

# May Representative Assembly

May 15, 2019



# 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



## 2019-2020 RA Dates

August 21

January 15

September 18

February 19

October 16

March 18

November 20

April 15

December 18 (If Necessary)

May 20

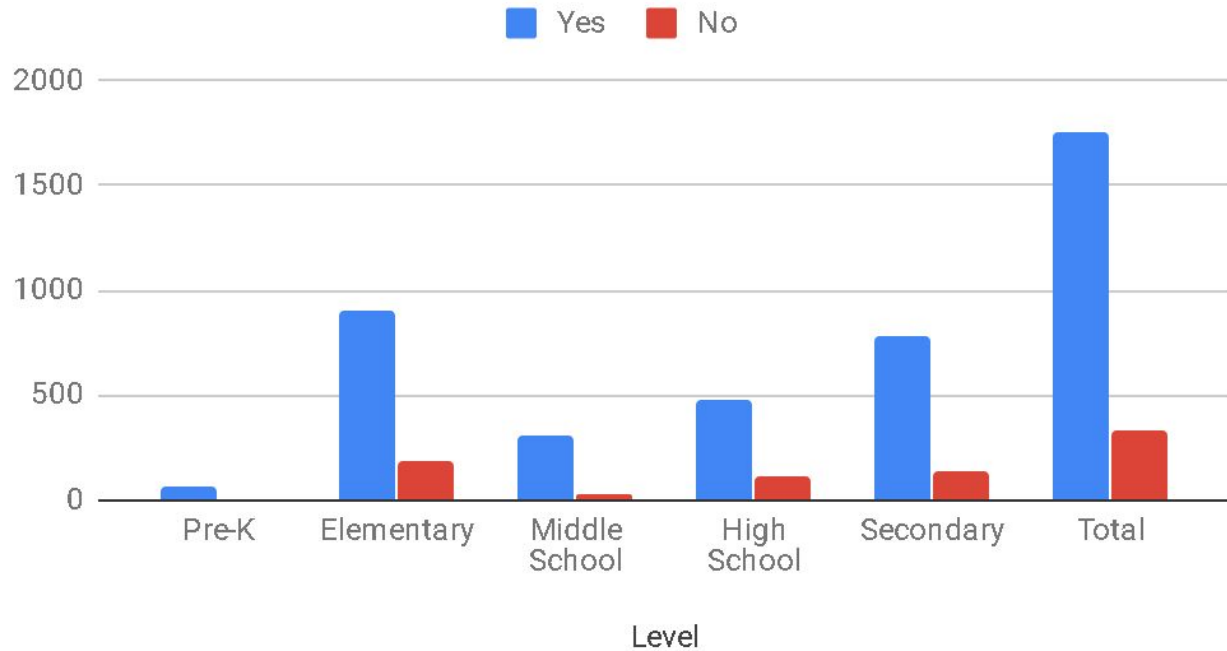


# President's Report

# Bargaining Recap

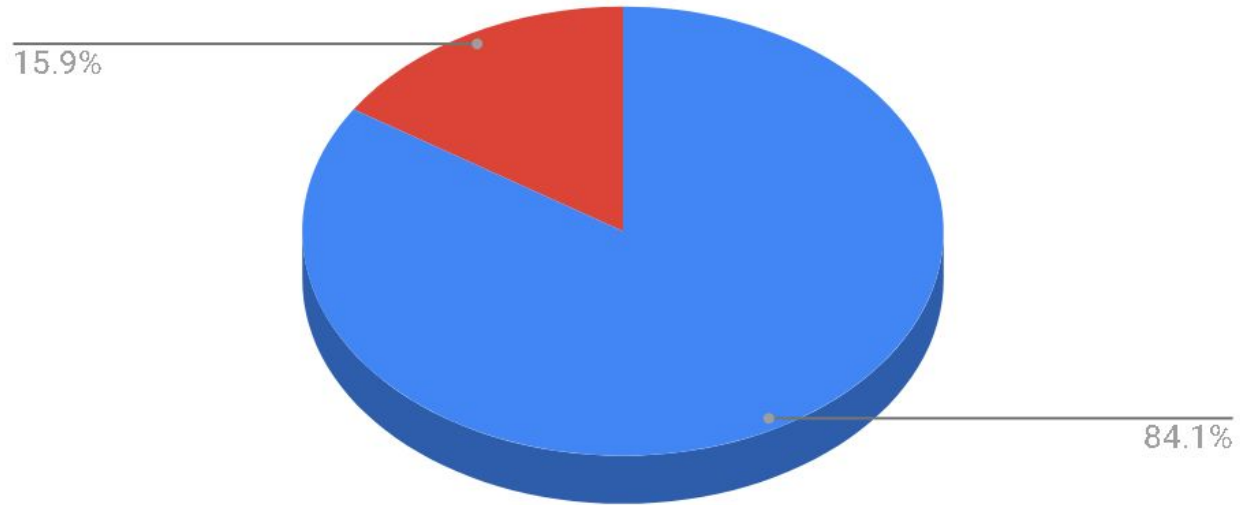
# Bargaining Recap

## Vote Totals by Level



# Bargaining Recap

Total Vote





# Bargaining Recap

- New language goes into effect August 5, 2019
- CPDUs can start being accrued after August 5 to count toward professional credits.
- There are NO changes to the process of turning in graduate credit hours to the district.
- Retro pay from the start of the school year will be paid out Friday, May 17.





# Retro Pay

Retro Pay will be distributed as a lump sum for the entire 2018-2019 school year on May 17. This is being done to;

- Ensure accuracy by the payroll department
- Maximize understanding for the individual teacher
- Provide the ability to budget and plan accordingly for the remainder of individual's contract year

Your pay for your checks over the summer will remain similar to what you have received all year. A letter from HR will be coming that states what the amount of your retro pay will be on May 17.



