

nuea

Naperville Unit Education Association 2019-2020 Welcome Packet



NUEA203.org



@NUEA203

Naperville Unit Education Association (NUEA)

West Suburban IEA Office
1555 Bond Street, Suite 121
Naperville, Il 60563-0112
(630) 369-1555 (phone)
(630) 369-1561 (fax)
www.nuea203.org

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Dates to remember:

Naperville Unit Education Association Representative Assembly (NUEA RA):

4th Monday of every month (August-May)

1555 Bond Street, Suite 121, Naperville, Il 60563

Illinois Education Association Representative Assembly (IEA RA):

March 5-7, 2020

Hyatt Regency O'Hare, Rosemont, Il

National Education Association Representative Assembly (NEA RA):

July 2-6, 2020

Atlanta, Ga

IEA Summer Leadership Academy:

July 22-26, 2020 (tentatively)

Illinois State University, Normal, Il

If you are interested in attending any of these events, please
contact Dan Iverson at president@nuea203.org.

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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



Dan Iverson, President
president@nuea203.org
630-369-1555

1555 Bond Street
Suite 121
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 social science teacher at Naperville North High School, the time I spent teaching was dwarfed by the hours I spent preparing to teach. But 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,



Dan Iverson
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.

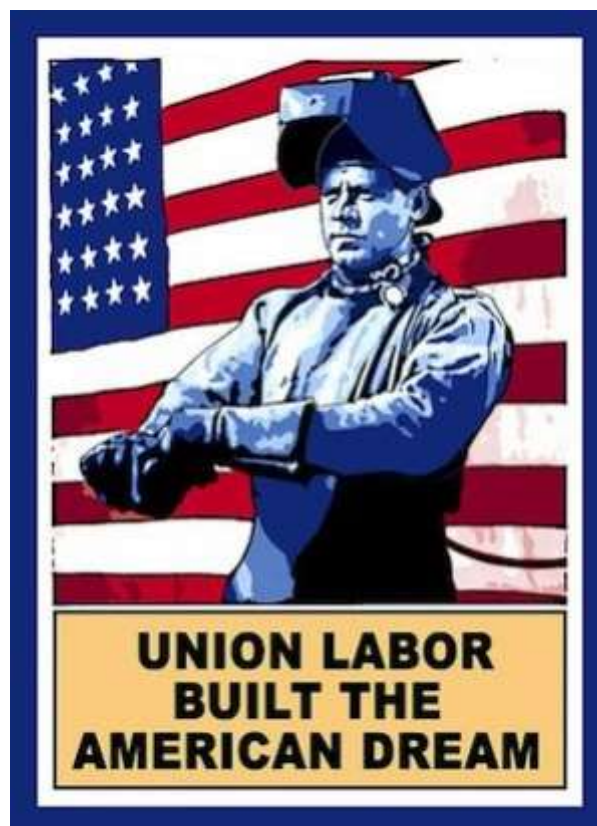
Your membership in the NUEA gives you a voice in the development of your contract, including your salary, benefits, and working conditions.

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 an 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 vote. The NUEA agenda is YOUR agenda.



We are the Naperville Unit Education Association (NUEA)

Union and Association

Union – An organization of workers formed to protect and further their rights and interests

Association – A connection or cooperative link between people. In addition to advocating for our rights and interests, we...

- advocate for our students
- advocate for public education
- assist our community through volunteerism and community action
- assist students with scholarships
- help fundraise for the Naperville Education Foundation
- help empower members to become politically active
- help provide professional development and resources



NUEA Membership: What is included?

Your union provides many services and benefits to you as a certified staff member in Naperville District 203. Those benefits include:

- **Collective bargaining** with the district (benefits, working conditions, and wages)
- **Grievance processing** for potential contract violations
- Organized **committee participation** for insurance, calendar, stipends, Career 203, evaluations, mentoring, MTSS, and school day structures
- Four local **scholarships**, support to the Naperville Education Foundation, and organized participation in several community events
- **Lobbying** for pro-public education Republicans, Democrats, and Independents at the local and state level
- **Legal support**, if needed
- **Simultaneous membership** in the Illinois Education Association (IEA) and National Education Association (NEA) and their combined resources for advocacy
- **Training** and professional development (local and national)
- **Discounted rates** on services and goods through NEA Member Benefits and partner organizations

By federal and state labor law, the NUEA is the sole bargaining unit for certified staff in District 203. The law stipulates that the NUEA must fairly represent both NUEA members and non-members (formerly called fair-share employees). This June, the U.S. Supreme Court determined that non-members are no longer required to pay their fair-share fee for the work that NUEA, IEA, and NEA provide on their behalf. This is called “right-to-work.”

The association relies on the membership of **every individual** to provide the training and resources necessary to bargain on his or her behalf.

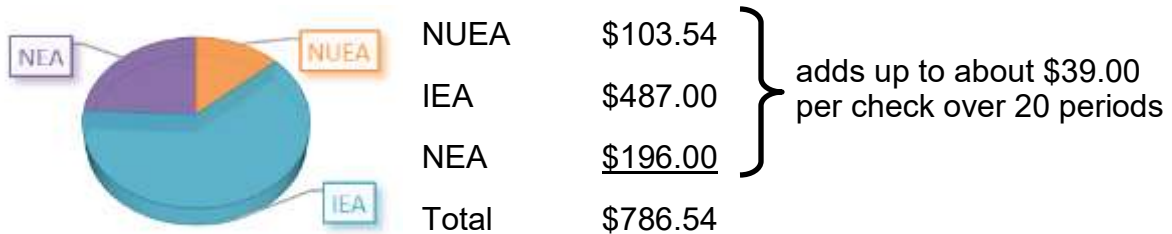
Every single member is critical to pooling our resources for the benefit of our staff and students.

States that have already passed “right-to-work” laws (allowing freeloaders) have shown that decreased union membership equals increased poverty and workplace injuries and decreased wages, benefits, and worker protections.

Simply put, our union protects the future of our students and our profession.

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 2018-2019:

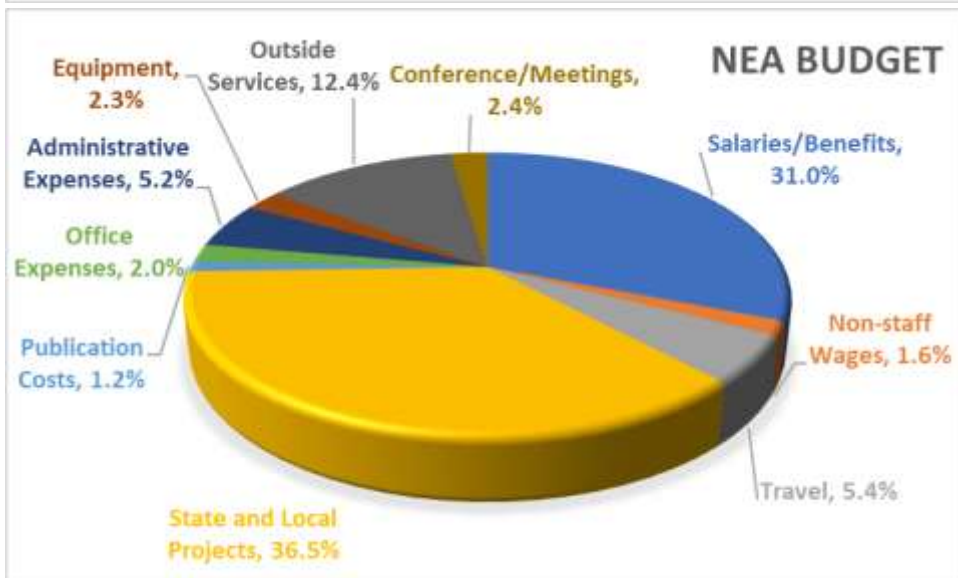
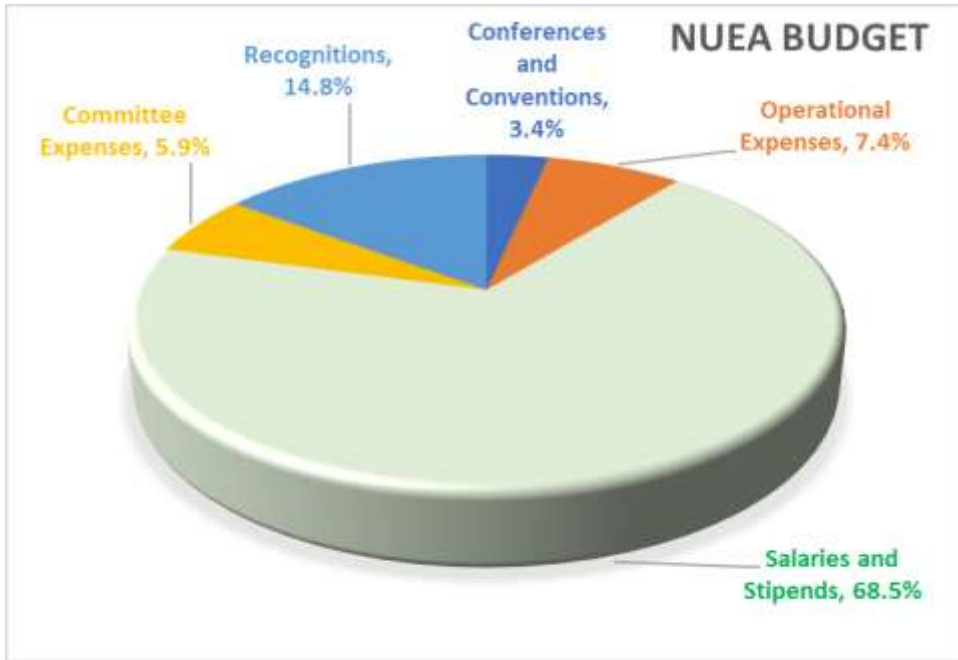


The IEA category includes a \$30 political activity contribution that is maintained in a separate account from IEA dues (\$457). This account (only) pays for state lobbying, candidate recommendations, and local election support. Dues dollars *per se* are not spent on political action at the state or 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 not get to vote on the contract
Legal services	May access the IEA network of lawyers who specialize in school casework	Do not have access to IEA legal council
Building-level Representation	Vote on building representatives	Do not get to vote on building representatives
State-level Representation	Vote on IEA-Rep. Assembly representatives	Do not get to vote on IEA representatives
National-level Representation	Vote on NEA- Rep. Assembly representatives	Do not get to vote on NEA representatives
Eligibility	May run as a candidate for any local, state, or national office or Rep. Assembly delegate	May not run as a candidate for officer or representative
Professional development	May attend any NUEA/IEA/NEA PD event at low/no cost to member	May not attend a PD event sponsored by the association
Communications	Receive monthly newsletters and reports detailing local and state developments related to teaching	Will not receive association communications regarding local and state developments related to teaching

NUEA Membership: Dues Breakdown



NUEA Membership: Continued Advocacy and Strength

Our association draws strength in numbers. The NEA is the largest professional interest group in the United States. It is also an extremely diverse group, representing Republicans, Democrats, and Independents from all levels of income and education.

From the local level to the national level, any member may propose changes to the governing body, budgetary priorities, and the lobbying platform. If you disagree with a policy, you have the right and a diplomatic mechanism for arguing your case and proposing a solution. Your NUEA representatives vote on these suggestions at our monthly NUEA Representative Assemblies, the yearly IEA Representative Assembly, and the yearly NEA Representative Assembly. The process is empowering and effective, and you are invited to become part of it.

DON'T LET THE LURE OF SHORT-TERM GAINS RUIN THE LONG-TERM STABILITY OF YOUR FAMILY, YOUR STUDENTS, AND YOUR PROFESSION.

Our organization is composed of full-time and part-time District 203 certified staff members who work on NUEA business in addition to their regular school work. While the work is not easy and the hours are long, we passionately believe that the work is worthwhile.

Many people outside of our profession wish to take our pensions, lower teaching qualifications, and significantly reduce our benefits and pay. But these actions have long-term implications that will weaken public schools for the next generation of students, teachers, and support staff. Please

don't let the lure of short-term gains ruin the long-term stability of your family, your students, and your profession.

Advertisements, e-mails, and mailers that promise huge savings for dropping your union membership are produced by companies with a vested interest in eliminating our union's power and reducing your ability to advocate for your students. One such e-mail (on the right) was sent to all D203 staff in late June. They don't know Naperville, and they certainly don't know you.



Your membership in the NUEA is critical to your success in District 203. We hope you agree that our dues represent a fair amount for the services and benefits delivered by our team (your colleagues in the NUEA) and IEA/NEA.

We also ask that you get involved in supporting District 203 staff members by:

- advocating for your rights as a professional educator with your friends and colleagues by sharing this message with them (face-to-face or social media).
- attending monthly NUEA building meetings.
- attending an IEA/NEA sponsored professional development conference or event.
- running to be a representative or officer in NUEA.
- supporting policies and candidates that promote healthy and vibrant public schools

NUEA Membership: Financial Benefits



NUEA * IEA
NEA

FINANCIAL BENEFITS

nuea



H igher Salary

Unionized Illinois teachers make an average of \$11,000 a YEAR more than teachers in "right-to-work" 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.

B etter Benefits

The average cost of a hospital stay is \$26,120. Your contract establishes a joint committee between D203 and NUEA, NTA, NUMA, and NESPA 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.

L ower Mortgage Rates

You could save \$215/month plus earn a \$500 bonus on your mortgage. NEA Member Benefits offers highly competitive home mortgage and refinancing rates strictly for union members. Plus, new mortgages earn a \$500 bonus and refinanced mortgages earn a \$300 bonus.

A uto Buying Program

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!

P ension Advocacy

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.

Liability Insurance

LIEA Members are eligible for \$1 Million 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.

Complimentary Life Insurance

CThe NEA Members Insurance Trust provides life insurance coverage to members at no additional cost. Help give your family the insurance protection and peace of mind they deserve. Many people use their NEA coverage as a supplement to their district coverage because every bit helps when accidents or unexpected events happen. Members should go to NEA Member Benefits and be sure to designate a beneficiary. Coverage is provided by Prudential.

This complimentary coverage includes:

- Up to \$1,000 of term life insurance
- Up to \$5,000 of accidental death and dismemberment (AD&D) coverage
- \$50,000 of AD&D insurance for any covered accident that occurs on the job or while serving as an Association Leader[†]
- \$150,000 of life insurance for unlawful homicide while on the job

Online Savings or Money Market Account

ONEA members enjoy a \$20 bonus plus one of the highest interest rates in the country. Online accounts are maintained by Discover 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 1.65% APY as of July 2018, which is more than 11 times the national average of .14%.

Career 203

CNEA representatives joined with Naperville District 203 to create an innovative, first-of-its-kind system for professional development. Your union support helps representatives bring your feedback to the continuing development of our district's unique system for professional development. Certified staff members with a Masters degree are able to create personalized learning plans that earn points for salary enhancement.

In the past, only graduate coursework could earn salary enhancements. However, coursework alone is often unpractical, expensive, or unrelated to a staff member's professional interests. Career 203 allows many other options for salary enhancement, including many internal District experiences offered at no cost!



