



Dear Member-

Welcome to the Elgin Teachers Association. In an effort to better support all of our members--those with 30+ years experience and those just starting out--we are excited to provide you with this resource.

This resource includes what the ETA stands for, contact information for your Board of Directors, resources to assist you in the day-to-day challenges and the benefits you have as a member of the Elgin Teachers Association, Illinois Education Association, and National Education Association.

All of the information found in this resource , as well as more in-depth information about the ETA, can be found on our website at [theeta.org](http://theeta.org).

We look forward to continuing to support all members in our joint effort to strengthen our classrooms, schools, and communities.

Thank you for choosing to be a member and part of the proud tradition of the ETA,

Barbara Bettis  
ETA President



Modified Summer 2019

# Elgin Teachers Association Membership Handbook



[www.theeta.org](http://www.theeta.org)

Phone: 847-428-7640

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\*To access this information electronically go to <http://theeta.org/>



# The Elgin Teachers Association

## Why does the ETA Exist?

We exist to advance the cause of the teaching profession and the cause of public education - the cornerstone of our democracy.

## What principles govern ETA's effectiveness as an organization?

- Fairness
- Integrity
- Dignity
- Equity
- Honesty
- Trust
- Justice

## What does the ETA want to be?

- Principle-centered
- Effective
- Strong
- An Advocate
- An Organization Continually Learning
- A Model of our Ideals

What does "principle-centered" mean? To answer this question we rely on the work of Stephen R. Covey\* who defines principles as natural laws that have universal application. These laws are fundamental, timeless and self-evident. They pertain to human relationships *and* human organizations. Mr. Covey compares principles to a compass which has a true north that is objective and external. He believes that principles are as permanent as the true north on the compass and that organizations that are principle-centered are based on "true north" principles such as those listed above.

*\*See [Principle-Centered Leadership](#) and [The 7 Habits of Highly Effective People](#).*

## What does the ETA stand for?

- We believe in the empowerment of teachers in all decisions that affect the profession of teaching.
- We believe in a shared decision-making process that is consistent with the professional role of teachers.
- We believe that the economic and professional well-being of teachers is necessary to the existence of quality public schools.
- We believe that professionalism is enhanced as teachers work together to improve the level of their teaching skills.
- We believe that involvement in the decision-making process by all stakeholders is necessary for quality public schools.
- We believe effective public schools require adequate facilities, supplies, equipment, and support services.
- We believe in a safe teaching/learning environment for teachers and students.
- We believe small class sizes are essential to effective student learning.
- We believe in honoring and respecting human diversity and dignity.
- We believe that a strong emphasis on staff development is essential to deal with a rapidly changing society.
- We believe that staff development needs of teachers are best identified and addressed by teachers.
- We believe that an effective school district is an organization continually learning that draws from the many and varied talents of its teachers.
- We believe that quality education depends both on a positive student-educator relationship and pedagogical or subject-matter skills.
- We believe that the ETA must represent the highest aspirations of its members and is committed to an organization based upon member involvement.
- We believe that the ETA must be an organization that models teamwork and open communications.
- We believe in a strong collective bargaining agreement.
- We believe that the ETA has a proud history and tradition which will enhance our future.

*Adopted April 16, 1998*



## Constructing “Progressive Unionism” Out of Three Frames

While many believe that the main role of a teacher’s union is to bargain for teacher pay, there is far more to a functioning union than controlling pay. As society blames educators for failing scores and poor student performance, a Union must embrace Professional and Social Justice Unionism in order to truly move students, staff, and the community forward.

