

# September Representative Assembly

September 19, 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



# Budget 2018-2019

Scott Sternal moved and Jeff Horler seconded to have a vote via email to support the budget that will be emailed by Barb. Discussion followed and the question was called. The Board voted and the motion passed.

Via e-mail, the board voted to support the 2018-2019 budget.

The RA approved the 18-19 budget on 9-19-2018

If you would like to see the budget or the executive summary, please contact Barb Bettis at [etabarbbettis@gmail.com](mailto:etabarbbettis@gmail.com)



# Committee Appointments

## Special Education Committee

- Ellen Schroeder - General Education High School
- Brooke McGrath - SEC High Incidence

## CIC Committee

- Isabell Torres - Co-Chair
- Robert Sanchez - Co Chair
- Members who applied have been approved. An email with dates to meet will be forthcoming.



# Special Education Committee (SEC)

Chair - Erin Jackle and Kristi Giannotti

Members - Dianne Baczynski, Leah Wilkins, Heather Spencer, Maryellyn Friel, Matthew Murphy, Tracy King, Mary Beth Erickson, Anabel Largo, Justine Catella, Brian Gavin, Jana Hite, Beth Cristina, Eric Tapins, Jennifer Trygar, Manuel Martinez, Kristi Giannotti, Noemi Hernandez, Sandy Citron, Ellen Schroeder, Brooke McGrath

Administrators - Trisha Schrode, Leatrice Satterwhite, Amanda Giacalone, Melissa Lind, MaryBeth DeLaMar, Yvette Gonzalez-Collins, Krystal Bush

Purpose - Assist in the planning, coordinating and implementing of any changes occurring within Special Education. Outlined in 8.45 of the Elgin Agreement (p.31-32)

Time Commitment - Monthly during the school day.



# Health Care Committee

Composition - All major labor groups in U-46.

Members - Ken Kubychek, Katie Stan, Renee Zabel, Donna Streit, Barb Bettis, Jack Janezic

Administrators - Beth Berg, Melanie Midel, Dale Burnage, Jeff King

Purpose - Monitor, advise, evaluate, and make recommendations, including changes, concerning the Health Care Plan to the Board of Education.

Time Commitment - Quarterly Meetings during the school day.



# Upcoming Healthcare Opportunity

## Free Biometric Screenings

- Onsite events will be held at 16 locations throughout the District (see below).
- Biometric screenings include blood pressure reading, body mass index calculation and a full blood draw which measures cholesterol, glucose and 30 other health indicators.
- Fasting for 9-12 hours is required for the biometric screening.
- You may register for a biometric screening, a flu shot, or both.
- You must present your United Healthcare ID card at the event.



# Dates and Locations for Screening

- October 4, 2018 (Thursday) - Educational Service Center
- October 5, 2018 (Friday) - Abbott Middle School
- October 6, 2018 (Saturday) - Streamwood High School
- October 12, 2018 (Friday) - Elgin High School
- October 13, 2018 (Saturday) - Elgin High School
- October 16, 2018 (Tuesday) - Eastview Middle School
- October 18, 2018 (Thursday) - Ellis Middle School
- October 19, 2018 (Friday) - Canton Middle School
- October 20, 2018 (Saturday) - Bartlett High School
- October 23, 2018 (Tuesday) - Kenyon Woods Middle School
- October 27, 2018 (Saturday) - South Elgin High School
- October 30, 2018 (Tuesday) - Larsen Middle School
- October 31, 2018 (Wednesday) - South Elgin High School
- November 1, 2018 (Thursday) - Tefft Middle School
- November 2, 2018 (Friday) - Larkin High School
- November 3, 2018 (Saturday) - Larkin High School





# Professional Development Committee (PD)

Chair - Peggy Hernandez

Members - One elected member at each school and within various departments

Administrators - Joshua Carpenter (Chair), Appointed to represent elementary, middle, and high school; curriculum areas and district departments

Number of Vacancies - 31/68 ETA positions (as of 9-6-18)

Purpose - Provide guidance, promote, and support all district staff to access professional development. Members facilitate communication between the committee and sites/department staff regarding PD events, planning, needs, concerns, and feedback. Allocate funds following the established protocols for individual, site, and systemic opportunities.

Time Commitment - (August - May) Full Committee Meetings 1 meeting each month (2 hrs), Steering Committee Meetings 1 additional meeting each month (1-2 hrs)



# Region and Officer 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

Election Dates Approved (pending)

Region Budget Approved (pending)

SB3622 (Fowler-R) HB5937 (Phelps-Finnie-D)



Episode 8:  
Budget and New School  
Funding Law



Region PD Funding

TRS Review Board Vacancies

IPACE Recommended Candidates





# 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.

# Grassroots Political Action

**COMMUNICATE**

**EDUCATE**

**MOTIVATE**

# We have 48 days to...

- Make sure every member knows “November 6”
- October 22 is early voting
- Get members on the IEA website
- Do our part for IEA-endorsed candidates

Registered???      [vote.gov](http://vote.gov)       $\longrightarrow$       [ova.elections.il.gov](http://ova.elections.il.gov)