Membership Privileges

Benefits and Privileges of IEA Membership	IEA members	Non-members
<p>Belong to the organization that is the collective voice for Illinois public schools, school employees, and students.</p>	<p>✓ YES</p>	<p>NO</p>
<p>Eligible for \$1 million in employment liability insurance from IEA if I am sued for events in the workplace. It pays for my attorney and any judgment against me, if my school district does not cover me through its insurance.</p>	<p>✓ YES</p>	<p>NO</p>
<p>Eligible for \$35,000 reimbursement for legal fees/costs for the defense of criminal proceedings arising out of my employment for allegations of corporal punishment or if exonerated regarding other criminal allegations.</p>	<p>✓ YES</p>	<p>NO</p>
<p>Eligible for advice on employment related statutory rights.</p>	<p>✓ YES</p>	<p>NO</p>
<p>Eligible for legal services:</p> <ul style="list-style-type: none"> • If I am unlawfully laid off or my employer unlawfully fails to recall me, and I want to challenge it in court or before an administrative agency. • If I file for unemployment, am denied and want to challenge that before an administrative agency. • If I am dismissed for alleged misconduct and I want to challenge my dismissal in court or before an administrative agency. • If I am a teacher and I am improperly denied tenure or once tenured am fired, and I want to challenge my dismissal in court or before an administrative agency. • If I am a teacher or other licensed school employee, if my license is threatened to be suspended or revoked by my licensing agency. • If there is a problem with my retirement system's determination of or my eligibility for retirement benefits. • If there is a problem with my wages or hours I work and I need to file a claim with an administrative agency. • If I receive an improper evaluation, I am fired because of it and I want to challenge it in court or before an administrative agency. • If DCFS investigates claims I engaged in physical or sexual abuse or neglect of a student arising out of my employment. • For discrimination claims arising out of my employment (including but not limited to union activity, race, color, sex, religion, national origin, age, disability, height, weight, marital status) if I want to challenge such discrimination in court or before an administrative agency. 	<p>✓ YES</p>	<p>NO</p>

Benefits and Privileges of IEA Membership *(continued)*

	IEA members	Non-members
Able to vote on ratification of the collective bargaining contract which provides me with my salary, benefits and determines other work issues.	✓ YES	NO
Able to serve on a local bargaining team.	✓ YES	NO
Able to provide my input into negotiations of my local association collective bargaining contract.	✓ YES	NO
Able to have a voice in or be able to participate in any local association meetings and social events.	✓ YES	NO
Able to attend IEA or NEA training on special education, employment law, bargaining, legal issues, common core, evaluation, grievance processing, leadership development, etc.	✓ YES	NO
Able to attend local association sponsored trainings.	✓ YES	NO
Able to attend IEA or NEA conferences including but not limited to, Summer Leadership Conference, Professional Development Conference or One Conference.	✓ YES	NO
Able to access IEA-sponsored online professional development which is free to members.	✓ YES	NO
Eligible to hold office at the state, local, region, or national association level.	✓ YES	NO
Eligible to vote in elections for officers.	✓ YES	NO
Access to NEA member benefits and services: <ul style="list-style-type: none"> • Free term life insurance • Home financing program • Student loan forgiveness program • Personal loan program • Auto purchase program • Jeep preferred pricing plan • Magazine service • Academy online learning • Click and Save discounts • Access discount program within IEA 	✓ YES	NO

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

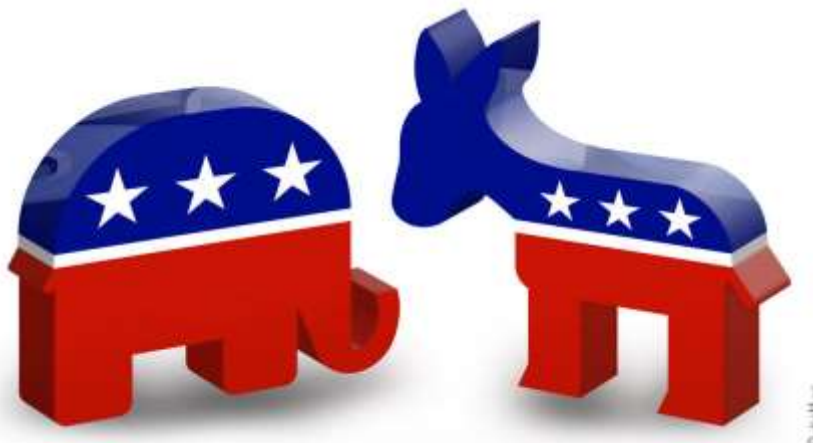
NUEA, IEA, and NEA have supported Republicans, Democrats, and Independents in primary and general elections. We have also helped support ballot initiatives and referenda favorable to public education. We help compile and disseminate important information so members may make informed choices. We also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

None of your NUEA/IEA/NEA dues support political action.

All of the political activity described above comes from a \$30/year political action fund that is collected by IEA or 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 Mindy Albrecht at Mindy.Albrecht@ieagpa.org.



NUEA Membership Information 2019-2020

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 \$39 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 Bond Street Office (4th 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

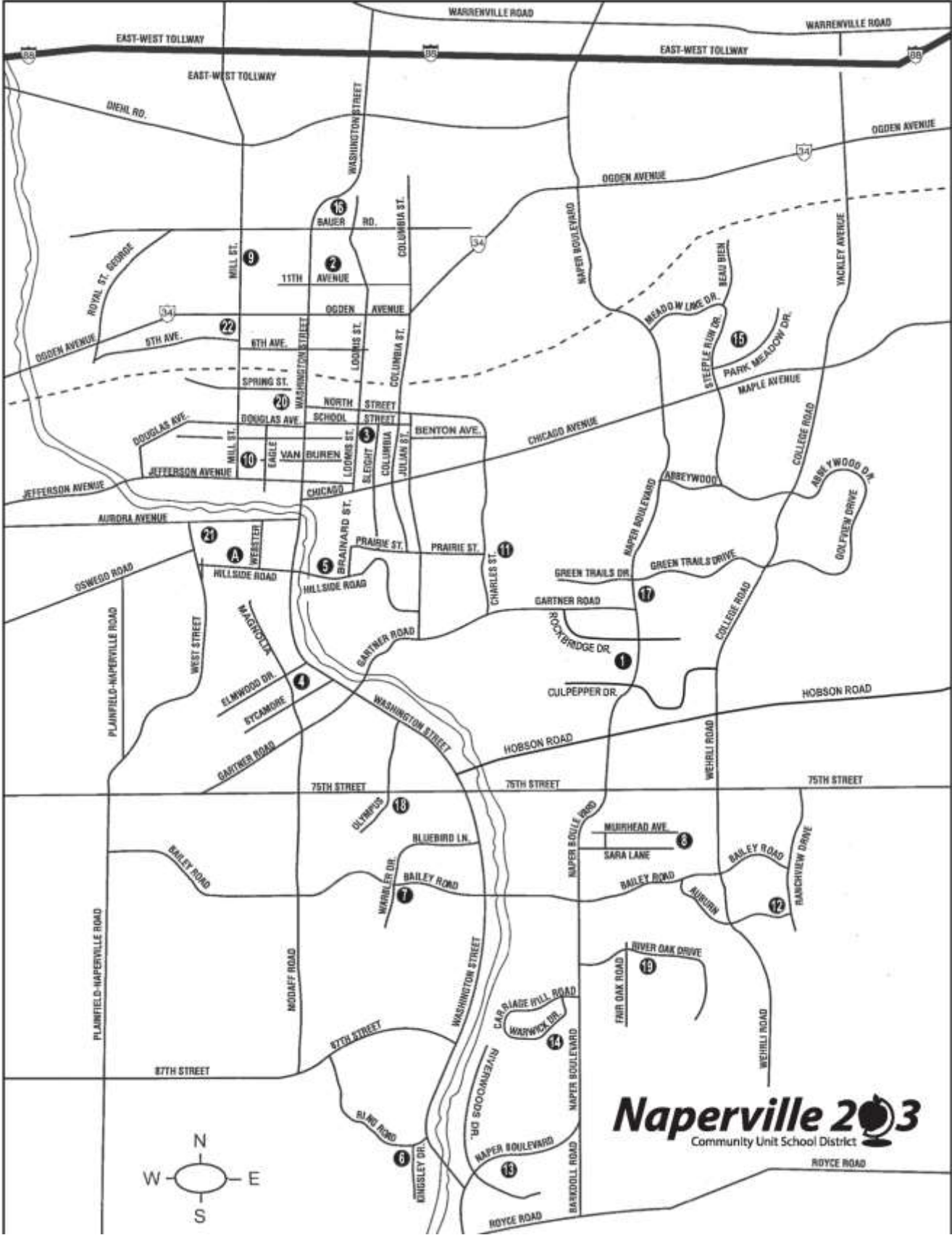


About District 203

“If we teach today’s students as we taught yesterday’s, we rob them of tomorrow.”

-John Dewey

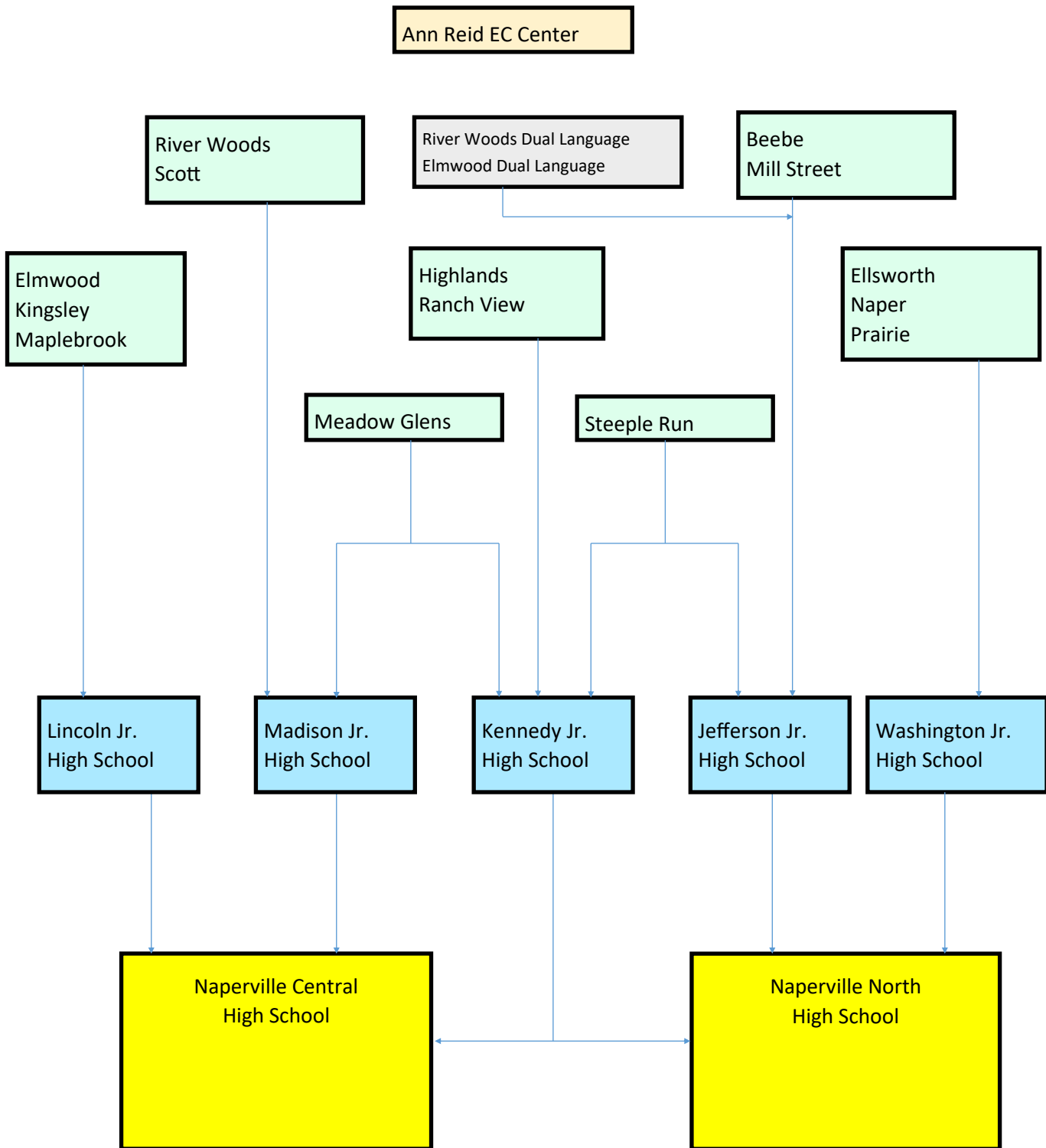
Naperville District 203 Map



Naperville District 203 School Addresses and Websites

- A Administrative Center**
Dan Bridges, Superintendent
203 W. Hillside Road
Naperville IL 60540-6589
(630) 420-6300
Fax (630) 420-1066
www.naperville203.org
- 1 Ann Reid Early Childhood Center**
1011 S. Naper Boulevard
Naperville, IL 60540-8313
(630) 420-6899
Fax (630) 637-4033
www.naperville203.org/annreid
- 2 Beebe Elementary School**
110 E. 11th Avenue
Naperville IL 60563-2797
(630) 420-6332
Fax (630) 420-6962
www.naperville203.org/beebe
- 3 Ellsworth Elementary School**
145 N. Sleight Street
Naperville IL 60540-4700
(630) 420-6338
Fax (630) 637-7321
www.naperville203.org/ellsworth
- 4 Elmwood Elementary School**
1024 Magnolia Lane
Naperville IL 60540-7596
(630) 420-6341
Fax (630) 637-7348
www.naperville203.org/elmwood
- 5 Highlands Elementary School**
525 S. Brainard Street
Naperville IL 60540-6600
(630) 420-6335
Fax (630) 420-6957
www.naperville203.org/highlands
- 6 Kingsley Elementary School**
2403 Kingsley Drive
Naperville IL 60565-3254
(630) 420-3208
Fax (630) 420-3213
www.naperville203.org/kingsley
- 7 Maplebrook Elementary School**
1630 Warbler Drive
Naperville IL 60565-2372
(630) 420-6381
Fax (630) 420-6638
www.naperville203.org/maplebrook
- 8 Meadow Glens Elementary School**
1150 Muirhead Avenue
Naperville IL 60565-1690
(630) 420-3200
Fax (630) 420-6897
www.naperville203.org/meadowglens
- 9 Mill Street Elementary School**
1300 N. Mill Street
Naperville IL 60563-2500
(630) 420-6353
Fax (630) 637-4680
www.naperville203.org/millstreet
- 10 Naper Elementary School**
39 S. Eagle Street
Naperville IL 60540-4400
(630) 420-6345
Fax (630) 637-7328
www.naperville203.org/naper
- 11 Prairie Elementary School**
500 S. Charles Avenue
Naperville IL 60540-6897
(630) 420-6348
Fax (630) 717-0801
www.naperville203.org/prairie
- 12 Ranch View Elementary School**
1651 Ranchview Drive
Naperville IL 60565-1755
(630) 420-6575
Fax (630) 420-0915
www.naperville203.org/ranchview
- 13 River Woods Elementary School**
2607 River Woods Drive
Naperville IL 60565-6336
(630) 420-6630
Fax (630) 420-6961
www.naperville203.org/riverwoods
- 14 Scott Elementary School**
500 Warwick Drive
Naperville IL 60565-2600
(630) 420-6477
Fax (630) 420-6471
www.naperville203.org/scott
- 15 Steeple Run Elementary School**
65151 Steeple Run Drive
Naperville IL 60540-3899
(630) 420-6385
Fax (630) 420-6935
www.naperville203.org/steeplerun
- 16 Jefferson Junior High School**
1525 N. Loomis Street
Naperville IL 60563-1300
(630) 420-6363
Fax (630) 420-6930
www.naperville203.org/jjhs
- 17 Kennedy Junior High School**
2929 Green Trails Drive
Lisle IL 60532-6262
(630) 420-3220
Fax (630) 420-6960
www.naperville203.org/kjhs
- 18 Lincoln Junior High School**
1320 S. Olympus Drive
Naperville IL 60565-6117
(630) 420-6370
Fax (630) 637-4582
www.naperville203.org/ljhs
- 19 Madison Junior High School**
1000 River Oak Drive
Naperville IL 60565-2700
(630) 420-6400
Fax (630) 420-6402
www.naperville203.org/mjhs
- 20 Washington Junior High School**
201 N. Washington Street
Naperville IL 60540-4594
(630) 420-6390
Fax (630) 420-6474
www.naperville203.org/wjhs
- 21 Naperville Central High School**
440 W. Aurora Avenue
Naperville IL 60540-6298
(630) 420-6420
Fax (630) 369-6247
www.naperville203.org/nchs
- 22 Naperville North High School**
899 N. Mill Street Naperville
IL 60563-8998
(630) 420-6480
Fax (630) 420-4255
www.naperville203.org/nnhs

