

SEAF ACTION LINE

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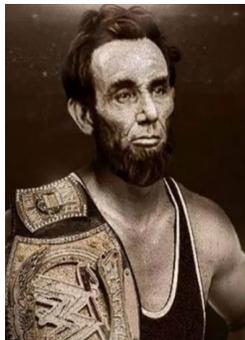
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Collective Bargaining - Your Union... Your History

As defined by the National Education Association, "Collective bargaining is a mutual exchange of positions followed by agreement that enables a group of employees with a "community of interest" to negotiate a binding written contract with an employer. It gives workers a voice in their workplace and has become a respected approach, valued by employees and employers in the private sector and throughout various levels of government." There are four basic reasons to engage in collective bargaining. First, it achieves greater involvement in the decision-making process and strengthens shared governance. Secondly, it more clearly defines conditions of employment, including a fair and effective grievance process to resolve disputes. Third, it achieves a negotiated, collective agreement that is stable, secure, and legally binding. Finally, it increases legislative advocacy, lobbying, presence, and pressure.

The term "collective bargaining" was first coined by Beatrice Webb, an English sociologist, economist, socialist, labor historian and social reformer in the late 19th and early 20th centuries. Back home, in 1935, Congress passed the National Labor Relations Act (NLRA), that established the practice and procedure of collective bargaining in America. The Act declared that "protection by law of the right of employees to organize and bargain collectively safeguards commerce from injury, impairment, or interruption, and promotes the flow of commerce by removing certain recognized sources of industrial strife and unrest." Following the congressional action, collective bargaining, was put into law in many states in the 40s and 50s with laws to regulate organizing, bargaining, and settling disputes for public workers. Since then, it has offered an organized and transparent system to raise interests and resolve disputes and is practiced world-wide. Currently, teachers in 34 states and the District of Columbia, ESPs in 32 states and DC and higher education faculty in 28 states and DC have the legal right to bargain.

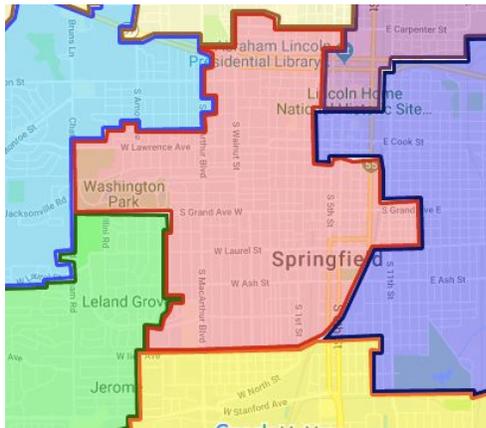
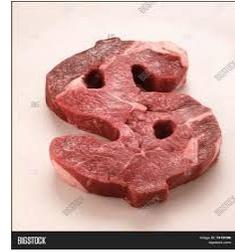
Your local union, SEA, was chartered under the umbrella of the Illinois Education Association in 1961, from a collective desire of members within District 186 and has engaged in the collective bargaining process with District 186 since. On the eve of Labor Day, we want to celebrate our collective voice and what we are able to accomplish together. This is your union. Springfield Education Association.



[Your Union, Your Community, Your Corner](#) - Together, we passed the 1% county-wide referendum, helped repeal the 3% pension cap, pushed for a \$15/hr minimum wage law and lobbied for a \$40,000 teacher minimum salary bill that just passed. It has been a banner year for our members and it did not happen by accident. Your involvement was the key to each and every one of these things and your grit and tenacity continue to move public education and our union forward. In order to advance, we would ask that you like and share with all of your friends the "SEA: For Our Kids and Community" page <https://www.facebook.com/SEA4kidsandcommunity/> [#standing4students](#). And, be vocal about what you and your colleagues are worth during bargaining. It is no time to be humble or shy. SEA leads the way!

Tentative Budget, No Contract

- At the August 16 BOE Meeting, the following was announced: "Notice of public hearing notice is hereby given by the Board of Education of Springfield School District No. 186, in the County of Sangamon, State of Illinois, that the Illinois State Board of Education Form 50-36, [Tentative Budget for District 186](#) for the Fiscal Year beginning July 1, 2019, will be on file and conveniently available for public inspection at 1900 West Monroe Street, Springfield, Illinois in the School District from and after 8:00 o'clock a.m., on the 16th day of August, 2019. Notice is further given that a public hearing on said [Tentative Budget](#) will be held at 6:30 p.m., on the 16th day of September, 2019, in the Board Room of this School District. Dated this 13th day of August 2019. Board of Education Springfield School District No. 186 In the County of Sangamon, State of Illinois. We look forward to seeing our SEA members there, wearing "red for ed" and ready to ask the obvious question, Wouldn't it make more sense to settle a contract BEFORE they pass a budget?"



