

AFT Affiliate Lake County Federation of Teachers Records

42.5 linear feet (42 SB 1 MB)

1950-2011, bulk 1978-2003

Walter P. Reuther Library, Wayne State University, Detroit, MI

Finding aid written by Stefanie Caloia on November 5, 2014.

Accession Number: LR001995

Creator: Lake County Federation of Teachers

Acquisition: The AFT Affiliate Lake County Federation of Teachers Records were deposited at the Reuther Library on October 15, 2008.

Language: Material entirely in English.

Access: Boxes 1-41 are open for research. **Restrictions: Boxes 42 and 43 are restricted from public research.**

Use: Refer to the Walter P. Reuther Library *Rules for Use of Archival Materials*. **Restrictions: Researchers may encounter records of a sensitive nature – personnel files, case records and those involving investigations, legal and other private matters. Privacy laws and restrictions imposed by the Library prohibit the use of names and other personal information which might identify an individual, except with written permission from the Director and/or the donor.**

Notes: Citation style: “AFT Affiliate Lake County Federation of Teachers Records, Box [#], Folder [#], Walter P. Reuther Library, Archives of Labor and Urban Affairs, Wayne State University”

Related Material: AFT Oral History Collection, Illinois Federation of Teachers Records
A digital file (listed at end of inventory) is available in the Reuther Digital Repository.

PLEASE NOTE: Folders in this collection are not necessarily arranged in any particular order. The box folder listing provides an inventory based on their original order. Subjects may be dispersed throughout the collection.

Abstract

The American Federation of Teachers chartered Local 504, the Lake County Teachers' Federation, in 1937. The Local began with teachers from Waukegan High School, but in 1977 it federated with seven other AFT-affiliated unions in the county under the Lake County Federation of Teachers (LCFT). The individual unions retained some autonomy, becoming known as councils, and delegates from each council form the governing body of the LCFT. Additional councils formed and joined the LCFT at later dates. The LCFT won collective bargaining in Waukegan in 1967 over the Illinois Education Association (IEA)-affiliated Faculty Association, though Illinois state law did not guarantee such rights until 1984. In addition to collective bargaining, the LCFT has worked to secure tenure rights for teachers, improve pay and working conditions, and eliminate de facto segregation in Lake County schools. Members of the LCFT include primary and secondary school teachers, paraprofessionals, support staff such as secretaries and bus drivers, psychologists and social workers, and higher education faculty and support staff. The LCFT is affiliated and often works in conjunction with the Illinois Federation of Teachers (IFT), and the American Federation of Teachers, AFL-CIO.

The AFT Affiliate Lake County Federation of Teachers Records consist primarily of organizing, negotiation, and grievance files. Extensive grievance files include cases related to involuntary transfers, pay, benefits, family and medical leaves of absence, certification, retirement, contested evaluations, and conflicts with administration. LCFT Defense Files from IFT field representative Glenn Smith contain bills, correspondence, and other documents related to legal services for grievances. Also included are files related to LCFT history, including its 50th anniversary celebration in 1987 and newsletters published by the IFT, LCFT, and councils within the LCFT. Additional document types include correspondence, contracts, reports, meeting minutes, handwritten notes, and news clippings.

Important Subjects:

- Bus drivers
- Collective bargaining
- School psychologists
- School social work
- Social workers
- Wages

Important Names:

- Illinois Federation of Teachers

Arrangement

Folders are listed by their location within each box. They are not necessarily arranged, so any given subject may be dispersed throughout the entire collection. However, they are generally arranged by alphabetically by individual council (Beach Park to Waukegan), with general LCFT files at the end (Boxes 24-25). The order also reflects two separate shipments, so arrangement starts over again with Beach Park in Box 26.

Box 1

1. [Beach Park] Negotiations, 1995
2. Dues Authorization, 1995
3. Election, 1994
4. Cheryl Davis, Salary Adjustment, 1995
5. Grievance, Sheri Ramos, 1997
6. IMRF, 1997
7. Harassment Policy, 1997
8. Grievance, Richardson, R, 1997
9. Beach Park Staff RIF Notice, 1997
10. Organizing, 1995-1997
- 11-15. Negotiations, 1997
16. Position Elimination, 1997
17. [Big Hollow] Negotiations, 1994
18. BH Negotiations, 1992
19. Negotiations, 1989 June-December
20. Negotiations, 1989 January-May
21. Insurance, 1989
22. Negotiations 1983-88
23. Big Hollow Misc.
24. Big Hollow Lesson Plans, 1997
25. Grievance, Castetter, Julie, 1995
26. Grievance, School Calendar, 1995
27. Grievance, Bucher, 1994
28. Grievance, Tuition Reimbursement, 1988-1989
29. Grievance, Extra Duties, 1986
30. Grievance, Boodey, Nicki, 1987
31. College of Lake County Negotiations, 1994
32. Grievance, Miller, Diane, 1996
33. Grievance, Miller, Diane, 1988
- 34-35. [College of Lake County] CLC Negotiations, 1996
- 36-37. CLC Election, 1998

Box 2

1. [College of Lake County] CLC Decertification, 1996
2. CLC Decertification, 1994
3. Negotiations, 1994
4. Cost Info, 1994
5. Lead HVAC Mechanic, 1994
6. Proposals, 1994
7. Negotiations, 1993 January-July
8. Employees Attendance
9. Building Grounds Negotiation, 1991-1992
10. Organization 3rd Shift, 1991
11. Negotiations, 1990-1991
12. Negotiations, 1989

13. Background, 1989
14. Salaries, 1989
15. Call Back Pay, 1997
16. Chambers, John, 1997
17. Contracting Out, 1997
18. Dreyer, Bill, 1997
19. Erganian, Bridget, 1997
20. Crump, Paul, 1997
21. Frey, Robert, 1997
22. Greco, Dale, 1997
23. Hansen, James, 1997
24. Hoe, Rick, 1997
25. Impact Bargaining, 1997
26. Martinez, Ricardo, 1997
27. Mechanic Position, 1997
28. Procedure & Policy, 1997
29. Santell, Bruce, 1997
30. Winkler, Ray, 1997
31. Eric Bell, 1996
32. Antonio Griffen, 1996
33. Health Leave, 1996
34. Jesse Moreno, 1996
35. Rhonda Patterson, 1996
36. Erik Solomon, 1996
37. Lennie Sorensen, 1996
38. William Southwell, 1996
39. Working Conditions, 1996
40. Harris, Dave, 1995
41. Hoe, Rick, 1995
42. Kundert, Debra, 1995
43. Notification Process, 1995
44. Santell, Bruce, 1995
45. Satinsky, Jeri, 1995
46. Third Shift ULP, 1995
47. Andrichik, 1994-1995
48. Bell, Eric, 1994-1995
49. Hermon, Barb, 1994-1995
50. Webb, Shane, 1994-1996
51. Miller, Randy, 1994-1995
52. Poull, 1994-1995
53. Nunamaker, Mike, 1995
54. Sterett, Jeff, 1995
55. Holiday Schedule, 1994
56. Longton, Terry, 1994
57. Miller, Randy, 1994
58. Uniform Distribution, 1994

59. Siler, Sam, 1988-1994
60. Crump, Paul, 1993-1995
61. Frey, Robert, 1993-1995
62. Stam, John, 1993
63. Health Leave Incidents, 1997
64. Winkler, 1993-1994
65. Grievance, Docked Pay, 1994
66. Health Leave, 1992-1994
67. Heffernam, 1992-1993

Box 3

1. [College of Lake County] Lewis, William, 1993
2. Porzel, Ray, 1993
3. Staranowicz Bill, 1992-93
4. Berry, Roger, 1992
5. Frey, 1992
6. Dorsey, 1992
7. Harris, David, 1992
8. Karigiannis, Frank, 1992
9. Kolar, Ruth, 1992
10. Landwehr, John, 1992
11. Liaromatis, Tim, 1992
12. Munoz, Heriberto, 1992
13. Queen, Margaret, 1992
14. Shift Supervisor, 1992
15. Southwell, Bill, 1992
16. Workday, 1992
17. Hill, Arthur, 1991
18. Nicolay, Neil, 1991
19. Temporary Empl., 1991
20. General Grievance, 1990
21. Gesky, Art, 1990
22. Vacation Days, 1990
23. Mota, George, 1989
24. Chain of Command, 1992
25. Vacation Request, 1992
26. Election, 1992
27. Election, 1989
28. [Diamond Lake] Negotiations, 1995
29. Negotiations, 1992
30. Benefits, 1992
31. Salary, 1989
32. Diamond Lake Agreement, 1985-1986
33. Hameude, Scott, 1997
34. Slezak, Lynn, 1997
35. Negotiations, 1985

36. Evko, Bev, 1995
37. Nicolay, Joan, 1995
38. Extra Duties, 1991-1992
- 39-40. [Emmons] Negotiations, 1997
41. [Lake Villa] Salary, 1991-1992
42. [Emmons] Misc.
43. TAs & Active, 1992
44. Negotiations, 1994
45. Negotiations, 1991
46. Negotiations, 1990-1991
47. Negotiations, 1987
48. Evaluation Plan, 1986
49. Organizing, 1985
50. Record Day Grievance, 1992
51. Benson, John, 1986
52. [Grant] Comp Lab Tech, 1997
53. Bell Schedule, 1996
54. Insurance, 1996
55. Grant Negotiations, 1995
56. Negotiations, 1991
57. Wickboldt, L., 1996
58. Kohler, Bob, 1997
59. Grant, Miscellaneous
60. *Grant Slant* Newspaper

Box 4

1. [Grant] Negotiations, 1988
2. Evaluations, 1986
3. Negotiations, 1985
4. Gherman, Doris, 1995
5. Hoppen, Jennifer, 1995
6. McCann, Pat, 1995
7. Wickboldt, Laurie, 1995
8. Rowden Summer School, 1994
9. (Murphy) Lunde, Karen, 1989-1990
10. McCann, Pat, 1989
11. TRS, 1988
12. ULP, 1988
13. Personal Leave, 1987
14. Sub Pay II, 1987
15. A-Team, 1986
16. Copier, 1986
17. Meal Expenses, 1986
18. P.E. ULP, 1986
19. Sub Pay, 1986
20. Sub Pay I Case, 1986

21. Faoro, George Retirement, 1995
22. Rowden, Don, Retirement, 1995
23. Grant Salary Information, 1993-1994
24. Grant Retirement, 1991-1992
25. Swanson, Marti, Retirement, 1992
26. Baxter, Kenneth, Retirement, 1989-1990
27. Marsh, William, Retirement, 1990
28. Whelon, Retirement, 1985
29. Ring, James, Retirement, 1989
30. [Grayslake] Negotiations, 1997
31. Roseann Rendl, 1996
32. Fisher, Megan, 1997
33. Financial Conditions of District, 1997
34. Negotiations, 1995
35. Negotiations, 1993
36. Negotiations Survey Forms, 1992
37. Financial Info, 1993-1994
38. Preparation & Survey
39. Audit Info, 1991-1992
40. TRS Salary, 1990-1993
41. Flexible Benefits, 1986, 1988

Box 5

1. [Grayslake] Negotiations, 1990
2. Insurance Background, 1985-1991
3. Grayslake/Avon Merger, 1988
4. Negotiations, 1986
5. Resource Material, 1986
6. Negotiations, Proposals, 1985
7. Negotiations, 1984-1985
8. Negotiations, 1983-1984
9. Organizing, 1984
10. Baumgartner, Lori, 1995
11. Evaluations, 1995
12. FMLA Policy, 1995
13. Hammel, Elizabeth, 1995
14. HMO Change, 1995
15. Paystubs, 1995
16. Lunch Period, 1994
17. Plan Time, 1994
18. Retirement Incentives, 1994
19. Rogers, Sherry, 1994
20. Budwick, Holly, 1993
21. Religious Leave, 1993
22. Supplemental Pay, 1993
23. TRS Deductions, 1993

24. Health Issues, 1992
25. Boston, Diane, 1991
26. Van Es, Lorna, 1990
27. Medicare, 1986-1990
28. Mades, Karen, 1989
29. Moline, Steve, 1989
30. Grievance, Leave, 1989
31. Hauptly, Janice, 1988
32. Tax Withholding, 1988
33. Lytikainen, Jane, 1987
34. Moon, Sandy, 1987
35. Working Condition, 1987
36. Baumgartner, Lori, 1984-1986
37. Halsey, Barbara, 1986
38. Sponholtz, Dee, 1986
39. Noyes, Edward, 1984
40. Referendum, 1990
41. Resolutions, 1989
42. College Credit Approval, 1988
43. Referendum, 1985
44. Referendum, 1984
45. Payroll, 1984
46. Recognition, 1984
47. [Gurnee] Discipline Issues, 1996
48. Horan, Terry, 1996
49. REI Student, 1996
50. Retirees Sick Day Pay, 1996
51. Hiatt, Dave, 1997
52. Austin, Debra, 1995-1996
53. Insurance-Goldberg, 1995
54. Insurance-Obergefell, 1995
55. Extension, 1995
56. Bargaining, 1994-1995
57. Insurance-Husband & Wife, 1994
58. Medical Insurance, 1993
59. Bargaining, 1993
60. Negotiations, 1992-1994
61. Psychologists-Elections, 1992
62. Negotiations, 1990
63. Negotiations, 1988

Box 6

1. [Gurnee] Negotiations, 1987
2. Bowie, Jean, 1995
3. Gilray, Marilyn, 1995
4. Overpayment, 1995

