

West Suburban Teachers Union, Local 571, IFT, AFT, AFL-CIO

Union Messenger

"A Union of Professionals"

Now's the Time. Stand with Us.

WSTU/April

4/4—Deadline for WLT—Modules 4&5 Workshop
 4/9 — TRS Seminar - (5:00 p.m. —Westmont)
 4/12—Worksite Leader Training Modules 4&5 -
 (5 p.m. - Westmont)
 4/16—ExBd Meeting - (5:30 p.m.—Westmont)
 4/16—HOR Meeting - (6:45 p.m. —Westmont)
 4/16—571 Area Trustees ballots ready for pickup
 4/16—571 proposed budget presented to HOR
 4/28-29 —IFT ULI (Westmont)

Union Messenger

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 Rachel Esposito, Vice President
 Sandra Erickson, Treasurer
 Cathleen Pope, Secretary
 Jonathan Pazol, Financial Secretary
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 571 Union Messenger Editor



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As AFT President Randi Weingarten explains in her message to members, **"This is a 'Which side are you on? 'moment.'"** The statement was warranted because the Janus v. AFSCME case was heard in the US Supreme Court on February 26, 2018. The case challenges a 45-year-old precedent that has been reaffirmed six times before in the court, the latest reaffirmation in 2009.



This case is not about the petitioner, Mark Janus, an AFSCME Council 31 member and Illinois state employee, but about the right-wing attack on Unions and their members. These wealthy forces that are attacking our union are the ones trying to defund and destabilize public education and erode and suppress the right to vote.

The **Working People's Day of Action** rally and march held on Saturday, February 24, 2018, in 30 cities and counties across the U.S. including Chicago, showed that we won't let them divide us. We as ordinary people came together to stand up to the rich and powerful and made our voices heard because we believe in the freedom of working people to come together to fight for a better life through our unions. (See the pictures of Local 571 members participating on page 4.)

The Koch brothers and their allies committed \$80 million to defund unions using their massive tax breaks to increase that spending to \$400 million to "break" teachers' unions and go after public education and public services.

The question remains. **Which side are you on?** Though we don't have millions of dollars to fight the anti-union corporate interests, we do have a collective voice and vote. If you want to keep your fundamental right of union representation on the job, then vote for the IFT endorsed candidates who support all workers. (See the list of IFT endorsed candidates on page 5.) Take the list to the poll and vote so we can continue to improve the lives of our students, our families and community.

In unity,

Jane A. Russell
 Local 571 President

Accountability and Teacher Turnover

By Bonnie Saracco

Appropriate teacher accountability can make schools better. It can pinpoint learning deficits and enable effective leadership. And reasonable teacher turnover is inevitable. But when you link inappropriate test-based accountability systems to inadequate funding and poor working conditions in the most challenging schools, you have a perfect storm for teacher turnover which hurts our most vulnerable students.

The 2016 *Educational Leadership* article “Do Accountability Policies Push Teachers Out?” by Richard Ingersoll, Lisa Merrill, and Henry, which presents research on accountability and teacher turnover, was a topic of discussion at the 2017 AFT TEACH Conference. **This research shows that some types of accountability push teachers out of the profession while others do not, and that school working conditions, especially classroom autonomy, are the key to keeping good teachers.**

The history of widespread and impactful performance-based accountability in the United States can be traced to 2001’s *No Child Left Behind*. Over half of the schools assessed in the following school year passed all performance standards. Sanctions were eventually meted out to schools which did not. **The most common sanction was the requirement to write a school improvement plan. The second most common sanction was to be placed on an evaluation cycle.** School takeovers and “reconstitutions” were far less common, but still enacted. Test-based accountability has now evolved to sanctions for individual teachers, with various systems and “value-added algorithms” used throughout the states.

The nationally-representative Schools and Staffing Survey (SASS) and the Teacher Follow-Up Survey (TFS) are the most comprehensive data sources on the attitudes of elementary and secondary teachers. Less than half of teachers report in these surveys that accountability standards have a positive impact on their satisfaction with teaching. In fact, almost one third of public school teachers said that they were “somewhat” or “strongly” worried about their job security due to these tests. Teachers want accountability which is sensible and fair, and which is tied to tools to improve their practice.

But it is classroom autonomy which most ameliorates teacher loss. **Teachers feel that it is unfair to judge them on performance-based standards when they have little control over materials, content and skills to be taught, homework, and classroom management techniques.** And the research also shows that teachers in low-performing schools have significantly less autonomy than do those in high-performing schools.

Add this to inadequate funding, and the result is that students living in poverty are much less likely to be taught by experienced teachers who are fully-certified in their subject areas. It remains to be seen if NCLB’s replacement, the Every Student Succeeds Act (ESSA) will improve this situation.