# EDUCATE



# Discussion Points

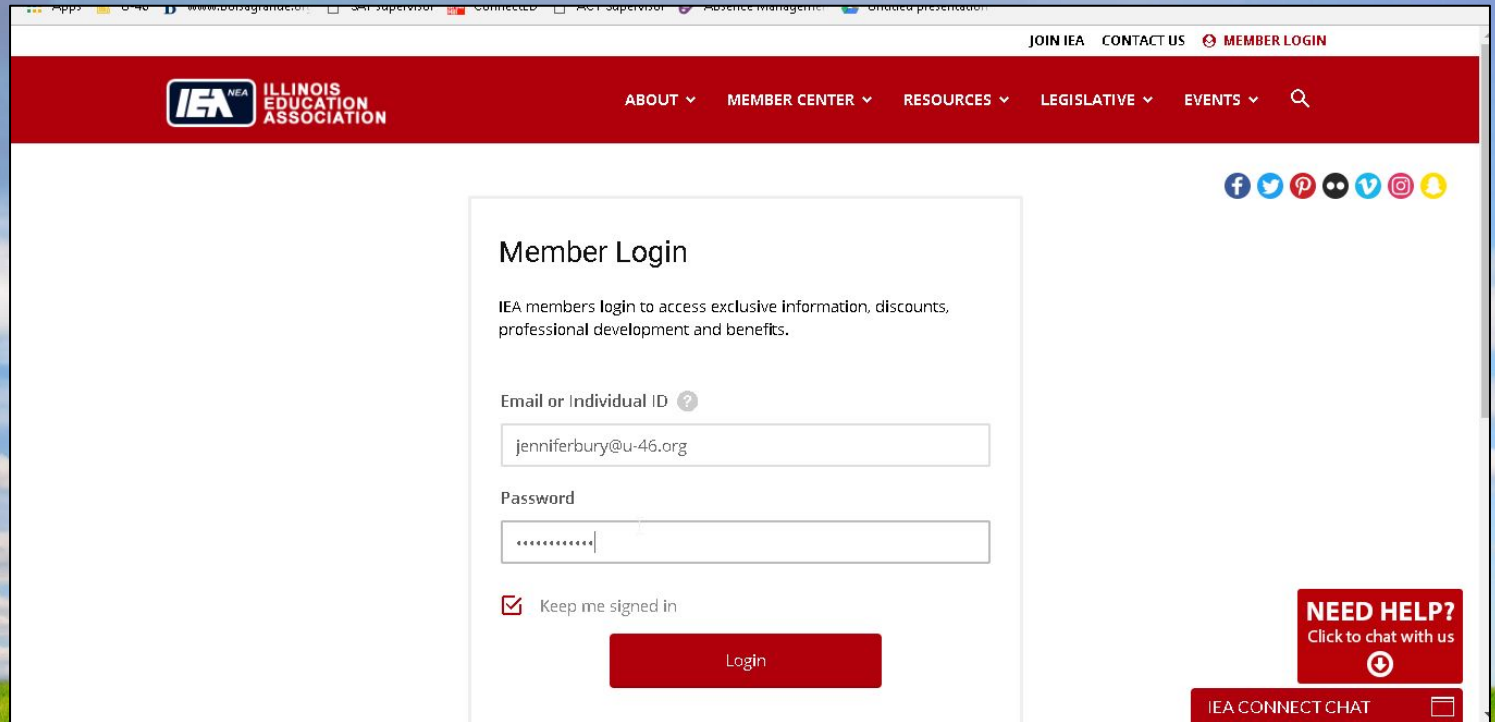
## Why vote for IEA-endorsed candidates?

- Friends of education
- Candidates who believe in collective bargaining
- Candidates who believe in public funds for public education

**COMMUNICATE**



# IEA.NE.A.ORG



The screenshot shows the IEA Member Login page. At the top, there is a navigation bar with links for 'JOIN IEA', 'CONTACT US', and 'MEMBER LOGIN'. Below this is a red header with the IEA logo and the text 'ILLINOIS EDUCATION ASSOCIATION'. The main content area features a 'Member Login' section with a description: 'IEA members login to access exclusive information, discounts, professional development and benefits.' There are two input fields: 'Email or Individual ID' with the value 'jenniferbury@u-46.org' and 'Password' with masked characters. A 'Keep me signed in' checkbox is checked. A red 'Login' button is at the bottom of the form. To the right of the form are social media icons for Facebook, Twitter, Pinterest, YouTube, Instagram, and Snapchat. In the bottom right corner, there is a red 'NEED HELP?' button with a chat icon and a 'IEA CONNECT CHAT' button.


JOIN IEA CONTACT US MEMBER LOGIN

**IEA** ILLINOIS EDUCATION ASSOCIATION

ABOUT MEMBER CENTER RESOURCES LEGISLATIVE EVENTS

Member Login

IEA members login to access exclusive information, discounts, professional development and benefits.

Email or Individual ID 

jenniferbury@u-46.org

Password

\*\*\*\*\*

Keep me signed in

Login

NEED HELP?  
Click to chat with us

IEA CONNECT CHAT

# MOTIVATE

# IEANEA.ORG

My Drive - Google Drive | Inbox (121) - bhsetrep@ | GPA Presentations - Goo... | Grass Roots Political Acti... | Legislative & Political Acti...

Secure | https://ieanea.org/legislative/




Apps | U-46 | www.bolsagrande.or... | SAT supervisor | ConnectED | ACT Supervisor | Absence Managemer | Untitled presentation


## Legislative & Political Action


The IEA's Department of Government Relations is dedicated to ensuring that the legislature passes no laws affecting members' pay, working conditions and benefits without membership input.

