Teams were established is in violation of the procedures set forth in the Agreement.
 - 2.54.2 Scope of Activity
 - LSI is an initiative being implemented by the district and SD should be involved in this process. Formation of the Leadership Teams by the district has usurped the role and duties of the School Improvement Committee.

Timeline Since September 15

- ❖ September 20 - ETA received notice that the relief sought in the Step II filing was denied by the district.
- ❖ September 23 - ETA requested the grievance be held in abeyance to allow the time necessary to resolve the grievance without going to Step III. This was not granted.
- ❖ September 29 - ETA formally filed a Step III to present the grievance to the school board on October 18. This was acknowledged by the district.
- ❖ October 5 - ETA sent a member email stating facts of the grievance and remind members that the LSI/U-46 Rising Work is voluntary and not part of their job responsibilities
- ❖ October 7 and 8 - Meeting with Dr. Suzanne Johnson and Trisha Olsen to work to resolve grievance
- ❖ October 13 - Update of progress on grievance relief shared with the ETA Board
- ❖ October 14 and 15 - ETA Board feedback shared with U-46. Joint Statement crafted
- ❖ October 18 - Joint Statement sent out to all ETA and Administration



Joint Statement – October 18, 2021

The pending Step III Grievance submitted by the Elgin Teachers Association (ETA) will not be heard by the Board of Education at the October 18, 2021 meeting. The parties are heartened to report that they've made substantial progress to address the ETA's concerns all-the-while continuing the important work connected to U-46 Rising. As the U-46 Rising work continues, the parties agree:

Outside U-46 Rising Consultants and ETA Members

ETA members will receive notice of the dates of the forthcoming U-46 Rising Walk in the building by an outside U-46 Rising consultant connected to U-46 Rising. ETA members may have the option to opt out of any particular date due to a conflict, which may include, but is not limited to, an assessment being administered during that date. The parties agree that this suffices to constitute arrangements with the teacher for the presence of an outside U-46 Rising consultant in the context of U-46 Rising. Should an ETA member opt out of all future dates of forthcoming U-46 Rising Walks, the relevant building administrator will consult with the teacher and set times for that member's class for U-46 Rising Walk.

Implementation Committee

A U-46 Rising Implementation Committee, (to be made up of an equal number of members of the District and the ETA – not to exceed eight members total – and an aim of including committee members with understanding of consortia implementation and the Schools for Rigor and Equity), will address by consensus District-wide matters connected to how U-46 Rising is rolled out. For instance, the U-46 Rising Implementation Committee will address the:

- Scope of activity and functioning of the U-46 Rising Committee (formerly called the ILT);
- Formal and regular communication that will occur between the U-46 Rising Committee, the SIP committee and the SD committees;
- Call to committee process for ETA members to apply to be a member of the U-46 Rising Committee; and
- Site exception process connected to U-46 Rising work.

The Implementation Committee will be constructed via a jointly crafted call to committee application process. The parties will independently identify their members to fill the positions on the Committee. It is anticipated the Implementation Committee will meet monthly unless determined otherwise by the committee. The parties have a target date of November 5, 2021 to first convene the Implementation Committee. Implementation Committee work will necessarily change as the U-46 Rising work evolves, and the Committee may disband if no further work is needed.

The parties hope to soon commemorate agreement on all issues connected to the grievance, and expect to resolve all pending matters before the November 1, 2021 meeting of the Board of Education.

6.71 – Non-Administrative Observations

Outside U-46 Rising Consultants and ETA Members

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2.54, 15.1, 15.11 – SD and SIP

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Call to Committee(s)

Implementation Committee

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Call to Committees

U-46 Rising Site Based Team Application

In alignment with the Joint Statement issued on October 18, 2021, U-46 Rising work at sites should be continuing. The reformation of the U-46 Rising Committee (committee formerly known as the Instructional Leadership Team - ILT), is a critical step. All sites should copy this Call to Committee, rename it with your site name and move to your google drive to share with your site to identify membership. This Call to Committee should be sent to all teachers and administrators at your site by the end of the day on 10/21/2021 and closed by the end of the day on 10/26/2021. Below are guidelines concerning the membership and preliminary committee expectations.

U-46 Rising Committee Membership

- Maximum of 8 members.
- Maximum of 2 administrators.
- Maximum of 4 classroom teachers.
- Maximum of 2 related services providers.

