



October 15 & 16, 2010

25th Annual IEA-ESP Conference
Doubletree, Oak Brook
1909 Spring Road
Oak Brook, IL 60523
630-472-6000

Illinois Education Association-NEA



Illinois Education Association – NEA
25th Annual Professional Conference
October 15 & 16, 2010
Doubletree Hotel, Oak Brook, Illinois

ESP Conference Guest



PAULA MONROE

Executive Committee

NATIONAL EDUCATION ASSOCIATION

Paula Monroe, a high school secretary in Redlands, Calif., was elected to the National Education Association's (NEA) Executive Committee in July 2007 for a three-year term.

With two decades of education experience, Monroe has been a champion for public education and school employees at the local, state and national levels. Before being elected to the NEA Executive Committee, she served two full terms on the NEA Board of Directors as well as nine years as president of the Redlands Education Support Professionals. She also served as president of the California Education Support Professionals and on the executive board of the National Council for Education Support Professionals.

Monroe is a native of Colorado and has attended school in North Carolina, Colorado, and North Dakota. She was a parent volunteer in her daughter's kindergarten class, which led to her start in Redlands Unified School District as a computer lab paraprofessional at Mentone Elementary School, where she worked for eight years. She has served in numerous leadership roles in her local association including site representative, grievance chair, bargaining chair, and others.

As a strong advocate for an inclusive organization, Monroe is credited with being a driving force behind the vote in June 2006 to change the bylaws of the California Teachers Association to include education support professionals as full, active members. Her belief that "together we are better" and that every educator deserves respect for their roles in helping students succeed was recognized when she was presented with the CTA President's Award for Exceptional Service in 2006.

Monroe and her husband Mike reside in Redlands, Calif., and have three grown children and two grandchildren.

The NEA Executive Committee consists of nine members—three executive officers and six members elected at-large by the Representative Assembly. The committee is responsible for general policy and financial interests of NEA and acts for the NEA Board of Directors in between the Board's four regularly scheduled meetings each year.

ESP Conference Guest



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25th ANNUAL IEA-ESP CONFERENCE
PLANNING COMMITTEE

1. Vickijo Almgreen, Technology Assistant, Rolling Meadows High School, District 214
2. Dr. Stacy R. Burroughs, Education Support Director, Illinois Education Association
3. Natalie M. Cooper, Dawes School Age Child-care Site Director
4. Tim Crawford J.D., Director of Program Development, Illinois Education Association
5. Jackie Gentles-Coley, Secretary, Haven Middle School, District #65, Region 41
6. Vera Gill, Paraprofessional – Transition Site, SPEED SEJA #802
7. Angela Harkless J. D., IEA UniServ Director, Region 41
8. Ardeen Harris, High School Para-Prof, ESP Council Northern Area Rep., Antioch CSD 117
9. Connie Joniec, Special Education ESP, Community Consolidated School District 54
10. Bob Kramer, Multi-media Specialist, Township High School District 214
11. Rosemary Majerczyk, Retired Special Education ESP, School District 54
12. Aisha McBride, Paraeducator, Special/Regular Education, Evanston-Skokie School District 65
13. Ameenah Maclin Muhammad, Career Resource Specialist, Rich Township High S. D. 227
14. John Piechocinski, Head Custodian, Plainfield School District 202
15. Amanda Plunkett, Program Development Administrative Assistant, Illinois Education Association
16. Debra Reuther, Plainfield School District, Plainfield South High School
17. Linda Sales, President, HESPA, Teacher Paraeducator, District 152, Harvey, IEA Region 27
18. Deborah Smith, School Age Child Care Director, Bessie Rhodes Magnet School
19. Kellie Spears, IEA-ESP Council Board Member, Local Treasurer, Wauconda S.D. 118
20. Jeri Stodola, Network Engineer, Naperville School District 203
21. Rosemarie Ulrich, Special Education Paraeducator, Lyons Township High School
22. Judi Voller, Paraeducator, East Maine School District #63
23. Debra Ward-Mitchell, Thornton High School, Infant Care Center, Lead Teacher
24. Karen Westerman, Library Para Professional, District U-46, IEA Board of Directors
25. Gail White, Special Education Paraeducator, Lyons Township High School

ESP Conference Planning Committee



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**Ken Swanson, President, Illinois Education Association
Audrey Soglin, Executive Director, Illinois Education Association
Tim Crawford, Director of Program Development,
Illinois Education Association**