Naperville District 203 Feeder Structure



Naperville District 203 School Board Information



President: Kristin Fitzgerald - kfitzgerald@naperville203.org
1465 Briergate Dr.
Naperville, IL 60563
630-864-8738
Term expires: 2021



Vice President: Donna Wandke - dwandke@naperville203.org
1946 Hidden Bay Ct.
Naperville, IL 60565
630-712-5664
Term expires: 2021



Charles Cush - ccush@naperville203.org
815 North Webster Street
Naperville, IL 60563
574-606-6467
Term expires: 2021



Joseph Kozminski - jkozminski@naperville203.org
203 W. Hillside Rd.
Naperville, IL 60540
Term expires: 2023



Kristine Gericke - kgericke@naperville203.org
227 Pembroke Rd.
Naperville 60540
630-209-6363
Term expires: 2023



Paul Leong - pleong@naperville203.org
1840 Vassar Drive
Naperville 60565
630-418-5024
Term expires: 2021



Janet Yang Rohr - jyangrohr@naperville203.org
909 Watercress Drive
Naperville 60540
630-945-1700
Term expires: 2023

- Work sessions are held the first Monday of the month at 7pm.
- Business sessions are held the third Monday of the month at 7pm.
- Any member of the community may attend a public board meeting.
- Meeting agendas, notes, and streamed/archived deliberations are published on BoardDocs, which is accessible through naperville203.org.

Naperville District 203 Cabinet Information



Dan Bridges, Superintendent

dbridges@naperville203.org or 630-420-6311

- Ensures all Board policies, state laws, and federal laws are implemented
- Sets the vision and direction of the district according to the community's values



Chuck Freundt, Assistant Superintendent for Elementary Education

cfreundt@naperville203.org or 630-420-6318

- Oversees operations at elementary schools and the ECC by supporting and assisting principals
- Assists in the development of elementary school educational programs



Nancy Voise, Assistant Superintendent for Secondary Education

nvoise@naperville203.org or 630-420-6318

- Supports all middle school and secondary school co-curricular programs
- Oversees the review and administration of student discipline, supervision, and expulsion
- Supports and evaluates middle school and secondary principals



Michael Frances, Chief Financial Officer / Chief School Business Official

mfrances@naperville203.org or 630-420-6324

- Supports the District's strategic initiatives through financial oversight and forecasting
- Assures fiduciary compliance
- Manages the budget, investments, operations, transportation, and food service



Roger Brunelle, Chief Information Officer

rbrunelle@naperville203.org or 630-420-6473

- Leader of IT203
- Responsible for the district's IT, applications, and technology infrastructure
- Provides resources and solutions to help access technology efficiently and effectively



Sinikka Mondini, Executive Director of Communications

smondini@naperville203.org or 630-420-6412

- Oversees the internal and external communications for the district, including issues management, crisis communications, public relations, and media relations
- Maintains the district website, social media, parent communications systems, and all school district publications and reports to stakeholders.



Rakeda Leaks, Executive Director of Diversity and Inclusion

jhester@naperville203.org or 630-548-6008

- Supervises the K-12 instructional program
- Ensures the curriculum is cohesive and aligned with state and national learning standards
- Oversees instructional improvement, assessment, gifted services, and ELL services



Bob Ross, Chief Human Resources Officer

bross@naperville203.org or 630-420-6315

- Oversees all human resource functions
- Develops staff management strategies, labor and employee relations, compensation and reporting, performance management and systems, and talent management



Dr. Christine Igoe, Assistant Superintendent for Student Services

cigoe@naperville203.org or 630-420-6465

- Ensures all students have the support and services needed to fully participate in educational and extracurricular opportunities in the district



Dr. Patrick Nolten, Assistant Superintendent for Assessment and Accountability

pnolten@naperville203.org or 630-420-6551

- Prepares and administers universal assessments, distributes data, and supports ongoing research



Jayne Willard, Assistant Superintendent for Curriculum and Instruction

jwillard@naperville203.org or 630-548-6008

- Leads and oversees the ongoing development and implementation of curriculum and professional learning

District 203 Beliefs, Vision, and Mission



District 203 Demographics (as of 2018)

Ethnicity:

- 16.8% Asian
- 4.9% Black or African American
- 10.6% Hispanic or Latin American
- .1% Native Hawaiian/Pacific Islander
- 4.4% Two or more races
- 63.0% White

General Information:

- 15.8% Low Income
- 6.8% Limited English Proficient
- .7% Students who are homeless
- 11% Students with IEPs
- 16,654 District student enrollment
- \$8,898 Instructional spending per pupil
- \$15,326 Operational spending per pupil
- 64.9% Teachers with a Master's or higher

Source: 2018 Illinois District Report Card

Critical Bookmarks: Your First Assignment

Bookmark each site indicated below, then check the box on the left to indicate it is completed.

Association-Related Websites			
	1	NUEA Connect	Our local members' only site nuea203.org/members
	2	IEA NEA	Our state organization ieanea.org
	3	NEA	Our national organization nea.org
	4	NEA Member Benefits	Exclusive perks for members neamb.org
District 203 Websites			
	5	Home	naperville203.org
	6	Staff Logins	www.naperville203.org/Page/3771
		Check e-mail	District communications
		Inside 203	Shared district resources
		Infinite Campus	Student grades and attendance
		Employee Benefits	Insurance and wellness
		Lynda.com	Help with common tech/ software issues
		Tienet	Assessment and analytics
		Aesop	Obtain a sub
		Skyward	View your paycheck
		Self-Service	Your address and other personal info
		True North Logic	Professional development portal
		Dist. Resource Center	Help tickets and digital applications
		Career 203	Obtain credit for professional development
		District Print Center	Low cost printing
		Booktracks	Online library system
		Talent Ed	Evaluation documents
		These sites are accessible through "Staff Logins"	
	7	Canvas	Educational Management System naperville.instructure.com/login
	8	GCN Training	State-mandated trainings site.gcntraining.com
Professional Websites			
	9	ELIS	Il. Educator Licensure Info. System www.isbe.net/Pages/Educator-Licensure-Information-System.aspx
	10	TRS	Illinois Teachers' Retirement System trsil.org
Political Action Websites			
	11	Capwiz	Enter your address/ contact your legislators capwiz.com/nea/il/home/
	12	Legislative Action Center	National issues and perspectives edadvocacy.nea.org/
	13	Education Votes	Compare candidates on real issues edvotes.org

The Organization of NUEA

“I’m an inventor. I became interested in long-term trends because an invention has to make sense in the world in which it is finished, not the world in which it is started.”

-Ray Kurzweil

NEEA Structure

NEA consists of 3 million members, making it the largest professional employee organization in the country. The NEA Convention is the first week of July.

Lily Eskelsen-Garcia, President



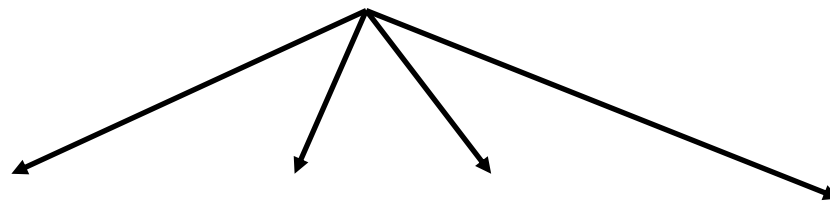
The IEA (Illinois Education Association) has 133,000 members. It consists of 67 Regions, each with voting rights at the state conference in March or April.

Kathi Griffin, President

Region 39 represents the four local unions employed by Naperville District 203. Region representatives meet once a month, and are composed of the executive boards from all four locals.

Rob Hunt, Region Chair

Julie Resh-Jelliff, UniServ Director (liaison between Region 39 and the IEA)



NESPA

Naperville Education Support Professionals Association

Kathie Beggs, President



Naperville Unit Education Association

Dan Iverson, President

NTA

Naperville Transportation Association

Scott Thomas, President

NUMA

Naperville Unit Maintenance Association

Kevin Bee, President

NUEA Committee Membership

Grievance Committee

Jen Smith (North)

Career 203 Review Committee

Dan Iverson (North)

Vicky Curless (Kennedy)

Lisa Wisinski (Highlands)

Jeff VanHarlingen (Madison)

Marissa Rakes (Central)

Stipend Committee

Jay Havenaar, Chair (Lincoln)

Insurance Review Committee

Dan Iverson (Bond Street)

Ross Berkley (Lincoln)

Vicky Curless (Kennedy)

Christine Bell (Central)

Elections Team

Donna Lehmann, Chair (Mill St.)

Calendar Committee

Tina Dohm (NCHS)

Anne Marie Tomek (MJHS)

Evaluations Committee

Dan Iverson (Bond Street)

Jen Smith (North)

Carol Higgins (Lincoln)

Rob Hunt (Lincoln)

Pam Seubold (North)

Angela Moreau (Ellsworth)

Debbie Sternecky (North)

Contract Negotiations Team (2020)

Dan Iverson (Bond Street)

Carol Higgins, Team Leader (Lincoln)

Vicky Curless (Kennedy)

Donna Lehmann (Mill St.)

Jen Smith (North)

Laura Dostal (Steeple Run)

Taylor Alperin (Maplebrook)

Ross Berkley (Lincoln)

Kyle Adams (Central)

NUEA Executive Board 2019-2020

The **NUEA Executive Board** is elected by the general NUEA membership, consisting of about 1400 teachers and certified staff in District 203. Between them, the Executive Board has over 171 years of experience teaching within our district, with an average career of 20 years. Three members of the board are National Certified Teachers, and all have graduate degrees in education, including two Doctors of Education.

The board members are:



Mr. Dan Iverson, President – IEA Bond Street Office/PSAC - Dan is a social studies teacher, cross country and track and field coach at NNHS. He has taught in District 203 since 1994. He is married to Laura, who also teaches at NNHS. Dan and Laura have two children in the district – Colin and Lucy. Dan is passionate about helping the district provide the highest quality of education to the students of District 203.



Mrs. Carol Higgins, 1st Vice President and Negotiations Chair – Lincoln Jr. High Learning Behavior Specialist – **Carol received her Bachelor's of Science at Eastern Illinois University in Special Education.** She served as a director at a home for individuals with disabilities in Arcola, IL, before moving to Naperville. In Naperville, she became an assistant for a student with a hearing disability in District 203, and then decided to go back to school full time to earn 2 more endorsements. Once part of the Lincoln family in 1994, she saw her four nieces and nephews and all three children go through Lincoln. Carol earned her National Board Certification in Special Education in 2006 and her Masters in Reading in 2008. She loves gardening with her 2 granddaughters and 3 grandsons.



Dr. Vicky Curlless, 2nd Vice President – Kennedy Junior High, Learning Support Coach - Vicky has been in education for since 1993, with the last 20 years working in District 203. She has a Masters in Public Health from Northern Illinois University and completed her Doctorate in Curriculum Leadership in 2005 from NIU. Her dissertation was entitled "A Case Study about the Perceptions of Effective Building-Based Professional Development." **When she was in the classroom her teaching focus was in the area of 6-8 Health Education** but has also taught Physical Education, World Cultures, American History, and Reading at the 6-8 level.



Dr. David Carroll, Treasurer – Madison Junior High and Maplebrook Schools, Band - David has taught band in District 203 since 1997. He has a Doctorate in Education and a Masters in Music from Northern Illinois University, and has his National Board Certification. He is a prolific computer programmer, creating music games such as MusicRacer and MusicAssessor, and administrative software such as TheScheduler.org and Fingering-Charts.com. He has taught music technology and music curriculum at ISU, IUPUI, and Lewis and Clark State College (Idaho). He has served on several curriculum committees and is the co-facilitator of the district National Board cohort. He also serves as the Communications Chair for NUEA.

TBA, Corresponding Secretary



Mrs. Christine Bell, Recording Secretary – Central High School, Business Technology – Christine Bell started her teaching career in 1993 as a Special Education teacher. Since then, she has taught English, **FACS, and Business classes. She earned her BA in Marketing and a Master's degree in Education Leadership** from Southeastern Louisiana University. She has been a National Board Certified teacher since 2006. In addition, she was Teacher of the Year (1999), High School Advocate of the Year, DuPage Area Partnership for College & Career Success (2009), and Illinois Marketing Educator of the Year (2012). During her early years in education, she learned the importance of being active in her union. Since 2010, she has been an NUEA Building Rep, Elections Chair, and Region 39 Vice-Chair, and she sits on the PERA Joint/Evaluation Committee and the Insurance Committee. She is excited about being the Recording Secretary for the NUEA, which provides important information to all NUEA members. In her spare time, Christine is a marathoner and she shares her love for running by volunteering with Team NEF and coaching runners both young and old in her community.



Mrs. Jen Smith, High School Executive – North High School, Communication Arts – Jen has taught in District 203 since 2007. Prior to her time at NNHS, she worked as a part time English teacher and Special Education Teacher Assistant in District 211. **She holds a Master's Degree in English Studies from Elmhurst College, and she earned her Bachelor's degree from Northern Illinois University. She has been an NUEA Building Representative**, and has served on a number of curriculum committees and policy initiatives, always with the intention of serving the needs of District 203 students and staff. She currently serves on the Evaluations Committee and chairs the Grievance Committee.



Mr. Rob Hunt, Junior High School Executive – Lincoln Jr. High, – Rob has been teaching at Lincoln Junior High since 1998, and taught in Roberts, Montana the four years prior. He holds bachelor's degrees in English Teaching and in English Literature from Montana State University, a master's degree from North Central College in Curriculum and Instruction, and has earned his National Board Certification. An active contributor to the District 203 community, Rob has served on numerous committees, including the Evaluations Committee and the ELA Curriculum Team. He has been a building representative since 2011 and the Junior High Executive since 2016. He is married and has two adult children.



Mrs. Kristyn Reed, Elementary Executive – Scott, 1st Grade - Kristyn has worked at Scott School since 2000 as a first and third grade teacher. Prior to her time at Scott, she worked as a first and second grade teacher in District 300. **She holds a Master's Degree and her Type 75 Certificate from Aurora University. She earned her Bachelor's degree in Early Childhood Education from Northern Illinois University. She has been an NUEA Building Representative for over 15 years.** She has attended and performed at numerous IEA and NEA events and conventions since 1996. Kristyn is honored to represent all of our elementary staff this upcoming school year.

