

A vertical red bar is on the far left, and a vertical blue bar is to its right. In the background, there is a large, faint circular seal of the Illinois State Board of Education. The seal features a hand holding a quill pen, with the words 'STRENGTH' and 'UNIVERSITY' at the top and 'DEDICATION' at the bottom.

Welcome to D97 & OPTA

an affiliate of Illinois Education Association &
National Education Association

Introductions

Stephanie Suerth - Co-President, 6-8 French, Brooks

Debbie Tomalis - Co-President, 1st Grade, Lincoln

Gabby Rosenblum - VP Elementary Schools, K-5 Music, Beye

TBD - VP Middle School,

Rory Utter - Secretary, 3rd Grade Co-Teacher, Longfellow

Jim Hayward - Treasurer, 3rd Grade, Mann

Matt Hanser - IEA Uniserv Director, Region 46



Why Join OPTA

Advocacy & Support

OPTA advocates on behalf of our members, our students, public education, and other issues that impact our members in our states and surrounding states.

OPTA is a collective bargaining agent.
*Negotiations started in January 2022.

OPTA provides supports via mentoring, contract interpretation, committee work, and social gatherings.

Member Benefits

- Free life insurance
- Car Insurance
- Renters Insurance
- Home/Auto Loans
- Travel Discounts
- Shopping Discounts
- Student Loan Forgiveness
- Club Memberships
- Cell Phone Service
- Discount Tickets
- AND SO MUCH MORE!!!

nea Member Benefits
neamb.com



Click the logos to access websites.



THANK A UNION

1. Weekends
2. Paid Vacation
3. FMLA
4. Paid Sick Leave
5. Child Labor Laws
6. Social Security
7. Minimum Wage
8. 8 Hour Work Day
9. Overtime Pay
10. Health & Safety OSHA
11. Health Care
12. Dental
13. Vision
14. Collective Bargaining
15. Breaks
16. Wrongful Termination Laws
17. Age Discrimination Laws
18. Raises
19. Sexual Harrasment Laws
20. American Disabilities Act
21. Holiday Pay
22. Military Leave
23. Equal Pay Act
24. Civil Rights
25. Workers Comp

AFL-CIO



Ways to Connect

Building Meetings:

Association Reps will host monthly meetings. You can ask questions, share concerns, or just listen for information.

Meetings of the Membership:

Whole OPTA gatherings dedicated to sharing information.

Thursday October 5

EMAIL:

OPTA updates and surveys are communicated to your personal email on file.

Facebook: Look for upcoming events, opportunities, reminders.

OPTA [Private Group](#)
OPTA [Public Page](#)

OPTA Website:

Officer/ Committee lists, collective bargaining info, links to resources and events.

www.opta97.com





Seeking Support



#1 - Review our CBA*

CBA = collective bargaining agreement → OUR CONTRACT

- **You have a voice! We want to empower you to use it.**
- You should have been provided a hard copy.
- You can also find it:
 - D97 [Human Resources Webpage](#)
 - OPTA Website → [Collective Bargaining Agreement](#)
- **BOOKMARK IT TO ALWAYS HAVE HANDY**



#2 - Association Reps (in your building)

[Contact the Full Association Representative Team](#)

| Building | Representatives | Term |
|----------------------------|---|-----------|
| Beye | Chelsea Hosler and Mandy Von Bokern | 2022-2024 |
| Brooks | Katy Alejos and Georgia Tsaganos | 2022-2024 |
| Hatch | Andrew Righeimer | 2023-2025 |
| Holmes | Jessica Colella, Jennifer Jaros, and Mike Dolan | 2022-2024 |
| Irving | Kara Sakellaris and Sue Tresselt | 2023-2025 |
| Julian | TBD | 2023-2025 |
| Lincoln | Corynne Romine | 2022-2024 |
| Longfellow | Allison Nelson, Lindsay Golemes, and Molly Graber | 2023-2025 |
| Mann | Jim Hayward and Stella Turi | 2023-2025 |
| Whittier | Julie Dunn and Natalie Campbell | 2022-2024 |

Please visit
www.opta97.com to
access email links.



#3 - Vice Presidents & Exec Board

Please visit
www.opta97.com to
access email links.

