



Joint Faculty Association House of Representatives

X	5	Stephen Hogan	President / R56 Chair	X	2	Jen Bylut	BR	X	3	Colleen Curran	OF
X	5	Kara Williams	Vice President	X	4	Pete Cichon	BR		3	John Cullnan	OF
X	5	Renee Yunker	Secretary		1	Iveth Flores-Ramirez	BR		4	Peggy Hooper	OF
X	5	Amy Elias	Treasurer	X	4	Christina Coppage	BR	X	1	Mike Daluga	OF
X	5	Kara Bucci*	Negotiations	X	4	Andrew Rybarczyk	BR	X	4	Kevin Farrell	OF
	2	Heather Gatton*	Grievance	X	3	Willus Vivian	BR			Matthew Spreadbury	OF
X	5	Greg Fitch	Region C Rep.	X	4	Jamilah Adebessin	HC	X	1	Keith Huhn	TP
X	5	Megan Ipema	Region C Rep.	X	5	Michele Collins-Smith	HC		2	John Pfeffer	TP
X	4	John Stevens	Elections / Region C Rep.		4	Rob Fantozzi	HC		2	Adam Pries	TP
X	5	Barbara Wade	E.M Rep.		3	Kris McManus	HC	X	2	Tammie Schultz	TP
X	5	Ryan Welbourn	E.C.E. Rep		4	Tifanie Mulchahy	HC		1	Lauren Brazel	TP
X	5	Mark Furstenau*	Evaluations		4	Steven Ramel	HC			Melissa Heniff	TP
	2	Valerie Gardner	UniServ Director						1	Kelsey Nelon	OS

*per JFA Bylaws, non-voting House Member

^per JFA Bylaws, attendance does not affect quorum

Attendance (X) at this meeting/ Running Totals from attended meetings in current school year

Call to Order - 3:45 PM

Roll Call & Approval of October Meeting Minutes (Yunker)

- **Motion: Vivian, W.; Rybarczyk, A. - Passes**

Motion to Approve Meeting Agenda w/ Flexibility

- **Motion: Elias, A.; Welbourn, R. - Passes**

Officer/Chair	Report and/or Actions	Notes
Vice President (Williams)	<ul style="list-style-type: none"> ● Communication Updates <ul style="list-style-type: none"> ○ Building Rep Pictures w/ Jamilah Adebessin Mason (Nov) ● Professional Council Concerns <ul style="list-style-type: none"> ○ QR Codes <ul style="list-style-type: none"> ■ Bremen ■ Tinley Park 	<ul style="list-style-type: none"> ● Send photos to Kara if you do not want to get your picture taken by Jamilah <ul style="list-style-type: none"> ○ No concern from Tinley Park ○ Bremen is still concerned with grading the ACT essay. <ul style="list-style-type: none"> ■ The building administration stated

	<ul style="list-style-type: none"> ■ Hillcrest ■ Oak Forest ■ Delta 	<p>they are aware of the concern and looking to rectify this issue.</p> <ul style="list-style-type: none"> ○ Hillcrest will have an upcoming concern with parking lot ○ Oak Forest concerned with SIP time arrival <ul style="list-style-type: none"> ■ Building administration stated it is a contractual requirement per D. Goggins. ○ No report Delta
Treasurer (Elias)	<ul style="list-style-type: none"> ● Treasurer's Report (Motion) 	<ul style="list-style-type: none"> ● Motion to accept report and account summaries: <ul style="list-style-type: none"> ○ Elias, A.; Ipema, M. -passes
Elections (Stevens)	<ul style="list-style-type: none"> ● Dec 11 Local and Region Elections 	<ul style="list-style-type: none"> ● Elections coming up on December 11th done through elections runner ● Space for up to 6 write ins <ul style="list-style-type: none"> ○ 3 from HFEO ○ Megan Ipema will be running for JFA ● Early Career Alternate - No Nominations <ul style="list-style-type: none"> ○ If you know anyone, please reach out.
iPace (Fitch)	<ul style="list-style-type: none"> ● School Board Deadline for Candidate Submission 11/18 ● Seeking School Board Election Committee members ● TRS Trustee Petition 	<ul style="list-style-type: none"> ● Official candidates will be shared in December ● TRS petition linked below for Heather and Sean
Evaluations (Furstenau)	<ul style="list-style-type: none"> ● Followup Dates - Nov 25 & Mar 10 	<ul style="list-style-type: none"> ● Will be meeting on Nov 25 to discuss "I Can" statements ● C. Williams wants to discuss school personnel on informal/formal evaluation process ● Pushing SDI co-teaching method in classroom for Sped teachers and it does not seem to fit the rubric ● Concern about 1:1 meetings being evaluated for social workers
Workload (Ipema)	<ul style="list-style-type: none"> ● SPED Teacher Resolution re: IEP Meetings 	<ul style="list-style-type: none"> ● Worked with administration to get the IEP meetings resolved and the case managers will not be running meetings.
Region 56 (Ipema)	<ul style="list-style-type: none"> ● Burroughs Scholarship 	<ul style="list-style-type: none"> ● Bargaining Basics training upcoming
Class Size (Hooper)	<ul style="list-style-type: none"> ● Committee Meeting Previous Week 	<ul style="list-style-type: none"> ● Expecting the meeting report by the end of this week

