

REPORT OF THE BUDGET COMMITTEE

Dan Montgomery, Chair
Maureen Shanahan, Staff Liaison

COMMITTEE MEMBERS

Elaine Barlos, Local 943
Matt Emigholz, Local 4408
Andy Friedlieb, Local 504
Stacy Davis Gates, Local 1
Anthony Johnston, Local 1600
Dan Mercer, Local 604
John Miller, Local 4100

Maria Moreno, Local 1
Cyndi Oberle-Dahm, Local 434
Jackson Potter, Local 1
Pankaj Sharma, Local 1274
Kyle Stern, Local 571
Terry Turley, Local 1220
Christel Williams-Hayes, Local 1

After the 2022 IFT Convention, the IFT continued to implement strategic plans supporting the organizational priorities of public education, economic fairness, equity and inclusion, and member and community engagement. With the implementation of these initiatives, the IFT consistently reviewed the allocation and expenditure of resources. The IFT administrative staff were charged with determining a reallocation of resources over the last three years to ensure adequate support for the strategic plan as fiscal pressures increased.

Delegates at the 2022 convention approved dues increases expressly to help organize more members, with a strong emphasis on organizing more support staff units (PSRPs). In all departments, staffing was reviewed, and staffing ratios modified to better serve the locals and members. The IFT has continued to expand organizing efforts and coordinated campaigns in partnership with the AFT with its existing professional organizing and field staff and the addition of a temporary organizer. We are proud to report that these efforts have resulted in the organization of 30 new IFT units, and over 8,000 new bargaining unit members, including 1,100 new PSRPs in 20 newly organized councils! Targeted internal organizing campaigns have increased membership of existing locals throughout the state as well. We were able to achieve this growth without an increase in the total number of employees.

The proposed 2026-2028 budget approved by the IFT Executive Board provides for funding the continuation of service with emphasis on member engagement and action with measured, reasonable, and sustainable dues increases. As we look ahead, we plan on increasing our organizing efforts—particularly toward the tens of thousands of paraprofessionals in Illinois who still do not have a union, civil service employees, employees at Regional Offices of Education and Intermediate Service Centers, as well as other unrepresented educational workers. We will continue supporting our local unions' efforts to bargain best-in-class collective bargaining agreements that ensure real gains for our members and communities. We also know we will need more resources to address the teacher and staff shortages that are plaguing our state. And we must address the retirement inequity that exists for our union siblings in the Tier II pension system. We believe the proposed budgets will allow us not only to sustain ourselves as a union, but to achieve our vision of “members fighting powerfully for a strong union and the future we all deserve.” While the ending figures in 2028 show a deficit of over \$376,000, that owes mostly to the one-time convention costs incurred in ‘28 and we do not foresee a structural deficit. The proposed budget projections assume a full-time equivalent (FTE) membership of 74,262.

The Executive Board reviewed the budget projections for calendar years 2026-2028 on July 16, 2025, and recommended approval of the per capita rates to present to the 2025 IFT Convention for approval by delegates. The Executive Board strongly encourages the delegate body to adopt the budget and per capita amendments as proposed.

**ILLINOIS FEDERATION OF TEACHERS
PROPOSED BUDGETS**

	Proposed Budget 2026	Proposed Budget 2027	Proposed Budget 2028
CHANGES IN NET ASSETS WITHOUT DONOR RESTRICTIONS			
REVENUE			
Dues and fees	\$ 27,437,234	\$ 28,206,199	\$ 28,879,136
AFT assistance and rebate	445,692	445,692	445,692
Illinois revenue campaign assessment	148,524	222,786	-
Interest and dividend income	188,479	193,939	192,117
Investment return, net	138,500	144,440	150,630
Gain (loss) on equity investment	(50,000)	(50,000)	(50,000)
Rental income	53,363	54,380	55,428
Program fees	198,000	114,240	115,530
Reimbursed expenses	496,200	496,200	541,200
Total revenue without donor restrictions	29,055,992	29,827,876	30,329,733
EXPENSE			
FIELD SERVICES			
Salaries and benefits	12,416,133	12,981,324	13,249,427
Travel and other expenses	213,599	222,458	231,470
Rents, utilities, repairs and maintenance	623,645	642,667	657,698
Office supplies and expense	174,501	146,196	153,987
Meetings and conferences	288,421	280,933	256,047
Direct local assistance	4,710,003	4,710,003	4,824,517
Member services	56,152	57,836	59,571
Defense Fund and Local Legal Trust Fund expenses	525,000	528,750	532,613
	19,007,454	19,570,167	19,965,330
ORGANIZING			
Salaries and benefits	797,630	870,665	906,841
Travel and other expenses	11,000	11,440	11,898
Joint organizing projects	450,000	458,840	467,857
	1,258,630	1,340,945	1,386,596
LEGISLATIVE			
Salaries and benefits	2,251,497	2,230,413	2,359,608
Travel and other expenses	80,442	83,546	87,606
Rents, utilities, repairs and maintenance	64,628	69,178	74,359
Office supplies and expense	34,492	24,230	35,398
Meetings and conferences	2,097	2,159	2,224
	2,433,156	2,409,526	2,559,195
COMMUNICATIONS			
Salaries and benefits	1,333,455	1,425,833	1,453,060
Travel and other expenses	13,452	13,955	14,864
Office supplies and expense	11,368	11,596	11,828
Meetings and conferences	525	-	557
Communication	45,254	46,903	116,409
	1,404,054	1,498,287	1,596,718
STRATEGIC INITIATIVES			
Partnerships	75,000	75,000	75,000
Campaigns	75,000	75,000	75,000
Illinois revenue campaign	148,524	222,786	-
	298,524	372,786	150,000
ADMINISTRATIVE AND GOVERNANCE			
ADMINISTRATIVE			
Salaries and benefits	3,046,859	3,022,562	3,095,952
Travel and other expenses	45,728	47,200	51,627
Rents, utilities, repairs and maintenance	511,839	517,545	529,299
Office supplies and expense	229,067	168,823	170,223
Meetings and conferences	63,511	65,416	67,379
Real estate taxes	67,775	71,164	74,722
Scholarships and charitable contributions	70,000	70,000	70,000
Affiliated organization support	45,000	45,000	45,000
Professional fees	72,750	74,200	75,700
Interest expense	3,900	2,300	2,000
Insurance	43,143	26,121	51,771
Other	6,438	6,632	6,831
GOVERNANCE			
Convention and conference	75,686	124,863	456,810
Executive Board	332,620	337,161	341,867
Constituency councils	35,865	50,960	9,152
	4,650,181	4,629,947	5,048,333
Total expenses	29,051,999	29,821,658	30,706,172
Change in net assets	\$ 3,993	\$ 6,218	\$ (376,439)

REPORT OF THE COMMUNICATIONS COMMITTEE

Kelly Regnier, Chair, Local 504
Monica Trevino, IFT Staff Liaison

Committee Members

Lee Ann Gemmingen, Local 1272
Leah Krippner, Local 540
Jennifer Vaccaro, Local 6297

Over the last three years, the committee has met more consistently and made significant strides in advancing our digital communications strategy. We've expanded our reach with a stronger, more intentional social media presence that's driving higher engagement and attracting more followers. Initiatives like *Member Mondays* spotlight the powerful stories of our members, while our *Friday Weekly Recap* keeps followers informed on key legislative issues and encourages them to take action. We've also increased interaction by posting more short-form video content and actively responding to comments and messages building a more connected and informed online community.

In addition to our digital growth, we've continued to support our locals with their communications needs. Over the past three years, we've provided strategic communications support during several strikes, including media outreach, spokesperson training, and drafting a wide range of communications materials to help locals amplify their message and advocate effectively for their members.

Specific accomplishments and projects of the committee since the 2022 convention include:

SOCIAL MEDIA GROWTH

- Since the 2022 IFT convention, the communications department has become more active on social media platforms - Facebook, Bluesky and Instagram.
- Due to the engagement, we've had considerable growth on our social media platforms.
 - Facebook: 11% growth
 - X: 8% growth
 - Instagram: 39% growth
 - Bluesky (joined in January 2025): 728% growth

MAIN CAMPAIGNS

Since our last convention in 2022, we've taken on several major campaigns, including **Fix Tier 2, the 2024 presidential election, the Chicago mayoral race, and the fight against the Invest in Kids voucher program**. Digital media played a critical role in amplifying our message, helping us cut through the noise and reach members and allies. We designed compelling graphics to drive engagement on social media, created shareable content to break down complex issues, and helped shape the public narrative. Just as importantly, we elevated our members' voices by sharing their stories, testimonials, and perspectives to humanize the issues and build authentic, grassroots momentum.

MEMBER MONDAYS

Every Monday, through our *Member Monday* social media series, we shine a spotlight on the powerful stories of our members, educators, support staff, and public employees, who go above and beyond every day. In an era where organizations like the Illinois Policy Institute (IPI) work overtime to discredit unions and public education, *Member Monday* is our way of cutting through the noise and countering misinformation with truth, heart, and pride. By consistently elevating our members' voices, we're not just telling our story but we're reclaiming the narrative.

NOTABLE LOCAL SUPPORT

IFT's Department of Communications continues to provide comprehensive support to locals, councils, and chapters. This includes strategic communications planning, media outreach and placement, assistance with social media and digital content, crisis communications, trainings, and responsive day-to-day support. We are also incorporating digital communications as a powerful tool to tell our own stories by highlighting the real experiences of our members, countering misinformation, and ensuring that our voices are heard loud and clear across Illinois.