2009-2010 IEA-ESP COUNCIL

Max Bochmann, Chairperson
Linda Sales, Vice-Chairperson
Sharon Heindricks, South/Central Sectional Representative
Carol Gunn, Northern/Central Sectional Representative
Judi Voller, Suburban Sectional Representative
Robin Hastings, South/Central Sectional Rep. Alternate
Ardeen Harris, Northern/Central Sectional Rep. Alternate
Vera Gill, Suburban Sectional Rep. Alternate
Debra Ward-Mitchell John Piechocinski Alex Wallace
Kathy Jesuit Tina Pizzitola Karen Westerman
Debra Reuther Kellie Spears

Dr. Stacy R. Burroughs – IEA-ESP Program Director
Amanda Plunkett – IEA-ESP Program Staff

CONFERENCE SUPERVISORS

**Dr. Stacy R. Burroughs
Amanda Plunkett**

REGISTRATION SUPERVISORS

**Amanda Plunkett
Judy Leonard**

**IEA PHOTOGRAPHER
William (Bill) Fowler**

**ILLINOIS EDUCATION ASSOCIATION
EDUCATION SUPPORT PROFESSIONAL
OF THE YEAR**

| | | | |
|------|------------------|------|-------------------|
| 1996 | NANCY KALLENBACH | 1997 | CHUCK VOLKER |
| 1998 | CONNIE HELM | 1999 | SHIRLEY PARKS |
| 2000 | VICKIJO ALMGREEN | 2001 | MAX BOCHMANN |
| 2002 | CAROLYN TALLEY | 2003 | DAVE ARNOLD |
| 2004 | KATHIE LANGE | 2005 | JOHN PIECHOCINSKI |
| 2006 | JESSYE SKORICH | 2007 | KATHY JESUIT |
| 2008 | JOYCE SEVARINO | 2009 | CARL CHAPMAN |
| 2010 | IRMA LOTT | | |

**IEA EXECUTIVE STAFF
2010 ESP Council and ESP of the Year**



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SPECIAL NOTES:

Please read this page very carefully

- *There will be a registration fee of \$50 per local registering. You may send as many members as you wish for this \$50 fee.*
- *You will send IEA the \$50 registration fee for each “local” registering. If you are staying overnight, you will also need to send \$114.45 per night for the Doubletree Hotel. If you find that you are unable to make the conference you will be responsible for canceling your overnight accommodations by calling Amanda Plunkett (217-321-2316) at the Illinois Education Association a minimum of 72 hours before the conference. Otherwise we will be charged for your room and will not be able to refund your money.*
- The room rate at the Doubletree Hotel will be \$105.00 plus tax of \$9.45 for a total of \$114.45. You may book from one to three individuals in a room for the \$114.45. Please indicate on the registration form the name of the individuals in each room and the type of bedding desired – 1 King or 2 Double Beds (Rollaways are not available). When you get to the hotel your room will be paid for, but you will be asked to give them a credit card for incidentals.
- Please make your hotel reservations through the IEA-ESP Office. The IEA has reserved a block of rooms for this Conference and if we do not make our quota, the IEA will be penalized. Therefore, we need to get credit for all room reservations. Indicate on your reservation form the type of room you need and the IEA-ESP Staff will make your hotel reservation. If you have questions please call 1-866-690-3876 and ask for Amanda Plunkett.
- This is a non-smoking conference and a non-smoking hotel.
- Deadline for registration is October 1, 2010. This date is important in order that we have time to secure a hotel reservation for you, and to assure that we can place you in your 1st Choice Session.
- An electronic confirmation letter and further information will be sent to participants whose registration forms we receive no later than October 8, 2010. If you are registering online you will receive your confirmation by email.
- There will be no shortage of rooms with two double beds (double/double). If you assign yourself a roommate when you register you will automatically be given a double/double room.

Notes 2010 ESP Fall Conference



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SPECIAL NOTES CONTINUED:

FRIDAY EVENING:

- Registration will be held from 3:00-7:00 p.m. with a Dinner Buffet available from 5:15-7:45 p.m.
- The sessions will end on Friday evening at 9:00 p.m. **In addition, the IEA will be providing a D.J. from 9:00-Midnight for those of you who want to kick up your heels.**

SATURDAY:

- Registration will be available starting at 7:00 a.m.
- There will be a **FULL BREAKFAST BUFFET** from 6:30-7:45 a.m.
- The Program this year will be during breakfast and sessions will start at 9:10 a.m.
- There will be **NO LUNCH PROGRAM**. The Conference will end at 3:20 P.M.
- **You will need to check out of your sleeping rooms prior to the break on Saturday.**