The Illinois Teachers Retirement System (TRS) Seminar

Sponsored by the West Suburban Teachers Union, Local 571

- WHEN:** Monday, April 9, 2018
5:00 p.m.—7:30 p.m.
- FOR:** Local 571 members (teachers) close to retirement
- WHAT:** Light dinner followed by a presentation by a representative of the Illinois Teachers Retirement System
- WHERE:** Robert M. Healey Conference Center
500 Oakmont Lane
Westmont, Illinois 60559 (Entrance D or E)
- R.S.V.P.:** If you plan to attend, please contact Judy Jennings by April 4 at 630/468-4098 or jjennings@ift-aft.org.
- OTHER:** Anyone who signs up to attend the seminar and finds that he/she cannot attend, must notify Judy by 5:00 p.m. on April 4, or he/she may be charged \$15 for the cost of the dinner.

THANK A UNION

- | | | |
|---------------------|-------------------------------|-------------------------------|
| 1. Weekends | 9. Overtime Pay | 17. Age Discrimination Laws |
| 2. Paid Vacation | 10. Health & Safety OSHA | 18. Raises |
| 3. FMLA | 11. Health Care | 19. Sexual Harrasment Laws |
| 4. Paid Sick Leave | 12. Dental | 20. American Disabilities Act |
| 5. Child Labor Laws | 13. Vision | 21. Holiday Pay |
| 6. Social Security | 14. Collective Bargaining | 22. Military Leave |
| 7. Minimum Wage | 15. Breaks | 23. Equal Pay Act |
| 8. 8 Hour Work Day | 16. Wrongful Termination Laws | 24. Civil Rights |
| | | 25. Workers Comp |

AFL-CIO

Teachers and Paraprofessionals

**Just a
reminder...**

Beginning April 1st, please log into your **ELIS** account and renew your educators license if it expires in June of 2018.



Benefits Designed with AFT Members In Mind

- CREDIT CARDS
- MORTGAGE PROGRAM
- CAR RENTAL

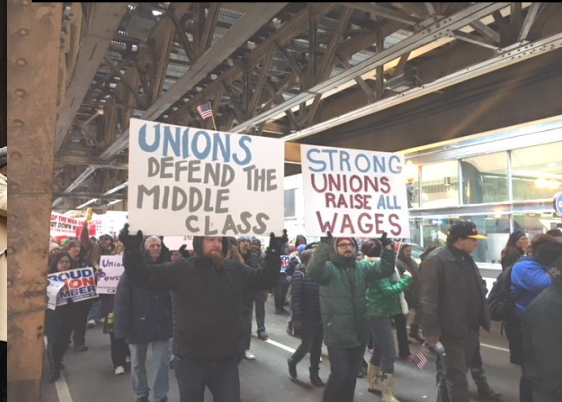
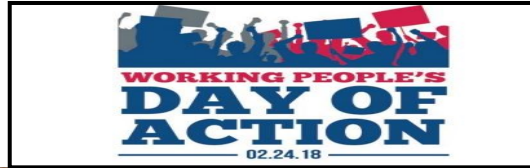
Learn more at unionplus.org/aft

aft A Union of Professionals AFT+ Member Benefits

UNIONPLUS

Working People's Day of Action—February 24, 2018—Daley Center

AFL-CIO President, Michael Carrigan, set the stage—We show up for one another, for our communities and at the ballot box.



Morton Council members display their signs showing the Union is the vehicle for a better life for people and unfortunately the US President and others see this as a threat to their power.

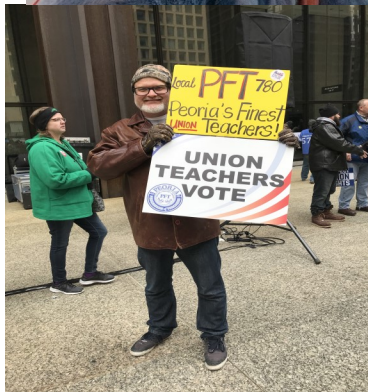
The signs of the Elmhurst Support Staff members expressed they were there to fight for all workers.



The smiles from Cicero Council members don't belie the fact that the Janus v. AFSCME case was heard at the US Supreme Court on February 26, 2018. As Union members, they care, they fight and they show up.



Cicero Council members rallied with many other Unions, both public and private, who supported the Day of Action. (Check out their new Council tees.)



IFT Local 780 Peoria President and IFT Vice-President Jeff Adkins-Dutro, joined the rally and marched with his family. The message is clear.

We care. We fight. We show up. 571 President Jane Russell joined IFT Vice-presidents (in the background) Karen Kendall (IFT Local 943) and John Braglia (IFT Local 1211) as well as a state employee, Tom Garippo, IFT Local 4407.



Morton Council members walked to fight for great public schools, for economic opportunity and security, for healthcare and a secure retirement.

