

Representative Assembly

November 2017 Minutes

11/27/17
4:00 p.m.
NUEA/IEA Offices

1. Welcome – meeting called to order at 4:03pm.
 - NEA benefits poster – please take one and post it in your building.
2. Approve Secretary's Report Christine Bell
 - Motion to accept Kristyn Reed, seconded by Carol Higgins -- Motion passed
3. Election materials Christine Bell
 - Write-in candidates to add to the ballot: Sandy Volling,
4. Treasurer's Report Dave Carroll
 - 353: amount we agreed to support Palatine district.
 - 651: Wrote 17 checks for \$10 for the NUEA swag
 - We do have some credit card bills that came in and will itemize for next month.
 - Motion to accept treasurers report Carol Higgins, Carmen Ceresa second.
5. Uni Serv Director Report Julie Resh-Jelliff
 - Plainfield settled their contract, 5 year agreement with a traditional salary schedule. They will concentrate on supporting upcoming candidates (pro-education) who will run for the school board.
 - There is no update on Palatine.
6. December Meeting
 - A motion to cancel December's meeting was made by Jen Smith, second by Tina Dohm. Motion passed.
7. Tech help and issues Mark
 - Get lightbulb in a projector (4 days to 3 weeks to get it changed)
 - Printing issues in high schools for students
 - Elementary: no printers available for kids and kids have to share to teacher and teachers print off.
 - Needs toner – in printers
 - Kids not having option of having printed copies in hand, forced to use Canvas (computer)
 - Printer employee discourages teachers from making copies (You ran a large copy order on your own). Teachers chastised for making copies. Students learning style is kinesthetic – paper to write on.

- When a laptop doesn't work, difficulty to find time to get it to tech to work on. Sometimes have a loaner. Difficulty due to time constraints.
- No one to help when we have software (Canvas) issues. We ask our CSA, but we are told, "That's not my job."
- Who do we go to in buildings when we have tech needs? We are feeling it in the buildings. The CSA are pushing back – can't help them. Tech team is teaching full time.
- I will put in a help ticket for tech help and it is automatically ignored...Closed message.
- Why suddenly are CSA an island to our team? They used to help and now they won't.
- (CSAs – job is not to help with software. They are only there to fix the machine.)
- Time of repairs/replacement – showing up at 8am when kindergarteners are coming into the classroom is not appropriate. Teacher has to move students last minute. (Maybe give advanced warning when repairperson is coming.)
- Positive: DL has release time to team teacher (Riverwoods).

8. Student inappropriate tech usage against teachers Mark

- Have had some instances where teachers are recorded on a phone and derogatory comments online. The board has a policy. Students aren't to use cell phones during class (unless they have teacher permission).
- Julie spoke with IEA. IEA states, unless there is a threat made to staff member, there is no law enforcement issue. If staff member feels there is harm to reputation, there is a private right of action to sue for defamation. One does have to show harm to reputation and an inability to work due to the social media post. (IEA doesn't provide legal assistance but does have a list of lawyers who you may contact.) If there is a no phones policy in the classroom, it should be enforced. If images are taken of staff members during or after school on property, district needs to enforce the policy.
- What is the district's policy on teachers taking pictures and posting on social media. Members should not use phones to take and post pictures of students.
- We need some clarification from district that approves we take pictures and post to Twitter. (At NCHS this is promoted.) We should receive clarification and approval from administration. Please seek information from IPC.
- Can teachers post student work?
- Tip 203 – look at data. How many tips going in? What types of tips are we receiving? We have no feedback in a data driven district. Who is checking this?

9. GPA Report Debbie Sterneky

- Make sure we are voting. In 2018 all 18 Congressional Seats are up and state wide constitutions. Downstate there has been a republican shift (more conservative). White union members in southern part of state feels left out.
- Most active Veto session in several years (39 Veto's by Governor, overridden 15 times).
- SB1905 – override labor unions
- Substitutes may get a refund for their renewal license if they teach 10 days.
- SB851 – Contact senator, freezes property taxes for 2 years. This will reduce funding for local public schools. "Say NO to SB851."

- Federal Level: HR1, rewrite of tax code. IL senators are opposing (good).
- 87% of district 203 revenue from property taxes. If we have a freeze on property taxes, it will hurt our district.

10. Junior High/ Elementary day Committees

Mark

- Elementary - meeting tomorrow for the first time, about 50 people. We don't believe there is an agenda. There is a company who has been hired to do research when we have questions. Company will find current research on questions/topics addressed. Looking at what's best for kids and staff. There will be contractual concerns to be considered and voted on.
- Junior High: discussed what is currently going on in the buildings and Pros/Cons of what we do in our day.
- Questions: Contract language: does everyone vote on the elementary day (even high school teachers)? (Past practice: If topic is only effecting one level, only that level votes on it.) We will address this in the contract.
- Salary – we are a unit district. If elementary day is lengthened, we can't ask for a raise just for that group.

11. One on One Trainings

Mark

- If you haven't met with new teachers, please do this ASAP and return cards/forms to Mark or Carol.
- Try to start talking to "better" staff about same topics. These are themes we can address in negotiations.

12. Negotiations Team

Carol

- Interviewing potential team members this week. We will keep you updated on progress.
- We would like to have a bucket of items/issues that you feel should be addressed in the contract.

13. Upcoming Events

Mark

- Professional Development Conference Dec 1-2 Springfield: We are sending two members. If anyone else is interested, let mark know.
- Insurance training (held at office):
- WSO Bargaining Series/ Understanding District Finances, Jan 27 9-12: If you are interested in attending, see Mark. (held at the office)
 - Sunday's Naperville Sun, it published everyone's name and salary is listed. Shows the financial update on the district. Our district has about \$185M in the bank.

14. Old Business

- Our insurance committee works very hard to keep cost down and maintain benefits. We pay 15% of our insurance cost. If we keep our staff healthy, premiums are kept down. We have some board members who think our insurance plan is too rich. We will keep working to keep our current plans. In the past 5 years, we had 4% two years ago.
- Assistants and Subs: The district is continuing to interview and trying to hire candidates. It's hard to hire for these positions because the pay is low. There is a sub shortage around the state. There are 1,000 classrooms without teachers in IL.

- Snacks and Pop: Mark tries to get a variety of items. If there is something you want that's not available, please email me. If you have a proclivity for something specific – let him know.
- TIP 203 – needs to be used appropriately. Comments about teachers should require a drop down where student is required to leave their name/email collected. (Tips can't be put in the evaluation without evidence.)

15. New Business

- Dr. Dave – earned his doctorate degree
- Newsletter – send any interesting articles to Dave to post in newsletter...teachers tend to read these.
- Salvation Army – ringing bell, Dec. 22. – sign up at link on NUEA website.
- Post Evaluation meeting – teacher stated that documents aren't posted by meeting date. Administrators want to come to post to form the document together. It is reasonable to ask for it to be posted within 10 working days of the post conference (receive feedback by then for growth). If this isn't happening, let Mark know. If this happens, you will be rated proficient or excellent.
- Post conference and summative should NOT be at the same time.
- If there are maternity/paternity leave issues, please send them to Julie.

16. Raffle: Must be present to win!

Mark

17. Adjournment at 5:38pm