Contact your Full Executive Board

| Position | Contact | Term Length |
|---------------------------------------|------------------------------------|-------------|
| Co-Presidents | Stephanie Suerth Debbie Tomalis | 2023-2026 |
| Vice President for Elementary Schools | Gabby Rosenblum | 2023-2026 |
| Vice President for Middle Schools | TBD | 2021-2024 |
| Treasurer | Jim Hayward | 2021-2024 |
| Secretary | Rory Utter | 2021-2024 |
| Ethnic Minority Representative | Rebecca Meilinger | 2023-2025 |
| Ethnic Minority Representative | TBD | 2022-2024 |
| Member at Large | Jenny Raia | 2022-2024 |
| Member at Large | Kara Sakellaris | 2023-2025 |



#3 - Vice Presidents & Exec Board (cont'd)

Please visit
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| | | |
|-------------------------------|---------------------------------|-----------|
| Region 46 Representative | Jim Hayward | 2023-2025 |
| Region 46 Representative | Aaron Jerkatis | 2023-2025 |
| Region 46 Representative | Hannah Boudreau | 2022-2024 |
| Region 46 Representative | Stephanie Suerth | 2022-2024 |
| Appointed Minority Caucus Rep | TBD | 2022-2023 |
| Membership Chair | Debbie Tomalis | 2023-2026 |
| Legislative Chair | TBD | 2023-2026 |
| Grievance Chair | Lary Grimaldi & Hannah Boudreau | 2023-2026 |
| Communications Chair | Stephanie Suerth | 2023-2026 |



#4 - Ed Council (non-contract curriculum concerns)

[Contact the Elected Education Council Team](#)

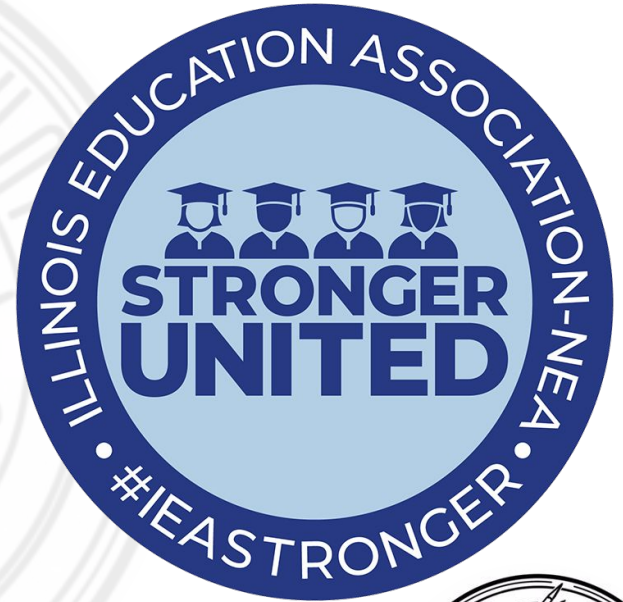
| Building | Representative | Term |
|-------------------|-----------------------|-------------|
| Beye | Mark Bulger | 2023-2025 |
| Brooks | Katy Alejos | 2023-2025 |
| Hatch | Kelly Valle | 2022-2024 |
| Holmes | Jen Jaros | 2023-2025 |
| Irving | Emile Williams | 2022-2024 |
| Julian | TBD | 2022-2024 |
| Lincoln | Rachel Weber | 2023-2025 |
| Longfellow | Jenny Raia | 2022-2024 |
| Mann | Rhapsody Armstrong | 2022-2024 |
| Whittier | Sondra Nelson | 2023-2025 |
| Minority-at-large | Nicole Grant | 2023-2025 |
| Minority-at-large | TBD | 2022-2024 |
| Special Education | Jill Wilhite | 2022-2024 |

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access email links.



#5 - Uniserv Director (and/or IEA Legal)

- Learn and know our contract
- Advocate on behalf of our members
- Review Board (of Education) Policy
- Support at district level with admin
- Advise our bargaining team
- AND SO MUCH MORE



Is it a gripe or a grievance?