Subdistrict 5 Switcheroo

- Subdistrict 5 is the most central subdistrict of 186, forming a cross-like shape directly in the middle of town (shown left in red). Donna Moore officially stepped down from her duties as School Board Member of that subdistrict, stating that her family is moving and thus she cannot represent the District in that capacity any longer. SEA would like to thank Donna for her commitment to our District.

The sitting school board members will vote on a temporary Board member to serve in Mrs. Moore's place until April 2021, which is the official end of her term. To be appointed to fill a 186 School Board vacancy (or elected), a person must be at least 18 years of age, a resident of the state and District for at least one year preceding the appointment, a registered voter, not a

school trustee or treasurer and shall not be a child sex offender. Finally, the candidate must be from the particular Sub-District for which they are applying or running for. There are five citizens (Katherine Eastvold, Tiffany Mathis, Amy Madigan Brown, Amber Boone and Nathan Mihelich) who have tossed their hat into the ring as a potential Subdistrict 5 Board Member. All have outstanding resumes and are doing great things in the community already. Please reach out and thank them for volunteering.

Sunnier Side of the Street

- Just last Spring, SEA was advising members to carefully consider their retirement options, under what was a 3% pensionable cap conundrum. Enacted under past leadership at the Statehouse, any member of TRS (administrators too) who announced their retirement after Aug 27, 2019 was to be capped at a salary increase of 3% (that the



State of Illinois would pick up in annuity). Anything outside that would fall on the local district, thus preventing many from improving their financial lot in life because the financial onus would fall back of the local district. Only, with a concerted grassroots efforts from SEA and Normal Unit 5, a contingency of other involved union members statewide, along with a core of IEA staff and your IEA elected state leadership, we pushed back on law-makers and the Governor to bring about the return of a 6% (and far more reasonable) cap. So as you are kicking back with your friends and family this holiday weekend, know that your union and any involvement you had in lobbying legislators or contacting the governor or being involved in the political process made that happen. Next targets... Fair Tax reform, FMLA for all ESPs and the Tier 2 Retirement System!

[People ARE Listening](#) - Dial in to Jim Leach (Director of News/Talk 94.7 & 970 WMAY) reporting on what is important to you, the community and our students. We HAVE support in the community and they believe in our members, our mission and our cause. #standing4students
<https://www.spreaker.com/user/midwestfamilybroadcastingspi/jim-leach-show-sea-contract-083019>



[Crosstown Class Traffic](#) - According to Article 11.4 of your SEA/BOE mutually agreed upon contract, "Every attempt will be made to limit academic class size to a 27 - 1 ratio. No class in grades K-5 shall exceed 31. No class in grades 6-12 shall exceed 33 except in special education, physical education, driver education, business education, music, team teaching, individualized instruction, and similar programs. High School teachers shall have a student load maximum of 165 students. All alternative education sites shall have a class size limit of 15... in special education, rules and regulations, Administrative

Code and School Code will define the rules which govern special education placement... speech and language pathologist caseload size will be developed in compliance with the Illinois State Board of Education recommended guidelines... and, the limit of high school and middle school P.E. class size (is) 45 students per teacher per period."

Furthermore, upon such overage, "The principal will notify the Superintendent or his/her designee. The classroom teacher or Association Representative will notify the SEA President or his/her designee. This notification will be completed within five student attendance days of the initial violation. The District has a grace period of 10 student attendance days (15 if at the beginning of the school year) from the day the overage occurs to resolve the class size violation without grievance from the Association." Please exercise your rights and what is best for students by ensuring that each site administrator and the District work diligently along with SEA to follow the intent of this bargained agreement. Many of our student populations have deficits that need addressed. More individualized attention and smaller class sizes is the only logical answer. Doing what is best for children IS pushing for smaller class sizes. Plain and simple.

[Equity Work](#) - Your SEA Minority Solutions Team is building off the work we began last year and has set off at full speed on a purposeful journey in equity for the 2019-20 school year.

To date, one or both of the SEA Minority Solutions Chairs have come into buildings last year to engage in conversations with minority members about what is going right and wrong in the union and the District. We ran our first ever minority concerns survey just weeks ago (to members with accurate emails on file), asking specific questions to SEA minority members of the District. We recently approved a sponsorship to the HBCU College and University Fair at the Union Baptist Church, to be held Oct 15 to promote secondary education for our students. We have crafted specific language and pushed hard at the bargaining table, in an effort to purposely inject other like-minded SEA members into the minority (and other hard to staff) recruitment and retention process. We have rebooted the SEA Alternative Education Committee, in absolute understanding that a majority of our District students in the alternative education program are of color, and that our alternative education system needs targeted energy and support. We have made a transparent and verbal commitment to the School Board inviting them to help improve our adult relations within our own union and school district. And finally, we are doubling down on our SEA equity efforts with our IEA expert resources, such as Sherri Jones, as we begin the process of training our own members to mend the fjords of personnel and student race relations, with scheduled quarterly Equity Fellowship Meetings. Together we are stronger!