NUEA Building Representatives Contact List: 2019-2020

Last	First	School	E-mail
Cremins	Connie	ARECC	concon11511@yahoo.com
Andrade	Cate	Beebe	cate.andrade6@gmail.com
Rehberg	Melissa	Beebe	melissarehberg@gmail.com
Rzepka	Nicole	Beebe	nrzepka@gmail.com
Cantu	Joey	Connections	joey.cantu05@gmail.com
Fiduccia	Rose Marie	Connections	r_fiduccia@yahoo.com
Allison	Tisha	Ellsworth	patriciaallison11@gmail.com
Troy	Marcy	Ellsworth	marcy0112358@gmail.com
Figueroa	Leslie	Elmwood	mrsfig17@yahoo.com
Volling	Sandy	Elmwood	volling1@msn.com
Birch	Stephanie	Highlands	birchfamof5@gmail.com
Kime	Julia	Highlands	julia.kime29@gmail.com
Heffernan	Chris	Jefferson	cheffernan75@gmail.com
Morrissey	Kevin	Jefferson	kevin.f.morrissey@gmail.com
Madsen	Dave	Kennedy	dmadsen@wowway.com
Meehan	Kevin	Kennedy	kmeehan67@comcast.net
Robertson	Ann	Kingsley	aarslp@comcast.net
Berkley	Ross	Lincoln	rossberkley@hotmail.com
Engimann	Emily	Lincoln	emilyengimann@gmail.com
Ferro	Joe	Lincoln	jferro5@icloud.com
Albrecht	Mindy	Madison	malbrecht3317@gmail.com
Nikkel	Joe	Madison	joenikkel@gmail.com
Tomek	Anne-Marie	Madison	bamerdman7@comcast.net
Alperin	Taylor	Maplebrook	tayloralperin@aol.com
Craig	Dave	Maplebrook	compass2563@yahoo.com
Churchill	Keri	Meadow Glens	kerispeech1@ameritech.net
Dahn	Eric	Mill Street	edahn@rocketmail.com
Guerrero	Maribel	Mill Street	marybelg27@yahoo.com
Lehmann	Donna	Mill Street	lakeplacid80@ymail.com
March	Shannon	Naper	semarch8@gmail.com
Rivera	Melana	Naper	rocknrican@comcast.net

Last (cont.)	First	School	E-mail
Adams	Kyle	NCHS	kyle.w.adams@gmail.com
Bell	Christine	NCHS	christinebell37@gmail.com
Bennett	Linda	NCHS	bennett_science@yahoo.com
Cunningham	Stacy	NCHS	lectrix@gmail.com
Desjardine	Kim	NCHS	Kmsdesjardine82@gmail.com
Dohm	Tina	NCHS	tinasdohm@comcast.net
Florence	Mark	NCHS	mark_florence@att.net
Franta	Jennie	NCHS	jenniefranta@gmail.com
Hastings	Amy	NCHS	ahastings18@gmail.com
Hodge	Chris	NCHS	cjhodge@prodigy.net
Kopsel-Ford	April	NCHS	aprilkopsel@gmail.com
Lago	Nick	NCHS	Lago_nick@yahoo.com
McGrath	Tom	NCHS	tommcgrath316@live.com
McNeeley	Pam	NCHS	jpmcn@comcast.net
Rogers	Rachel	NCHS	rrogerschaplain@gmail.com
Stack	Steve	NCHS	sjstack45@gmail.com
Burns	Patrick	NNHS	patrickjburns1@gmail.com
Christenson	Lynette	NNHS	luluhiway@yahoo.com
McMinn	Sara	NNHS	s-mcminn@outlook.com
Noffke	John	NNHS	johnhnoffke@gmail.com
Nierman	Brian	NNHS	brian.eric.nierman@gmail.com
Seubold	Pam	NNHS	pseubold@gmail.com
Shamrock	Lisa	NNHS	lbshamrock@gmail.com
Sternecky	Debbie	NNHS	dsternecky@gmail.com
Williams	Mark	NNHS	titanlb99@yahoo.com
Atwater	Susan	Prairie	suzjohnson8@gmail.com
Joyce	Debbie	Ranch View	19djoyce93@gmail.com
Mougette	Jessie	Ranch View	jessiemougette@yahoo.com
Shabel	Liz	Ranch View	elizabethshabel@gmail.com
TBA		River Woods	
Gardner	Stacie	Scott	staciepopowski@yahoo.com
Reed	Kristyn	Scott	kristynhudson100@gmail.com
Dostal	Laura	Steeple Run	starrienight@mac.com
Helberg	Paula	Steeple Run	paulahelberg@gmail.com
Lipkowitz	Robin	Steeple Run	rlipkowitz1@gmail.com
Kowalkowski	Jason	Washington	jjkteacher103@yahoo.com
Auld	Tom	Washington	tomauld@comcast.net
Kristine	Zieman	PSAC	kristine.zieman@gmail.com

NUEA Executive Board Contact List: 2019-2020

Last	First	School	E-mail
Iverson	Dan	President	president@nuea203.org
Higgins	Carol	1 st Vice President, Negotiations Team Leader	vp1@nuea203.org
Curless	Vicky	2 nd Vice President, Membership Chair	vp2@nuea203.org
Carroll	David	Treasurer, Communications Chair	communications@nuea203.org
Bell	Christine	Recording Secretary	recsec@nuea203.org
TBA		Corresponding Secretary	corsec@nuea203.org
Smith	Jen	High School Executive, Grievance Chair	highschool@nuea203.org
Hunt	Rob	Jr. High Executive, Region 39 Chair	jhexec@nuea203.org
Reed	Kristyn	Elementary Executive	elemexec@nuea203.org
Resh-Jelliff	Julie	UniServ Director	julie.resh-jelliff@ieanea.org

NUEA

Local Action, Activities, and Opportunities

“In our glorious fight for civil rights, we must guard against being fooled by false slogans, such as ‘right to work.’ It is a law to rob us of our civil rights and job rights. Its purpose is to destroy labor unions and the freedom of collective bargaining by which unions have improved wages and working conditions of everyone...

Wherever these laws have been passed, wages are lower, job opportunities are fewer and there are no civil rights. We do not intend to let them do this to us. We demand this fraud be stopped. Our weapon is our vote.”

—Dr. Martin Luther King Jr., speaking about right-to-work laws in 1961.

What does NUEA do for you?

NUEA not only bargains your contract. They also help improve learning conditions, curriculum, professional development, and community initiatives. The following information list represents a small portion of current NUEA projects and their contacts.

Title	Name	Information
Grassroots Political Advocate	Mindy Albrecht (Madison)	Questions about political candidates, issues, and action. (Use home e-mails.)
Recording Secretary	Christine Bell (Central)	Questions about the meeting minutes
Stipend Chair	Jay Havenaar (Lincoln)	Questions about the stipends review process and related research
Elementary Executive	Kristyn Reed (Scott)	Questions about elementary-specific issues
Junior High Executive Region 39 Chair	Robin Hunt (Lincoln)	Questions about junior-high specific issues Questions about Region 39
High School Executive Grievance Chair	Jen Smith (North)	Questions about high-school specific issues Questions about evaluations Questions about grievances
Elections Chair	Donna Lehmann (Mill Street)	Questions about the NUEA or Region 39 elections process
2nd Vice President	Vicky Curless (Kennedy)	Questions about the NUEA scholarship
Communications NUEA Treasurer Region 39 Treasurer	Dave Carroll (Madison/ Maplebrook)	Questions about the web site or newsletter Updated members' home e-mail lists Questions about NUEA/Region 39 finances
1st Vice President Contract Negotiations Chair	Carol Higgins (Lincoln)	Questions about bargaining or our contract Questions about special education Questions about evaluations
President, NUEA	Dan Iverson (Bond Street)	Disciplinary meetings Contract interpretation
UniServ Director	Julie Resh-Jelliff (Bond Street)	Administrative abuses or harassment Legal referral Remediation plans

Odds and Ends You Should Know

Danielson Evaluation Format: District 203 uses the Danielson framework as the basis of certified staff evaluations. You will receive more training on the Danielson model throughout your new teacher induction and mentoring sessions. The key points to remember are:

1. Evaluations are based on evidence, not hearsay. Provide documentation (records, lesson plans, photos, student artifacts, etc.) whenever possible.
2. Evaluations are holistic, not item-specific. No one item should make or break your evaluation. Don't expect that excellence in a single descriptor means you are an excellent overall teacher. Be sure to read and re-read all of the descriptors and attempt to attend to as many as you can.
3. Evaluations have a strict timeline by law. Do not procrastinate in submitting your paperwork.
4. The final rating on your evaluation cannot be changed or grieved. However, the process can. If you disagree with the rating, you have 10 days to write a rebuttal. If there was an issue with the evaluation *process*, contact the NUEA president immediately.

Career 203: Career 203 is the professional development incentive framework for District 203. To be eligible to fully participate, you must have your Master's degree.

Career 203 was jointly developed by District 203 and the NUEA in order to provide a point-based system for advancing lanes through the salary schedule. Prior to Career 203, the only way a certified staff member could advance was by successfully taking graduate level coursework. Now, staff members may do practically anything that helps them grow professionally, including action research, committee participation, pilot studies, district training, coursework, and more. Educators are encouraged to be creative in finding professional growth opportunities most relevant to them.

Many of the options for Career 203 advancement are free to the teacher, unlike graduate-level coursework.

Keep in mind that your building administrator can make recommendations to help you determine a successful career path. However, an administrator cannot deny your path. Your path is your choice as a professional educator.

District 203 Insurance: District 203, NUEA, NUMA, NESPA, and NTA operate a self-funded, self-managed benefit program that is administered through Blue Cross Blue Shield of Illinois. A joint committee annually reviews premiums and benefits to best meet the needs of D203 employees. Our plan includes four medical/RX plan choices (Platinum, Platinum Narrow-Network, Gold, and Gold Narrow-Network), all of which include vision and dental benefits. New employees have 31 days to enroll, and returning employees must re-enroll annually during the open enrollment period (mid-October through mid-November). **Members MUST notify the district of an IRS recognized change-of-life event within 31 days (e.g., birth of a child, marriage, spousal job change, divorce, or death).**

Teladoc: District 203 subscribes to the Teladoc service (teladoc.com) which allows you to skip urgent care or the ER for common ailments by phone, web site, or app! Teladoc Services include both physical and behavioral options. All services are managed by professionals in each field.

For the medical portion, the doctors include practicing PCPs, pediatricians, dermatologists, and family medical physicians. Teledoc doctors can write prescriptions. The behavioral health providers are experienced psychiatrists, psychologists, therapists, and social workers.

True story: One NUEA member called while on vacation. The doctor gave a prescription, which the member picked up immediately at a local pharmacy!

Medical	Behavioral
Cold, flu symptoms	Anxiety, Depression, Abuse
Allergies, Bronchitis, Sinus	And more!
UTI's, ear infections	
Sprains and strains, and more!	

Be sure to preregister on the Teledoc website NOW, and save this number on your phone: **1-800-Teladoc**

FMLA Information

Family Medical Leave Act (FMLA) only applies to employers who meet certain criteria. Public elementary and secondary schools are considered to be **covered employers**, regardless of the number of employees.

Only **eligible employees** are entitled to FMLA leave. Employees must:

- Work for a covered employer
- Have worked for the employer for at least 12 months
- Have at least 1,250 hours of service for the employer during the 12 month period immediately preceding the leave

FMLA assumes that teachers work at least 1,250 per year. Eligibility of non-certified staff for FMLA is based upon the number of hours that employee works per year.

Eligible employees may take up to **12 work weeks** of leave in a 12-month period for one or more of the following reasons:

- The birth of a child or the placement of a child with the employee for adoption or foster care **(FMLA explicitly permits either parent to take up to 12 weeks of leave any time within the first year following the birth or adoption of a child, without requiring any documentation from a physician.)**
- To care for a spouse, son, daughter or parent who has a serious health condition
- For a serious health condition that makes the employee unable to perform certain essential functions of his or her job
- For any qualifying exigency arising out of the fact that a spouse, son, daughter or parent is a military member covered on active duty or call to covered active duty status.
- For a married couple employed by the same employer, the employer can restrict FMLA use to 12 weeks combined, unless the leave is to care for a seriously ill child.

FMLA leave is applied **only during the period in which an employee is scheduled to work**. Winter break, spring break, summer break, district-observed holidays, and weekends are not scheduled work days for the majority of educational employees, and therefore should not be included in the leave.

Under some circumstances, employees may take FMLA leave on an intermittent or reduced schedule basis. When leave is needed for planned medical treatment, the employee must make a reasonable effort to schedule treatment so as not to unduly disrupt the employer's operations.

The employer is allowed to require an employee to use accumulated sick leave (or sick leave bank) concurrently with FMLA leave. Sick leave and/or sick leave bank days cannot be used to extend the period of FMLA leave.

Employers are required to continue group health insurance coverage for an employee on FMLA leave under the same terms and conditions as if the employee had not taken leave.

Employees who wish to use FMLA leave should contact Anna Zavala at PSAC for the required paperwork (630-420-6614).

Informal

Observations

An informal observation is an unannounced visit of any length. An informal observation may occur at any time during the school day.

Not all evaluators will use informal observations; however, you should be aware of what you can do after you have been informally observed.

What to do after your informal observation:

Though it is not required, if you choose, you may request a meeting with your observer after any informal observation.

Only written feedback from an informal observation may be included in your summative evaluation. If it's not in writing, then it cannot be included in your summative evaluation.



A Guide to Navigating Your Certified Staff Evaluation

Revised Fall 2014

FAQs and Tips for Success

Includes information about new evaluation guidelines as a result of the Performance Evaluation Reform Act (PERA), as well as advice for making the most of your pre-observation, post-observation, and summative conferences.

FOR MORE
INFORMATION,
CONTACT YOUR
NUEA BUILDING
REPRESENTATIVE
OR:

MARK BAILEY, NUEA
PRESIDENT:
mbaileynuea@hotmail.com

JEN SMITH, NUEA HIGH
SCHOOL EXECUTIVE:
jensmith@naperville203.org
jschueme@gmail.com



NAPERVILLE UNIT
EDUCATION ASSOCIATION
WWW.NUEA203.ORG

Formal Observations

Process Overview:

- Preparation for Pre-Observation
- Reflection
- Pre-Observation Conference
- Post-Observation Conference
- Observation

2-3 Weeks Before Your Pre-Observation:

- Become familiar with the current language of the four domains. Read your revised *Standards for Professional Practice* booklet thoroughly (see the "Important Resources" section of this brochure), and review Charlotte Danielson's *Framework for Teaching* (2013).
 - Consider the following: How will you demonstrate evidence in each of the domain categories with this particular group of students? This evidence should be documented in your lesson plans and in your pre-observation documents.
 - Refer to Danielson's critical attributes; they will give you examples of how you might demonstrate each domain component in the classroom.
 - Talk with your colleagues. Ask them about strategies that they are using to meet each of the domain categories.
- Have a conversation with your evaluator. Ask the following questions:
 - What do you expect to see for each of the domains?
 - What does evidence of each domain look like to you?
 - How would you like me to provide evidence of domain categories that may not be directly stated in my lesson plans?
 - How would you like me to provide evidence of domain categories that may not be directly evident when you are in my classroom?
- Log on to TalentEd and review the required evaluation forms; see your evaluator with any questions.