[f](#) [t](#) [p](#) [v](#) [i](#) [n](#)

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-  **Your Voter Guide**  
Local, state and national legislation has an effect in every school district in our state and nation. It is imperative that we elect the right people to public office. Access Your Voter Guide.
-  **2018 General Election Recommendation Meetings Schedule**  
Recommendation meetings are ongoing, this list will be updated periodically.
-  **Legislative Updates**  
Updates that provide background and information on issues moving through the Illinois General Assembly and Co... impact you and the tools you need to educate your local members and lobby your legislators.

**NEED HELP?**  
Click to chat with us  


IEA CONNECT CHAT 

# MOTIVATE

# Phone Banking

- Tues., Sept. 25
- Thurs., Oct. 4
- Tues., Oct. 9
- Thurs., Oct. 11
- Tues., Oct. 16
- Tues., Oct. 23
- Tues., Oct. 30
- Sat., Nov. 3

5pm to 8pm

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

9am to noon &  
1pm to 4pm



# COMMUNICATE



A bright, sunny landscape with a green field and a blue sky with white clouds. The sun is low on the horizon, creating a lens flare effect. The field is lush green, and the sky is a clear blue with scattered white clouds.

**IN EMAILS TO STAFF**

**VOTE!**

**BE INFORMED!**

(no names of candidates)

## Elgin Trades Council Rally Notice!

Mark Janus is speaking to the Elgin Township Republican Party Dinner on Thursday, September 20<sup>th</sup>. Union members from all over Chicagoland will be there to let him know that

**RIGHT TO WORK IS WRONG FOR ILLINOIS!**

Who: Union Members from across Illinois

What: Rally against Mark Janus, the anti-union plaintiff in Janus vs AFSCME.

When: Thursday, September 20<sup>th</sup>, 5:00pm to 7:00pm

Where: Holiday Inn, 495 Airport Road in Elgin, IL (see map at right)

Why: To show Mark Janus and his supporters that Right To Work is Wrong for Illinois! Union Yes!



Elgin Trades Council

“I Want to Get Involved!”

etajeff.gpa@gmail.com

etajen.gpa@gmail.com

**COMMUNICATE**



# Board of Directors Report Out



# Section Directors



<b>Elementary</b>	<b>Schools Represented</b>
Section 1 - Kristi Schooler	Century Oaks, Creekside, Early Learning Station, Harriet Gifford, Highland, Hillcrest, Illinois Park, Lowrie, Washington, More@4
Section 2 - Audrey Leaver	Channing, Coleman, Garfield, Huff, Lincoln, Lords Park, McKinley O'Neal
Section 3 - Amy Grantham	Clinton, Fox Meadow, Horizon, Laurel Hill, Nature Ridge, Ontarioville, Otter Creek, Parkwood, Willard
Section 4 - Jenn Strasser	Glenbrook, Hanover Countryside, Heritage, Hilltop, Oakhill, Ridge Circle, Sunnydale, Timber Trails
Section 5 - Chris Bucchi	Bartlett Elementary School, Centennial, Hawk Hollow, Independence, Liberty, Prairieview, Spring Trail, Sycamore Trail, Wayne
<b>Secondary</b>	<b>Schools Represented</b>
Section 1 - Joyce Juenger	Elgin, Ellis, Larsen
Section 2 - Will Vega	Streamwood, Canton, Tefft
Section 3 - Lisa Whitmer	Larkin, Abbott, Kimball
Section 4 - Jeff Horler	Bartlett High School, Eastview
Section 5 - Doreen Roberts	Dream, South Elgin, Kenyon Woods, Members @ 355, Moving On, Teacher Leaders, Center House
<b>Minority Director</b>	<b>Graciela Albavera</b>





# What a Section Director Does

- Act as a liaison between members and the ETA Board of Directors
- Attend monthly Board of Directors meetings
- Attend monthly Representative Assembly meetings
- Act as a contact regarding the Elgin Agreement and provide feedback and suggestions to section members
- Communicate with head building representatives prior to monthly meetings
- Serve on sub-committees as a liason for the board of directors
- Act as the board of directors for Those Who Excel
- Assist the head reps in maintaining membership roles

Information regarding section directors can be found in [The ETA Bylaws](#)



# 2nd Vice President Report



# ETA Communications

- ETA Website
  - theeta.org
  - Updated and new links added
  - Membership form and link to contract on front page
  - If you have things for the website send to [ssternal@gmail.com](mailto:ssternal@gmail.com)
- Website Committee
- Podcast and Media for ETA

# Surveys

We have a number of surveys since the TA was voted down.

