

# Exec Meeting Monday, 4/1/16:

President: John Langlund x

Vice President: Eileen Duhig-Larson x    ESP Vice President: Sandra Cruickshank x

Treasurer/Membership: Erin Roche x    Secretary: Erin Brickman x

<p><u>School of Dual Language</u> Millie Naughton x    Kristi Aguilar x</p>	<p><u>Elementary North</u> Katie Bartel x    Hillary Marchel x Lisa Lasko x</p>
<p><u>Middle South</u> Thom Koch x    Karen Janisch Ryan Manning x    Anthony Dengler x <i>Sandra Cruickshank x</i></p>	<p><u>Middle North</u> Alex Lobb x    Brenda Henriksen x Jennifer Harris    <i>Shelly Goodman</i></p>
<p><u>Elementary South</u> Karen Brennan x    Erin Dingman x Katie Krajewski x    Anna Lykholap <i>Connie Wrobleski x</i></p>	<p><u>Townline</u> Terri Plohr x    Marc Infante x    <i>Jodi Jost x</i></p>
<p><u>Aspen</u> Anne Foley x    Lindsay Gerjol x    Joy Brocks x Michelle Pogachnik</p>	<p><u>Lincoln School</u> Cheryl Sanks    Carrie Strauts</p> <p><u>Tower Building</u> <i>Nathan Hahn</i></p>

CALL TO ORDER: 3:20 PM    Meeting ended at: 4:17 PM

## Meeting Norms:

1. Approve last month's minutes - Motion made by Ryan M, 2nd by Bartel. Passes unanimously.
2. Approve the Budget - Motion made by Ryan M, 2nd by Jost. Passes unanimously.
3. Region Update -
  1. IEA/NA is sponsoring Hillary Clinton for president. Interested? Contact Conrad.
  2. Fredrich's Case will be heard soon by Supreme Court. This is a court case in CA claiming that "Fair share" isn't fair b/c money goes to political issues. The State Supreme Court ruled in favor of the Union, so now it's going to the Supreme Court. With a divided court, the lower court ruling for the unions will likely be upheld, so we are okay for the time being. \*Why is this important? Pay attention to the politics in IL - what are they voting on or trying to pass? We need to stay informed and inform people in our lives. Also— VOTE, VOTE, VOTE in November!
  3. Be careful what you post on social media because we're teachers and ESPs, a part of the community. It could come back and nip you in the behind.
  4. Melinda Bush - amazing - are you interested in helping out with her campaign? Let Conrad know. She's running for state representative in region 31.

5. Region 38 (Beach Park, Round Lake, Zion, Grayslake & Vernon Hills) The region meets once a month to discuss State issues that affect the region and to problem solve regional issues. Then, the Region Chair goes to the state of IL to express any of our concerns and to vote in a way that represents our whole region. IEA is looking to change the structure of the organization with the result being fewer people voting. As a "State Wide Organization", we do not like the direction IEA is going. In their proposed structure, the Chair would have more responsibilities but cannot vote. Why are they proposing this? To save money long term and streamline communication. QUESTION: Where can you read up on that? ANSWER: IEA website: <https://member.ieane.org/content/media/2016/03/2016-PBA-Notice-to-Members.pdf> You need to login in to view the proposals. For questions contact: Eileen Duhig or Erin Roche.

#### Old Business:

1. Bylaw feedback? TL/DL - said 'They're fine with them" We will send out another updated copy. Red is original change and gray is an ADDITIONAL change. We haven't heard from members with any issues so we will send a copy of our by-laws to IEA legal to double check. John needs to make sure all members have access to the bylaws. We will post this on the HEA website!

#### New Business:

1. Are staff able to get into the office after hours?
  1. TL - are in SPED office, DL - in same area as Cume files and can't get in. "After hours is 4pm for DL"
  2. ES - Some doors to the office are locked, some are not.
  3. EN, MSS & MSN - Secretaries have access, but teachers cannot get access after 4
  4. Aspen - on a closet that you can get into via the lounge.
  5. Please ask your SPED teachers if they're able to get into the Blue Folders "after hours"
2. Maternity leave - If you put in for maternity leave you can put in for 12 weeks because that's what FMLA allows (this ensures your position and insurance). \*Here's the issue: A handful of students' cume folders were reviewed and some kids had several years when their teachers were subs, not the "real" teacher. We have a young staff and there is a large number of members out on maternity leave or will be leaving on maternity leave.
  1. Problem: If a requested sub uses their 100 days and then the staff member asks for more time, now we need ANOTHER sub for the students. That's difficult for the students and staffing.