<b>Industrial Unionism</b> <b>“Collective power to meet bread and butter needs and ensure fairness from management”</b>	<b>Professional Unionism</b> <b>“Control of the profession to ensure quality”</b>	<b>Social Justice Unionism</b> <b>“Equity for our students through active engagement in the community”</b>
Emphasizes separation of managerial and teaching work, job design and execution,. “Boards make policy, managers manage, teachers teach.”	Emphasizes collective aspect of education work; blurs lines between, teaching and management; lead teachers, joint committees “All of us are smarter than any of us.”	Creates alliances with parents and the community to organize for social justice that will help all children succeed
Usually approaches labor-management relations as adversarial rather than collaborative. Represents teachers in defense and protection of their rights as workers; responds to teacher discontent.	Emphasises the interdependence of workers and managers - “If you don’t look good, we don’t look good.”	Values parents and community activists as partners in school decision-making.
Values collective action (as power) in response to labor-management conflict; militant organizing as a pressure tactic.	Values labor-management collaboration and partnership when useful in improving education and the profession in the public interest.	Takes a tactical view of labor-management cooperation based on circumstances
Win/lose, distributive bargaining	Interest-based bargaining, broad scope bargaining and other contracts; agreements outside the contract.	Reaches out to the community for support for improving the quality of teaching
Limited scope bargaining, usually focused on salary, hours, and fair procedures	Union focused on professional development and quality of teaching/learning	Focuses on race and class challenges and the development of cultural competence and critical pedagogy
Works to improve the conditions of teaching and learning (Class size, adequate text books and supplies, hours, etc)	Emphasizes the protection and improvement of teaching, and quality control in the profession.	Asserts that all students can learn if adequate resources are available: school district funding as an equity issue.
Works to improve wages, benefits and retirement for all its members and negotiates equal treatment for all members	Empowers teachers to be instructional leaders and innovators and encourages teacher leaders to be given more responsibilities and more pay.	Encourages teachers to make curriculum relevant to students’ lives; the union involves its members in broad social change
Emphasizes the protection of teachers - “rights-based” approach to resolving conflicts (grievances are an entitlement)	Argues that quality teaching is the critical factor in closing the achievement and that it is possible to define and measure quality teaching.	Argues for teacher empowerment in schools and districts.
Views the teacher contract as a way to institutionalize all changes	Is willing to institutionalize change through the contract as well as exploring other forms	Change can only be institutionalized and sustained by organizing the rank and file and the community.
Principals & middle management decide when teachers have input into decisions.	Expands teacher decision making and instructional leadership at school and district level	Democratic input by all stakeholders
Priority has protected against employer favoritism and must be kept at all cost	Willingness to look at expanded definitions of seniority to balance the needs of the individual and the educational enterprise.	No respect for seniority when it protects teachers who are not contributing to student achievement.



# The ETA

## 2500 Members Strong

**ETA OFFICERS**

**First Vice President**  
(Elected, 2 year term, slated with President)

**President**  
(Elected, 2 year term)

**Second Vice President**  
(Elected, 2 year term, slated with President)

**Secretary**  
(Elected, 2 year term)

**Treasurer**  
(Elected, 2 year term)

**ETA BOARD OF DIRECTORS**

**Elementary Section Directors**  
(Elected, 2 year term)

**Secondary Section Directors**  
(Elected, 2 year term)

**IEA Region 24 Chair**  
(Elected, 3 year term)

**Ethnic Minority Director**  
(Elected, 2 year term)

**IEA Region 24 Vice Chair**  
(Elected, 3 year term)

**ETA REPRESENTATIVE ASSEMBLY**

**ETA Head Building Representative**  
(Elected in buildings on a yearly basis)

**ETA Building Representatives**  
(Elected in buildings on a yearly basis)

**ETA Members**

**ETA: 2500 MEMBERS STRONG**

More information regarding the duties/responsibilities of these positions can be found in the ETA by-laws and on [theeta.org](http://theeta.org)