5. Tuition Reimbursement, 1995
6. Worth, Jeff, 1994
7. Neal, Jim, 1993
8. Kettman, Kathy, 1989-1990
9. Tabor, Ellen, 1990
10. Thompson, Chris, 1988
11. Evans, Gail, 1986
12. Romani, Nick, 1985
13. School Calendar, 1990
14. Zion Campus, 1990
15. Referendum, 1989
16. [Lake Villa] Part-Time, 1997
17. Summer Enrichment, 1996
18. [Lake Villa] Negotiations – Extension, 1995
19. Letter of Understanding, 1995
20. Seniority/RIF, 1995
21. 5+5 Agreement, 1993
22. Insurance, 1993
23. Negotiations, 1993
24. Negotiations, 1991
25. Negotiations, 1988
26. Negotiations, 1986
27. Negotiations, 1984
28. Brill, Jill, 1994
29. Mehnert, Linda, 1993
30. Neeve, Judith, 1991-1992
31. Trussell, Cal, 1989-1990
32. Grievance, Physical Exam, 1989
33. Medical Exam, 1989
34. School Days, 1987
35. Tuition Reimbursement, 1986-1987
36. Floor/Noon, 1985
37. Harnagel, John, 1985
38. Payroll, 1994
39. Non-Certified Staff, 1995
40. Sick Leave/Retirement, 1993
41. Payment of Dues, 1990-1992
42. Newspaper, 1989
43. [Libertyville] Organizing, 1996
44. Negotiations, 1997
45. Salary Negotiations, 1996-1997
46. [Libertyville High School] Disability Leave, 1996
47. Negotiations, Newspaper Articles, 1995
48. Negotiations, Personal Leave, 1995
49. Negotiations, Backup for Last Step, 1995
50. Negotiations, Finances, 1995

51. Negotiations, Formulas, 1995
52. Negotiations, Notes, 1995
53. Negotiations, Paychecks, 1995
54. Negotiations, Background, 1995
55. Negotiations, Projected 3-Year Schedule, 1995
56. Negotiations, Work Year, 1995
57. [Libertyville] Gun Free School Policy, 1994
58. Salaries, 1994
59. Background, 1993
60. Financial, 1993
61. Negotiations, 1992

Box 7

1. [Libertyville] Flex Info, 1990
- 2-3. Tentative Agreement, 1990-1992
4. Negotiations, 1989-1990
5. Amendment Certification, 1988
6. Estep, Claudia, 1997
7. Guiard, Christopher and Laura, 1997
8. IBEW Scholarship, 1997
9. Inclusion Case, 1997
10. Martin, Jack, 1997
11. Parental Leave, 1997
12. Shupe, Don, 1997
13. Warfield, Andrew, 1997
14. Work Day Change, 1997
15. Herald Article, 1996
16. Building List, 1997
17. Letter to Board, 1997
18. Holtsford, 1996
19. Shellenberger, Ross, 1996
20. Vocational Facilitator, 1996
21. Workers' Comp, 1996
22. Hartman, Susan, 1995
23. Michaels, Tracy, 1995
24. Part-Time Subs, 1995
25. Sherman, Diane, 1995
26. Crumpac, Debbie, 1995
27. General Leave, 1995
28. State Report Cards, 1995
29. Warfield, Andy, 1995
30. Bargaining Unit, 1994
31. Carlson, Harry, 1994
32. Concessions, 1994
33. Garcia, Ernesto, 1994
34. Gwin, Barbara, 1994

35. Suspension Without Pay, 1994
36. Courses/Vacancies, 1993
37. FOIA Request, 1993
38. IRC Supervisor, 1993
39. Retiree Insurance, 1993
40. Teacher Assignments, 1993
41. Holtsford, Amy, 1992
42. Kranz, Charles, 1991
43. Stipends-Workday, 1990-1991
44. Rogala, Diane, 1989
45. Carlson, Ron, 1988
46. Billberg, Robert, 1995
47. ProRata Pay, 1995
48. Libertyville Election, 1988
49. Child Abuse Form, 1987
50. Nutshell Response, 1987
51. Background, 1984-1986
52. IELRB Election Attempts, 1984
53. [North Chicago] Board Credits, 1997
54. Brothman/Daydif, 1997
55. Cleck, Neal, 1997
56. Coleman, Bea, 1997
57. Excellent Rating, 1997
58. Foster, Juliette, 1997
59. Hurst, Gina, 1997
60. ISS Supervisor, 1997
61. Johnson, Reggie, 1997
62. Job Transfers, 1997
63. Neal School, 1997
64. Overload of Classes, 1997
65. Pop Machine, 1997
66. Reizner, Elizabeth, 1997
67. Seniority List, 1997
68. Simpson, Elvin, 1997
69. Supt. Search, 1997
70. Symington, Scott, 1997
71. Take Backs, 1997
72. Dwayne Foote, NC, 1994
73. Blackford, 1996
74. Ciullo, 1996
75. Coleman/Walton, 1996
76. Davis, Moira, 1996
77. DeWolf, Karen, 1996
78. Discussion, 1996
79. Inclusion, 1996
80. Jansen, 1996

81. Jeffries, Marguerita, 1996
82. Kotzin Sub Pay, 1996
83. Lawson/Weatherspoon, 1996
84. Mitchell Graduate Hours, 1996
85. Morton, 1996
86. Placek, Tamara, 1996
87. Plasz, Susan, 1996
88. Psychologists, 1996
89. Reizner, Patricia, 1996
90. Schwab, 1996
91. SW Posting, 1996
92. TRS Issues, 1996
93. [North Chicago] Salary & Insurance, 1995
94. Seniority List, 1994-1995
95. NCTU/NCCSU Merger Petition and Elections, 1993
96. Gonwa's NC Task Force, 1993
97. NC Certificate Deficiencies, 1991
98. NC Flex Benefit Plan, 1991
99. Audit Report, 1991
100. NCCSU General, 1991
101. NC Miscellaneous, 1991
102. Bargaining, 1990
103. Active Proposals, 1990
104. Extra Duty Pay, 1989-1990
105. TAs [Tentative Agreements], 1989-1990
106. Salaries, 1989-1990
107. [Libertyville] Negotiation Briefs, 1993

Box 8

1. [North Chicago] Dead Documents, 1990
2. State Dollars, 1988-1989
3. Membership, 1988-1989
4. Horizontal Moves, 1988-1989
5. PSRP Organizing, 1989
6. Working Documents used in Negotiations/Original Evaluation Plan, 1988
7. North Chicago Unit District 187
8. Negotiating, North Chicago, 1989
9. Miscellaneous Correspondence, 1989
10. Bargaining, 1989
11. News Clips, 1989
12. Communications Memos to Teachers, 1989
13. NCCHS-AAA Cases 2-7 Final, 1989
14. NC Medicare, 1989
15. NC64 Bankston, McCarthy, Zook, Hart School, 1989
16. The Wounded Warhawk, 1989
17. Miscellaneous, 1987-1988

18. Miscellaneous, 1986-1988
19. Hall Duty, 1986-1987
20. PSRP Organizing, 1988
21. Economic, 1988
22. Tentative Agreement, 1988
23. Bargaining, 1988
24. Votes & Flyers, 1988
25. Organizing, 1987
26. Election, 1987
27. North Chicago High School, 1987
28. NCTA Contracts, 1984-1988
29. North Chicago High School, 1984
30. Bobo, 1995
31. Bridwell, Marion, 1995
32. Calendar, 1995
33. Cheerleading Assistant, 1995
34. Default Loans, 1995
35. Holbrook, Sarah, 1995
36. In-school Behavior Modification Aide, 1995
37. Jansen, Burt, 1995
38. Jones/Brown, 1995
39. Kovacek, Duane, 1995
40. Krim/Fey Copy Cats, 1995
41. Leptich, Jan, 1995
42. Mandatory Meetings, 1995
43. Mandrell, Hope, 1995
44. McHugh Insurance, 1995
45. McKay, Joanne, 1995
46. Niemacek, Kathy, 1995
47. Overload of Classes, 1995
48. Patterson, Mary Lee, 1995
49. Plasz, Susan, 1995
50. Presley, Robert, 1995
51. Professional Growth, 1995
52. Santagato, Nancy, 1995
53. Schall, Melissa, 1995
54. Shere, Carolyn, 1995
55. Sign In/Out, 1995
56. Social Workers, 1995
57. Stebbins, Robert, 1995
58. Substitute, 1995
59. Thompson, Krestall, 1995
60. Trainer, 1995
61. Bates, Regina, 1994
62. Boyer, Michelle, 1994
63. Christian, Janet, 1994

64. Coleman/Dean/Ada, 1994
65. Course Approval, 1994
66. Fey, Katrina, 1994
67. Game Workers, 1994
68. Geidner, Susan, 1994
69. Graduate Credit Arbitration, 1994
70. Hay, Jerome, 1994
71. Hernandez, Esther, 1994

Box 9

1. [North Chicago] Jansen/Stallings, 1994
2. Krimm, 1994
3. Kuehn, 1994
4. Lombardi, 1994
5. New Teacher Pay, 1994
6. Schaal, 1994
7. Schwab, 1994
8. Summer Leave Days, 1994
9. Zeigler, 1994
10. Bryant, 1994
11. Chubin, 1993
12. Dissolution, 1993
13. Division Head, 1993
14. Flex Benefits, 1993
15. Law, 1993
16. Medical Insurance, 1993
17. Rashid, 1993
18. Retirement Fund, 1990-1993
19. Sanction, 1993
20. Seniority List, 1993
21. Special Order of Business, 1993
22. Ulbert, 1993
23. X-Duty, 1993
24. Barber, 1992
25. Coleman, 1992
26. Cunningham Time Sheets, 1992
27. Cutback/ULP, 1992
28. Extra Curricular, 1992
29. McGee, 1992
30. Navarro, 1992
31. Olson, 1992
32. Overtime, 1992
33. Recalls, 1992
34. Scaife, 1992
35. Seniority List, 1992
36. Shavit Tuition, 1992

37. Social Workers, 1992
38. ULP Against Union, 1992
39. Layoff ULP, 1992
40. Vanden, 1992
41. Wesolowski, 1992
42. Music, 1992
43. Myrick, 1991
44. Roberts, 1991
45. Running Problems, 1991
46. Seniority List, 1991
47. Tuition, 1991
48. Turley, ULP, 1991
49. Coleman, 1990
50. Johnson, 1990
51. Krause, 1990
52. Staszak, 1990
53. Jansen, 1989-1990
54. Beausoleil, 1989
55. Layoffs, 1989
- 56-62. Layoff Files #1-7, 1989
63. Seniority, 1989
- 64-69. SEDOL [Special Education District of Lake County] Negotiations, 1997
70. "Pristine" Originals
71. Pension Clause, 1997
72. Dental Insurance, 1996
73. Reorganization, 1996
74. Hold Harmless, 1995
75. Insurance, 1995
76. Negotiations, 1994 May
77. Negotiations, 1994 June
78. Negotiations, 1994 April
79. Scattergrams, 1994
80. 5% Proposal, 1994
81. Fringe Fund, 1994
82. Financial Info, 1994

Box 10

1. [SEDOL] Increment & Conversion Cost & Schedule, 1994
2. Raises Examples and Amounts, 1994
3. 7.6% Proposal and Language, 1994
4. SEDOL Assistants, 1988-1993
5. Self Insurance, 1993
6. Negotiations, 1992
7. Contract Distr., 1992
8. Background, 1988-1992
9. HMO, 1991-1992

10. IEP [Individual Education Program], 1991-1992
11. Workman's Comp., 1991-1992
12. Fair Share, 1985-1992
13. Insurance/Fringe, 1977-1992
14. Bargaining, 1989-1990
15. Bargaining, 1988
16. Salaries, 1988-1992
17. Bargaining, 1985
18. Bargaining, 1984
19. Bargaining, 1983
20. Bargaining, 1979
21. Bargaining, 1978
22. Bargaining, 1977-1978
23. Bernardi, Mary, 1997
24. Jenni Bryan, 1997
25. Dinner Certificates
26. Door Prizes
27. Discipline Interp., 1997
28. Dual Bug, 1997
29. Goening, Mary Lou, 1997
30. High, Jackie, 1997
31. Irwin, Ginger, 1997
32. Kistenfeger, Kathy, 1997
33. Klaskin, Lisa, 1997
34. Krizan, Rosemary, 1997
35. Lanyon, Catherine, 1997
36. Late Paychecks at Powers
37. Lead Teachers, 1997
38. Malmstedt, Sherry, 1997
39. Manek, Doris, 1997
40. Mueller, Linda, 1997
41. Nurse Waiver, 1997
42. Outstanding Educator, 1997
43. Paperwork Day, 1997
44. Payroll Snafu, 1997
45. Permanent Sub Concept, 1995
46. Pfluger, Melanie, 1997

Box 11

1. SEDOL Seniority List, 1997
2. Sick Leave Bank, 1997
3. Shreiner, Peggy, 1997
4. Silverton, Judith, 1997
5. Take Backs, 1997
6. Tuition Reimbursement, 1997
7. Westley, Michelle, 1997

8. Williams, Linda, 1997
9. Wright, Gail, 1997
10. SEDOL IEA Assistants, 1993
11. Appleman, Jim, 1996
12. Bowers, Susan, 1996
13. Budget Cuts, 1996
14. Central Teacher Evaluation, 1996
15. Central School Leukemia, 1996
16. Council Dues, 1996
17. Craig/Miller, 1996
18. Levin, 1996
19. Garcia, Grant, 1996
20. Goehring Mandatory Insurance, 1996
21. Heim, Nan, 1996
22. Jankovich, Dan, 1996
23. Kelly, Virginia, 1996
24. Laremont, 1996
25. Leave Request, 1996
26. Luby, Debbie, 1996
27. Mix, Cheryl, 1996
28. MSAs Other, 1997
29. O-M VI [Orientation-Mobility Vision Itinerant] Teachers Org., 1996
30. Perma Sub, 1996
31. Pepler, Larissa, 1996
32. Reorganization Press, 1996
33. Rude, Jennifer, 1996
34. SEDOL RIF, 1996
35. Shafrun, Elaine, 1996
36. Seniority List, 1996
37. Sick Leave Bank, 1996
38. Smith, Mae, 1996
39. STU Budget, 1996-1997
40. VanDyke, Melodie, 1996
41. Wallin, Linda, 1996
42. Sick Leave Bank, 1993-1995
43. Action TM Minutes, 1995
44. Ann Callaway, 1995
45. Mary Ellen Corbett, 1995
46. Aaron Deemars, 1995
47. Interpreter Pay for Teachers, 1995
48. Elayne Keating, 1995
49. Marquart, 1995
50. James McAvoy, 1995
51. Marta Miller, 1995
52. Renee Mulloy, 1995
53. Catherine Pasinski, 1995

