

Our Dues Making a Difference

(Continued from page 3)

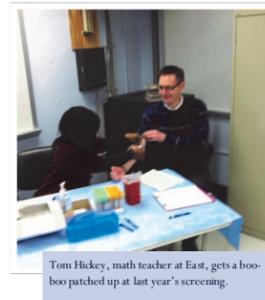
to help honor our retirees at East's retirement dinner, and West's retirement luncheon.

- We've donated \$2500 to East and West's Health Clubs
- In 2011 and 2012 we donated \$3500 to East and West's athletic depart-

ments to help purchase banners for the gymnasium.

We will continue to use a small portion of our dues to give back to the community every year. Look for updates in subsequent issues of *The Union Messenger* to see how our dues continue to make a difference.

FACULTY HEALTH SCREENINGS



The Belleville East Health Club will again be conducting faculty health screenings on January 2.

Tom Hickey, math teacher at East, gets a boo-boo patched up at last year's screening.

The New Evaluation Process

(Continued from page 2)

started to spread that the vast majority of teachers in our District would no longer be rated as excellent, that most could only expect to get a rating of proficient, a rating of three on our new four point scale.

While it is accurate that the "Danielson Model" does reserve a rating of excellent for those teachers who are truly exceptional, what is not true is that this model is being used as the basis for this year's evaluations. In fact, the Danielson model, if it is used at all in our District, and it may not be, will not be used until the 2014-2015 or 2015-2016 school year. The District is not required to implement a new evaluation system until that time, and neither the administration nor the Union is in any rush to speed up the process.

For those familiar with the PERA time-

line, more alarming than the District's requirement to adopt a new evaluation system by 2016, at the latest, is the stipulation that this new model include student growth as a measure of teacher performance. Just how this will happen is the subject of much debate, but certainly the implications of tying student test scores to teacher evaluations is a frightening concept for educators across the state.

For now, members of Local 434 can relax about pending evaluations. As Dr. Dosier has repeatedly assured us, the majority of our teachers have consistently been rated as Excellent, and they can expect to continue to be rated as Excellent until the District adopts new criteria for evaluating them. If the world does come to an end in 2012, as many prognosticators have predicted, it will not be the result of District 201's teacher evaluations.

Local 434 Executive Council Members

President—Curt Caswell

Vice President—Norm Dahn

Past President—Carol Harms

President-Elect—Cyndi Oberle-Dahm

President of Aides—Mike Chase

President of Secretaries—Joy Mueller

Secretary—Tammie Hettenhausen

Treasurer—Brenda Kelley

Parliamentarian—Mary Barteau

East Building Rep—Brad Schmidt

West Building Rep—Brett Patterson

Calendar—Lee Meyer

Constitution—Kristin Demond

District Budget & Finance—Matt Casper-Bassler

Grievance—Jeff Boyles

Health and Safety—Taree McGee and Cindy Thompson

Insurance—Rich Hodson

Legislative/COPE—Pat Watkins

Membership—Cindy Thompson

Nominating and Elections—Jen Stenger

Public Relations—Lucas Spriggs

Professional Issues—Mike Anderson and Lisa Quandt

Technology (ad hoc)—Christina Roedl

SWAC—Paul Fraser

SWICLC—Paul Fraser



The Union Messenger Local 434

BELLEVILLE HIGH SCHOOL FEDERATION OF TEACHERS

Inside this issue:

Union Members Help Rebuild a Local Theater	2
Our Union Dues Making a Difference in the Community	3
Dinner Night with Legends	3
The New Evaluation Process	3
The Edge Hosts This Year's Holiday Party	4
Faculty Health Screenings Return This Year	4

ATTN: Local 434 Members

Don't forget to vote for your negotiating committee on **Monday, December 3**, from 7:30 a.m. – 4:00 p.m.

The ballot box will be located in the main office at East and in the Production Center at West.



— Jen Stenger

Message from the President

by Curt Caswell

HAPPY HOLIDAYS!!! We have just finished Thanksgiving break, and I'm sure that we are all looking forward to the Christmas/New Year's break! My comments here are somewhat eclectic – basically an update of various things. I will attempt to give you the gift of brevity; however, after you read all of this, you may conclude that I owe you one.

First, we won on Amendment 49!!! This was a big win for us in terms of rendering ineffective one avenue of attack on our pensions. Thanks for all that you did to represent our position! In addition, almost all (maybe all) IFT-backed, local can-

didates won; hopefully, we have some reliable "friends" staying in or going to Springfield. Our legislators are back in Springfield for the veto session. It seems that gambling is much more news-worthy than pensions right now, but anything can happen. We'll get word to you as appropriate. Also, I appreciate all of the information that you provide to me. The pulse is sometimes hard to determine, so information is invaluable.

Second, the "new" evaluation process is upon us this year. This should not look much different than in previous years. It is not really that new because the most signifi-

cant change is that the evaluation instrument now has a 4-level rating for each attribute; the attributes are the same as before. The "really new" Danielson model, with all that it entails (including student growth), is coming. Although administrators have been trained on this **new** system and we (Union and Administration) have been involved in ongoing discussions regarding it, we are still at least a couple of years from implementation. Brad Schmidt's section has some more detail.

Third, a Negotiating Committee election is slated for December 3rd.

(Continued on page 3)



Union Members Join Together to Help Rebuild The Village Theater By Cyndi Oberle-Dahm

The Illinois Federation of Teachers created a contest last year titled The Ultimate Makeover. The Village Theatre won this award for the entire state of Illinois.

