



Kathy Meade

July 19 at 8:55pm

Please don't screw over our teachers. Please don't screw over our teachers.



District 64 board president: 'Significant progress' on negotiations with teachers

The Park Ridge-Niles School District 64 Board of Education president reported that negotiations with teachers have been progressing.
chicagotribune.com

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Monica Caporale Wojnicki Who is getting screwed over??? Sounds like things are going pretty well for them.

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Kathy Meade And how do you know? Details of the contract negotiations haven't been released yet and won't be until it is ready to sign.

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Kathy Meade Ugh! How much do you make and can I go complain to your boss that you are overpaid and deserve a pay cut? Maybe interest him in adding to your paperwork load? Ooo! I know! I'll pester him until he raises your insurance premiums! Then I'll have him cut your 401K and give it to me. Then I'll insist that I get your social security payments delivered to my house.

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[Steve Schildwachter](#) Corporate boards answer to shareholders. Public employees answer to taxpayers.

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[Kathy Meade](#) Education is not a corporation.

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[Steve Schildwachter](#) Actually, Kathy, there are corporations devoted to education -- textbook publishers, for example.

Still, you refer to public education, and that still answers to taxpayers. Sorry.

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[Kathy Meade](#) Yes. We all know about Pearson. How much does our district pay to Pearson for testing materials? Curriculum material corporations are not education. They profit off education.

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[Steve Schildwachter](#) Still, public employees answer to taxpayers.

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[Monica Caporale Wojnicki](#) Who is getting their pay cut and their work load increased??? You are making up stuff when you don't even know any details.

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[Lea Brianas](#) Off topic but not all bosses are men ☐

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[Kathy Meade](#) More like a general "he". Come on now.

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[Mike Miller](#) Sexist much?

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[Sarah Catherine](#) Teachers work load has been constantly increasing over the years, and criticism is out of control. I believe that someone who has so much influence over my child should be respected and salaries reflected such. Test scores mean nothing to me, as a parent, but instilling a love for life and knowledge is. Let's just hope the vague facts in this article do point to a positive turn. The system is so broken, let's just hope our teachers make out ahead, selfishly so our children/town can.

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[Glenna Dudley Pearson](#) Well said! I'd like to see all those people who criticize teachers try teaching elementary or middle school for one year. I'm sure many would not last until January and those completed one year would certainly have a new attitude in June. Dealing with ignorant, negative comments from the public and the never-ending lack of respect is extremely frustrating when you put your heart and soul into your work along with many long hours that is not obvious to the average person.

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[Sarah Catherine](#) Agreed. It's hard to "just quit" if you don't like it. The most emotionally draining yet fulfilling job I've ever had. ♥☐

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[Patricia Lynn](#) ♥□

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[Monica Caporale Wojnicki](#) In all honesty, this post has no relevance since we have NO details on contract negotiations unless you are on the board of education. As it states in the article, it has been "closed door" so none of us know any details.

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[Bob Rinaldi](#) I did not know that teachers are slaves. Are you shackled to your desks and forced to stay on this job that has such horrible pay and benefits? Quick idea, take all the funding that you put into your union including a good portion of your savings and open a charter school. You would have complete control over all aspects of the business and could pay your fellow teachers as much as you desire.

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[Sharon Knowles](#) better yet, take the union dues and put it into your own retirement fund like those of us who aren't in a union do.

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[Mike Miller](#) Kathy, ban me if you must. My salary has been stagnant, aka, zero raise give in a big corporate company, for the last 6 years so forgive me if I say a big F.U. to anyone who says they 'DESERVE' a raise. Sure, I can quit and get a better job but so can the teachers.

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[Kathy Meade](#) Mike, you can always unionize. Why begrudge the teachers?

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[Kathy Meade](#) And I don't ban people on here. That is counter productive to the rules of debate.

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[Mike Miller](#) I don't get guaranteed raise every year independent of productivity. Capitalism's a bitch yo! My salary doesn't go up but teacher's salary go up? That means my spending goes down which means the whole economy goes down (assuming that general raises don't increase as much as Union salaries go up)..

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[Kathy Meade](#) So join a union and quit bitching! Unions don't just secure raises.

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[Mike Miller](#) IT workers of the world unite! Let me raise my "union" Sign above my head at home. Gee, I have global co-workers especially in Germany that have said how well the German workers council has worked... But please, tell me more how a socialize environment works?

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[Mike Miller](#) Kathy Meade no, unions just ensure incompetency.

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[Mike Miller](#) Ok so sure, how much of an annual teacher raise goes directly to the union? If union dues remain zero, yes, absolutely teachers deserve the raise. My issue is the "union" and their cut for driving the Cadillacs or Lexus's around to make sure no one is messing with them.

I'm in favor of workers but representatives need to make a real living. Did I mention I'm a product of d64/d207?

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[Kathy Meade](#) The Park Ridge Union president is not driving a Cadillac or a Lexus. The Park Ridge Union president is a teacher who was elected by her peers.

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[Bob Rinaldi](#) Mike, you appear to be similar to me in that you don't run up and down the street shaking signs in peoples faces, holding children's education hostage and crying about being underpaid and underappreciated. Instead you work your butt off and prove yourself everyday and make yourself invaluable to whatever organization you work for.