- TA Feedback
- Leadership Improvement Survey
- DCD and PPD Day Survey



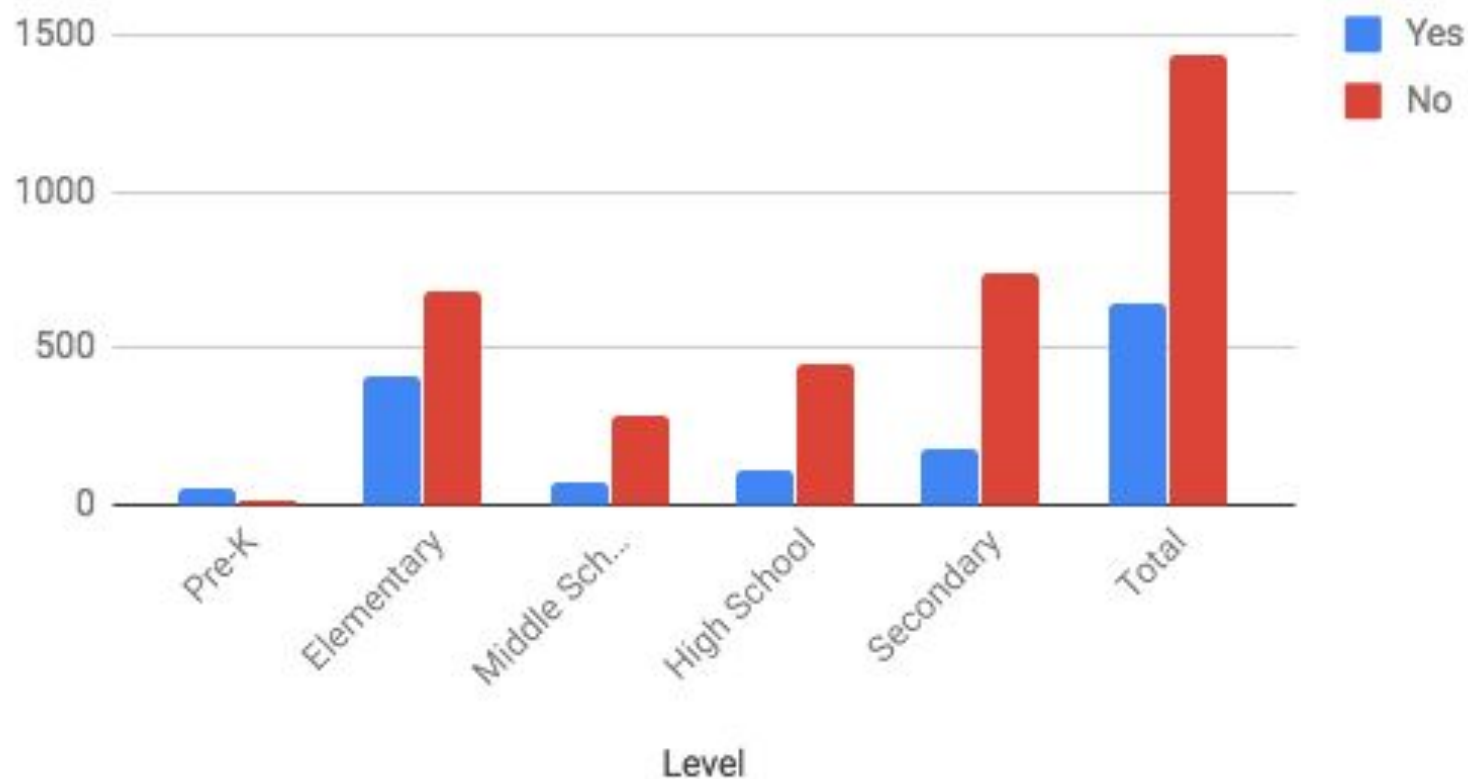
# TA Vote Total



# Total Vote by Section

Section	Yes Vote	No Vote
Secondary Section 1	50	143
Secondary Section 2	26	157
Secondary Section 3	26	175
Secondary Section 4	47	110
Secondary Section 5	73	182
Elementary Section 1	92	135
Elementary Section 2	76	135
Elementary Section 3	69	157
Elementary Section 4	99	102
Elementary Section 5	76	136

