

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

# Union Messenger

## "A Union of Professionals"

### WSTU/May Calendar

4/29—Registration deadline for IMRF Seminar —(Westmont)  
 5/2—IMRF Seminar —(Westmont)  
 5/13—ExBd Mtg. (5:30 p.m.—Westmont)  
 5/13—HOR Mtg. (6:45 p.m.—Westmont)  
 5/13—Vote on 571 proposed budget

### Union Messenger

Jane Russell, President  
 Rachel Esposito, Vice President  
 Sandra Erickson, Treasurer  
 Cathleen Pope, Secretary  
 Jonathan Pazol, Financial Secretary  
 Brett Blair, Legal Defense Secretary  
 Julie McShane, COPE/PAC Chairperson  
 Tom Smith, IFT Field Service Director  
 Arnavaz Mistry-Mujthaba, IFT Field Service Director  
 Julie Masterton, Membership Secretary  
 Patty Clancy, Office Secretary  
 Andrew Bendelow,  
 571 Web Administrator  
 Robin Hancock,  
 571 Union Messenger Editor



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## Fair is Fair!

The month of April has the ominous Tax Day. Most of us don't like paying taxes, but if we expect great schools, top-notch services and community safety, paying taxes seems more palatable. You have most



likely seen the THINK BIG Illinois ads that began on TV as Governor Pritzker rolled out his Fair Income Tax plan on March 7, 2019. **Why a "fair" tax?**

This proposal keeps Illinois competitive with its neighbors. Nearly all families in Iowa and Wisconsin pay more in income taxes under their current tax system than they would if they lived in Illinois.

Currently Illinois has an unfair system, a flat tax. Income is taxed at the same percentage for all wage earners. In the Governor's plan, **97%** of Illinois taxpayers would see either no income tax increase, or some tax relief. Only **3%** will see an increase: those making over \$250,000.

The flat tax hurts those who have the least to pay. The proposal includes a 20% increase in the property tax credit for single people making up to \$250,000 and couples making up to \$500,000. There is a tax credit of \$100 per child for middle class families (phased out at higher incomes).

Illinois is in a deep fiscal mess. There is a \$3.2 BILLION deficit this year alone. This new proposed tax formula has those paying more who have the greatest ability to do so.

How will the additional taxes be allocated? The Governor's plan generates needed funds for both equitable and sustainable funding of schools as well as other vital services and infrastructure.

### Here are some scenarios under the Fair Tax:

#### Household A with two children, homeowners

Household income: \$61,000

Property Tax Paid: \$3,500

The total tax relief of \$271 includes \$41 income tax relief, \$35 property tax relief, \$195 child tax credit.

## The High Cost of Churn

By Bonnie Saracco

Current school improvement efforts often include intense and inappropriate accountability measures. Unfortunately, these efforts have too often also produced schools and systems with extreme employee churn. **Churn impedes school improvement, and has become especially problematic in urban systems and in many charter schools.**

AFT's *Albert Shanker Institute* recently published "All the World's a Stage: How Churn Undermines Change" by Kara S. Finnigan of the University of Rochester and Alan J. Daly of UC San Diego. These authors described churn in education, using the metaphor of a theater production where actors are replaced just as they are beginning to learn their blocking and lines. They emphasized that the larger the roles of the rotating actors, the greater the disruption to the performance, and that the loss of a lead actor or a director will likely result in a postponed or cancelled production.



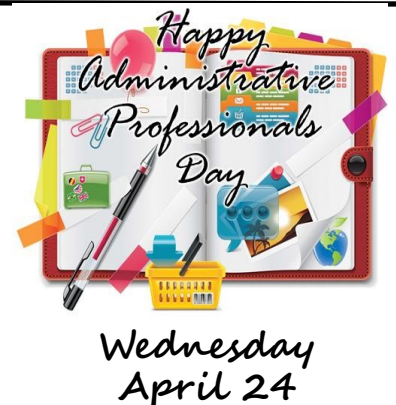
The theater deals with churn by having skilled and well-prepared understudies. Given the specialization of roles and limited resources in schools, it is rare that school employees can seamlessly step in as understudies can. **High quality schools have trusting and collaborative relationships.** Because relationships need to be nurtured by social interaction and shared memories, the educational costs of churn are very high.

