

# Membership

“I had always insisted that a good education was a synthesis of book learning and involvement in social action, that each enriched the other. I wanted my students to know that the accumulation of knowledge, while fascinating in itself, is not sufficient as long as so many people in the world have no opportunity to experience that fascination.”

-Howard Zinn

**“The best time to plant a tree  
is 20 years ago. The second  
best time is now.”**

-Unknown



**NUEA Mission:** We empower and advocate for each other to cultivate positive, healthy environments that value and strengthen public education.

**NUEA Core Values: We value...**

**Communication:** We communicate relevant information, policies, and procedures with integrity.

**Empowerment:** We are empowered by knowing and upholding our rights and responsibilities.

**Advocacy:** We advocate for a healthy environment for our members and students.

**Growth:** We are committed to growth through the cultivation of leadership skills.

**Education:** We value education as a vehicle to personal and professional success.

Ross Berkley, President  
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Naperville, IL 60563

Dear New District 203 Staff Member,

Let me be among the first to welcome you to District 203. As I'm sure you are aware, our district has a long and rich history of academic excellence. This excellence is the result of a wonderful partnership between the school board, district administrators, district staff, and the communities of Naperville, Lisle, and Bolingbrook in which we serve. With every decision we make, our students remain our top priority, ensuring that they have the best educational experience now and in the future.

Once the school year begins, I know that your time will become incredibly valuable. I know as a former Middle School educator, the time I spent teaching was dwarfed by the hours I spent preparing to teach; I hope that you keep aside some time to help support the NUEA by becoming an active member of our association. Meetings are held once a month in your school, and we have many opportunities for professional development, committee participation, and political action that I hope will interest you. When working as one, we can be sure that our students continue to get the best education possible. Thank you!

Sincerely,



Ross Berkley  
President, NUEA

## NUEA Membership: An Investment

**NUEA is the sole negotiating agent** for all full-time and part-time (25% or more) regularly employed certificated personal, including certified nurses, physical and occupational therapists, and high school instructional coordinators in Naperville District 203.

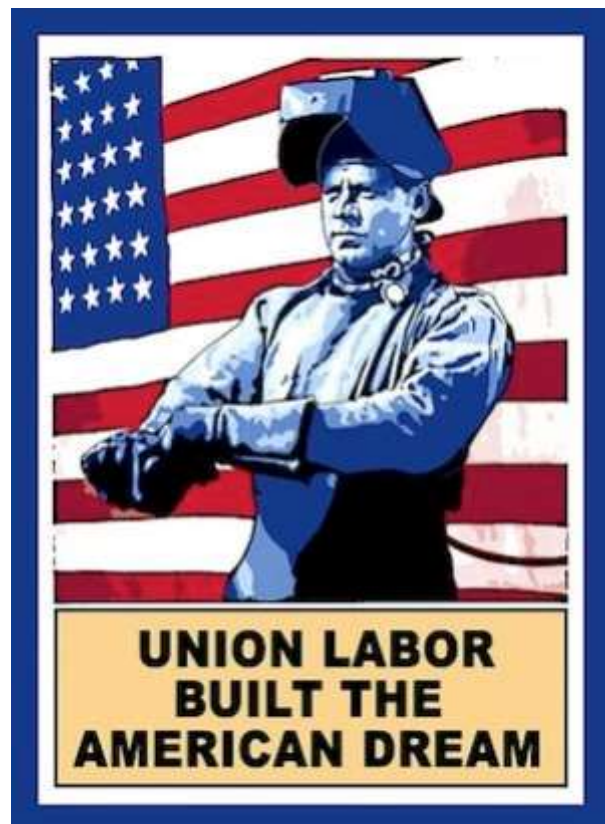
**Your membership in the NUEA gives you a voice** in the development of your contract, including your salary, benefits, and working conditions.

**Your membership in the NUEA is an investment** in the long-term advancement of the profession, helping to ensure that the rights and fair treatment of certified staff members are backed by a team of like-minded professionals.

**Your membership provides strength and power** to our negotiations team that can only be derived when workers unite their voices in solidarity.