Important Resources

- The revised *Standards for Professional Practice* booklet (often called "The Gray Book") can be found on the HR Sharepoint: <http://sharepoint.naperville.203.org/district/hr/default.aspx>. Under "Evaluation Documents," click "Category: Evaluation Forms Certified" or "Category: Evaluation Forms Non-Certified."
- To learn more about these revised evaluation procedures, pension reform, contract negotiations, and other news that impacts District 203 certified staff, visit the NUEA website: www.nuea.203.org and the site just for members: www.nuea.203.org/members
- To learn more about the Performance Evaluation Reform Act (PERA), visit the Illinois State Board of Education website: <http://www.isbe.state.il.us/PERA/default.htm>

In Your Pre-Observation:

- Explain your progress toward the goals you set at the beginning of the year. Be sure to provide evidence of your progress.
- Consider each of the domains. In your pre-observation paperwork, refer directly to domain language. Don't be afraid to quote Danielson directly. Be prepared to provide evidence in your pre-observation documents
- Refer to the pre-observation document; take the time to answer all questions with as much clarity and detail as possible. Be sure to use domain language where appropriate.
- Bring concrete evidence. By law, evaluators can only comment on what they see when they write up their notes on teacher observations. Provide your evaluator with documentation representing all four domains, such as planning guides, student records, classroom management plans, and team meeting notes (for example).

Your Observation:

- Evaluators should be on time; by law, they must stay for either a full lesson or for at least 45 minutes.

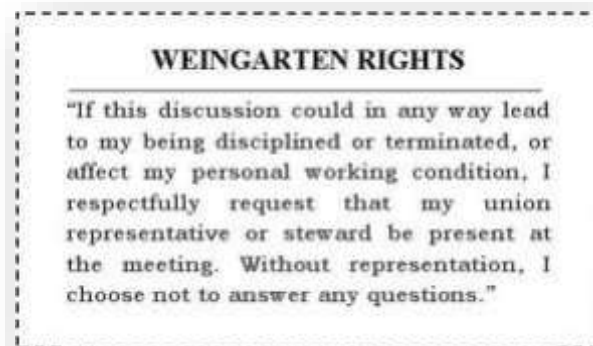
In Your Post-Observation:

- Your post-observation conference should occur within ten (10) working days of your observation.
- If you are asked to provide a reflection statement prior to the post-observation conference, you are within your rights to request your evaluator's written feedback prior to the post-observation conference. If no paperwork is requested prior to the post-observation conference, then both parties may discuss their reflections together at the time of the conference.
- Evaluators cannot use hearsay in their observation feedback.
- Take the time to read your written feedback carefully. Compare your written feedback to the language on the domain rubric.
 - If you disagree with the written feedback, compare the written feedback to the evidence that you have gathered before, during, and after your observation.
 - If you still disagree, you may write a rebuttal. This rebuttal must be submitted within ten (10) working days, and will be attached to your official observation documents (see contract section 4.3).
 - You may request an additional observation.
 - If you are in danger of receiving a "Needs Improvement" or an "Unsatisfactory" summative rating, your evaluator is required to observe you one more time. You should also contact your NUEA Building Rep or our NUEA UnitSrv Director.
- Ask your evaluator to see the notes they took during your observation. This can facilitate a dialogue about the ratings you earned in each domain.
- Remember: signing a summative evaluation form only indicates that you have received it, not that you agree with it.

Weingarten Rights: For Your Protection

A bargaining unit (NUEA) member is entitled to union representation in an investigatory meeting where the employee reasonably believes that he/she will be disciplined (including a reprimand, letter in your file, loss of privileges, suspensions, deduction of pay, or termination).

- The employee **MUST** request representation. The administrator does not have to “suggest” that a representative be present.
- An employee should never refuse to meet or waive his/her right to representation.
- If compelled to meet without representation, the employee should refrain from answering substantive questions.
- Administrators must tell you the topic of the meeting prior to the meeting.
- An employee is innocent until proven guilty, and the burden of proof is on the administration.
- The employee and the union have a right to all information in which management is basing their discipline (no “hidden letters” or anonymous complaints).
- Employees are highly encouraged to rebut any negative information that is placed in their file within 10 days. Without a rebuttal, no challenge may be made if a termination is requested.



Common Fallacies and Potential Trouble Areas

The Social Media Fallacy

Fallacy: Many teachers feel it is within their first amendment rights to post or discuss any topic they choose on Facebook, Twitter, Instagram, Spotify, Blogspot, or any other social media outlook.

Reality: Your first amendment rights only protect you from governmental interference or punishment, not employer interference or punishment. As an employee of District 203, you must adhere to the standards of professionalism as established by your employer and your association. 203 employees have been reprimanded and even terminated because of a negative Facebook post. You are not protected in this event.

Advice: Please set your accounts to “private” and carefully monitor who you allow access to your site. Do not allow parents or students access to your personal social media sites. Do not “friend” your students. Do not talk about your students in your updates. And choose your words wisely if you wish to criticize your employer.



The Sick Day Fallacy

Fallacy: I have 15 sick days. I’d like to use a sick day whenever I want to, even if I’m not really sick.

Reality: Abuse of sick days is unethical and unfair. Only use them when you are actually sick, a loved-one is sick, or when you have a doctor’s appointment. You CAN schedule a sick day in advance for doctors’ appointments. The district has the right to ask for a doctor’s note after three consecutive sick days. If they find you abused a sick day, you can lose your pay for that time period (around \$266/day for a beginning teacher), receive a letter of reprimand, and/or be terminated. Bereavement days are included as sick days, but do not require a doctor’s note after three days.

Advice: Only take a sick day when you are sick, when a loved-one who requires your care is sick, or when there is a death in the family.

The Political Speech Fallacy

Fallacy: I can use school time and resources to promote my favorite political candidate. I send out information using my school e-mail account and the school copy machine!

Reality: You can't use school equipment, school time, or your personal plan time to promote specific candidates or positions. This includes REPLYING to a political e-mail sent to your school address. It also includes using district mailboxes to pass out political flyers.

Advice: You may wait until after school hours to advocate for your candidates and pass out flyers that you have copied from a shop outside the district. Do not reply to political e-mails. Only use your personal e-mail account, contact lists, and social media if you have a political candidate or topic for which to advocate.

The Defined Contribution Fallacy

Fallacy: I would rather invest my retirement savings in a **defined contribution** plan, where I get to control where my money is invested. This is similar to a 401(k) or 403(b) plan.

Reality: You currently have a **defined benefit** plan, in which you earn a predetermined benefit when you retire. The amount is based on a percentage of your income, and in Illinois, is earned in lieu of Social Security. Your benefit does not diminish if the market crashes or you run out of savings. The Teacher's Retirement System (TRS) collects contributions, manages investments, and pays retirees.

Advice: The state has historically and systematically failed to pay its share of TRS pension contributions. As a result, Illinois owes TRS over \$118 billion. Some have suggested eliminating TRS and instead offering defined contribution plans, in which members invest their own savings in 401(k) or 403(b) programs as they see fit.

There are a number of problems with this solution. First, simply switching plans does not diminish the unfunded liability, nor does it change the irresponsible spending policies that created the mess in the first place. Second, the cost to administer hundreds of thousands of 403(b) portfolios is enormous when compared to managing the combined assets and power of TRS. Members would pay more for less. Last, 401(k) and 403(b), or defined contribution, programs were designed to supplement a defined benefit-type program like social security. In no way should they ever be used as the sole retirement income in the absence of social security.

Keep in mind that investing in a 403(b) program **in addition to** TRS is your choice as a District 203 employee now. District 203 has nearly a dozen entities that can set up a plan that suits your needs. For more information, please contact Andi Pevitz at apevitz@naperville203.org.

Community Service and Collaboration

Serving breakfast at the Kiwanis Pancake Breakfast, 2017



NUEA Working at the IEA Representative Assembly, 2018



NUEA Scholarship Winners, 2016



Emily Forsythe



Kurt Simpson



Ashlyn Bell

NUEA Scholarship Winners, 2017



Philip Dohm
WNHS



Maddison Paladino
DGSHS



Whitney Smith
NNHS

NUEA Scholarship Winners, 2018



Eddie Forsythe,
Notes Valley H.S.



Esther Park,
Naperville Central H.S.



Anna Southern,
Naperville Central H.S.

NUEA Scholarship Winners, 2019



Colin Iverson



Evie Dohm



Jillian Paladino



Alexis Henz

IEA/NEA

Issues, Advocacy, and Action

**Long term solutions,
not band-aid fixes**

“Unions are one of the last remaining checks on corporate power, so it’s no surprise that corporate backed extreme special interests are attempting to effectively end unions as we know them.”

-Sarita Gupta, Jobs with Justice

Illinois Educational Unionism: Giving Teachers a Voice

(From IEANEA.org "Mission and History):

In December 1853 a group of educators convened a meeting in the town of Bloomington to discuss the educational needs of the state. As a result, the Illinois State Teachers' Association, later renamed Illinois Education Association, was formed. The ISTA, comprised of school administrators, classroom teachers, and friends of education, met annually to discuss issues affecting schools, exchange pedagogical views, and determine ways to further the cause of education in the state.

With the new century came technological advances, increased urbanization, and a rapidly expanding population creating many challenges for the state's public schools. Added to this were expanded employment opportunities outside the teaching profession. Attracting and keeping good people in the profession became a priority. Through its annual deliberations, recommendations to the legislature, and in the pages of the *Illinois Teacher*, the ISTA worked to address these concerns.

The Association sought a minimum salary law for teachers, supported equalized state aid to schools, and encouraged the passage of tenure legislation. Some of the achievements during the first half of the century include: improvements in teacher certification, the school year extended to 8 months, establishment of kindergartens and vocational education schools, enactment of a teacher pension system, and support for school district consolidation.

In 1936 the ISTA changed its name to the current Illinois Education Association, and during this period a teacher tenure law was secured (1941), and a minimum salary law was enacted (1945). In the 1960's teachers comprised the majority of the membership, but leadership came largely from the ranks of the school administrators. A growing number of classroom teachers, frustrated by their lack of input in classroom matters and seeking improvements in salary and benefits, began asserting themselves in the organization.

After a 1970 constitutional convention, classroom teachers assumed control of the IEA. Administrators gradually left the membership ranks, unified dues with the National Education Association were established, and the UniServ system with field offices was adopted. Additional staff were hired to help negotiate contracts with school boards, and in 1971, the Illinois Political Action Committee for Education was created giving public school employees a stronger voice in the political arena. The signing of the Collective Bargaining Bill in 1983, the culmination of a 15-year lobbying effort, stands out among the many legislative achievements of this new era.

Today the IEA has more than 130,000 members. Twenty-two regional offices serve members throughout the state. We continue a long tradition of advocacy on behalf of the state's public school employees while supporting innovations that will improve our ability to educate children.

Issues in Education #1: Teacher Accountability/Overtesting

Description: American math, reading, and science scores rank low internationally. Despite continuing calls for educational reform since the 1980's (A Nation at Risk, America 2000, No Child Left Behind, Race to the Top) our ranking has not substantially changed. This low ranking may potentially impact our nation's economic superiority.

Oppositional Viewpoint: Student achievement is poor because students and teachers are not held accountable to higher standards. If teachers were held more accountable (via high-stakes testing, performance-based pay, peer competition, and even termination for low test scores) then teachers would work harder and our test scores would improve.

Our Viewpoint: Most reports concerning international rankings leave out some very crucial information. For example, most nations test only their college-bound students, while the U.S. tests all students. Furthermore, U.S. test scores have remained relatively stable in an environment that is absolutely preclusive to lower scores: greater poverty among children, triple the rate of children living in single parent households, higher crime rates, more teenage pregnancies, and increased gang activity among students over the last 40 years (Tyack and Cuban, 1995, p. 35).

Teachers and teacher unions are absolutely in favor of high standards and always have been. The Common Core standards are very similar to the state and local standards that preceded them. The real change over the past 15 years is the increased demand for standardized testing

as a means to compare students, teachers, schools, and nations, and punish those who fail to make adequate progress (i.e., No Child Left Behind).

But teachers cannot control the "raw materials" with which they work, and basing high stakes decisions on conditions to which teachers have little control is inherently unfair. Teachers have little control over the home-life, health, social influences, or parental support of their students. Most reformers are not interested in providing the comprehensive support needed to address these issues. Firing teachers (and administrators) is far less expensive than providing the resources desperately needed among our nation's most vulnerable communities.



Many see standardized testing as a means to scientifically measure teacher effectiveness. But increased testing leads to narrowing the curriculum and promotes teacher competition, not collaboration (Eisner, 2002, p. 22). Many excellent teachers have been forced to forego dynamic, experiential learning activities in favor of "teaching to the test." Some teachers report losing as much as 20% of their instructional time compared to only five years ago because of in-

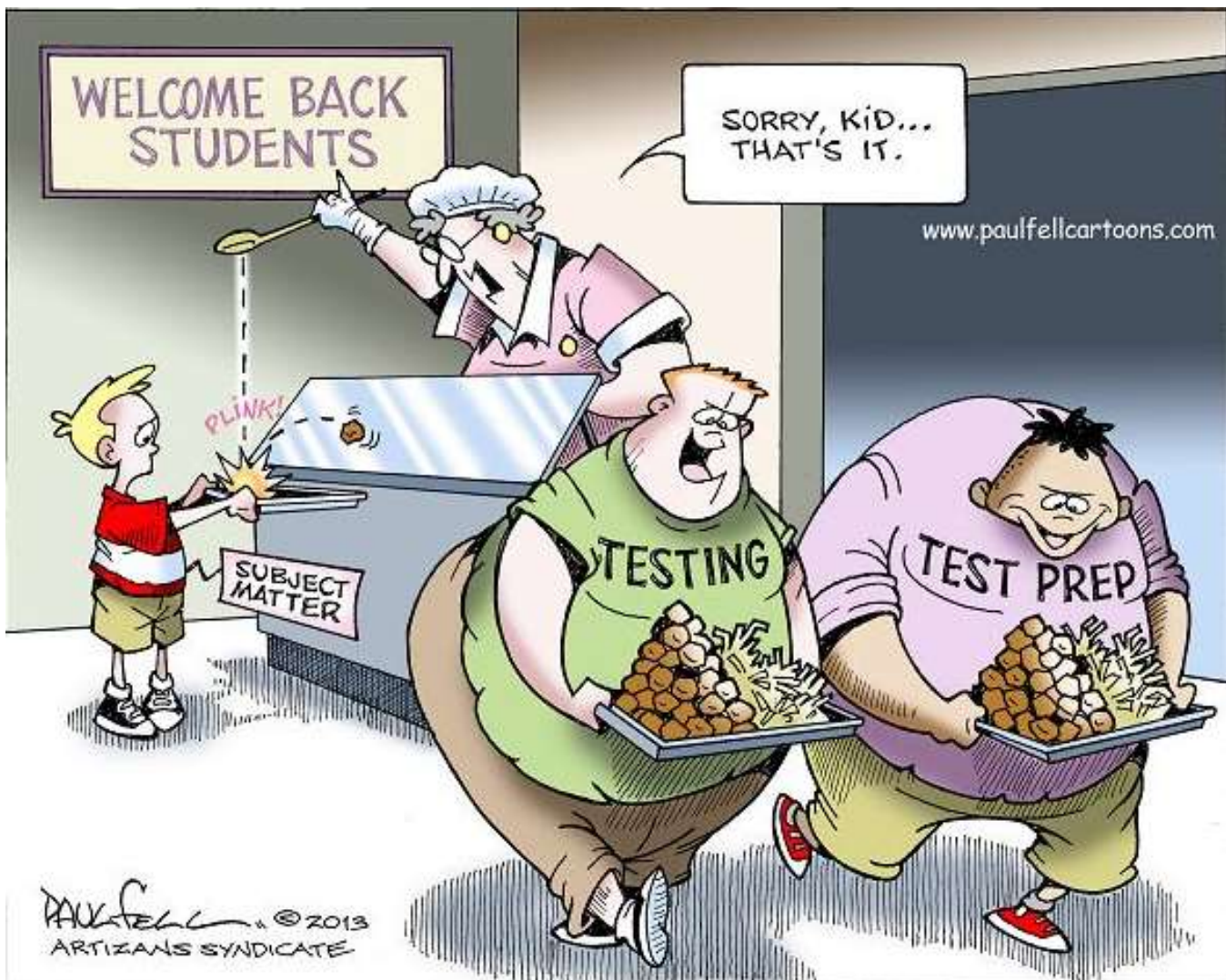
creased time required for testing and test preparation.

