

.....Minutes from the September 22, 2003 RA Meeting

9/22/03 Monday

call to order: 3:46

Jefferson Junior High School, LRC

NOT in ATTENDANCE 9/23/03 meeting:

Maplebrook and Naper

**Minutes:** Motion by Sue D. and seconded by Greg H. to Approve the August Minutes. Motion carried.

**Treasurer's Report**

Bill Madsen

- Financial Statement
  - Budget Report

Motion to approve the treasurer report by Greg Hand seconded by Holly L. motion carried.

**Email:** reminds the teachers to be careful when using district email to communicate with parents.

**Membership**

David Griffith

Full time 1237, 9 fair share, 52 part time. Total 1289 voting members, Total dues paying 1298. 6 grandfather (not included in fair share).

Question regarding representation (membership) for full time sub. Dave stated that it is an at will position. He will pursue the matter with the legal counsel.

*NUEA Committees*

Stipend Committee

Wayne Anderson

- Members needed for the spring meetings, contact Wayne: Two elementary and one junior high members are needed, one athletic person and non athletic person.
- There is also investigations as to teachers that move into administrative positions should be paid by the administrative funds. Wayne will be meeting with Tom concerning this situation and other issues. We will be looking into this further during the next set of negotiations.
- Contact Wayne Anderson if you have issues with stipends.

NUPACE

Dianne McGuire [Contact Diane](#) for further

information..

- Dianne reviewed the IEA Fact Sheet concerning government pension offset and the windfall elimination act.
- Diane asked that we call Durbin and Fitzgerald and ask them that House Bill 743 must not pass 202-224-2131 (capitol switchboard)
- There is new legislation passed that allows individuals to get the credits for medicare by contacting the district office.

Elections

Pat Fallon

- In your manual there is information on how to become familiar with election procedures. October is called for candidates for IEA general assembly

Insurance

David Griffith

Special Needs

John Cotton

LPDC

Betty Wine

- Every building should have at least two people to act as resource people in your buildings. If you are interested, please contact Betty. Need more BFTs if you find that some of the reps have retired. Training will be in October

Tech

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Indoor Air Quality

Betty Wine

- Betty is resigning and will be covered by Rosanne McInerney?????? Please be vigilant about reporting situations that are not being resolved. Or called Tom Malamos (????) spelling check these.

Professional Growth

John Noe

- Johns asked for volunteers from this committee from the high school and junior high. Contact John for any concerns regarding professional growth.

### President's Report

David Griffith

- **Fair Share Notices** – As of 9/10/03, NUEA is in compliance with the IELR law regarding Fair Share members and notification. The notices were to be posted in all building by Friday, September 12, 2003. The first dues deductions shall take place on the September 26<sup>th</sup> paycheck.
- **Insurance** – John Cotton and I attended an Insurance Meeting recently where Allen Albus discussed recent developments regarding our health insurance plan.
- **BSSI Online** – Effective October 1, we are testing a new site online where members can check the status of their claims online. If things work well, all correspondence will be done online. The rationale is that all teachers get computers, and there would be a cost savings from people not handling the paperwork and postage savings. Benefits-sys.com
- **Drugs** – The cost of drugs is approaching 20% of the total cost of the plan. The past 12 months, has seen a cost of 1.8 million dollars. The current mail order plan requiring members to place their orders through serve You is costing the plan and this was not expected. The committee agreed to remove the “requirement” on maintenance drugs. Members can still place their orders through Serve You at the cost of 1 co-pay for 3 months, or they may simply go their local drug store on a month to month basis.
- The plan is spending more than 1 million dollars per month. The increase of premiums that will occur in October is 12%. This is the same increase as last year. We can expect the insurance will be a major topic for negotiations that will start next year.
- I have received several calls from members who are interested in joining the insurance plan as their spouses' companies are dropping family insurance. If you are involved in a “life change” such as this, you have 30 days to sign up for the insurance program. (life change: divorce, death, job change)

Open enrollment is for all new employees, they have 30 days to join without being concerned about pre existing conditions.

- Allen has a proposal to deal with insurance during negotiations. As what we do in negotiations more or less dictates insurance changes for the other 3 locals, he proposes a more formal structure whereby the insurance committee would research insurance and make suggestions for changes to the NUEA and Administration during NUEA negotiations. Vote on the committee is dependent of percentage of participation in the insurance plan. The 4 locals have been meeting to discuss the composition of the committee and is in the process of clarifying its charge...