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[Sharon Knowles](#) Yea, meeeee 2,

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[Cathy Krawitz](#) Maybe all the great teachers should educate the other teachers

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[Sharon Knowles](#) It is sad that a majority feels teachers deserve a blanket increase in spite of (or despite) accomplishments. My Mother was a teacher and a great teacher too. She lost her job way back when, yet so many feel teachers of "these" times deserve more "just because" they are teachers. Doesn't make sense to me, a child of a teacher and *gasp* a blue collar COP. Sadness and sad times....for those who care the most.

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[Kathy Meade](#) From what I have been told it isn't about a raise. I would elaborate more but feel I would be betraying a confidence.

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[Sharon Knowles](#) [Kathy Meade](#) but yet you post as if you know?? Not shooting the messenger but, c'mon....if you're not among us you must be against us?!

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[Kathy Meade](#) The best I can say is talk to a D64 teacher.

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[Sharon Knowles](#) [Kathy](#), oh whatever!! I disagree and I make a pretty handsome salary! This is not a socialistic society where salary increases are guaranteed!! Or is it?? If you are in the union maybe.... Yet my Mom was in the teachers union and it got her no where, so where do we draw the line??

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[Mike Miller](#) Amusing that [Kathy](#)'s profile says she was born in and lives in Chicago yet espouses Park Ridge living. [#confused](#)

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[Tom Sotos](#) I am sure that whatever happens it will be in the best interest of both the teachers (who are an important part of our children's future) and the tax payers who pay the bills. As well as maintaining fiscal responsibility to sustain the district for years to come.

These negotiations are complicated and have many facets to them. All we can ask is the all involved continue to work together to come to an agreement that works for everyone.

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[Steve Schildwachter](#) Tom, will you be voting for or against the new contract proposal?
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[Tom Sotos](#) Kathy your comment "don't screw over teachers" is reckless and inappropriate". These negotiations are not intended to screw over teachers or tax payers. Both sides are working together to come up with a contract that is fair to both. A contract that shows our appreciation to our teachers, yet respects the taxpayers who pay the bills.
 That is the goal. Not screw over anyone. Got it?

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[Kathy Meade](#) Don't screw over our teachers is not reckless. It is a valid concern. It's all part of that perspective thing we were talking about the other day. I have an inside perspective—in more ways than one. You can have fiscal responsibility and a "fair" contract but what might be "fair" to our more conservative taxpayers (who resent paying taxes) and board members might not actually be to our teachers and students. I spent every single day for a year working in a Park Ridge school last year. I am also aware there is more than compensation on the table. I have also been to a board meeting and seen the nodding and the smiling and then the complete disregard—granted, this was before you were on the board.

I went to the candidate forums when you were running for the board. One of the board members said the only reason he was running was to keep taxes low and force the schools to do more with less.

One of the reasons I voted for you was because you did not make your platform about making the schools suffer in the name of fiscal responsibility. I do have faith that you have the best interest of our schools in mind. Please don't let them screw over the teachers.

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[Tom Sotos](#) I assure you that everyone wants the same thing. Great teachers, great education and great high ranking schools. Everyone understands that all three are necessary to be the best district we can be.

We are all working hard and TOGETHER to reach that end. It is a lot of work for all involved but I assure you that in the end we will come out of this GREAT. which is what our students, teachers and tax payers deserve.

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[Steve Schildwachter](#) "Please don't screw over our taxpayers. Please don't screw over our taxpayers."

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[Patricia Lynn](#) Via Illinois law now, a percentage of teacher salary increases will be based on student growth - PERA.

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[Tom Giannopoulos](#) Raises??? Who gets raises unless they are forced upon the sheep. I haven't had a raise in forever.

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[Sharon Knowles](#) You must work for the same company I do. We should be teachers-we'd make more especially if we are tenured.

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[Tom Giannopoulos](#) I am well tenured at my job! I work for a cheap man. every morning when I get up and look in the mirror I complain to el-cheapo and he tells me I am lucky I got a job and to get my ass to work!

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[Glenna Dudley Pearson](#) Maybe you should look for a new job!

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[Tom Giannopoulos](#) Lol. I have been fired and rehired twice this week already.

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[Sharon Knowles](#) [Glenna](#), yes...indeedy.

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[Lauren Hall](#) Teachers work hard (especially ours) and deserve to be compensated well. However do not forget many are essentially 'paid twice' - 30 years of working at a wage and sometimes God willing another 30 years of retirement pay. It's a tough job but overall they are compensated very well.

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[Steve Schildwachter](#) "Please don't screw over our taxpayers. Please don't screw over our taxpayers."

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[Tom Sotos](#) Steve. Read my message to Kathy and replace the words teachers with tax payers. The same applies. No one is trying to screw anyone. Working on a contract that fairly compensates and keeps taxpayers in mind.

[Like](#) · [July 21 at 5:33am](#)



[Steve Schildwachter](#) Tom, the school board rarely defends the taxpayers -- or, more specifically, only defends those taxpayers whose children attend the schools. There is little or no thought given to the two-thirds of taxpayers who do not send children to the schools. I heard specifically at a school board meeting the administration's finance person say "we need to maximize revenue". I rose to point this out in a public comment, and Mr. Borrelli hurriedly apologized, saying that wasn't really the idea. But it is the idea....as my constantly rising tax bill shows. "Maximize revenue". But negotiations are secret, with the public only wondering what you're doing behind closed doors, hence Kathy and my comments.