Plus, many standardized tests contain biases, design flaws, inconsistencies, or are simply misused or misreported (Ravitch, 2010). And no standardized test measures some of the most important attributes of successful teaching, such as nurturing a student's passion for learning, developing the ability to collaborate, or promoting creativity, empathy, critical thinking, and problem solving skills. Standardized tests reflect only a fraction of the qualities expected of teachers by their evaluators and the community in which they serve.

Most school districts already have an excellent teacher evaluation system in place that does

not rely on test data. The system used in District 203 (the Danielson framework) has been researched and vetted, and provides a holistic panorama of effective teaching. State law (Senate Bill 7) has mandated that a portion of student growth measures will be considered in all teachers' evaluations beginning in 2016. The system will attempt to account for extreme variances in student aptitudes using mostly District- and teacher-developed tests and assessment formulas. NUEA will be working with the District to decide how that system will work.

Lastly, Berliner (1992) notes that U.S. scores on the National Assessment for Educational Progress (NAEP), one of the most widely used benchmarks for education efficacy, have ranked low since the test was first implemented in the



1960's. However, during that same time period, the United States has consistently produced the world's leading economy. This finding questions the validity of using the NAEP results to predict economic viability when no correlation remotely exists.

As a result, teacher's livelihoods should not depend on the results of standardized tests. Standardized tests are statistical collection methods used for the purposes of comparing various groups using limited and often misleading information. Purposeful evaluation methods are used by teachers every day, and take the form of formative and summative assessments that are embedded into a rich, experiential curriculum.

Further Resources:

Berliner, D. (1992). *Educational reform in an era of disinformation*. Paper presented at the meetings of the American Association of Colleges of Teacher Education, San Antonio, Texas.

Eisner, E. (2002). *The educational imagination*. Upper Saddle River, New Jersey: Prentice Hall.

Ravitch, D. (2010). *The death and life of the great American school system: How testing and choice are undermining education*. New York, NY: Persus Books Group.

Tyack, D. & Cuban, L. (1995). *Tinkering toward utopia*. Cambridge, MA: Harvard University Press.

Issues in Education #2: A Fair Tax

Description: Illinois' constitution currently requires a flat income tax. But when all state revenue is taken into consideration (sales tax, property tax, utility tax, service fees, license fees, etc.), lower income earners pay a much greater percentage of their income to the state. Higher income earners also **invest** a greater proportion of their income, thereby avoiding many state taxes while withdrawing money from circulation. This presents an unfair tax burden on middle income earners and stagnates consumer spending.

Oppositional Viewpoint: Our state already collects too much tax revenue—Illinois needs to cut services to live within its means. Also, the state's wealthiest earners are likely to be employers, and they will hire more workers if allowed to keep more of their income. Lastly, "punishing" the wealthy by taxing them more discourages economic investment within our state.

Our Viewpoint: Illinois does not live beyond its means. According to the Center for Tax and Budget Accountability we enjoy the 5th highest GDP among all states, yet we rank 49th in education spending (Martire, 2012). The CTBA has outlined four critical state funding categories and their net reductions over the past 14 years:

Pre-K – 12 Education: -9.1%
Higher Education: -34.8%
Services: -28.6%
Safety (fire/police): -27.4%

These are real reductions in state spending, despite an inflation rate of 27.4% during that same time period. Illinois simply cannot cut any

more. Our problem is a revenue problem, not a spending problem.



The state's wealthiest companies often claim to reinvest their income by hiring new employees, but records show that many do not. In fact, one independent study (Klinger & McFate, 2013) showed no correlation between tax credits and job creation. To address this issue, the state created EDGE Tax Credits to incentivize those companies that hire at least 25 new employees and invest in capital improvements. EDGE Tax Credits allow private companies to keep their employees' state income tax withholdings. According to a 2012 EDGE Annual Report, 82 companies have earned over \$628M in tax credits through the EDGE program (Pollet, 2013).

Unfortunately, this tax credit is paid directly from employee state income tax withholdings at a time when the state needs every penny. And this program is the only tax incentive program that holds corporations somewhat accountable for job creation or capital expenditures. Other tax credits, grants, and infrastructure assistance programs have no stipulations,

and cost the state over \$519M in 2013 alone, according to the Illinois Tax Expenditure Report of 2013 (Topinka, 2013). For example, the Chicago Mercantile Exchange reported over \$950M in profits in 2010, but was allowed to keep the \$93M it owed in state taxes without stipulation (Martire, 2012). These are programs that are inconsistent, arbitrary, and hurt Illinois.

Lastly, Illinois is an incredibly desirable place to start or expand a business, respectively ranking #1 and #3 in the nation in 2017 according to CNBC and the Illinois Department of Commerce and Economic Development. But, according to the Illinois Department of Revenue's 2012 annual report, **over 66% of Illinois corporations pay no tax whatsoever**. Research by *Good Jobs First (GJF)* shows that Illinois' most profitable corporations, including Boeing, Sears, Google/Motorola Mobility, and Navistar International use gimmicks (like the Single Sales Factor and tax credit subsidies) to claim no profits, and then pay no federal or state taxes (GJF, 2014).

This leaves the burden of funding our essential state services to small businesses and middle class residents. *A Better Illinois* has been working with the IEA to lead the fight to simply ask all businesses and individuals to pay their share. The best way to achieve this goal without completely eliminating all business incentive programs (like EDGE Tax Credits) is to move the state to a progressive tax structure. Economists are increasingly finding that empowering the middle class is the best way to strengthen the economy (Hanauer, 2014), and a progressive tax does exactly that.

Rankings

Illinois had the 5th highest Gross Domestic Product (GDP) in the U.S.

Source: *Bureau of Economic Analysis (2013)*

Illinois ranked 19th in the world in total GDP

Source: *Bureau of Economic Analysis*

Illinois ranked #4 in the number of the nation's largest companies on the 2012 Fortune 500 List that are headquartered in a state (32)

Source: *CNN Money*

Illinois ranked #3 among all states and Chicago #1 among all metropolitan areas in locations for new and expanded corporate facilities

Source: *Site Selection magazine*

Illinois ranked #1 in the Midwest as a destination for foreign investment

Source: *Illinois Office of Trade & Investment*

Chicago has the 3rd largest Gross Metropolitan Product in the U.S., after only New York City and Los Angeles

Source: *Bureau of Economic Analysis*

Further Resources/Citations:

A Better Illinois. (2014). www.abetterillinois.org

Good Jobs First. (2014).
www.goodjobsfirst.org/states/illinois

Hanauer, N. (July/August 2014). The pitchforks are coming...for us plutocrats. *Politico Magazine*. Retrieved from: http://www.politico.com/magazine/story/2014/06/the-pitchforks-are-coming-for-us-plutocrats-108014.html#.U7Izb_k8BL

Illinois Department of Commerce and Economic Opportunity. (2014). www.illinois.gov/dceo

Topinka, J.B. (2013). Illinois Tax Expenditure Report. Retrieved from: www.ioc.state.il.us/index.cfm/resources/reports/tax-expenditure/fy-2013

Klinger, S. & McFate, K. (2013). The corporate tax rate debate: Lower taxes on corporate profits not linked to job creation. Center for Effective Government. Retrieved from: <http://www.foreffectivegov.org/files/budget/corp-tax-rate-debate.pdf>

Martire, R. (2012). The case for fundamental tax reform in Illinois: Why we need a graduated state income tax. Center for Tax and Budget Accountability. Retrieved from: <http://ctbaonline.org/reports/case-fundamental-tax-reform-illinois-why-we-need-graduated-state-income-tax>

Pollet, A. (2013). 2012 EDGE Tax Credit Report. Retrieved from: [www.illinois.gov/dceo / AboutDCEO/ ReportsRe- quiredByStatute/2012EDGEAnnualReport.pdf](http://www.illinois.gov/dceo/AboutDCEO/ReportsRequiredByStatute/2012EDGEAnnualReport.pdf)



Issues in Education #3: The Privatization of Education

Description: Public school funds are increasingly being diverted towards charter schools, which are publicly funded but privately managed. Charter schools circumvent the local community's school board by making curricular and administrative decisions in private (with private interests in mind). Most charter schools and private schools are non-unionized, most are not held to the same testing requirements as public schools, and most are owned by for-profit parent companies without any public scrutiny.

Secretary of Education Betsy DeVos has vociferously fought in favor of school choice for 30 years. "School choice" allows parents to divert money from public schools to private, for-profit

charter, and religious schools at the taxpayer's expense without taxpayer oversight. DeVos maintained that these schools would have the right to deny student access to marginalized populations if the state allowed it.

Oppositional Viewpoint: Parents have the right to choose a school based on the free market. When they go grocery shopping, they go to the store offering the highest quality and the best value. This same business model may be applied to public schools. When charter schools compete with other public schools, the competition drives up the quality and drives down the cost. Students also may attend the school that best suits their mindset, culture, demographic, or social/economic status.



Our Viewpoint: There is little doubt that public school funding is fundamentally unfair. By basing school budgets primarily on property taxes, Illinois has ensured that the wealthiest communities will continue to have the most educational resources. Regardless, every community still has an obligation to educate its children to the best of its ability so they may participate in the democratic process as informed citizens and so they may lead enriched and fulfilling lives that positively contribute to the community and the economy.

When parents elect to send their children to charter schools (and some private schools) the public school district is required by law to pay their average yearly pupil expenditures to the charter. In Naperville's case, that amounts to over \$8,000 per student. That money is not refunded or pro-rated if the student returns to the public school mid-year. Surprisingly, even though charters are funded with taxpayer money, taxpayers have no say in the school's curriculum or policies. Educational decisions primarily benefit shareholders, not students.

Charter schools strip resources from the public schools in order to provide an alternative educational experience for a select few students. In the meantime, the remaining public school students have less funds for infrastructure, teachers, and supplies. Plus, in an effort to turn a profit, many charters hire inexpensive and inexperienced teachers, diminish non-tested curriculum (arts, PE, etc.), and fail to support students with special needs. We believe school should be about the students, not about profits.

Further Resources:

Ravitch, D. (2010). *The death and life of the great American school system: How testing and choice are undermining education*. New York, NY: Persus Books Group.

Issues in Education #4: The Tenure Myth

Description: Many education reformers cite teacher tenure as a reason for low student achievement. They say that tenure laws, which vary by state and which provide job protections for teachers who have seniority, keep unfit teachers in classrooms because they make it extremely difficult to fire teachers who cannot properly do their jobs.

Oppositional Viewpoint: Why should teachers have the right to a “job for life?” Those in the private sector don’t have this luxury. These laws keep bad teachers in schools, and bad teachers are responsible for low student achievement. The recent decision in *Vergara v. California* (2014) supports this claim.

Our Viewpoint: Tenure is *not* a “job for life.” Often confused with the definition of tenure in higher education, pre-K-12 tenure simply means “continued contractual service,” which is earned after a probationary period. Illinois Labor Relations Board laws provide tenured teachers with, among other protections, the right to due process; that is, tenured teachers cannot be fired without being provided a reason for their dismissal and an opportunity to defend themselves. This right is not provided to untenured teachers. Furthermore, teachers are not automatically granted tenure after two or four years of teaching; tenure is granted by school administrators based upon teacher performance in a strict and rigorous evaluation process. No one wants an ineffective teacher to be granted tenure.

Tenure helps protect teachers and certified staff members from management abuses observed in public schools (see Jean Anyon’s *Ghetto Schooling*, 1997). Abuses included firing experienced teachers simply because they made more than the median salary or firing teachers because they reported low grades for

politically connected students. Prior to tenure, men often were paid more than women for doing the same job, and principals frequently hired friends and family over better qualified teacher applicants. Tenure helped to ensure that teachers were not fired for these political or sexist reasons, instead necessitating that teacher firings be based on empirical evidence through a formalized evaluation system.

Tenure also helps support teacher innovation and creativity. John Jacobsen, Social Science Chair at Shorewood High School, WI, maintains a blog at Medium.com, in which he wrote the following comment after Wisconsin abolished tenure in 2011:

Here’s the path good teachers take. They work hard to get tenure because tenure ensures academic freedom. Once they have this academic freedom (underwritten by tenure) they work hard because they have it. They teach on the aforementioned ‘edge,’ where all engaging educational practice belongs. This translates into the teacher being able to take lesson planning risks in order to reach frequently disengaged students. The state of Wisconsin has, all at once, chosen to eliminate the very safety net which allows for this educationally engaging risk taking. [...] The state of Wisconsin has, all at once, lost track of the very reason why its public schools are regarded so highly in the United States of America. Tenure is what provides the underpinning for teaching innovation and creativity. It’s a direct result of collective bargaining and has been developed over the course of decades. (2011)

The recent *Vergara* decision incorrectly identifies poor teachers as the sole cause of poor test scores. The decision ignores poor economic and

social environments, unequal school funding formulas, poor administrative record keeping, and a lack of educational resources in blighted communities. Education historian Diane Ravitch notes that the *Vergara* decision falsely implies that “low test scores are caused by bad teachers. Get rid of the bad teachers, replace them with average teachers, and all students will get high test scores. You might call it the judicial version of No Child Left Behind—that is, pull the right policy levels—say, testing and accountability—and every single child in America will be proficient by 2014.”

Ultimately, when tenure is challenged, all teachers and students are harmed. If experienced, effective, and—often—more costly teachers can be fired without due process, and if inexperienced, often less costly teachers can be hired in their stead, more and more students end up being taught by less experienced teachers. Further, those inexperienced teachers lack the resource of more experienced colleagues with whom they might collaborate and hone their craft. Additionally, when teachers are blamed for low student test scores, the real causes of these low scores—poverty, lack of resources, large class size, and so on—are ignored. Teacher termination must be based on their performance evaluation, not on the indefensible whim of their administrator.

Further Resources:

Anyon, J. (1997). *Ghetto schooling: A political economy of urban educational reform*. New York, New York: Teacher’s College.

Jacobsen, J. (2011). Tenure free Wisconsin. Web log. Retrieved from http://open.salon.com/blog/john_d_jacobson/2011/08/01/tenure_free_wisconsin

Ravitch, D. “What was the Evidence in the *Vergara* Case? Who Wins? Who Loses?” *Diane Ravitch’s Blog: A Site to Discuss Better Education for All*. N.p., 11 June 2014. Web. 13 July 2014.