54. Reorganizing, 1995
55. Rose/Bernardi, 1995
56. Vendor, 1995
57. Cindy Stremmel, 1995
58. Melody VanDyke, 1995
59. Maternity Leave, 1994-1995
60. Brooks, 1994
61. Clemens, 1994
62. Deemar/McMullen/Bryden, 1994
63. Elstein, 1994
64. FMLA Request, 1994
65. Garcia, 1994
66. Barbara Jones, 1994
67. Lewandowski, 1994
68. Job Share, 1994
69. Delayed Pay, 1994
70. Oldenberg, 1994
71. Linda Pekkarinen, 1994
72. Peppler, 1994
73. Proctor, 1994
74. Round Lake SEDOL Strike, 1994
75. Wilkins, 1994
76. Wright, 1994
77. Barr, 1993
78. Budget, 1993
79. Craig, 1993
80. DeLuca, 1993
81. Fell, 1993
82. 5+5 Incentives, 1993
83. Family Medical Leave, 1993
84. Van Dyke, 1993
85. Gorske, 1993
86. Miller, 1993
87. N.C. Make-Up, 1993
88. 125 Plan, 1993
89. Scrofani, 1993
90. Sick Bank Donation, 1993
91. Sub Pay, 1993
92. Zupec, 1993
93. Laremont Issues, 1992
94. Central School, Asbestos, 1992
95. Craig, 1992
96. Dues Deduction, 1992
97. Eggar, 1992
98. Elstein, 1992
99. Job Sharing, 1992

100. Kushnir, 1992
101. Seniority List, 1992-1993
102. Matluck, 1992
103. Welborn, 1992
104. Bozer, 1991
105. Dental Insurance, 1991
106. Dues Deduction Error, 1991
107. Green, 1991
108. Konetshny, 1991
109. Prager, 1991
110. RIF, 1991
111. Ross, 1991
112. Seniority List, 1991
113. STU VS NIHIP, 1991
114. Zochert, 1991
115. Fredrickson, 1990-1991
116. Wajnichi, 1990-1991
117. Health Care, 1990
118. United Educators, 1989-1990
119. Tuition Reimbursement, 1984-1991
120. Cobb, 1990
121. Hoeksema, 1990
122. Rakowski, 1990
123. Reeks, 1990
124. Sebenik, 1990
125. Seniority List, 1990
126. Sick Leave, 1990
127. TRS vs. SEDOL, 1990
128. TRS vs. SEDOL Annuity, 1990
129. Witt, 1990
130. FioRito, 1989-1990
131. Smith, 1989-1990
132. Jahnke, 1989
133. Pfluger, 1989
134. Gottesman, 1988
135. Sandell, 1988
136. Central Reorganization, 1987-1988
137. Ralston, 1987-1988
138. True, 1987-1988
139. Blum, 1987
140. Bogenshutz, 1987
141. Calahan, 1987
142. Gertz, 1987
143. Kroman, 1987

Box 12

1. [SEDOL] Power Center, 1987
2. Wolf, 1987
3. Brook, 1986
4. Emanuelson, 1986
5. Ganzer, 1986
6. King, 1986
7. Segal, 1986
8. Veit, 1986
9. Wickman, 1986
10. Fishman, 1984
11. Lead Speech Clinician, 1984
12. Smith, 1983
13. Hull, 1982
14. Jackson-Shelton, 1982
15. Religious Leave, 1981
16. Dudink, 1980
17. Hancock, 1980
18. Low, 1980
19. Personnel Files, 1980
20. Speech Clin. Office Space, 1980
21. Wojciechowski, 1980
22. Beck, 1979
23. Brown, 1978
24. Stenzel, 1978
25. Pritchard, 1978
26. Summer Testing Quotas, 1978
27. SEDOL Union Teacher
28. Strike Info, 1978
29. Pre-Recognition Papers, 1974-1975
30. Resolutions
31. Evaluations
32. Flood Letters
33. IEA/SEDOL, 1989
34. In-Service Dates, 1978-1987
35. LMRP - OLD
36. Membership Recruitment
37. Martinson, Mike, 1997
38. [Technology Campus] Dietz, Adrienne, 1996
39. Classified Staff Organizing, 1997
40. Negotiations, 1996
41. [Lake County Area Vocational Center] Negotiation, 1993
42. Financial Info AVC, 1993
43. Pre-Negotiations, 1993
44. Negotiations, 1992
45. [Libertyville] Election (701), 1992

46. [Lake County Area Vocational Center] Job Description, 1990
47. Organizing Staff, 1990
48. Organizing Teachers, 1990
49. Organizing AVC, 1990
50. Negotiations, 1990
51. Salaries, 1990
52. Tentative Agreements, 1990
53. [Technology Campus] Gleason, Julie, 1994
54. Hanson, Ron, 1994
55. [Lake County Area Vocational Center] Brumm, 1993
56. Fugelsetih, 1993
57. Brierton, Jeff, 1992
58. Morcom, 1992
59. Snider, 1991-1992
60. Aken, 1991
61. Proksch, 1991
62. Beshel, 1990
63. Cosmetology, 1990
64. Dues Deduction, 1990
65. Seniority List, 1992-1993
66. Side Bar, 1992
67. RIF Info, 1991-1992
68. Flex Plan, LA, 1990
69. [Warren] Insurance, 1997

Box 13

1. [Warren] Financial, 1996
- 2-5. Negotiations, 1996
6. Good Friday, 1996
7. New Building, 1996
8. Summer Hours, 1996
9. Vacation Sign-up, 1996
10. Brunette, Kim, 1996
11. Cooper, 1996
12. Dorian, Emmett, 1996
13. Kosonen, Janet, 1996
14. Monohan, Paul, 1996
15. Classified Seniority, 1996
16. Vacation Selection, 1996
17. Bryan, Rich, 1997
18. Cowell, Chris, 1997
19. Fasolo-Ricker, 1997
20. Goduto, Pat, 1997
21. Hansen, Anne, 1997
22. Hoffman, Linda, 1997
23. Hoppe, Kathy, 1997

24. Insurance Reserve Fund, 1997
25. Miller, Marie, 1997
26. PE Waiver, 1997
27. Personal Leave, 1997
28. Przbylski, Michael, 1997
29. Rohr, Deb, 1997
30. Classified Seniority, 1997
31. Stennis, Kerry, 1997
32. Texidor, Robert, 1997
33. Zemmil, MaryAnne, 1997
- 34-35. Bargaining, 1993
36. Accredited Staff, 1993
37. Current Negotiations, 1993
38. Organizing and Election, Warren Township High School, 1993
- 39-41. Bargaining, 1991-1992
42. Appendix C Changes, 1991
43. Bargaining, 1990
44. Proposals, 1988
45. 9 Period Day/Mid-Term Bargaining, 1987
46. Evaluation Plan, 1986
47. Organizing, Warren PSRP, 1986
48. Support Staff Organizing, 1986
49. Score Card of Issues

Box 14

1. [Warren] Bargaining, 1985
2. Organizing, 1984
3. Bowen, Tim, 1995
4. Curriculum Pay, 1995
5. Dorian-Holiday Pay, 1995
6. Garret, Marvin, 1995
7. Gorsky, Sydelle, 1995
8. Holidays/Good Friday, 1995
9. Summer Hours, 1995
10. Warren Classified Wages, 1994
11. Dorian-Smoking, 1994
12. Glogovsky, Paula, 1994
13. Goduto, Pat, 1994
14. Lesson Plans, 1994
15. Monroe-Retirement, 1994
16. Parry, Kristen, 1994
17. Posting, 1994
18. Physicals, Background Transcript, 1994
19. Seniority, 1994
20. Shelton, Kathy, 1994
21. Wagner/Smith, 1994

22. Bryan-Investigation, 1993
23. Warren Impact-Just Cause, 1993
24. Buckowich, Kurt, 1993
25. Cody, Sharon, 1993
26. Eimerman, Kim, 1993
27. Flaker, Terry, 1993
28. Lunch Period, 1993
29. Mason, Chris, 1993
30. Early Retirement, 1993
31. McClory, Jack, 1993
32. Normoyle, Marie, 1993
33. Paraprofessionals, 1993
34. Schmidt, Connie, 1993
35. Tiernan, Natalie, 1992-1994
36. Bader, Darrell, 1992-1993
37. Bad Faith ULP-Smoking, 1992-1993
38. Smoking Settlement, 1992-1993
39. Baker, Walt, 1992
40. Drivers Ed, 1992
41. Mail Reading, 1992
42. Merger Petition, 1992
43. Fringe Benefits, 1991-1992
44. Buckowich, 1991-1992
45. Wilkerson, Kelly, 1991
46. Flaker, 1991
47. Murley, Pam, 1991
48. Leave of Absence, 1990-1992
49. Workday, 1990-1991
50. Tiffany, Mark, 1990
51. Warren vs. McMahan, 1990
52. Buchowich, Kurt, 1989-92
53. Baker, Walt, 1989-90
54. Sign in/out, 1989-1990
55. Frank, Judith, 1989
56. Security/Parking lot, 1989
57. Cowel, Chris, 1988-1989
58. ULP, 1988
59. Life Insurance, 1987-88
60. Cafeteria Payout, 1987
61. Galgan, Mike, 1987
62. Insurance Benefits, 1987
63. Evaluations, 1986
64. Insurance
65. Salary Schedules
66. Tax Exempt Questions
- 67-68. [Winthrop Harbor] Working Conditions, 1997

69. Westfield Supervision, 1997
70. Forced Supervision, 1997

Box 15

1. [Winthrop Harbor] Policy, 1997
2. Trail Documents, 1997
3. News to Use, 1997
4. Dental Insurance, 1996
5. Hold Harmless Agreement
6. Staff Evaluation
- 7-8. Negotiations, 1995-1996
9. Extra-Curriculum Stipend, 1995
10. Noncertified Merger, 1994
11. Insurance, 1994
12. Union Proposals, 1994
13. Negotiations, 1994
14. Board Proposals, 1994
15. Salary, 1994
16. Election, 1994
17. Trimmer, 1994
18. Wallace, 1994
19. Cliff, C/Will, F, 1996
20. Zeis, Cheryl, 1995
21. Insurance, 1996
22. Workman's Comp, 1996
23. Burke, Debbie, 1997
24. Drama Club, 1997
25. Educational Conference, 1997
26. Hiring Instructional Asst., 1997
27. Jenelewicz, Donna, 1997
28. Kuntel, Roger, 1997
29. McGillivray, Pat, 1997
30. Phimister, Dorothy, 1997
31. Torkelson, Donna, 1997
32. Wallace, Pat, 1997
33. [Woodland] Evaluation Plan, 1997
34. Payroll Change Amendment, 1997
35. Pay Deductions, 1997
36. Strategic Planning for Improvement, 1997
37. Woodland Teacher Handbook, 1997-1998
38. Lane Change, 1996
39. Negotiations, 1995
40. Press Releases, 1995
41. Negotiations, Time Clock, 1995
42. RS Petition, 1995
43. 10-12 Month Employees, 1995

44. New Jobs and Descriptions, 1995
45. Personnel Files to Update, 1995
46. Tuition Reimbursement, 1995
47. Bargaining, 1994
48. Active Proposals, 1994
49. Bargaining, Salary, 1994
50. TAs and Dead Counters, 1994
51. SW/PSY RS Election, 1994
52. Unit Clarification, 1992
53. Flex Benefit, 1991-1993
54. Negotiations, Woodland, 1991-1994
55. Drug Policy, 1990-1991
56. Assistant Election, 1991

Box 16

1. [Woodland] Negotiations, Woodland, 1990
2. Negotiations, Woodland, 1988
3. Bargaining, 1988
4. Negotiation, 1986
5. Dues Problems
6. Mayberry, Donald, 1995
7. Bargaining, 1985
8. Bargaining, 1984-1985
9. Bargaining, 1982
10. Role of Union Reps, 1997
11. FMLA, Sick Leave, 1996-1997
12. Merger Information, 1997
13. Grievance Chair, 1997
14. Balonick, Lisa, 1997
15. Barthel, Bonnie, 1997
16. Barnhart, Cindy, 1997
17. Maternity Leave, Jennifer Bunke, Woodland, 1998
18. Ashton, Conti, 1997
19. Buffa, Carol, 1997
20. Clausen, Deeann, 1997
21. Conference Days, 1997
22. Delgado, Fernando, Memo of Concern, 1997
23. Dolan, Diane, 1997
24. Erlinson, Mary, 1997
25. Heuvelman, Randy, 1997
26. Route Length, 1997
27. Sickles, Roseanna, 1997
28. Stine, Ron, 1997
29. Termini, Pat, 1997
30. Swoboda, Joy, 1997
31. Barrett, Karen, 1996

32. Beck, Karen, 1996
33. Evaluations, 1996
34. Gasper, Kathy
35. Hodina, Cathy
36. Cara Lahti, 1996
37. Roger Lass, 1996
38. Munts, Brad, 1996
39. Nykiel, Cindy, 1996
40. Perschon, Liz, 1996
41. Posting Vacancy, 1996
42. Maryon Stone, 1996
43. Zager, Tracie, 1996
44. Woodland Block Scheduling, 1997
45. Woodland Teachers Evaluation Plans, 1991-1997
46. Strike Info, 1985
47. Interference ULP, 1985-1986
48. 5+5 Information, 1993
49. Seniority List, 1993
50. School Board Election, 1997
51. Prep Time Arbitration, 1995-1996
52. Curriculum ULP, 1995
53. Linda Johnson, 1995
54. Rebecca Potter-Hill, 1995
55. Sick Leave Use, 1995
56. Spensor, Christina, 1995
57. Starick, Kathy, 1995
58. Zager, Steve, 1995
59. Videotaped Evaluations, 1995
60. Ann Wichman, 1995
61. Accumulated Sick Leave, 1994
62. Louise Botman, 1994
63. Kathy Clay, 1994
64. Cramer, Markus, Roscher, Montemayor, Konz, 1994
65. Karla Des Biens, 1994
66. Espinoza, 1994
67. Failure to Produce Bus Driver Seniority List, 1994
68. Konz, Snyder, Tschannen, 1994
69. Letto, Pay Leave, 1994