Contact Dave Griffith if you are interested in serving on this committee.

- **TRS and Sick Days** – Bob Ray and I met with Dr. Leis to discuss the issue regarding lifting the cap of sick leave and retirement. On the issue of lifting the cap, it seems to be rather straight forward and can be done, but the issue of giving sick days to those who have been capped is a more complex issue. The district has not kept compiled records of employee attendance and is concerned about legal issues of equity. There is an interpretation that the issuing of sick days need not be linked to an employee's actual attendance record. Dr. Leis and Gayle are looking at a couple of ideas and we will be talking again real soon. He does understand the urgency of the issue in regards to those who will be retiring next year. We have until December to make this decision.
- **Retirement** – The IEA is working hard to obtain the passage of the extension of ERO to 2010. There is a coalition of groups including the school administrators working together on this. The IEA does have concerns about the ramifications of the articles in the Tribune and Sun-Times about the 20/20. While there is not a bill to limit 20/20 in the legislature yet, there has been talk among the legislators to limit the amount of the enhancement, to say 5/5. The

IEA is keeping a keen ear out for this topic and may put out an emergency call for help should such a bill show up.

- **Salary Schedule Freezes** – It is critical that members do not allow themselves to become frozen on the salary schedule due to not meeting the requirement of taking 6 credit hours in 5 years. Members assume that once they satisfy the requirement they will then be moved up to where they should have been had they been frozen. **THIS IS NOT THE CASE. THE PRACTICE IS TO MOVE UP TO THE NEXT STEP WHEN THE REQUIREMENT IS SATISFIED.** This has always been the practice of the district and can only be changed through negotiations.
- **Salary Verification** – It is also very important that all members double check their salary verifications when they do come out. There have been mistakes, and the District can only go back in the current fiscal year when the mistake was found to pay this difference. Conversely, the District can only go back in the same year if the employee has been overpaid to reclaim the overage.
- **Building Visits** – This year, I plan to do my visits a little differently. I plan to come to the buildings for informal walk throughs, Talk with the principal, and meet with the building reps. This may work out better than in the past. However, if you want me in your building to meet with members, please let me know.
- **Instructional and Professional Concerns Committee (IPC)** – We met with the new IPC to determine our agenda for this year. The topics will be working are: Stress, Mentoring, ESEA (No Child Left Behind) and Technology.
- **Email:** several buildings are interested in going paperless. As far as communication with parents, regarding students progress reports, this should be handled only through telephone conversations. Do not put anything that would be going into a cumulative folder into an email.
- **NEA Local President’s Training** – The grant NUEA is receiving from NEA for full time release requires annual training for the presidents and UniServ Directors. This year, the training will be from October 21 through October 25 in Washington D.C.

Raffle winners of \$25 Naperville Gift certificates: : Sue Doenges and John Noe

Ajournment 5:35

submitted by Helen Frank

Attendance:

Marietta Schachtschneider	Beebe
Donna Stevens	Beebe
Greg Hook	Ellsworth
Janelle	Elmwood
Kathy Wrobel	Highlands
Betty Lou Jones	Jefferson
Sonja	Kennedy
Michael McManis	Kennedy
Jennifer Sardone	Kingsley
June Doughty	Lincoln
Diane McGuire	Madison
Carol Vermaat	Madison
Mary Tarpey	Madison
Kathy Angelos	Meadow Glens
Angela Truby	Meadow Glens
Sue Carroll	Mill Street
Sue Doenges	Mill Street
John Meis	NCHS
Janet Everitt	NCHS

Jone Zimnie	NCHS
Bill Madsen	NCHS
Todd Holmberg	NCHS
Todd Ballard	NCHS
Betty Wine	NCHS
Patrick Fallon	NNHS
Holly Lee	NNHS
Beverly George	NNHS
Judy Gratz	NNHS
Wendy Berliner	Prarie
Rick Schrock	PSAC
Lynn Moore	Ranchview
Sara Feltman	Scott
John Noe	Scott
Barb Crema	Steeple Run
Wayne Anderwson	Washington
Helen Frank	Washington