The goal is to use the IFT and community resources to rebuild something that benefits the disadvantaged.

Local 434 (our local), as well as the locals from East St. Louis and Cahokia are working with the IFT to rebuild the theatre. Several workdays have occurred this fall, including one on October 28th where Curt and myself were able to meet with the IFT President Dan

Montgomery. James Clayborne and Jay Hoffman also came to help that day, as well as local media.

“When we help by giving our time, it improves our image in the community. It also feels good to know that working together, we can make a difference!”

We would like to urge you to volunteer some of your time as there will be workdays in the near future. This is a worthy endeavor as The Village Theatre holds 96 workshops and 12 live stage productions each year. It also gives many youth a place to go where they can learn and flourish in a

nurturing, safe environment.

When we help by giving our time, it improves our image in the community. It also feels good to know that working together, we can make a difference!

On another note, I am happy to be your President Elect, and I look forward to serving on my first negotiating committee. It is important for all of us to stick together, and it is important to remember that we are here for you as friends, as well as for union representation. Hope to see you at The Edge on December 7th for our holiday party!

The New Evaluation Process By Brad Schmidt

While most teachers in District 201 recognize the serious implications of the Performance Evaluation Reform Act (PERA) passed in January of 2010, few are familiar with the timeline for implementation of the process. We all know one important thing: evalua-

tions will matter. What many don't know, though, is that evaluations may not matter just yet, or, more precisely, may not matter this year any more than they ever have.

As our teachers began to learn that the administra-

tion was being trained on a new evaluation model, Danielson's *Framework for Teaching*, alarm bells started to sound. When department chairs were invited to attend a Danielson orientation, the fears of many seemed to be confirmed.

Word

(Continued on page 4)

BELLEVILLE EAST AND WEST BOOSTER CLUBS' "TURF DINNER"

"A NIGHT WITH THE LEG- ENDS"

434 Union members, get your **discounted tickets** to enjoy dinner with a few local legends and help put turf on the football fields!

Local 434 has generously agreed to donate half the cost of each \$50 dinner ticket for this event sponsored by the Belleville East and West Booster Clubs.

Union members will only pay \$25 of the \$50 ticket price!

Dan Dierdorf, Bob Goalby, and Mike Shannon have been invited to speak at the event, which is being held at Fischer's Restaurant.

Date: Wednesday, December 5th.

Time: 6:00 pm cash bar and dinner at 7:00

Purchase tickets from your athletic director:

Jim Loyet @ BE

Bill Schmidt @ BW

Message from the President

(Continued from page 1)

Cyndi Oberle-Dahm and I are on the Committee by virtue of our offices. I thank the eight candidates for their interest and look forward to working with the five winners. As soon as the new Negotiating Committee is established and situated, we will be in touch.

Fourth, I refer you to the *Our Dues Making A Difference* section. It should be of interest to all of you because it is your money! The Executive Council diligently deliberates over the use of this money. We attempt to distribute it for discretionary purposes, on your behalf, to support worthy causes. We don't do this to gain recognition, but we are mounting a new initiative to get recognition as reciprocation, and publicize our efforts. We want other stakeholders to view us as partners in

the education of our students, not just "selfish/greedy" teachers. Putting our "money where our mouth is" goes a long way to this end.

"[P]rofessionalism, diligence, courtesy, collegiality, and solidarity have served us well and will continue to do so."

Fifth, beyond the use of your money, we have a project entitled the "Ultimate Makeover" which has heretofore been nonmonetary. This is a State-wide IFT program whereby we and other local education unions along with local trade unions give time, work, and maybe money. Cyndi's section has more on this.

Sixth (and last), note that the Christ-

mas Party is Friday, December 7th. Although time moves quickly and we are nearing the end of this semester, it takes **A LOT OF EFFORT** to get here. It would be great to see you on the 7th to celebrate and close out the semester!

In conclusion, it is easy to represent such a fine group as yourselves (some of you are pretty familiar with my sense of sarcasm, but I really mean that)!!! We have victories and disappointments behind us, and we have some of each of them ahead. However, professionalism, diligence, courtesy, collegiality, and solidarity have served us well and will continue to do so. I thank the other Union leaders and all of you for your help and support. My fervent hope is that you and your loved ones experience a Merry Christmas and a Happy New Year!!!



Our Dues Making a Difference

by Lucas Spriggs

It's important that the public knows that we, as a union, give back to the community, and that we are more than just a group looking out for ourselves. The stronger our ties are to the community, the more they support us in return. Therefore, each school year, our Local 434 contributes to various programs, charities, and projects. A lot of this happens behind the scenes, and we don't always know when and where our dues are making a difference in the district and the community, so we've elected to provide you with a list of contributions that Local

434 has made in the past three years :

- Just recently, we made a contribution to help pave East's walking trail and resurface West's tennis courts.
- Between 2010 and 2012, we provided East and West students with six scholarships worth a combined value of \$12,000.
- Between 2010 and 2012, we donated \$1500 to both East and West to help provide students with a safe environment for celebrating after the prom.
- In 2011 and 2012 we donated

\$600 to help make the Race for Character a success.

- By donating half the cost of every \$50 dinner ticket purchased for 434 members, we're helping to fund the Booster Clubs' project to turf the football fields.
- In June of this year, on behalf of one of our members, we donated \$500 to the Susan G. Komen foundation.
- In 2011, we donated \$500 to the Cohlmeier Children's Trust.
- In the last two years, we've donated \$1000 (Continued on page 4)