Members of the committee are to be chosen by the ETA Head Rep and the Building Principal

U-46 Rising Site Based Committee

Preliminary Expectations

- Plan to meet no less than monthly or as determined by the team.
- Establish intentional alignment of site-based personnel focused on the implementation, monitoring and ongoing evaluation of the U-46 Rising Instructional practices at the site level.
- Create a direct and intentional linkage between the SIP and SD to support the successful implementation of U-46 Rising practices to increase student outcomes.
- Ensure timely and open avenues of communication with stakeholders to provide clarity, validity and ownership of the work.
- Identify site based procedures (in alignment with system guidance) to support the implementation of Rigor Diagnostics, Rigor Walks, Instructional Coaching and Leadership Coaching.
- Create and present applications and plans for the site to transition to a School for Rigor and Equity, including alignment to the SIP and potential Site Exception to SD.
- Draft and review site based professional development plans to support U-46 Rising.
- Outline 45 Day Plans in alignment with Rigor Diagnostic and Rigor Walk Data.
- Structure protocol for Daily Stand-up Meeting to support the To Do, Doing and Done components of the 45 Day Plan.

Links to Committee Application

Implementation Committee Application

- Sent out Thursday, October 21
- Due by Tuesday, October 26
- First meeting - Thursday, November 4

U-46 Rising Site Based Committee Application

- Sent out Thursday, October 21
- Due by Tuesday, October 26

Additional Info

- The former Instructional Leadership Teams are dissolved.
- All members who wish to participate on the U-46 Rising Team MUST apply through the form that will be sent by the administrator in your building on October 21.
- The building principal will give sharing rights to the ETA Head Rep so all applications can be seen
- The ETA Head Rep and the Building Principal should work towards consensus when selecting the members of the U-46 Rising Team
- No professional credits or stipends/compensation are being offered for this work.
- Clarification forthcoming surrounding procedures and questions for Rigor and Equity schools.

Section Break Out

Section Breakout Questions

These breakout sessions are centering around the grievance, the joint statement, and LSI concerns only.

Address the following:

- 1) Questions regarding the joint statement
- 2) Questions regarding next steps
 - a) Call To Committee for Implementation Team
 - b) Call to Committee for U-46 Rising Team
 - c) U-46 Rising Questions in the Buildings
- 3) Concerns about U-46 Rising in the building currently

President's Report

Bargaining and CIC

Bargaining

- Meeting November 4 to discussing format and timeline for bargaining
- Bargaining team met on September 30

Contract Improvement Committee

- Over 60 members responded to the CIC application
- We are in the process of organizing members and will bring the team forward at the November RA

Teacher Supply Committee

- Identifying the supply list for each grade level for next year
- 5-7 teachers per grade level (K-6)
- Monday, November 8th from 3-5 PM. This will be the ONLY meeting.
- If interested, complete the form below by Wednesday, October 26.
- [Teacher Supply Committee Interest Form](#)



Salary Letter

There will only be one fall salary letter this year instead of one in October and one at the fall increment.

- The last check in November will have retro pay for PC and Academic Credits earned and applied.
- The salary letter for the year, which will include apply credits will be sent to members, is being sent November 26.
- Every member will receive a letter regardless of additional salary movement for fall increment.
- For those submitting academic hours for the spring increment, you will receive a second letter in March when that is paid out.

ETA Board of Directors Work

Mary McDonald from CEC came to the October Board of Directors

- Building a stronger, better, ETA
- Assessing our Work
- Applying the Three Frames of Unionism
- Expanding the role of our Leadership Positions



1st Vice President Report

TAP Reminders

TAP Event	Dates	Notes
Benchmark Conference	No later than September 30	For all teachers, the benchmark will occur prior to September 30. At the end of the year, the benchmark for the subsequent year can occur during the summative conference.
Informal Observation Cycle	September 21 - April 15	Informal observations are 15-20 minutes in length with a reflective conference within 3 days of the observation. The classroom visit does not need to be scheduled in advance.
Formal Observation Cycle	September 21 - April 15	A formal observation cycle includes 3 parts. A planning conference no more than 3 days before the observation, an observation of your practice, and a reflective conference within 3 school days of the observation. The dates for all three events should be mutually agreed upon.
Student Learning Objectives (SLO)	Two to be completed by March 1 at 11:59 PM for non-tenured. April 15 at 11:59 PM for tenured teachers in a summative year.	Pre-tenured teachers are required to submit two Student Learning Objectives (SLO) per year. Tenured teachers need to submit two SLO's in the year of their Summative Conference. The SLOs are one of the components used to determine a final summative rating.
Summative Conference	March 1 - May 15	The summative conference will take place after all observations and Student Learning Objectives are completed.