## Vote Totals by Level

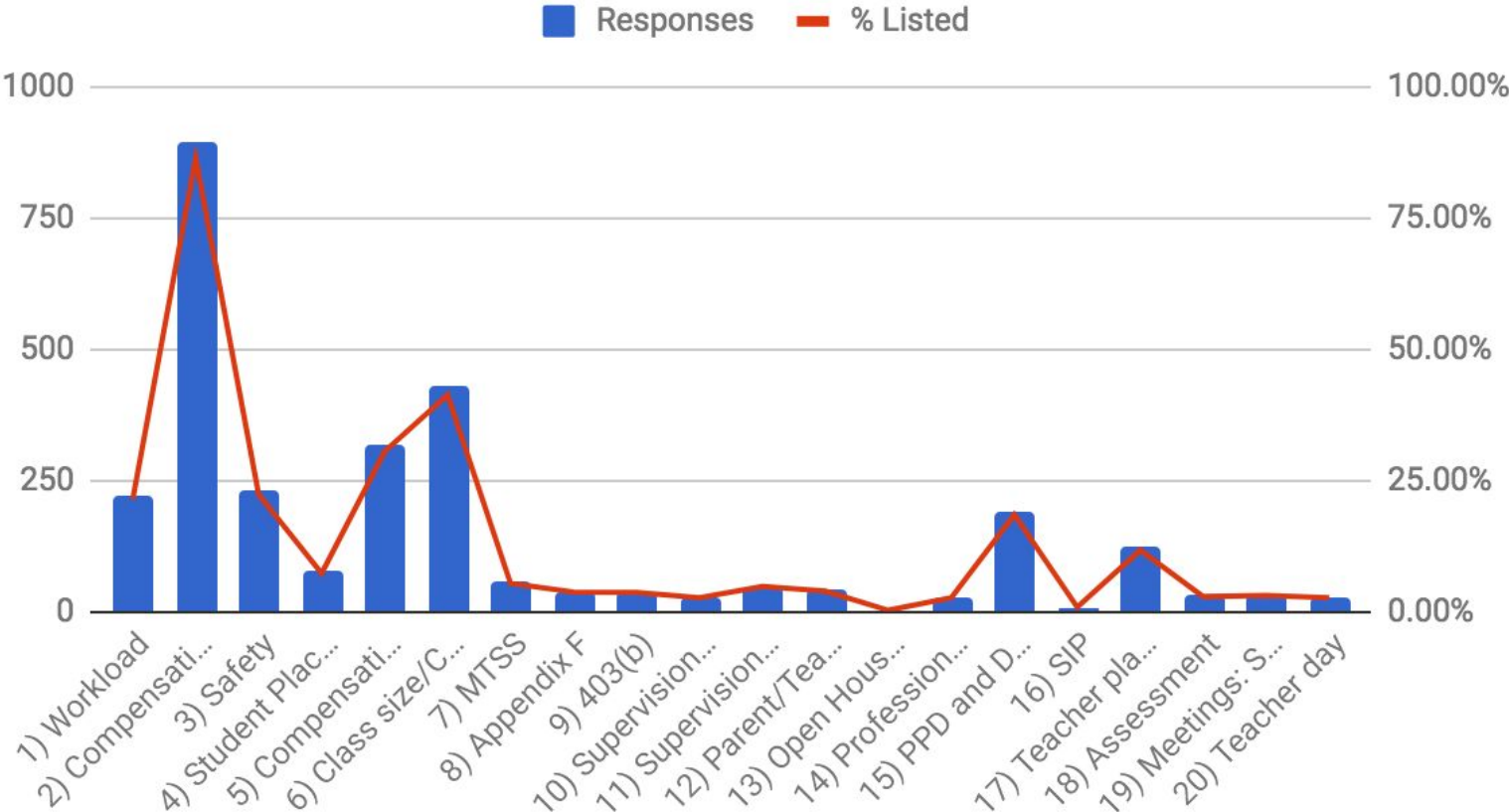




# TA Member Feedback



# Responses Listing Each Category





# TA Survey Top 7 (Over 10% Response Rate)

Category	Responses	% Listed
2) Compensation: Salary	896	86.32%
6) Class size/Caseload	428	41.23%
5) Compensation: Insurance	316	30.44%
3) Safety	231	22.25%
1) Workload	221	21.29%
15) PPD and DCD	191	18.40%
17) Teacher plan time	121	11.66%



# Improvement Survey

# What do our Members Know?

We asked members to rate on a scale of 1 to 5 what they knew about the following positions (1 being no understanding, 5 being complete understanding). What is the average understanding of the positions listed here?

President  
Vice Presidents  
Secretary  
Treasurer  
Officers  
Section Directors  
Board of Directors  
IEA Region 24 Chair  
Head Building Representative  
Building Representative  
ETA Member  
Uniserv Director

# Results of Survey

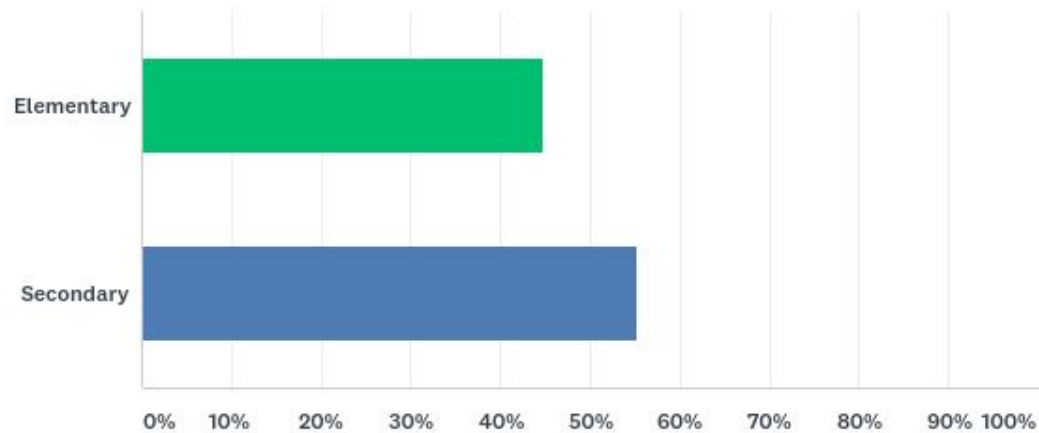


President	3.2
Vice Presidents	2.82
Secretary	2.97
Treasurer	3.06
Officers	2.62
Section Directors	2.57
Board of Directors	2.5
IEA Region 24 Chair	2.28
Head Building Representative	3.78
Building Representative	3.94
ETA Member	4.04
IEA Uniserv Director	1.11