Finnigan and Daly found these costs to be exorbitant when they looked at churn among school leaders in a low-performing district. While this district was under sanctions for a three year period, more than 30 percent of its leaders left. It was exceedingly difficult to organize any meaningful school improvement in this situation. This was exacerbated by a turnaround policy that guaranteed excessive churn by mandating the replacement of many of the leaders in the schools under sanctions.

The authors also found that, in addition to administrators in formal leadership roles, schools also have "connectors," people who informally but effectively broker improvements in the system. **Connectors bring together otherwise disconnected people.** When they leave, the disruption is similar to that of the departure of a production's lead actor. The school improvement process is likely to collapse.

Finnigan and Daly also found that although school systems improve when they have policies that foster quality relationships, they rarely saw such policies as any meaningful part of school reform efforts. They concluded, "Capacity building is not an easy policy solution, but it has a much better chance of strengthening (rather than destroying) these urban systems that bear the brunt of our broader educational inequalities."

Public policies that result in excessive churn are another sad example of school reform efforts put in place by policymakers who do not understand schools.



## Local 571 Welcomes the Newest Employee

On March 8, 2019, Patty Clancy became the newest member to join West Suburban Teachers Union as professional support staff. After two days of training with the IFT, Patty is prepared to help Local 571 officers, staff and council members. One of her main tasks is to ensure that council membership information is accurately reflected in the IFT database. She will also assist with information and referrals when members call with questions or concerns. Patty is available Monday through Friday between 11:30 a.m. and 5:30 p.m. Patty joins Julie Masterton who continues as the WSTU membership secretary.



Whether you call or e-mail the office, please wish Patty well in her new position. She can be reached via email at [pclancy@ift-aft.org](mailto:pclancy@ift-aft.org) or at the Local 571 Westmont office at 630-468-4083.

### I.M.R.F. SEMINAR

#### *Retirement Information for Local 571 Support Staff Union Members*

*A speaker from the Illinois Municipal Retirement Fund (IMRF) will present information and answer questions for PSRP (support staff) Union members of the West Suburban Teachers Union, Local 571.*

**WHEN:** Thursday, May 2, 2019  
**TIME:** 5:00 p.m. to 6:30 p.m.  
 Light Dinner and Workshop  
**WHERE:** Robert M. Healey Conference Center  
 500 Oakmont Lane  
 Westmont, IL 60559  
 (Entrance D or E)  
**R.S.V.P.:** If you plan to attend, contact Patty Clancy via e-mail at [pclancy@ift-aft.org](mailto:pclancy@ift-aft.org) or by phone at 630-468-4083 by Monday, April 29

**Anyone who signs up to attend this seminar and finds that they cannot attend must notify the local 571 office by 5:00 p.m. on April 29, or they may be charged \$15 for the cost of the dinner.**

### A Social Security Webinar for Local 571 Members

*Sponsored by the West Suburban Teachers Union, Local 571*

**Identical** Social Security Webinars will be presented and questions will be answered by a representative of the Social Security Administration.

**WHEN:** Wednesday,  
June 19, 2019  
 10:00 a.m.—Noon  
**OR**  
Tuesday,  
July 9, 2019  
 1:00 p.m.—3:00 p.m.

**FOR:** Local 571 members

**WHERE:** Robert M. Healey  
 Conference Center  
 500 Oakmont Lane  
 Westmont, IL 60559

**R.S.V.P.:** If you plan to attend the **June 19** Webinar, contact Patty Clancy by June 17 at 630/468-4083 or [pclancy@ift-aft.org](mailto:pclancy@ift-aft.org).

If you plan to attend the **July 9** Webinar, contact Patty Clancy by July 8 at 630-468-4083 or [pclancy@ift-aft.org](mailto:pclancy@ift-aft.org).