Welner, Kevin. “A Silver Lining in the *Vergara* Decision?” *Washington Post*. 11 June 2014. Web. 13 July 2014

Issues in Education #5: Should Public Unions Collectively Bargain?

Description: Some people claim that public unions should not be able to collectively bargain because they are bargaining against the interests of the taxpayers.

Their Viewpoint: Public unions demand inflated salaries and luxurious working conditions, which artificially raise the cost of doing public and private business. These unions also use their power to influence lawmakers, who pass bills favorable to public unions, and pass budgets unfavorable to businesses. They are the reason our state is broke, and they are the reason businesses continue to leave our state.

Our Viewpoint: Public unions know that maintaining high quality standards and competitive compensation packages attract the best candidates toward the teaching profession.

But public unions are failing. Under-graduate teacher prep programs have been steadily declining--down from 7% to 5% since 2010 (Summer 2015 NEA Today, p. 22). Compensation packages are well below the average package of private sector workers with similar educational levels. Recent teacher strikes in West Virginia, Oklahoma, Kentucky, Arizona, and Kansas have revealed systematic underfunding of public schools.

Clearly, unions are not negotiating extravagant contracts. Furthermore, contracts are mutually agreed upon by School Boards, who represent the taxpayers. This is a balanced system of accountability.

States that have recently eliminated collective bargaining are facing massive teacher shortages. Kansas had to waive all certification requirements to teach in its 6 largest districts, and Wisconsin nearly passed a law that would have

eliminated all requirements to teach, including a high school diploma.

Collective bargaining helps maintain a high quality workforce by incentivizing talented individuals to enter the profession. It provides for due process, for safe working conditions, and for reasonable compensation. The number of strikes actually declined when collective bargaining was introduced in Illinois in 1975.

And the influence of NEA lobbyists is actually quite small. IEA makes up less than 2% of total campaign contributions in Illinois, according to ChicagoBusiness.com.

Public unions are not the reason Illinois is broke. Unequal and unfair taxation is.

Remember this simple axiom: If it is a conflict of interest for public sector employees to bargain collectively, then it is an equal conflict of interest for government entities to grant tax waivers to private businesses.

Yet the public pressure for ceasing government tax credits and incentives to private businesses is relatively low. One cannot argue the public sector employees are responsible for our state's fiscal challenges while ignoring millions of dollars in tax giveaways to our state's wealthiest corporations.

To put it another way...if teachers are not allowed to negotiate a fair wage because they bargain against the interests of the taxpayers, then the same argument should prevent state and local governments from failing to collect valuable tax revenue from every WalMart store in the state (which is currently the case).

Government entities formulate budgets based on a balance between anticipated revenue and expenditures. Included in these budgets are long-term forecasts of population trends. Pension payment plans and annual budgets rely heavily on these forecasts.

Yet, according to the Illinois Department of Revenue, 66% of Illinois corporations pay NO income taxes to the state. This is due to a wide variety of incentives, waivers, deferments, and other tax programs that have wiped away a significant source of Illinois' revenue.

By waiving the tax liabilities for 66% of Illinois corporations, Illinois has destroyed the base of revenue that makes the short- and long-term budget formulas work.

This is a critical reason why Illinois is struggling with its budget obligations. It is not because teachers' pensions or compensation packages

are extravagant. Teachers' pensions are slightly higher than Social Security, and below the national average for public sector pension benefits. Rather, Illinois fails to collect taxes in proportion to its population.

Until all businesses pay their share of taxes, there will always be a need for public sector employees to bargain for their portion of the state's diminished income. Otherwise, unchecked, corporations will only serve the needs of their shareholders, while ignoring the infrastructural, educational, and medical needs of the community, all funded by taxes.

Look no further than the Mitsubishi plant in Bloomington, Illinois, to find a corporation that lived its entire life on Illinois tax waivers and was offered generous new subsidies in 2014, yet still moved their plant to Thailand in 2015. This is not a facility invested in the needs of the greater public which sustained it for many years.



When Should You Contact Your Building Representative?

Our aim is to preserve our collectively-bargained contract. If you have any questions about the contract, please contact your building rep or check our web site.

Contact your building rep if...

- If you feel that someone or some group is not following the terms of the contract.
- If you feel that building or district leadership is not adequately addressing a concern addressed to them.
- If you have an idea that could improve working conditions for staff or learning conditions of students.
- If you would like to volunteer to be a representative at an IEA or NEA function, including the Representative Assemblies.
- If you would like to assist NUEA leadership with a project or initiative.
- If you would like to run for an NUEA office or become a building rep.
- If you would like to attend an IEA or NEA sponsored professional development activity.
- If you would like to volunteer for political action.

Our contract may be downloaded from NUEA Connect (nuea203.org/login.php).

Becoming an Informed NUEA Member

Please follow us on Twitter @NUEA203.



Visit nuea203.org often. Go here to find your contract, news, updates, and tidbits about NUEA. Make sure you set-up your personal account so that you may enter the “Member Only” section.

Download the *My IEA* app from the Apple Store or from Google Play.

Please attend your school’s or department’s (at high schools) monthly 10 minute meeting.

Please vote during NUEA, IEA, and NEA elections.

Please vote during your community’s primary and general elections. Download candidate information and fact sheets on pending legislative bills from www.ieanea.org/legislative/ipace

Final Steps: Becoming an Informed NUEA Member

Please sign-in to NUEA203.org and click “NUEA Connect” at the top of the page.

- Click “Register Now” and create your account.
- Please provide your *non-school* e-mail address and choose a password at the prompt.
- You will be sent important announcements and newsletters outlining how NUEA is currently working on your behalf.

Please complete and return today’s NUEA survey. Surveys returned by August 1 will be entered into a drawing to win a \$50 gift card! Everyone who returns their survey will also receive a gift from the NUEA. After you get your gift, please enjoy your lunch, courtesy of the members of NUEA!

During lunch, NUEA executive board members will be available to answer your questions and get to know you better.



Benefits and Resources

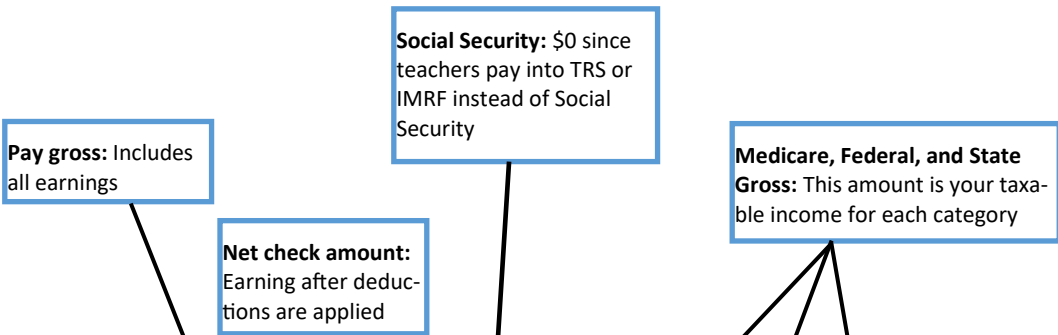
“Teachers who love teaching teach children to love learning.”

-Anonymous



Skyward Payroll Report: Your Paycheck Explained

To see your paycheck transaction details, login to "Skyward" and click "Payroll check history."



Check Number	Check Date	Payment Type	Pay Gross	Net Check Amount	Social Security Gross	Medicare Gross	Federal Gross	State Gross
9000L	05/25/2018	A - ACH	\$xxx.xx	\$xxx.xx	0.00	\$xxx.xx	\$xxx.xx	\$xxx.xx

PAY TRANSACTIONS

Position Identifier	Check Stub Description	Rate	Factor	Pay Gross	Times to Apply	Net Pay
Certified - School	Jr High Teacher	\$xx.xx	1.0000	\$xxx.xx	1	\$xxx.xx

DEDUCTION TRANSACTIONS

Check Stub Description	Calculated Amount	Decreases Federal Tax	Decreases FICA Tax	Decreases State Tax
403(b)	\$xx.xx	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Federal Tax	\$xx.xx	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
ILLINOIS Tax	\$xx.xx	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Medicare	\$xx.xx	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
NUEA Dues	\$xx.xx	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Plat PPO Ltd EE	\$xx.xx	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

BENEFIT TRANSACTIONS

Check Stub Description	Calculated Amount	Increases Federal Tax	Increases FICA Tax	Increases State Tax
Life/Disability	\$xx.xx	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Medicare	\$xx.xx	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
PlatPPO Ltd Dst	\$xx.xx	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
THIS Teacher	\$xx.xx	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
TRS Teacher	\$xx.xx	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Vision District	\$xx.xx	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

403(b): Voluntary IRA deductions

NUEA Dues: Typically only taken from 20 pay periods starting in September or October. This includes IEA and NEA dues.

PPO: Your portion of your insurance premium

Federal tax: This is a progressive tax, meaning that tax rate rises when your income rises

Illinois tax: This is a flat tax, meaning it is 4.95%, regardless of your taxable income

THIS: Teacher's Health Insurance Security fund, which uses 2.16% of your earnings to finance TRIP, the Teacher's Retirement Insurance Program

TRS or IMRF: 9.58% of your earnings are paid to TRS or IMRF for your retirement

Life/disability: D203 pays this amount for your life/disability insurance

Medicare: D203 pays this amount on your behalf

PPO: D203's portion of your health insurance premium

Vision: D203's portion of your vision insurance

Note: Beginning in August, 2018, TRS and THIS will appear as Deduction Transactions, not Benefit Transactions.

Your Health



Your **2018 Benefits Guide** contains all of the information you need for exploring your employee benefits, including instructions to:

- access your personal benefits account.
- report an IRS qualifying life event.
- report a leave of absence.
- change your personal information.
- confirm your medical, dental, vision, life, and televisual coverage.

To download this guide, go to naperville203.org —> Departments —> Human Resources —> Health and Well Being 203

Employee Assistance Program

Everyone needs a little help now and then dealing with stress, work or family issues, or personal concerns. Naperville District 203's Employee Assistance Program (EAP) provides confidential services through a network of licensed counselors and professionals to help you get your life back in balance. The EAP is offered at no cost and is available to all employees **and their families**.

To access the EAP, please call 888-933-1327 or visit the EAP informational website (available through the benefits guide).

The EAP provides in-person or over-the-phone support with short term counseling, referrals to service providers within your insurance network and local area and 24-hour emergency access to licensed professionals on a wide range of issues including but not limited to:

- Marital/Family/Relationship Issues
- Stress
- Depression/Anxiety
- Addiction or substance abuse problems
- Work-related conflicts
- Grief and loss
- Financial problems
- Legal difficulties
- Child care or elder care needs

Participation in the EAP is strictly confidential. All records between you and the EAP counselor remain confidential unless you authorize disclosure in writing. EAP records are not kept in your personnel file.

Benefit Plan Carriers for District 203

Medical (Platinum PPO and Gold HDHP)	Blue Cross Blue Shield 1-800-458-6024 or bcbsil.com
Prescription Drugs	Prime Therapeutics 1-800-423-1973
Dental	Delta Dental 1-800-323-1743 or deltadentalil.com
Vision	Humana Vision 1-866-537-0229 or humanavisioncare.com
Health Care Flexible Spending Account	Payflex Systems 1-844-729-3539 or payflex.com
Dependent Care Flexible Spending Account	Payflex Systems 1-844-729-3539 or payflex.com
Health Savings Account.	BMO Harris Bank, N.A. 1-800-642-2657 or bmoharris.com
Employee Assistance Program	Northwestern Medicine at Central DuPage Hospital 1-888-933-1327
Telehealth Medical	Teledoc 1-800-835-2362
Telehealth Behavioral Health	Teledoc 1-800-835-2362
Basic Life Insurance	Reliance Standard Life Insurance 1-800-351-7500 or customercare.rsli.com
Voluntary Life, Critical Illness, Accident Insurance	Reliance Standard Health Insurance 1-800-351-7500 or customercare.rsli.com

Questions

All questions about employee benefits for certified staff members should be directed to your Employee Benefits Coordinator:

Michelle Wavering
630-420-6325
mwavering@naperville203.org

Please consult the District 203 website for the most updated information.

National Education Association Member Benefits (neamb.org)

Credit

- ▶ **NEA® Cash Rewards Card** Earn 1% cash back on purchases everywhere, every time. Earn 2% at grocery stores and 3% on gas for the first \$1,500 in combined purchases in these categories each quarter: neamb.com/cashrewards
- ▶ **NEA® Credit Card with Rewards** Earn 1 point for every \$1 spent on purchases. Redeem points for cash, gift cards or travel rewards: neamb.com/rewards

Loans

- ▶ **NEA Personal Loan®** Discover an easier way to pay off higher-interest debt. Members meeting credit criteria can take advantage of low, competitive rates and no balance transfer fees to consolidate debt into one simple-to-manage loan: neamb.com/personalloan
- ▶ **NEA® Smart Option Student Loan® by Sallie Mae®** Borrow up to 100% of college tuition, room, board and other costs. Defer payments until after graduation, and lower your rate by a quarter point when you make 12 consecutive on-time payments: neamb.com/studentloan

Life Insurance

- ▶ The **NEA Members Insurance Trust®** can help members choose the life insurance coverage that's right for them, with informative articles, tools, and guides: neamb.com
 - NEA® Accidental Death & Dismemberment Insurance
 - NEA® Complimentary Life Insurance
 - NEA® Group Term Life Insurance
 - NEA® Guaranteed Issue Life Insurance
 - NEA® Introductory Term Life Insurance
 - NEA® Level Premium Term Life Insurance

- ▶ **NEA® Accelerated Rewards® American Express® Card** Earn rewards 25% faster than our standard card, and get special offers from participating merchants: neamb.com/amex
- ▶ **NEA RateSmart® Card** Save on interest charges with our lowest-rate card: neamb.com/ratesmart

Prepaid

- ▶ **NEA® Visa® Prepaid Card** Add money to your card account, then use it every day to shop online or pay bills (fees may apply). You can even set a budget and track

- ▶ **NEA Home Financing Program®** Count on exceptional service, a choice of loan options, and competitive rates and fees on purchase and refinance mortgages, home equity loans, and lines of credit. Receive a \$500 My Mortgage Gift™ award when you close your purchase or refinance a loan: neamb.com/hf

Retirement

- ▶ **Online Retirement Planning Center** Find timely tips and tools, whether you're just starting a career, already retired, or somewhere in between. The center also offers access to a specialized Retirement Income Calculator that provides details on

Health Insurance

- ▶ **NEA® Hospital Income Insurance Plan** pays cash directly to you, to help with extra expenses: neamb.com/hospitalcare
- ▶ **NEA® Long-Term Care Insurance** offers member-only rates to help cover nursing home care, caregivers at home, and more: neamb.com/lc
- ▶ **NEA® Dental & Vision Insurance Plans** offer affordable access to comprehensive dental and vision care, your choice of providers, plus hassle-free benefits: neamb.com/dentalvision
- ▶ The **NEA Income Protection® Plan** pays you a monthly disability benefit when you're

unable to work due to a covered illness or injury: neamb.com/incomeprotect

Savings

- ▶ **NEA® Savings Program** Get more for your money through our high-performing savings products which include:
 - NEA® Certificate of Deposit
 - NEA® IRA Certificate of Deposit
 - NEA® Money Market Account
 - NEA® Online Savings AccountReceive a \$20 member bonus⁴ for each new account type you open each year (excludes IRAs). Deposit products offered by Discover, Member FDIC: neamb.com/savings

your state pension plan and tells you if you're saving enough. Plus, you get *Kiplinger's Retirement Report* free every month: neamb.com/retire