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[Tom Sotos](#) Steve. You are well aware that this board did not make the rules to have negotiations in private. We are bound to the contract language we inherited.


As for tax payers, you are also intelligent enough to understand that there is no way to make tax payers without children in the district 100% happy. The percentage of their tax bill the goes to schools makes that almost impossible. We as a board are doing everything we can to insure our teachers are fairly compensated, that our financial health as a district is given the attention it needs and doing all that with the taxpayer in mind.

Regardless of how things turn out, the one thing I can say for sure is that no one is going into these negotiations with intent to "screw" anyone. So I personally would appreciate a better use of words in your statements.

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 [Eric Bangeman](#) How about a bit more transparency in the negotiations next time? I can't think of a reason that serves the taxpayers for inserting a private-neogtiation clause in the new contract. What do you think, [Tom Sotos](#)?

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 [Eric Bangeman](#) Hey, going to retract my comment about transparency. It looks like secrecy is a legal requirement in Illinois and about a dozen other states when it comes to government-public union negotiations.

It's a really lousy law, but it's a law...


<http://eagnews.org/forty-one-states-require-or-encourage.../>



[Forty-one states require or encourage secret contract...](#)

eagnews.org

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 [Tom Sotos](#) [Eric Bangeman](#) that would have to be agreed to by both the board (on behalf of the taxpayers) and the PREA (the teachers union). It is not a unilateral decision that the board can force. And even then it can't all be in open.

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 [Tom Sotos](#) Sorry. Replied before I saw your follow up.

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 [Steve Schildwachter](#) [Tom Sotos](#), thanks for your reply. A few points.


-- Yes, you inherited the secrecy clause, so you're bound by it this time....but secrecy is allowed, not mandated. So did the Board members negotiate in the new contract for future negotiations to be open and transparent?

-- 100% happy? Nobody asked to be 100% happy. But we also did not ask for an almost 100% increase in D64 property taxes over the last 12 years.

-- Please define "fair" compensation....and what constitutes "healthy" finances for a district that "maximizes revenue" so well it's been running a surplus of more than one million dollars.

-- Please describe what contract provisions demonstrate that the taxpayer has been kept "in mind".

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 [Tom Sotos](#) Steve you are too intelligent to pose some of the questions you just presented.

-100% property tax increases. The increases in taxes has so many variables to it and you know better than most exactly why your taxes jumped to those levels and you also know that many of those variables are out of d64s control.

-fair compensation is a pay the is fair and equitable for the work being performed which, in my opinion, also takes into consideration the results of the efforts put forth by the employee.

-healthy finances, to me, means finances healthy enough to continue to run your business, continue to reinvest in your business, maintain the investments (buildings, grounds, equipment etc) in good repair. Continue to invest in bettering the product. For example, some of our

buildings require millions in upgrades, repairs and health and life safety necessities. Those funds need to be budgeted and done so long in advance of their actual need.

- no provision in the contract demonstrated keeping the taxpayer in mind. That is not usually something you will find in a contract. That is something you rely on your elected members of the board to do while negotiating.

But you know all this, so why ask questions that you know the answers to and you know can not be answered in depth in a simple post on Facebook?

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[Gareth Kennedy Tom Sotos](#) - it sounds like you are in favor of merit based pay for teachers. That would be a positive step forward if that was supported by the board and part of the negotiations.

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[Tom Sotos Gareth Kennedy](#) merit based pay is altogether different than what I implied in my statement. Merit based pay in a sales position is pretty clear and highly appropriate. In an environment where we are dealing with children and their education and growth as well rounded individuals (maybe not so clear and easy to implement). We want to be sure that we don't get so hung up on test scores and rankings (although both are high on list of importance) that we are only teaching to attain those goals.

It's more like merit based evaluations. Can discuss my view on this in more detail with you in person, just not interested in going deeper on a post.

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[Steve Schildwachter](#) Tom, you're quite intelligent but not every answer was direct.

- The 100% increase in property taxes far exceeds the increases in the CPI over the past ten years. Please specify "the variables out of the board's control".

- I ask for a definition and you give me circular logic: "fair compensation is a pay the is fair and equitable". I was asking how you define "fair" and you answer "fair".

- Thank you for a somewhat more direct explanation of "healthy finances".

- You said "no provision in the contract demonstrated keeping the taxpayer in mind. That is not usually something you will find in a contract. That is something you rely on your elected members of the board to do while negotiating." Fair enough....past boards have proven unreliable in negotiation (hence the 100% tax increase over the past decade).

- You conclude: "But you know all this, so why ask questions that you know the answers to and you know can not be answered in depth in a simple post on Facebook?" I did not know these answers -- I have my own opinions about them, but voted for you almost two years ago and would like to know your opinion. No need to call me....I'm getting the picture.

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[Tom Sotos](#) Not quite sure what picture your getting. But one easy one is the value of your home in the past 12 years has increased causing your taxes to increase. The equalization factor used to calculate your taxes has been adjusted not in your favor and the tax rate the same. The amount of individuals contesting their tax bill has greatly increased over the past 12 years, if you haven't then this may also be a contributing factor.