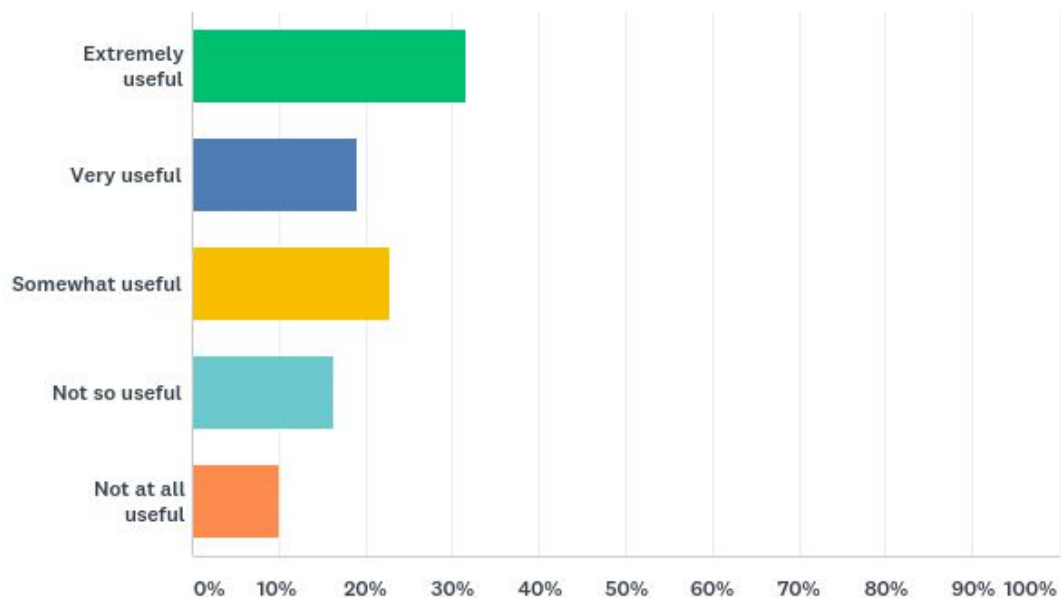


# DCD and PPD Day Survey

## Q1 What level teacher are you?

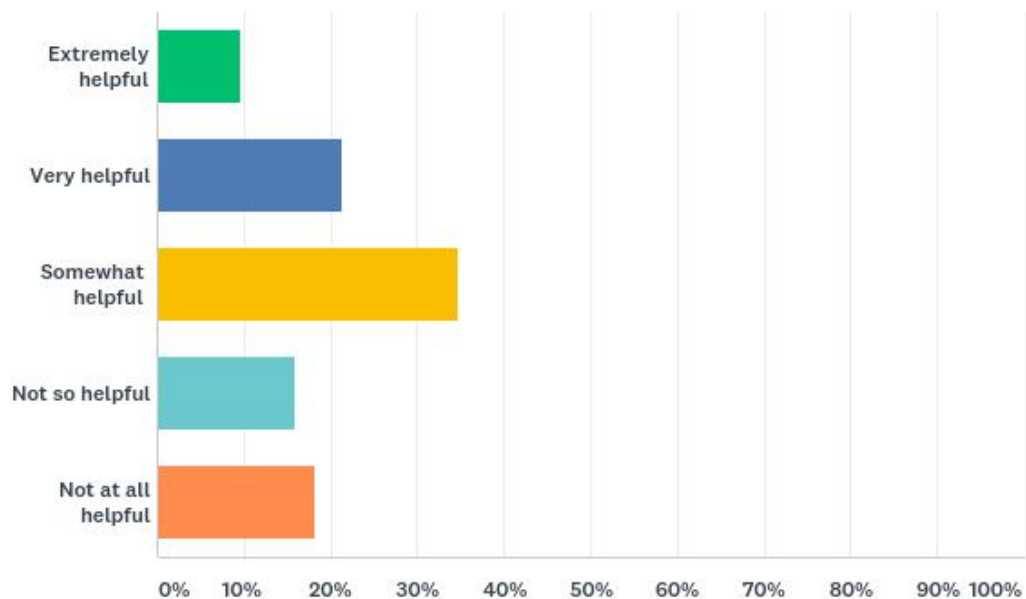


Q2 How would you rate your experience with the PPD Day in terms of getting you ready for the school year?

