



November 6, 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

I am pleased to share that we are in the process of starting a mentor program for new para hires. Recently retired paraeducator Dara Willison, from Lincoln Douglas, had been trying to get this started for some time through the Classified Advisory Council. This was a program FSD 145 had in place years ago and I am happy to see this finally come to life again thanks to Dara.

The duties of a mentor would be to welcome and be a 'go to' person for new paraeducator hires. They would go over the para handbook and answer any questions the new employee may have. This program is a great way not only to welcome but also help retain new hires.

Two paraeducators from FHS, FMS, and CSS were invited to be mentors. We also asked two paras from Empire, giving ED their own mentor, and another mentor to cover all other new hires at that school. All other elementary schools and Banks Bergagna will each have one mentor.

When looking to select the mentor, we turned to HR and asked them to give us a list of paras they felt would be good

candidates. The list we received back was quite long and it is great to see the district value so many of our classified employees!

The GNC met and chose randomly from the list who would be invited to become a mentor. Below is a list of members who have accepted the position of mentor for their school:

- Empire- Shelly Ensign and Brenda Schaefer
- Lincoln Douglas- Lorie Arendt
- Center- Jodi Langill
- Jones Farrar- Jane Streicher
- Blackhawk- Alisha Ditsworth
- Taylor Park- Marcia Colby
- Banks Bergagna- Amanda Gempler
- CSS- Janet Schubert and Jill Kuntz
- FMS- Estelle Charles and Lorraine Williams
- FHS- Mary Gorham and Kelly Simler

Congratulations to these people and thank you for helping to make FSD145 a better place for USW Classified Staff to work!

This school year certified staff received new computers and were given the option at the end of last school year to purchase their 'old' computers. Mr. Shockey agreed to allow classified staff to purchase those computers that were not bought by teachers and sent me this response when I asked when they would be available for purchase:

“The technology department is currently going through the computers to determine how many they have that can be sold. Once that is determined, Tom is going to notify me and I will let you know the quantity, cost, etc.” I will keep you posted when I know more.

Like our Facebook page **USW Classified Staff of FSD145** as this news and other information will be posted there first.

**Highlights of District 145
October 9, 2018
Membership Meeting**

11 Attendees consisting of members and officers. Luanne, Andrea, Denise were in attendance. A motion to bypass last month’s minutes was approved.

Report of Membership

Todd/Kip recently went to a Plastics/Rubber convention: Down 30,000 members in 14 years on plastics side. Down 60,000 members in 14 years on the Rubber. Looking to head into Iowa to unionize an Indian Tire Company. Also looking for any opportunities in the local area who could benefit from unionization as well.

Committee Report:

- GNC- one outstanding grievance
- Sick leave bank- nothing
- Health Insurance Committee- Meeting got canceled but will be held on November 13 at 4:15 pm.

Classified Advisory Council- 1.Prices of adult lunches won’t change but they are looking

into the option of all staff being able to purchase a salad option.
2. Security Monitors will now begin meeting monthly on 1/2 days with school administrators
3. Para mentoring program to start. Mentor in each building to assist new para’s. Mentors then will help with the New Para Academy which will take place after opening celebration in August.

School reports:

Some schools reported a shortage of para/subs
LD- new union members being told inaccurate information about the union
FMS- clash of personalities between staff resulting in difficulties

Old Business-

Thanks for everyone coming to the Homecoming Parade
Old Laptops hopefully will be ready to purchase by end of October
USW Classified Staff encouraged to join our Facebook page

Meeting adjourned at 5:18 pm.

*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: 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

**Next Month's
Events**

Date: December 4
Time: 6:00 p.m.
Location: Freeport Middle School
Administrative Board Meeting

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

Date: December 11
Time: 4:30 p.m.
Location: Freeport Public Library
District 145 Membership Meeting

Date: December 18
Time: 6:00 p.m.
Location: Freeport Middle School
Administrative Board Meeting

THE MORE YOU KNOW . . .

If you were you called in to a discipline meeting and received a verbal reprimand, you can request that the discipline be permanently removed from your personnel file if it has been over twelve months. Send a written (email is ok) request to HR and please copy myself, a GNC member, or steward also.

“If an employee has received only one verbal reprimand during the previous twelve (12) month period, the verbal reprimand will be removed from the employee’s file at the end of the twelfth month, upon the employee’s request, provided there has been no additional employee discipline.”

SPOTLIGHT ON:

LuAnne Beintema

This is LuAnne's 13th school year and currently at Taylor Park working as a specialized paraeducator. She also worked at Empire, Jones Farrar, FMS, and FHS. LuAnne is our current USW Unit Chair.

She and her husband, Craig, will be married 27 years on November 9th. Their daughter, Mollie, is a 2016 graduate of NIU and is living in Lisle investigating insurance claims. Their son, Matthew, is a second semester junior studying pastoral ministry at Moody in Chicago.

She loves working with children, especially children with special needs.

LuAnne enjoys yoga, shopping, baking and spending way too much time on the internet.

LuAnne says, "Without our union, we would not have a contract. And without a contract we would be 'at will employees'. That means we could be dismissed, paid different wages than other people doing the same job as us, or not given sick/personal days just to name a few things. Read your contract, know your rights. Let's keep USW strong together!"

Pat Siemens, IMT at Center School, has agreed to take over the "Spotlight" for our union newsletter. Please contact her if you would like to be featured on a future Spotlight or if you receive an email from her regarding this, please take a few minutes to fill it out. It's a great way to get to know fellow members!

Spicy Chili

Todd Hastings

- 1 1/2 pounds ground beef or venison
- 1 1/2 pounds Italian sausage
- 3 (14 1/2 oz) cans stewed tomatoes
- 2 (16 oz) cans kidney beans
- 1 c. chopped onion
- 1 green pepper, chopped
- 6 oz. tomato paste
- 2 jalapeno peppers, finely chopped
- 2 Tbsp. chili powder
- 2 Tbsp. white vinegar
- 1 Tbsp. spicy brown mustard
- 1 Tbsp. diced oregano
- 2 garlic cloves, minced
- 1 1/2 tsp. ground cumin
- 1 1/2 tsp. hot pepper sauce
- 1 tsp. salt
- 1 tsp. paprika

In Dutch oven cook beef and sausage over medium heat till no longer pink. Drain and add remaining ingredients. Bring to a boil, reduce heat, simmer uncovered for 30 minutes.



UNITED STEELWORKERS LOCAL 745
 2496 E MAIZE RD
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NOVEMBER BIRTHDAYS

Cynthia Erb	Center	6
Brenda Schaefer	Empire	7
Denise Hayunga	Taylor Park	8
Marcia Colby	Taylor Park	11
Toni Lamm	Carl Sandburg	14
Bonnie Piefer	Banks-Bergagna	16
Alelie Huenefeld	Senior High	25

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.*