Box 17

1. Ken Lohfink, 1994
2. Lucas, Amy, 1994
3. Maust, Robert, 1994
4. Paychecks, 1994
5. Time Clock ULP, WSS, 1994
6. Bus Seniority, 1993

7. Layoffs, HR Reductions, 1993
8. Prep Time, 1992-1993
9. Sec. X-Mas Days, 1993
10. Sick Leave Bank, 1993
11. Spizzirri, 1994
12. Vacancy, OM Coordinator, 1993
13. COPE Info., 1992
14. Longevity Pay, 1992-1993
15. Tuition Reimb., 1992-1993
16. Montella, 1992
17. Sheffer, 1992
18. Sick Days, 1992
19. Daily Schedule, 1991
20. Hanlin Death, 1991
21. Sickles, 1991
22. Bus Mgr. Position, 1990
23. Pastori, 1990
24. Paychecks, 1990
25. Schlicht, 1990
26. White, 1990
27. Decert. Petition, 1989
28. Eiduke, 1989
29. Bobrick, 1988
30. Prep Time ULP, 1986-1988
31. Wadley, 1988
- 32-33. Cureton, 1987
34. Conference Days, 1987
35. Reiser, 1987
36. Scherr Case, 1987-1990
37. Snyder, 1987
38. [Zion-Benton] Teachers Negotiations, 1995
39. ZB Physicals, 1995
40. ZB ROTC Negotiations, 1995
41. S.T.O.P. Plan, 1995
42. Schedule, 1994-1995
43. Salary Comp., Zion Benton, 1993-1994
44. Zion-Benton Bargaining, 1992
45. Financial, 1991-1992
46. ZBTA vs. ZBFT, 1991-1992
47. Bargaining, 1990
48. Financial, 1990
49. IRS 125 Plan, 1990
50. Letters of Understanding, 1989
51. Zion-Benton Teachers Association, 1985-1988, undated
52. Bargaining, 1988
53. Actual Contracts for Negotiations, 1988

Box 18

1. Zion-Benton Elections, 1987-1988
2. Summer Employment, 1988
3. Bargaining, Zion-Benton, 1986-1988
4. ZBPSRP, 1988-1989
5. Harmon, Julie, Transcripts and Briefs, 1997
6. Leaves, 1997
7. Piccone, Sandy, 1997
8. Sullivan, Scott, 1997
9. Teacher Asst., 1997
10. Asst. Dean, 1996
11. Merger ZB-ZC, 1996
12. Insurance, 1997
13. Leave Extension, 1997
14. Life Insurance, 1997
15. Negotiations, 1997
16. Part Timers, 1997
17. Policy Manual, 1997
18. Union Business, 1994
19. Longevity, 1995
20. Allred, 1996
21. Bird Transcript
22. Bron, Jim, 1996
23. Cohen, Rob, 1996
24. Coleman, Merle, 1996
25. Emerson, 1996
26. Fields, Gary, 1996
27. Lee, Dave, 1996
28. Lindemann, Lin, 1996
29. Means, Bill, 1996
30. Meyer By-Laws, 1996
31. Overload Pay, 1996
32. Summer Checks, 1996
33. Summer Schedule, 1996-1997
34. Work Year, 1996
35. Bytnar, Patricia, 1997
36. Cowen, Rob, 1997
37. Harmon, Julie, 1997
38. Allred, 1995
39. Cowan, 1995
40. Evaluation Instrument, 1995
41. Health Insurance, 1995
42. Rich Krapf, 1995
43. McGue, C., 1995
44. Pierce and Lane Change, 1995

45. Price, Phil, 1995
46. Salary Schedule, 1995
47. Violence Resolution, 1995
48. New Laws, ROTC, Band, Smoking, 1995
49. Time Clock, 1995
50. Advisor Evaluation, 1995
51. Mandatory Meetings, Coaches, 1994
52. NJROTC, 1994
53. Price, 1994
54. Smoking 2000, 1994
55. Bell Schedule, 1993
56. Borop, Joelson, 1993
57. Hietikko, Joan, 1993
58. Retirement Agreement and Amendment, 1993
59. 25 Year Longevity, 1993
60. ULP, 1992-1993
61. Buri, 1991
62. Eaton, 1991
63. Firearms, 1991
64. O'Toole, 1990
65. Lucke, 1989
66. Physical Exams, 1989
67. Rundle, 1989
68. Whitaker, 1989
69. Eggleston, 1988-1989
70. Maldon, 1988
71. Counselor Schedules, 1986-1988
72. PE, 1986
73. ULP Negotiations, 1995
74. ULP Proposals and Negotiations, 1994
75. Statement of Policy, 1995
76. Extension of Agreement, 1993
77. Signing of Agreement, 1993
78. Bargaining, 1992-1993
79. Reorganizing Non-Certified Staff, 1992
80. Zion-Benton Organizing, 1991
81. Statement of Policy, 1991
82. Involuntary Time Shift, 1995
83. ZB Classified Physical Exam, 1995
84. Emerson, 1994
85. Harlow, 1994
86. Harmon, 1994
87. Bookstore Hours, 1993-1994
88. ZBC Raise Calculations, 1993-1994
89. Hietikko, 1993
90. Job Description, 1993

91. Krapf, 1993
92. Hours Change, 1993
93. Seniority List, 1993
94. Grievance, circa 1993
95. Time Clock, 1993
96. Tuition Reimbursement, 1993
97. Wagner, 1993
98. Switchboard, 1992-1993
99. Job Descriptions, 1990

Box 19

1. [Waukegan] Budget Initiative, 1997
2. Career Pathways, 1997
3. Contest Supervision, 1997
4. Counselors ULP, 1997
5. Finances, 1997
6. SBM Survey, 1997
7. State Inspection Meeting, North School, 1997
- 8-11. Negotiations, 1995-1996
12. RIF List, 1996
13. Re-Open Negotiations, 1996
14. Salary Formula, Waukegan, 1992-1993
15. Side Agreement, 1990-1993
16. Retirement Plan, 1991
17. Active Proposals, Waukegan, 1990
18. Bargaining, Waukegan, 1990
19. Salaries, Waukegan, 1990
20. Salary Schedules, Waukegan, 1989-1992
21. Tentative Agreements, Waukegan, 1990
22. Bargaining, 1986
23. Impact Bargaining, Waukegan, 1986
24. Pilot Incentive Program, 1984-1986
25. Antony, Liz, 1997
26. Assistant to the President, 1997
27. Max, Dagley, 1997
28. Damanaki, Rene, 1997
29. Erickson, Tim, 1997
30. Goodley, Mary, 1997
31. Gossett, 1997
32. Heideman, John, 1997
33. Helmer, Stacia, 1997
34. Heveran, Jennifer, 1997
35. Hewlitt, Cathy, 1997
36. Hutten, Angela, 1997
37. Insurance, 1997
38. Jacks, Bill, 1997

39. Jasper, Jackie, 1997
40. JD Placement, 1997
41. Johnson, Kathy, 1997
42. Malone, Phillip, 1997
43. May, Kevin, 1997
44. Nequin, Karina, 1997
45. Benny Overload Teachers in Hall, 1997
46. Petersen, Barbara, 1997
47. Placa, Awilda, 1997
48. Reed, Ruth, 1997
49. Porter, Phyllis, Law Suit, 1997
50. ROTC, 1997
51. Roth, 1997
52. Salary, 1997
53. School Nurses, 1997
54. Sogebesan, Catherine, 1997
55. Summer School, 1997
56. Marge Swanson, Paycheck, 1997
57. Thomas, Diana, 1997
58. Thoren, Susan, 1997
59. Transfer Issues, 1997
60. Frank Vasquez, 1997
61. Wright, Joan, 1997
- 62-63. Karas, Mimi, 1996-1997
64. Opening Statement, Class Size
65. Exhibits
66. Home Economics, 1996
67. Decision, Award
68. Briefs

Box 20

1. [Waukegan] Transcripts
2. Facts to Establish
3. Issue
4. Anti-Union Committee, 1996
5. Bilingual Grievance, 1996
6. Bilingual Census, 1996
7. Bilingual Meetings, 1996
8. Black, Leslie, 1996
9. Brown's Union Bashing, 1996
10. Carpenter the Big Liar, 1996
11. Curriculum Wed. for Special Education, 1996
12. Cole, Schandeh, 1996
13. Combining 2 Classes, 1996
14. Cramer, Bruce, 1996
15. Cugier, Donald, 1996

16. Eyestone, Myron, 1996
17. Fazekas, Amy, 1996
18. Gilmore, Diane, 1996
19. Goodley, 1996
20. Gottesman, 1996
21. Grade Transfers, 1996
22. Health, Safety, Clark, 1996
23. Hetico, Steve, 1996
24. H.S. Counselors, 1996
25. Howard, Hope, 1996
26. Hovey, Al, 1996
27. Hutten, Angie, 1996
28. ISBE Pre-K Tenure, 1996
29. Jasper, 1996
30. J. Kofakis, 1996
31. Kragh, Mike, 1996
32. WK Study Skills Specialists, 1995
33. Handbook Developed During GPT, 1990
34. Curr. Wed. Schedule, 1995 December 8
35. Yoder to LSSS Mtg. Notice, 1996 December 2
36. Yoder to Jasper Meeting Reminder, 1996 March 5
37. Grievance Documents
38. Itin Schedule Team Agenda, 1996 March 21
39. Jasper Reference Letter, 1993 June 10
40. Cover Sheet, 1995 May 30
41. LSSS to Carpenter Memo, 1995 April 20
42. LSSS to Yoder Grievance Memo, 1995 August 29
43. Jasper to Yoder Memo, 1995 April 18
44. Job Description
45. Opening Statement, Remedy
46. LSSS Witnesses
47. Library Study Skills Specialist, 1996
48. Lunch at Benny, 1996
49. Martin, Virginia, 1996
50. McBride, 1996
51. Music Itinerants, 1996
52. New Schedule Career Academy, 1996
53. Nurses, 1996
54. PE Exemptions, 1996
55. Peller, Robin, 1996
56. Personnel Decisions, 1996
57. Peterson Grades, 1996
58. Moving Petkus's Location, 1996
59. Reinhart, 1996
60. Retirement Bonus, 1996
61. Stipulations RHI

62. Exhibit List
63. Retiree Insurance Grievance, 1995
64. Waukegan Teacher and Retiree Health Insurance, 1996
65. Michael Roth Waukegan, 1996
66. SBM Impediment, 1996
67. Scantron, 1996
68. Schaffer, Ina, 1996
69. Scweke, Paul, 1996
70. Sexual Harassment Policy, 1996
71. Ingrid Smith, 1996
72. Social Worker Example, 1996
73. Sound Proofing Grievance, 1996
74. TSJ Disability Leave Other, 1995
75. Steinberg, Huang, Summer School Assignment, 1995
76. Swanson, Marjory, 1996
77. Teacher Pay for Registration, 1996
78. Teachers on Remediation, 1996
79. Thomas, Diana, 1996
80. Vandenberg, Peter, 1996
81. Futch, Mildred, 1995-1996
82. Akouris Waukegan Leave, 1995
83. Susan Ali Midyear Transfer, 1995
84. Baldwin, Sara, 1995
85. Borcharding, Brian, 1995
86. Bowen, Ramona, 1995
87. Carpenter, Charlie, 1995
88. Casey, Corinne, 1995
89. Chavarria, J., 1995
90. Endres, Edith, 1995
91. Tim Erickson, 1995
92. Evaluation Change, 1995
93. Luz Garcia Waukegan Assignment, 1995
94. Goldberg, Dale, 1995
95. Arnold Gutman, 1995-1996
96. Heyer, Donna, 1995
97. Holzapel, Debra, 1995
98. Howard, Hope, 1995

Box 21

1. [Waukegan] Insurance, 1995
2. Involuntary Transfer, Seniority, 1995
3. Jang Resignation, 1995
4. Karas, Miriamne, 1995
5. Kelo, Linda, 1995
6. Kerr, Denise, 1995
7. Language Levels, 1995

8. Virginia Mart, 1995
9. Myers, Jeff, 1995
10. Moasio, Gregory, 1995
11. Neff, John, 1995
12. Non-Classroom Teachers on Curriculum, 1995
13. Newyear, Kathy, 1995
14. Paras at Cooke, 1995
15. Porter, Phyllis, 1995
16. Patmor, Patricia, 1995
17. Pelech, Daria, 1995
18. RIF, Contracts, 1995
19. Rivero, Alvaro, 1995
20. Rosales, C. 1995
21. Sabourin, Gloria, 1995
22. Tate, Rita, 1995
23. TSJ Leave, 1995
24. Vazquez, Frank, 1995
25. Waite, S., 1995
26. Hewitt, Mike, 1994-1995
27. Berry, 1994
28. Bickham, Carol, 1994
29. Bilingual Tenure, 1994
30. Bowen, 1994
31. Figueroa, Zenaida, 1994
32. Gottesman, Dagley, Wright, 1994
33. Hoffman, 1994
34. Jacobs, Marty, 1994
35. La Porte, Lori, 1994
36. McCann, 1994
37. Mota, Joe, 1994
38. Retirees, 1994
39. Porter, Phyllis, 1994
40. Rates of Pay, 1994
41. Reynolds, Ava, 1994
42. Ryndak, Sheila, 1994
43. Sharif-Johnson, T., 1994
44. 6th Class, 1994
45. Vasquez, Frank, 1994
46. Various Grievances, 1994
47. Wallraf, Annette, 1994
48. Wiegler, A-Team Coach, 1994
49. Zook, 1994
50. Waukegan Office Structure, 1993
51. Bravo, Milagro, 1993
52. Goodley, 1993
53. Larsen, 1993