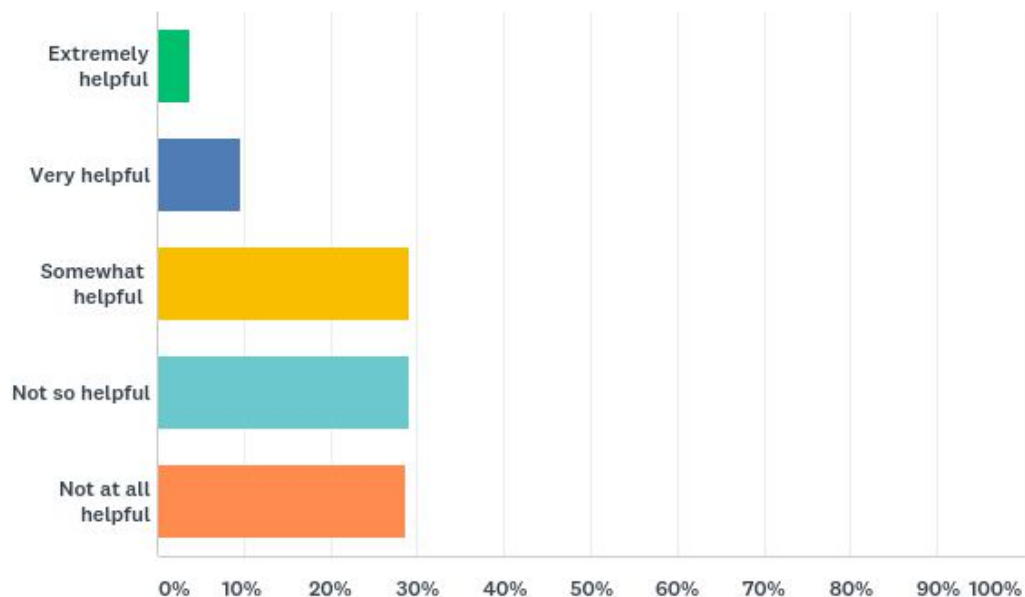




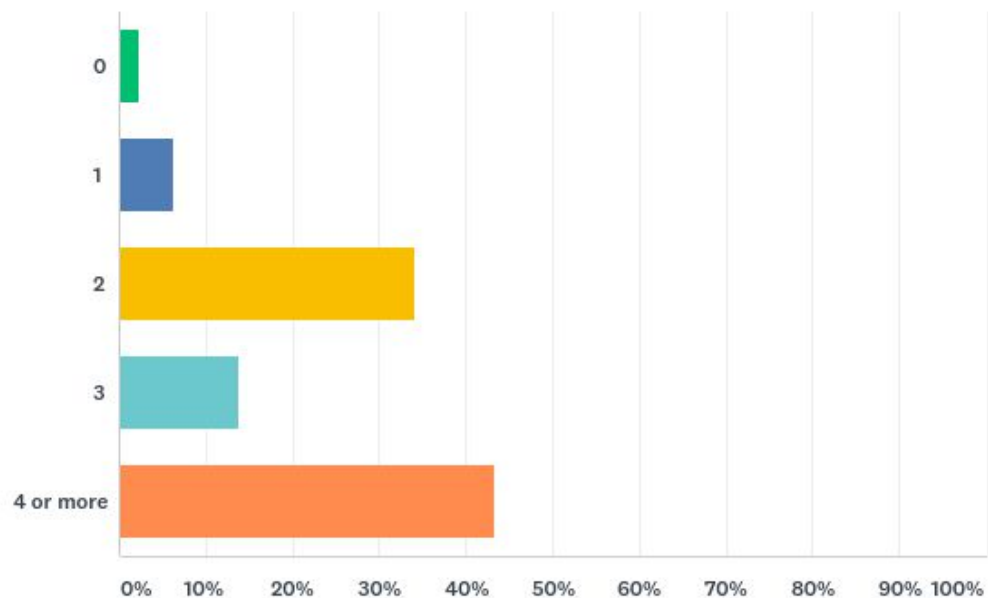
Q4 How would you rate your experience with the DCD Day that occurred in your building in terms of getting you ready for the school year?



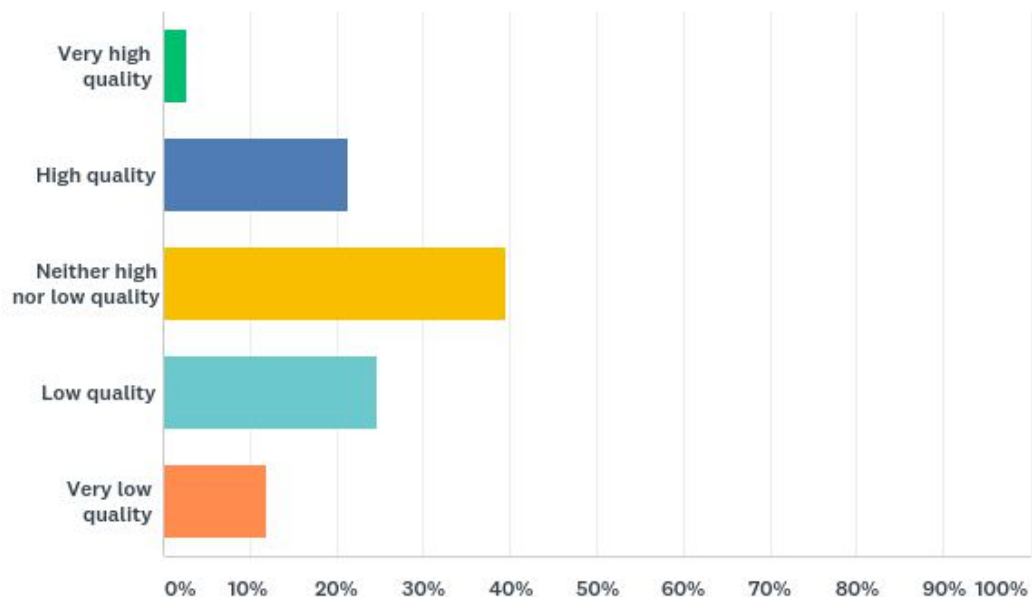
Q6 How would you rate your experience with the DCD Day that was organized by district departments in terms of getting you ready for the school year?



Q7 How many sessions were you assigned to during the DCD day organized by district departments?



Q8 What was the quality of the content of information received at the sessions you attended on the DCD day organized by district departments?





# 1st Vice President Report



# 1st Vice President Report

- Members are needed for the Those Who Excel committee.
- E-mail Donna Streit @ [dstreit1212@gmail.com](mailto:dstreit1212@gmail.com) or talk to Donna before the end of the RA.
- Date and location will be made available at the October RA.
- Raffle Baskets and prizes can start being put together NOW. If you have a basket or idea for a basket let Donna know.



# President's Report



# Potential Recourse Options (No Step)

- Prepare a Grievance with the School District
  - The grievance would be under section 27.2 of The Elgin Agreement
  - District must notify member(s) of step withholding by January 1. This did not occur.
- Prepare an Unfair Labor Practice Letter with the Illinois Labor Relations Board
- Prepare a letter with the district stating that lack of step does not set precedent
- Motions were made at the board supporting a preparation of an Unfair Labor Practice and a Letter with the district

From the BOD Meeting;

Jeff Horler moved and Sandy Citron seconded to prepare an Unfair Labor Practice Letter with the Illinois Labor Relations Board and to prepare a letter with the district stating that the lack of step does not set precedent. Discussion followed and the question was called. The Board voted and the motion passed.