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Friday Evening
5:15-7:45 p.m. DINNER
3:00 -7:30 p.m. REGISTRATION

4 - 9 p.m. (with dinner break)

1. **Cardiopulmonary resuscitation – with dinner break (max 20 ppl)**
Kimee Armour RN, MSN, MA, TCF St. John's Hospital, Springfield, Illinois

CPR is an emergency lifesaving procedure that is performed when a person's breathing or heartbeat have stopped. CPR involves physical interventions to create artificial circulation through rhythmic pressing on the patient's chest to manually pump blood through the heart. Artificial respirations involve the rescuer exhaling into the patient (or using a device to simulate this) to inflate the lungs and pass oxygen into the blood. Chest compressions keep oxygenated blood circulating and the breathing provides oxygen to the lungs until an effective heartbeat and breathing can be restored or the patient can be put on advanced cardiac life support. This 4 hour course provides individuals with the knowledge and skills necessary to recognize and provide basic care for breathing and cardiac emergencies for adults (AHA, 2010). **This course is approved by the American Heart Association. Upon completion each participant is provided a two year certification card. Participants who are pre-registered will be seated first. Five minutes after the scheduled start time pre-registered participants may lose their seat.**

4 CPDUs

Learning Objectives:

- Explain the three emergency action steps to follow in an emergency CPR Class
- Learn the four life-threatening conditions for which you should check
- Recognize the signals of a heart attack.
- Learn the cardiac chain of survival for a victim of cardiac arrest.
- Learn the precautions for using an AED.
- Demonstrate how to use basic precautions when caring for victims of breathing and cardiac emergencies.
- Demonstrate how to check an unconscious adult and child.
- Demonstrate how to care for a conscious and an unconscious choking adult and child.
- Demonstrate how to give CPR to an adult and child.
- Demonstrate how to use an AED for an adult and child in cardiac arrest.

4 – 6 p.m.

2. **Online Surveys**
Robin Ehrhart, Research Specialist, Illinois Education Association
Ardeen Harris, Special Education Para Professional, Antioch Community High School

This session is for any local leader who wishes to learn more about this IEA resource. The Online Survey Program allows you to gather information from your members about bargaining or any other issue of concern. This electronic tool eliminates paper, tabulates the findings, and generates a report. Participants will work with the actual instrument, so be sure to sign-up early for a space. The Online Survey Program is especially helpful to multi-building locals and any situation in which you need data collection from a larger number of individuals.

2 CPDUs



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3. President & VP Leadership Training

Connie Campbell, UniServ Director, Region #35
Kathy Jesuit, SEEO President, Region #35, Library Resource Associate
Amy Kunz, UniServ Director, Region #42
Brian Rous, UniServ Director, Region #34

The president and vice-president of the Association have the primary responsibility of making the association work. This session will operate from the assumption that the position of vice president is more than a “stand-in” or possible successor for the president. Together, they must be willing to seek out volunteers to do the work of the association. They must create a relationship with employees, administrators, the board of education, and the public, and they should act as coordinator and leader for all the activities of the association.

4. Membership & Treasurer Training

Susan Morenz, Membership Processing Supervisor, Illinois Education Association
Randy Welch, Director of Business Services, Illinois Education Association

Financial Procedures for IEA Locals

This session covers the basic financial concepts and procedures that should be employed by local associations. It is not just for local treasurers; other officers such as local presidents should be aware of these issues as well. Some of the areas included are: tax-exempt/not-for-profit status; IRS requirements; independent audits of the financial records; basic internal control concepts; budgeting; documentation requirements; accounting for political action funds; and record retention guidelines.

Membership Processing Procedures

This session will discuss aspects of membership processing: Completing forms and submitting the local’s initial member changes, handling members who leave or are hired after the beginning of the year, and periodic reviews and updates. Reports and statements received by the Membership Contact will be discussed along with critical dates that impact your local. IEA website resources and services will also be reviewed.

7:00 – 9:00 p.m.

5. Association Rep. Training

Maureen Betourney, UniServ Director, Region #59
Karin Swartz, UniServ Director, Region #30

Whether you are called a Building Representative, Union Representative or an Association Representative you are the vital link between the organization and its members. The AR is truly an Action Leader. You are the voice through which the members Speak, Listen, Act and React. Depending upon the size of your Local Association, the AR can have varying responsibilities – and all of them are critical. Attending this session will help you to understand many of the responsibilities for an AR and effective ways to help make your organization more effective and thereby more successful.



