Millburn Federation of Teachers Ratifies Four-Year Agreement

by Michelle Standridge,
IFT Field Service Representative

Following a membership meeting on October 10th, the Millburn Federation of Teachers ratified their third contract, this time a four-year agreement that will continue in effect through the 2021-2022 school year.

Highlights of Millburn’s contract include salary increases of 4.9% in the first year, 4.5% in the second year, 4.1% in the third year, and 3% in the fourth year. Extracurricular sponsors will also receive yearly increases at those same rates.

Members will continue to be eligible to receive a retirement benefit, but the Board and the Union negotiated to reconfiguring the benefit due to an untimely change in legislation related to end-of-career increases for members of TRS. Both parties agreed that it was best to approach it in this manner to ensure a fair distribution of the benefit for teachers while avoiding financial penalty for the District.

The contract includes new language related to FOIA (Freedom of Information Act) requests, a change from 26 pay periods to 24, a collaborative process for developing clear guidelines for establishing and supervising clubs, involvement of the AD and head coaches/sponsors in the hiring process for extracurriculars, and an increase in the number of days from their sick leave allotment that teachers may use as personal leave days (formerly two and now three). Teachers made a concession in lane movement in that a horizontal lane change can now only occur once per school year. Members will continue to receive full single insurance which includes medical, dental, prescription, and vision, with the Board paying 50% of the difference between single coverage and family coverage for those who opt for a family insurance policy.

Some other financial benefits include an increase to tuition reimbursement, internal substitute pay, and pay for student supervision on overnight trips/events as well as the addition of an attendance incentive and pay for elementary teachers when they lose preparation time or team time due to inclement weather.

The negotiating team appreciated all of the MFT members who were so supportive and patient during the negotiating process! On the Union’s bargaining team were Council President Carol McGill, Vice-President Judy Calhoun, Lorie Cipolla, Suzanne Dekorski, Christie Hutson, Adam Lyndon, Kevin Yost, and IFT Field Service Director Michelle Standridge.
Grateful

Holidays offer me a seasonal reminder to reflect on all of the things for which I am grateful. I am thankful for so much: my wife who has been a loyal and devoted partner in my journey for over forty years, my family and my health. This month I would like to use this column to share my professional gratitude with all of you.

But first I want to personally thank all of you for the support that you have provided me when the Illinois Teachers’ Retirement System denied me my many years of system service as a Union leader. All of you supported me through my legal defense costs through the Appellate Court. You helped me to make the morally correct defense against an indifferent bureaucratic decision. I did not prevail but I will never, ever forget your support.

Here are just a few of the collective professional achievements that we have reached through our solidarity for which I am indebted to you:

The most important achievement is the incredible solidarity that all of you have displayed by remaining steadfast in your belief that through your Union membership we can achieve so much more together than we can individually. In the face of the venomous anti-Union motivated case, Janus, which was decided along political lines by the U.S. Supreme Court to weaken our cause, our Union has hearteningly and overwhelmingly resolved to remain united.

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--Mike McGue, LCFT President

Working to solidify our cause in the wake of this political bias demonstrated against Unions, many of you put extra effort in this year to help elect our LCFT endorsed candidates. Our candidates will undoubtedly advance our causes in pursuit of better public education for all. Our newly elected members to the General Assembly from Lake County include one of our own members from Grayslake District 46, Mary Edly-Allen. Also, Joyce Mason, a friend that we supported as a member of the Woodland District 50 School Board, was also elected as a new legislator. Other LCFT endorsed candidates that you helped to elect include Rita Mayfield, Dan Didech, Bob Morgan, Terry Link, Julie Morrison, Jonathon Carroll and Sam Yingling. Governor-elect JB Pritzker pledges to put the interests of working folks ahead of those of big business. I am grateful to see the end of the tenure of Governor Bruce Rauner, who believes that the “boss” always knows best and that the concerns of educators should take a back seat to management when it comes to all issues related to education, whether involving student or employee needs. I honestly can’t remember any elected official who disliked Unions with such zealous vitriol.

