



The Classifieds

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A FEW THOUGHTS FROM THE UNIT CHAIRMAN

LuAnne Beintema

Welcome to the start of the 2019/20 school year! I hope everyone enjoyed a restful and relaxing summer and is excited to begin a new school year.

While we made plenty of time for play, the GNC kept busy this summer. In June, Andrea Misek, Denise Hayunga, Cindy Erb and I attended a week long workshop at the University of Illinois. We spent the week sleeping in dorm rooms, eating dorm food, and attending classes led by USW and University of Illinois Labor professors. Our workshop was on Collective Bargaining and will be useful since we will begin the process of negotiating a new contract in the New Year for classified staff. Sandy Verhoef also attended a different workshop at the University of Illinois in July. She was excited to learn about the different branches of our union, how to get more involved, and what the union can do for you.

We also held our 2nd annual steward training in early August. Congratulations to Tabatha Sherrer, Jori Nott, Pat Siemens, Sandy Verhoef, and Carol Reineke for becoming

stewards for the classified staff.

This year we are celebrating 20 years with USW! I started off the steward training in August asking Susan Walt to speak. Susan is a retired IMT from Jones Farrar and our very first unit chair. She was highly informative, and explained to everyone what things were like before we unionized 20 years ago. These are a few of the reasons classified staff chose to unionize all those years ago:

- Your job was not guaranteed. Employees were pink slipped every year.
- There was not seniority. Since everyone was pink slipped, the District could bring back who they wanted each year.
- Different people received different pay for doing the same job.
- There were no benefits such as AMRP or medical insurance.
- No paid sick days
- No 26 week paycheck option

These were just a few items that Susan and the first GNC fought for all those years ago. Susan spoke of picketing outside the board office one cold winter night with a TV station filming in an effort to

make things better and fair for all. It is because of Susan and those early supporters we have what we do today. To help celebrate 20 years with USW, we have asked Susan and some early members of the GNC to walk or ride on our float for the Homecoming Parade on October 2nd. If you are standing on the sidelines watching the parade go by, give a wave and a shout out of thanks to Susan and the others. It is because of them we have reason to celebrate!

IMPORTANT PEL NEWS

Below is part of an email I received from Chris Shockey. What this is saying is that paraeducators can't take and pass the para pro test to be hired, they must have a minimum of 60 college credits. The good news is current paraeducators are grandfathered in and this will not affect us. ROE does anticipate that legislators will take action this fall to reverse this change, but in the meantime it will most likely keep us shorthanded.

"Please know that Public Act 101-0220 which eliminated the requirement that teacher candidates pass a test of basic skills to receive a PEL, unintentionally, negatively impacted para-educators. Para-educators can no longer take the ETS para-professional exam or ACT WorkKeys in order to obtain licensure. The only way someone interested in being

a para-educator can be licensed is to complete a minimum of 60 semester hours of credit or hold an associates degree or higher. Therefore, anybody who was in the process of obtaining a para-educator license through the testing process will be denied by ISBE. Currently, we have 3 or 4 individuals who were in the process of being hired contingent upon receiving their license. Angie will follow-up with the principals impacted before contacting the candidates to tell them they cannot work for us until they have obtained their PEL."

USW MONTHLY MEETINGS

Classified Staff meets once a month on the second Tuesday at 4:30 at the Freeport Public Library. FHN has reserved our usual room for the entire school year. This means our meetings will be held upstairs in the board room. As you come up the stairs in the library you should be able to see us. Join us and see what we are all about, this is YOUR union!



JOIN US ON FACEBOOK at USW Classified Staff of FSD 145.

This Month's Events

Date: September 3
Time: 6:00 p.m.
Location: Board Office
Administrative Board Meeting

Date: September 8
Time: 9:00 a.m.
Location: Union Office
Local 745 Membership Meeting

Date: September 17
Time: 6:00 p.m.
Location: Board Office
Administrative Board Meeting

Next Month's Events

Date: October 1
Time: 6:00 p.m.
Location: Board Office
Administrative Board Meeting

Date: October 2
Time: 6:00 p.m.
Location: Empire Street
Homecoming Parade

Date: October 13
Time: 9:00 a.m.
Location: Union Office
Local 745 Membership Meeting

Date: October 15
Time: 6:00 p.m.
Location: Board Office
Administrative Board Meeting

THE MORE YOU KNOW . . .

Article III on page 11 of 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.**

MENTORS

To new employees, welcome! Below is a list of school mentors for this school year. A mentor is someone who has volunteered to make themselves available as a go to person. They are the person to seek out for questions and to help the new employee feel at home. Thank you to these ladies and here is to a great school year!

Mentors for the 2019/20 school year:

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

OUR NEW USW PRESIDENT

Last spring our elected USW President, Todd Hastings, was chosen to replace retiring USW District Rep Mark Trone, a position Todd began in June. This is a huge honor for Todd as he now covers a large portion of Illinois. He helps handle grievances and bargains new contracts for all the locals in his territory. And yes, he will be helping with ours in the spring. USW Vice President, Kip Kuhlemeier, stepped in to fill Todd's shoes for the remaining two years of his term. Kip has many years of experience with USW under his belt. He started at Titan Tire on January 10, 1996. He has been a steward since 1998 and was on his third three year term as our Vice President when Todd accepted the new position. A big thank you to Kip for stepping up and a welcome to him as our new President!

SPOTLIGHT ON:

Katilyn Fontana

Katilyn Fontana is a Paraeducator at Center School. She is from Freeport, Illinois, and graduated in 2009 from Freeport High School so she is a PRETZEL.

She then went to Highland Community College where she received her degree in Associates of Applied Science and Information Technology.

Her family consists of her mom and dad, and sister, Alisha. Her faithful companion is a cat named Griffin. She enjoys watching classical movies, such as the Wizard of Oz, listening to music and reading. She states that she knows the union is doing the best it can to provide its members what we need.

Katilyn likes being at Center School. She works with a great team. She has learned a lot and has grown so much by being here.

She is amazing with the younger children.

Thank you Katilyn for all you do for the children at Center Elementary School and Freeport School District.

SEPTEMBER BIRTHDAYS

Shelley Ensign	Empire	2
Alexis Mijatovic	Senior High	3
Melody Babcock	Empire	8
Rebecca Lieber-Jacobs	Empire	8
Matthew Milliken	Senior High	8
Janna Johnson	FMS	15
Gwendolyn Sanders	Carl Sandburg	16
Dannie Bland	Senior High	22
Tabatha Sherrer	Taylor Park	25
Katilyn Fontana	Center	26
Tavia Grier	Blackhawk	28
LaVern Sanders	FMS	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.*