# Letter from HR

May 16, 2019

Employee ID: 43117

Employee Full Name: Last Name, First MI

Dear First Name:

We are pleased to share that you will see a lump sum retro payment as a separate line item on your May 17, 2019 paycheck. The indicated amount will reflect the total annual difference in pay afforded to you under the recently ratified Elgin Agreement compared to the amount you have been on schedule to be paid. Again, this lump sum will reflect the entire payroll year. As such, all subsequent checks will be continued to be paid through your contract year at the rate equal to the amounts reflected on the most recent May 3, 2019 paycheck.

Your 2018-2019 Lump Sum Payment: \$3,392.00 (This amount does not include TRS)

The decision to distribute the lump sum payment in this manner is to:

- ensure accuracy by the payroll department,
- maximize understanding for the individual teacher,
- provide the ability to budget and plan accordingly for the remainder of individual's contract year

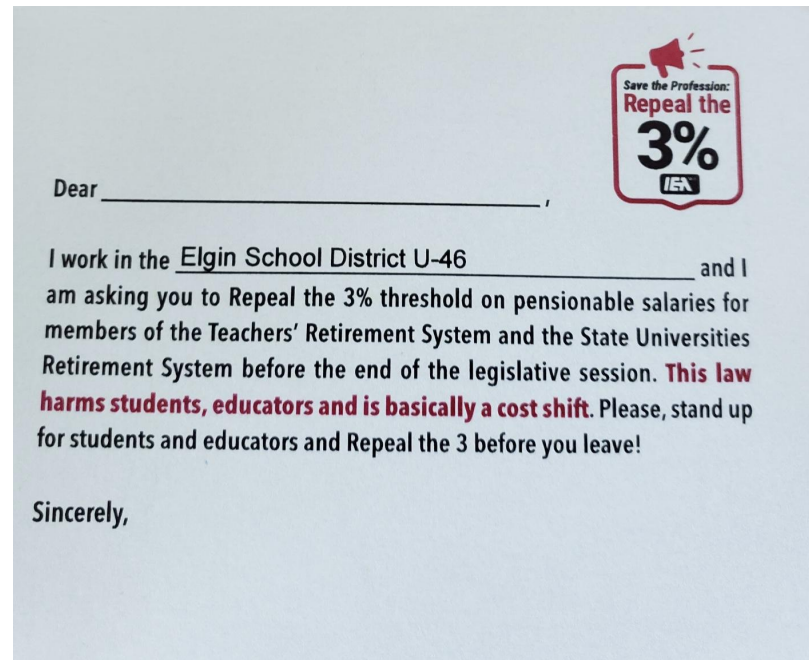
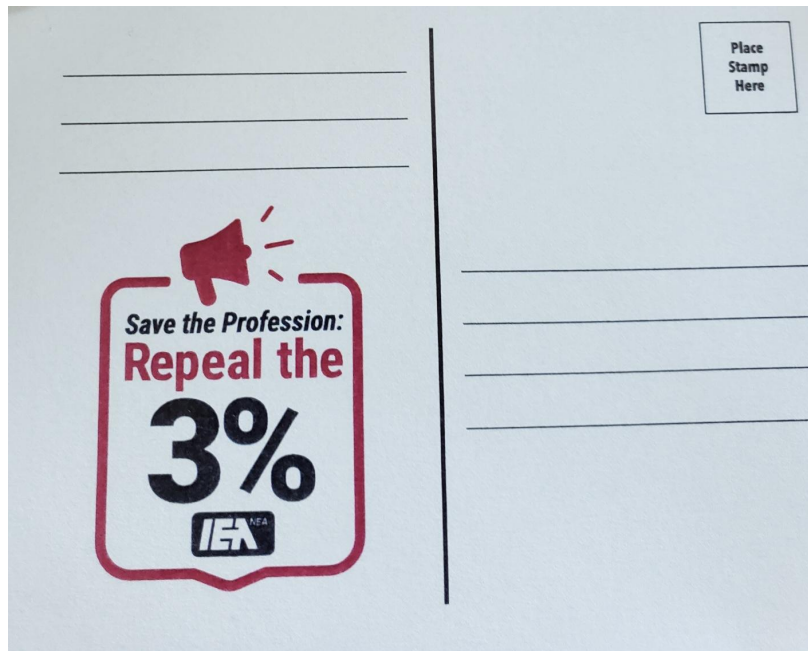
Should you have any questions, please contact us at [ETAstaffing@u-46.org](mailto:ETAstaffing@u-46.org).