<p>Ethnic Minority (Wade)</p>	<ul style="list-style-type: none"> ● EMELT 2024 Report ● EM November Report ● 2025 HCR Award Nominations ● Punished for Dreaming Book Study 	<ul style="list-style-type: none"> ● Native American Heritage Month <ul style="list-style-type: none"> ○ Resources provided in the report ● Book study starts January 22nd and PD hours will be given ● Nominations due by December 6th ● <i>Barbara Wade stated she will be running as a write in for the RA</i>
<p>Early Career (Welbourne)</p>	<ul style="list-style-type: none"> ● Tier II Lobby Day <ul style="list-style-type: none"> ○ Readout Session from Attendees 	<ul style="list-style-type: none"> ● November 13th Lobby Day <ul style="list-style-type: none"> ○ Potential follow up date in the spring ● Spring Retreat for Early Career Educators posted at all buildings
<p>President (Hogan)</p>	<ul style="list-style-type: none"> ● Academic Focused Meetings <ul style="list-style-type: none"> ○ Arbitration Award ● Professional Courtesy Discussion 	<ul style="list-style-type: none"> ● See award that clarifies information, but the district administration has been challenging the award stating they can meet 1 time a year. This could likely occur in another grievance. ● Concern has to do with meeting about failure rates, especially during preparatory periods. <ul style="list-style-type: none"> ○ IEA has provided steps to respond to these meetings. ● JFA is gathering evidence to prepare for further litigation. ● When a meeting is requested, it is suggested a JFA representative is present and if necessary reported to grievance. ● Building rep shared that there are not enough Tier II services to necessarily help students. Data is being gathered, but what is offered does not qualify for the next Tier. ● Document any informal communication and get as much in writing as possible. ● Either talk to your colleagues when students bring forward concerns or reach out to the president, so he can talk to that member for the purpose of professional courtesy.
<p>Negotiations/ Grievance (Bucci & Gatton)</p>	<ul style="list-style-type: none"> ● Potential Grievance Investigation ● SW Impact Bargaining 11/19/24 ● Impact Bargaining vs Grievances: What's the Difference? 	<ul style="list-style-type: none"> ● Representing social workers with new mandates. Update will follow at the next meeting. ● Anyone can file a grievance <ul style="list-style-type: none"> ○ Timeline: 20 days from the date of the violation ● Impact bargaining must go through the JFA since it requires agreement for a potential MOU. <ul style="list-style-type: none"> ○ Timeline: 6 months



Outstanding Concerns, Questions or Requests for the Executive

- House Members
 - Supervisions being assigned to the DLC and requiring them to open up tests. This is above the requirements of taking attendance and this is a credit awarding course. Concern that it is reducing certified staff, as well.
 - This happened previously and they agreed to not unlock tests.
 - This seems to only be an issue currently at Bremen.
- Adjournment: 4:58PM
 - **Motion: Wade, B.; Smith, M. -passes**

2024 - 2025 JFA House Meeting Calendar - 3:45PM start*

2024:	19 Aug	16 Sept *	21 Oct *	18 Nov	16 Dec
2025:	13 Jan*	10 Feb*	17 Mar	21 Apr	19 May

* non-3rd Monday of the month

* virtual meetings to be held at least once per semester term or at the discretion of the JFA House

IEA General Announcements

Message from NEA: As we know, our colleagues, their families, students and communities in Florida, Georgia, South Carolina, North Carolina, Virginia, and Tennessee are reeling from the devastating impacts of Hurricane Helene. We are assisting affiliates in their efforts to conduct member wellness checks, our NEA GR team is in contact with FEMA, and our colleagues at NEA Member Benefits have moved quickly to set up a GoFundMe page for donations to help our members in the impacted states. Donations can be made at: gofundme.com/f/nea-hurricane-helene-relief-fund.