The only picture you should be getting from my comments is that I care immensely about our community and our district. I sincerely care about the tax payers with children in the district as I am one of them and I sincerely care about the tax payers without children in the district as my mother is one of them. I want what everyone should want, a good balance. A contract that will help our district move forward and keep our schools good and propel us back to great, while at the same time making sure we do whatever is in our power to keep cost at a min so as to not

price our residence out of their own homes. Tough task by the way. Aren't you glad your not the one charged with the responsibility.

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[Steve Schildwachter](#) Tom, recently we had our house appraised. The value was exactly what we paid for the house twelve years ago. During those twelve years, the value of the home dropped, and then came back up, but landed exactly where we started. Also during that time, Crook County fiddled with the official assessment of our home, and as you've implied, we challenged it. As of this moment, the Assessor's value of our home is exactly what it was twelve years ago. Yet our taxes overall increased from \$10,000 to (currently, before the latest extortionist assessment, which we are fighting) \$17,500. The D64 share of that bill has doubled, so, a 100% increase.

The tax rate is *not* the same, Tom. D64 has increased spending by about 3% every year, the maximum allowable limit, and did raise the rate in 2007, as a result of a voter referendum. The board routinely rubber stamps these increases. If you think that's a "tough task", you'll get no sympathy from those who write five-figure checks every year. That's a tough task, too.

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[Gareth Kennedy](#) [Tom Sotos](#) Thanks for your response. I hope we do get to discuss in more detail. I would agree there are several factors that should go into an evaluation not just test scores. I am not a big fan of standardized tests but would look more for evaluation of how the a teacher grew the skill sets of their pupils over the school year. My wife, when a school psych at a NW suburban school district, would conduct a short test of every child's literacy and numeracy three times a year. I think each individual one-on-one test took 3-5 mins. The literacy one was based on how many words could be read in the time period by the child. She plotted that data and you could see the child's growth over time.

Quantitative measures are only one angle. It is important for an evaluation to include more qualitative factors such as teamwork, communication, etc.

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[Tom Sotos](#) [Gareth Kennedy](#) agreed.

[Like](#) · [July 21 at 11:09pm](#)



[Tom Sotos](#) [Steve Schildwachter](#) From 10 to 17,500 (before contesting it) doesn't equate to double and surely won't equate to double once you contest. However, I agree that's not the point. The point your trying to make is that the board should do what they can to keep from adding to the all the other factors that increase our taxes. I agree with you. FYI. I pay a five figure check almost exactly to the penny of the one you write.

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[Monica Caporale Wojnicki](#) Besides those high taxes we pay some of the highest registration fees (Fremd high school students pay a quarter of what our grammar school students pay) but that is a different soap box. 🗨️

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[Lauren Hall](#) For those that pay a part of their property taxes towards schools but do not use them- My parents sent us to private schools and I sent my daughter to one as well all while property owners and never complained as we see it as contributing to the common good. The county and state deficits are the biggest contributors to high property taxes.

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[Steve Schildwachter](#) [Lauren Hall](#) To be clear, I support public education and gladly pay taxes even though we don't have children in those schools. But that doesn't give the school board a blank check. My issue is that the school board never seems to say "no" and the only stated policy is "maximize revenue".

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[Steve Schildwachter](#) [Tom Sotos](#) To be clear, it's the D64 share of my taxes that have doubled. When my bill was \$10,000, D64's share of the total was smaller....today at \$17,500 it's a much bigger percentage.

Also, my bill used to be >\$18,000. With the latest assessment, it may head that direction again. That depends, as you point out, on whether Crook County lets me contest the new assessment -- but their proposed increase was so gigantically huge, contesting it may only result in a smaller increase, not a smaller tax bill.

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[Glenna Dudley Pearson](#) Yes...I worked hard and was compensated very well, for which I am extremely grateful. It's just the disrespectful attitude of some people which is so disheartening.

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[Steve Schildwachter](#) I am a former public school educator, happy to support public schools -- just not with a blank check. My pushback is on the escalating property tax bills. That's not disrespectful; it's just sticking up for my family's finances.

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[Cathy Krawitz](#) People should not vote for school referendums unless they get the information they want publicized. Seems only fair if we are paying the bill. School boards and teachers negotiate our tax bills behind closed doors.

[Like](#) · [3](#) · [July 22 at 7:42pm](#)



[Kathy Meade](#) School referendums do need to be approved and voted on by the public. Just as we knew what the PRPD referendum would cover Prospect Park and the Library referendum was for updating.

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[Cathy Krawitz](#) Exactly so unless teacher negotiations are public if that is what people are looking for they shouldn't vote for the next referendum. Let the board and district figure out how they can pay for those behind door negotiations.

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[Kathy Meade](#) Negotiating a teacher contract is difficult enough with a couple hundred teachers and school board members. I can't even imagine if every single citizen got to have their say at the bargaining table. That is INSANE! Let them hash it out. They will tell us what they negotiate then the public can have their say.

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[Steve Schildwachter](#) Although I am 100% in favor of making these negotiations transparent, [Kathy Meade's](#) point is realistic given the current situation. Key question: When IS the series of meetings where the public gets a chance to "have their say" -- or better put, "have OUR say"?

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[Steve Schildwachter](#) [Tom Sotos](#) should know. Will there be just one meeting, or will we truly give the public a chance to speak? And how much advance notice will be given?

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[Joan Sandrik](#) My understanding is that the public will have no input. Nada, zip, zilch.