The department of communications has provided strategic communications assistance to locals including some of the major strikes including:

- **University Professionals of Illinois Local 4100 strikes** – In 2023, three universities across Illinois went on strike demanding a fair contract.
- **Decatur Federation of Teaching Assistants, Local 4324** – provided assistance during their bargaining contract negotiations.
- **Joppa Maple Grove Federation of Teachers Local 6598**, successful annexation campaign
- **AICE** – provided strategic communications support during their bargaining negotiations in 2024
- **CFAC** – In 2023 and 2024, the communications department provided strategic communications during the longest adjunct strike in Illinois' history.
- Supported four school board victories via mailers

UNION LINK

To reduce costs and dedicate more time to digital communications, we have scaled back *Union Link* to two issues per year. Our printed newsletter will now be digital and will continue to prioritize member engagement by offering timely, and useful information, including special election editions.

COMMUNICATIONS DEPARTMENT

The Communications Committee would like to recognize the staff in the Department of Communications, who work tirelessly to deliver the union's message through both digital and traditional platforms. This dedicated team includes Director of Communications Monica Trevino, Media Directors Beth Sonneborn, Amy Excell, Jennifer Hill, and Professional Support Staff Specialist Marilou Lerner.

REPORT OF THE CAREER TECHNICAL (STEM) Committee

Steve Elza, Chair, Local 1211

Dave Comerford, IFT Staff Liaison
Bryan Devine, IFT Staff Liaison

Omar Salem, IFT Staff Liaison
Kelly Turner, IFT Staff Liaison

COMMITTEE MEMBERS

John Barber, Local 604
Michael Brix, Local 780
York Chan, Local 1
Clarence Cooper, Local 1
Andy Friedlieb, Local 504
Amanda Guinn, Local 434

Travis Hattan, Local 3939
Margaret Janke, Local 604
Angela Kalteis, Local 1274
Duane McGowan, Local 1220
Joe Meyer, Local 1925
Michael Miceli, Local 1

Christopher Noble, Local 540
Jackson Potter, Local 1
Warren Regnier, Local 504
Mark Stoch, Local 571
Megan Williams, Local 809

The CTE/STEM Committee met frequently from 2022 through 2025. Through these meetings, the committee focused on challenges and opportunities in the Illinois K-12 CTE/STEM realm.

- Convened meetings to assess the challenges and needs of CTE students and educators
- Included statewide experts around CTE and EFE challenges
- Engaged in state and national CTE opportunities
- Pushed for more funding for CTE statewide
- Explored dual courses for CTE classes
- Discussed challenges around funding disbursement with Perkins funds
- Arranged meetings between CTE CC members, local IFT leaders and ISBE staff to discuss, understand, and offer input to proposed CTE-related Administrative Rules
- Committee identified goals for Illinois and IFT work moving forward

Goals Coming out of Committee:

- Funding “Cheat Sheet” to help understand funding flows from Federal and State dollars
- Creating a promotional video highlighting CTE in different areas of state
- Creating communications for distribution to encourage enrollment in CTE and various pathways to careers
- Develop communications around non-traditional licensure for CTE instructors
- Working with ISBE to have CTE courses receive core coursework credit

Committee invited Guest Speakers:

Brian Gordon – Education for Employment (EFE) - the group that receives funds for CTE programs and determines how to allocate across state

- Shared how funds are received to EFE’s
- Shared how each EFE manages money
- Discussed organizational structure of EFE
- Provided input and guidance about how to best utilize funds through EFE

Marci Johnson – Illinois State Board of Education (ISBE)

- Shared ISBE commitment to CTE
- Other programs funded with CTE money
- What can and cannot be paid with CTE money
- How funds are calculated and distributed
- Ways to best promote CTE to legislators
- Strategies for using CTE to count as core subject credits

CTE Committee created three subcommittees and the hope is to continue this work as we move forward:

1. Legislative Committee

- a. Create ways to share CTE stories with lawmakers
 - i. Increase awareness
 - ii. Educate lawmakers
 - iii. Promote positive growth within the community

2. CTE Cheat Sheet

- i. Short help tool for Educators, Counselors, Parents, Students
- ii. Funding path
- iii. Contact Lis
- iv. Acronym Guide

3. Communication

- a. Messaging to teachers/educators/leaders
 - b. How to best communicate CTE work to different constituencies
 - c. Social media
 - d. Video Production
- Develop an opportunity for CTE Committee, IFT Leadership, and CPS CTE teachers to tour/experience three CTE programs in the Northwest Suburbs. The focus for the day was CTE within two comprehensive high schools as well as a Career and Technical Center that serves twenty-four DuPage County schools.
 - IFT CTE Committee and IFT Staff testify both in person and virtually at Budget Hearings, resulting in Illinois' CTE budget increases of \$10.2 million in FY25 and \$1.3 million FY26.
 - Work collaboratively with AFT on Registered Apprenticeship program development in Illinois. Experience these opportunities in practice in New York City, New York and Columbus, Ohio.

IFT CTE/STEM Constituency Council met virtually on eight (8) occasions since the 2022 convention:

October 4, 2023
November 8, 2023
December 13, 2023
February 14, 2024

March 13, 2024
May 8, 2024
February 24, 2025
April 10, 2024



Defense Cases Summary

10/7/2025

Case #	Local	LLT	Occurrence	Defense Fund
1024	604		6/30/2016	\$4,752.57
1025	604		6/30/2016	\$730.83
1093	571		2/28/2017	\$56,313.23
1107	1220	8/4/2010	9/13/2016	\$10,907.15
1127	604		4/5/2017	\$2,522.92
1160	4100	9/1/1996	8/31/2017	\$6,272.69
1190	604		3/18/2018	\$30,957.99
1221	4408	9/9/1995	11/25/2018	\$20,626.77
1233	2394	1/29/1996	1/23/2018	\$339.17
1234	2394	1/29/1996	10/29/2018	\$647.50
1272	4100	9/1/1996	1/6/2019	\$346.50
1303	604		5/6/2019	\$4,265.00
1304	4100	9/1/1996	9/16/2007	\$3,675.00
1307	4100	9/1/1996	5/30/2019	\$21,033.37
1308	6456	10/1/2021	5/23/2019	\$6,793.70
1326	6270	3/1/2005	10/13/2019	\$759.50
1328	4100	9/1/1996	8/29/2019	\$52.50
1348	4100	9/1/1996	7/31/2020	\$147.00
1355	4183	4/1/1999	10/5/2020	\$1,259.50
1361	4408	9/9/1995	1/16/2017	\$94.50
1362	4408	9/9/1995	12/14/2015	\$199.50
1371	943		12/27/2020	\$512.50
1798	571		10/19/2020	\$5,383.00
1804	4408	9/9/1995	7/31/2011	\$29,754.00
1825	6456	10/1/2021	3/12/2020	\$10,212.83
1829	6456	10/1/2021	7/5/2020	\$4,709.97
1830	6456	10/1/2021	11/30/2020	\$3,782.83
1831	6456	10/1/2021	5/31/2019	\$1,136.73
1832	6456	10/1/2021	5/31/2020	\$892.50
1839	4100	9/1/1996	1/24/2021	\$10,668.00
1848	4183	4/1/1999	2/25/2021	\$1,394.00

Case #	Local	LLT	Occurrence	Defense Fund
1852	604		3/16/2021	\$3,788.33
1854	943		2/24/2021	\$122.50
1866	6300	2/1/2006	8/5/2021	\$8,545.00
1875	4100	9/1/1996	9/9/2020	\$471.00
1876	4100	9/1/1996	12/31/2017	\$294.00
2003	4408	9/9/1995	11/17/2021	\$5,026.00
2014	604		1/6/2022	\$20.45
2016	604		1/23/2022	\$1,818.75
2027	1708	1/30/2016	7/30/2020	\$16,614.19
2028	1708	1/30/2016	10/13/2021	\$7,647.86
2031	604		9/16/2021	\$3,709.58
2037	4408	9/9/1995	12/8/2020	\$10,143.00
2038	4408	9/9/1995	12/8/2020	\$1,396.50
2040	4408	9/9/1995	5/2/2021	\$1,417.50
2041	1836	10/23/1995	9/20/2021	\$11,515.17
2044	3236	9/16/1997	2/1/2022	\$38,508.35
2051	540	1/3/1996	11/28/2021	\$18,959.61
2055	504		4/6/2022	\$1,518.75
2062	571		2/14/2022	\$9,463.84
2063	943		4/27/2022	\$10,575.15
2067	604		3/15/2022	\$5,526.81
2069	1211		4/20/2022	\$12,482.45
2070	604		12/5/2021	\$1,087.50
2075	604		4/10/2022	\$11,864.17
2080	571		10/31/2021	\$8,200.50
2081	6456	10/1/2021	4/27/2022	\$13,345.35
2082	604		5/19/2022	\$25,312.40
2083	571		2/28/2022	\$777.00
2084	1925	10/16/1995	6/9/2022	\$33,279.00
2085	4100	9/1/1996	1/19/2022	\$18,024.50
2086	504		4/4/2022	\$1,474.00
2092	6456	10/1/2021	11/30/2021	\$4,665.00
2093	604		8/16/2022	\$2,963.13
2094	604		8/16/2022	\$140.00
2095	571		7/13/2022	\$5,321.70