2. If you ask for a certain number of days, be prepared to stick to those days. The following questions here asked by our building reps. **We're still working on the answers.**  
**Thank you in advance for your patience.**

QUESTION: Which teachers are they looking at: HR teachers, specials, related arts? We believe HR teachers at the elementary level.

QUESTION: Why can't we support our members? Can't we reach out to the State and ask them to let the sub stay past their 100 days? We would have to look into this. Different implications: TRS, etc.

QUESTION: Can we up the 30 sick day usage?

CONCERN: Maternity leave (number of days) and insurance (being covered over the summer if the member doesn't return before the end of the school year). ANSWER: We can look into this but that means money will probably have to come out of other areas.

QUESTION: If you're asking for 12 weeks up front and only take 8 weeks - is that allowed? If you ask for 8 and then ask for another 4 will that work? They should, they need to legally give 12 weeks.

QUESTION: Can we get numbers from DO? How many people are really asking for an extension? Not the maternity leave, the extension.

QUESTION: Have extensions been denied in the past?

QUESTION: If a teacher comes back early, is that sub under contract?

QUESTION: What brought the issue up?

QUESTION: Is this a money issue (paying for subs)

### 3. Elections

1. Building reps & Officers for next year - please email Erin Brickman if you no longer want to be a building rep OR if you want to be a building rep - we have room for MORE reps - the more the merrier. Voting will be at the end of May. Rep training at the beginning of the school year - so there's no "fear" in being a rep. Also, SLA (Summer Leadership

Academy) is also a good opportunity to learn about being a building rep. If interested in attending SLA, please contact Erin Roche.

2. Representatives for Region - We will also be voting for our Region in May - we have to vote on who gets to attend the Region meetings. If you want to be a part of Region, you can always attend but you might not be able to vote. If you're interested in attending Region and interested in voting - Please email Erin Brickman and your name will be added to the ballot.

3. Voting on Bylaws - See Old Business #2

4. Last meeting of the year will be at Hitz for our celebration - Are we interested in having our meeting at Hitz? That would mean if there is something private to discuss, we wouldn't be able to conduct that business at Hitz. If there is something that requires a closed room, then maybe we'll have to have it at MSS first and then move over to Hitz. Are we OK with this? YES!

5. Wells Fargo - Because you're a Union member you can get a \$500 refund if your refinancing or getting a new loan with Wells Fargo.

6. Survey will be sent out, same as last year.

School Reports:

#### Aspen

##### Elementary North

1. Students are divided into 4 groups and teachers have to leave their room to pick up one of the groups as students from the other 3 groups are coming back and being left alone in the room. Teachers are concerned for the safety of their students. **What is the principal's response to the concern? We can assist if safety is not being addressed.**
2. Do you know when/if Nick will have his listening tour this Spring? **Nick is planning a spring listening tour**
3. LOP and Support staff are allotted data days during the year, why do classroom teacher's not receive a data day? Classroom teachers feel their work is equal to that of LOP and Support staff, but they are not allotted a data day. **Records day, not data day. There is a high level of legal paperwork. It's not helpful to compare one job to another.**

## Elementary South

### ES ESP

nurse - mandated paperwork - no nurse's aid

- she now has to keep temp/perm records for moving students - no nurse's aid
- photocopy sheets/log from elem to middle - no nurse's aid
- end of year reports to state - no nurse's aid
- dental reports - no nurse's aid
- vision screening PASS/FAIL - no nurse's aid

all the above mentioned items, the nurse still has to run an office with diabetics and students that have injuries etc.... an aid is very much needed. **Nursing needs are being assessed building by building and then looked at via budget constraints. Hopeful for some additions next year. The nurse can ask for overtime. In the contract it states overtime can be approved by the building principal.**

Jobs for August - when do we get notified for ESP's (aids) returning in the new school year. **Not clear on question. All ESP's are being brought back and no significant changes being made. All ESP's will be paid for 1/2 day before start of school year to meet with teacher and learn about students.**

## Dual Language/Townline

Comment:

Thank you from our librarian-she is very grateful for the new books obtained through the HEA jeans fundraiser. Regrettably, our library will be unavailable for checkout for several weeks due to PARCC and MAP testing...

