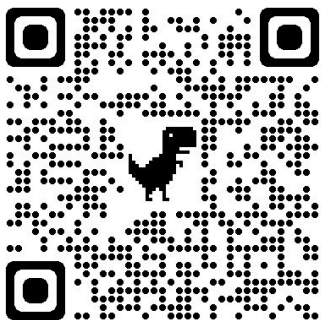


September RA Agenda



# September Representative Assembly

September 20, 2023



# 2023-2024 ETA RA Dates

September 20

October 18

November 15

January 17

February 21

March 20

April 17

May 15

[Full 2023-2024 ETA Meeting Calendar](#)



# Consent Agenda



# September 20, 2023 Agenda

- I. Call to Order**
- II. Consent Agenda**
  - A. Approval of [August 16, 2023 minutes](#)
  - B. Approval of Sept. 20, 2023 agenda
- III. New Business**
  - A. 2023-2024 Budget
- IV. President's Report**
  - A. Post-start of school teacher bumping
  - B. [Proposed Bylaw Amendment](#)
  - C. Contractual Committee Kickoff
  - D. Open Committee Seats
  - E. Focus Groups
  - F. Bargaining Update
  - G. General Updates
- V. 1st Vice President Report**
  - A. SIP and SD Training
- VI. 2nd Vice President Report**
  - A. TWE Committee
    - 1. Feb. 29, 2024 TWE Bowling
- VII. Treasurer's Report**
  - A. Monthly Budget Report
- VIII. Secretary's Report**
  - A. Membership Report
- IX. Region 24**
  - A. Election Plan 2023-2024
  - B. NEA Report Out
- X. Acknowledgments**
  - A. Third Party Out-of-State Providers



# ETA Meeting Norms

# Meeting Norms

- Be recognized by the chair prior to speaking
- Blue Cards are for Registered Reps, Green Cards are for guests
- Cards MUST be visible with your name and school/department
- State your name and school when recognized by the chair
- No food or drink allowed
- Questions need to be general and not individual in nature
  - If you have individual questions, reach out to your section director
- Avoid Side Conversations
- No photos of the slide deck



# New Business



# 2023-2024 Budget





# 2023-2024 ETA Budget

In accordance with ETA Bylaws, Article 5, Section 3, Item 9, the ETA President will, “Prepare and recommend an Association program and budget for adoption by the Representative Assembly at its September meeting.” Further in Article VII, Section 3, Item 3, the Representative Assembly will, “Enact an annual budget for the Association at the regular September meeting.” In addition, the Representative Assembly, “Set the annual dues for Active and Honorary membership in the Association and determine the rights and responsibilities of Active and Honorary members.” Article VII, Section 3, Item 7.

The ETA Board of Directors reviewed this budget and after discussion it was unanimously approved, therefore there is not a need for a motion or a second to approve the budget.

# Budget Categories

- I. Affiliate Participation
- II. Contract Negotiations
- III. Executive Department
- IV. External Operations
- V. Governance
- VI. Internal Operations



# 2023-2024 Executive Summary

- I. **Affiliate Participation:** Estimated membership maintained at 2,550 members. With the number of open positions and the loss of potential members, the budget reflects a conservative number of active members for the Association.
- II. **Contract Development:** The current budget reflects the anticipated bargaining costs for 2023-2024. Funds in this category were decreased for Mediation from \$30,000 to \$18,750.
- III. **Executive Department:** All base salaries used for release time and honorariums were maintained as this reflects the status quo of the salary schedule for 2023-2024. All association leave for officers was maintained at current levels in accordance with the ETA Bylaws.
- IV. **External Operations:** Lodging, meals, and training was reduced to \$2200 to reflect the decrease for Board of Directors training.
- V. **Governance:** Representative Assembly rental costs for Elgin Community College maintained. Maintained Association Leave costs to reflect training opportunities.
- VI. **Internal Operations:** Maintained budget for technology subscriptions: Constant Contact, Zoom, Google Suite, QuickBooks, and WP Engine. Removed subscription for Survey Monkey.



# President's Report



# Post Start of Year Classroom Closures



# Post Start of Year Classroom Closures

10 Elementary Schools had classrooms collapsed and teachers were placed in new classrooms, in line with the provisions found in the Elgin Agreement.