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7:00 – 9:00 p.m. Continued:

6. Computer Basics

Edith Bell, Special Education Secretary, Records/File Clerk

Tom Kulmacz, IEA Computer Specialist

Susan Laude, Registrar, Larkin High School

Jeri Stodola, Network Engineer, Naperville School District #203

Computer Nuts and Bolts (Computer Basics) - Are you baffled by the computer alphabet soup of RAM, CPU, gigahertz, and megabytes? Not sure of the difference between copy and paste? This hands-on session will give you a basic understanding of your computer, and show you how to get around Windows effectively and efficiently. **2 CPDUs**

7. ESP and Legal Issues

Paul Klenck, IEA Deputy General Counsel

All Education Support Professionals have certain rights and responsibilities created by federal and state statutes. This session will provide an overview of many legal issues. It will include some of the protections and pitfalls for public employees and how they can expand on these statutory rights through collective bargaining. Topics include: mandated reporting of child abuse and employees being subjected to DCFS investigations; discipline and dismissal rights; dangers of an electronic workplace; overtime law; property rights to a public job; student records; violence in the workplace; illness and incapacity; leaves; disabilities; liability protections and more.

1 CPDU

7:00 – 9:00 p.m. Continued:

8. New & Re-emerging Leaders

Connie Campbell, UniServ Director, Region #35

Amy Kunz, UniServ Director, Region #42

Kathy Jesuit, SEEO President, Region #35, Library Resource Associate

Brian Rous, UniServ Director, Region #34

This session is essential for any new or potential association leader. This session will cover many of the basic fundamentals that are necessary to be an effective association leader. This session will cover such issues as: How to conduct an effective meeting; delegating responsibility; recruiting volunteers; developing an association program; developing an association membership, and creating ownership on the part of the membership. ***Participants are asked to bring a copy of their Association Constitution and By Laws.***

9. Bargaining Basics

Nancy Nunez Acosta, UniServ Director, Region #28

Bertha Olawumi, Teaching Assistant, School District #218

This session will assist local association leaders in preparing for bargaining; surveying the members; involving and communicating with the membership; explore different bargaining processes; how to handle the first meetings with the employer; explore different bargaining processes, and strategize on how to handle difficult communication styles.



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10. Living Wage

Tina Pizzitola, President, Elgin DUEA

Corina Robles-Buenrostro, Barrington School District 220

Tonya Lee-Webb, Administrative Assistant for Instruction, McLean County Unit School District #5

It's an organizing tool...

It's a bargaining strategy...

It's higher wages...

It's a Living wage!!!

ESPs will learn practical tips on how to improve wages, benefits and working conditions for their members. This workshop teaches what a living wage campaign is and how to implement it, how to figure what a living wage is for your area and the politics of bargaining for a living wage. Useful tactics will be discussed, such as: community outreach, member involvement and adapting these strategies across social and economic spectrums. ESPs – You're Worth It!

9:00

Minority Caucus

9:00-Midnight

Dance/Reception



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Saturday

6:45-8:00 a.m. REGISTRATION

6:30-7:45 a.m. BREAKFAST

7:45-9:00 a.m. PROGRAM

9:10 a.m. – NOON

11. Introduction to Excel

Edith Bell, Special Education Secretary, Records/File Clerk

Tom Kulmacz, IEA Computer Specialist

Susan Laude, Registrar, Larkin High School

Jeri Stodola, Network Engineer, Naperville School District #203

Excel is a spreadsheet program that can be used to organize and manipulate numbers and text. In this session, we will discuss what Excel can be used for, how data is entered into Excel, how to format and sort the data, how the Autofill function can aid you in your pursuits and how to use formulas to automate your data.

Class size will be limited to 28 participants. Participants must have basic computer skills and must pre-register for this session. Participants who are pre-registered will be seated first. Five minutes after the scheduled start time pre-registered participants may lose their seat.