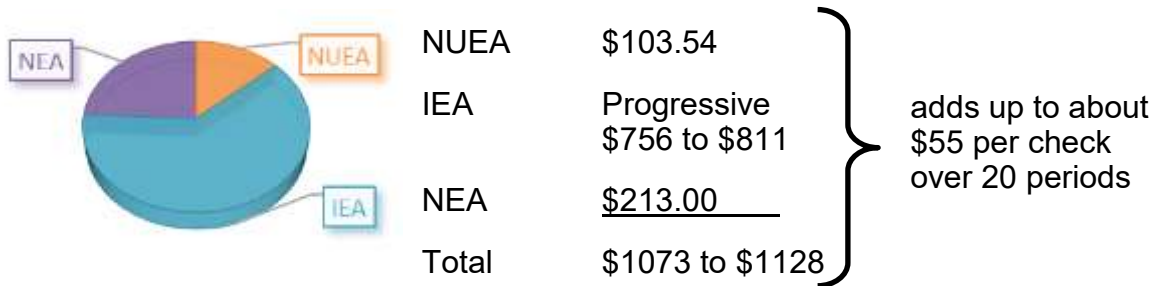
NUEA is the ultimate democratic organization. Any member may suggest an idea or platform at a meeting or assembly, upon which the delegation approves or denies the motion by majority vote.

All representatives and officers are elected, and all are held accountable to NUEA, IEA, and NEA bylaws, which are also created and amended by your vote. The NUEA agenda is YOUR agenda.



## NUEA Membership: Costs

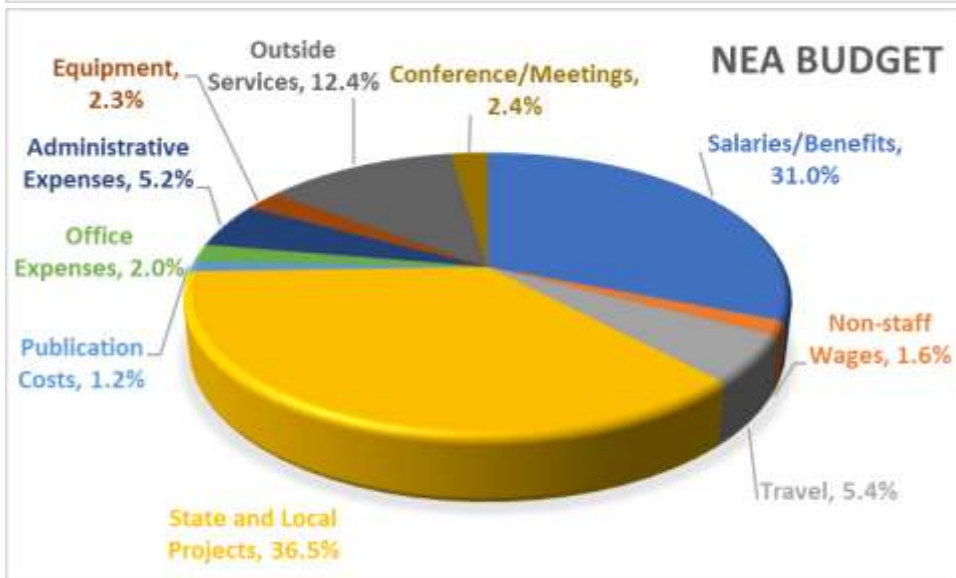
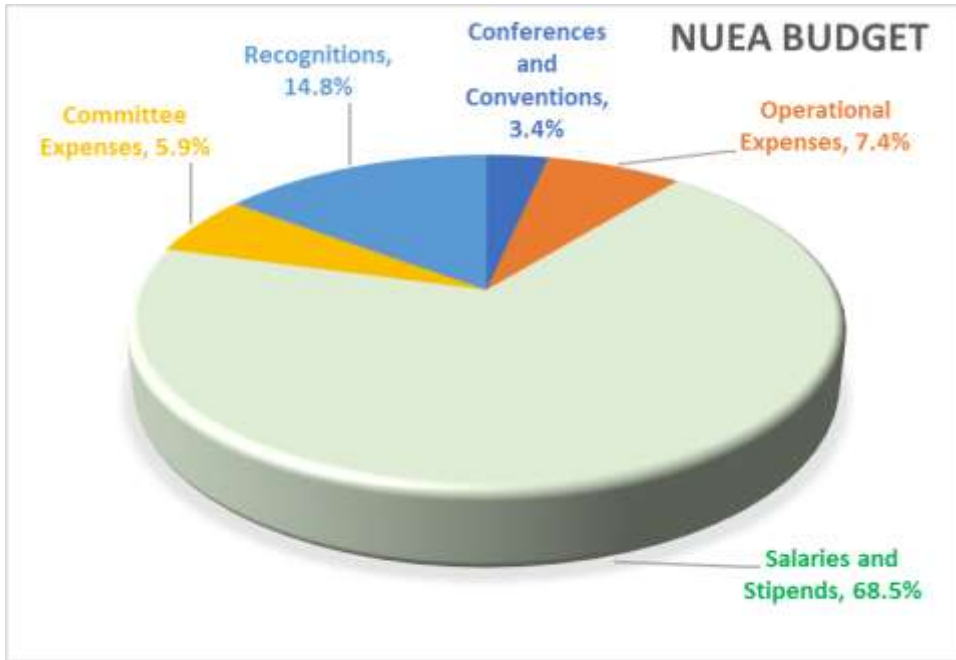
Your annual dues support the high-quality initiatives described on the previous pages. The following amounts are for **full-time** certified staff members for 2024-2025:



The IEA category includes a \$30 political activity contribution that is maintained in a separate account from IEA dues. This account (only) pays for state lobbying, candidate recommendations, and local election support. Dues dollars are not spent on political action at the state or federal levels. As you decide whether you wish to join the organization, please consider that your membership empowers you to influence your profession, and your voice is needed now more than ever. The following chart explores the powers that you earn as a member of the NUEA:

	NUEA Members	Non-Members
Contract	Vote to ratify the contract	Do <b>not</b> get to vote on the
Legal services	May access the IEA network of lawyers who specialize in school	Do <b>not</b> have access to IEA legal council
Building-level Representation	Vote on building representatives	Do <b>not</b> get to vote on building representatives
State-level Representation	Vote on IEA-Rep. Assembly representatives	Do <b>not</b> get to vote on IEA representatives
National-level Representation	Vote on NEA- Rep. Assembly representatives	Do <b>not</b> get to vote on NEA representatives
Eligibility	May run as a candidate for any local, state, or national office or Rep. Assembly delegate	May <b>not</b> run as a candidate for officer or representative
Professional development	May attend any NUEA/IEA/ NEA PD event at low/no cost to mem-	May <b>not</b> attend a PD event sponsored by the association
Communications	Receive monthly newsletters and reports detailing local and state developments related to teaching	Will <b>not</b> receive association communications regarding local and state developments related to District 203

# NUEA Membership: Dues Breakdown



# NEEA Membership: 8 Financial Benefits

## 1 Higher Salary

**1 Unionized Illinois teachers make an average of \$11,000 a YEAR more than teachers in under-unionized states.** Right-to-work laws allow non-members to pay nothing toward the cost of negotiating their contract, which results in lower pay and fewer benefits for all. Greater membership equals more power to negotiate higher salaries.

## 2 Better Benefits

**2 The average cost of a hospital stay is \$26,120.** Your contract establishes a joint committee between D203 and its unions that works collaboratively to set our insurance benefits, coverage, and premiums.

The committee has enabled us to keep our excellent coverage with **little to no increases in premiums** over the course of several years. This is highly unusual in the current insurance market. Without the work of this committee, a catastrophic illness could easily bankrupt a typical working family.

## 3 Liability Insurance

**3 IEA Members are eligible for \$1M in liability insurance.** This insurance is provided in case you are ever sued for an event in the workplace. This benefit helps pay attorney costs and any judgment against you if District 203 does not cover your costs through its insurance. Coverage is provided by the Nautilus Insurance Company.

## 4 Auto Buying Program

**4 The NEA Auto buying program saves an AVERAGE of \$3,383 off MSRP.** The TRUECar Price Curve shows you what others are paying for the car you want in your area so you know you're getting a good deal.

See upfront dealer pricing information and lock in your guaranteed savings on new cars before you visit the dealership. Plus get additional discounts on auto repair reimbursement...just for members!

## 5 Pension Advocacy

**5 Illinois has been spending state worker pensions without their permission.** Illinois has never made full statutory pension payments for its workers, yet expects state workers to diminish their benefits to make-up the difference. Our pension benefits are not overly-generous compared to other systems. But the state regularly grants tax waivers to large corporations, diminishing its ability to pay its pension obligations. Alternative pension systems and reduced benefits could cost you hundreds of thousands of dollars over your lifetime. Please help our union fight on your behalf.