# Bargaining Update

- October 1st meeting with Federal Mediation and Conciliation Service to get organized for bargaining
- October 11th from 5:00 - 8:00 PM and October 12th from 8:30-4:00 PM will be Interest Based Bargaining Training.
- Actual bargaining dates forthcoming
- CIC meeting dates will go out by middle of next week
- Workgroups will be meeting in the coming weeks



# Monthly Contract Meeting

## 2.53 Monthly Contract Meetings

Representatives of the superintendent and the Association will meet once a month during the regular school year at a time convenient to both parties for the purpose of discussing the administration of the contract and to resolve problems that may arise. These meetings are not intended to bypass the negotiations or the grievance procedure. Further, each party will submit to the other, at least twenty-four (24) hours prior to the meeting, an agenda covering what they wish to discuss. This agreement shall be subject to change or supplement at any time by mutual consent of the parties hereto. Any such change or supplement agreed upon shall be reduced to writing, signed by the parties hereto, and submitted to the Board and the Association for approval, the same as this Agreement.

# Monthly Contract Meeting cont'd

## Current Topics for Septembers Meeting

- Building conditions
- Individual Building Issues
- Substitute Shortages
- Payroll Issues
- SIP Meetings and Principal Meetings at sites
- Workload of members
- Member and Building Morale

# New Committees

- Membership Committee
  - This team will develop plans for how we can encourage potential members to become members. They will plan and organize social and educational activities for members. As they continue to meet, the scope of this committee will expand to serve the needs of the membership.
- Budget Committee
  - This team will be responsible for providing oversight of ETA budget and ETA expenditures.
- Grievance Committee
  - This team will review and write grievances for members. They will meet on an as needed basis.



# New Committee Appointments

## Budget Committee

- Steve Hoyt - Co-Chair
- Sandy Citron - Co-Chair

## Membership Committee

- Donna Kielbasa - Co-Chair
- Kathy Cebulski

# New Member Signup

- Section Directors should reach out to head building reps to inform them of teachers that are current potential members.
- Head reps need to be meeting with new teachers as they arrive. We are seeing a lot of success in member to potential member conversations resulting in membership sign up.



# Board of Education Communications Team

\*ETA BOE Communication Team 2018-2019

<b>Donna Smith</b>	Peggy Hernandez	Julie Reuter	Sandy Citron
<b>Phil Costello</b>	Melissa Hartley	Keith Molof	Kevin Weiland
<b>Sue Kerr</b>	Chuck Whitmer	Nicole Senn	Jeri Hoffman
<b>Melissa Owens</b>	Mike Grondin	Katie Sternal	Katie Hauser
<b>Veronica Noland</b>	Tom Bremmer	Renee Zabel	Scott Sternal
<b>Jeanette Ward</b>	Carol Mammoser	Rebecca Swangreen	Anne Hitch
<b>John Devereux</b>	Katie Tornero	Carol Menconi	Tammy Reicha



# September and October Representative Calendar



# September Calendar Items

- Share your plan with how you will share ETA information with your staff. This can be done in August after the first RA or during your 10 minutes of ETA time during your staff meeting in September.
- Review 2.44 Announcements at Faculty Meetings in The Elgin Agreement
- Ensure that all members know who their representatives are.
- Remind members of their contractual obligations to staff meetings. These meetings should not exceed 80 minutes per month and 10 minutes should be dedicated to the ETA.
- Review 6.53 Staff Meetings/Department Meetings in The Elgin Agreement
- Resolve any issues with teachers still not having a lockable space.
- Review 6.9 Lockable Spaces in The Elgin Agreement
- Conduct the first housing survey with building administration to determine adequate housing for all members.
- Review 6.11 Adequate Housing for Teachers in The Elgin Agreement
- Meet with any late hires. Ensure they have what they need. Sign them up with the ETA.



# October Calendar Items

- Check in with members on the evaluation cycle. Remind members it is their responsibility to be on top of deadlines and talking to administrators about when evaluations will take place.
- Review Article XIV Teacher Appraisal in The Elgin Agreement.
- Remind members that all credit hours earned that will impact changes to the salary schedule are due to Human Resources by October 15, and will be reflected on the last check in November.
- Review 27.52 Additional Academic Credits in The Elgin Agreement
- Have teachers review their paychecks to ensure that dues are being deducted.
- Ensure that your School Department Committee is receiving a monthly copy of the building/department budget.
- Review 2.54.3 School Department Function in The Elgin Agreement
- Announce and post Leave of Absence informational meetings as they are scheduled.



# Training and 10 Minute Meeting Topics

# Housing Survey

## - 6.11 ADEQUATE HOUSING FOR TEACHERS

A building administrator and the head Faculty Representatives shall survey their respective buildings to determine the extent to which teachers are inadequately housed. One survey shall be conducted and completed by October 1 and the second survey shall be conducted and completed by the conclusion of the second week of the second semester of the school year. The purpose of the survey is to identify the problem situations and cooperatively work out solutions which might include the following: change schedules, move in a portable, divide a room, provide for ventilation and lighting, move the function to another location, no change. Results of the surveys will be shared as an issue with the School/Department Committee.

- This should be on SD every month. Review housing issues as a department and get a timeline for resolution. Ensure housing issues are thorough and detailed for accurate record keeping.
- If issues are not resolved at an SD level then it should be brought by the Head Representative to their Section Director for further intervention.

# 10 Minute Meeting Topics

- Update members on bargaining. What steps we are taking to represent them and how we are going about it.
- Updates made to the ETA website and the form available for feedback and submissions to the website.
- Get potential members to sign up and be members.

# Teacher Questions and Building Issues

# Announcements and Acknowledgements