



October 3, 2018
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Unit Chairman

The More You Know

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United Steelworkers

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The Classifieds

A FEW THOUGHTS FROM THE UNIT CHAIRMAN

LuAnne Beintema

Hopefully everyone is settled into their positions and enjoyed the first full month of the 2018/19 school year.

Thank you to everyone who showed support by walking or riding with the USW float at the Homecoming parade on September 26. Thank you also to Kevin Kirk and Rusty Joy from Titan Tire who pulled our float and to Kevin for purchasing the candy for us. It was successful but more important, it shows FSD our strength and solidarity.

Speaking of strength and solidarity, what are other ways we can show our support? The second Tuesday of each month is our monthly membership meeting held at the Freeport Public Library at 4:30 p.m. (except for the month of December where we will meet at one of the elementary schools).

Why are coming to these meetings important? You will meet and get to know fellow union brothers and sisters from other schools. You will also get up to date information on what is going

on with the Grievance and Negotiating, Insurance, and Classified Advisory Committees. Plus you will get a chance to speak about issues or concerns you have at your school and you will hear concerns others have at their schools. It is a chance to come together, support one another, and show solidarity.

A big concern is that schools are short staffed when it comes to paraeducators. Part of the problem for the lack of paras is the cost it takes to become one. If someone does not have an associate's degree they must take the ParaPro test at the cost of \$65.00, a \$100 application fee (paid once passing the test) and a \$60 registration fee (paid once license has been issued.) If you know someone who would make a great paraeducator but can't afford these costs, have them contact HR. There are area churches in Freeport that are willing to cover the cost of the license and ParaPro test for qualifying candidates. We are working on alternative options but right now this is our best bet.

When working in an understaffed school or classroom, it is important to remember that kindness is

the key. Go the extra mile to help the kids. But also know your rights as a worker. Take your scheduled breaks, keep to your set hours, and know that any changes in your job are to be given to you by your supervisor only. In each school the District sees everyone EQUAL with one supervisor, the Principal. If you have questions about anything you have been asked to do, contact me or a member of the GNC. Let's work as a team to support one another, build each other up, and help to make FSD a place where we all can be proud to be a part of.

**Highlights of District 145
September 11, 2018
Membership Meeting**

10 attendees consisting of Members and Officers
Motion to Bypass August meeting minutes.
Communications- none to report

Membership Actions-

- Scott Farrar appointed Treasurer.
- Shed to be replaced at Union Hall
- Repair Parade Float
- Ongoing Labor charges at the Plant
- Valspar/Sherwin Williams Contract Negotiations to take place Oct/Nov time frame

GNC Committee Report- No outstanding grievances at this time.

Sick Bank- Nothing at this time

Health Insurance Committee- Sep 11th Bio-Screening for those with District Insurance took place. Those with insurance encouraged to use MD-Live.

Classified Advisory Council- Met on Sep 18th

Items to be discussed were Para Academy

School Concerns:

all ok but the need for Para-Educators is still a big issue. Breakfast/Lunch lines were an issue but have recently been resolved since last meeting.

Old Business-none

New Business-
Homecoming Parade Sep. 26th

Meeting adjourned at 5:08 p.m.

*Respectfully submitted,
Andrea Misek
Unit Secretary*



**JOIN US ON
FACEBOOK** at USW Classified Staff of FSD 145. If you can't find it, send LuAnne Beintema a friend request

**This Month's
Events**

Date: October 2
Time: 6:00 p.m.
Location: Freeport Middle School
Administrative Board Meeting

Date: October 9
Time: 4:30 p.m.
Location: Freeport Public Library
District 145 Membership Meeting

Date: October 14
Time: 9:00 a.m.
Location: Union Office
Local 745 Membership Meeting

Date: October 16
Time: 6:00 p.m.
Location: Freeport Middle School
Administrative Board Meeting

**Next Month's
Events**

Date: November 6
Time: 6:00 p.m.
Location: Freeport Middle School
Administrative Board Meeting

Date: November 11
Time: 9:00 a.m.
Location: Union Office
Local 745 Membership Meeting

Date: November 13
Time: 4:30 p.m.
Location: Freeport Public Library
District 145 Membership Meeting

THE MORE YOU KNOW . . .

Article III on page 11 in our contract talks about seniority. Each job for classified staff is listed under the letters A-G on this page. However, this page tells us more than seniority. For example: Say I am a Resource Room Paraeducator and in classification "A" and my supervisor, the building Principal, asks me to sub as a Specialized Paraeducator. Can your building Principal ask you to do this? The answer is no. But why? It is a violation of our contract because a Resource Room Paraeducator has a classification of "A," and a Specialized Paraeducator has a classification of "C." **To ask you to do a job in a different classification is called "Cross Classification" and a violation of our contract.**

Another example of Cross Classification would be an Assistant Cook being asked to do the duties of a Cook in food service. If this is happening to you, let us know immediately.

HOMECOMING PARADE

We had a great turn out!!! Thanks to LuAnne, Andrea/Dan, Denise, Kim, Sandra, Penny, Rickie, Cece, Pam, and the help of Penny's grandkids. A special thanks to Rusty Joy and Kevin Kirk for pulling the parade float.



Pumpkin Chocolate Chip Cookies

- 1 cup butter
- ¾ cup brown sugar
- ¾ cup granulated sugar
- 1 egg
- 1 tsp cinnamon
- 1 tsp vanilla
- 1 tsp baking soda
- 2 cups flour
- 1 cup oats
- 1 cup canned pumpkin
- 1 package chocolate chips

Cream butter and sugars. Beat in egg and vanilla. Combine flour, oats, baking soda, and cinnamon; stir into creamed mixture with pumpkin. Fold in chocolate chips. Bake at 350 for 12-13 minutes on greased baking sheets. ****really good!****

FROM TODD HASTINGS USW Local 745 President:

I would like to welcome everyone back from summer break. School has been in session for a little over a month and things seem to be going fairly well.

We conducted a steward school in July and had our Sub-district Representative Mark Trone help with the class. It was a very good class and we had some great questions from our stewards. I had a chance to meet and talk with people I had not met before. We will try to have this training once a year.

I also was out of town last week at a conference in Tennessee so I missed the opportunity to be in the homecoming parade. I was informed that that went very well and would like to thank each of you members who participated in the parade. Thank you all!

OCTOBER BIRTHDAYS

Katie Buzzell	Lincoln Douglas	1
Dorothy Cox	Senior High	1
Kelly Thrumman	Lincoln Douglas	2
Michael Barthel	Empire	4
Jessica Daniels	Lincoln Douglas	5
Pam Kuper	Empire	7
Jennifer Casson	Lincoln Douglas	9
Kathleen Williams	FMS	10
Delores Horton Johnson	Banks-Bergagna	13
Denise Blum	Taylor Park	15
Demonte Davis	Senior High	15
Sandra Verhoef	Senior High	16
Jennifer Whitson	Senior High	18
Amy Wise	Lincoln Douglas	22
Alisha Ditsworth	Blackhawk	24
Debra Hamilton	Senior High	30

Friends and Family Discount Program

A Friends and Family Program Discount card can be picked up at the Union office at 2496 E. Maize Road or by contacting a G.N.C. member. Area participating businesses include: Butitta Brothers, CarQuest, Brightflower Nursery, Big O's, 4 Seasons Bowling, Loescher Heating, Hampton Inn, Cimino's Little Italy, Amsoil, Carlson Canine Camp, Freeport Quiznos, Auto Logic, and TJ's Truck Accessories.



*Coming together is a beginning;
 keeping together is progress;
 working together is success.*