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[Kathy Meade](#) Perhaps we can consider the public's input as electing the school board?

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[Joan Sandrik](#) Seriously?

[Like](#) · [July 23 at 6:05pm](#)



[Kathy Meade](#) Isn't that why we elect our representatives? One of the 3 candidates that ran told everyone at the candidate forum that the only reason he was running was to keep taxes low and to force the schools to do more with less. The crowd applauded. He won. I voted for the other two guys and only one of them won

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[Joan Sandrik](#) Nice try, but I'm not drinking that Kool-Aid.

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[Kathy Meade](#) CPS doesn't even have an elected school board. There is no citizen representation.

[Like](#) · [July 23 at 6:17pm](#)



[Joan Sandrik](#) No, but we're not talking about Chicago.

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[Kathy Meade](#) No we aren't. We are talking about D64. We are very lucky to have an elected school board. Citizen representation. Not every teacher is at the bargaining table either. They elect their representation.

[Like](#) · [July 23 at 6:22pm](#) · [Edited](#)



[Frank Nardi](#) Teachers seem to be fairly paid and then some for a group of people who have limited measurements of how effective or ineffective they perform as teachers.

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[Kathy Meade](#) There are some non-budget items in the contract negotiations.

[Like](#) · [July 23 at 1:07pm](#)



[Patricia Lynn](#) It's tough to measure humans (students). It's like measuring a doctor or dentist on their preventative measures. Did you floss and brush? Did you live healthy? I wish there as a good way to measure the growth. Most of the time data can and does show growth but not always even if there is growth. Did the student blow through the test in 20 minutes because they didn't want to deal with it? Did they sleep the night before or were they up until 2 on their phones or laptop? Did they eat breakfast? And yet, folks outside education are the ones to say - "yes! Let's adopt this test or that measure". So we have what we have. Teachers are measured on formal and informal lesson by their administrators. Formals meaning they know when the admin is coming, informal means they pop in. A new measurement now is PERA (Performance evaluation reform act) which will determine, in part, a teachers performance and

impact their salary increase, or not. Not every job is easily measurable. How does a company measure someone's performance in Public Affairs? Sales is easy - you look at numbers.

[Like](#) · [2](#) · [July 23 at 1:15pm](#) · [Edited](#)



[Lauren Hall](#) Peer and parent reviews that are anonymous would be a good measurement.

[Like](#) · [July 23 at 6:19pm](#)



[Patricia Lynn Lauren Hall](#) to a degree, yes, Lauren. But it is always possible to get an overly positive one or false negative, much like Yelp reviews. Anonymous makes it difficult.

[Like](#) · [July 23 at 6:23pm](#)



[Frank Nardi](#) That would be too subjective. You need real numbers

[Like](#) · [July 23 at 8:01pm](#)



[Tom Sotos](#) I must say, this is probably the best string I have had the pleasure of reading on Facebook regarding this topic. Everyone is respectful and making very important points. Opinions are being offered and responses on being made in a manner that is productive. Feeling proud to be a part of this conversation.

[Like](#) · [1](#) · [July 23 at 5:38pm](#)



[Tom Sotos](#) As for when the public will have the opportunity to view the contract terms. Well it's a two fold answer. If an agreement is reached the public will be notified of the terms after the contract is completed.

If it turns out that an agreement can't be reached, then the community will be presented with both sides final offer after a short cooling off period.

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[Steve Schildwachter](#) Thanks, Tom. Timing on these activities? What specific date(s) should we circle on our calendars?

[Like](#) · [July 23 at 11:38pm](#)



[Tom Sotos](#) Steve unfortunately there is no timing. It all depends on if an agreement is possible or if negotiations break down. I can tell you that both sides understand the concerns of the other and are working together to come up with an agreement.

[Like](#) · [July 23 at 11:46pm](#)



[Steve Schildwachter](#) Tom, let me explain the basis of my question. Four years ago, a friend, on the board then as now, gave me basically the same answer you did. I waited to hear about next steps. Negotiations took a while, but (apparently) didn't "break down". Suddenl...[See](#)

[More](#)

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[Rick Biagi Tom Sotos](#) - I'm not here to beat up on teachers - however, my beef is with a system that is inherently rigged against the taxpayer. PREA represents the teachers of D64 and the Board represents the taxpayers of the District...at times those interests are aligned (e.g. universal goal of high quality education) and at other times they are competing (e.g., salary negotiations). When a private sector union negotiates with a private sector business, it does so at arm's length. However, when a public sector union negotiates with a Board of elected officials and, in some cases, those elected official's political campaigns were financially supported by that very same union, you have an inescapable conflict of interest.

Since the system is inherently flawed, by its very nature, should it not be incumbent upon the elected

officials to err on the side of transparency in order to avoid even the perception of a rigged system which disfavors the very taxpayers that the Board was elected to represent?

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[Rick Biagi](#) [Steve Schildwachter](#)

[Like](#) · [July 26 at 4:40pm](#)



[Rick Biagi](#) ...and Kathy...before you brand me as anti-union, come talk to me about my grandfather, the founder of Local 713 of the Teamsters here in Chicago and about his entire career fighting for the rights of private sector workers. He was known around our neighborhood as one of the most generous persons who would give you the shirt off of his back and go out of his way to help people find gainful employment...because, like me, he recognized that the pride that comes from a hard day's work and the ability to provide for one's family is at the very heart of our human experience. I'd be lucky to be half the man that he was. But it was also my grandfather who saw the flaws in public sector unions and the imbalance of power they created.

