

February Representative Assembly

February 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.



2019 ETA and NEA Delegate Election

- Elections will take place Tuesday, March 5 in buildings.
 - Materials for the election are in your packets
 - If you have questions, call Jim at the ETA office during the day
- Election are taking place for the following positions
 - Secretary
 - Treasurer
 - Section Director
 - Sections 1, 3, and 5 at the elementary and secondary level
 - Instructional Council
 - Elementary General Education
 - Special Education
 - Special Education Committee
 - NEA Delegate



Volunteer to Help Count

Fill out the link below to volunteer to help us count ballots on March 5.

[Volunteer Form](#)



Candidates Speaking

The positions of Secretary and Treasurer are contested this year. In accordance with rules adopted by the ETA Board of Directors last year, each candidate will have 3 minutes to speak.

Whereas two or more candidates are running for the offices of President, 1st Vice President, 2nd Vice President, Secretary, Treasurer, Section Director, Region Chair, or Region Vice Chair, each candidate shall have an allotment of time to address the Representative Assembly in the month of February.

*Candidates running as a Presidential Slate shall be given five (5) minutes for this purpose. **Candidates for Secretary or Treasurer shall be given three (3) minutes.** Candidates for Section Director, Region Chair or Vice Chair shall be given two (2) minutes.*

Candidates shall speak in an order determined by a drawing by the candidates or other designee, at the beginning of the Rep Assembly.



Secretary and Treasurer Nominees

Secretary Election

- Sarah Madson - Independence School
- Donna Kielbasa - Canton Middle School

Treasurer Election

- Sandy Citron - Educational Services Center (ESC)
- Carol Mammoser - Eastview Middle School



President's Report



Retirement Language

Negotiations of the successor Agreement to the expired 2017-18 Elgin Agreement are ongoing.

Article 27.10 U-46 RETIREMENT INCENTIVE PLAN provides for a recognition bonus for qualified individuals. The Plan also stipulates a notification deadline of March 1 to secure either a one or two-year Benefit. While a Tentative Agreement has not been reached at this time on the successor Agreement, it is our joint desire to support the planning process of those considering retiring in the near future who were not qualified to secure the retirement benefit under the expired 2017-18 Elgin Agreement.

For those teachers who gave a retirement notice prior to March 1, 2018 under the expired 2017-18 Elgin Agreement, the following does not apply.

This memorandum of agreement between School District U-46 and the Elgin Teachers Association provides as follows:

- 1) the March 1 deadline is suspended for the first year (2018-19) of the successor Agreement, and
- 2) upon ratification of the successor Agreement by both parties, teachers who qualify for the retirement benefit shall have fourteen (14) calendar days from the date of approval by the Board of Education of the successor Agreement to give written notice to the district of their intent to retire under the successor Agreement. For those who gave notice prior to the ratification of the successor Agreement, the same fourteen (14) calendar day timeline applies for revocation of such notice, and
- 3) after the initial fourteen (14) calendar day window, all teachers under the Agreement shall be held to the stated terms and provisions of the successor Agreement.



3% Petition

- On Wednesday, February 13, we asked you to get signatures of members that we will be delivering to the Illinois Assembly next week. Make sure we collect those petitions before you leave.
- The next day, The House Personnel and Pensions Committee moved the 3 percent repeal bill out of committee this morning so it can now be heard on the floor of the Illinois House of Representatives. No date has been set for that debate. The committee vote was 6 to 3.
- This week, we're asking you to [send an email to your lawmakers](#). They are working in Springfield this week and the more they hear from their constituents, the more likely they will be to vote the way we need them to on this repeal bill. All you have to do is [follow this link](#), and the tool will walk you through the process. Click the **Take Action** button and enter your mailing address and your lawmakers' names will pop up, along with a pre-written email that outlines the issue and why IEA members across the state are finding problems with the 3 percent law.



Section Meeting Report Out

- Super section meetings have been held (One to come March 8)
- Discussions have centered on member issues across the levels
- Issues discussed at multiple meetings included safety, student behavior, SIP and SD, bargaining, building initiatives and how members handle them.
- This is something we hope to continue to do to bring the membership together.
We are all the ETA and need to support each other at all levels.

SIP and SD Training

- A training module is being developed currently.
- As soon as it is completed we will reach out to buildings to schedule a time to come out.
- SIP and SD represent opportunities for our members to have their voices heard in the academic planning program and the discipline and running of our buildings. We MUST have our voices heard at these committees.



ETA Audit

On Wednesday, the ETA Board of Directors voted to approve an audit to be performed by Tighe, Kress, and Orr (TKO).

- We have not had a full audit done in over a decade. Previously we had financial reviews done every two years.
- This audit comes at the recommendation of the IEA and keeps us aligned with our ETA bylaws.
- The goal is to ensure that our books are accurate and that we are sound in our financial practices.

Safety Concerns

Send your safety concerns to ElginTeacherSafety@gmail.com

- We are compiling your stories to help lead our discussion with district administration on the safety at our schools.
- Our teachers and students deserve to come to school feeling safe.
- The stories have been overwhelming. The stories I am hearing confirm the passion our teachers have for the profession and their commitment to our students.
- The quotes that follow are from your fellow members. If you think you are alone, you are not. If you think you are safe, there are fellow members who feel they are not.
- These come from multiple sites, multiple grade levels, and multiple programs.