IEA TRS Trustee Petition Help Needed!

The IEA Board of Directors is recommending **Heather Becker** and **Sean Casey** in the upcoming TRS Board of Trustees election. There are two seats up for election this spring and we need your help to secure the required number of petition signatures to get our IEA colleagues on the TRS ballot. Please take a moment to sign both petitions for Heather and Sean. The links to do that are below. *(Share with members)*

- [Heather Becker, Rushville, IL, Illinois Education Association \(IEA\)](#)
- [Sean Casey, Richmond, IL, Illinois Education Association \(IEA\)](#)

Punished for Dreaming Virtual Book Study (January 2025) - Registration Now Open!

Jan 22 - Feb 26 - Mar 26 - Apr 30 - May 21, 7pm-8:30pm, CST

Join IEA's RSJ/TL Department for a 5-session book study focusing on Dr. Love's account detailing the impact of 40 years of racist public school policy on generations of Black lives and the road map she offers for repair, with transformation for all children at its core! **The FIRST 100 IEA MEMBERS committing at the abolitionist level will receive the book for FREE!**

- [Punished for Dreaming Trailer](#)
- [Book study postcard](#)
- [Register Here](#)

Burroughs Annual Education Scholarship: A [\\$2,500 college scholarship](#) for high school seniors heading to college is being funded by Woodruff Johnson Evans & Haugen. Applications will be accepted through Jan. 31. [Visit the link for more information.](#)

2025 IEA Representative Assembly - Student performers needed!

If you have any student groups interested in performing at the RA, either live or via recording, please forward this link to them. We are asking for submissions by January 15, 2025, and if a group plans to submit a recording, those will be due February 15, 2025. Thanks for your help! [Student Performer Survey](#)

IEA RA Assistants needed!

IEA is accepting applications from IEA members to be RA Assistants for the 2025 IEA Representative Assembly at the Hyatt Regency O'Hare in Rosemont from March 13-15, 2025. The RA Assistant positions available for the IEA RA include door monitors, distributing materials, information desk, and helping with IEA elections. **The deadline for submitting RA Assistant applications is midnight on January 6, 2025.** Only non-delegates can be considered for these positions and RA Assistants must be available to work all shifts throughout the RA.

If you know anyone who may want to volunteer as an RA Assistant, please have them apply at this weblink: [RA Assistant Application](#).

2025 Summer Leadership Academy RFP

The 2025 Summer Leadership Academy will be held July 28-31, 2025 at Illinois State University Bone Student Center in Normal, IL. We are looking for presenters who can deliver training sessions in the areas of bargaining, grievance, organizing, equity, political action and leadership development. Please consider submitting sessions which will help our local leaders & members prepare for the upcoming 2025-2026 school year.

The sessions layout will be similar to last year - 1, 2, 3 or 6 hour sessions to be held on Tuesday afternoon, all day Wednesday & Thursday morning. Six-hour sessions will tentatively be held on Wednesday, July 30. Anyone interested in submitting for a session should complete the [Summer Leadership RFP](#) by Jan. 15.

IEA RA Professional Development RFP Now Available! The 2025 IEA Representative Assembly Professional Development RFP is now available! If you or someone you know would like to be considered to present a 1-hour professional development session at the IEA Representative Assembly on Thursday, March 13, 2025, please [complete the RFP using this link](#). The RFPs are due no later than Dec. 2.

IEA Accountability Indicators Survey: The Illinois State Board of Education has a multi-measure accountability system that considers school and student group performance on multiple Academic/Student Success and School Quality indicators to determine a school's summative designation. IEA would like to hear your perspective about the state's accountability indicators to help inform our advocacy. Please [take five minutes to complete this short survey](#).

Disability Rights and Inclusion Online Learning Community: Educators have the power to dismantle disabling environments and provide equitable access and opportunity for persons with disabilities. In NEA's new online learning series, educators will learn more about how to become a more inclusive educator, to challenge biases and undo ableism in our education system, and to adapt an asset-based mindset to ensure that our schools are accessible and inclusive for all. Access the online learning series [here](#).

Educational Resources: The [Illinois Holocaust Museum and Education Center \(IHMEC\)](#) has developed quality non-cost educational resources and experiences for all grade levels including mobile virtual reality trunks, online teaching trunks, online field trips, and online professional development opportunities for educators. Please review and share the attached fliers outlining these resources with your colleagues.