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I am thankful to all of you who volunteer to do the daily work that strengthens our Union, including our LCFT Executive Board members and Council leaders. Yours is truly the work that makes ALL of the difference for those of us that work the “front-lines” of our profession.

I am thankful for our Local 504 staff, Sue Eberle, Teresa Martinez, Matt Beverly, Michelle Standridge, Matt LaPierre and Jim Pergander. I am thankful for our affiliate Unions including our brothers and sisters in the Northeastern Illinois Federation of Labor. Together, as members of this central labor council, we “raise the bar” for all workers in Lake County.

But mostly, I am thankful to be able to serve you as the President of the Lake County Federation of Teachers! Together you show me the way to help make a small difference in the most honorable and rewarding profession.

Happy Holidays!

In unity,

Mike McGue, LCFT President
from www.IFT-AFT.org

The Illinois General Assembly ended its fall veto session on Thursday. Action was focused on overriding vetoes issued by outgoing Gov. Bruce Rauner. Several bills of interest to the IFT were considered, though some weren’t acted on in both chambers.

The legislative landscape is expected to change dramatically in January when Democrats will hold a supermajority in each chamber and IFT-endorsed Governor-elect JB Pritzker will be sworn in. Here are highlights of this week’s action:

Minimum teacher salary bill not called for an override
Gov. Rauner previously vetoed this legislation to increase the minimum teacher salary, but a motion to override the veto was not considered this week.

SB 2892 (Manar) would phase-in updated minimum mandated salaries for teachers each year for the next four school years, reaching a $40,000 minimum in 2022-23. After that, increases would be based on the Consumer Price Index (CPI) and subject to review by the General Assembly.

The measure will be reintroduced in the next legislative session, when we are hopeful it will pass. JB Pritzker has pledged, “I will sign this bill if I’m elected governor.” The IFT was a vocal advocate for SB 2892 and will continue to advocate for it.

Charter commission bill veto override fails
HB 5175 (Hoffman) would create a charter school application process where only locally-elected school boards and parents could decide if a charter school is good for their community. The bill allows a charter applicant to appeal to the courts under judicial review if it is believed the application review process was not performed as outlined in statute.

The bill passed both the House and Senate in the Spring, then Gov. Rauner vetoed it in August. The House overrode the Governor’s veto, but the override motion failed in the Senate.

3 percent pay increase repeal left unaddressed – for now
Lawmakers did not consider the repeal of the 3 percent state liability limitation on end-of-career pay increases during this veto session. The IFT will re-introduce the measure in 2019.

IL State Board of Education now to include educators
The House and Senate overrode Rauner’s veto of HB 4284, a bill that requires at least three members of ISBE be representatives of the education community. Currently, the governor appoints members of the 8-member board with the consent of the Illinois Senate. IFT strongly supported this bill.

Override of Rauner’s class size goals veto loses by 1
A motion to override the governor’s veto of HB 5481, a bill that would help the state gather better data related to class sizes, fell just one vote short of passage in the House. The bill would require ISBE to report pupil-teacher ratio data and set class size goals to be achieved by
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2020-21. The IFT supports this measure. Leaders continue to review financial waivers. A 2017 law streamlined the school district waiver request process by requiring ISBE to send waiver requests to a panel of the four legislative leaders (rather than the entire General Assembly) for approval. HB 1262 would require requests to waive state mandates regarding maximum tax levy rates, interfund transfers, payments from taxes levied for operations and maintenance, or transportation be considered by the full General Assembly rather than the legislative panel. IFT took a neutral position on this legislation.

**Charter accountability bills introduced**

HB 5995 (Martwick) and HB 5997 (Welch) were introduced during this veto session to bring light to the ongoing need for charter school accountability. Though neither bill saw action, both bills are expected to be reintroduced in the spring session.