ETA Safety Concerns

Quotes from Teacher Messages

“What I do feel on a daily basis, however, is a pervasive lack of control of my surroundings. Every day, I interact with students I know and those I don’t. When interacting with students I do not know, there is an underlying feeling that I am not in charge. That approaching this student and simply asking them to redirect their behavior could quickly result in an aggressive verbal attack from the student. In the hallways, in the cafeteria, in a classroom that I cover for a colleague, I do not feel like I am the one in charge.”

“When I hear about what happens in this school to threaten my safety from students more than I hear from our SRO and our admin, that is cause for concern. From the CEO on down not a single administrator in this district cares if I live or die. If this were college sports, the only way to describe what is happening in our district and buildings is a ‘Loss of Institutional Control.’ The admin in this district have no control of what’s happening in buildings, and simply don’t care. In sports, this gets you fired. In U-46, the administration gets a raise.”

ETA Safety Concerns

Quotes from Teacher Messages



"When those individuals have exhausted all of them (resources) we go to Administration for support and we are told 'What do you want me to do about that?' It is very disheartening."

"When do we step back and reevaluate the trauma we are inflicting on innocent children that are forced to witness these extreme behaviors in schools and classrooms on a daily basis?"

"When I came back to work, there was no discussion of what happened. The student was back and there was no safety plan, or debriefing."

"I went to school to educate students with special needs, not to protect myself, students, or other staff members from being abused everyday."

"We are not here to make you feel better." - District Administrator

"The problem in the elementary schools is the lack of consistent reactive administration.

"We were told by a district administrator that this kid was not harmful at all, and he is a little kitten. Until this kid threw things at the administrator and wrecked a room downtown is the only time they listened to us."

"Basically, what administration was saying...threatening your teacher is completely and totally acceptable."

"We are not quitters, so we show up everyday, hoping it will get better. It doesn't.

"Why do we have to be beaten emotionally and physically by these students in crisis?"

"Two students who were fighting yesterday in the hallway are both back in school today. Consequences are a thing of the past."



Grassroots Political Action School Board Elections

Grassroots Political Action

COMMUNICATE

EDUCATE

MOTIVATE

Board of Education Election

- The date is _____?
- Early voting begins _____?
- PLEASE (PLEASE) PLEASE--include the date in your building notes.
- Building notes: state the date of the election, but do not name candidates

COMMUNICATE

New Political Action website

- Direct your members to the new Political Action website

grassrootsregion24.com

COMMUNICATE

Our Sphere
of Influence

Elgin U-46 School Board Election

☑ Early Voting Begins March 18

☑ Election Day is April 2

#4 Kate Thommes

kate4u46.com

#6 John Devereux

jd-u46board.org

#7 Eva Porter

evaporter4schoolboard.com

#8 Sue Kerr

@SueKerrforU46



Position on the ballot

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

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

EDUCATE

Yard Signs

U-46 Candidates Yard Sign Request

<https://grassrootsregion24.com/get-your-yard-signs/>

HOME WHO WE ARE GPA PRESENTATIONS 2019 SCHOOL BOARD ELECTION VOLUNTEER OPPORTUNITIES

GET YOUR YARD SIGNS



GET YOUR YARD SIGNS

As information on yard signs becomes available we will post it here. Below is what you will eventually get.



EDUCATE

GET INVOLVED!!



Canvass

<https://brokelyn.com/why-you-should-canvass-nyc/>

BROKELYN

EVENTS

NEWS

FUN

FREE & CHEAP

PLACES & SPACES

GIGS



STUFF WE LOVE

Walk the vote: 7 reasons you should try canvassing if you like politics, fitness or cool first dates

3 SHARES

f share

tweet

email

EDUCATE

GET INVOLVED!!

- Put signs in the ground (about 4 volunteers)
- Envelope stuffing (lots of volunteers)
- Attend the CIC forum (Thurs., March 14)
- Possible:
 - Send text messages via Hustle (possible)
 - Send e-mails to IEA members

EDUCATE

Next Steps

- Utilizing social media
- Consistent message for members in your building--
WE WILL COMMUNICATE

COMMUNICATE
EDUCATE
MOTIVATE

BUILDING LEADERS

Communicate important information
to your staff:

etajeff.gpa@gmail.com

etajen.gpa@gmail.com

COMMUNICATE



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

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



Those Who Excel

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](#)

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

Elections
March 5, 2019
NEA Delegates and
Local Positions



Episode 13:
Educational Equity Work
Episode 14: ESSA Update
& IBAM Interview



#ETAcares
Network Connectors
etacares24@gmail.com



ONLINE LEARNING PORTAL

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

Building Trauma Sensitive Schools

April 23-25, 2019

National Louis University

Lisle, IL

ACES



Representative Responsibilities by Month

March Responsibilities



February Responsibilities

- Remind members that all credit hours earned that will impact changes to the salary schedule are due to Human Resources by February 15, and will be reflected on the last check in March.
 - Review **27.52 Additional Academic Credits** in The Elgin Agreement
- Remind members that Transfer Reassignment is coming in March.
 - Review **Transfer Reassignment Process** on pages **136-139** of The Elgin Agreement
- Remind Pre-Tenure teachers that they must have 2 SLO's done by March 1st.

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.