

SPRINGFIELD EDUCATION ASSOCIATION

SEAF ACTION LINE

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**THANK YOU FOR YOUR "YES" VOTE ON NOVEMBER 6th.
1% FOR ALL SANGAMON SCHOOLS!**



National Education Week - The National Education Association, SEA's parent organization, was one of the creators and original sponsors of American Education Week. Distressed that 25 percent of the country's World War I draftees were illiterate and 9 percent were physically unfit, representatives of the NEA and the American Legion met in 1919 to seek ways to generate public support for education.

The conventions of both organizations subsequently adopted resolutions of support for a national effort to raise public awareness of the importance of education. In 1921, the NEA Representative Assembly in Des Moines, Iowa, called for designation of one week each year to spotlight education. In its resolution, the NEA called for: "An educational week ... observed in all communities annually for the purpose of informing the public of the accomplishments and needs of the public schools and to secure the cooperation and support of the public in meeting those needs." The first observance of American Education Week occurred December 4-10, 1921, with the NEA and American Legion as the cosponsors. A year later, the then U.S. Office of Education joined the effort as a cosponsor, and the PTA followed in 1938 (NEA.org).

American Education Week is always celebrated the week prior to the week of Thanksgiving, and presents all Americans with a wonderful opportunity to celebrate public education and honor individuals who are making a difference in ensuring all receive a quality education. SEA wants to thank you, specifically. Without you, there would be no union. You are the lifeblood of this organization and this district. We want to thank you by doing anything necessary in order to assure your voice is heard and your professions continuously uplifted.

The IEA Representative Assembly - The The 165th Illinois Education Association Representative Assembly (RA) convenes on April 11, 2019 at the Hyatt Regency O'Hare in Rosemont, IL. The debates and decisions made by the assembled delegates help to guide the direction of IEA for the coming year. All 67 regions of the state send delegates to represent their collective voice at the governance table. Every year at about this time, your local sends out a notification encouraging members to run as a delegate for Springfield (Region 11). This year, SEA is highly encouraging ALL members to run. This is not a popularity contest. This is not a union perfunctory action. This is a chance for you to represent your colleagues, have a say in the governance of your union, meet other educators from all over the state, and receive some top-notch educational training. All delegate's meals, room, and travel are paid for out of our collective union dollars while our reps help push forward our local union and become a better SEA leader. Who's in?



SLO Ride, Take it Easy...

For many, as educators and educational professionals, the task of the Student Learning Objective (SLO) implementation is a weighty task. SEA recognizes your diligence and applauds your lofty goal-setting for you and your students. As you well know, many things continue to impact our educational landscape and the Performance Evaluation Reform Act (PERA) of 2010, which is what spurred SLOs, has been a significant one. That being said, SEA has not removed its hands off the reigns of our collective future.

To further support you with PERA for the future, SEA continues bolstering its involvement in the District 186 SLO / PERA Joint Committee. We will take a hard look at what we are doing; looking critically at whether each piece of the work we are doing collectively is truly helping to foster student and professional growth. According to Illinois School Code, "The district must use a Joint Committee to develop a plan for incorporating data and indicators of student growth into the evaluation plan. The Joint Committee is "composed of equal representation selected by the district and its teachers... (chosen by) the executive bargaining representative of its teachers (SEA)." It also states, "the Joint Committee must also meet at least once a year to assess and review the effectiveness of the district's evaluation plan for the purposes of continuous improvement of instruction and evaluation practices." (105 ILCS 5/24-12(d), amended by P.A. 100-768).

There is no one "right way" of implementing the law, but rather what works best for districts operating in compliance with the law. As we move forward we look to you, the membership from all corners and disciplines of the union, for continued professional input and to join in as we explore what SLO growth and our continued implementation of PERA can and should look like.



Full S + E A m Ahead!