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**UNION-MADE HOLIDAY GIFTS GUIDE**

- Cutco knives
- Harley-Davidson
- Jack Daniel's whiskey
- All Hasbro-branded games and toys
- Garnier Fructis hair care products
- See's Candies
- Joseph Abboud suits
- Rayovac batteries
- C.K. Mondavi wine
- MacGregor golf clubs

Find more gifts at: [aflcio.org/UnionHolidayGifts](http://aflcio.org/UnionHolidayGifts)
AFT members and their families can earn an Associate Degree with NO out-of-pocket cost.

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LAKE COUNTY FEDERATION OF TEACHERS, LOCAL 504  
SPRING 2019 PROFESSIONAL DEVELOPMENT COURSES  
REGISTRATION FORM

(Please Print Clearly)  
Name: ___________________________ Home/Cell Phone: _________________

Home Address: __________________________________________________________

City: ___________________________ State: _____ Zip: _________________

Personal E-mail: ___________________________ School District: _______

IEIN Number: _________________

Please select the courses you will attend:

☐ Foundations II (Note: This is a NEW course)  
Tuesdays and Thursdays (4:00 p.m. – 7:00 p.m.) 30 PDU’s 30 hours  
January 15th - February 7th

☐ Strategies for Student Success Part II  
Tuesdays and Thursdays (4:00 p.m. – 7:00 p.m.) 30 PDU’s 30 hours  
February 12th – March 14th

☐ Journey to Algebra  
Tuesdays and Thursdays (4:00 p.m. – 7:00 p.m.) 30 PDU’s 30 hours  
March 19th – April 25th

☐ Common Core  
Tuesdays and Thursdays (4:00 p.m. – 7:00 p.m.) 15 PDU’s 15 hours  
May 2nd – May 16th (for five nights)

Number of courses selected x cost per course ($50) = $ __________

REGISTRATION FORM AND PAYMENT (NO CASH) MUST BE IN THE  
UNION HALL TWO WEEKS PRIOR TO THE START OF THE CLASS.

Enclose check or money order (no cash) made payable to: AFT Local 504

Return form with non-refundable payment to:  
Lake County Federation of Teachers, Local 504  
248 Ambrogio Drive  
Gurnee, IL  60031

For questions, please call:  
847-623-7725

December 2018
Waukegan Professional Support Staff Gives to Those In Need

by Deborah Phelps, WPSS President

Waukegan Professional Support Staff provided their Fifth Annual Thanksgiving Dinner to the Staben House on Wednesday, November 14. Many WPSS staff volunteered, donated funds, cooked and/or purchased food to support this event and the meal was amazing! Crafts were created for the children and their mothers. Additionally, many non-WPSS staff donated funds to support this facility, on behalf of WPSS. Thank you everyone!

The Staben House is a Transitional Housing Facility for Homeless Women with Children, many of whom are our very own Waukegan Public School Students. The services provided to these families include Housing, Comprehensive Case Management, Transportation Assistance, Employment Assistance, Child Care Assistance, Education Assistance, Life Skills Education, One on One Counseling, Parent Training, Anger Management Classes, Daily Children’s Activities, Rent Assistance, Permanent Housing Assistance and Follow-up services.

Federal Funding Cuts have drastically affected the Staben House this past year. If you are interested in donating to a most worthy cause during this season of giving, I strongly encourage you to consider donating to the Staben House. Donations should be made payable to: The Staben House, 149 South Genesee Street, Waukegan, IL 60085. I am also happy to help if you need assistance with donating. I can be reached at dphelps@wps60.org.

Thank you Waukegan Professional Support Staff for your amazing dedication and giving toward this annual event at the Staben House. A special thank you to Angie Roberson for organizing the event this year. Happy Holidays everyone!

Thanks for voting in the November 2018 Elections!

From your LCFI Political Action Committee