GRIEVANCE

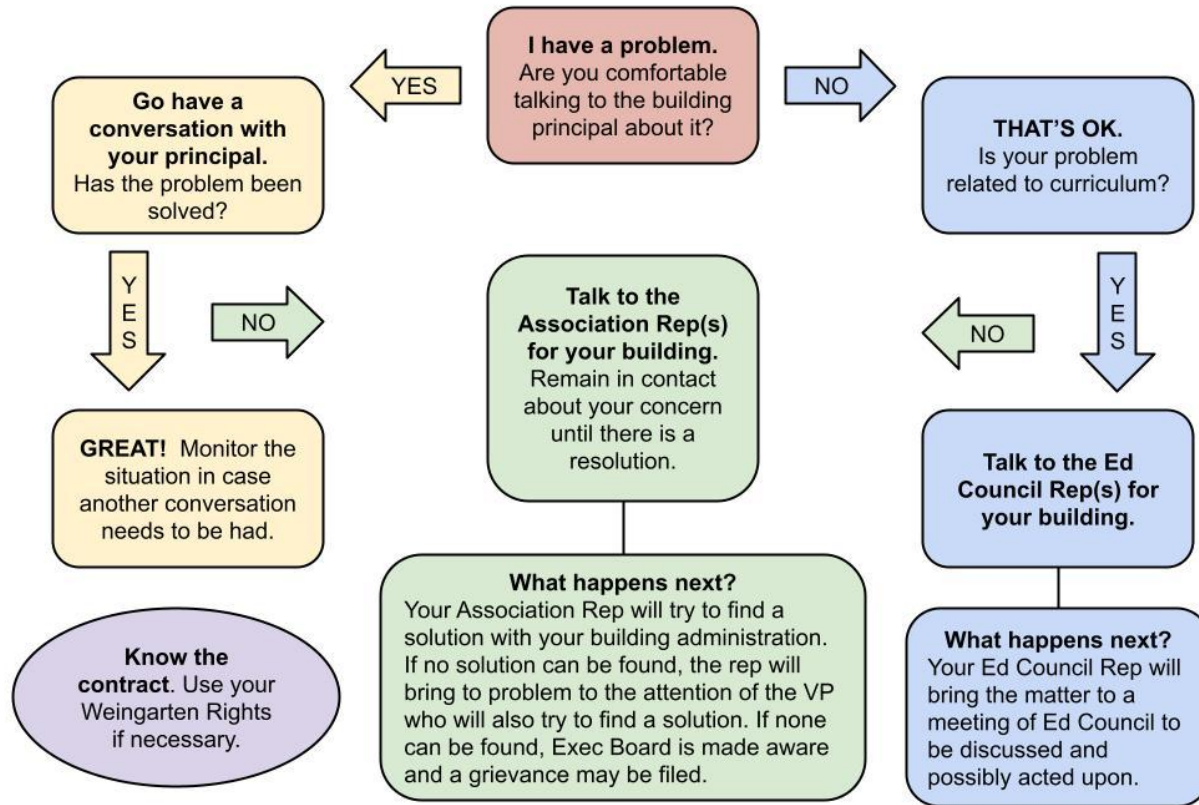
- Has already occurred (no grieving future possibilities)
- Violation of contract language (not following the contract or its intention)
- Not able to be resolved by talking to administration, AR, or Executive Board
- A formal (legal) complaint

GRIPE

- Something that has upset you, but there is no contract language existing around it
- A general complaint (ie: your supervisor yells at you, not liking the schedule, etc)
- A problem you have with the contract as it is stated
- An informal accusation



OPTA Concern Reporting Flowchart



Know Your Rights

Even the simplest question or statement provides you with the same protection as reciting your full Weingarten Rights

Should I call my Union Rep?

WEINGARTEN RIGHTS

If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I request my union representative or shop steward be present at this meeting. Without representation, I choose not to answer any questions.

*** Discussion can mean conversation, telephone call, meeting, zoom chat, etc.

*** You should never be asked to waive these rights for any reason.



Contract Highlights



Always Know Where to Find Our CBA

- **You have a voice! We want to empower you to use it.**
- You should have been provided a hard copy.
- You can also find it:
 - D97 [Human Resources Webpage](#)
 - OPTA Website → [Collective Bargaining Agreement](#)
- [BOOKMARK IT](#) TO ALWAYS HAVE HANDY



Evaluations

Pages 16-17
Appendix D

-You will be formally evaluated twice during your first four years. Informal drop ins are common practice throughout the district.