3 CPDUs

12. Practical Interventions to Support Students with Autism Spectrum Disorders

Chris Flint, Lead Trainer, The Autism Program

Amanda J. Brott, M.S., B.C.B.A., Board Certified Behavior Analyst

This session will include didactic and interactive components including:

- a. Brief overview to ASD (with a focus on how ASD is manifested in the classroom rather than a strict clinical definition)
- b. Overview of Three Common Perspectives/Methodologies Utilized in Educating Children with ASD (i. Applied Behavior Analysis, ii. Structured Teaching, iii. Social Stories/Comic Book Conversation)
- c. Case Vignettes (Case Vignettes with video clips demonstrating common problem scenarios--the case vignettes will provide an opportunity to utilize the didactic information shared in (b) above.
- d. Productive “down time” in the classroom: Providing appropriate activities and support for “down time”. This will include the use of adapted games, scheduling of time, and appropriate supports for social interaction
- e. Resources: Brief Overview of TAP Resources and sharing of Resource Package
- f. Implementing What You Have Learned. This will provide a brief discussion of ways to introduce new ideas to teachers and fellow paras--we will also provide an introductory letter that the attendee can share
- g. Resource Package

3 CPDUs



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9:10 A.M. – NOON CONTINUED:

13. Contract Administration

Natalie Copper, School Age Child Care Coordinator, Evanston School District #65

Camille Grant, IEA UniServ Director, Region 37

Dawn Jackson, Teaching Assistant, Evanston School District #65

India Jones, Instructional Materials Coordinator, Prairie Hills School District #144

The Collective Bargaining Agreement is an Agreement between your Association and the Employer. However, from a very practical point of view, it will be your Association that will make sure that the Contract remains a viable document. The Association, therefore, has the right and the responsibility to see that this document for which you fought remains intact. This session will provide you with everything that you will need to know about Grievance Administration.

- Knowing the grievance procedure
- What is grievable
- This session will assist you with how to work with your Collective Bargaining Agreement, and the parties involved in the administration of the contract.
- What are the separate steps in interviewing a potential grievant
- Design a contract awareness program for your Local Association
- Interpreting contract language
- How to write a grievance
- Duty of Fair Representation

14. Signing

Marcia Breese, Staff Development Specialist, Illinois School for the Deaf

A **sign language** (also **signed language**) is a language which, instead of acoustically conveyed sound patterns, uses visually transmitted sign patterns (manual communication, body language and lip patterns) to convey meaning—simultaneously combining hand shapes, orientation and movement of the hands, arms or body, and facial expressions to fluidly express a speaker's thoughts. Sign languages are complex spatial grammars and are markedly different from the grammars of spoken languages.

This session will help you to learn basic sign language communication. **3 CPDUs**



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9:10 – 10:30 a.m.

15. Sexual Harassment

Paul Klenck, IEA Deputy General Counsel

Sexual harassment in education is unwelcome behavior of a sexual nature that interferes with an individual's ability to learn, study, work or participate in school activities. Sexual harassment involves a range of behavior from mild annoyances to sexual assault and rape. The definition of sexual harassment includes harassment by both peers and individuals in a position of power relative to the person being harassed. In schools, though sexual harassment initiated by students is most common, it can also be perpetrated by school employees, and the victim can be a student, or a school employee.

This session will primarily focus on adult to adult sexual harassment. Sexual harassment by school employees can cause particularly serious and damaging consequences for the victim. While sexual harassment is legally defined as "unwanted" behavior, many experts agree that even consensual sexual interactions between students and school employees constitutes harassment because, they say, the power differential creates a dynamic in which "mutual consent" is impossible. **2 CPDUs**

16. Mentoring

Joyce Houston, UniServ Director, Region #24

Connie Joniec, Special Education ESP, Community Consolidated School District 54

Rosemary Majerczyk, Retired Special Education ESP, School District 54

Donna Masterson, UniServ Director, Region #23

Mentoring for ESPs is more important than ever. Students are the core of education. They are the reason our jobs exist. ESPs are the fastest growing group in education today. ESPs need information, advice and support. This session will offer how to start an ESP mentoring program, from application to contract. We will also discuss roles and responsibilities of a mentor, frequency of contact, and meeting topics. We will show you how to have a successful and productive experience for mentors and mentees alike.

17. Family Medical Leave Act (FMLA)

Betsy Pawlicki, Associate General Counsel, Illinois Education Association

This session will help you to understand your very important rights under this law. The FMLA mandates unpaid, job-protected leave for up to 12 weeks a year:

- to care for an employee's newborn child
- to care for a child recently adopted or placed in foster care with the employee
- to care for an immediate family member (spouse, child or parent) with a serious health condition
- to recover from a worker's own serious health condition
- to care for an injured service member in the family; or
- to address qualifying exigencies arising out of a family member's deployment.