Case #	Local	LLT	Occurrence	Defense Fund
2096	571		7/21/2022	\$4,119.67
2097	6300	2/1/2006	8/21/2022	\$2,173.75
2098	780	12/12/1995	6/27/2022	\$31,508.90
2110	1600		1/9/2020	\$7,543.48
2111	1600		3/7/2020	\$850.00
2113	4408	9/9/1995	6/30/2022	\$1,144.50
2122	4408	9/9/1995	12/15/2022	\$14,903.25
2129	6099	9/1/2000	3/2/2022	\$28,893.32
2130	4100	9/1/1996	1/30/2023	\$756.00
2132	504		1/31/2023	\$24.50
2134	6038	9/30/2000	4/9/2023	\$5,662.82
2136	1220	8/4/2010	9/13/2022	\$550.00
2137	571		7/28/2022	\$399.00
2139	571		4/11/2022	\$94.50
2140	571		10/27/2022	\$368.17
2141	571		9/9/2021	\$42.00
2142	571		10/10/2023	\$14.00
2143	571		12/12/2023	\$3,255.33
2144	571		9/21/2022	\$80.50
2145	571		1/13/2022	\$224.00
2146	571		10/9/2023	\$1,221.50
2147	571		10/9/2023	\$621.13
2148	571		10/9/2023	\$666.79
2150	571		4/12/2023	\$16,605.39
2153	4408	9/9/1995	5/31/2022	\$782.00
2159	1220	8/4/2010	5/10/2023	\$612.00
2161	1220	8/4/2010	5/8/2023	\$949.50
2162	1220	8/4/2010	2/28/2023	\$876.00
2163	4100	9/1/1996	5/16/2023	\$225.00
2165	4100	9/1/1996	6/18/2023	\$63.00
2166	4100	9/1/1996	7/31/2022	\$115.50
2169	6211	9/1/2002	4/10/2023	\$806.25
2173	909	7/22/2022	6/30/2023	\$14,177.57
2175	571		3/2/2023	\$1,070.67
2176	504		4/25/2023	\$1,595.00

Case #	Local	LLT	Occurrence	Defense Fund
2179	6297	1/27/2017	5/10/2023	\$6,927.22
2180	504		8/2/2023	\$1,271.23
2182	6297	1/27/2017	4/30/2019	\$1,900.00
2186	1220	8/4/2010	7/16/2023	\$5,562.50
2188	4100	9/1/1996	3/31/2023	\$52.50
2190	4100	9/1/1996	1/17/2023	\$3,335.00
2191	4262	8/26/1997	1/9/2024	\$1,370.00
2194	6602		8/31/2023	\$14,973.67
2196	6602		10/24/2023	\$1,031.33
2197	6602		11/1/2023	\$4,814.33
2202	6456	10/1/2021	2/10/2023	\$1,897.50
2203	571		11/28/2023	\$730.66
2204	4100	9/1/1996	10/18/2023	\$368.00
2206	1600		2/20/2024	\$1,279.70
2207	1600		2/20/2024	\$1,127.33
2225	4100	9/1/1996	2/6/2024	\$23.00
2226	780	12/12/1995	8/31/2023	\$3,081.00
2229	1600		2/12/2024	\$2,005.93
2230	1600		3/27/2023	\$112.50
2236	6300	2/1/2006	2/19/2024	\$6,102.25
2237	6330	9/1/1998	3/27/2024	\$977.50
2238	571		10/17/2023	\$262.00
2239	504		11/13/2023	\$4,390.00
2245	604		3/19/2024	\$9,096.67
2247	604		2/6/2024	\$1,947.17
2248	504		3/17/2024	\$2,788.13
2249	5183		4/30/2001	\$230.00
2253	4100	9/1/1996	1/31/2024	\$1,552.00
2254	1272	11/1/2000	1/3/2024	\$7,364.00
2255	6300	2/1/2006	5/16/2024	\$1,560.00
2263	683	1/1/2022	3/14/2024	\$1,279.00
2266	4408	9/9/1995	3/20/2024	\$2,018.50
2268	4100	9/1/1996	4/30/2024	\$325.00
2274	6602		8/14/2024	\$1,430.00
2278	4328	10/1/2003	10/31/2023	\$644.00

Case #	Local	LLT	Occurrence	Defense Fund
2279	6602		9/11/2024	\$11,812.67
2286	6456	10/1/2021	7/9/2023	\$264.50
2289	4100	9/1/1996	5/19/2024	\$579.50
2290	4100	9/1/1996	9/17/2024	\$175.00
2291	504		8/11/2024	\$3,062.50
2292	909	7/22/2022	9/2/2024	\$12,409.20
2310	504		10/15/2024	\$261.67
2312	4408	9/9/1995	4/27/2023	\$70,242.14
2313	4408	9/9/1995	1/11/2024	\$2,137.50
2314	4408	9/9/1995	5/18/2023	\$100.00
2315	571		10/8/2023	\$145.83
2316	571		9/8/2024	\$600.00
2317	4100	9/1/1996	1/30/2024	\$300.00
2327	6270	3/1/2005	11/24/2024	\$1,012.50
2336	1600		11/28/2023	\$975.00
2337	1600		10/5/2023	\$566.67
2339	1600		4/3/2024	\$300.00
2340	1600		2/21/2024	\$2,702.00
2343	1600		5/7/2024	\$270.81
2345	1600		1/24/2024	\$3,166.67
2347	4100	9/1/1996	1/30/2025	\$375.00
2348	2296	9/1/1996	12/5/2024	\$135.00
2349	504		12/16/2024	\$2,667.50
2358	604		8/28/2024	\$540.00
2359	604		5/21/2024	\$120.83
2360	604		1/28/2025	\$5,019.00
2361	6086	1/1/2001	2/13/2025	\$1,200.00
2362	6546	10/1/2016	8/15/2024	\$3,450.00
2363	1957	12/17/1995	9/9/2024	\$20,284.61
2365	1272	11/1/2000	3/12/2025	\$4,845.00
2366	1272	11/1/2000	8/14/2024	\$997.50
2367	504		10/20/2024	\$133.33
2371	504		3/18/2025	\$258.33
2372	504		12/9/2024	\$3,850.00
2373	504		2/20/2025	\$725.00

Case #	Local	LLT	Occurrence	Defense Fund
2377	504		1/26/2025	\$166.67
2381	6456	10/1/2021	12/20/2023	\$10,100.00
2382	6456	10/1/2021	8/14/2024	\$400.00
2383	6456	10/1/2021	11/3/2024	\$825.00
2384	6456	10/1/2021	1/5/2024	\$10,388.02
2389	1220	8/4/2010	5/22/2025	\$819.50

REPORT OF THE HIGHER EDUCATION CONSTITUENCY COUNCIL

John Miller, First Vice President, Local 4100

Andrew Cantrell, IFT Staff Liaison
Mike Day, IFT Staff Liaison
Tonia Havard-Dew, IFT Staff Liaison
Adam Heenan, IFT Staff Liaison
Catherine Mannen, IFT Staff Liaison
Bryan Nicholson, IFT Staff Liaison

Tyson Roan, IFT Staff Liaison
Robert Vodicka, IFT Staff Liaison
Chris Weaver, IFT Staff Liaison
Jen White, IFT Staff Liaison
Nick Yelverton, IFT Staff Liaison

Committee Members

Jeremy Bachelor, Local 6038
Brandon P. Bisbey, Local 4100
Audrey Butler, Local 1708
Susan Caley Opsal, Local 1810
Nick Christo, Local 6297
Merrill Cole, Local 4100
Olivia E. Cronk, Local 4100
Mohamed El-Maazawi,
Local 1600
Jason Evans, Local 3816
Wayne Finley, Local 4100
Karen Florian, Local 504
Sam Froiland, Local 6300
Thomas Gebhardt, Local 4100
Shawn, Gilmore, Local 6546
Carolina Giraldo, Local 1642
Todd Harris, Local 1
Timothy Hatten, Local 6211

Marty Heath, Local 6297
Michael Held, Local 1600
Amanda Hughett, Local 4100
Kai Foong Hung, Local 4100
Catherine Jewell, Local 4100
Carla Johnson, Local 4100
Anthony Johnston, Local 1600
Delwyn Jones, Local 1600
Michael Klajbor, Local 6300
Stefan Klajbor Goderich,
Local 6300
Anna Kornbluh, Local 6456
Aaron Krall, Local 6456
Todd Lakin, Local 1600
Patrick McGinty, Local 4100
Anthony Mirasola, Local 6300
Keith Nyquist, Local 4100
Danielle Osmelak, Local 4100
Andrew Parrish, Local 4100

Michael Phillips, Local 1810
Dathan Powell, Local 4100
Antonio Ramirez, Local 3791
Kathleen Randall, Local 604
Casey Reynolds, Local 2296
Rochelle Robinson-Dukes, Local 1600
Daniel Rodriguez, Local 6300
Patricia Saccone, Local 604
Rose Marie Sakanis, Local 1600
Shannan Smith, Local 1600
Brenda Stalder, Local 809
Troy Swanson, Local 1600
Jean-Marie Taylor, Local 6077
Jennifer Vaccaro, Local 6297
Diana Vallera, Local 6602
Mark Van Wienen, Local 4100
Leslie Wester, Local 1600
Delores Withers, Local 1708

The last two reports from the Higher Education Constituency Council have begun with the sentence: “*Higher Education in Illinois has faced unprecedented challenges over the past three years.*” Unfortunately, these challenges continue to grow, but our resolve to fight back is even stronger.

Over the last three years, the Constituency Council has met in person during larger IFT meetings, as well as via Zoom (sometimes monthly) to address ongoing challenges. Internally, we have focused on growing the number of active Constituency Council members, with special attention to central and downstate community college Locals. We are pleased to report that more members are now participating, sharing ideas, and engaging in planning and actions.

Collectively, we have worked to stop legislation that would have lowered the quality of dual credit courses. In the last legislative session, new dual credit legislation passed that added additional quality protections for students and the faculty teaching these courses. We continue to demand that dual credit courses provide students with a solid higher education experience: an experience that sets them up for success when they enter a higher education institution. Further, we continue to maintain that teaching faculty retain their academic freedom in dual credit programs to ensure rigorous and appropriate, curricula that match the courses taught at community colleges and universities. This also includes securing representation on a key state board that will monitor the quality of dual credit courses.