- 54-55. Retirement, Waukegan
- 69. Retirement (Joint), 1993
- 57. Sharif-Johnson, 1992-1993
- 58. Canting, 1992
- 59. Faltynek, 1992
- 60. Mathias Tenure, Waukegan Public Schools, 1992
- 61. Piet, 1992
- 62. Lopez-Bastani, 1991
- 63. Atkins, Hummel, Johnson, 1990
- 64. Extra Duty, 1990
- 65. Improper RIF, 1989
- 66-67. Portwood-Peden, 1989
- 70. Pam Adams
- 71. Sarah Bankhead
- 72. Charmane Brown, 1997
- 73. Canting, Milton
- 74. Carlson, Mari
- 75. F. Dicke
- 76. Ray Erdman
- 77. Foote, Arnold
- 78. Gianetto, Annette
- 79. Hewitt, Penny
- 80. Houle, Music Itinerants
- 81. Huang, Lori
- 82. Vicky Hutchinson
- 83. Brian Jacks, 1996
- 84. Marla Jans
- 85. Johansen, Carl
- 86. Johnson, Rachael
- 87. Abraham Juracan
- 88. Ereal Lewis
- 89. Virginia Martin
- 90. Kevin May, 1996
- 91. Miller, Calvente
- 92. Peterson, Michele

Box 22

- 1-2. [Waukegan] Porter, Phyllis, 1995
- 3. Quigley, Thomas
- 4. Pat Ross, 1992-1994
- 5. Pam Ryherd
- 6. Schmidt, Gary
- 7. Bill Sebenick, 1997
- 8. Harlene Shipley
- 9. Sogbesan, Catherine, 1997
- 10. Soto, Rafael

11. Steinberg, Robin
12. Van der May, Carol
13. Shelly Wiegel
14. Pres. Election, 1996
15. Insurance Board, Plan, 1994
16. Glenn, Old Work, Miscellaneous
17. Preliminary
18. Negotiations, Proposals, 1997
19. Negotiations, Ratifications, 1997
20. Negotiations, 1995
21. Sick Leave Bank, 1995
22. Side Agreements, 1990-1993
23. Bargaining, 1993
24. Active Proposals, 1990
25. Salary, 1990
26. Tentative Agreements, 1990
27. Bargaining, 1988
28. Bargaining, 1986
29. Mid-Year Raises, 1986
30. Bargaining, 1984-1986
31. Proposals, Waukegan Office Workers, 1985
32. Accounts Payable Sec., 1997
33. Chingwa, Mary, 1997
34. Christian, Cedric, 1997
35. Early Retirement, 1997
36. Extended Probationary, 1997
37. Floating Sec., 1997
38. Bobbi Greene, 1997
39. Milanaro, Sandra, 1997
40. Reclassification of Admin Secretary, 1997
41. Reinstatement, 1997
42. Rivera-Valls, 1997
43. Teacher Coordinator, 1997
44. Training, 1997
45. Varied Hours, 1997
46. 12 Month Sec., 1997
47. Altman, Connie, 1996
48. Comp Pay Form, 1996
49. Dues Protest, 1996
50. Employee Warning, 1996
51. Goetz, Mary Anne, 1996
52. Half-Day In-service Hours, 1996
53. Library Secretary, 1996
54. Dorothea Monk, 1996
55. Negron, Elizabeth, 1996
56. New REACH Position, 1996

57. Niemietz, Enarson, 1996
58. Passanante, Joan, 1996
59. Paychecks, 1996
60. Postings, 1996
61. Perez, Consulo, 1996
62. Student Services Office Clerk, 1996
63. Ellis, S., WOW, 1995
64. New Positions, 1995
65. Newberry, Janet, 1995
66. Ochoa, A., 1995
67. WOW Para as Secretary, 1995
68. Pay, 1995
69. WOW Physicals, 1995
70. Pierce, Altman, 1995
71. Reinstatement of Former Employees, 1995
72. Shadden, Terry, 1995
73. Summer Secretary, 1995
74. White, Technology, 1995
75. WOW Issues
76. Lara, Simpson, Mullaney, Anderson, 1994
77. Kostylo, 1994
78. Ransom, Ronda, 1994
79. Reclassification, 1994
80. Retirement, 1990-1993

Box 23

1. [Waukegan] Job Description, 1992
2. Pettis, 1991
3. Esquivel, 1990
4. Experience, 1988
5. Miscellaneous Grievance, 1985
- 6-8. Bargaining, Waukegan Office Workers [WOW], 1988-1990
9. Negotiations, 1990-1993
10. Bargaining, WOW, 1993-1994
11. Bargaining, 1993
12. Negotiations [Waukegan Public Schools], 1997
13. Negotiations, 1995
14. Story, Maryann, 1998
15. Bilingual Requirement for Sp. Ed. Aides, 1997
16. Gholston, Diane, 1997
17. Hernandez, Anna, 1997
18. Huemes, Alfreda, 1997
19. Incorrect Posting, 1997
20. Insurance for Old Hires, 1997
21. Jackson, Kim, 1997
22. Luz Ortiz Dismissal, 1997

23. Raises, 1997
24. Sick Leave Bank, 1997
25. Sign-in/Out, 1997
26. Sp. Ed. Assts. No. of Hours, 1997
27. WPC Special Ed Parent Facilitator, 1997
28. Sub Secretary, 1997
29. Work Full Day for In-service, 1997
30. WPC Used as Bus Aides, 1997
31. Aides Off Site, 1996
32. Bad Contracts, 1996
33. Breaks In/Out of Building, 1996
34. Dillard, Eddie, 1996
35. Elementary School Monitor, 1996
36. Elem. School Monitor, 1996
37. Equipment, 1996
38. Expense Vouchers
39. Faltynek, Chris, 1996
40. Farr, Rosemarie, 1996
41. Farr Transcript
- 42-43. Foster, Keith, 1996
44. Garrison, Becky, 1996
45. Susan Gibon-James

Box 24

1. Handbook Committee
2. Iberra, Maggie, 1996
3. Job Descriptions, 1996 May
4. Kilpatrick, Bruce, 1996
5. Lead Liaison, 1996
6. Bill Legore, Other
7. Liaisons on Saturday, 1996
8. Money, 1996
9. Munoz, Alex, 1997
10. Notification of Assignment, 1996
11. OT/PT Support, 1996
12. WPC Paid Lunch on Holidays
13. Reach Satellite Office Para Other
14. Safety Officers Duty Free Lunch, 1996
15. Splitt, Nancy, 1996
16. Sub Pay, 1996
17. Security Pay, 1993
18. Job Posting
19. Safety and Regulatory Training Program
20. Sick Bank Form, 1995
21. Site-Based Management
22. Bargaining Survey, 1992

23. Bargaining, 1989-1991
24. Active Proposals, 1990
25. Tentative Agreements, 1990-1993
- 26-27. Bargaining, 1989
28. Bargaining Salary, 1989
29. Commun. Assort. Doc., 1989
30. Organizing, 1987
31. Bargaining, 1984-1985
32. Dianna Anderson, 1995
33. Bilingual Liaison Secretary, 1995
34. Certified Staff in Room, 1995
35. Christopher, Kerianne, 1995
36. Hiring Practices, 1995
37. Hughes WPC Grievance, 1995
38. Job Description, 1995
39. Library Assts., 1995
40. Luna, 1995
41. MS Crisis Intervention, 1995
42. Paras as Secretaries, 1995
43. Paras at Cooke, 1995
44. Payroll, 1995
45. Reassignments, 1995
46. Site Based Mgmt. Pay
47. Slanhope Liaison
48. Sub Pay, 1995
49. Substitutes, 1995
50. WPC Summer Pay, 1995
51. Pat Tenure WPC Grievance Longevity, 1995
52. Thera Williams
53. Dehmlow, 1994
54. Liaison Pay, 1994
55. Lunch Paid, 1994
56. Melchi, Pat
57. Middle School Monitor Pay, 1994
58. SBM Descrip., 1994
59. Boose, 1993
60. In-District Mileage, 1993
61. Therapy Instruction, 1993
62. Work Year Grievance, Waukegan Paras, 1993
63. Co-Curricular Clarification, 1990-1993
64. Former Bus Drivers, 1992
65. Gutierrez, 1992
66. Layoffs, 1992
67. Payment
68. Rates of Pay, 1992
69. RIF Update

70. Whittier Fri. Pay, 1992
71. Zorc, 1991-1992
72. Aides-Absences
73. Aides-Lincoln School, Gilbert, 1991
74. Harris, Ron, 1991
75. Longevity, 1991
76. New Employees
77. Proctors
78. Subs, Interactions, 1991
79. Letter of Understanding, 1990-1991
80. Side Agreement, 1990-1993
81. Chavez, 1990
82. Asperheim, 1989-1990
83. Election Petition, 1985
84. Pickus Final Draw and Union Punch List
85. 504 Negotiations Charts
86. Lake County Federation of Teachers Local 504
87. Fair Share Escrow, 1988-1990
88. 50th Anniversary Booklet, 1987
89. Historical Documents
90. 50th Anniversary Banquet, 1987
91. Local 504 50th Anniversary Correspondence, Invitations
- 92-93. Newsletter; Illinois Union Teacher, 1950-1963
94. Illinois Federation of Teachers
95. Newsletters; Miscellaneous, 1987-1993
96. Lake County Federation of Teachers Meetings, 1992-1993, undated
97. Zion-Benton Miscellaneous Correspondence, 1991
98. Retirement, 1987-2007
99. *Flagship 504 [Five-O-Format]* Newsletter, 1964-1985

Box 25

- 1-6. *Flagship 504 [Five-O-Format, 504 Word]*, 1950-1998
7. *Flagship [Waukegan] 504*, 1983-1987
- 8-10. *504 Word*, 1979-1998
- 11-13. Lake County Federation of Teachers Agreements, 2004-2011
14. LCFT Defense Files from Glenn Smith: Insurance Enrollment, 1999
15. Miscellaneous Case #0079, 1999
16. Lake Villa Case #1046
17. CLC Case #1001
18. Beach Park Staff Case #0944, 98-UC-0002-C, 1997
19. Great Lakes Case #000504-0001, 1997
20. Conrad, Monica WK Case #FMS 96-05980, 1996
21. Howard, Hope WK Case #0871, 1996
22. Perschon, Lisabeth Case #0879, 1996
23. Retiree Health WK Case #0876, 1996
24. Stam, John Case #0797

25. Horan, Terry Case #0833, 1995
26. Waite, Sandra Case #0803, 1995
27. Zion-Benton Classified ULP Case #0769, 1995
28. Beach Park Elem RC & UC Petitions Case #0683, 1994
29. Bowen, Ramona Dismissal Case #0700, 1994
30. Grayslake ULP Case #0723, 1994
31. Woodland Support Staff Overtime Pay, 1994
32. Smith, Roger Case #0722, 1994
33. Woodland Support Staff ULP Case #0721, 1994
34. Antioch Band Program Case #0613, 1993
35. Antioch Health Ins. Case #0630, 1993
36. Bryant, Tyrone Case #0556, 1993
37. Harris, Ira Case #0581, 1993
38. Krimm, Carol Case #0628, 1993
39. Marshall, Jay Case #0629, 1993
40. Misc. – CLC, NC, WK, Zion-Benton Welfare Fund Case #0079, 1993
41. SEDOL ULP Case #0544, 1993
42. North Chicago (NC) Flexible Benefit Plan Case #0589, 1993
43. NC Pay Reduction Case #0545, 1993
44. NC Strike Case #0504, 1993
45. NC ULP Case #0516, 1993
46. Spillner, Barbara Case #0631, 1993
47. Warren HS Case #0582, 1993
48. WK Retirement Plan Case #0606, 1993
49. Cunningham, Peggy Case #0606, 1992
50. Emmons Record Day Case #0512, 1992
51. Neeve, Judith Case #0513, 1992
52. SEDOL Barrington Case #0511, 1992
53. WK Early Retirement Case #00504-1A, 1991
54. LCAVC Case #0435, 1991
55. SEDOL Health Insurance Case #0349, 1991
56. Spillner, Barbara Case #0439, 1991
57. Franklin, Bobby Case #0399, 1990
58. Libertyville Early Retirement, 1990
59. Zion-Benton Email Claims Suit, 1990
60. Franke, Judy Case #51390044786B
61. Sweeney, Robert Case #0388
62. Big Hollow Case #51390010289S, 1989
63. Cowell, Christine Case #51390026589B, 1989
64. Grayslake Case #513900050089, 1989
65. LCAVC Paras Case #0359
66. LCAVC Case #0353
67. Lake Villa Case #51390025789S, 1989
68. Libertyville Case #513000065088, 1989
69. Mathessen, Blanche Case #0344, 1989
70. Lotus Subcontracting Case #0344, 1989

71. NC Case #0291, 1989
72. SEDOL Reorganization Case #0239, 1989
73. Evans, Gail Case #14405, 1988
74. Baumgartner, Lori, 1986
75. Haukedahl, Robert, 1986
76. Scherr, Susan, 1986

