

November Representative Assembly

November 28, 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



What is in my Envelope?

- December Election Materials
- Union Representation Request Cards



President's Report



Salary Concerns

- Any member with 9 or more years of service in U-46 should see their step be 2 less than it should be
- One step was frozen in 2010
- One step has currently not been given for this year and is still being negotiated at bargaining
- Example: A member in their 20th year in U-46 would be on step 18, having one step frozen from 2010, and one step not given for 2018



Bargaining Update

- Future Dates
 - December 6, 8:30-2:30 PM
 - December 11, 4:00-8:00 PM
 - December 12, 8:30-2:30 PM
 - December 17, 8:30-2:30 PM
 - January 10, 4:00-8:00 PM
 - January 11, 8:30-2:30 PM
 - January 15, 4:00-8:00 PM,
 - January 22, 4:00-8:00 PM
 - January 28, 8:30-2:30 PM
 - January 30, 4:00-8:00 PM

Options Outside of Bargaining



ETA Options Beyond Bargaining

Filing an Intent to Strike

- More information available at www.illinois.gov/elrb

Filing the Unfair Labor Practice

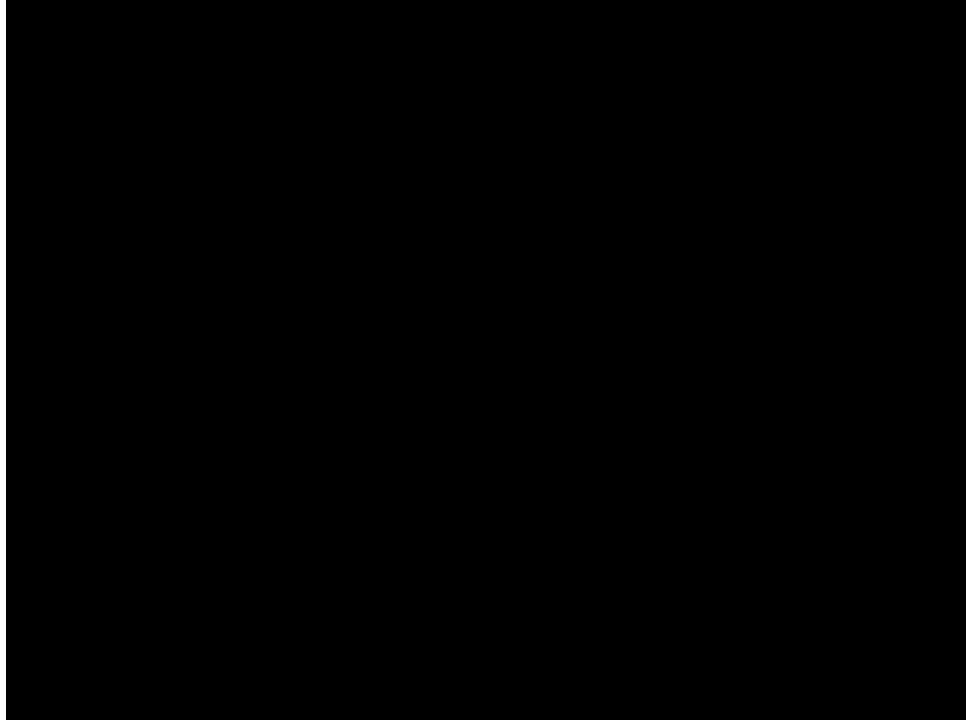
Work to the Rule

Saturday Rally/Informational Picketing



What to do if DCFS Contacts Me

IEA DCFS Video



If DCFS Contacts You

- Let the DCFS employee know that you intend to cooperate fully
- Get their name, phone number, and office address
- Do NOT meet with them without representation
- Contact Barb Bettis or Jack Janezic as soon as possible to schedule the interview with DCFS
- If you are a member, you are entitled to IEA legal representation

Apportionment



Apportionment 2018-2019

- Board Recommendation is apportionment will remain the same for 2018-2019
- ETA Board of Directors will be working to develop a committee to work on updating apportionment for the 2019-2020 school year



Section Breakout



Goal of Section Breakout

- This is an opportunity for you to connect with your Section Director
- We will meet around the auditorium. Be conscious of those around you so all voices can be heard
- Section Directors will take notes so we can report out in a few minutes
- We have three guided questions for this conversation. Do not allow these to limit the conversation but be sure to discuss all three



Guided Questions for Section Breakout

- 1) What is something that we can train the membership on?
- 2) What is the hot topic in your building?
- 3) What do you need from me and how can I better serve you?

Committees



Committee Appointments

Deb Welu - Grievance Committee

Carol Menconi - Grievance Committee

Bob Malek - Grievance Committee

New ETA Strong Gear

Order yours by 12/7/18. Proceeds from each sale go to benefit TWE! Wear your Shirt for every RA!





ETA Night Out



Windy City Bulls vs Grand Rapids Drive

Saturday February 9 @ 8 p.m.

Tickets \$20 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



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.



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 Election 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 election will be held in buildings on Tuesday, December 4**
- All election materials can be found in your envelope this month



Budget Committee

Chairs - Sandy Citron and Steve Hoytt

Members - Carol Mammoser, Lisa Burnell

Purpose - Provide feedback and oversight to the budget and other financially related business of the ETA. The budget committee is advisory to the ETA Board and the ETA Representative Assembly.

Time Commitment - Quarterly Meetings

Budget Committee Report Out

- Review of IEA Audit
- Priorities moving forward
 - Write Policies
 - Transition policy of treasurer
 - Reimbursement policy
 - Conflict of interest
 - IPace Guidelines
 - Whistleblower Policy
- Third Party Audit (TKO)

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

IEA Delegate Election December 4th

2 ALL member input opportunities

NEA Foundation Award for Teaching Excellence

Early Career Members:
funding for service projects or
school projects



IPACE

RECOMMENDATION
PROCESS



LEGISLATIVE PLATFORM



Episode 11: ESSA Update




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

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.



November Training SD Issue or SIP Issue



School Department Contract Language

School/Department Committee

- Section 2.54, Pages 6 and 7 of The Elgin Agreement
- Participants are elected by ETA Members and serve a term of one year
- Members hold the position of chair and secretary
- Meets minimally monthly, more often as team feels necessary
- Meeting day and time are reached through consensus
- Concerns and issues collected from the building
- Agenda is created and shared two days before the meeting
- Decisions are reached through consensus
- Minutes are shared two days after the meeting
- Discipline policies, building usage, Appendix F, staffing, excessive teaching load, budget
- Personnel is NOT a topic for SD
- Resources available at theeta.org

SIP Contract Language

School Improvement Committee (SIP)

- Section 15.1 on Pages 56-57 of The Elgin Agreement
- Participants are elected by ETA Members and serve a term of one year
- Meets minimally twice a year, more often as the team deems necessary
- Meeting days and times are reached through consensus
- Minutes will be shared with staff within two days of meeting
- Agendas for staff meeting and School Improvement Days Planned
- PPD agendas collected and used for data purposes
- Decision are reached through consensus

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.



Representative Responsibilities by Month



November and December Responsibilities

- 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
- Members should have received notice of any second semester assignment transfers or reassignments
- Review 12.8 Notification of Transfer or Reassignment in the Elgin Agreement