## 7 Complimentary Life Insurance

**7 The NEA Members Insurance Trust: Life insurance coverage to members, no additional cost.** Many people use their NEA coverage as a supplement to their district coverage. Coverage is provided by Prudential. It includes up to \$1000 of term life insurance plus additional coverages. See details.

## 8 Online Savings/Money Market

**8 NEA members enjoy a \$20 bonus plus one of the highest interest rates in the country.** Online accounts are maintained by ICM Investment Bank AG and protected by the FDIC. There are no minimum balance or monthly maintenance fees for the savings account, and customer service representatives are available 24/7. The interest rate is 1.61% APY as of July 2021, which is more than 26 times the national average of .06%.

## NUEA Membership: Political Support

NUEA, IEA, and NEA are not affiliated with any political party. The organization supports candidates that favor:

- stronger public schools for all students
- sustainable reform initiatives
- attractive working conditions for current and future educators and students
- the provision of resources to help our most at-risk and needy populations

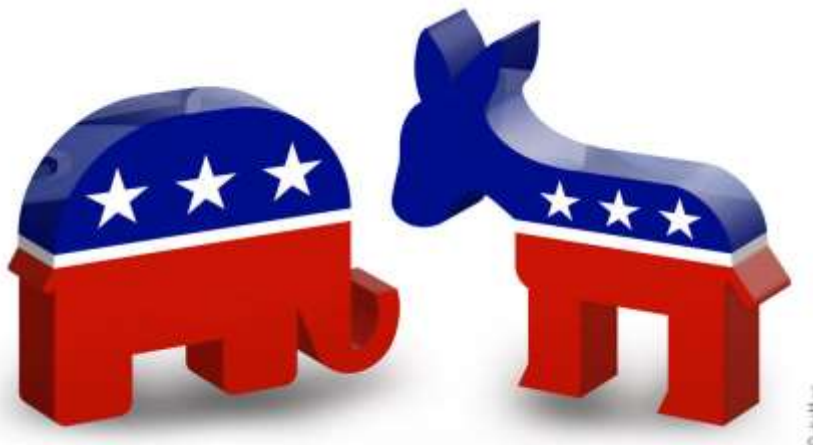
NUEA, IEA, and NEA have supported Republicans, Democrats, and Independents in primary and general elections. We have also helped support ballot initiatives and referenda favorable to public education. We help compile and disseminate important information so members may make informed choices. We also lobby our legislators so they know how pending bills may hurt or help our public schools.

### NUEA/IEA/NEA dues DO NOT support political action.

All of the political activity described above comes from a \$30/year political action fund that is collected by IEA and by private donations, then placed in a separate account and managed independently of member dues.

The organization derives political power from **grassroots strength**. Rather than relying on money, we rely on the power of people to meet, e-mail, post, Tweet, and call others to let them know about candidates, bills, and pending legislation that affect public schools.

Education is the key to a **healthy democracy**. We encourage members to be informed about the political process by providing information and resources to members. Anyone may join our Grassroots Political Action (GPA) team...just contact our GPA Chair.





# NUEA Membership Information 2024-2025

NUEA, IEA, and NEA are all quintessentially democratic organizations. All officers and representatives are elected, from building representatives to the IEA and NEA presidents. IEA holds its yearly Representative Assembly (RA) in March/April, all delegates are elected and every delegate has a voice. NEA holds its Representative Assembly (RA) in early July, and again, all delegates are elected and every delegate has a voice. Any teacher (including non-tenured teachers) may be a delegate to the IEA RA or the NEA RA. All expenses will be paid for by NUEA or by Region 39.

## **You:**

- If you are able, attend a monthly 10 minute meeting at your school led by your NUEA building representative
- Pay NUEA-IEA-NEA dues, which amount to roughly \$55 per check (for full time staff) from October through May
- Participate in “Calls to Action” or other educational advocacy events as you see fit

If you wish, the following professional development/leadership activities are available to you:

- Participate in a district committee
- Be a building representative (we’ll provide the training)
- Be an IEA RA delegate or an NEA RA delegate (dates are on the inside cover)
- Attend the Summer Leadership Academy (SLA) at ISU, Normal in mid-July or other professional development events

## **Your building representatives:**

- Are elected by the certified staff at your school
- Meet once a month at our Diehl Road Office (4<sup>th</sup> Monday)
- Hold monthly 10 minute meetings at your school
- Hold Association elections twice a year
- Assist you if you have questions or need support

## **Your executive board members:**

- Are elected to a 3 year term
- Meet three times a month: once as an exec. board, once at the monthly rep. meeting, and once as Region 39 Council members
- Meet with District 203 administrators (IPC Committee) as needed



# IEA HAS YOUR BACK

Your IEA membership guarantees representation at the bargaining table and ensures you have access to free legal services should the need ever arise.