Box 26

- 1-2. [Waukegan] Sharif-Johnson, Theresa
3. IEA New Contract Info, 1999
- 4-6. Negotiations [Beach Park Staff (BPS)], 2000-2001
7. Lewis, Kari, BPS, 2000
8. Vogel, Dorothy, BPS, 2000
9. Custodial Contracting, BPS, 1999
10. Unit Clarification, BPS, 1999
11. Insurance Survey, BPS, 1998
12. Paulsen, Terry, BPS, 1998
13. Salary Schedule, BPS, 1998
14. Crammond, Yvonne, 2001
15. Hastings, Helen, 2001
16. McBride, Brenda, 2001
17. RIF Issues, 2001
18. Schlid, Kathy, 2001
19. Van Treech, Dee, 2001
20. Election Issues, 2002
21. Payroll Problem, 2002
22. Secretary Position, 2002
23. Removal of Admin. Asst. from Union, 2003
24. [Big Hollow] Recertification, 2000
25. Insurance Issues BH, 2002
26. Student Expulsion BH, 2002
27. Bereavement Leave BH, 2003
28. Fair Share, BH, 2003
29. Maternity Leave BH, 2003
30. Pazanin, Ron, 2003
31. Registration Costs, 2003
32. [College of Lake County] Negotiations, 1998
33. Fair Share, 1998
34. Rodriguez, John, 1998
35. Winkler, Ray, 1998
36. Health Leave, 1999
37. Leave of Absence, 1999
38. Slec Head Position, 1999
39. Specialized Organizing, 1999
40. Spy Cameras, 1999
41. Uniforms, 1999

42. Martinez, Ricardo, 2000
43. Rosen, Lou, 2000
44. Smith, Vincent, 2000
45. Seniority Issues, 2000
46. Lowry, Kevin, 2001
47. Disability Policy, 2002
48. Lewis, Melvin, 2002
49. Schultz, John, 2002
50. Smith, Vincent, 2002
51. Temporary Employees, 2002
52. Childress, Ed, 2003
53. Gram, Michael, 2003
54. [Diamond Lake] Negotiations, 1998
55. Retirement, 1999
56. Bullman, Larry, 2000

Box 27

1. [Diamond Lake] Heckmeyer, Gail, 2000
2. Morris, Linda, 2000
3. Recertification, 2000
4. Salary Placement, 2001
5. Pres. Mtg., 2003
6. School Posting, 2003
7. [Emmons] Kramer, Bev, 1999
8. Recertification, 2000
9. Kramer, 2001
10. Leigh, Tammy, 2002
11. Union Meeting Issues, 2002
12. Staff Cuts, 2003
13. Vogel, Dawn, 2003
14. [Grant] Negotiations, 1998
15. Grading, 1999
16. Schedule Change, 1999
17. Bomb Day, 2000
18. Kohler, Bob, 2000
19. McCann, Pat, 2000
20. Recertification, 2000
21. Renaker, Bill, 2000
22. Salary Schedule, 2000
23. Insurance Problems, 2002
24. Catarino, Chrisina, 2003
25. Heilig, Victoria, 2003
26. Murphy & Duros, 2003
27. Retiring Info, 2003
28. Popovich, 2003-2004
29. [Grayslake] Negotiations, 1998

30. Alcohol Testing, 1998
31. Carlson, Sybil, 1998
32. Credits After Masters, 1998
33. Hennessey, John, 1998
34. Insurance Rate, 1998
35. Kerr, Pat, 1998
36. Property, 1998
37. Reduction Planning Time, 1998
38. Rendl Retirement, 1998
39. Stuart/Skidmore, 1998
40. Proffliet, Caroline, 1998
41. Summer School Pay, 1998
42. Longevity, Decision/Award, 1999
43. Longevity, Contract Info, 1999
44. Longevity, Grievance, 1999
45. Longevity, Grievance Document, 1994
46. Longevity, Contract Info, 1990-1993
47. Longevity, Contract Info, 1993-1995
48. Longevity, Contract Info, 1995-1997
49. Longevity, Stipulations, 1999
50. Longevity, Grievance, 1998
51. Longevity, Remedy, 1999
52. Longevity, Opening Statement, 1999
53. Longevity, Exhibits, 1999
54. Longevity, Supplemental, 1998
55. Longevity, Lin Waggener
56. Longevity, Diane Elfering
57. Longevity, Rose Rendl
58. Longevity, Joe Pivonka
59. Longevity, Charts
60. Longevity, Clark Memo, 1995 October 3
61. Longevity, Cost Worksheets
62. Longevity, List of People, 1995-1997
63. Longevity, Summary – TA, 1995 October 13
64. Longevity, Clark Memo, 1996 August 30
65. Longevity, Board Response
66. Longevity, Union Proposal
67. Longevity, Clark Memo, 1996 September 6
68. Longevity, Issue
69. Longevity, Board Ex. 1 & 2
70. Longevity, Edna II, 1999
71. Additions to Contract, 1999
72. Bad W-2s, 1999
73. Consentine, Brenda, 1999
74. [Middle School] Program, 1999
75. Personal Info on Computer, 1999

76. Pryor, Jennifer, 1999
77. Second Leave, 1999
78. Supt. Meeting
79. Calendar, 2000
80. Insurance Changes, 2000
81. PT Tenure, 2000
82. Transfers, 2000
83. [Gurnee] Negotiations, Old, New, and Side Agreement, 1998
84. Negotiations, Preliminary, 1998
85. Negotiations, Record, 1998
86. Negotiations, Settlement, 1998

Box 28

1. [Gurnee] Bartosik, Angela, 1998
2. Ferguson, Tammy, 1998
3. Harris, Pat, 1998
4. Sub More than 90 Days, 1998
5. Bongratz, Karen, 1999
6. Gonsowski, Ann, 1999
7. Hawkins, David, 1999
8. Insurance Changes, 2000
9. Zelonis/Thomasson, 2000
10. Neal, Jim, 2001
11. Rollo, Sarah, 2001
12. Salaries, 2000-2001
13. Goodwin, Patrick, 2002
14. Bus Duty Pay, 2003
15. Dudley, Paul, 2003
16. Gorelick, Michael, 2003
17. Kettman, Kathleen, 2003
18. Nurses, 2003
19. Worth, Jeff, 2003
20. Zahari, Cathy, 2003
21. Zenz, Cathy/Student Grades, 2003
22. [Great Lakes] Bender, Carol, 2001
- 23-24. Great Lakes, Correspondence, Newsletters, Minutes, 1997-2001
- 25-27. Great Lakes Negotiations, 2003 [Additional document in Reuther Digital Repository, LR001995_FDD001.iso]
28. [Great Lakes] Authorization Letter, 2000
29. Bonus List, 2000
30. Dues Deduction, 2000
31. Evaluations, 2000
32. Fair Share Objectors, 2000
33. Federal Holiday, 2000
34. Ferrito, Greg, 2000
35. Financial Forms, 2000

36. Hanlon, Theresa, 2000
37. Lamantia, Pete, 2000
38. Level of Pay, 2000
39. Mitchell, Earl, 2000
40. Odhner, Julien, 2000
41. RIF, 2000
42. Rules and Regulation, 2000
43. Trailer Capacity, 2000
44. Temporary Position Posting, 2000
45. Voluntary Shift, 2000
46. Working Conditions, 2000
47. Fair Share Elections, 1999
48. Incentive Awards, 1999
49. Instructors Cleaning, 1999
50. Gonya Jerald, 1999
51. Membership Drive, 1999
52. Seniority Dispute, 1999
53. Tate Bruce, 1999
54. Badoian, Kenneth, 1998
55. Benedict, Kevin, 1998
56. Dress Code, 1998
57. Hagger, Roger, 1998
58. Rumor Control, 1998
59. Paid Vacation, 1998
60. Smith, Larry, 1998
61. \$20.10 Issue, 1998
62. Vacation Accruals TESCO, 1998
63. Voluntary Recognition, 1998
64. Incentive Awards, 2001
65. McCarthy, Michael, 2001
66. McCoy, Roy, 2001
67. Military Instructors, 2001
68. Nickell, Richards, 2001
69. Part-Time Instructors, 2001
70. Personal Leave, 2001

Box 29

1. [Great Lakes] Reynolds, Gene, 2001
2. Seniority List, 2002
3. Simmons, Ronald, 2002
4. Sup. Test Ctr., 2002
5. Union Leave, 2002
6. Vulgar Language Policy, 1998
7. Truman, AC, 2003
8. Budget Info Grievance, 2003
9. Casper, Joseph, 2002

10. Collings, Donald, 2002
11. Ford, Mike, 2002
12. Involuntary Transfers, 2002
13. Johnson, David, 2002
14. Kemper, Dennis, 2002
15. RIF Issues, 2002
16. Bad Supervisor, 2003
17. Casteneda, Ed, 2003
18. Overstreet Issue on Deans, 2003
19. Pemberton, John, 2003
20. Postings, 2003
21. RIF, 2003
22. Degron, Henry, 2001
23. Anderson, Ellen, 2002
24. Stuart, Judi, 2003
25. Coursework Approval Procedure, 2003
26. Dradi-Ducasse, Debbie, 2003
27. Insurance, 2003
28. Martinez, Donna, 2003
29. 20 vs. 24 Pays, 2003
30. McBride, Kate, 2003
31. RIF, 2003
32. Lake Villa Negotiations and Strike, 1998
33. [Lake Villa] Williams, Jackie, 1998
34. Religious Leave, 1999
35. Taylor, Jodie, 1999
36. Gym Class, Chris Newman, 2000
37. Hufnagel, Teresa, 2000
38. Camp, Diana, 2003
39. Casey, Laurel, 2003
40. Crippen, Kim, 2003
41. Emerson, Insurance, 2003
42. Kaine, Monica, 2003
43. Reynolds, Janet, 2003
44. Royer, Chris, 2003
45. Surroz-Weber, Deborah, 2003
46. IEP Civil Rights, 2003
47. [Libertyville] Bickner, Maureen, 1998
48. Clough, David, 1998
49. Groskopf, Barbara, 1998
50. Gwin, Barbara, 1998
51. Invitation to Ground Breaking, 1998
52. Lestina, Frank, 1998
53. Matthews, Sean, 1998
54. Sanders, Max, 1998
55. Werner, Irene, 1998

56. Andrus, Jenine, 1999
57. Boes, Barb, 1999
58. Hall Duty, 1999
59. Olson, Sheryl, 1999
60. Sexual Harassment Policy, 1999
61. Summer School, 1999
62. Supervisor Pool, 1999
63. Asst. Bowling Coach, 2000
64. Budget Cuts, 2000
65. Garcia, Ernesto, 2000
66. Haney, Donna, 2000
67. Kemeny, Janet, 2000
68. Losacco, Sharon, 2000
69. Maternity Leave, 2000
70. Palm, Sally, 2000
71. Part-Time Tenure, 2000
72. Retirement Presentation, 2000
73. Roberts Cheerleading, 2000
74. Salary, Part-Time, 2000
75. Salary, 1999-2000
76. Cole, Jaime, 2001
77. Arbiture, Sharon, 2003
78. Class Size, 2003
79. Insurance Payments, 2003
80. Levy, Bob, 2003
81. Reichert, Janene, 2003
82. Solano, Pat, 2003
83. [North Chicago] NCCHS Layoffs
84. [North Chicago] Aides Work Year, 1998
85. Calendar, 1998
86. Dress Code, 1998
87. Feingold, Dave, 1998
88. Finelson, Katherine, 1998
89. Huml, Marie, 1998
90. Insurance, 1998
91. Job Posting, 1998
92. Keller, Tamara, 1998
93. Levin, Bonnie, 1998
94. Morales, Cindy, 1998
95. Nielsen, Kathy, 1998
96. Paychecks/Snafu, 1998
97. REI Meeting Request, 1998
98. Reizer, Elizabeth, 1998
99. Root Program, 1998
100. Salary Placement Sec.
101. Scaccia, Carolyn, 1998

102. Truant Officer, 1998
103. Willems, Marie, 1998
104. Woodard, Darrel, 1998
105. General Info, 1999
106. Gillin, Margot, 1999
107. Hartman, Glenn, 1999
108. Jansen, Burt, 1999
109. Kober, Mary, 1999
110. Kopelson, Ileana, 1999
111. Lambert, Christina, 1999
112. Physical Exam Form, 1999
113. Request for Board Minutes, 1999
114. Retirement Language, 1999
115. School Nurse Salary, 1999

Box 30

1. [North Chicago] Social Workers Salary, 1999
2. Summer School, 1999
3. Thomas, Rhedis, 1999
4. Training Aides, NK, 1999
5. Armstrong, Gayle, 1999
6. Berry, Joann, 1999
7. Black, Wilma, 1999
8. Brandwein, Carole, 1999
9. Brothman, Bob, 1999
10. Cafeteria Monitors, 1999
11. Extended Workday, 1999
12. Franklin, Pat, 1999
13. [Negotiations] North Chicago Distribution of IEA Materials, 1998-1999
14. [Negotiations] Clean Proposals, 1998
15. [Negotiations] Tentative Agreement, 1998
16. [Negotiations] Tentative Agreement, 1995-1998
17. North Chicago Transfers, 1999-2000
18. Beausoleil Settlement, 1999-2000
- 19-20. Depperschmidt, Mary Kay, 1999-2000
21. Jeffries, Linda, 1999-2000
22. Jones, Day, Prozeck, 1999-2000
23. Lawson, Deborah, 1999-2000 (1 of 6)

Box 31

- 1-5. [North Chicago] Deborah Lawson, 1999-2000 [5]
- 6-7. Patterson, Mary Lee, 1999-2000 [2]
8. Rashid, Kaamilya, 1999-2000
- 9-12. [Great Lakes] Negotiations, 1999 (1-4 of 9)

Box 32

- 1-5. [Great Lakes] Negotiations, 1999
6. Great Lakes Organizing, 2002
7. Aides Working Conditions, 2000
8. Baukston, Zora, 2000
9. Booker, Ethel, 2000
10. Boumstein, Marna, 2000
11. Classified Staff Workday, 2000
12. Edwards, Betty, 2000
13. Extra Curr. Salary, 2000
14. Forrestal Problems, 2000
15. Griffen, Don, 2000
16. Info Letter to Pickels, 2000
17. Johnson, Janis, 2000
18. Kerr, Peggy, 2000
19. Lawson, Rashid, Patterson, 2000
20. Layoffs of Paras, 2000
21. Maintenance of Standard, 2000
22. Majdzadeh, Mojgan, 2000
23. Nadulek, Marilyn, 2000
24. Non Renewal List, 2000
25. Rainey, Herman, 2000
26. Recertification, 2000
27. Schwab, Sue, 2000
28. Washington, DC Letter to Board, 2000
29. Block, Linda, 2001
30. Coleman, Bea, 2001
31. Compliance with School, 2001
32. Duten, Patty, 2001
33. Items Missing from Personnel Files, 2001
34. Herrera, Jackie, 2001
35. IL School Report Card, 2001
36. Insurance Changes, 2001
37. Lawson, Patterson, Beausoleil, 2001
38. New Positions, 2001
39. PBC Negotiations, 2001
40. Salary Placement, 2001
41. Stream, Linda, 2001
42. Williams, Leroy, 2001
43. Austin, Sherman, 2002
44. Block, Scheduling, 2002
45. Cash Flow Problems, 2002
46. Cheerleading Stipend, 2002
47. Cohort, Program, 2002
48. Extra Curricular, 2002
49. Feldman-Brown, Dawn, 2002
50. Info Requested for Union, 2002