Light refreshments will be served.



3/16/2019

## Fund Our Future—

By Randi Weingarten



Weingarten at a rally for public education in Austin, Texas, on March 11. Photo by Matthew Jones.

The wealthiest Americans don't have to worry about how they will pay for groceries, or a visit to a doctor when they're sick, or heat for their homes during frigid weather.

They never have to think about whether their children will be able to afford to go to college or how they'll pay for summer programs to keep their children safe when school is out. But tens of millions of Americans are consumed with those worries, and the budget President Donald Trump released last week decimates the very programs that help address the needs of the most vulnerable Americans.

To read the entire article go to:

<https://www.aft.org/column/fund-our-future>

## Retirees Corner

Vote for Cinda Klickna for TRS Annuitant Trustee. The IFT interviewed both candidates seeking the position and endorsed Cinda Klickna. Cinda has served as a TRS trustee for several years. She was also the past President of the IEA and a retired educator.

The IFT has worked with Cinda and the IEA, finding her to be a staunch advocate for collective bargaining and teacher rights in the workplace. We can count on her to defend those rights and ensure that unions have a seat at the table on important TRS issues.

Members who are eligible to vote and have an email address on file with TRS have received an email alert directing them to their online Member Account if they wish to vote. Members without an email address on file with TRS received a paper ballot in the mail at the end of March/beginning of April. Voting continues until April 30. **Vote for the IFT endorsed candidate, Cinda Klickna, for the TRS Annuitant Trustee position.**



## Need PD Hours?



We encourage members to register for Local 571 professional development classes being offered this summer. The 2-session classes are \$50 each, and for Union Members Only. Refreshments will be served and all materials will be provided. All of the classes will be held at the Robert M. Healey Conference Center in Westmont, IL 60559.

**June 17-18, 2019 - 8:30 a.m. to 1:00 p.m.**

***\*Managing Anti-Social Behavior - 9 PD hours - 2 sessions***  
-registration deadline: May 31

**June 19, 2019 - 9:00 a.m. to 12:00 p.m. - 1 day only—**

**Free to Union Members—**

***\*Supporting Grieving Students - 3 PD hours - 1 session***  
-registration deadline: May 31

**July 15 & 16, 2019 - 8:30 a.m. to 1:00 p.m.**

***\*Instructional Strategies That Work - 9 PD hours - 2 sessions***  
- registration deadline: July 5

**July 17 & 18, 2019 - 8:30 a.m. to 1:00 p.m.**

***\*Start the School Year Right - 9 PD hours - 2 sessions***  
-registration deadline: July 5

For more information, see the Local 571 website:

[www.wstu571.org](http://www.wstu571.org) where you will find information about each class and a registration form. You may also contact Patty Clancy by phone at 630-468-4083 or at [pclancy@ift-aft.org](mailto:pclancy@ift-aft.org).

**April Is  
AUTISM  
Month**

## Fair is Fair! *(continued from page 1)*

### Household B with no children, homeowners

Household income: \$250,000

Property Tax Paid: \$8,000

The total tax relief of \$145 includes \$65 income tax relief and \$80 property tax credit.

### Household C with two children, homeowners

Household income: \$500,000

Property Tax Paid: \$16,000

The Fair Tax increase on the wealthy is \$6,526 which has an income tax increase of \$6,686 and a \$160 property tax credit, no child credit.

To determine how the Illinois Fair Tax will affect your family, go to the calculator,

<https://www2.illinois.gov/sites/gov/fairtax/>.

Answer a few questions using the State Base Income/AGI. Use Illinois Base Income from Line 9 of the most recent state tax filing form 1040.

In the next issue, more in-depth discussion of the proposed tax rates vs. the marginal rates and the process of moving Illinois to a Fair Tax.

In unity,

*Jane A. Russell*  
Local 571 President



## Credit Counseling

Debt and credit problems can happen to anyone at any time. Luckily, The Union Plus Credit Counseling program can help you regain your financial footing by helping you better manage your finances. Get free credit counseling from certified counselors.