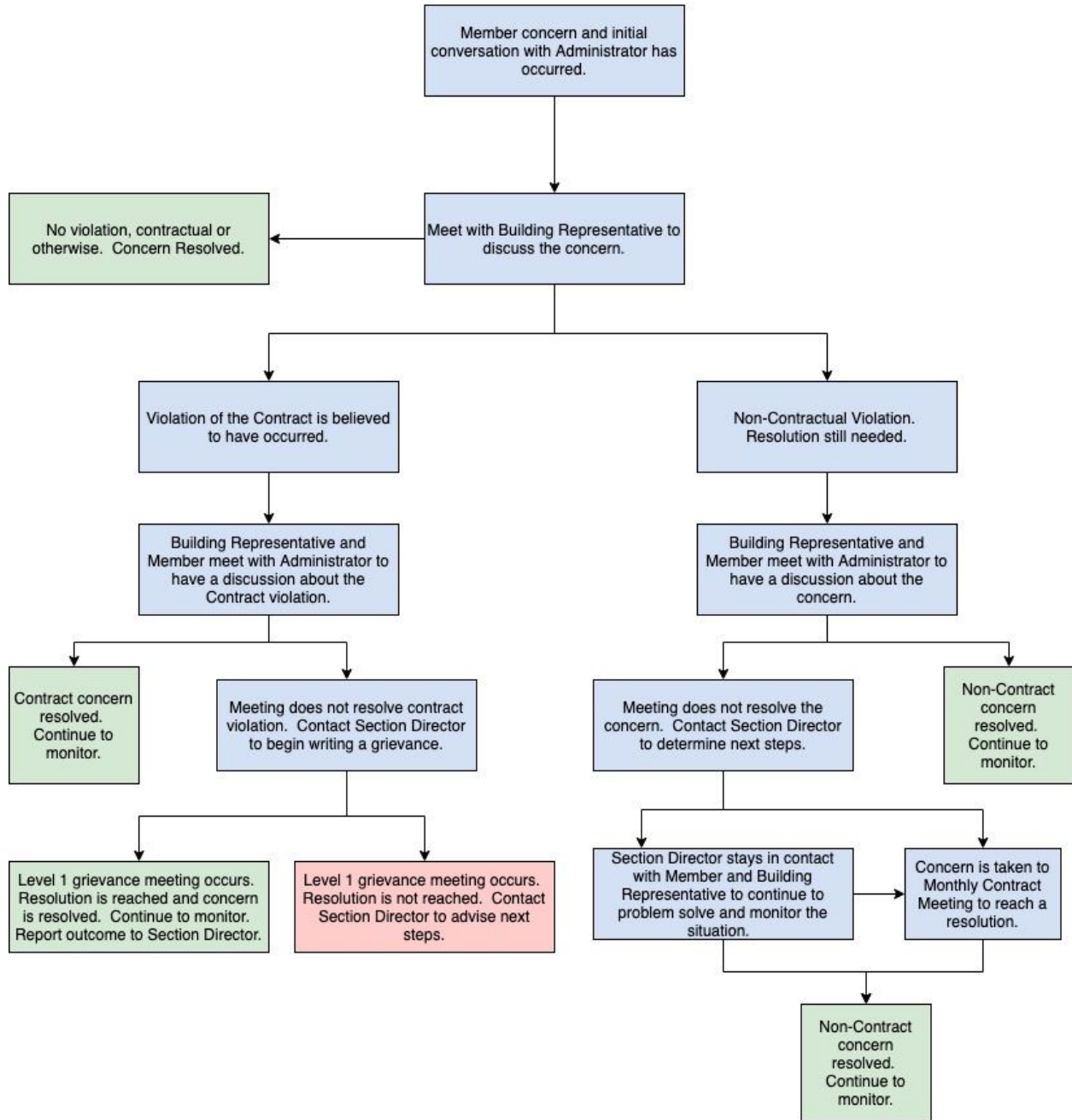
## Who Do I Ask?

The following table has some frequently asked questions as well as the proper person/people to contact should the question arise.

Question/Situation	Person/People to Ask
You have a question regarding class size, composition, or discipline.	A building representative can help you with this.
You believe that something happening in your building is in violation of the contract.	A building representative can help you with this.
You believe that you are being bullied/harassed by a building administrator.	Your section director can help you with this situation.
You think that your building reps need more support, supporting members.	Your section director can help you with this.
You are interested in joining a committee.	The ETA website ( <a href="http://theeta.org">theeta.org</a> ) has this information for you.
DCFS contacts you.	Contact Uniserv Director Jack Janezic ( <a href="mailto:jack.janezic@ieanea.org">jack.janezic@ieanea.org</a> ) and ETA President Barbara Bettis ( <a href="mailto:etabarbbettis@gmail.com">etabarbbettis@gmail.com</a> ) immediately.
You have a question regarding the Teacher Appraisal Plan (TAP).	A building representative can help you with this. If they are unable to answer your question, you can email <a href="mailto:tapadm@u-46.org">tapadm@u-46.org</a> .
You are unsure if your paycheck is correct.	Contact payroll ( <a href="mailto:payroll@u-46.org">payroll@u-46.org</a> ). If this does not resolve your issue contact your Section Director.
You have questions regarding health insurance.	Contact HR ( <a href="mailto:benefits@u-46.org">benefits@u-46.org</a> ). If this does not resolve your issue contact your Section Director.
You are struggling with handling the stress/emotion of the teaching profession and need support.	Contact the Employee Assistance Program (EAP). Call toll free 866-828-6052.