[Like](#) · [2](#) · [July 26 at 4:21pm](#)



[Kathy Meade](#) Rick, I actually wasn't even planning on commenting. Many people are already aware on how you feel about paying people with your taxes. You don't like it one bit. You can have a grandfather who was in a union and love him very much for who he was and still resent working people who are in unions. In don't get why you think that unions create and imbalance of power? You mean the power to bargain collectively? You mean the power to not be steamrolled by guys like you who resent having to pay labor costs?

The only problem we have these days is that there isn't enough union representation. One only needs to read this thread, "Why should teachers get a raise! I haven't had a raise in ten years!" "Why should teachers get a pension! I don't get a pension!"

[Like](#) · [1](#) · [July 26 at 5:06pm](#)



[Rick Biagi](#) Wrong Kathy - I have no problem paying people for work that they do with my taxes. I have a problem with elected officials who are supposed to represent the taxpayers, being paid by the people they on the other side of the table with, in negotiations. Don't make things up to fit your specious argument.

[Like](#) · [2](#) · [July 26 at 5:25pm](#)



[Kathy Meade](#) Rick, if we hadn't already had this conversation several times then I would believe that.

[Like](#) · [July 26 at 5:44pm](#)



[Bob Rinaldi](#) Great point Rick!

[Like](#) · [July 26 at 7:32pm](#)



[Bob Rinaldi](#) A teachers union creates a true imbalance of power as it forces teachers to join and the district to negotiate with all teachers as a whole. A true monopoly. Allow each teacher to negotiate their own salary aka merit and only then will you get the true value of each teacher

[Like](#) · [1](#) · [July 26 at 7:34pm](#)



[Kathy Meade](#) Teachers don't have to join a union. They can chose to teach at private schools or charter schools—neither of which have unions. Interestingly enough, those charter schools churn and burn teachers. Unions are a tool for collective bargaining. Not a mon...[See](#)

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[Bob Rinaldi](#) You obviously have no clue what a monopoly is.
[Like](#) · [1](#) · [July 26 at 8:56pm](#)



[Bob Rinaldi](#) And don't compare private schools as my tax dollars are not forced to find them. They are, in a sense, a separate industry. Public schools are tax payer funded and MUST bargain with the ONE (mono) union that represents the teachers
[Like](#) · [2](#) · [July 26 at 8:59pm](#)



[Kathy Meade](#) Your argument was that teachers were forced into a union which you see as a monopoly. A union is not a monopoly. It is collective.
[Like](#) · [July 26 at 9:02pm](#)



[Bob Rinaldi](#) It's a monopoly. Show me one local public school teacher that bargains their own pay and benefits and is paid on merit.
[Like](#) · [July 26 at 9:04pm](#)



[Kathy Meade](#) Charter school teachers.
[Like](#) · [July 26 at 9:05pm](#)



[Bob Rinaldi](#) mo·nop·o·ly
 mə'näpələ/
 noun
 1.
 the exclusive possession or control of the supply or trade in a commodity or service.
 The service being teaching.

Our public schools cannot bargain with Charter school teachers. Is that a difficult point to understand?

[Like](#) · [July 26 at 9:07pm](#)



[Bob Rinaldi](#) Now if we, the taxpayers, were allowed to fire all teachers and hire charter school or public school teachers at will then the union would not be a monopoly
[Like](#) · [July 26 at 9:09pm](#)



[Kathy Meade](#) You are absolutely describing why we need unions, Bob.
[Like](#) · [July 26 at 9:10pm](#)



[Bob Rinaldi](#) ???????
[Like](#) · [July 26 at 9:19pm](#)



[Tom Giannopoulos](#) There is no doubt that the definition. Of the word transparent is not on the dictionary of most of the bargaining people. But I guess if you look back it generally never has. Did you read what Daley did just to try to get olympics?? 10 year union contracts and if Chicago doesn't sell the hospital land the taxpayers are on the hook for 50 million in interest on a 91 million loan. Yeah transparency is needed.
[Like](#) · [July 26 at 5:10pm](#)



[Cathy Krawitz](#) Unfortunately it is about the unknown. Unknown how much a contract is unknown how teachers are evaluated. And then the whole teachers contract and placing it into terms that can be understood by everyone. Base salary ability to get raises healthcare costs pension benefits sick days vacation days number of days worked in a year number of hours work in a day. Then describe generic hourly paid worker and a generic corporate salaried worker.
[Like](#) · [July 26 at 7:11pm](#)



[Tom Sotos](#) The current contract is available on line. I wonder how many have taken the time to read it.

[Like](#) · [4](#) · [July 26 at 7:26pm](#)



[Rick Biagi](#) I agree [Tom Sotos](#)...everyone should read it as you and I have. The problem is that under the terms of the current agreement (which was done long before your tenure on the Board) the public isn't able to read it until the material terms of the next agreement have been agreed to by the parties...and in the case of the current negotiations, it looks like the public won't be able to see it until the eleventh hour.