We realize that your job in your school takes 120% of your time and effort. True development of children is an often daunting and exhausting task. However, with the 5% you may have left to give, we are asking that you consider advocating for your fellow members and our professions by being part of a collaborative committee. The union and the district work together in a multitude of areas. Listed are a few ongoing and proposed:

- Special Ed Task Force
- Teacher Evaluation Committee
- Curriculum Council
- Pre-Service (New Teacher) Training
- Consulting Teacher Group
- Calendar Committee
- Community Involvement Council
- Alternative Education Panel
- Equity Group



This varied set of committees clearly demonstrates SEA's potential influence in nearly every different, educational corner of the district. What we see as our next task is to get each and every interested member involved in the arena that they would like to learn more about or lend their expertise to... all while wearing their SEA union hat. Please consider volunteering for one of these or suggesting a colleague who would be particularly well-suited. A strong union is a diverse and active one. Help SEA, your students, and your school by being a part of the decision-making process this year. Volunteer today.

Our Voice in the Crowd - Do you (and your colleagues) have something that might help to move our district forward but are hesitant to express it aloud? Well, according to Article 4, Association Rights and Employee Rights, "Any individual or group of employees may present views and opinions to the Board at a regular meeting after having filed proper notice." Your rights... your voice... your union. Let's work together to find our collective SEA voice again. Union strong!

Insurance Update - The Year's First Glance

District 186 is self funded insurance group. "Self-funded health care, also known as Administrative Services Only (ASO), is a self insurance arrangement whereby an employer provides health or disability benefits to employees using the company's own funds. This is different from fully insured plans where the employer contracts an insurance company to cover the employees and dependents. In self-funded health care, the employer assumes the direct risk for payment of the claims for benefits. The terms of eligibility and covered benefits are set forth in a plan document which includes provisions similar to those found in a typical group health insurance policy. In practical terms, Self-Insured employers pay for claims out-of-pocket as they are presented instead of paying a predetermined premium to an insurance carrier for a Fully Insured plan. Typically, a self-insured employer will set up a special trust fund to earmark money (employer and employee contributions) to pay incurred claims." (BCBS.com) There are several reasons why employers choose the self-insurance option. The following are the most common reasons:

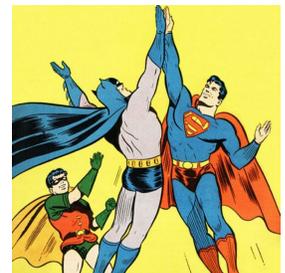
- The employer can customize the plan to meet the specific health care needs of its workforce, as opposed to purchasing a 'one-size-fits-all' insurance policy.
- The employer maintains control over the health plan reserves, enabling maximization of interest income - income that would be otherwise generated by an insurance carrier through the investment of premium dollars.
- The employer does not have to pre-pay for coverage, thereby providing for improved cash flow.
- The employer is not subject to conflicting state health insurance regulations/benefit mandates, as self-insured health plans are regulated under federal law (ERISA).
- The employer is not subject to state health insurance premium taxes, which are generally 2-3 percent of the premium's dollar value.

In October, your SEA insurance representatives convened with the rest of the District 186 Insurance Committee, a representative decision making body of all groups of employees who the district insure. Your current SEA insurance reps are Christine Sanders (ELC), Tammy Ziemont Montavan (GMS), Mindy Daley (Wilcox) and David Peeler (LHS) and Aaron Graves. Also present were representatives from Local 15 (kitchen staff, custodians, secretaries), Operations and Maintenance staff, administrative, and others from the district at large.

The initial meeting was an update on our current status. With the guidance of Mariat Cline from RW Troxell sales, a representative from Blue Cross Blue Shield (BCBS) and Joe Bascio (District 186 CFO), we analyzed our status in terms of overall claims. Unfortunately, we have declined from a multi million dollar surplus in early 2018 to \$1.5 million deficit. According to detailed analytical work from Troxell and BCBS, this is due to an abundance of high cost claims which are taking us collectively beyond the funding we have secured to cover said claims for the calendar year. We will be meeting again in December 14 to further analyze and plan the way forward. Please share your concerns or thoughts with anyone from the committee as we progress.