51. Job Posting, 2002
52. Performance Base Pay, 2002
53. Placement List, 2002
54. Rehires, 2002
55. Retirement TRS, 2002
56. Secretary Placement, 2002
57. Selgrad, Carol, 2002
58. Stalling, Peggy, 2002
59. Beavers, Mark, 2002
60. Eliacin, Jude, 2002
61. Gluck, Classroom Management, 2002
62. Kaplan, Wendy, 2003
63. Keller, Kramer, Smith, Slivka, 2003
64. Kopelson, Llane, 2003
65. Kovacek, Duane, 2003
66. Macallaster, Sarah, 2003
67. Mordini, Marilyn, 2003
68. Non-Renewal of Contract North, 2003
69. Patterson, Mary Lee, 2003

Box 33

1. [North Chicago] Petty, John, 2003
2. Retirement Letters, 2003
3. Rose, Tracey, 2003
4. Sick Leave Donation, 2003
5. Willis, Veronica, 2003
6. Wohlfiel, Swensgard Desk Issues, 2003
7. [SEDOL] Barrington Organizing, 1998-2001
8. [SEDOL] Insurance, 1998-2001
9. OEA [Outstanding Educator Awards], 2001-2002
10. OEA, 1998-1999
11. Contract Printing, 2002
12. Lake Region Employer Benefit Coop, 2003
13. Outstanding Educators, 1995-1996
14. AFLAC, 1996
15. Dinner Budget, Nominees, 1996
16. Grant, 1996
17. Premium Crisis, SEDOL, 1997-1999
18. Barrington Withdrawal, 1998
19. Berman, Mary, 1998
20. Computer Staff, 1998
21. Cosmos, Steve, 1998
22. Duty Free Lunch, 1998
23. Frisbee, Jennifer, 1998
24. Irwin, Virginia, 1998
25. Jackson, Williams, 1998

26. Kemp, Carol, 1998
27. Mulloy, Peter, 1998
28. New Evaluation, 1998
29. Nixon, Amy, 1998
30. Number of Days, 1998
31. Pasinski, Catherine, 1998
32. PDS/EIS Impact, 1998
33. Redirect COPE, 1998
34. Reinstein (IEA), 1998
35. ROE Program, 1998
36. Room Size, 1998
37. Scrofani, Robin, 1998
38. Shahinian, Lisa, 1998
39. Thompson, Ramona, 1998
40. True, Karen, 1998
41. Union Leave, 1998
42. William, Linda, 1998
43. Salary, 1998-1999
44. Disruption Study, 1999
45. Evaluations, 1999
46. In-Service Schedule, 1999
47. Kazmer, 1999
48. Late Direct Deposit, 1999
49. Make-Up Day Sedolfest, 1999
50. McMullen, Sharyn, 1999
51. Rotello, Catherine, 1999
52. Signing/Non-Signing Sub, 1999
53. Social Security Numbers, 1999
54. Taicsich, Maryanne, 1999
55. Wilkings, Nancy, 1999
56. Crosby, Yolande, 2000
57. Davis, Andrea, 2000
58. Dilallo, Mary, 2000
59. Forman, Marc, 2000
60. Frederickson, Janice, 2000
61. Harmon, Mindy, 2000
62. Hauessler, Tina, 2000
63. Insurance 20 Years, 2000
64. Krim-Strubel, Carol, 2000
65. McCoy, Barbara, 2000
66. Mulvery, Marie, 2000
67. Nolen, Shawn, 2000
68. O'Donnell, Jane, 2000
69. RIF Bargaining, 2000
70. Salary Comps, 2000
71. Section 125 Changes, 2000

72. Skelton, Todd, 2000
73. Smith, Mae, 2000
74. Special Ed Certificate Exch., 2000
75. TRS Creditable Earnings, 2000
76. Tuition Reimbursement, 2000
77. VanDyke, Melody, 2000
78. Buturusis, Paul, 2001
79. Cholewa, Ginny, 2001
80. Laremont APE Sub Pay, 2001
81. RNs Schedule, 2001
82. Sievers, Kathy, 2001
83. Spray, Laurie, 2001

Box 34

- 1-4. [SEDOL] Recertification ULP, 2000-2002
5. Bryan, Jenny, 2002
6. Honeywell, Marie, 2002
7. Mulloy, Rene, 2002
8. Nilsson, Lorine, 2002
9. Pizur, Lori, 2002
10. Dilley, Doretta, 2003
11. Dulany, Kathryn, 2003
12. Egan, Chris, 2003
13. Frazier, Lisa, 2003
14. Ketlinski, Randy, 2003
15. Medicare Opt-In, 2003
16. Moore, Glenda, 2003
17. Richardson, Jean, 2003
18. Sally Potter Parking Lot, 2003
19. SLP [Speech and Language Pathologists], 2003
20. TRS Creditable Earnings, 2003
21. TRS Social Security, 2003
22. ULP RE TRS, 2003
23. [Tech Campus] Brum, Dawn, 1999
24. Military Service Credit, 1999
25. Special Service Inst., 1999
- 26-27. Tech Campus Negotiations, 1999
28. Tech Campus Negotiations, 2002
29. Recertification, 2000
30. Tech Campus Unit Clarification Negotiations, 2002-2003

Box 35

- 1-2. [Warren] Financial, 1996
3. Class Security, 1998
4. ESP Security List, 1998
5. Fire Evacuation Plan, 1998

6. Half Day Grading, 1998
7. Hoffman, Linda, 1998
8. Hough, Dan, 1998
9. Insurance Premiums, 1998
10. Mandatory Meetings, 1998
11. Metcalf, Lisa, 1998
12. Personal Leave, 1998
13. Shared Coaching, 1998
14. Shelton, Craig, 1998
15. Time Clock, 1998
16. TSAs Payment, 1998
17. Burton, Tony, 1998-1999
18. Blaha/Receptionist, 1999
19. Bristol, Kurt, 1999
20. Classified Seniority List, 1999
21. CPR Class for Coaches, 1999
22. Davis, John, 1999
23. Eckstrom, Jeff, 1999
24. Job Description, 1999
25. Jonet, Debra, 1999
26. Lee, Melanie, 1999
27. Mandatory Overtime, 1999
28. McKarna, Bob, 1999
29. New Teacher Salary, 1999
30. Oldham, Theresa, 1999
31. Part-Time Job Share, 1999
32. Proce, Bob, 1999
33. Przbilski, Mike, 1999
34. Randdall, Renee, 1999
35. Reclassification Request, 1999
36. Reeder, Jason, 1999
37. Retiree Notices, 1999
38. Snow Day Cost, Maintenance, 1999
39. Summer School Drivers Ed, 1999
40. Union Split, 1999
41. Beckwith, Jenkins, 2000
42. Bromley, Kim, 2000
43. Bryan, Richard and Patti, 2000
44. Classified Staff Posting, 2000
45. Coaching Position, 2000
46. Dues Deduction, PT, 2000
47. Gilmore, Diane, 2000
48. Goduto, Pat, 2000
49. Hasiuk, Henry, 2000
50. Hourly Time Sheets, 2000
51. Lack of Audit, 2000

52. Laptops, 2000
53. Parental Leave, 2000
54. PE Phones, 2000
55. Picasso, Hector, 2000
56. Placement Schedule, 2000
57. Security Cameras, 2000
- 58-59. Shirley, David, 2000
60. Soccer Coach, 2000
61. Strom, Pat, 2000
62. Summer Paychecks, 2000
63. Tagenhorst, Bob, 2000
64. Unpaid Sick Leave, 2000
65. Zieglar Dismissal, 2000
66. Bjorkman, Tiffany, 2001
67. Buckowich, Kurt, 2001
68. Overload Sub Pay, 2001
69. Pay Checks Early, 2001
70. Sams, David, 2001
71. Demuske, Ellen, 2002
72. Hill, Angela, 2002
73. Paul, Jesse, 2002
74. Goduto, Pat, 2003
75. Insurance, 2003
76. Myren, Al, 2003
77. Re-Organizing Job Description, 2003
78. Prairie State AM Meetings, 2003
79. RIFs, 2003
80. Warren Township High School Audits, 1993-1995
81. [Waukegan] Cheuvrant, Susan, 1998
82. Cramer, Nancy, 1998
83. Dooley, 1998
84. Erickson, Tim, 1998
85. Futch, Mildred, 1998
86. Garcia, Alfredo, 1998
87. Hatfield, Lori, 1998
88. Holbo, Marge, 1998
89. House & Ex. Meeting Attendance, 1998
90. Hutten, Angie, 1998
91. Jackson, Nancy, 1998
92. Lowe, Jennie, 1998
93. Meyer, Caryn, 1998
94. Sub Plans, 1998
95. Tenure Remediation, 1998
96. Townsend, Louise, 1998
97. Wieggers, Wendy, 1998
98. Work Visa H1B, 1998

99. Ahrendt, Mary, 1999
100. Bilingual Levels, 1999
101. Helmer, Stacia, 1999
102. Illegal Sub-PE, 1999
103. Jackson, Nancy, 1999
104. Kahn, Jane, 1999

Box 36

1. [Waukegan] Leonhardy, Retirement, 1999
2. Miller, Kathleen, 1999
3. MS Conflict Team, 1999
4. Olsen, Liz, 1999
5. Overload vs. Honors Society, 1999
6. Reisler, Mayer, 1999
7. Roiland, Dawn, 1999
8. Sixth Class No Supervision, 1999
9. Social Worker Confidentiality, 1999
10. Thomas, Diana, 1999
11. Taping Conferences, 1999
12. Vazquez, Frank, 1999
13. Abbott Schedule, 2000
14. ABDSSC Lunch, 2000
15. Adams, Pat, 2000
16. Bridges Summer School, 2000
17. Doud Letter, 2000
18. Drug and Alcohol Policy, 2000
19. Duty, Class Special Ed. Issues, 2000
20. Elliot, Don, 2000
21. Evaluation, Rehire, 2000
22. Finnegan, John, 2000
23. Fogle, Fran, 2000
24. Green, Jessica, 2000
25. Healthcare Clearinghouse, 2000
26. Horan, Carrie, 2000
27. Knutel, Roger, 2000
28. Lazzaro, David, 2000
29. Miller-Calvante, Harold
30. Peterson, Janis, 2000
31. Resignation Policy, 2000
32. Roznowski, Kenneth, 2000
33. Smith, Paul, 2000
34. Teacher Attendance, 2000
35. Townsend, Louise, 2000
36. Vanblake, Lisa, 2000
37. Workers' Compensation, 2000
38. Appel, Debbie, 2001

39. Birazian, Vivian, 2001
40. Clark, Michael, 2001
41. Clark School Petition, 2001
42. Duberstein, Steven 2001
43. Futch, Mildred, 2001
44. Head, Gene, 2001
45. Hewitt, Penny, 2001
46. Neterer, Jean, 2001
47. Pinta, Roger, 2001
48. Schauduk, Linda, 2001
49. ULPs, 2001
50. Atchinson, Michael, 2002
51. Attendance Notification, 2002
52. Barry, Denise, 2002
53. CIMS, 2002
54. Collapsed Sections, 2002
55. Dagley, Myron, 2002
56. ESPED, 2002
57. Kielp, Cynthia, 2002
58. Lyon, Sean, 2002
59. One System Training Sp. Ed., 2002
60. Owen, Peter, 2002
61. Peterson, Janis, 2002
62. Reyes, Ivelisse, 2002
63. Rogers, Al, Teaching Staff, 2002
64. Roznowski, Ken, 2002
- 64-65. Speech Pathology, 2002
66. Sub Waiver Request, 2002
67. Thompson, Rhea, 2002
68. Turner, Constella, 2002
69. Board Policy on Parent Complaints, 2003
70. Class Overload, IEP Students, 2003
71. Dismissal Time, Benny, 2003
72. Futch, Mildred, 2003
73. Goodman, Gordan, 2003
74. Goranson, Valeria, 2003
75. Grant, William, 2003
76. Guilianelli, Joan, 2003
77. Hatfield, Lorie, 2003
78. HS Decertification Letter, 2003
79. Incomplete Personnel File, 2003
80. McAlister Petition, 2003
81. PE Credit Issues, 2003
82. Piercy, Wendell, 2003
83. Playground Supervision, 2003
84. Posting Grievance, 2003

85. Reed, Ruth, 2003
86. Referral Form, 2003
87. ROTC Instructors, 2003
88. Scrofani, Robin, 2003
89. Social Workers Salary, 2003
90. Spanish Teachers, 2003
91. Sweep Teams, 2003
92. Teacher Pay, 2003
93. Technology Use, 2003
94. Tuition Reimbursement, 2003
95. Wee-CPII, 2003
96. Zygala, Kathryn
97. Adequate Equipment, 2003
98. Alpha List of Salaries, 2003
99. Assault on Teachers, 2003
100. Avalos, Mary, 2003
101. Bilingual Counselors, 2003
- 102-103. [Waukegan Paraprofessionals] Farr, Rosemarie, 1996-1997
104. Bilingual Liaisons, 1998
105. Evaluations, 1998
106. Garcia, Amy, 1998
107. Hughes, Penny, 1998
108. Kiaupa, Debbie, 1998
109. Legore, Bill, 1998
110. Para as Office Worker, 1998
111. Para Overpaid, 1998
112. Sick Leave Report, 1998
113. Smith, Craig, 1998
114. Subbing, 1998
115. Tenyer, Patricia, 1998
116. Warren, Greg, 1998
117. Assistants Training, 1999
118. Fell, Judy, 1999
119. Herndon, Edna, 1999
120. Laminations Library, 1999
121. Lennon, Colleen, 1999
122. Library Assistant Job Description, 1999
123. Montano, Jane, 1999
124. Paras Off Step, 1999
125. Sobecki, Danny, 1999
126. Walker, Denise, 1999
127. Bartz, Michael, 2000
128. Bilingual, 2000
129. Byrd, Lisa, 2000
130. Centonzio, Belgica, 2000