[Like](#) · [1](#) · [Yesterday at 6:38am](#) · [Edited](#)



[Joan Sandrik](#) I've read it. Not sure what more PREA could ask for...and that's the problem, the taxpayers do not know what is being asked for and will not until it is a done deal. And the board negotiators will likely leave that clause in the new contract that prohibits them from discussing union demands in the next negotiations. Taxpayers take it on the chin once again.

[Like](#) · [4](#) · [Yesterday at 6:45am](#)



[Frank Nardi](#) So much for transparency and the Union way of negotiations

[Like](#) · [1](#) · [Yesterday at 7:03am](#)



[Joan Sandrik](#) For the 2014-15 school year starting salary for an entry level teacher in D64 was \$47,630 for 9 months. That translates to \$63,506 for 12 months. According to the Northwestern University new college grad survey, the average salary for new grads was \$52,156 for 12 months for that time period.

[Like](#) · [1](#) · [Yesterday at 9:19am](#)



[Patricia Lynn](#) Terrific!

[Like](#) · [Yesterday at 9:30am](#)



[Kathy Meade](#) That makes no sense. What do you mean "translates to \$63,506"? Teachers don't get paid for 12 months. They only get paid for the time they are in the classroom and not a single penny for the work they do for the district outside the classroom. If an entry level teacher is making \$47,630 then they are being underpaid if the average salary for new grads is \$52,156.

Teachers don't get paid for time outside of their contract hours (which is 8am to 4:30pm) for things like helping students after hours, grading papers and filling out accountability paperwork. They don't get paid complete their continuing education to keep their certification.

[Like](#) · [Yesterday at 9:38am](#)



[Joan Sandrik](#) Do you really believe that teachers are the only working stiff who go in early, stay late and take work home? C'mon! And those new grads are working 12 months, the teachers are working 9 months. If the teachers were working 12 months, based on the D64 starting salary I quoted, they would be paid \$63,506.

[Like](#) · [2](#) · [Yesterday at 9:45am](#)



[Kathy Meade](#) BUT THEY AREN'T MAKING \$63,506!!!! They aren't getting paid for the time they are not in the classroom!

[Like](#) · [Yesterday at 9:54am](#)



[Patricia Lynn](#) Oh please! I have worked over 30 years in corporate America - always in salaried positions where there is no such thing as even a 50 hour work week. I had a very nice, well-paid career. teach now. I make far less money than I ever did, work far more hours than I

ever did, and am infinitely more happy that I am making a difference in the world , working with amazing kids! I have learned that everyone has an opinion about teachers. If you have never been one or lived with one you simply don't have a clue. Kathy it's simply not worth wasting your breath. Everyone thinks we're paid for our summers and work 8:40 to 3:30. For those of you that believe it's a cake walk, I say - go for it! I changed careers later in life - you can too! Adults can be so small minded.

[Like](#) · [Yesterday at 10:16am](#) · [Edited](#)



[Kathy Meade](#) [Patricia Lynn](#), you are right. It isn't worth wasting our breath. My hope is that there is a silent majority that does support our teachers. In fact, I know there is. Our schools are bursting at the seams. There are 739 members on here and less than a handful of them are vocally anti-teacher. What makes me sad is that there are a bunch of D64 teachers on here reading this vitriol. I applaud them for their dedication and hard work. My kids are thriving in the D64 school they attend.

[Like](#) · [Yesterday at 10:29am](#)



[Joan Sandrik](#) I am not anti-teacher, I am pro-taxpayer. Kathy Meade you missed, perhaps on purpose, the key word "if". IF the teachers were working a 12 month year the salary would be the equivalent of \$63K. IF. Now IF you prefer, I can cut the 12 month NU Grad salary down to a 9 month, but I suspect that isn't going to make you any happier. You started this whole thing with the headline "Please don't screw over the teachers." Twice. I've yet to see anything from you as to what would constitute a "screwing over" of the teachers. And Patricia Lynn, my husband was a university professor for 21 years, I do have a very good idea of what's involved.

[Like](#) · [1](#) · [Yesterday at 11:13am](#)



[Kathy Meade](#) "If" is a moot point. The entry level teachers in D64 don't make \$63K. I am not missing the point. You are skewing the facts to fit your narration. And the Northwestern study is "average" new graduates. That means some make considerably less and some m...[See More](#)

[Like](#) · [Yesterday at 11:20am](#)



[Joan Sandrik](#) You still haven't explained why or how you fear the teachers are getting "screwed over". And if you think being university faculty is a walk in the park, guess again.

[Like](#) · [Yesterday at 11:31am](#)



[Kathy Meade](#) I am responding to your 12 months nonsense. Scroll up for the answer you seek. It has already been asked and answered.

[Like](#) · [Yesterday at 11:42am](#)



[Patricia Lynn](#) [Kathy Meade](#) as are mine. We gave fantastic, dedicated, educated teachers here.

[Like](#) · [Yesterday at 11:58am](#)



[Patricia Lynn](#) [Joan Sandrik](#) - not entirely the same thing. Out of curiosity, Did your children have the opportunity to attend his university for free? That's a lovely perk when that happens.

[Like](#) · [Yesterday at 11:59am](#)



[Joan Sandrik](#) Yes it is, one did, one did not. It was not entirely free but certainly reduced. And it did help make up for some of the not so lovely stuff, none of which was life threatening, just made life "interesting" for lack of a better word.

