

# Hawthorn Education Association

Vol. 1, Issue 2

Educating Your Children with Pride



## Elementary South Reps

ES reps (pictured left to right). **Connie Wrobleski**, Student Secretary for 9 years, HEA ESP rep for 3 years, **Karen Brennan**, Art teacher for 12 years, HEA rep for 2 years, **Anna Lykholap**, ESL/Bilingual teacher for 4 years and 1 year as an HEA rep, **Erin Dingman** Kindergarten teacher for 8 years and 1 year as an HEA rep, and **Katie Krajewski**, PE teacher for 11 years and HEA rep for 2 years.

**T-shirts** - HEA t-shirts were individually wrapped and sorted by: **Erin Brickman**, **Shelly Goodman**, **Mari Kuhel** and **Erin Roche** - thanks ladies! Check out the Science dept. sporting their new shirts - looking good! We will soon have ideas on how we can show our support in the community.

**Calling all HEA members** - Did you know you can be a building rep even if you're a first year teacher or new ESP? Building rep responsibilities include: Serve on Executive Board, Conduct building meetings, Distribute and collect information for the Executive Board, Responsible for holding elections in the building, Enlist membership to fill committee positions and run for elected office, and Meet with building administration to discuss working conditions and building concerns. **Please note: There should be 1 building rep per 15 members, so you would be working with other reps\*\*\***If you're looking to be more involved in your Hawthorn Education Association, please contact Eileen Duhig at: [duhige@gmail.com](mailto:duhige@gmail.com).

## HEA Contract Highlights -

As part of our contract, HEA negotiated to have a handful of committees to make sure that our members voices are heard. The committees are: Certified Evaluation, ESP Evaluation, Class Size, Plan Time, and Professional development.

An update on the CERTIFIED EVALUATION COMMITTEE: Jennifer Harris (MSN) is the Chair of this committee working with Lynn Barkley. The goal of this committee is: to determine what evidence can and cannot be used in an evaluation, to make recommendations to the SB7 & PERA Committees about the tool, to work on a timeline, and to help work out the frustrations of both certified staff and administrators. Through a survey, the committee gathered feedback from other certified staff members to make a list of what is going well and what could be improved or changed.

The next step is to meet with administration and the Consortium for Educational Change (CEC), an organization affiliated with IEA. At this meeting, the teachers and administrators will hear about how evaluations are handled in other districts, and they will have a chance to ask questions about their concerns.

## Important Vocabulary to Know: Right to Work

What does "Right to Work" mean?

Despite a name that sounds like it would generate jobs, "Right to Work" does not guarantee anyone a job nor does it protect anyone from unfair firing or losing part of their salary and benefits. It means that fair-share is no longer an option for people who do not choose to be a part of the union. This can only be created as a state-wide law, and under the Taft-Harley Act, local counties cannot create and enforce ordinances to enact this.

According to [AFLCIO.org](http://AFLCIO.org), when comparing states with right to work laws with those that do not have such laws, states with right to work laws:

- have salaries and median household incomes that are 12 percent less
- have people who are more likely to be uninsured
- have higher rates of poverty
- have rates of workplace deaths that are 54 percent higher

Where am I hearing it?

Bruce Rauner's right to work agenda is to refuse to pass a budget until this is a law in Illinois. He tried to get local municipalities to pass ordinances by promising those places favors and funding, and despite the overwhelming opposition from unions made up of teachers, police officers, firemen, plumbers, construction workers, and others, unfortunately Lincolnshire passed a motion to make Lincolnshire a "Right to Work" zone.

What can I do?

Follow HEA/IEA to find out about efforts to oppose Lincolnshire's ordinance. Stay informed about other areas considering laws and show up to the town hall meetings to let those in charge know why you are opposed to it.

## ESP Corner:

**What is an ESP?** ESP Stands for: Education Support Professional; they are members who take care of our children every day and make sure they have the tools they need to succeed in our schools and classrooms.

**Who are Hawthorn's ESPs?** Instructional Assistants, One-on-Ones, Nurses, Secretaries, School Services Clerks, Library/Media Specialists, Custodians and Maintenance.

NEA has just over 510,000 ESP members & IEA has 29,500 - WOW~

**\*ESPs have their own IEA Website.** Check it out at: <http://www.ieanea.org/members/esp/about-esps/>

### **\*\*ESP of the Year Award:**

This award recognizes an Education Support Professional who has shown outstanding accomplishments in the following areas:

- Involvement in his/her local, state, and/or national association
- Achievements in his/her professional classification
- Promoting public education in the community
- Enhancement of the image of education support professionals in the association, the work site or the community

If you have an ESP you would like to nominate, please do so at:

<http://www.ieanea.org/2015/12/11/2016-esp-of-the-year-nomination/>



**Nominate one of the many  
deserving ESP members from your  
local...**

Dec 11, 2015