

NUEA Meeting on 8/22

Treasurer's Report - Dave Carroll

We have been under budget every year for many years. We are thrifty and take care of our member's money. A budget is a guide, and we try to stay in those guidelines. If there is a change, we bring it to the RA.

Final report for the 2015-2016 Budget

Note that NUPACE paid for costs in GPA training (270) and RA Refreshments (351). From now on items 270 and 361 will be paid for by NUPACE and will be 0 on the budget. Item 412 is the cost for subs, used for training and the IEA RA. We went a little over for that item. Subs required for negotiations came out of 510. We went over in that account, but were able to absorb the cost. In total, we were approximately \$20,000 ahead on the budget. Our net worth for 8/18/16 is \$274,981.14. The RA discussed this budget report. Motion to approve Christine Bell, David Craig second for approval for the 15-16 budget report. Motion passed.

Proposed Budget for 2016-2017

There is a possibility the new contract may be opened up for limited renegotiation, which is under discussion by a committee. NUEA has agreed line item 510 will be used to reimburse the negotiating team \$1000.00 if this occurs. There is a proposed increase in the amount of the scholarship to \$1500. There is a new category for representative incentives (line 651) for year-end reimbursements to reps. We will continue a dues holiday this year for members. Dues will not start being deducted until 10/14/16. The RA discussed this budget proposal. The budget is \$2820.00 less than last year's.

Follow up to ask Vicky if she has specific dates.

Motion to approve Christine Hudson, Carman Ceresa seconds to accept the 2016-2017 budget. Motion passed.

NUEA Connect at nuea203.org

There are essential documents available to members only who have registered, such as the current contract. Also found are perspectives of executives and building rep materials, including the new building rep incentive program.

Dave went through how to earn points for the incentive program for NUEA building representatives. He also reminded us to use the business cards with staff members, especially new ones.

One on One Training Introduction – Julie R-J

NUEA will have training at the September NUEA RA meeting to improve communication with other members. Bring at least two friends to this event. Incentives will be given. Four \$50 gift certificates will be handed out at this training. Try to find people who are well respected in the building and have

leadership qualities. The NUEA wants members to see and understand what we do as leaders. One-on-ones are discussions between NUEA leaders and other members who are asked, “What do you need? What keeps you happy? What makes you want to keep coming back to this profession year after year?” The information collected will help make it clear to the executive committee what teachers want and need from the NUEA.

New Teacher Presentation Report Out – Jen S. and Dave C.

The NUEA 2016 Welcome Packet was handed out and includes key contacts, organizational maps,

New teachers did a survey at the end of the packet, and building reps received emails if they are interested in participating in the NUEA.

The most recent copy of the Welcome Packet is online at NUEA Connect.

NEA RA report out – Joyce B.

NEA has a new policy statement that addresses the prison-to-school pipeline.

ESSA will start to be implemented, which will come down to the local level. Teachers and administrators will need to work together to make this work. A large part of this is reducing the amount of testing being given.

Go to getessaright.org to get involved.

IEA recommendations for the upcoming election will soon be on the IEA and NUEA website.

Local Leadership Kickoff Report Out – Julie and Dave

This event was well attended again. There were many valuable sessions available on educational legal issues, collective bargaining, etc.

Junior High Exec, Elementary Exec, Grievance Chair Appointments – Mark B.

Mark appointed Rob Hunt from Lincoln, who will not be able to start right away. John Myers will fill in for one month until Rob Hunt is available again. Any questions from junior high representatives should direct them to John.

Kristyn Hudson is now the Elementary Executive; Jen Smith is the High School Executive and Grievance Chair.

Insurance Committee Report – Mark B.

Tina Dohm, Carol Higgins have been appointed to the Insurance Review Committee and will join Mark Bailey and Ross Berkley as members. Along with representatives from the district, the committee makes recommendations for our insurance benefits. Currently, all health plans are through BCBS. We still have our platinum plan (92%). There is the gold plan that has a higher deductible with a health saving plan.

D203 gives single teachers \$1000 and families \$2000 for the savings plan. The high deductible gold plan allows members to carry over the money in the

Nobody took the silver plan, so it's no longer available. To get more savings, there will be the platinum plan narrow network. There will also be a narrow network gold plan.

The deductibles for brand name drugs has increased from \$20 to \$30. Specialized medicines have increased from \$40 to \$50. Generic drugs will continue to cost \$5.

Reminder: If you can get your doctor to write a prescription for over-the-counter drugs, they are free.

Everybody must do open enrollment again this year. A few people missed the deadline last year and lost their benefits. This should not happen!

The blood draw will decrease the cost of each member's insurance. There are 22 dates and sites again this year.

Contract Highlights – Mark B.

All reps will be given printed copies of the contract. There will be one for the building. The contract is online at NUEA Connect.

There is a conclusion between the NUEA and the district that strict parameter for how meetings should be scheduled and how time should be used doesn't work for all buildings. Refer to Article 3.1C in contract: "The board and NUEA agree that putting strict parameters on how time is used for meetings in the buildings...self directed preparation time to be used...the faculty and administration will work collaboratively..." Mark says we have a voice now. Members need to work with their administrations and building leadership teams to open up time for individual planning time.

Supplemental pay: There is a MOU that makes it clear how staff is being paid. Summer school teaching is now \$35 per hour plus TRS. The new rate non-teaching pay is \$25 per hour. Under part B, we work with the district and in 2017 the pay for non-203 curriculum revision-type work will be \$27 per hour. The problem was with the \$19 for lunchroom supervision, Saturday school, and internal substitution goes to \$25 plus TRS starting in the 2017/2018 school year.

TRS was 9.4% of salary until June 30th of 2016. It is now 9%. The .4% was for the Early Retirement Option (ERO), which no longer exists. The state let the law run out. All active members will be refunded their .4% contributions. Get signed up for a TRS account and find out what your refund will be. The refunds begin 1/1/17. You need to apply for the refund. If you don't apply, the money will sit in your TRS account, but it will not earn interest. You can roll it over into a 403B or an IRA (not sure if traditional and Roth or just traditional). The other option is taking it as salary, but you'll have to pay taxes on it.

GPA Report –

Debbie Sternecky is the new GPA for NUEA. The IEA hopes you can meet with legislators regarding ESSA. ISBE eliminated PARCC for high school, and the IEA wants the PARCC eliminated for all levels. This can't

be done until there is a replacement test, though. NEA/IEA is supporting Hillary Clinton for president. There is a GO Team being put together to promote pro-educational candidates and laws.

Mark wants to be at every Building this year. He encouraged reps to make a date for him to be at a 10-minute meeting this year.

Motion to adjourn. Carman motioned, and Jason seconded.