We also worked together to push the legislature to establish a new task force that explores the vital role of faculty in our community college and university libraries. Faculty librarians have faced serious threats to their job security and their roles as educators. In fact, Western Illinois University laid off all its faculty librarians this past spring. The new task force will produce a report that illustrates and highlights the essential role faculty librarians play in student success, as well as in the success and growth of their communities.

After passing legislation in 2019 that allowed graduate research assistants to organize, we supported the UIC GEO and UIUC GEO in two major organizing victories at both the University of Illinois Chicago and the University of Illinois Urbana-Champaign. These two large groups represent hard-working research assistants who are often underpaid, overworked, offered few benefits, and given little job security all while being taken for granted. They are now engaged in contract campaigns to improve the working conditions of thousands of graduate research assistants.

In addition to the new bargaining units at UIC and UIUC, we successfully organized the Illinois State University tenure/tenure-track faculty and the University of Illinois Springfield contingent faculty. This past spring, both units of the University Professionals of Illinois Local 4100 reached groundbreaking and life-changing contracts for their members. These first-time contracts will transform the culture on both campuses. Both contract campaigns succeeded because of the strength of their memberships and the support of IFT Higher Education Constituency Council members statewide who stood with them in their fight.

Together, we continue to push back against attacks on higher education. Many of our members have joined rallies and spoken at press conferences opposing the federal cuts to vital research and creative grants. We continue to meet with AFT to better understand the challenges we face as a result of recent federal budget bills that undermine public education at all levels. In addition, we are pressing our colleges and universities to protect our undocumented students, as well as our international faculty, staff, and students. This includes direct actions on our campuses and providing assistance to help students, faculty, and staff access the resources and support they need to navigate these challenges. We continue to push back against attacks on academic freedom and free speech on our campuses. Our students, faculty and staff deserve a right to express their opinions and to stand up for their beliefs.

As a Council, we recognize that the challenges ahead are significant. We are working to coordinate bargaining demands where appropriate and continue to advocate for full funding for our community colleges and public universities, which includes demanding the passage of the Equity Funding Bill for public universities, as well as a similar bill for our community colleges. While the student debt crisis in this country must be addressed, we know that the first step is to fully fund our public higher education institutions so that all students can pursue their futures without the fear of lifelong debt.

REPORT OF THE LOCALS/ORGANIZING COMMITTEE

Jeff Adkins-Dutro, Chair, Local 780

Arnoldo Fabela, IFT Staff Liaison

Committee Members

Veronica Aguirre, Local 4408
Jennifer Conant, Local 1
Stacy Davis Gates, Local 1
Steve Elza, Local 1211
Matt Emigholz, Local 4408
Zeidre Foster, Local 1
Anthony Johnston, Local 1600

Aaron Krall, Local 6456
Deb Lawson, Local 504
Wendy Lochmann, Local 1272
Brandi Many, Local 809
Jackson Potter, Local 1
Jennifer Vaccaro, Local 6297
LaShawn Wallace, Local 1

The Locals/Organizing Committee is designed to create, improve policies, and make recommendations to the IFT Executive Board on matters related to internal and external organizing projects, and the overall welfare of locals within the IFT.

At our last convention in 2022, this committee and the delegates set out a big goal: to go after the thousands of unorganized PSRPs across the state, and to finally take on the fight to organize Research Assistants at our public universities. We can report back now that we were successful and victorious. In the past three years we organized thousands of PSRPs into new councils and locals, giving school support staff a real union voice. And after years of talking about it, we finally broke through in higher education, winning Research Assistants at UIC and moving forward with a massive RA unit at UIUC.

These victories gave voice to thousands of workers who deserved dignity at work, and they show what is possible when we commit to organizing at scale. At the same time, we had setbacks and some tough losses, but the overall trend is clear: more workers are joining IFT and standing up for themselves on the job. The challenges are real (drops, anti-union attacks, economic strain) but the trend is clear: our union is growing, fighting, and winning.

1. External Organizing

Higher Education

- **University of Illinois–Chicago (UIC) Research Assistants** – 1,000 new members organized in 2024.
- **University of Illinois–Urbana Champaign (UIUC) Research Assistants** – 3,800-person campaign filed in 2025, the largest higher ed unit ever for the IFT.
- **Illinois State University Faculty** – 650 tenure-line faculty organized, a win after decades of failed attempts by IEA and IFT.
- **Moraine Valley, Lake County College Tech Workers** – certified and building strong committees.

Private Schools and Charter Schools

- **Francis Parker Assistant Teachers** – voluntarily recognized in 2025, a rare and important victory.
- **Rogers Park Montessori** – about 60 teachers and assistants, certified and bargaining first contract.
- **Near North Montessori** – a tough election lost in 2025, showing the uphill battle in private schools.

K-12 Support Staff and Accretions

- **Gurnee District 56 (Local 504)** – 70 workers.
- **New Lenox District 122 (Local 604)** – 155 workers.
- **Bloomington District 13** – 39 workers.
- **Woodland Subs (Local 504)** – certified in 2024.
- **CTU (Local 1)** – nearly a thousand new members through the addition of job titles and roles.

Total Membership Growth

Since 2022, IFT has organized over 8,000 new members through 76 campaigns, with thousands more in the pipeline.

2. Internal Organizing

The Janus decision still impacts us, but our numbers have stayed strong. Membership is now at the highest level since 2017, with growth across higher ed, K-12, and private schools.

- **Electronic Cards** – In 2024, IFT launched electronic join cards for members. Over 1,700 people joined in just 45 days. This has been called a game changer by staff.
- **Guard, Grow, Get** – A program rolled out in 2024 to guard against drops, grow internal membership, and get new organizing targets.
- **Drops** – Still about 200 per year. Most are PSRPs who are closest to the margins and need more direct engagement.

3. Immigrant Rights

Immigrant members of IFT have faced more challenges in the last 3 years. Visa cancellations, targeted enforcement, and family disruptions all hit our members.

IFT responded with:

- **Know Your Rights Trainings** in Chicago, Champaign/Urbana, Bloomington/Normal, Waukegan, and Peoria.
- **Union Plus Immigration Services** for members needing legal help.
- Direct staff interventions in cases where members were detained or needed assistance processing immigration paperwork.

This work is not a side project. It is central to our union.

4. Political Engagement and Mobilization

- **May Day 2025** – The largest May Day in U.S. history, with IFT and CTU in central roles. Over 1,000 actions nationwide, and thousands in Chicago. Students, educators, and community marched together from Union Park to Grant Park.
- **Elections** – Staff and locals were active in school board races, mayoral campaigns, and national elections. In many cases, locals ran their own programs to fight back against anti-union candidates.
- **Forays into Bargaining for the Common Good** – Trainings and campaigns since 2023 showed how to link member demands with community demands.

REPORT OF THE NEXT GENERATION CONSTITUENCY COUNCIL

Jhoanna Maldonado, First Vice President, Local 1

Xitlali Avila, IFT Staff Liaison
Katie Kollross, IFT Staff Liaison
Spencer Saal, IFT Staff Liaison

Omar Salem, IFT Staff Liaison
Caroline Staerk, IFT Staff Liaison

Committee Members

Breanna Ahn, Local 1274	Travis Hattan, Local 3939	Nicole Moore, Local 1708
Melanie Allison, Local 1708	Stefan Klajbor Goderich, Local 6300	Jon Noriega, Local 1708
Rachel Collins, Local 1	Elizabeth Lawrence, Local 1274	Lisa Rodriguez, Local 1
Rosa Delgado, Local 1708	Tomas Lobato, Local 1	Pankaj Sharma, Local 1274
Meghan Edelmann, Local 504	Wendy Lochmann, Local 1272	Jack Silver, Local 1
Jacqueline Ehrlich, Local 1274	Shannon McCloskey, Local 1211	Cody Tufte, Local 540
Steven Elza, Local 1211	Ashley Mims, Local 434	Jennifer Vaccaro, Local 6297
Sam Froiland, Local 6300	Anthony Mirasola, Local 6300	Lashawn Wallace, Local 1
Thomas Gallaher, Local 434		Andrew Weber, Local 943

Purpose and Mission

The Next Gen Constituency Council's goal is to strengthen engagement among newer and younger members of the Illinois Federation of Teachers. Over the past three years, the Council has met regularly to identify challenges, share ideas, and develop strategies to ensure that all members—regardless of experience level—feel connected to the union's mission and empowered to advocate for their rights.

Key Themes and Focus Areas

Tier 2 Pension Reform

The most consistent and urgent concern raised by members was the inequity of the Tier 2 pension system. Members emphasized that fixing Tier 2 is not just a Tier 2 issue - it's a union-wide priority that affects solidarity, recruitment, and long-term sustainability. The Council worked to educate Tier 1 members on why Tier 2 reform matters to everyone.

Retiring With Dignity Resolution

In response to pension concerns, the Council drafted and submitted a resolution titled "Retiring With Dignity" for consideration at the IFT Convention. The resolution calls for legislative and organizational action to ensure all educators can retire with financial security and respect.

Recruitment and Engagement Strategies

The Council brainstormed and piloted ideas to recruit and retain younger members, including:

- Peer-to-peer outreach and mentorship programs
- Social media campaigns highlighting union wins and member stories
- Regional meetups and listening sessions to build community
- Leadership development opportunities tailored to early-career educators/members.