The FMLA further requires employers to provide for eligible employees:

- Restoration to the same position upon return to work. If the same position is unavailable, the employer must provide the worker with a position that is substantially equal in pay, benefits, and responsibility.
- Protection of employee benefits while on leave. An employee is entitled to reinstatement of all benefits to which the employee was entitled before going on leave.
- Protection of the employee to not have their rights under the Act interfered with or denied by an employer.
- Protection of the employee from retaliation by an employer for exercising rights under the Act. **1 CPDU**



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10:40 a.m. - NOON

18. Stress Management

Lynn Adler, Program Director, Illinois Education Association

Tonya Lee-Webb, Administrative Assistant for Instruction, McLean County Unit School District #5

Aisha McBride, Paraeducator, Evanston/Skokie School District #65

Modern life is full of hassles, deadlines, frustrations, and demands. For many people, stress is so commonplace that it has become a way of life. Stress isn't always bad. In small doses, it can help you perform under pressure and motivate you to do your best. But when you're constantly running in emergency mode, your mind and body pay the price. If you frequently find yourself feeling frazzled and overwhelmed, it's time to take action to bring your nervous system back into balance. You can protect yourself by learning how to recognize the signs and symptoms of stress and taking steps to reduce its harmful effects.

Participants will gain a better understanding of:

- what causes stress and learn effective ways to deal with it;
- take a personal stress inventory
- recognize the four main causes of stress;
- tips on how to combat stress;
- seven stress reduction techniques.

1 CPDU

19. Student Records Act

Naomi Shepherd, UniServ Director, Region #57

Learn about what every educational employee should know about the Illinois Student Records Act and the Family Educational Rights and Privacy Act (FERPA), including

- what constitutes a student record
- what are ESPs responsibilities related to student records
- what are the prohibitions you need to be aware of
- and other implications for ESPs

1 CPDU



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10:40 a.m. – NOON Continued

20. Response To Intervention (RTI)

Daryl Morrison, Educational Policy and Agency Relations Director, Illinois Education Association

Response to Intervention (RtI) is defined as the practice of providing high-quality instruction and interventions matched to student need, monitoring progress frequently to make decisions about changes in instruction or goals, and applying child response data to important education decisions. It reflects a proactive approach to serving all students and their families by matching the intensity of education resources to the level of students' education needs and rates of progress. **1 CPDU**

RtI comes out of the 2004 reauthorization of the federal Individuals with Disabilities Education Improvement Act (IDEA, 2004). In June 2007, the Illinois State Board of Education (ISBE) adopted use of research-based intervention and set out the following timelines for its implementation:

- No later than January 1, 2009, each district shall develop a plan to transition to the use of a process that determines how a student responds to scientific, research-based interventions (RtI) as part of the student evaluation procedure.
- No later than the 2010-11 school year, each district shall implement the use of RtI.

21. Workers' Compensation

Jay Johnson, Attorney, Casey Woodruff and Associates

Casey Woodruff, Attorney, Casey Woodruff and Associates

School employees who are injured on the job are faced with many complex legal issues. Work issues result in loss of income, unpaid medical bills and the possibility of permanent injury. This session will provide you with a working knowledge of the Illinois Workers' Compensation Act. There are many new changes to the Workers' Compensation Act proposed by recent legislation. This session will explain any changes and the impact on your members. Do not rely on statements of the Employer or the insurance company to understand your rights.

Noon – 12:15 p.m. - Break

Boxed lunch available at 12:15 p.m. session



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12:15 – 1:45 p.m. – Roundtable Training Groups

These sessions will be programmed so that all participants attending the conference will have an opportunity to meet with fellow participants of the same employee classification. The facilitators will structure these Roundtable Discussion Groups so that topics common to your employee classifications will be discussed and possible solutions explored. Facilitators will make an effort to explore topics of interest and concern as generated by the participants, as well as an opportunity to do “networking” among the participants from other school districts. ***Session #22 can run past 1:45 P.M. for those wishing to continue their discussions. Participants wishing to attend the 1:50 p.m. session are free to move to the next session.***

22. Para-Educators (Special Education)

Vera Gill, Paraprofessional, SPEED Special Education Cooperative
Madge Gonzales, Bilingual Interpreter, SEDOL Spec. Ed. Coop, Mundelein High School
Ardeen Harris, Paraprofessional, Antioch Community High School Special Education
Pat Noltensmeier, IEA UniServ Director, Region #12
Rosemarie Ulrich, Paraprofessional, Lyons Township High School Dist. 204 Region 59