- This is allowable under the Elgin Agreement (12.4) - All teachers shall be given written notice of any change in their school or schools, grade level and/or subject area assignments for the forthcoming semester no later than January 1 for the second semester or June 1 for the first semester. In no event shall changes in teachers' assignments be made, **unless an emergency situation occurs.**
- This is not a Reduction in Force (RIF) (13.1) - A Reduction in Force is defined in the Elgin Agreement as “In the event the Board acts to decrease the number of teachers employed by it or to discontinue some particular type of teaching service”

When this is done after the start of the year, teachers are moved based on statutory ranking in the grade level, and not district wide or throughout the building



# Proposed Bylaw Amendment



# ETA Voting Bylaw Amendment

**Article Title:** Article III - Membership

**Article Section:** Section 1

**Date Submitted:** September 20, 2023

**Current Language:** Any person represented by the Association in formal negotiations with the Board of Education is eligible for Active Membership in this Association with full rights and responsibilities. Active Membership shall be continuous until the member is no longer represented by the Association in formal negotiations with the district, resigns from the Association, or fails to pay membership dues.

**Proposed Revision:** Any person represented by the Association in formal negotiations with the Board of Education is eligible for Active Membership in this Association with full rights and responsibilities. **Full rights and membership include voting, holding office, serving on committees and commissions, serving as a delegate to IEA and NEA assemblies, participating in fringe benefits provided by the Association and related enterprises, and such other rights and privileges as are conferred through the Association governance. Individuals who join as a member when they are first eligible for membership immediately have full voting rights. For individuals who become members after they were first eligible or who rejoin as a member will only have voting rights after they have been a member for 3 pay periods.** Active Membership shall be continuous until the member is no longer represented by the Association in formal negotiations with the district, resigns from the Association, or fails to pay membership dues.





# ETA Voting Bylaw Amendment

**Rationale:** This bylaw will establish and outline the privileges and responsibilities for members of the association, while preventing potential members from signing up for membership and dropping membership just to vote or temporarily engage in the benefits afforded to members of the association.

**Budget Implications:** There is no additional cost to implement this bylaw amendment.

The amendment above will be published for the Association Representative Assembly on Wednesday, September 20, 2023 and voted on by the Association Representative Assembly on Wednesday, October 18, 2023. An affirmative vote by  $\frac{2}{3}$  of the members in attendance will then move the vote to the General Membership. The General Membership will vote by secret ballot on Tuesday, November 28. An affirmative vote by  $\frac{2}{3}$  of the members voting will amend the bylaws. This bylaw would go into effect immediately upon its approval.



# Contractual Committee Kickoff



# Contractual Committee Kickoff

ETA and Administrative Co-Chairs met to set goals for the 23-24 school year

- Expectations for committee members attending meetings
- Expectations of reporting out the work of the committees
  - All committees will have a page for agendas and minutes on the U-46 Intranet (Non-Public facing)
- The committee co-chairs discussed
  - Committee Purpose
  - Ensuring they have a fully rostered committee
  - Sound structures for the committee
  - 2023-2024 Committee Goals



# Contractual Committees Appointments



# Committee Appointments

Salary Credit Oversight Committee - Jenn Strasser - Fox Meadow Elementary

MTSS District Wide Committee - Christina Maragliott - Sycamore Trails

MTSS - Patricia Weithofer - Tefft Middle

MTSS - Reyna Sankey - Elgin High

MTSS - Rosa Giannelli - SSW Spring Trail

Appendix F - Natalie Simons

Safety Council - Sarah Madson

Teacher Mentor Program - Caitlin O'Hara

Instructional Council Elementary Teacher - Danalea Warrick



# Current Contractual Committee Vacancies

Instructional Council - Special Education Teacher

PAR Panel

Safety Council - Dual Language Elementary

Safety Council - Middle School Teacher

Safety Council - Elementary School Teacher

Email [barb.bettis@theeta.org](mailto:barb.bettis@theeta.org) if interested

# Focus Groups

# Focus Groups

12 Focus Groups will meet in their respective groups on the following days:

- Thursday, September 21
- Friday, September 22
- Monday, September 25
- Tuesday, September 26
- Wednesday, September 27

Focus groups will have a facilitator. That facilitator is a staff member of the IEA. Each focus group will have a note-taker that is either a current or previous bargaining team member, or a member of the ETA Board of Directors.