## Step 20 403(b) matching

In addition to the salary schedule as provided in Appendix E, teachers who complete a full academic year with a salary schedule placement of Lane 8 and Row T shall, beginning with the start of the following school year and subsequent school years, become eligible to receive matching contributions into their district approved tax sheltered annuity or 403b account during the regular payroll cycle in accordance with the following:

- 1.5% matching of the teacher's annual salary UNLESS
- The 3% law is repealed. In the event the Illinois legislature fully repeals the "3% limitation" and reverts to the previously established "6% limitation," the aggregate amount of the district matching contribution shall meet but not exceed 4% of the teacher's annual salary provided by the applicable salary schedule OR
- In the event that the Illinois legislature repeals the "3% limitation" but does not revert to the previously established "6% limitation" the aggregate amount of the district matching contribution shall be agreed upon by the parties but shall meet, but not be less than, 1.5% of the teacher's annual salary provided by the applicable salary schedule.

# 3% Repeal Postcards



[Click Here to Find Your Legislator](#)



# Transcript Review Process



# Transcript Review Process

- Do not email HR looking for clarification of credits
- The details are being worked out and as soon as the details are finalized a communication will be made by U-46 and the ETA
- This process will be unique for every member and will take time to review everyone's situation on an individual basis



# Current Building Work



## 15.22 Parent Conferences, Meetings and/or School Programs

- 5 hours will be dedicated to parent teacher conferences as determined by the School Department in the following manner
  - One (1) to four (4) hours of the five (5) will occur **after** normal school hours
  - The remaining hours from the five (5) will occur **during** normal school hours for the site on non-attendance days. Hours not used for parent teacher conference will be considered part of a PPD day.
  - Attendance is required by all teachers.
- Each site can schedule up to seven (7) additional hours for parent-teacher meetings and/or school programs
  - Hours must be after school
  - School Department shall identify the day(s) and time(s)
  - Teacher attendance is required for each teacher
  - Teachers will be paid at the instructional rate





## Parent Conferences, Meetings and/or School Programs

- These decisions should be made prior to the end of this school year
- If necessary, convene an extra School Department meeting.
- Survey your staff for feedback to make a plan that best suits your building.
- September 27 will be a PPD for Secondary and a DCD for elementary
- October 25 will be a PPD at all levels
- January 31 will be PPD for Elementary and a DCD for Secondary



# August Elections

# Elections Timeline

A special election will have to be filled to fill the elected positions on the safety council.

- Wednesday, August 21 - August Representative Assembly
  - Distribute Election Materials
- Tuesday, August 27 - Special Committee Election

The nomination window is now open and will be open until August 7. You can fill out the nominating form [here](#).



# Safety Council Positions

Six members serving staggered three-year terms through elections conducted by the ETA from their respective groups as follows:

- 1 Early Childhood Teacher
- 1 Special Education Teacher
- 1 Elementary School Teacher
- 1 English Language Learner Teacher
- 1 Middle School Teacher
- 1 High School Teacher

These positions will need to be staggered. The length of the term for this election will be determined by the ETA Board of Directors and communicated to members at a later date.



# Summer ETA Work

- New Board of Director Training
- SIP and SD Training
- ETA Member Training/Handbook
- ETA Committee Formation
- Member Committee Expectations
- New Teacher Orientation
- Grievance Handbook



# 1st Vice President Report



# TWE Fundraising

Those Who Excel Raised \$5,087 dollars for scholarships this year

- We received a \$200 donation from Centennial PTA
- \$655 raised on Cubs Raffle ticket donation from Chris Bucchi
- \$4720 raised on the day of the Scholarship bowl.
- \$367 raised through the ETA Store



# Recognition of Service Sarah Madson

Thank You!!!!!!