23. Custodian/Maintenance

Carl Chapman, Maintenance Specialist, Plainfield Unit S. D. #202
John Piechocinski, Head Custodian, Timber Ridge M.S. Plainfield S. D. #202
Roman Villegas, Head Custodian, Meadowview Elementary, Plainfield S.D. #202

24. Food Service

Nadine Harlan, ESP, Alton Comm. Unit School District #11
Jimmie Weirich, ESP, Alton Comm. Unit School District #11

25. Para-Educators (Regular Education)

Denise Brown, Paraeducator, Harvey Brooks M.S., District #152
Sharonne Dinnwiddie, Paraeducator, Dolton School District #149
Linda Sales, Paraeducator, Harvey Brooks M.S., District #152
Christine Woods, UniServ Director, Region #27

26. Secretaries

Deb Reuther, High School Registrar, Plainfield School District

27. Transportation

Raphael Daniels, UniServ Director, Region #65
Carol Gunn, Early Learners, Special Program Coordinator, District U46
Carlene Miller, Secretary Oswego Transportation Association
Kymeka Mitchell, Ethnic Minority Representative, Region #65
Kellie Spears, Wauconda School District #118 and Local Association Treasurer
Alex Wallace, Vice-President, Oswego, Transportation Association

28. Technology & Librarians

Vickijo Almgreen, Tech Assistant-CAT Lab/General, H.S. District #214, Rolling Meadows H.S.
Linda Finn, LRC Technology Assistant, Juliette Low Elementary School
Bob Kramer, Multi-Media Specialist, Township H. S. District #214
Karen Westerman, Library Paraprofessional, U-46



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1:50 – 3:20 p.m. – Sessions

29. Illinois Municipal Retirement Fund (IMRF)

Tecya Anderson, Field Representative, Illinois Municipal Retirement Fund
Bonnie Shadid, Legislative Liaison, Illinois Municipal Retirement Fund

IMRF has always been an Advocate for both its active participants and retired annuitants in introducing, supporting and/or opposing legislation critical to the interests of IMRF and its members. This session will cover the past and future IMRF Legislative efforts and how you can assist these efforts.

This session will also cover all aspects of the IMRF including such topics as: Who is covered by IMRF; Retirement Benefits; Death Benefits; Disability Benefits; Reciprocity; Definition of Salary; Review of pertinent forms; a glimpse at the IMRF Pre-Retirement Workbook, and pending legislation affecting IMRF. There will also be an opportunity for Q & A.

30. Where's The Money, Bargaining Research

Robin Ehrhart, IEA Research Specialist

This session will focus on a basic understanding of the system school districts use to track their funds and to develop their annual budgets. We'll deal with the basic system, the annual financial report (and how that's different from the audit), and the annual budget. If you've never thought about these issues before, or if you just need a quick refresher course, this session is for you! School finance is not, at its heart, difficult; districts often try to make it complicated in bargaining to avoid explaining to you what really is their "money" picture. This session will assist you in overcoming that important hurdle in the bargaining process.

31. Indoor Air Quality

Susan Schoff, Teacher at Hadley Jr. High, Glen Ellyn, IL; member of the IEA Indoor Air Quality and Environmental Issues Committee; Region 33 GPA.

Amy Courson-Brock, Teacher at Heritage in Homer, IL; President of Heritage Education Association; member of the IEA Indoor Air Quality and Environmental Issues Committee, and Region 9 Chair.

member of the IEA Indoor Air Quality and Environmental Issues Committee

Renae Rebechini, UniServ Director, Region #33

All of us face a variety of risks to our health and being exposed to environmental pollutants all pose varying degrees of risk. Some risks are simply unavoidable. Indoor air pollution is one risk that you can do something about. A growing body of scientific evidence has indicated that the air within homes and other buildings can be more seriously polluted than the outdoor air in even the largest and most industrialized cities. Other research indicates that people spend approximately 90 percent of their time indoors. Thus, for many people, the risks to health may be greater due to exposure to air pollution indoors than outdoors. In addition, people most at-risk are the young, the elderly, and the chronically ill, especially those suffering from respiratory or cardiovascular disease.



**Illinois Education Association – NEA
25th Annual Professional Conference
October 15 & 16, 2010
Doubletree Hotel, Oak Brook, Illinois**

32. Fair Funding, Fair Taxes, and ESP's, The Critical Link

David Rathke, Project Organizer, SOS

Mark Michaels, Project Organizer, SOS

IEA has been fighting for over 4 years to fix the funding mess in Springfield. As the problem has grown, so have ESP losses in wages, benefits, and employment numbers. Learn how the Springfield's problems directly impact ESP jobs and gain skills and tools for building support in your association and community to support ESPs interests in this critical fight for funding.