Box 37

1. Faltynek, Chris, 2000
2. Garon, Katherine, 2000
3. Herrera, Judy, 2000
4. Hill, Jeffrey, 2000
5. Holiday Pay, 2000
6. Hourly Sick Leave, 2000
7. Jones-King, Barbara, 2000
8. Kahn, Shahina, 2000
9. Lee, Latrenda, 2000
10. Martinez, Oscar, 2000
11. Para as Secretary, 2000
12. Reickert, Laurie, 2000
13. Yarbrough, Audrey, 2000
14. Bankhead, Peggy, 2001
15. Brown, Shavae, 2001
16. Cowan-Clark, Krystal, 2001
17. Crawford, Vanessa, 2001
18. RIF. Seniority Category, 2001
19. Scott, Russell, 2001
20. Sobecki, Danny, 2001
21. Clayborne, Robin, 2002
22. Coleman, Melissa, 2002
23. Luna, Mary Jane, 2002
24. Payroll Grievance, 2002
25. REI, 2002
26. Baartz, Michael, 2003
27. Bilingual Liaisons Grade 2, 2003
28. Christian, Josh, 2003
29. CLC Para Test Grant, 2003
30. Coleman, Alfreda, 2003
31. Coleman, Melissa, 2003
32. Crisis Intervention, 2003
33. Edwards, Senais, 2003
34. Garron, Kathy, 2003
35. Haas, Brad, 2003
36. Harassment, Cooke, 2003
37. Howell, Tamica, 2003
38. In-service Training, 2003
39. Mold at LC, 2003
40. NCLB Testing, 2003
41. One-on-One, 2003
42. Splitt, Nancy, 2003
43. Technology Brd. Policy, 2003
44. Tutor Aide, PT, 2003
45. Vester, Jane, 2003

46. [Waukegan] Dorsey, Barbara, 1998
47. Meinicke, Dee, 1998
48. Melchi, Pat, 1998
49. Medical Secretary, 1998
50. New Classification, 1998
51. Position Eliminated, 1998
52. Pres/Personnel, 1998
53. Sec. Voter Registration, 1998
54. Tech Sec. Opening, 1998
55. Admin Asst. Position, 1999
56. Cisneros, Donna, 1999
57. Floating Holiday, 1999
58. Lattimore, Willa, 1999
59. Meyers, Lupe, 1999
60. Nieves, Yolanda, 1999
61. Payroll Reporting, 1999
62. Pena, Maria, 1999
63. Posting without Agreement, 1999
64. Restructuring Position, 1999
65. Roman, Anita, 1999
66. Specialists, 10 Months, 1999
67. Training, 1999
68. Transfers, 1999
69. Translations, 1999
70. Evans, Krystal, 2000
71. Goetz, Maryann, 2000
72. Hill, Noreen, 2000
73. Job Description, 2000
74. Ochoa, Aubrey, 2000
75. Reyes, Positions Posting, 2000
76. Summers, 2000
77. Typing Practice, 2000
78. Baustista, Sonia, 2001
79. Barrera, Paz, 2001
80. Melchi, Pat, 2001
81. Meyers, Kristina, 2001
82. ULP, 2001
83. Unit Work, 2001
84. Asst. Sec. Position, 2002
- 85-86. Failure to Post, 2002
87. ULP, Head, Gene, 2002
88. Advance Pay, 2003
89. Bargaining Unit Position, 2003
90. Hours, 2003
91. Internet Policy, 2003
92. Melchi, Pat, 2003

93. No Reclassifications, 2003
94. Ocampo, Mario, 2003
95. Phelps, Deb, 2003
96. Posting, 2003

Box 38

1. [Waukegan] Spanish Speaking Requirement, 2003
2. Subs 60+ Days, 2003
3. Wilson-McSee, Terrell, 2003
4. Working Conditions, 2003
5. [Winthrop Harbor] Dress Code, 1998
6. Drugs and Alcohol Policy, 1998
7. Zeis, Cheryl, 1998
8. Teacher Transfers, 1999
9. VanCamp, Ella, 1999
10. Jaeger, Barb, 2000
11. Sawa, Chris, 2000
12. Beatty, Mike, 2001
13. Anderson, Chad, 2002
14. Evaluation Procedure, 2002
15. Beaty, Paul, 2003
16. Bylaws Update, 2003
17. Class Size Lists, 2003
18. Duzinski, Gary, Credentials, 2003
19. Health Aides and Dues, 2003
20. Insurance Coverage, 2003
21. Involuntary Transfer, 2003
22. Job Sharing Leave, 2003
23. Longevity, 2003
24. LPDC Pay, 2003
25. Morzuch, Bob, 2003
26. Sick Day Pool, 2003
27. Teachers' Aides, 2003
28. Ward, Kerri, 2003
29. [Woodland] Bargaining, 1986
30. Bargaining, 1989
31. Impact Bargaining, 1991
32. Bargaining, 1992
33. Negotiations, 1995
34. Elstein, Cheryl, 1997
35. Baldomero, Salvador, 1998
36. Kurman, Amy, 1998
37. Lassos, Vic, 1998
38. Lunch Period, 1998
39. Moss/Kremcall, 1998
40. Paid Christmas Holiday, 1998

41. Parent/Teacher Conferences, 1998
42. Prairie Crossing Charter School, 1998
43. Reduction in Force, 1998
44. Rejczyk, Kerry, 1998
45. Retro Pay, 1998
46. Sexual Harassment, 1998
47. Cobb, Mary, 1999
48. Diyanni, Jennifer, 1999
49. Elections, 1999
50. Gimondo, Carol, 1999
51. Health Insurance, 1999
52. Hevelman, Randy, 1999
53. Hours, 1999
54. Lahti, Cara, 1999
55. Lakoske, Steven, 1999
56. Legal Services, 1999
57. Longevity Survey, 1999
58. Lunch Break, 1999
59. Martin, Phyllis, 1999
60. New Hires, 1999
61. Porter, Mike, 1999
62. Positions, 1999
63. Retirement Incentives, 1999
64. Salary Adjustment, 1999
65. Salary Computations, 1999
66. Schedule, 1999
67. Schiappacasse, Gary, 1999
68. Sick Leave Bank, 1999
69. Snow Days, 1999
70. Transportation Liaison, 1999
71. Union Representation, 1999
72. Various Issues, 1999
73. Witt, Jennifer, 1999
74. Woods, Rebecca, 1999
75. Yach, Scott, 1999
76. Miner, Gary, 1999-2000
77. Administration of Medication, 2000
78. Air Quality, 2000
79. Alcohol Abuse, 2000
80. Bomb Search, 2000
81. Botman, Anthony, 2000
82. Brewington, Sally, 2000
83. Bus Aid Pay, 2000
84. Bus Driver Issues, 2000
85. Bus Run Overtime, 2000
86. Dress Code, 2000

87. Evaluations, 2000
88. Fair Share Fees, 2000
89. Hall Monitors, 2000
90. Hudrick, Rick, 2000
91. Interim President, 2000
92. Johnson, Christa, 2000
93. Loizzi Letter, 2000
94. Maher, Janet, 2000
95. Nikula, Diane, 2000
96. Patterson, Lyn, 2000
97. PE Waivers, 2000
98. Phone Usage, 2000

Box 39

- 1-2. [Woodland] Recertification, 2000
3. Special Education Extra Pay, 2000
4. Speech Language Pathologist, 2000
5. Stripling, Jennifer, 2000
6. Support Staff in Cert. Position, 2000
7. Teacher Asst., 2000
8. Teacher Contract/Conf., 2000
9. ULP Bus Accident, 2000
10. Union Reps at Meeting, 2000
11. Worchel, Linda, 2000
12. Young, Ruby, 2000
13. Aldens, Kris, 2001
14. Banion, Ron, 2001
15. Campbell, Tiffany, 2001
16. Defibrillation of a Student, 2001
17. LD Aides, 2001
18. Licocci, Brenda, 2001
19. Parent Taping Meeting, 2001
20. Physicals, TB Tests, 2001
21. Salary Issues, 2001
22. Zuillo, Mary, 2001
23. Ambrosio, Donna, 2002
24. Brya, Elaine, 2002
25. Holding Teacher Cert., 2002
26. Johnson, Chris, 2002
27. Early Return from Leave, 2002
28. Maust, Robert, 2002
29. RN Overtime PT, 2002
30. Board Minutes, 2002-2007
31. Adams, Linda, 2003
32. Bargaining ULP, 2003
33. Bishop, Crystal, 2003

34. Bus Duty Plan Time #1, 2003
35. Bus Drive Pay, 2003
36. Custodian OT, 2003
37. Dabe, Amy, 2003
38. Days/Year, 185 vs. 185 1/2, 2003
39. DCFS Incident, 2003
40. Duerwatcher, Camie, 2003
41. Employment Contract ULP, 2003
42. Fergn, Dawn, 2003
43. Faculty Comp Time, 2003
44. Gard, Christine, 2003
45. Gasper, Kathy, ULP, 2003
46. Hain, Dee, 2003
47. Henkin, Pam, 2003
48. Hough, Randall, 2003
49. Insurance, 2003
50. Job Share Direct Dealing, 2003
51. Kleine, Cheryl, 2003
52. Lanyon, Cathy, 2003
53. Lewis, Gail, 2003
54. McCaslin, Mike, 2003
55. Mold, 2003
56. Novak, Pam, 2003
57. Noon Special Ed Posting, 2003
58. Para Summer Insurance, 2003
59. PT Bus Drivers, 2003
60. Party Plan Time, 2003
61. Spanish Teachers, 2003
62. Spec Ed Route Posting, 2003
63. Stipends, 2003

Box 40

1. [Woodland] Teacher Work Week, 2003
2. Termini's Sub ULP, 2003
3. Unpaid Leave, 2003
4. Ward, Michael, 2003
5. Weingarten Violations, 2003
6. Wolfer, Ruth, 2003
7. [Zion Benton] Salary Schedules, 1997-1998
8. New Personnel, 1998-1999
- 9-11. Peters, Rose, 1998-1999
12. Board Meeting, 1998
13. Class Size, 1998
14. Foreign Language, 1998
15. Gilgore, Delores, 1998
16. Gucciardi, Terry, 1998

17. Insurance for Part Time, 1998
18. Kaddatz, John, 1998
19. Lawrence, Ellen, 1998
20. Lindemna, Lin, 1998
21. Mentor Program, 1998
22. Meyer, Dick, 1998
23. Retirement Incentives, 1998
24. Spring Break, 1998
25. Surprise Evaluations, 1998
26. Wages, 1998
27. Worthington, Bob, 1998
28. Price, Diane, 1998-1999
29. Contracting Out, 1999
30. Crociani, Larry, 1999
31. EV-Duty Schedule, 1999
32. Grade Comment, 1999
33. Hamlet, Bob, 1999
34. Harlow, Janice, 1999
35. Harmon, Julie, 1999
36. Hawkins, Janice, 1999
37. Insurance Committee, 1999
38. Job Positions, 1999
39. July 4th Holiday, 1999
40. Lambda, 1999
41. Language Technician, 1999
42. Library Job Description, 1999
43. McGue, Mike, 1999
44. Medical Insurance, 1999
45. Medical Opt Out/Insurance, 1999
46. Meeting with Fields, 1999
47. Para Starting Wages, 1999
48. Petroskey, Lisa, 1999
49. Ranson, Ron, 1999
50. Renton, Dave, 1999
51. Rinehart, Katie, 1999
52. Spectrum Ten, 1999
53. Stupar, KC, 1999
54. Thompson, Linda, 1999
55. Trice, Earl, 1999
56. Wade, Cheryl, 1999
57. Walsh Saturday School, 1999
58. Budzik, Mary, 2000
59. Cavalini, Dan, 2000
60. Counselors, 2000
- 61-62. Drivers Ed, 2000
63. Evans, Terry, 2000

64. Fishman/Evans, 2000
65. Insurance, 2000
66. Insurance Cooperative, 2000
67. Padgett, Val, 2000
68. Pierce, Phil, 2000
69. Price, Diane, 2000
70. Trainer Position, 2000
71. Wyenberg/Alvino, 2000
72. Driver Ed, 2001
73. Payroll Schedule, 2001
74. Special Privileges, 2001
75. Classified Hourly, 2002
76. Release Time, 2002
77. Referendum, 2002
78. Wenger, Bill (Lynn), 2002
79. Accum. Sick Leave, 2003
80. Buzzword/Meetings, 2003
81. Contract Interpretation, 2003
82. IMRF 5+5, 2003
83. Insurance LREBC, 2003
- 84-85. LPDC Insurance Arbitration, 2003

Box 41

1. [Zion Benton] Rosenquist, Karen, 2003
2. Salary, 2003
3. UC Petition, 2003
4. Valerugo, Brian, 2003
- 5-6. [Waukegan] Negotiations, 1995
- 7-9. Negotiations, 1998
- 10-11. Negotiations, 2000-2001

Box 42 [RESTRICTED]

- 1-103. Grievances

Box 43 [RESTRICTED]

- 1-15. Grievances

Reuther Digital Repository

1. [Great Lakes Negotiations] PFM Contract, LR001995_FDD001.iso, 2002-2003