Please reach out to Aaron Graves, at SEAPresident186@gmail.com, and the Minority Solutions Chairs Doug Collins and Juan Morrison, at solitaryque96@yahoo.com and jlmlarue@yahoo.com, if you are interested in getting more involved in this important work.

Training For Members - Every year the IEA offers (free to our members) diverse and dynamic professional development opportunities. This fall the IEA is offering a live webinar series, an online book study, and in-person regional workshops. We also partner with the [Ed Leaders Network](#) to provide online training opportunities. The Ed Leaders Network is available to all Illinois educators at no cost. The IEA continues to add new professional development opportunities throughout the year and announces these in the IEA Member Newsletters. Register for these events today!

Sept. 10 Make Your Voice Heard: Every Student Succeeds Act Update Webinar: Learn more about the state accountability system and what you can do to ensure the success of every student in your school and community. [Register today!](#)
<https://newsyoucanuse.ieanea.net/wp-content/uploads/2019/08/Fall-Pro-Dev-Flier-7-29-2019.pdf>

Sept. 24 Non-Exclusionary Student Discipline: Understanding the Law Webinar: Learn what Public Act 099-0456 (i.e., Senate Bill 100) requires and discuss non-exclusionary alternatives to suspension and expulsion. [Register today!](#)
<https://newsyoucanuse.ieanea.net/wp-content/uploads/2019/08/Fall-Pro-Dev-Flier-7-29-2019.pdf>

Oct. 7 The IEA Fall Book Study begins, Our next book will be *Drive: The Surprising Truth About What Motivates Us* By Daniel H. Pink. [Information and registration.](#)

Oct. 15 Introduction to Non-Exclusionary Discipline for Adolescents Webinar: Explore non-exclusionary discipline for adolescents. This webinar will introduce the classroom practices associated with restorative practices and prosocial skills training. [Register today!](#)
<https://newsyoucanuse.ieanea.net/wp-content/uploads/2019/08/Fall-Pro-Dev-Flier-7-29-2019.pdf>

Oct. 19 Foundations of the Next Generation Science Standards, IEA Bloomington Office: Learn about the foundations of the Next Generation Science Standards (NGSS) and what they mean for your classroom. Explore the philosophical shifts that led to the creation of the NGSS, as well as their architectural structure and progression across all grade levels. Explore instructional strategies – scientific drawing and Visual Thinking Strategies (VTS) that support students in thinking critically and analyze how these strategies align to the NGSS science and engineering practices. This workshop is a collaboration with The Field Museum. <https://newsyoucanuse.ieanea.net/wp-content/uploads/2019/08/Fall-Pro-Dev-Flier-7-29-2019.pdf> and [register today](#)

Calendar of Events

September

2 Labor Day - No School
3 BOE, 1900, 6:30 p.m.
5 Sick Bank, 1900, 4:00 p.m.
10 AR Meeting, PDC, 4:20 p.m.
16 BOE, 1900, 6:30 p.m.
17 Grievance, PDC, 4:00 p.m.
19 MS Solutions, PDC - 4:00 p.m.
* 20 SEA "Celebrate Our ESPs" Social
24 Exec Meeting, PDC, 4:20 p.m.
27 - Teacher Institute - No Students
27 - Fall Break Begins - S View / Graham

October

3 Sick Bank, 1900, 4:00 p.m.
3 ESP Solutions. PDC, 4:00 p.m.
8 AR/Exec Meeting, PDC, 4:20 p.m.
7 & 21 BOE, 1900, 6:30 p.m.
15 Grievance, PDC, 4:00 p.m..
22 Exec Meeting, PDC, 4:20 p.m.
24 - Early Dismissal P/T Conf.
25 - P/T Conf.
31 Halloween
* All meetings at IEA PDC
(3440 Liberty Drive) unless noted.



* September 20, SEA will be sponsoring our first ever ["Celebrate Our ESPs"](#) Social. All 1250 SEA members are invited! Food and drinks will be provided as we cut loose a bit and celebrate and build bonds of collegiality and friendship. If you have a teacher assistant, COTA, brailist, interpreter, security professional or ESP you would like to honor, please let your ARs or SEA Executive Committee members know ASAP.