# Bargaining Update



# Upcoming Bargaining Dates

September 26 - Full Day

September 27

September 28 - Full Day

October 2 - Full Day

October 4

October 5 - Full Day

October 10

October 11 - Full Day

October 12

October 17 - Full Day

October 23 - Full Day

October 24

October 25



# Bargaining Observers

If interested in being an observer to an after school bargaining session, email Barb Bettis at [barb.bettis@theeta.org](mailto:barb.bettis@theeta.org)

- Visitors cannot take notes
- Visitors are held to the same rules of confidentiality as bargaining team members
- Purpose of visiting bargaining to observe the process and understand



# General Updates



# President's Calendar

## Bargaining Preparation

- Focus Groups
- ETA Preparation with CEC
- Joint Sessions with District

Meeting with IEA Executive Director Mike Shoudy

Monthly Contract Meeting (August and September)

Weekly Meeting with Superintendent

Retirement Committee

Health Insurance Committee

Contractual Committees Kickoff Planning

ETA Officers and Board Meeting

Human Resources Meetings (9.7, 9.8, Classroom Closures, Hiring, Member Support, Formal Complaints)  
Specialized Student Services Meetings

School Visits

Participation in Administrator Leadership Training



# 1st Vice President Report



# SIP and SD Training Opportunities

ETA Reps, SIP Chairs, and SD Chairs can reach out to Scott Sternal to go over the SIP and SD training that was jointly presented with the district last year

- Email [scottsternal@theeta.org](mailto:scottsternal@theeta.org) to set up a time
- Send 3 dates and times that your teams would be available
  - After school preferred for elementary and high school teams
  - Before or after school for middle school teams
- Limit the attendees to members of SIP and SD, building reps, and building administration
- The agenda includes a review of the SIP and SD training and answering questions about SIP and SD. The full presentation takes 60-90 minutes.



# 2nd Vice President Report





# Those Who Excel 2024

Save the Date - Those Who Excel Bowling Event

Thursday, February 29, 2024



# Secretary Report

# Membership Update

## Current Membership Numbers

- Members - 2495
- Potential Members - 157

## We will maintain 3 lists for every building

- Members
- Potential Members - Section Directors should have shared the list to head reps
- Member Drops

## Follow up with new members that have been hired since NTO

- Potential Members - [join.ieanea.org](https://join.ieanea.org)



# Treasurer Report



# Year-To-Date

	Actual vs Budget
I. Affiliate Participation	0.0%
II. Contracts and Negotiations	101.3%
III. Executive Department	93.5%
IV. External Operations	0.0%
V. Governance	45.2%
VI. Internal Operations	133.7%
Fiscal Year 2022-2023	89.3%

Internal Operations \*includes money spent for NTO for 2023-2024 SY

# Region 24



# Fall Election Timeline

<b>Date</b>	<b>Event</b>
Friday, October 13, 2023	Nomination Window Opens
Wednesday, October 18, 2023	ETA RA
Tuesday, October 31, 2023	Nomination Window Closes
Wednesday, November 15, 2023	ETA RA
Tuesday, November 28, 2023	Election Date
Tuesday, December 5, 2023	Election Tally Due Date
Tuesday, January 9, 2023	Run-Off Election Date
Tuesday, January 16, 2023	Run-Off Tally Due Date



# Spring Election Timeline

<b>Date</b>	<b>Event</b>
Tuesday, January 16, 2024	Nomination Window Opens
Wednesday, January 17, 2024	ETA RA
Tuesday, January 30, 2024	Nomination Window Closes
Wednesday, February 21, 2024	ETA RA
Tuesday, March 5, 2024	Election Date
Tuesday, March 12, 2024	Election Tally Due Date
Wednesday, March 20, 2024	ETA RA
Tuesday, April 16, 2024	Run-Off Election Date
Tuesday, April 23, 2024	Run-Off Tally Due Date



# NEA RA 2023

# NEA Representative Assembly

In attendance: Colleen Ballantyne, Inez Cardona, Kathleen Christerson, Karen Davis, Noemi Hernandez, Lori Ann Pena-Petty

Educators from across the nation gathered in Orlando, Florida, for the National Education Association Annual Meeting and Representative Assembly.