## UniServ Directors – IEA’s front line

UniServ Directors (UDs), located in 22 offices statewide, are IEA’s front-line support for your local association. UD’s advocate for your best professional interests and support your efforts to provide high-quality education. Your working conditions are your students’ learning conditions. Like you, IEA wants both to be the best they can be.

## Contract negotiations

As a public education employee, your union, as your exclusive bargaining representative, has the legal right to negotiate the terms of your employment. Your contract is the basis for most of your employee rights. It spells out your working hours, evaluation process, work/life benefits, job responsibilities, use of social media and school safety.

Your UD supports your local representatives as they negotiate contracts representing your – and ultimately your students’ – best interests.

## Other areas of expertise

IEA can also help your local association, at no additional cost, with:

- Contract interpretation
- Grievance processing
- Job security protection
- Training programs to meet local needs
- Employee counseling for work-related problems
- Arbitration case presentations
- Unemployment information
- Bargaining crisis preparation
- Retirement concerns
- Governance matters assistance
- Civil rights violations process
- IEA-NEA benefits access
- Communications
  - Social media
  - Press releases
  - Messaging
  - Graphic design

## Legal services – protects members

Protecting your rights as a public school employee is at the core of IEA’s mission. IEA employs nine in-house attorneys and legal support staff, and when needed, calls on highly-skilled outside legal expertise – all available to you at no additional cost.

Legal Services staff are experts in education law who work directly with your UD and local leadership on issues such as:

- Wage and hour laws
- Unfair labor practices
- Layoff and recall
- Retirement
- Fringe benefits
- Unemployment compensation
- Education funding
- Negotiation
- Discrimination
- Health and safety
- Civil rights
- Contract enforcement

MORE INFO ON BACK

## Financial safeguard – Educators Employment Liability(EEL)Program

Working with children is one of life's greatest privileges... and riskiest propositions. Education environments can expose even the best teachers and staff to situations that may give rise to legal actions.

Your IEA membership automatically provides you \$1 million in professional liability insurance coverage through the Educators Employment Liability program. This coverage includes attorneys fees, so you won't have to pay out of your own pocket to defend yourself from employment-related civil lawsuits.

## Training

Legal Services provides extensive training to your local representatives – and you. We ensure teachers understand laws governing their employment and how to steer clear of potential legal situations. When you know your rights and responsibilities, we can often locally resolve, and even entirely avoid, costly and time-consuming legal action.

We also provide extensive training to UD's on recent education laws and how to identify potential legal issues. Your UD is prepared to evaluate any legal aspect of your work and provide guidance on your options.

## Get to know your legal rights

IEA offers "live" training sessions and education-specific legal video courses through the online learning portal, accessible through the Members Only link at [ieanea.org](http://ieanea.org).

### It could happen to anyone

Legal actions can happen to anyone, even the best employees and staff, through no fault of their own. Here are true stories of how IEA Legal Services has protected IEA members.

#### *Classroom aide gets her job back*

A guest in an early childhood classroom falsely accused a classroom aide of slapping a child. The child had spit on the aide who, in response, raised her hand to block herself and to signal the child to stop. The aide wiped the child's chin and then took his hand to walk to the sink. The classroom teacher and another aide did not witness the event. The school's special education director and principal interviewed the accuser and the aide, who stated she did not slap the child. Still the school board voted to dismiss the aide. IEA Legal Services arbitrated the case and won an award reinstating the aide to her job with full back pay and benefits.

#### *Threatened teacher is protected*

Administrators determined that a high school student's online threat to kill his teacher wasn't serious, opting (without informing the teacher of the threat) to give the student a one-day, in-school suspension. IEA Legal Services, acting on the teacher's behalf, obtained an order of protection against the student and convinced the court to direct the district to present a plan explaining how the student would be escorted while on school property to ensure there was no contact with the threatened teacher.



### IEA LEGAL ASSISTANCE

Learn more at [ieanea.org/MemberCenter/LegalAssistance](http://ieanea.org/MemberCenter/LegalAssistance) or contact **IEA Connect** by phone, email or live chat.



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