[Like](#) · [Yesterday at 1:06pm](#)



[Patricia Lynn](#) 9 1/2 months

[Like](#) · [Yesterday at 9:29am](#)



[Frank Nardi](#) There is some truth to what Rauner said about teachers

[Like](#) · [Yesterday at 9:55am](#)



[Tom Giannopoulos](#) Oh boy watch out. It's on!

[Like](#) · [Yesterday at 10:05am](#)



[Patricia Lynn](#) "Virtually illiterate"? Seriously? ☹☹ Rauner is a fool. Gotta love someone whose default is something a politician says!

[Like](#) · [Yesterday at 10:21am](#) · [Edited](#)



[Frank Nardi](#) And you have to wonder about who supports a group of people who have no accountability or measurements for what they do. American kids rank 27th out of 30 developed nations in math and reading. Give me a break, the teacher unions are no better than the political lobbyists in Washington. They support whoever will vote their way without regard for the citizens who pay their salaries.

[Like](#) · [2](#) · [Yesterday at 10:26am](#)



[Patricia Lynn](#) Frank Nardi, such a simplistic view! Perhaps someone who actually understands how education works could set up an accountability system that makes sense. Instead we adopt ridiculous assessments that do nothing but line the pockets of Pearson and other companies that have figured out how to game the system and kickback to politicians.

Our educational SYSTEM needs revamping as a whole; the way taxes are distributed - you name it! Summer's off - I love my kids having Summer's off but it's not the most effective model. Teachers are the ones dumped on because no one fixes the real problems.

Teachers are measured. We're measured by MAP, by PARCC, by formal and informal assessment. Now this year is PERA. If only the hours upon hours of time we spent being reviewed and testing could be used for, you know, teaching. It's tough to measure impact on humans, much easier working in business to measure. You don't have to worry if your measurement is impacted by someone not eating, sleeping, whatever.

But hey, if we're illiterate like Rauner says, it's a mute point. It must be tough going through college and earning an undergraduate degree in business and finance and a Masters in Education, or a business undergrad degree, J.D. And Masters in Ed degree like my coworker, and remaining illiterate. The majority of teachers are extremely well-educated.

[Like](#) · [Yesterday at 11:57am](#)



[Tom Giannopoulos](#) Boy I should become a teacher. Think I would start more with my degree from Smart Arse University ???

[Like](#) · [Yesterday at 10:05am](#)



[Mary Wynn Ryan](#) One of the good things about the current hostility toward unionized teachers is that it will weed out the teachers who are there only because their parents said, "well, you can always teach." Gifted teachers who love and can reach kids, and who love and can convey their subject matter, are the gift that keeps on giving. But recruiting for these true teachers will not be helped by eroding the protections against the random spitefulness and fervent disconnect between effort, merit and

compensation that most private sector employers can inflict at will on the almost entirely non-union private sector workforce. D207 Super Ken Wallace said recently, "performance problems aren't a union problem, they're a leadership problem." Staff managers have to do the boring paperwork to document lousy work when parents and students bring it to their attention; no hiding behind "the union won't let us do anything." I'm struck by how many comments here have nothing to do with whether the teachers are worth their pay and everything to do with how horribly and unfairly the commenters are treated in their own jobs. Perhaps we need to have an entirely different conversation. But I agree with [Tom Sotos](#); this has been a great discussion. I also thank [Steve Schildwachter](#) for his cogent comments. We can solve this.

[Like](#) · [Yesterday at 10:41am](#)



[Tom Sotos](#) I don't ever think it is fair to bring in months worked as an argument in teachers salaries. The job has a job description and it calls for work during certain months and certain hours. That is the job and that is what they get paid to do. It's not fair to teachers to compare them to another profession.

For the same reasons I also don't think it's appropriate for teachers to ever use after hour work and take home work as an argument for their worth.

Almost all employees who care about their job put in extra hours that are not contemplated in their job description. That is why they are salaried employees and not hourly. Teachers have an important job, one that can't be compared to most others, so it's best we don't try.

[Like](#) · [1](#) · [Yesterday at 10:56am](#)



[Kathy Meade](#) I don't think the issue is that teachers take work home so much as it is a counter argument that a teachers work day is not the 6 hours they are in the classroom that many non-teachers seem to resent.

[Like](#) · [Yesterday at 11:19am](#) · [Edited](#)



[Tom Sotos](#) [Kathy Meade](#) I agree with you Kathy. Most Teacher put in their time and do their job and in the end it comes out to the equivalent of a full day/full years worth of work. When a teacher cares and prepares a new updated lesson plan every year and prepares a new updated lesson plan every year and prepares for the upcoming year with updated and progressive projects. I agree fully that they are truly putting in the hours.

All that work and all the grading and extra work they come up with for students they have identified as needing advancement or help to be brought along, that's all work done on their, so called, own time. Those teachers should never be questioned about hours worked or Summer's offer. Ever.

I would love to believe that is all the teachers in D64.

[Like](#) · [1](#) · [Yesterday at 11:28am](#)



[Sharon Knowles](#) yes, "those teachers should never be questioned", I think the feeling is not ALL teachers fall into this basket of hard working, truly dedicated, caring educators for our kids. And still, no one deserves a blanket raise. I don't care if they are union or not. Compensation and compensation increases should be based on achievement as well as meeting defined milestones.

[Like](#) · [Yesterday at 11:32am](#)

Copied on July 30, 2016 @ 5:20 p.m.