Impact and Next Steps

The Council has laid a strong foundation for intergenerational solidarity within IFT. Moving forward, the group recommends:

- Continued advocacy for Tier 2 reform
- Expansion of Next Gen programming across the state
- Ongoing collaboration with other IFT constituency groups to amplify shared goals

REPORT OF THE P-20 EDUCATIONAL POLICY COMMITTEE

Mike Sitch, Chair, Local 1925

Cynthia Lund, IFT Staff Liaison

Cathy Mannen, IFT Staff Liaison

Committee Members

Jeff Adkins-Dutro, Local 780

Beth Anderson, Local 604

Jennifer Conant, Local 1

Steve Elza, Local 1211

Andy Friedlieb, Local 504

April Giannosa, Local 571

Yvette Justice, Local 604

Aaron Krall, Local 6456

Leah Krippner, Local 540

Jon Monique Manuel, Local 571

Brandi Many, Local 809

Kristen Ryan, Local 604

Pankaj Sharma, Local 1274

Tara Stamps, Local 1

Kyle Stern, Local 571

Jennifer Vaccaro, Local 6297

The duties of the P-20 Educational Policy Committee are to develop and monitor IFT educational policy, especially on P-20 issues, monitor the state boards for Pre-K-12, college and university, and recommend IFT education policy positions. Union Professional Issues and Department of Political Activities staff members either sit on or provide guidance for Teaching Profession sub-committees of the state P-20 Council.

The P-20 Educational Policy Committee met at the regularly scheduled IFT Executive Board meetings during 2023-2025. The committee members wish to thank all of the IFT staff for their valued input, assistance and support.

Meeting agenda items included:

- Regular legislative updates including IFT endorsed legislation
- Reports of state committees, commissions, and task forces being monitored – State Assessment Review Committee (SARC), Full Day Kindergarten Task Force, and KIDS Advisory Committee
- Reports of ISBE meetings, especially continuing work with ISBE to change the state assessment system
- Updates on ISBE meetings/proposed rule changes/initiatives/pilots
- Updates on IFT/AFT training
- Updates on legislative changes to the Performance Evaluation Reform Act (PERA), the PERA study, and changes to the Performance Evaluation Advisory Council (PEAC)
- Regular reports/monitoring of the state's Every Student Succeeds Act (ESSA) plan and accountability plans
- Regular reports on teacher shortage/work on recruiting and retention
- Updates on work of the Illinois Balanced Accountability Measures (IBAM) Committee
- Planning and providing Evaluator Pre-qualification and requalification trainings
- Updates on changes in the IL School Report Card
- Updates from the Illinois P-20 Council and subcommittees
- Updates on proposed changes of credentialing for teachers
- Updates on initiatives to address Illinois' teacher shortage including the Teacher Vacancy Grant
- Updates on ISBE's state literacy and numeracy plans

- Updates from the AFT Teacher Program and Policy Committee meetings and reports regarding AFT initiatives
- Planning and updates for the Virtual Coaching and Mentoring Program for new teachers using federal funding for the joint ISBE/IFT/IEA project
- Updates on the newly created Illinois Department of Early Childhood and associated advisory committees and workgroups
- Artificial Intelligence, its impact on members' work, and guidance from AFT
- Updates on the Teacher Leader Coalition
- Prepared two resolutions for adoption at the 2025 IFT Convention

REPORT OF THE POLITICAL ACTION COMMITTEE (PAC)

John Miller, Chair, Local 4100
Bryen Johnson, IFT Staff Liaison
Julie Sampson, IFT Staff Liaison
Nick Yelverton, IFT Staff Liaison

Committee Members

PAC Region	Congressional District	Senate District	Region Chair & Local
Region A	3	2, 6, 30	Lauren Lucchesi, #1
Region B	9	7, 8, 9	Pankaj Sharma, #1274
Region C	5	4, 10, 39	Troy Swanson, #1600
Region D	7	3, 5, 13	Kathryn Zamarron, #1
Region E	1	14, 18, 19	Andrew Weber, #943
Region F	2	15, 16, 17	Marilyn Piggee, #1
Region G		24, 25, 42	Grace Dronby, #571
Region H	6	21, 23, 41	Jon Monique Manuel, #571
Region I	4	1, 11, 12	Leonor Torres Whitt/Anna Lane, #1
Region J	10	26, 29, 30, 31	Carol Bickham, #504
Region K	8	22, 27, 28, 33	Steve Elza, #1211
Region L	11	32, 34, 35, 45	Meghan Hembrough, #540
Region M	14	38, 40, 43, 49	Beth Anderson, #604
Region N	17	36, 37, 46, 47	John Miller, #4100
Region O	15	48, 50, 54	Brenda Stalder, #809
Region P	16	44, 51, 52, 53	Katherine Flugge, #1925
Region Q	12	58, 59	Mic Middleton, #4408
Region R	13	55, 56, 57	Lee Ann Gemmingen, #6600
Region S		Statewide	Matt Emigholz, #4408

POLITICAL ACTION COMMITTEE REPORT SUMMARY

The IFT Political Action Committee (PAC) balances the needs of locals with those of the statewide federation. To accomplish this, we engage in three levels of candidate evaluations: PAC regions, Statewide PAC, and IFT Executive Board. At the regional level, members are invited to attend candidate interviews and review candidate questionnaires. Regional meeting attendees make recommendations to endorse a candidate, not endorse in a contest, or defer the decision to the Statewide PAC. The Statewide PAC reviews the regional recommendations, makes adjustments as necessary, and forwards endorsement recommendations to the IFT Executive Board. The IFT Executive Board makes the final endorsement of a candidate. The Statewide PAC and Executive Board rarely overturn regional recommendations due to the priority placed on member engagement.

The presidents of all locals with members in a region are notified of the meetings in their area, all IFT members are notified by e-mail, and a full schedule of meetings is posted on the IFT website. Candidates are encouraged to attend these meetings to answer our questions and clarify questionnaire responses. Besides serving as a basis for an endorsement, the regional meetings provide an opportunity to establish and build relationships with candidates and elected officials. Participation in these sessions is critical to the success of our endorsement process and political program.

In 2024 PAC meetings were conducted for the primary and general election. IFT complied with all notifications of scheduling and cancelations required under the IFT Constitution and By-Laws. In 2024 there were 19 regional meetings in which 50 different locals and 164 members participated.

In the end, the strength of the IFT PAC process and our recommendations depends on member involvement. We encourage members to attend the regional PAC meetings in order to make this process successful. These meetings typically take place in December and January for primary elections and June and July for the general elections.

Following this report, you will find Article XI of the IFT Constitution that governs the endorsement process and lists of endorsements made since the last IFT Convention.

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ARTICLE XI ILLINOIS FEDERATION OF TEACHERS POLITICAL ACTION COMMITTEE (IFT PAC)

Section 1. The IFT PAC shall be composed of nineteen (19) members, eighteen (18) of whom shall represent a region approved by the IFT Executive Board. One (1) member shall represent statewide locals. The IFT Executive Board shall designate one (1) member to serve as Chair.

Section 2. The members, hereinafter referred to as Regional PAC Chairs, shall be appointed by the Executive Board and serve terms coterminous with the Executive Board.

Section 3. The two major activities of IFT PAC are:

(A) Endorsement Process

Step 1. Notice of the eighteen (18) Regional IFT PAC endorsement meetings will be mailed by the IFT Springfield legislative office at the request of the Regional PAC Chair to all Presidents of locals who reside in the region.

Step 2. The regional endorsement meeting will be conducted by each Regional PAC Chair with the assistance of an assigned IFT staff member to:

(1) inform the regional members by a legislative/political report including a review of the voting records and/or questionnaire responses of candidates prepared by the IFT Department of Political Activities.

(2) receive local endorsements for all regionally elected state and federal offices that are open for election including U.S. House of Representatives, Illinois appellate court justices, Illinois supreme court justices, state representatives, and state senators.

(3) attempt to resolve any conflicting recommendations by consensus of the locals in attendance at the regional endorsement meeting.

(4) make recommendations for those offices in which the locals do not make any endorsement recommendations.

(5) cause a report to be drafted with the assistance of the IFT Department of Political Activities listing agreed recommendations, contested recommendations with a statement of the rationales for the conflicting recommendations and offices where no recommendation for endorsement was made with a statement of the rationale for no endorsement. Each Regional PAC will present such a report to the statewide IFT PAC.

Individual locals may also submit documentation for their respective positions to the IFT statewide PAC. In determining endorsements for elections within their region, the Regional PAC shall review the voting records, questionnaire responses, and records of interviews with candidates. An incumbent with a seventy-five (75) percent or better voting record on IFT issues shall normally receive a Regional PAC recommendation for IFT endorsement.

In elections where there is no incumbent with a seventy-five (75) percent or better voting record on IFT positions, the Regional PAC should attempt to seek consensus on a recommendation. For a candidate to receive a recommendation for IFT support, the candidate's questionnaire and interview must demonstrate support for IFT positions.

If there is a division on a recommendation, the Regional PAC Chair shall invite local representatives to submit a statement of rationale for support or non-support of an IFT endorsement of any candidate not receiving consensus support in the Regional PAC. Under special circumstances, the Regional PAC may reach consensus and recommend an IFT endorsement for a candidate that is an exception to the above stated standard. In such an exception, the Regional PAC Chair or his/her designee shall submit a rationale for the recommendation to the IFT Executive Board.

For the purposes of this section, consensus means the concurrence of those in attendance at a regional meeting regarding a particular candidate or race. If there are one or more objectors on any question before the Regional PAC, the objectors shall reduce to writing the reasons for the objection, and that document shall be forwarded to the IFT PAC as part of the Regional PAC's report. Failure to do so prior to the IFT PAC endorsement meeting shall void the objection.

Step 3. The IFT PAC Chair, with the assistance of the IFT Director of Political Activities, shall convene and conduct an IFT PAC endorsement meeting. Notice of this meeting shall be given at least thirty (30) days prior to the meeting date. The chair shall review the endorsement reports from the eighteen (18) Regional IFT PAC endorsement meetings. The committee shall:

- (1) accept the endorsement recommendations of the Regional PACs for the state and federal offices open to election.