# ETA Member Concern Flow Chart





# Committee Member Responsibilities

## Committee Member Attendance Expectations

- Attend all committee meetings
  - If not able to attend a meeting due to emergency, committee determines committee member's responsibilities for the meeting missed
- Arrive on time and remain for the duration of each meeting
  
- To help all members uphold these expectations, meeting dates will be set and communicated prior to, or during, the first meeting

## Committee Member Participation Expectations

- Follow all norms set by committee
- Contribute to committee purpose
- Provide a voice for the group or members they are elected/appointed to represent
- Prepare ahead of time for each meeting
  - This may include, but is not limited to: read previous meeting minutes, submit agenda items, review agenda, review resources, seek input from members, etc.
- Participate, actively, during each meeting
  - This may include, but is not limited to: actively listening, taking notes, voting in decision making, staying on topic, etc.
- Follow up after each meeting
  - This may include, but is not limited to: following through on next steps as decided by the committee, communicating information with members represented, etc.

## Committee Member Communication Expectations

- Seek input and share information with represented groups/members
- Communicate with committee chair
  - This may include, but is not limited to: creating agenda items, reporting emergency absences, sharing concerns, questions, solutions, and additional information related to committee purpose or work, etc.

\*The above expectations should be met by all committee members. Members that do not meet these expectations may be subject to removal from the committee.





## How will you get involved?

One of the most powerful aspects of any organization is the voice of the members. There are a number of ways for you to get involved and have your voice heard.

<b>BUILDING SPECIFIC COMMITTEES AND POSITIONS</b>	<b>DISTRICT-WIDE CONTRACTUAL COMMITTEES</b>
<ul style="list-style-type: none"><li>● School/Department (SD)</li><li>● School Improvement (SIP)</li><li>● MTSS/PBIS</li><li>● AVID</li><li>● Data Coach</li><li>● Technology Coach</li><li>● Professional Learning Communities (PLC)</li></ul>	<ul style="list-style-type: none"><li>● Specialized Education Committee (SEC)</li><li>● Teacher Appraisal Plan (TAP) Oversight Committee</li><li>● Peer Assistance and Review (PAR)</li><li>● Safety Council</li><li>● Salary Credit Oversight Committee</li><li>● Professional Development Committee</li><li>● Instructional Council (IC)</li><li>● Elementary Workload Committee</li><li>● Technology Committee</li><li>● MTSS District-Wide Committee</li><li>● Healthcare Committee</li><li>● TMP Oversight Committee</li></ul>

<b>OTHER COMMITTEES AND INVOLVEMENT OPPORTUNITIES</b>
<ul style="list-style-type: none"><li>● Curriculum Writing Committees</li><li>● Teacher Mentoring Program (TMP)</li><li>● District-Wide PLC</li><li>● ETA Committees<ul style="list-style-type: none"><li>○ Membership</li><li>○ Those Who Excel (TWE)</li><li>○ Budget</li><li>○ Elections</li><li>○ Grievance</li></ul></li><li>● Become an ETA Representative</li></ul>



## Membership Dues

AC-1-100 (anything over .50 position)	Full Time Member
AC-1-75 (anything over .75 position)	Three Quarter Member
AC-1-50 (anything .50 or less but more than .25)	Half Time Member
AC-1-25 (anything .25 or less)	Quarter Time Member

## Dues Breakdown

	NEA	IEA	Local	Total
AC-1-100	\$196.00	\$488.00	\$60.00	\$744.00
AC-1-75	\$196.00	\$374.00	\$45.00	\$615.00
AC-1-50	\$109.50	\$259.00	\$30.00	\$398.50
AC-1-25	\$66.50	\$145.00	\$15.00	\$226.50