Photos by:

Nicole Gamez (Cicero Council), Arnavaz Mistry-Mujthaba (IFT Field Service Director) and Jane Russell (571 President)



Illinois Federation of Teachers
A Union of Professionals

2018 PRIMARY ELECTION ENDORSEMENTS

U.S. Congress

1st Bobby Rush (D)
2nd Robin Kelly (D)
3rd Marie Newman (D)
4th Jesus "Chuy" Garcia (D)
5th Mike Quigley (D)
7th Danny Davis (D)
8th Raja Krishnamoorthi (D)
9th Jan Schakowsky (D)
10th Brad Schneider (D)
11th Bill Foster (D)
12th Brendan Kelly (D)
14th Matthew Brolley (D)
15th Carl Spoeper (D)
17th Cheri Bustos (D)

Governor/Lt. Governor

JB Pritzker / Juliana Stratton (D)

Attorney General

Kwame Raoul (D)

Secretary of State

Jesse White (D)

Comptroller

Susana Mendoza (D)

Treasurer

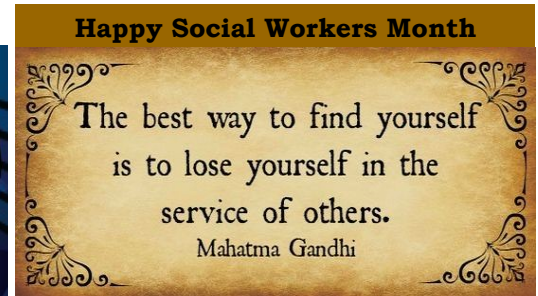
Michael Frerichs (D)

IL House

4th Delia Ramirez (D)
5th Lamont Robinson, Jr. (D)
14th Kelly Cassidy (D)
17th Jennifer Gong-Gershowitz (D)
19th Robert Martwick (D)
24th Lisa Hernandez (D)
25th Adrienne Irmer (D)
27th Justin Slaughter (D)
28th Robert Rita (D)
29th Thaddeus Jones (D)
30th Will Davis (D)
31st Mary Flowers (D)
37th Mathew Hunt (D)
38th David Bonner (D)
42nd Kathleen Carrier (D)
47th Anne Sommerkamp (D)
53rd Mark Walker (D)
59th Daniel Didech (D)
67th Angela Fellars (D)
70th Paul Stoddard (D)
76th Lance Yednock (D)
93rd John Curtis (D)
99th Marc Bell (D)
104th Cynthia Cunningham (D)
107th David Seiler (D)
110th Shirley Bell (D)
111th Monica Bristow (D)
112th Katie Stuart (D)
115th Terri Bryant (R), Marsha Griffin (D)

IL Senate

8th Ram Villivalam (D)
9th Laura Fine (D)
20th Iris Martinez (D)
27th Ann Gillespie (D)
54th Rafael Him (R)
56th Rachel Aud Crowe (D)



Commemorate Women's History

TITLE IX EQUAL OPPORTUNITY IN EDUCATION

As the first Asian American woman and woman of color to serve on the United States Congress, Patsy Mink battled gender discrimination and racism from the very start. The native Hawaiian played basketball for Maui High School, but was never allowed to play full court because the school believed that it would be too arduous for girls.

After her college years at the University of Hawaii, Mink applied to medical school but received twelve rejections due to what she believed to be gender discrimination. She then decided to opt for law school, but continued to face sexism when she was denied a job at a law firm because she was a married woman. She tried to start her own practice, but government officials only allowed residents of Hawaii to take the bar exam.



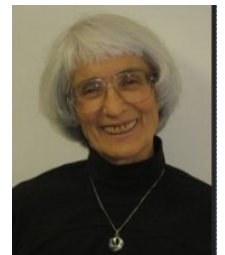
Patsy Mink

Although Mink had been born and raised in Hawaii, her husband hadn't, making her a nonresident of Hawaii. She had to fight for her right to take the bar exam. When she won and passed the exam, she became the first Japanese American woman lawyer in Hawaiian history. Mink was the kind of woman who faced endless challenges from society, but she never gave in.

Her personal and professional experiences dealing with gender discrimination drove Mink to push for the ratification of Title IX, one of her greatest contribution to the United States.

Although Title VII of the Civil Rights Act of 1964 prohibited discrimination in employment based on sex, it specifically excluded educational institutions. Women could legally be denied admission to higher education programs and qualified women were routinely passed up for faculty positions. Known as the "*Godmother of Title IX*," Bernice Sandler both led efforts for the legislation's enactment and become a national expert on its implementation. Title IX became law in 1972 and in 2002 it was renamed the *Patsy Mink Equal Opportunity in Education Act* after it's House co-author and sponsor.

First intended to stop sex discrimination in admissions and hiring, Title IX's scope has increased over time now ensuring female athletes have equal opportunity on the playing field, prohibiting harassment and sexual misconduct, and protecting transgender students from sex based discrimination.



Bernice Sandler

Sources: www.nwhp.org

<https://www.womenssportsfoundation.org/education/mother-title-ix-patsymink/>

What's Missing from the Messenger?

Is there something innovative or exciting happening at your school? If so, we want to hear from you!

Email your news to Robin Hancock at: 571editor@gmail.com



We're on the Web!!!
www.wstu571.org

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