The RA is the world's largest democratic deliberative body and the top decision-making body for NEA's nearly 3 million members. Every year, delegates come together to draft and debate new policies, adopt strategic plans and budget, listen to speeches from NEA leaders and other prominent educators and activists, and elect new leaders. Approximately 6,000 delegates attended—representing state and local affiliates, student members, and retired members—the first fully in-person RA since 2019.



# Freedom to Learn Rally

Educators from across the nation gathered in Orlando to set goals and priorities for the upcoming year—and demand an end to book bans and discrimination against the LGBTQ+ community.

Front and center at this year's gathering was the attack on the freedom to learn. We attended a Freedom to Learn Rally on July 5 to support Florida teachers where NEA President Becky Pringle and FEA President Andrew Spar spoke.

Delegates discuss and debate a wide range of critical issues affecting public education. Be on the lookout for your NEA Today magazine to stay informed.

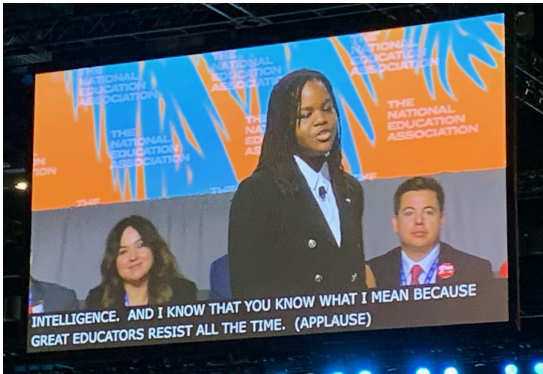
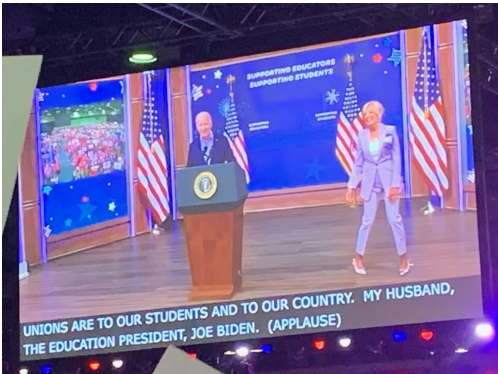


# Region 24

We are the largest region in Illinois. We must have a seat and voice at the IEA but we need to ensure we are represented at the NEA table. There are New Business Items, Amendments to bylaws, and Legislative Amendments voted on that will impact us at the state and local level. Our vote at the NEA helps decide how budget will be spent for the following year.

Friends of Education- Biden- Harris

Next NEA RA: Philadelphia, Pennsylvania July 2- July 6, 2024 at the Pennsylvania Convention Center



# Acknowledgements and Announcements



# Third Party Out-of-State Providers



# Third Party Out of State Providers

If you wish to take Graduate hours from a school outside of Illinois or take PD from a provider NOT registered through ISBE, there is now a form for **PRE-APPROVAL** by the district to use these for your ISBE recertification only.

This will streamline the process formerly run through Beth Gehringer.

**Note these cannot be used for Professional Credits as they are either:**

- 1) Already graduate hours or
- 2) Do not meet the initial requirements for ISBE



# Third Party Out of State Providers

Per ISBE language:

“While Illinois state-approved professional development providers have the authorization to collaborate with unapproved third-party professional development providers, they do so at their sole discretion. Educators who wish to complete professional development offered by an unapproved provider should seek approval from an Illinois state-approved professional development provider prior to registering for, paying for or attending an activity”

[Third Party Provider](#) link





# Third Party Out of State Providers

If you are planning to attend a professional development opportunity that will not issue ISBE PD hours (out-of-state college course, conferences, etc.) and would like U-46 to issue a PD hour form that you can use for Illinois Licensure Renewal, please complete this form **at least 2 weeks prior** to the course start date.

**After submitting the application, you should expect to hear back within 3 business days.**



# Third Party Out of State Providers

## If the application is approved:

1. Register and Complete the Course
2. Send Evidence of Attendance to [professionaldevelopment@u-46.org](mailto:professionaldevelopment@u-46.org)
3. Complete the ISBE Evaluation
4. Your PD hour form will be emailed to you

If the application is denied, you will be notified via email of the result and provided an explanation.

**All PD Hour forms received via this application will not be eligible for submission for professional credit.**