House District 99 - Two Good Guys

The evening of October 23rd, the president of New Berlin Education Association, the Abraham Lincoln Retired Chapter President, and the SEA President came together to interview candidates for House District 99. This is the seat Sara Wojcicki Jimenez is stepping down from as she accepts a new position with HSHS. Democratic candidate Marc Bell and Republican candidate Mike Murphy, each Chatham residents, came into the IEA PDC and lobbied for a recommendation. Both are by all accounts great guys, interviewed well, are dedicated public servants, and are pro education and union. After two extensive interviews, it was our unanimous stance that either would make a fine candidate, and our local recommendation to IPACE was to maintain a neutral position on this election. SEA hopes that we have voiced the local's overall opinion and welcomes your input on this and any other political matters for the future. We have provided a link to an article from the Illinois Times about these public servants to help you learn as much as possible before you take to the ballot box on November 6th. Now go vote!!!





Bargaining Beginnings - On the very first pages of your SEA Contract, Statement of Purposes, it states, "The Board and the Association believe that professional negotiation is basic to the development of a high level of morale and understanding on the part of all who are associated with the program of the schools... The greatest good to all associated with schools and the achievement of the highest objectives of the schools will be achieved when the

parties approach each other in a frank and open manner with all discussions conducted in good faith by all parties involved." It goes on to say that "All the individuals employed by the schools are legitimately concerned with the development of policies, rules, and regulations affecting their particular responsibilities, and consultation and involvement of district personnel is an important means of promoting the welfare of the school district."

Clearly, the union, board, and administrative members who developed this language at the bargaining table long ago believed it important enough to include at the very beginning of the contract... and so does your current SEA governing body. As SEA carefully develops its negotiation/bargaining team members, we seek every member's input on what else is important to you. As we have done thus far, we encourage open lines of communication with your building AR, will continue to visit buildings through scheduled and unscheduled visits, be open at all times to emails and phone calls, and welcome you at any point to attend your monthly SEA Association Representative Meetings the second Tuesday of every month. SEA strong!

SEA Equity Work - This past weekend at the IEA PDC, several SEA members met alongside district administrators traversing the difficult bridge of equity. Your union dollars are hard at work pushing this desperately needed piece of social justice. Please know that your local, state, and national union (SEA/IEA/NEA) are the single current driving force of this movement as we seek to gather others who may be willing to have the difficult discussions, commit the energy to helping heal racial tension and bring about the upliftment of all within our schools and community. If this sounds like something you may be passionate about, please reach out through your building AR or directly at SEAPresident186@gmail.com. Together we are stronger!

Calendar of Events

November

- 1 Sick Bank, 1900, 4:00 p.m.
- 5 BOE, 1900, 6:30 p.m.
- 12 Veteran's Day - No School
- 13 AR/Exec Meeting, PDC, 4:20 p.m.
- 13 High School Solutions, 5:30 p.m.
- 14 Sp. Ed, Solutions, PDC, 4:20 p.m.
- 19 BOE, 1900, 6:30 p.m.
- 20 Grievance, PDC, 4:00 p.m.
- 20 Middle School Solution, FMS, 3:30 p.m.
- 22/23 Thanksgiving - No School
- 27 Exec Meeting, PDC, 4:20 p.m.

December

- 3 BOE, 1900, 6:30 p.m.
- 4 SEA Equity Collaborative, PDC
- 6 Sick Bank, 1900, 4:00 p.m..
- 8 Ho, Ho, Holidays Sweater Party, Curve, 6:00 p.m.
- 11 AR/Exec Meeting, PDC, 4:20 p.m.
- 17 BOE, 1900, 6:30 p.m.
- 18 Grievance, PDC, 4:00 p.m.
- 21- Jan 1 Winter Break - No School



