



The Classifieds

A FEW THOUGHTS FROM THE UNIT CHAIRMAN

LuAnne Beintema

Welcome to November and the season of Thanksgiving!

As we all know, para shortages are across the District. That is due in a large part to the change in the law requiring new paraeducators to now hold 60 college credit hours. Until this is reversed and to once again allow the ParaPro test for new paraeducators, we will most likely remain short staffed. Chris Shockey and Jack Code recently asked to meet with me and USW President Kip Kuhlemeier. The K-2 PACC room at Lincoln Douglas is dangerously understaffed and they wanted to meet with us to think of ways together to fix the problem. Three "solutions" were found:

1. A voluntary transfer of paras into this room.
2. An offer of a \$500 stipend to any para in a PACC, SITE, or SELF room.
3. An involuntary transfer of paras into this room.

The email I sent out to all paraeducators asking if anyone would consider a

voluntary transfer did not yield any results, so that solution is crossed off the list.

The \$500 stipend has people asking questions. To give all paraeducators this stipend would not address the serious problem of being understaffed in these areas. The paras in these rooms are asked to handle more demanding duties on a daily basis. Because of this, paras are choosing not to fill these positions. It is our hope that this stipend will help entice paras to staff these areas. A copy of the proposed memorandum is on school union bulletin boards. Please take a moment to look it over. There would be a \$250 payment initially and a \$250 payment at the end of the school year. You would also have to pay back the initial payment if you do not stay at your position in one of these three rooms. Many USW Classified members already hold positions in these rooms at schools all across the District. These paras will also receive this stipend if they already work in a Site, PACC, or Self room.

Jenny Heiden, payroll at the board office, asked that USW make a slight change

October 30, 2019
Volume 20, Issue 8

In this Issue

A Few Thoughts from the Unit Chairman

Special Meeting

The More You Know

5 Ways to Contact your Union

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 Fax: (815) 232-7762
 E-Mail: uswlocal745@comcast.net
 Mail: 2496 E. Maize Rd.
 Freeport, IL 61032
 Website: uswlocals.org/local-745-freeport-il

United Steelworkers

Local Union No. 745
2496 E. Maize Road
Freeport, IL 61032

815/235-9713

in how dues are deducted from our paychecks. The dues would NOT be increasing, Jenny would just be calculating them a different way. Instead of doing it by hand, she would like to use a computer software program. USW contacted David Duvica from USW International. Mr. Duvica agreed to this move but suggested a membership vote before we pass it through.

Therefore, on Tuesday, November 5th, in the Taylor Park Elementary library at 4:30, we will be holding a special meeting to vote on these two items. I would encourage everyone to attend. If you are not a signed card member, cards will be available for you to sign at the meeting so you will be allowed to vote. I would also suggest if you are a para working in Site, Self, or PACC, to make this meeting a top priority. This meeting will be in place of our regular monthly meeting which normally would be held on November 12th at the Freeport Public Library. Come vote, and make your voice heard!

Highlights of District 145 October 8, 2019 Membership Meeting

LuAnne called the meeting to order. All officers except Rickey were present. A motion was approved to bypass the reading of last month's meeting.

Report of Member Action

Termination of member at Sherwin-Williams

GNC Report-

Food service/managerial license for assistance cooks voted to move on to Step 2.
Grievance filed in food service for cooks not receiving required daily breaks.

Sick Leave- Nothing to report

Health Insurance Committee-

Please continue to use MdLive.

Classified Advisory Council-

meet and greet with Dr. Alvarado
Rickey R spoke on the need for a new security desk at FHS.
Classified staff shortages
Concerns about breakfast in the classroom.

Schools-

CENTER- breakfast in the classroom, para shortages
EMPIRE- breakfast in the classroom, breaks not happening
FMS- behaviors and para shortages
FHS- problems with para shortages

Old Business-

No homecoming parade due to weather

Meeting adjourned at 5:12 p.m.

*Respectfully submitted,
Andrea Misek
Unit Secretary*



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

This Month's Events

Date: November 5
Time: 4:30 p.m.
Location: Taylor Park Library
*District 145 Membership Meeting
AND Vote*

Date: November 5
Time: 6:00 p.m.
Location: Board Office
Administrative Board Meeting

Date: November 10
Time: 9:00 a.m.
Location: Union Office
Local 745 Membership Meeting

Date: November 19
Time: 6:00 p.m.
Location: Board Office
Administrative Board Meeting

Next Month's Events

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

Date: December 10
Time: 4:30 p.m.
Location: Freeport Public Library
District 145 Membership Meeting

Date: December 17
Time: 6:00 p.m.
Location: Freeport Middle School
Administrative Board Meeting



IMPORTANT

Please plan to attend a special union meeting at **Taylor Park Elementary** on **November 5th at 4:30**. This meeting will be in place of our regular monthly meeting (so there will be no meeting on the 12th). We will be voting on the stipend memorandum and a proposed way dues are deducted. Your vote matters, see you there!

THE MORE YOU KNOW . . .

Probationary Period: All employees hired on or after July 1, 2011, will serve a probationary period for eighty (80) school days following each employee's first day of active employment in the District, during which time the employee may be discharged for any reason in the sole and non-reviewable discretion of the Superintendent.

Probationary employees who are in positions qualifying for District-provided health insurance will be eligible for health insurance benefits on the first day of active employment.

Many new hires do not even know that they have a probationary period of 80 school days following their first day of employment with FSD 145. Don't let this make you nervous. Show up on time, take the appropriate break time and watch cell phone usage during working hours. It is rare that someone is actually terminated during their probationary period. Become proactive and get familiar with this and all areas of our contract. Read it, if you can't find your copy it is also posted on the FSD school website. Remember, the more you know...

SPOTLIGHT ON:

Kelly Thruman

Kelly Thruman lives in Freeport, IL. She is a 1990 FHS graduate and received an Associates Degree from Highland Community College. She also received a Bachelors Degree in Sociology from Western Illinois University. After graduating, she worked at Sojourn House as an addictions counselor and also worked as a travel agent and enjoyed traveling.

In 2005, she started working with Becky Sandstrom in her Blended Preschool Classroom. They started at Jones Farrar, and in 2010, the classroom moved to Lincoln-Douglas Elementary School.

Kelly says, "I love my job because of the children. Every day is different with 3, 4, and 5 year olds. It is very rewarding to be an important part of their first experiences related to their education at the present and going into the future. I personally feel there is no better feeling than when past students still remember being in our class when they are seniors in High School. I hope that means I had a positive impact on their life."

She has 3 children. Claire is 20 years old and will complete her Associates Degree in May 2020 from Highland Community College, then transfer to Bradley University to study social work. She is currently working at S & R Dance and loves life guarding at Read Park in the summer.

Matthew is 16 years old and a sophomore at FHS. He plays football and basketball.

Kyle is 8 years old and he is a 3rd grader at Center School. He loves to swim and hopes to start playing soccer.

This past summer, they spent a week vacationing in Riviera Maya, Mexico.

Kelly enjoys reading, watching movies, and traveling. She watched her daughter dance competitively for many years, and will still enjoy her dancing with HCC Dance Team. She enjoys Friday night football games and watching Matthew play.

Kelly is very thankful for all the support offered from coworkers.

Her favorite quote is, "Be somebody who makes everybody feel like a somebody. I hope to always be a positive in a child's life when they may need it the most."

UNITED STEELWORKERS LOCAL 745
 2496 E MAIZE RD
 FREEPORT IL 61032

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
Jacklyn Warfield	Senior High	23
Alelie Huenefeld	Carl Sandburg	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.*