-You should be notified within the first week of school as to who will be your evaluator

-Pay close attention to timelines and make sure your contract is being followed



Salary

Pages 20-35

[Base Salary 22-23](#)

[Approved 403\(b\) Vendors](#)

[Employee Service Portal](#)

[Staff Portal](#)

- Base Salary (Bands)
- Educational Recognition
- ISBE Endorsements
- National Board Certification
- Retention Recognition
- Leadership Roles
- 403(b) and district match

**Check and *SAVE*
your Components of
Compensation Sheet
(email) annually.**



Insurance

Pages 28-29

[BenefitSolver](#)

- ❑ We are part of an Education Benefit Cooperative
- ❑ All employees pay a portion of their premiums
- ❑ BOE pays a share and you pay a share
- ❑ Benefits are renewed or waived yearly in the Spring, don't forget!



Leaves

Pages 35-40

[OPTA Leave Documents](#)

- 13 sick days, donate 1 to sick bank upon hire
- 4 may be used for personal days (and if not used, can be used as sick days)
- 5 religious observance days
- Bereavement Leave
 - 3 days for immediate family
 - 1 day for non-immediate family
- Unpaid Leave
- Parental Leave/FMLA
- Short term/long term
- Sick Bank



Planning Time

Pages 10-11

- ❑ Related Service Providers/
Instructional Coaches
- ❑ You make your schedule
- ❑ Teachers
 - ❑ 300 minutes a week
 - ❑ 240 individual planning
 - ❑ 60 minutes team/dept
 - ❑ Minimum 30
consecutive minutes a
day
- ❑ Compensation for missed
planning time



Meetings

Pages 9-10

- ❑ 4 Institute Days
 - ❑ 8AM - 2PM
 - ❑ 30 Minute Lunch
- ❑ Up 18 Meetings on Wednesdays that are no longer than 75 mins. in length
 - ❑ See Professional Learning Committee's document for dates and locations.
 - ❑ Communicate with team/grade level leader to be sure you know when and where you are meeting



Technology Tips



Remember...

- ❑ As public employees, everything can be FOIA
 - ❑ Using the District's technology at school and home
 - ❑ Using your personal device on the school's network
- ❑ Keep your social media accounts private
- ❑ Know Board Policy 6:325
 - ❑ *All use of the District's electronic networks must be: (1) in support of education and/or research, and be in furtherance of the goals stated herein, or (2) for a legitimate school business purpose. Use is a privilege, not a right. Students and staff members have no expectation of privacy in any material that is stored, transmitted, or received via the District's electronic networks or District computers*



Involvement & Resources



OPTA Committees

- Negotiations Support Committee
- Sick Leave Bank
- Grievance
- Insurance (District)
- Minority Caucus
- Legislative
- Calendar (District)
- Teacher Evaluations (District)
- Membership
- Communications/Public Relations
- Early Career
- Elections
- Social



Professional Development Opportunities

- ❑ IEA / NEA offers Professional Development in various areas.
 - ❑ In-person at Lombard Office
 - ❑ IEA Online Learning Portal
- ❑ Most trainings are free
- ❑ CPDUs/CEUs may be offered



Conference & Workshop Opportunities

IEA One Conference - October

Ethnic Minority & Emerging Leaders Training - Nov

Opportunity Coalition's Leaders for Just Schools

Illinois Activist Training Weekend - April

IEA Representative Assembly - March/April

IEA Summer Leadership Academy - July

NEA Racial & Social Justice Conference - June/July

NEA Representative Assembly - July

AND SO MUCH MORE!!!

Our working
conditions
=
Your child's
learning
environment



Early Career Educators & SCORE Grants

- ❑ Score Grant: Encourage early career members and their local associations to collaborate and create opportunities for community service projects or school projects
- ❑ PD workshops, conferences & un-conferences
- ❑ Networking opportunities



Click the logos to
access websites.



Leaders for Just Schools

- ❑ Build a national network of educators who are prepared to advance equitable outcomes for students.
- ❑ Created by educators for educators
- ❑ Networking opportunities



Click the logos to
access websites.



Questions?

Stephanie Suerth

ssuerth.iea@gmail.com

THANK YOU!

WELCOME!

Remember to contact your
Association Reps or Exec Board
with any questions!

HAVE A GREAT SCHOOL YEAR!