Bylaws feedback: members are fine with minor changes such as wording that only changes should to will. They are more concerned why it seems to take so long for things to be addressed or things having to be brought up over and over.

Questions for next meeting:

1) How can we request (plead for?) another social worker for each of our schools next year? All other schools have at least two SWs, while TL has only one and DL has 4/5. We understand that IEP numbers play a large part in determining the number of SWs, but that doesn't take into account the paperwork to do, all of the 504 students, meeting with students that just need their time with the SW plus the increase in kids due to full-day kindy. The TL SW is stretched way too thin, as is the DL SW who was given her schedule with 20-minute weekly classes for each classroom already filled in to bandaid the fact that 11 teachers have at least one day where they go over contract minutes. The SWs do not have enough time to do their work and meet needs of students. Fyi, this is in regards to the same student that was brought up as a safety concern in January and the response was that a District-level SpEd coordinator would come and talk things over, but they have not heard from anyone. **Request for SW help has been noted. Please make sure your SW is logging their hours and giving that info to DO. Not sure what else to do.**

2) In a related matter, what are teachers to do when they call for help and none is available? A couple of teachers have had a few incidents very recently in which they called for help more than once and no one

came. They have been instructed by building admin to call the office and ask for the Learning Center. At least one incident quickly escalated to a CPI because no one responded in a timely manner. When the CPI call went through, then members of the crisis team responded, but this is extremely stressful when the principal is not available, there is no asst. principal for either of our schools and, as mentioned in #1, the single SW is unavailable. **Have you met with your principal? Is there a plan B? If the principal is unreceptive, please let us know.**

3) While it's nice that admin and the DO "are aware" that class size is an issue (or are they? b/c a couple came into rooms recently and expressed surprise that classrooms had numbers in the high twenties), what is going to be done beyond a discussion when those classes creep up to 28, and 29 students? The principal has her hands tied if she can't hire another teacher or an assistant. Additionally with Powers students added to our building (which no other building has), we have math classes at 32, an art class at 35, teachers who gave up their desks to be able to fit enough spaces for all of the students. This does not make for joyful learning. Numbers are known ahead of time, aren't they? Can we be proactive about hiring more people and not just hope numbers don't go up or wait for parents to complain? **Class size committee should meet with principal now to look at next year. Admin is aware of numbers and staffing is being adjusted.**

4) There are teachers willing to teach out in a trailer to alleviate the space issue in our building. We hope this is still an available option and not a rejected idea because of how it will look. Are aesthetics being valued over what is better for the students and teachers? **All space options are being considered.**

5) Are such frequent AT meetings necessary? What kinds of things are discussed there? Can some of these be done after school? As mentioned previously, it is difficult when there is no admin present in any of the buildings at the same time. As for the Principal Academies, could these be scheduled on days not during school year? (maybe in June or August since most or all principals are 12-months employees?) **Need for admin presence has been discussed. You can call your principal and they will be able to come back to school. Per Nick, there are fewer AT meetings this year compared to last year.**

6) Members are asking for more specific answers to our concerns, not just that "the DO is aware" or "our concerns are being heard". **If the DO says no, then we can keep pushing from there. (For example: Some people weren't going to get the 6% and now they're getting it, Class size - another teacher was hired) Results don't always happen right away and some situations are complicated.**

#### Lincoln

None

#### Middle School North

1. Does the President have to log hours to show completed work for his salary? **No. Position is open every year. President is available to discuss roles and responsibilities any time.**
2. Who does the district use to audit the expenditures of the union? **District has no accountability for union. Totally separate entities. The budget & expenses are given to building reps every month to be shared with at your building meetings. Every year in September the Executive Board votes to**

**approve a new budget and each month it must be approved. Building reps are a part of this process. If you have any questions, please feel free to ask them.**

Middle School South

Tower