- (2) make recommendations to the IFT Executive Board in cases where conflicts exist or where no recommendations were made.

- (3) make endorsement recommendations to the Executive Board on statewide elections or statewide referenda issues.

- (4) cause a final report stating the consensus endorsements and the conflicting endorsements with a statement of rationales for each candidate supported by an individual local or regional PAC to be prepared for the Executive Board.

Step 4. The IFT Executive Board shall review the IFT PAC recommendations. Regional PAC decisions within the guidelines shall be honored by the Executive Board. If a Regional PAC makes a recommendation outside the guidelines, the Executive Board shall review and consider the statement of rationale. In accordance with the IFT Constitution and By-Laws, the Executive Board retains the final authority between IFT Conventions to make policy decisions regarding political endorsements.

(B) Legislative Activity

Committee members shall endeavor to establish favorable relationships with legislators and other political office holders within their districts and develop contacts with each Local President and/or COPE Chair within their district for lobbying purposes. The IFT will encourage all locals to establish an active COPE Committee with a COPE Chair who will work with the IFT PAC member in their district. The committee member shall encourage representation from each legislative district within their region at all IFT Lobby Day events.

Section 4. Meetings:

(a) The IFT PAC shall meet as necessary, but at least:

- (1) prior to primary elections for endorsements; and
- (2) prior to general elections for endorsements.

(b) The regional PACs shall meet as necessary, but at least:

- (1) prior to primary elections for endorsements; and
- (2) prior to general elections for endorsements.

(c) Additional meetings may be called by the IFT Director of Political Activities for training purposes, prior to legislative sessions or for other reasons authorized by the President.

(d) A Regional PAC Chair may cancel either of the meetings required by (b) (1) or (b) (2) if the chair considers the endorsement recommendations to be non-controversial and the President(s) of the local union(s) representing the majority of the IFT members in the region concur. In order to cancel a meeting, the Regional PAC Chair must notify all Presidents of locals who have members who reside in the region. The notice must include:

- (1) endorsement recommendations that are to be made even though no meeting will be held.
- (2) a form to return to the IFT indicating concurrence with the meeting cancellation and endorsement recommendations.
- (3) instructions for objecting in writing to the proposed cancellation and/or endorsement recommendations.

Section 5. The IFT will assist all IFT locals and the PAC by preparing endorsement guidelines, voting records of incumbent legislators, and candidate questionnaires. The IFT will also assist with regional meeting arrangements and provide IFT office space for such meetings where possible.

###

IFT 2022 Primary Election Endorsements



Italics – incumbent

** - union member*

Ballot question

Support Workers' Rights
Amendment

Statewide

JB Pritzker, Governor
Julianne Stratton, Lt. Governor
Kwame Raoul, Attorney General
Alexi Giannoulias, Secretary of State
Susana Mendoza, Comptroller
Michael Frerichs, Treasurer

U.S. Senate

Tammy Duckworth (D)

U.S. House

2nd – Robin Kelly (D)
3rd – Delia Ramirez (D)
4th – Chuy Garcia (D)
5th – Mike Quigley (D)
7th – Danny Davis (D)
8th – Raja Krishnamoorthi (D)
*9th – Jan Schakowsky (D)**
10th – Brad Schneider (D)
11th – Bill Foster (D)
13th – Nikki Budzinski (D)
14th – Lauren Underwood (D)
17th – Litesa Wallace (D)

State Senate

1st – Javier Cervantes (D)
2nd – Omar Aquino (D)
3rd – Mattie Hunter (D)
4th – Kimberly Lightford (D)
5th – Patricia Van Pelt (D)
6th – Sara Feigenholtz (D)
7th – Mike Simmons (D)
8th – Ram Villivalam (D)
9th – Laura Fine (D)
10th – Robert Martwick (D)
12th – Celina Villanueva (D)
13th – Robert Peters (D)
14th – Emil Jones, III (D)
16th – Lamont Williams (D)
17th – Elgie Sims (D)
18th – Bill Cunningham (D)

19th – Michael Hastings (D)
*20th – Cristina Pacione-Zayas (D)**
21st – Laura Ellman (D)
22nd – Cristina Castro (D)
23rd – Suzanne Glowiak Hilton (D)
25th – Karina Villa (D)
26th – Maria Peterson (D)
27th – Ann Gillespie (D)
28th – Laura Murphy (D)
29th – Julie Morrison (D)
30th – Adriane Johnson (D)
*31st – Mary Edly-Allen (D)**
34th – Steve Stadelman (D)
36th – Michael Halpin (D)
38th – Sue Rezin (R)
39th – Don Harmon (D)
40th – Patrick Joyce (D)
41st – John Curran (R)
42nd – Linda Holmes (D)
43rd – Eric Mattson (D)
46th – Dave Koehler (D)
47th – Neil Anderson (R)
48th – Doris Turner (D)
*49th – Meg Loughran Cappel (D)**
52nd – Scott Bennett (D)
56th – Rachelle Crowe (D)
57th – Christopher Belt (D)
58th – Terri Bryant (R)
59th – Dale Fowler (R)

State House

*1st – Aaron Ortiz (D)**
2nd – Lisa Hernandez (D)
3rd – Eva Dina Delgado (D)
4th – Lilian Jimenez (D)
5th – Lamont Robinson (D)
6th – Sonya Harper (D)
7th – Chris Welch (D)
8th – La Shawn Ford (D)
*9th – Lakesia Collins (D)**
*10th – Omar Williams (D)**
11th – Ann Williams (D)
12th – Margaret Croke (D)
13th – Eileen Dordek (D)
14th – Kelly Cassidy (D)
15th – Michael Kelly (D)
16th – Denyse Wang Stoneback (D)
17th – Jennifer Gong-Gershowitz (D)
18th – Robyn Gabel (D)
19th – Lindsey LaPointe (D)
21st – Michael Zalewski (D)
22nd – Angie Guerrero-Cuellar (D)
23rd – Edgar Gonzalez, Jr. (D)

24th – Theresa Mah (D)
26th – Kam Buckner (D)
27th – Justin Slaughter (D)
28th – Bob Rita (D)
30th – Will Davis (D)
31st – Mary Flowers (D)
32nd – Cyril Nichols (D)
33rd – Marcus Evans (D)
34th – Nick Smith (D)
35th – Frances Hurley (D)
36th – Kelly Burke (D)
38th – Debbie Meyers-Martin (D)
39th – Will Guzzardi (D)
40th – Jaime Andrade (D)
41st – Janet Yang Rohr (D)
42nd – Terra Costa-Howard (D)
43rd – Anna Moeller (D)
45th – Jenn Ladisch Douglass (D)
46th – Diane Blaire Sherlock (D)
49th – Maura Hirschauer (D)
50th – Barbara Hernandez (D)
51st – Nabeela Syed (D)
52nd – Mary Morgan (D)
53rd – Mark Walker (D)
54th – Mary Beth Canty (D)
*55th – Marty Moylan (D)**
56th – Michelle Mussman (D)
57th – Jonathan Carroll (D)
58th – Bob Morgan (D)
59th – Daniel Didech (D)
60th – Rita Mayfield (D)
61st – Joyce Mason (D)
62nd – Laura Faver Dias (D)
63rd – Brian Meyers (D)
66th – Suzanne Ness (D)
67th – Maurice West II (D)
68th – Dave Vella (D)
70th – Jeff Keicher (R)
75th – David Welter (R)
*76th – Lance Yednock (D)**
77th – Kathleen Willis (D)
78th – Camille Lilly (D)
80th – Anthony DeLuca (D)
81st – Anne Stava-Murray (D)
83rd – Matt Hanson (D)
84th – Stephanie Kifowit (D)
*85th – Dagmara “Dee” Avelar (D)**
*86th – Larry Walsh, Jr. (D)**
89th – Tony McCombie (R)
92nd – Jehan Gordon-Booth (D)
93rd – Mark Luft (R)
94th – Norine Hammond (R)
96th – Sue Scherer (D)
98th – Natalie Manley (D)

103rd – Carol Ammons (D)
104th – Mike Marron (R)
111th – Joe Silkwood (D)
112th – Katie Stuart (D)
113th – Jay Hoffman (D)*
114th – LaToya Greenwood (D)
116th – Dave Severin (R)
117th – Patrick Windhorst (R)

Judicial

2nd Supreme –Elizabeth Rochford (D)
3rd Supreme - Mary K O’Brien (D)
1st Appellate – Dominique Ross (D)
1st Appellate – Raymond Mitchell (D)
2nd Appellate – Chris Kennedy (D)

(As of May 16, 2022)

IFT 2022 General Election Endorsements



Italics – incumbent

**- union member*

Ballot question

Support Workers' Rights
Amendment

Statewide

JB Pritzker, Governor
Julianna Stratton, Lt.
Governor
Kwame Raoul, Attorney
General
Alexi Giannoulas,
Secretary of State
Susana Mendoza,
Comptroller
Michael Frerichs,
Treasurer

U.S. Senate

Tammy Duckworth (D)

U.S. House

1st – Jonathan Jackson (D)
2nd – Robin Kelly (D)
3rd – Delia Ramirez (D)
4th – Chuy Garcia (D)
5th – Mike Quigley (D)
6th – Sean Casten (D)
7th – Danny Davis (D)
8th – Raja Krishnamoorthi
(D)
*9th – Jan Schakowsky (D)**
10th – Brad Schneider (D)
11th – Bill Foster (D)
12th – Chip Markel (D)
13th – Nikki Budzinski (D)
14th – Lauren Underwood
(D)
17th – Eric Sorensen (D)