- LEGAL PROGRAM
- FREE COLLEGE
- CONSUMER REPORTS
- HEALTH DISCOUNTS

Learn more at  
[unionplus.org/aft](http://unionplus.org/aft)




**UNIONPLUS** **Careington**  
SOLUTIONS SIMPLIFIED

DENTAL

### Save on Dental Costs - Even Crowns

Union members, retirees, and their household family members can sign up to enjoy savings of 5% to 60% on dental care with one of the largest dental networks in the nation. And, it covers major dental work that you may have been putting off.

#### Typical Discounted Dental Services Include:

- Annual exams, cleanings, fillings, X-rays
- Root canals, crowns, extractions
- Bridges, dentures

Plans start at \$7.95/month\* or \$79.00/year\* and could save you hundreds of dollars if you have expensive dental work in your future.

Learn more at  
[unionplus.org/aft](http://unionplus.org/aft)

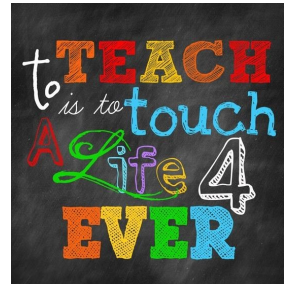




**School  
Nurses  
Day  
Tuesday  
May 7**



**Teachers  
Appreciation  
Week  
May 6-12**



## GREAT LAKES ULI

The Union Leadership Institute is a four day training and leadership development program to be held June 23-27, 2019 at Lake Lawn Resort in Delavan, Wisconsin. It is co-sponsored by the **Illinois Federation of Teachers** and the **American Federation of Teachers**. The courses are designed to enhance local capacity for all AFT constituency groups (Healthcare, PSRP, Public Employees, Higher Education, and Teachers). Its purpose is to provide hands-on learning of union skills, to acquaint you with AFT and IFT issues, and to give you a chance to exchange information with your union brothers and sisters in a relaxed, casual setting with wonderful resort amenities. **The program is open to any AFT member. The registration deadline is Wednesday, May 15.**

**Sunday-Thursday, June 23-27, 2019  
Lake Lawn Lodge Resort in Delavan, Wisconsin**

### 2019 COURSE OFFERINGS

- UNION LEADERSHIP SKILLS
- EFFECTIVE GRIEVANCE ADMINISTRATION - PART -1
- INTRODUCTION TO NEGOTIATIONS AND CONTRACT CAMPAIGNS
- BECOMING A MORE EFFECTIVE TRAINER AND PRESENTER

**For more information visit:**

<https://www.ift-aft.org/professional-development/ULI/great-lakes>

**Please contact your council president if you are interested in attending.**

**Registration forms are due May 15, 2019.**

## **Attention: Teachers**

### NBPTS Candidate Fee Subsidy

The Illinois State Board of Education's Spring 2019-20 window for the Illinois NB First Time Candidate Fee Subsidy will close on **May 12, 2019** at midnight.

#### **Fee Support**

Up to 750 first-time candidates in high-needs schools and 250 teachers in other schools can receive a **\$1,900** subsidy for their application fee. Renewal candidates can receive a **\$1,000** subsidy.

The funds, appropriated by the Illinois legislature, are administered through the National Board Resource Center at Illinois State University and are available to qualified candidates on a first-come, first-served basis.

#### **Candidate Support**

Illinois offers statewide support for teachers interested in pursuing National Board Certification through a partnership with the Illinois State Board of Education and the National Board Resource Center at Illinois State University. NBRC offers resources to candidates through all stages of the National Board Certification process.

**For more information visit:**

<https://nbrc.illinoisstate.edu/>

<https://nbrc.illinoisstate.edu/firsttime/index.php>

### **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](mailto:571editor@gmail.com)

**We Want To Hear  
From You**



**We're on the Web!!!**  
[www.wstu571.org](http://www.wstu571.org)

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