- [Online Teaching Trunks](#) (All grades!)
- [Mobile Virtual Reality Trunks](#)
- [Online Field Trip: "In Our Voices"](#)

New Illinois Comprehensive Literacy Plan Resources: ISBE has announced the release of the following new Literacy Toolkit Resources that support multilingual, bidialectal, and newcomer students:

- o [Considerations for Teaching Literacy Instruction of Illinois Multilingual and Bidialectal Learners Presentation](#)
- o [Considerations for Multilingual and Bidialectal Learners Handout](#)
- o [Considerations for Support of Newcomer Students Handout](#)

Join us for the 37th National NRCVP Virtual Conference: We are thrilled to announce the dates for the [37th National NRCVP Virtual Conference!](#)

Mark your calendars for February 21-23, 2025. This year's theme, "Paraeducators: Where the Magic Happens!", promises to be an inspiring and enriching experience for all attendees. This year's conference will provide an exceptional opportunity for paraeducators, interveners, teachers, administrators, and related service providers to come together, share knowledge, and explore new ideas. Our virtual format ensures that you can participate from anywhere, making it easier than ever to join in on learning and networking. You can find further details and register through the QR code [here](#).

Request for funding applications are being accepted for the following conferences:

2025 NEA ESP Conference

- o Date: March 21-23, 2025
- o Location: Louisville, KY
- o [Application](#) due by Dec 1

2025 Higher Ed Conference

- o Date: March 14-16, 2025
- o Location: Philadelphia, PA
- o [Application](#) due by Dec 1

2025 NEA Leadership Summit

- o Date: March 7-9, 2025
- o Location: Detroit, MI
- o [Application](#) due by Dec 1

Code of Conduct Policy

IEA has adopted a Standards of Conduct policy to ensure that all of our gatherings are welcoming to all and free from discriminatory, harassing or otherwise unacceptable behavior. Discrimination or harassment based on race, color, ethnicity, religion, sex, age, national origin, sexual orientation, disability, gender identity or expression, or any other characteristic protected by law will not be tolerated. If you experience any discriminatory, harassing or otherwise unacceptable behavior please report the incident to any member of the JFA Executive Board. Thank you for your commitment to ensuring a positive event for all.

Bremen District 228 Joint Faculty Association (JFA) House of Representatives

JFA Officers, Committee Chairs & At-Large Positions:

President	Steve Hogan (OF)	Vice President	Kara Williams (HC)
Secretary	Renee Yunker (TP)	Treasurer	Amy Elias (HC)
Ethnic Minority	Barbara Wade (HC)	Early Career	Ryan Welbourn (BR)
District Evaluations	Mark Furstenau (OF)*	IPace	Gregory Fitch (HC)
Grievance	Heather Gatton (OF)*	Negotiations	Kara Bucci (HC)*
Region 56 Representatives	Megan Ipema (TP), John Stevens (OF), Gregory Fitch (HC)		

*per the JFA Bylaws, non-voting House Member

JFA Association Building Representatives:

Bremen	Tinley Park	Hillcrest	Oak Forest
Jen Bylut	Lauren Brazel	Jamilah Adebessin - Mason	Colleen Curran
Pete Cichon	Melissa Henniff	Michele Collins - Smith	John Cullnan
Christina Coppage	Keith Huhn	Rob Fantozzi	Mike Daluga
Iveth Flores-Ramirez	John Pfeffer	Kristine McManus	Kevin Farrell
Andy Rybarczyk	Adam Pries	Tifanie Mulcahy	Peggy Hooper
Willus Vivian	Tammie Schultz	Steven Ramel	Matthew Spreadbury
Delta/Offsite Representative - Kelsey Neylon			

Member References:

<ul style="list-style-type: none"> • BHSD228 Board of Education Meeting Calendar • BHSD228 2024-25 School Calendar • BHSD228 Retirement Requests 2024-2028 • IEA Learning Portal • NEA Member Benefits • Region 56 Bylaws (effective January 2024) 	<ul style="list-style-type: none"> • JFA Collective Bargaining Agreement (23-27) • JFA Bylaws (effective March 2024) • IEA Attorney Referral Program • IEA Member Center • IEA Successes in History • Our Collective Bargaining History Video
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Explore no-cost virtual mental health services through the **NEA Mental Health Program**

- Access AbleTo's Self Care+ program through an **easy-to-use mobile app**
- On-demand evidence-based tools, guided meditations and breathing exercises
- **Personalized and curated content based on your unique needs**
- Weekly wellness check-ins, habit tracking, mood tracking and more!

Learn More
neamb.com/mentalhealth



Exclusive to NEA members, the NEA Members Insurance Trust offers NO-COST ACCESS to the NEA Mental Health Program.

nea *Member Benefits*