State Senate

1st – Javier Cervantes (D)
2nd – Omar Aquino (D)
3rd – Mattie Hunter (D)
4th – Kim Lightford (D)
5th – Patricia Van Pelt (D)
6th – Sara Feigenholtz (D)
7th – Mike Simmons (D)
8th – Ram Villivalam (D)
9th – Laura Fine (D)
10th – Bob Martwick (D)
11th – Mike Porfirio (D)
12th – Celina Villanueva (D)
13th – Robert Peters (D)

14th – Emil Jones, III (D)
17th – Elgie Sims (D)
18th – Bill Cunningham (D)
19th – Michael Hastings (D)
20th – Cristina Pacione-Zayas (D)
21st – Laura Ellman (D)
22nd – Cristina Castro (D)
23rd – Suzanne Glowiak Hilton (D)
24th – Laurie Nowak (D)
25th – Karina Villa (D)
26th – Maria Peterson (D)
27th – Ann Gillespie (D)
28th – Laura Murphy (D)
29th – Julie Morrison (D)
30th – Adriane Johnson (D)
*31st – Mary Edly-Allen (D)**
34th – Steve Stadelman (D)
36th – Michael Halpin (D)
38th – Sue Rezin (R)
39th – Don Harmon (D)
40th – Patrick Joyce (D)
41st – John Curran (R)
42nd – Linda Holmes (D)
43rd – Rachel Ventura (D)
45th – Gerald Podraza (D)
46th – Dave Koehler (D)
47th – Neil Anderson (R)
48th – Doris Turner (D)
*49th – Meg Loughran Cappel (D)**
52nd – Scott Bennett (D)
56th – Kris Tharp (D)
57th – Christopher Belt (D)
58th – Terri Bryant (R)
59th – Dale Fowler (R)

State House

*1st – Aaron Ortiz (D)**
2nd – Lisa Hernandez (D)
3rd – Eva Dina Delgado (D)
4th – Lilian Jimenez (D)
5th – Lamont Robinson (D)
6th – Sonya Harper (D)
7th – Chris Welch (D)
8th – La Shawn Ford (D)
*9th – Lakesia Collins (D)**
*10th – Omar Williams (D)**
11th – Ann Williams (D)
12th – Margaret Croke (D)
13th – Hoan Huynh (D)
14th – Kelly Cassidy (D)
15th – Michael Kelly (D)
16th – Kevin Olickal (D)
17th – Jennifer Gong-Gershowitz (D)
18th – Robyn Gabel (D)
19th – Lindsey LaPointe (D)
21st – Abdelnasser Rashid (D)
22nd – Angie Guerrero-Cuellar (D)
23rd – Edgar Gonzalez, Jr. (D)

24th – Theresa Mah (D)
26th – Kam Buckner (D)
27th – Justin Slaughter (D)
28th – Bob Rita (D)
30th – Will Davis (D)
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44th – Fred Crespo (D)
45th – Jenn Ladisch Douglass (D)
46th – Diane Blaire-Sherlock (D)
47th – Jackie Williamson (D)
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52nd – Mary Morgan (D)
53rd – Mark Walker (D)
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*55th – Marty Moylan (D)**
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57th – Jonathan Carroll (D)
58th – Bob Morgan (D)
59th – Daniel Didech (D)
60th – Rita Mayfield (D)
61st – Joyce Mason (D)
62nd – Laura Faver Dias (D)
63rd – Brian Meyers (D)
65th – Linda Robertson (D)
66th – Suzanne Ness (D)
67th – Maurice West II (D)
68th – Dave Vella (D)
70th – Jeff Keicher (R)
72nd – Gregg Johnson (D)
75th – Heidi Henry (D)
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79th – Erin Slone (D)
80th – Anthony DeLuca (D)
81st – Anne Stava-Murray (D)
83rd – Matt Hanson (D)
84th – Stephanie Kifowit (D)
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*86th – Larry Walsh, Jr. (D)**
89th – Tony McCombie (R)
91st – Sharon Chung (D)
92nd – Jehan Gordon-Booth (D)
94th – Norine Hammond (R)
96th – Sue Scherer (D)
97th – Harry Benton (D)

98th – Natalie Manley (D)
103rd – Carol Ammons (D)
104th – Mike Marron (R)
108th – Wayne Rosenthal (R)
111th – Joe Silkwood (D)
112th – Katie Stuart (D)
113th – Jay Hoffman (D) *
114th – LaToya Greenwood (D)
116th – Dave Severin (R)
117th – Patrick Windhorst (R)

Judicial

2nd Supreme –Elizabeth
Rochford (D)
3rd Supreme – Mary K
O’Brien (D)
1st Appellate – Debra
Walker (D)
1st Appellate – Raymond
Mitchell (D)
2nd Appellate – Chris
Kennedy (D)
3rd Appellate – Sonni
Choi Williams (D)

(As of October 14, 2022)

IFT 2024 Primary Election Endorsements



Bold- incumbent

*- union member

U.S. House

1st — Jonathan Jackson (D)
2nd — Robin Kelly (D)
3rd — Delia Ramirez (D)
4th — Jesus "Chuy" Garcia (D)
5th — Mike Quigley (D)
6th — Sean Casten (D)
8th — Raja Krishnamoorthi (D)
9th — Jan Schakowsky (D)*
10th — Brad Schneider (D)
11th — Bill Foster (D)
13th — Nikki Budzinski (D)
14th — Lauren Underwood (D)
17th — Eric Sorensen (D)

State Senate

4th — Kimberly Lightford (D)
5th — Lakesia Collins (D)
7th — Mike Simmons (D)
10th — Robert Martwick (D)
13th — Robert Peters (D)
16th — Willie Preston (D)
19th — Michael Hastings (D)
20th — Graciela Guzman (D)
22nd — Cristina Castro (D)
25th — Karina Villa (D)
28th — Laura Murphy (D)
31st — Mary Edly-Allen (D)*
34th — Steve Stadelman (D)
40th — Patrick Joyce (D)
43rd — Rachel Ventura (D)
46th — Dave Koehler (D)
49th — Meg Loughran Cappel (D)*
52nd — Paul Faraci (D)
58th — Terri Bryant (R)

State House

1st — Aaron Ortiz (D)*
3rd — Eva-Dina Delgado (D)
4th — Lilian Jimenez (D)
5th — Kimberly Neely du Buclet (D)
6th — Sonya Harper (D)
7th — Chris Welch (D)
8th — La Shawn Ford (D)
9th — Yolanda Morris (D)
10th — Jawaharial Omar Williams (D)*
11th — Ann Williams (D)
13th — Hoan Huynh (D)
14th — Kelly Cassidy (D)
15th — Michael Kelly (D)

17th — Jennifer Gong-Gershowitz (D)
18th — Robyn Gabel (D)
19th — Lindsey LaPointe (D)
21st — Abdelnasser Rashid (D)
23rd — Edgar Gonzalez, Jr. (D)
24th — Theresa Mah (D)
26th — Kam Buckner (D)
27th — Justin Slaughter (D)
28th — Bob Rita (D)
30th — Will Davis (D)
32nd — Lisa Davis (D)
33rd — Marcus Evans, Jr. (D)
34th — Nick Smith (D)
35th — Mary Gill (D)
38th — Debbie Meyers-Martin (D)
39th — Will Guzzardi (D)
40th — Jaime Andrade, Jr. (D)
41st — Janet Yang Rohr (D)
42nd — Terra Costa Howard (D)
43rd — Anna Moeller (D)
44th — Fred Crespo (D)
45th — Dennis Reboletti (R)
46th — Diane Blair-Sherlock (D)
47th — Jackie Williamson (D)
48th — Maria Vessey (D)
49th — Maura Hirschauer (D)
50th — Barbara Hernandez (D)
51st — Nabeela Syed (D)
52nd — Maria Peterson (D)
53rd — Mark Walker (D)
54th — Mary Beth Canty (D)
56th — Michelle Mussman (D)
57th — Tracy Katz Muhl (D)
58th — Bob Morgan (D)
59th — Daniel Didech (D)
60th — Rita Mayfield (D)
61st — Joyce Mason (D)
62nd — Laura Faver Dias (D)
63rd — Mary Mahady (D)
65th — Linda Robertson (D)
66th — Suzanne Ness (D)
67th — Maurice West II (D)
68th — Dave Vella (D)
69th — Peter Janko (D)
70th — Randi Olson (D)
72nd — Gregg Johnson (D)
75th — Heidi Henry (D)
77th — Norma Hernandez (D)
78th — Camille Lilly (D)
79th — William "Billy" Morgan (D)
80th — Anthony DeLuca (D)
81st — Anne Stava-Murray (D)
82nd — Suzanne Akhras (D)
83rd — Matt Hanson (D)
84th — Stephanie Kifowit (D)
85th — Dagmara "Dee" Avelar (D)*
86th — Larry Walsh, Jr. (D)*
91st — Sharon Chung (D)

92nd — Jehan Gordon-Booth (D)
94th — Norine Hammond (R)
95th — Kristen Chiaro (D)
96th — Sue Scherer (D)
97th — Harry Benton (D)
98th — Natalie Manley (D)
102nd — Jim Acklin (R)
103rd — Carol Ammons (D)
105th — Morgan Phillips (D)
110th — Matthew T. Hall (R)
111th — Nick Raftopoulos (D)
112th — Katie Stuart (D)
113th — Jay Hoffman (D)*
114th — LaToya Greenwood (D)
116th — Dave Severin (R)

Judicial

1st Supreme — Joy Virginia Cunningham (D)
1st Appellate — Mary Lane Mikva (D)
1st Appellate — Cynthia Cobbs (D)
1st Appellate — Celia Louise Gamrath (D)
1st Appellate — Carl Anthony Walker (D)
3rd Appellate — John Anderson (D)
3rd Appellate — Linda Davenport (D)
3rd Appellate — Lance Peterson (D)