- ▶ **NEA® Retirement Program** We offer a full suite of products to help manage your retirement savings and income needs throughout every stage of your life: neamb.com

Subscribe to our newsletter, featuring the latest tips on a comfortable and happy retirement at neamb.com/newsletters

unable to work due to a covered illness or injury: neamb.com/incomeprotect

- ▶ The **NEA® Retiree Health Program®** provides nationwide coverage to help fill Medicare's gaps. With several plan options available and no provider lists, you get the freedom to choose your own doctor. Plus, low group-premium rates mean you could get more coverage for less: neamb.com
- ▶ The **NEA® Group Part D Program®** helps manage the costs of a wide variety of prescription drugs. Two plan options offer more coverage for generic drugs than most standard plans at over 68,000 participating retail pharmacies nationwide. There's also first-dollar coverage and copays as low as \$1: neapartd.com

► **NEA Group Hospital Indemnity Insurance Plan**

Pet Insurance

- **NEA Pet Insurance** covers accidents and illnesses with plans starting under \$1 a day. Emergency visits, prescriptions, lab tests, exams, cancer care, hospitalization, surgery, X-rays and more are typically covered: neamb.com/pet

Property & Casualty Insurance

- **NEA Auto & Home Insurance** helps drivers save an average of \$443 a year, plus homeowners get extra coverage designed just for educators: neamb.com/autohome

Before you buy anything, see what these member-only programs can do for you:

- **Costco Membership** Discounts for new memberships; additional savings for existing Costco members: neamb.com/costco
- **H&R Block** Save on tax preparation services, software and online programs (available from January 1 through April 15): neamb.com/hrblock
- **NEA Magazine Service** Choose from more than 900 titles, covering news, sports, fitness, entertainment, hobbies, family and education. Save up to 85% off newsstand prices: neamb.com/magazine
- **NEA Propane Discount Program** NEA members and their families can save on the cost of propane.
- **NEA Vehicle Protection Program** Save \$100 on extended vehicle service contracts from CARCHEX®—a provider of competitively priced extended warranties trusted by industry experts: neamb.com/vpp

Find a variety of helpful insurance insights.

Go to neamb.com to access our comprehensive library of articles. While you're there, you'll get smart advice that won't just help you save, but can also help you stay healthy:

- **NEA also offers** coverage for floods, earthquakes, mobile homes, condo/renters insurance, personal umbrella, recreational needs, and auto insurance for antique and classic cars, motorcycles, recreation vehicles, boats and snowmobiles: neamb.com/homeandauto & neamb.com/specialtyinsurance

- **NEA Auto Buying Program** Guaranteed savings on new cars and special used car discounts put you in the driver's seat at certified dealers nationwide. Members have seen average savings of \$3,221 off MSRP: neamb.com/autobuying
- **NEA Click & Save** Save a bundle at your favorite online stores, including Macy's, The Home Depot, Best Buy and Toys "R" Us. Save big at local merchants and restaurants, too. Shop for everything from clothing and electronics to pet food, vacations and jewelry. Earn WOWPoints at thousands of merchants and redeem them just like cash: neamb.com/clickandsave

Get more value from your money. Visit neamb.com to find out how.

Browse through a collection of online articles designed to help you get the most from your money. Here's a quick sample of what you'll find:

- **NEA Wireless Program** Save 15% on monthly AT&T cell phone service: neamb.com/wireless

- *12 Ways to Save on Your Homeowner's Insurance*
- *Life Insurance Basics*
- *NEA Member Guide to Long-Term Care Planning*
- *The #1 Way Educators Can Stay Healthy This Winter*

Help keep your family safe at neamb.com/learnmore

- **NEA Heating Oil Program** Save 15¢ to 25¢ per gallon, get \$50 of FREE heating oil and enjoy a FREE or discounted service contract (in select areas): neamb.com/heatingoil
- **NEA Identity Theft Protection Program powered by LifeLock** Help protect your identity in an always-connected world with LifeLock® identity theft protection. For more information, or to enroll with member discount, use code NEA15MEMBERS at neamb.com/idtheft

- *10 Everyday Discounts You're Missing Out On*
- *6 Ways to Dine Out on a Dime*
- *How to Cut Your Grocery Bill in Half*
- *Are You Missing Out on These Educator Tax Deductions?*
- *How to Save Hundreds on Your Next Vacation*

Make your money go further at neamb.com/learnmore

Make **NEA Click & Save** your first stop. It's our most popular discount program, with four different ways to save on travel: neamb.com/clickandsave

- ▶ **Browse through exclusive offers from airlines, hotel chains, cruise lines and resorts.** New deals are constantly being added, so if you don't like Monday's choices, come back Tuesday afternoon.
- ▶ **Get specially discounted tickets** to Florida theme parks, Broadway shows and all kinds of attractions.
- ▶ **Dollar Rent A Car**® Save every time you rent with Dollar Rent A Car! Take advantage of your NEA member discount and make sure to reference the discount code when you reserve your rental: neamb.com/dollar
- ▶ **Enterprise Rent-A-Car**® Exceptional customer service and the savings to match. Receive your member discount on everyday low rates. Plus, We'll Pick You Up*: neamb.com/enterprise
- ▶ **National Car Rental**® Go Like a Pro and save up to 25% on your rental. Get your member discount and additional coupons to save even more: neamb.com/national

We understand your commitment to your students and your profession. We know how much you invest every day. That's why we're so proud to give back to you.

Save on these resources:

- ▶ The **NEA Academy Degree & Continuing Education Program** is a leader in online learning and career development. Take advantage of hundreds of online courses for your professional learning needs through the NEA Academy: neacademy.org

- ▶ **Book virtually any flight or hotel room** to complete your itinerary. You'll get the same great deals offered on the most popular sites.
- ▶ **Earn WOWPoints with most travel dollars you spend.** Like a second helping of savings, these exclusive rewards make all the difference. Combine them with WOWPoints you earn through everyday shopping on NEA Click & Save, then redeem them like cash at thousands of merchants. Use them on your next trip—or buy anything from new clothes to a new computer!
- ▶ **Red Roof Inn** Save 20% at any of 360 locations, in 39 states from coast to coast. Enjoy free WiFi in all rooms at these pet-friendly hotels: neamb.com/redroof
- ▶ **Trafalgar:** NEA members and their traveling companions receive an additional 10% savings on a choice of 230 guided vacations to Europe, North and South America, Asia, Australia and New Zealand in a variety of trip styles: neamb.com/trafalgar
- ▶ **G Adventures:** Explore all seven continents on land or by sea, with an experiential, small-group travel company offering the world's

- ▶ **Learning Bridges** Members receive 25% off online courses and instant access to teaching resources offered through Learning Bridges, an NEA Academy partner. Check out the Teacher Support Tool and other peer-reviewed education options: neacademy.org/learningbridges
- ▶ **School Library Journal** Save 47.5% on the world's most-renowned reviewer of children's and young adult curriculum, books, audio, video, and technology resources. Additionally, NEA members will receive access to the digital version of SLJ: neamb.com/slj

Get VIP savings when you book directly with car rental companies and motel chains:

- ▶ **Hertz**® Save up to 25%, plus enjoy exclusive NEA member benefits, like no additional driver fee, when you rent from Hertz. For more information: neamb.com/hertz
- ▶ **Alamo Rent A Car**® Save more so you can see more. Get a member discount on low prices, take advantage of online check-in and get to the fun—faster: neamb.com/alamo

greatest adventures. NEA members and up to three travel companions can receive a 15% NEA discount off their next trip OR any other single G Adventures offer, whichever is greater: neamb.com/gadventures

- ▶ **New NEA Travel** opportunities and special promotions are being added all the time. Check neamb.com/travel for exciting travel offers.

Subscribe for the latest in travel tips at neamb.com/travel

- ▶ **Corwin** Save 25% off the regular price of all Corwin books. Teachers can also benefit from the innovative Read 2 Earn program: neamb.com/corwin

Take advantage of no-cost resources:

- ▶ **Teachers-Teachers.com** Browse thousands of school jobs, post a résumé and apply online: neamb.com/teachingjobs
- ▶ **Works4Me E-Newsletter** Get peer-sourced classroom tips delivered right to your inbox when you subscribe at neamb.com/works4me

► **NEA Professional Practice Communities**

NEA's community and social networking system, featuring group discussions on topics like classroom tips, school reform and community engagement: gpsnetwork.org

We're here for you throughout your career.

Seeking ways to always improve as an educator is important to you—and we know it. Visit neamb.com to search for great articles packed with the advice you can use to help you get there.

- *5 Tips for an Effective Back to School Night*
- *Interactive Whiteboards Enhance Classroom Instruction*
- *Sample Interview Questions and Answers*
- *5 Ways to Stress Less About Recertification*

For benefits that work as hard as you do, go to neamb.com/learnmore

► **Educators Employment Liability (EEL) Program**

The NEA provides up to \$1,000,000 of no-cost coverage to shield you from liability for most job-related incidents: nea.org/home/18811.htm

- **Attorney Referral Program (ARP)** Participating law firms in 39 states and the District of Columbia offer a member discount for personal legal matters.



Degrees Not Debt is a campaign sponsored by the NEA to help education staff know their rights and options for reducing their student loan payments.

Option 1: Income Based Repayment (IBR)

- Once approved, monthly payments under IBR are:
 - ◇ Always lower than payments on a 10-year standard plan
 - ◇ Adjusted yearly for changes in family size or income
 - ◇ Made over a period of 25 years

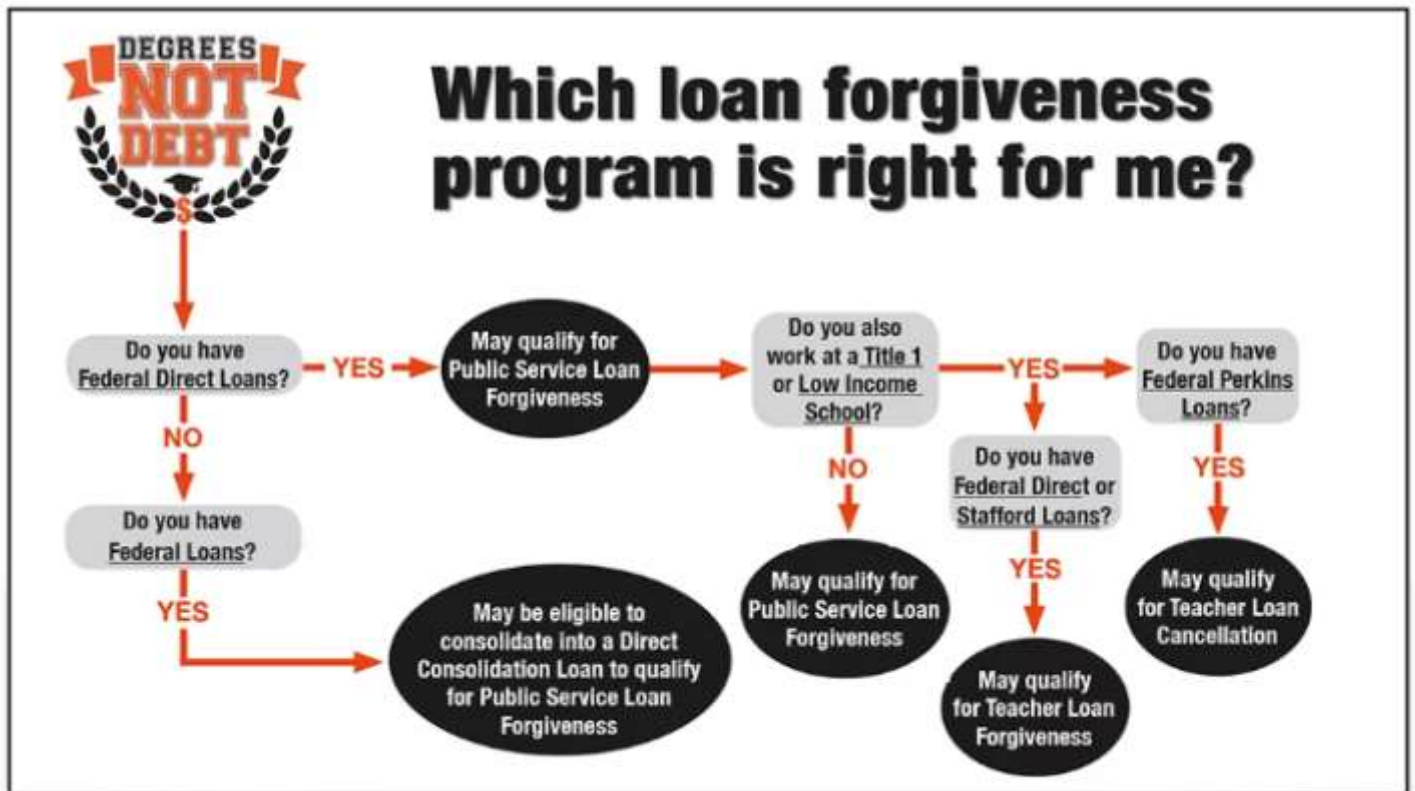
Option 2: Public Service Loan Forgiveness (PSLF)

- Make 120 on-time loan payments (payments that are reduced by the Income-Based Repayment schedule ARE eligible for forgiveness!)
- Maintain employment by an eligible employer, verified by completing an Employment Certification Form (ECF) periodically over the course of 10 years
- Any remaining balance is waived

Option 3: Teacher Loan Forgiveness

- Teach full time for five consecutive years in a low income or Title 1 School
- Eligible for up to \$17,500 forgiveness on your Direct Loan or FFEL Program

Resources: <https://ieanea.org/resources/iea-degrees-not-debt/> and MyFedLoan.org.



Federal student loan types that are not eligible for PSLF may be consolidated into a Direct Consolidation Loan. Thereafter, the loan will qualify for the PSLF program. Ineligible federal loan types are listed at myfedloan.org.

Teachers must apply for loan forgiveness...it is not automatically granted to all applicants.

For those seeking to apply for Teacher Loan Forgiveness, District 203 has six Title 1 schools and one low-income school:*

- Beebe Elementary School
- Elmwood Elementary School
- Mill Street Elementary School
- Scott Elementary School
- Steeple Run Elementary School
- Jefferson Junior High School

- Ann Reid ECC (low income)

*as of June, 2018. A current list of low income Title 1 schools is available from District 203 at naper-ville203.org/domain/857. Additionally, low-income schools are listed in the “Teacher Cancellation Low Income (TLCI) Directory” at <https://tinyurl.com/TCLI-Directory>



'Proud Union Member'

Yard/window sign



Qty.		Cost Each	Total
	IEA Proud Union Signs	\$ 3.00	
	with wire stake		
	FREE SHIPPING		
	Total		

To purchase, complete an order form and mail **with payment** to:

Denise Ward
 IEA Communications
 100 East Edwards
 Springfield, Illinois 62704

Phone: 1-800-252-8076

Make checks payable to the **Illinois Education Association**.

Please complete:

Person ordering materials: _____

Shipping address: _____

Daytime phone: _____

e-mail *: _____

* this information is optional

THANK YOU !