ETA Shop

We have partnered with Print Loop to have an ETA Store

<https://stores.inksoft.com/ETA/shop/home>

\$5 has been added to every item and will be a direct donation to Those Who Excel





2nd Vice President Report



Those Who Excel

ETA created Those Who Excel (TWE) in order to provide scholarships to U-46 students pursuing a career in education. In the past, five \$1000 scholarships have been awarded.

Unfortunately, due to Covid, we have not been able to have our yearly bowling fundraiser. This year we are asking each member to consider a contribution of \$2-\$5. A process to collect online donations will be shared soon.

Ways to Donate

- Each building received an envelope with a building list inside. Please collect money for TWE and return the envelope to the November RA
- Amazon Smile - search Those Who Excel
- Donation button for TWE located on the ETA website - Coming soon

Treasurer Report

ETA Budget Report

B		E
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September 1, 2021 - October 21, 2022

	Actual vs Budget
Affiliate Participation	0.0%
Contracts and Negotiations	0.0%
Executive Department	0.4%
External Operations	0.0%
Governance	0.8%
Internal Operations	0.3%
Fiscal Year 2020-2021	0.4%

Secretary Report



Membership List

Each building received a membership list from Kathy Difatta. Please look over this list and make any necessary changes to email Kathy Difatta with the changes.

If you have potential members, please reach out to them about joining the union.

<https://join.ieane.org/>

Please make sure Kathy Difatta has your current ETA Rep list.



Minority Director Report

Book Studies are Open!





Goal:

To provide members with the opportunity to learn and discuss issues of racial and social justice with a small group of ETA members

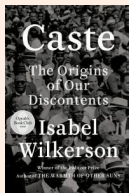


Expected Outcomes:

To advance our profession, support our students, and earn Professional Credits through PLCs

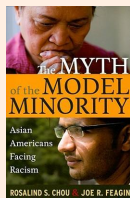


Seven Books Have Been Selected...



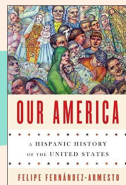
Caste

Isabel Wilkerson



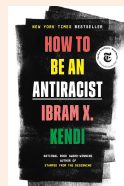
**Myth of the Model Minority:
Asian Americans Facing
Racism**

Chou & Feagin



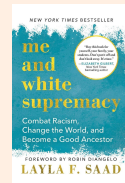
**Our America: A
Hispanic History of
the United States**

Felipe Fernandez-Armesto



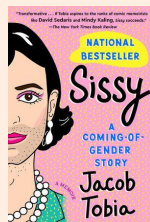
**How to be an
Antiracist**

Ibram X. Kendi

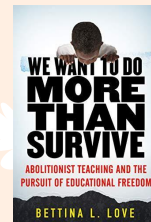


**Me and White
Supremacy**

Layla F. Saad



Sissy
Jacob Tobia



**We Want to do
More Than Survive**

Bettina L. Love

Application Process...



01

Google Form

Due November 12 @
5:00PM

02

**Groups of no
more than 15**

03

**PLC Credit -
Looking for Book
Study Leaders**

04

**ETA will provide
books for free!**

IEA Ethnic Minority and Emerging Leader Training!



When: November 5th and 6th

What: Workshops
Resources

Leadership

Organization

How: Deadline to
register is
November 1st

Link will be sent in
next update



Questions?

martierenteria@gmail.com



Region 24

IEA Representative Assembly

Friday, October 15 - Nomination Window Opens

Tuesday, November 2 - Nomination Window Closes

Wednesday, November 17 - Election Materials Handed Out at RA

Tuesday, November 30 - Election held IN BUILDING

Tuesday, December 7th - Election Tally Due

[IEA RA Nomination Form](#)



Acknowledgements