33. Protecting Yourself from the Internet Bad Guy.

Jeri Stodola, Network Engineer, Naperville School District 203

Tom Kulmacz, Computer Specialist, Illinois Education Association

You've heard about the dangers lurking on the internet, from programs that take over your computer to people who want to steal your identity. But do you know that there are basic and effective measures you can take that will allow you to use the Internet safely? Learn how to protect yourself in this session. **2 CPDUs**

34. Heart Disease

Fil Guipoco

According to the Centers for Disease Control and Prevention, chronic diseases cause 70% of all deaths in the United States (1.7 million a year). This means they are the single largest cause of death. Heart disease is considered as one of the chronic diseases along with cancer, and diabetes. Heart Disease also causes major limitations in daily living for 1 out of 10 people. It is common and costly. Heart diseases can often times be controlled and even preventable with the adoption, across the lifespan, of healthy behaviors. Do you know how to interpret your blood pressure or cholesterol levels? In this interactive session, you will learn how to recognize the signs and symptoms of as heart attack. You will leave with vital information to share with the important people in your life.

35. Educational Support Professionals and Teacher Teamwork

Julie Resh-Jelliff, UniServ Director, Region 39, Illinois Education Association

David Jelliff, UniServ Director, Region #38, Illinois Education Association

Despite increased reliance on paraeducators in the classroom, all too often they are the forgotten members of the education team they help support. This session will address the key issues of training and utilization of paraprofessionals. You'll explore the distinctions in the roles and responsibilities of teachers and paraprofessionals; analyze the duties performed by paraprofessionals in various settings; and discuss success stories of Paraeducator and teachers working as a team. You will also review the polices and procedures that effect paraprofessionals, including employment criteria and in-district training opportunities.

Registration & Housing Form

2010 ESP Conference

REGISTRATION FEE is \$50.00 for each local (unlimited attendees per local)

Registration Deadline is September 24, 2010

PAYABLE TO: ILLINOIS EDUCATION ASSOCIATION-NEA

PARTICIPANT:

Name _____ Minority Status African American
 Caucasian
 Hispanic
 Other _____

Address _____ H Phone: (____) _____
 _____ S Phone: (____) _____

Local Assn. _____ Region _____

E-mail _____ Fax Number: (____) _____

Register online at
www.ieanea.org

YOUR JOB CLASSIFICATION:

_____ Teaching Assistant/Paraprofessional (Regular Education) _____ Teaching Assistant/Paraprofessional (Special Education)
 _____ Secretary/Clerical _____ Food Service
 _____ Custodian/Maintenance _____ Transportation
 _____ Health Aides _____ Technology
 _____ Other (Please List Job) _____

RETURN TO:
 IEA-ESP Conference
 3440 Liberty Drive
 Springfield, IL 62704-6520

HOUSING:

_____ Yes, I will need a room Friday evening at the Doubletree Hotel, Oak Brook, Illinois
 Single _____ Double _____ Triple _____ Quad _____ Smoking _____ Non-Smoking _____
 Room rate is \$114.45 (includes tax) Single, Double, Triple or Quad (**Payable to IEA and send in with registration.**)
 _____ I will be commuting and will not need a hotel room.

Roomate(s) if double, triple or quad occupancy is desired. (Rollaways are not available.)

1. Name: _____ Local: _____
 2. Name: _____ Local: _____
 3. Name: _____ Local: _____

MEALS:

Please include me in the meal count for: _____ **Friday Dinner Buffet** _____ **Saturday Breakfast** _____ **Saturday Lunch**

SESSION REGISTRATION:

SKILL CENTER SELECTION: Use the Skill Center description pages found in the brochure to select a 1st and 2nd choice for the sessions. Every effort will be made to schedule you in the skill center of your first choice, but registrations will be scheduled as they are received.

| | Friday 4-6 p.m. | Friday 7-9 p.m. | Saturday 9:10 a.m.-Noon | Saturday 9:10-10:30 a.m. | Saturday 10:40 a.m.-Noon | Saturday Roundtable 12:15-1:45 p.m. | Saturday 1:50.- 3:20p.m. |
|--------------------------------------|--------------------|--------------------|----------------------------|-----------------------------|-----------------------------|--|-----------------------------|
| 1st CHOICE (Enter Skill Center #) | | | | | | | |
| 2nd CHOICE (Enter Skill Center #) | | | | | | | |