### Notes

- Dues are taken out beginning September 20, 2019 and ending on May 22, 2020
- NEA FCPE (Funds for Children's Public Education) **is optional**
- IPACE (Illinois Political Action Committee for Education) **is optional**



# STAY CONNECTED

## With Your ETA

### In Person

- Building Representatives (1 per every 10 members, including one Head Rep)
  - These people are your first contact with ETA, reach out to them first with questions/concerns; they will also hold a monthly 10-minute ETA meeting
- Section Directors and Officers
  - These people are who your reps will go to with issues they are unsure of how to answer (See ETA Contact Information to find your Section Director)
- Monthly Representative Assemblies
  - Hear first-hand the work the ETA is doing
  - Representative will vote on the business of the association

### On-line

<http://theeta.org/>

- Find updates and minutes
- View calendar of events
- Gain access to contract

[Join ETA email list](#)

- Receive President's Insights
- Receive updates on current topics
- Receive reminders and upcoming events

## With Your IEA/NEA

<https://ieanea.org>

- View updates on benefits
- Find professional development opportunities
- Review grant information

### Setting up your IEA profile

- Look in the upper right hand corner and select "Member Login"
  - **If you have never visited this page before:**
    - Click on "Register Here"
    - Fill in the blanks for Individual ID (on your IEA membership card), validate that using the last four of your social security number or your zip code, and enter your email address.
    - You will be prompted to create a username and password, as well as a secret question.
  - **If you have visited before:**
    - Log in
    - In the upper right hand corner you should see your name. Click on your name and select "My Dashboard."
    - On the Member Dashboard, under your name select "edit My Profile"
    - A popup will appear. Update any information you need to update.
    - If you have a name change, it cannot be done through this process. You should send an email to [kathy.difatta@ieanea.org](mailto:kathy.difatta@ieanea.org)



## Officers

<b>President</b> Slate term ends 6/20	<b>Barbara Bettis</b>	<b>ETA Office</b> 847-428-7640	etabarbbettis@gmail.com
<b>1st Vice-President</b> Slate term ends 6/20	<b>Donna Streit</b>	<b>Eastview M.S.</b> 630-213-5550	dstreit1212@gmail.com
<b>2nd Vice-President</b> Slate term ends 6/20	<b>Scott Sternal</b>	<b>Abbott M.S.</b> 847-888-5160	ssternal@gmail.com
<b>Secretary</b> Term ends 6/21	<b>Donna Kielbasa</b>	<b>Canton M.S.</b> 630-213-5525	dkielbasa.eta@gmail.com
<b>Treasurer</b> Term ends 6/21	<b>Carol Mammoser</b>	<b>Eastview M.S.</b> 630-213-5550	carol.mammoser@gmail.com

## Board of Directors

<b>Minority Director</b> Term Ends 6/20	<b>Graciela Albavera</b>	<b>Lowrie Elementary</b> 847-888-5260	ms.albavera@gmail.com
<b>Section 1 Secondary</b> Term Ends 6/21	<i>Elgin High School, Ellis Middle School, Larsen Middle School</i>		
	<b>Katie Sternal</b>	<b>Elgin High School</b> 847-888-5100	kiwedemeyer@gmail.com
<b>Section 2 Secondary</b> Term Ends 6/20	<i>Streamwood High School, Canton Middle School, Tefft Middle School</i>		
	<b>Will Vega</b>	<b>Streamwood High School</b> 630-213-5500	realityjar@hotmail.com
<b>Section 3 Secondary</b> Term Ends 6/21	<i>Larkin High School, Abbott Middle School, Kimball Middle School</i>		
	<b>Vacant at time of print</b>	<b>Larkin High School</b> 847-888-5200	
<b>Section 4 Secondary</b> Term Ends 6/20	<i>Bartlett High School, Eastview Middle School</i>		
	<b>Jeff Horler</b>	<b>Bartlett High School</b> 847-372-4700	bhsetarep@gmail.com
<b>Section 5 Secondary</b> Term Ends 6/21	<i>South Elgin High School, Kenyon Woods Middle School, Programs/Members Housed at 355, Center House, Dream Academy</i>		
	<b>Kathy Cebulski</b>	<b>Kenyon Woods M.S.</b> 847-289-6685	kathycebulski@comcast.net



