

STATE OF THE UNION

CFT #1272 (November 2023)

President's Message

Dear Union Member,

I have several important items to bring to your attention this month.

New District Grant:

As you may be aware, the district applied for and recently received a grant to create a performance based compensation system for teachers. The information I have about the grant is limited, but I will share what I know so far.



The district is one of twenty-nine recipients of a federal grant. The union was not involved in the grant application process. When we learned the district applied for and received the grant, the at-large officers and IFT Field Service Director Ray Roskos requested a meeting with administration to ask preliminary questions. We also enlisted the support of Union Professional Issues Director, Amy Alsop (also from the IFT). In addition, we communicated with other local labor leaders who have experience with this grant. We have reviewed the grant application carefully, and it appears portions of the grant will need to be bargained with the union.

This grant has many vendors/partners. The vendors listed in the document shared with the union are: 7 Mindsets, Varsity Tutors, McGraw Hill, SIUE, Shawn Joseph and Associates, Black Educational Advocacy Coalition (BEAC) and Student First Consulting Group (SFCG). At this month's school board meeting, information was also shared with the school board and community.

The grant has several goals/components. The district explained the grant will be used to attract and train new teachers, for professional development, to increase teacher and student attendance, and to improve student learning. The district will also identify teacher leaders, and there will be an opportunity for some teachers and building principals to earn additional compensation if specific criteria are met. Teachers will be given the choice of opting in or out of the grant. We were told the grant would only cover teachers and building level administrators.

The union questioned the compensation requirements and the specific amounts. The district was unable to provide the information at the time of our meeting. We have additional questions about the roles of the vendors, how this will impact PLCs and teacher workload, when and where the PD will take place, what measures of student learning will be used, if this will alter our current induction and mentoring program, and more. I will report back to the membership when we have more specific information to share.

Action Committee!

The union is seeking member volunteers for our newly created **ACTION COMMITTEE**.

Strong locals are more than a contract and a few strong officers. Strong locals have engaged and active members. If we want to be a stronger local, we need people to sign up and get involved. Together we can create better working conditions and bargain better contract deals.

We are a large local, with many strengths and our fair share of challenges. We also have a proud history of standing together. Solidarity takes vigilance and work, and even the strongest locals get complacent. If you have ever wanted to get more involved in the union, please sign up (and get your friend to sign up too). No prior experience is needed, just a willingness to attend training.

Please fill out the Google form below if you would like to be considered for the committee. Thank you to Melissa Thomas, Jill Behan, Amy Burton and Erin Reeb for helping organize the initial volunteers and training! I am very excited about this committee.

Happy Thanksgiving:

A few items from the November Executive Council meeting.

The council:

- Authorized the grievance chair to file two grievances related to discipline/due process.
- Formed a Constitution Committee to review and suggest revisions to archaic language. Any changes to this document will be voted on by the membership, so I will provide more information in upcoming newsletters.
- Voted to donate \$1,250 to the Cahokia Food Pantry to help families in our community during the holiday season.
- Discussed the detailed dress code the district attempted to implement. I successfully pushed back against the unilateral mandate. A dress code is a mandatory subject of bargaining as I explained to the membership in a prior President's message. This was not bargained.
- Authorized Erin Reeb to plan a Mardi Gras social for sometime in February.

Thank you for all you do for our students. I would like to wish each of you a relaxing Thanksgiving, and I am thankful to work with great people. Your dedication to our students does not go unnoticed.

Have a wonderful Thanksgiving break.

In solidarity,

Wendy

Action Committee Volunteer Sign Up Form (attached)

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We're sorry, but you do not have access to this page.
That's all we know.



HAPPINESS IS



...working with
great people.

Our Union

What is the Southeast Area Council (SWAC)?

Our local is part of the Southwest Area Council (SWAC) and the Illinois Federation of Teachers (IFT). SWAC consists of approximately 6,000 members throughout the Southern and Western portion of the state. This affiliation gives us a larger footprint and a larger voice. Delegates from our local attend SWAC meetings where we address regional and state issues with other labor leaders. SWAC also has a political committee (COPE) that organizes around political actions. Our union receives a lot of support from SWAC, and I encourage you to follow their Facebook page if you use social media.

The 7 Tests of Just Cause - Understanding Your Rights

7tests_justcause.pdf

The 7 Tests of Just Cause

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Wear Your Union Shirt on Payday

Every payday is WEAR YOUR UNION SHIRT day. Send us pictures of you with your co-workers showing union pride to put in our newsletter. If you know a union member who doesn't get this newsletter, they need to give a personal email address to their union rep. Be sure to follow Cahokia Federation of Teachers 1272 on Facebook.

WEINGARTEN RIGHTS

Read this word-for-word to your supervisor:

“If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative, officer, or steward be present at this meeting. Until my representative arrives, I choose not to participate in this discussion.”



“In union there is strength.”

-Aeosp





About Us

Cahokia Federation of Teachers Local #1272 represents: teachers, certified and non-certified staff, service workers, maintenance, custodial staff, secretarial, Technology Department staff, social workers, and nurses.

Email: lochmannwendy@gmail.com

Location: [Cahokia, IL, USA](#)

Facebook: <https://www.facebook.com/Cahokia-Federation-of-Teachers-1272-114385281983868/>



Wendy L

Wendy is using Smore to create beautiful newsletters