Modified Summer 2019

**Section 1 Elementary**  
Term Ends 6/21

*Century Oaks, Creekside, Harriet Gifford, Highland, Hillcrest, Illinois Park, Lowrie, Washington, Early Learning Station and Pre-School*

**Noemi Hernandez**                      **Washington Elementary**                      hernandez573@att.net  
847-888-5270

**Section 2 Elementary**  
Term Ends 6/20

*Channing, Coleman, Garfield, Huff, Lincoln, Lords Park, McKinley, Ron O'Neal*

**Audrey Leaver**                      **Coleman Elementary**                      all2002@wowway.com  
847-888-5190

**Section 3 Elementary**  
Term Ends 6/21

*Clinton, Fox Meadow, Horizon, Laurel Hill, Nature Ridge, Ontarioville, Otter Creek, Parkwood, Willard*

**Amy Grantham**                      **Otter Creek Elementary**                      agrantham966@gmail.com  
847-888-6995

**Section 4 Elementary**  
Term Ends 6/20

*Glenbrook, Hanover Countryside, Heritage, Hilltop, Oakhill, Ridge Circle, Sunnydale, Timber Trails*

**Jenn Strasser**                      **Ridge Circle Elementary**                      jennstrasser116@gmail.com  
630-213-5600

**Section 5 Elementary**  
Term Ends 6/21

*Bartlett Elementary, Centennial, Hawk Hollow, Independence, Liberty, Prairieview, Spring Trail, Sycamore Trails, Wayne*

**Christina Bucchi**                      **Centennial Elementary**                      chrisbucchi@gmail.com  
630-213-5632

## IEA Region 24

**Region Chair**  
Term ends 6/20

**Doreen Roberts**                      **ESC**                      robertsdw15@gmail.com  
847-888-5000

**Region Vice Chair**  
Term ends 6/20

**Graciela Albavera**                      **Lowrie Elementary**                      ms.albavera@gmail.com  
847-888-5260

## Grassroots Political Action

**Jen Bury**

**Glenbrook Elementary**                      jen97b@yahoo.com  
630-213-5555

**Jeff Horler**

**Bartlett High School**                      bhsetarep@gmail.com  
847-372-4700

## Illinois Education Association Staff

**Uniserv Director**  
Since 09/2005

**Jack Janezic**                      **ETA Office**                      jack.janezic@ieanea.org  
847-428-7640

**Associate Staff**  
Since 09/2002

**Kathy Difatta**                      **ETA Office**                      Kathy.difatta@ieanea.org  
847-428-7640



**ETA Rep Assembly Meetings 2019-2020**

Elgin Community College - Siegel Auditorium  
1700 Spartan Drive, Elgin, IL, 60123  
Social Time 4:00 PM; Meeting begins 4:30 PM

August 21	September 18	October 16
November 20	January 15	February 19
March 18	April 15	May 20

<b><u>ETA Officers Meetings</u></b>	<b><u>ETA Board Meetings 2019-2020</u></b>
August 6	August 7
September 9	September 11
October 7	October 9
November 11	November 13
December 9	December 11
January 6	January 8
February 10	February 12
March 9	March 11
April 6	April 8
May 11	May 13

**U-46 Board of Education Meetings 2019-2020**

Held Mondays at 7 PM at the U-46 Educational Services Center  
355 E. Chicago Street  
Elgin, IL 60120

July: 15	August: 12, 26	September: 9, 23	October: 7, 21	November: 4, 18	December: 16
January: 13, 27	February: 10, 24	March: 2, 9, 16	April: 6, 20	May: 4, 11, 18	June: 1, 15

**Other Dates to Remember**

IEA Representative Assembly - March 5-7, 2020  
TWE Scholarship Bowl Fundraiser - November 6, 2019 Elgin Lanes  
Those Who Excel Awards Night - Tuesday, April 21, 2020  
NEA Representative Assembly - July 2-6, 2020 - Atlanta, GA