(As of January 27th, 2024)

IFT 2024 General Election Endorsements



Bold- incumbent

***-** union member

U.S. House

1st – Jonathan Jackson (D)
2nd – Robin Kelly (D)
3rd – Delia Ramirez (D)
4th – Jesus “Chuy” Garcia (D)
5th – Mike Quigley (D)
6th – Sean Casten (D)
7th – Danny Davis (D)
8th – Raja Krishnamoorthi (D)
9th – Jan Schakowsky (D)*
10th – Brad Schneider (D)
11th – Bill Foster (D)
13th – Nikki Budzinski (D)
14th – Lauren Underwood (D)
17th – Eric Sorensen (D)

State Senate

4th – Kimberly Lightford (D)
5th – Lakesia Collins (D)*
7th – Mike Simmons (D)
10th – Robert Martwick (D)
13th – Robert Peters (D)
16th – Willie Preston (D)
19th – Michael Hastings (D)
20th – Graciela Guzman (D)
22nd – Cristina Castro (D)
25th – Karina Villa (D)
27th – Mark Walker (D)
28th – Laura Murphy (D)
31st – Mary Edly-Allen (D)*
34th – Steve Stadelman (D)
40th – Patrick Joyce (D)
43rd – Rachel Ventura (D)
46th – Dave Koehler (D)
49th – Meg Loughran Cappel (D)*
52nd – Paul Faraci (D)
58th – Terri Bryant (R)

State House

1st – Aaron Ortiz (D)*
3rd – Eva-Dina Delgado (D)
4th – Lilian Jimenez (D)
5th – Kimberly Neely du Buclet (D)

6th – Sonya Harper (D)
7th – Chris Welch (D)
8th – La Shawn Ford (D)
9th – Yolonda Morris (D)*
10th – Jawaharial Omar Williams (D)*
11th – Ann Williams (D)
13th – Hoan Huynh (D)
14th – Kelly Cassidy (D)
15th – Michael Kelly (D)*
16th – Kevin Olickal (D)
17th – Jennifer Gong-Gershowitz (D)
18th – Robyn Gabel (D)
19th – Lindsey LaPointe (D)
21st – Abdelnasser Rashid (D)
23rd – Edgar Gonzalez, Jr. (D)
24th – Theresa Mah (D)
26th – Kam Buckner (D)
27th – Justin Slaughter (D)
28th – Bob Rita (D)
29th – Thaddeus Jones (D)*
30th – Will Davis (D)
31st – Michael Crawford (D)
32nd – Lisa Davis (D)*
33rd – Marcus Evans, Jr. (D)
34th – Nick Smith (D)*
35th – Mary Gill (D)
36th – Rick Ryan
38th – Debbie Meyers-Martin (D)
39th – Will Guzzardi (D)
40th – Jaime Andrade, Jr. (D)
41st – Janet Yang Rohr (D)
42nd – Terra Costa Howard (D)
43rd – Anna Moeller (D)
44th – Fred Crespo (D)
45th – Dennis Reboletti (R)
46th – Diane Blair-Sherlock (D)
47th – Jackie Williamson (D)
48th – Maria Vesey (D)
49th – Maura Hirschauer (D)
50th – Barbara Hernandez (D)
51st – Nabeela Syed (D)
52nd – Maria Peterson (D)
53rd – Nicolle Grasse (D)
54th – Mary Beth Canty (D)
56th – Michelle Mussman (D)
57th – Tracy Katz Muhl (D)
58th – Bob Morgan (D)
59th – Daniel Didech (D)
60th – Rita Mayfield (D)
61st – Joyce Mason (D)

62nd – Laura Faver Dias (D)
63rd – Mary Mahady (D)
65th – Linda Robertson (D)
66th – Suzanne Ness (D)
67th – Maurice West II (D)
68th – Dave Vella (D)
69th – Peter Janko (D)
70th – Randi Olson (D)
72nd – Gregg Johnson (D)*
74th – David Simpson (D)
75th – Heidi Henry (D)
76th – Amy “Murri” Briel (D)
77th – Norma Hernandez (D)
78th – Camille Lilly (D)
79th – William “Billy” Morgan (D)
80th – Anthony DeLuca (D)
81st – Anne Stava-Murray (D)
82nd – Suzanne Akhras (D)
83rd – Matt Hanson (D)*
84th – Stephanie Kifowit (D)
85th – Dagmara “Dee” Avelar (D)*
86th – Larry Walsh, Jr. (D)*
91st – Sharon Chung (D)*
92nd – Jehan Gordon-Booth (D)
94th – Norine Hammond (R)
95th – Kristen Chiaro (D)
96th – Sue Scherer (D)
97th – Harry Benton (D)*
98th – Natalie Manley (D)
103rd – Carol Ammons (D)
104th – Jarrett Clem (D)
105th – Morgan Phillips (D)
111th – Nick Raftopoulos (D)
112th – Katie Stuart (D)
113th – Jay Hoffman (D)*
114th – LaToya Greenwood (D)
116th – Dave Severin (R)

Judicial

1st Supreme– Joy Virginia Cunningham (D)
1st Appellate – Mary Lane Mikva (D)
1st Appellate – Cynthia Cobbs (D)
1st Appellate – Celia Louise Gamrath (D)
1st Appellate – Carl Anthony Walker (D)
3rd Appellate – John Anderson (D)
3rd Appellate – Linda Davenport (D)
3rd Appellate – Lance Peterson (D)

(As of July 2024)

REPORT OF THE PRE K-12 CONSTITUENCY COUNCIL

Beth Anderson, First Vice President, Chair, Local 604

Rachel Esposito, IFT Staff Liaison

Kelly Turner, IFT Staff Liaison

Mike Day, IFT Staff Liaison

Renee Wagner, IFT Staff Liaison

Committee Members

Sharon Anday, Local 504

Karen Barrett, Local 504

Leisl Brown, Local 943

Kathryn Coleman-Bastian,
Local 1220

Nicholas Conner, Local 1274

Katrina Cooper, Local 1220

Stacy Davis Gates, Local 1

Jill Decker-Doorn, Local 943

Travis DuPriest, Local 1274

Matthew Fahrenbacher, Local 1274

April Giannosa, Local 571

Carolina Giraldo, Local 1642

Suellen Goebel, Local 4818

Travis Hattan, Local 3939

Ian Hendricks, Local 434

Melanie Johnson, Local 1274

Peter Lasko, Local 504

Deborah Lawson, Local 504

Tomas Lobato, Local 1

Jessica Loos, Local 809

Stephanie Maddox, Local 6117

Brandi Many, Local 809

Mary Richards, Local 1274

Christina Rodriguez, Local 571

Leslie Schock, Local 1211

Pankaj Sharma, Local 1274

Michael Sitch, Local 1925

Andrew Weber, Local 943

In Fall 2023, the IFT PreK-12 Constituency Council shared a survey with members asking two questions:

1. If you could change one thing about the working conditions of educators or school related staff, what would you change?
2. If you could change one thing about student learning conditions, what would you change?

Below is a table noting the trending topics in survey responses:

Question #1 Working Conditions	Question #2 Learning Conditions
Salary and Benefits	Class Size
Class Size	Technology Needs
Planning Time	Safe Learning Environment
Student Discipline	Flexible Curriculum
Support from Parents	Excessive High Stakes Testing
Support from Administration	Assessments for students with 504, IEP or identified as ELL
Workload	Remediation
Personalized Professional Development	Grading Policies for Students
Teacher Shortage	Needs of ELL students

Council members reviewed survey results to determine which concerns could be addressed with collective bargaining and/or legislation. In addition, council members reviewed responses and noted concerns that are currently being addressed by IFT staff as well as other constituency councils such as P-20, PSRPs, Next Generation and Special Education. The council noted that many of the trends are currently being addressed and an effort to streamline the work could benefit our organization to assure we are utilizing all resources to their fullest potential.

Council members recommended IFT field staff educate local and council presidents in using the AFT contract database as a reference to assist in collective bargaining for noted concerns. In addition, a recommendation was brought forward and approved by the IFT Executive Board to begin pursuing a common platform where local leaders can seek support and solutions for improving the working conditions and learning conditions of PreK -12 settings across the state. A platform will first be trialed by the executive board and then shared with local and council leaders. It is the intent of the council to establish communication opportunities that are both efficient and unifying.

Survey results were used on several occasions to inform discussions with legislators in addressing the severe educator shortage, supporting students with intensive behavioral needs and revisions to SB 100. More importantly, the survey results were used to focus the work of IFT in the advocacy for safe and culturally responsive learning environments. Our members consistently report increasing encounters with students needing intensive behavior support and lack of resources available to assure the safety of all persons across all school settings. Recommendations for addressing safety in the school environment were debated and captured in the resolution submitted by the council.

The PreK -12 Council recommends the following for legislative efforts:

- Changes to educator licensure that requires pre-service educators participate in comprehensive training for addressing students needing intensive social emotional and/or behavioral support
- State policies, programs and funding for wrap-around services

The PreK -12 Council recommends the following for local bargaining efforts:

- Annual de-escalation training for all school staff to include administration
- Full implementation of restorative practices for all school staff
- Individual safety plans and protocols for when students are in crisis
- Re-entry plans for students that have been excluded or removed from the classroom setting

The PreK - 12 Council recommends the following IFT training for locals:

- *The Union's Response to Student Stress and Trauma, Part 1*

The Council would like to thank the IFT staff and board members for their work in improving the working conditions and learning conditions for all school communities across the state.

REPORT OF THE PARAPROFESSIONAL & SCHOOL-RELATED PERSONNEL (PSRP) CONSTITUENCY COUNCIL

Christel Williams-Hayes, First Vice President, Chair, Local 1

Crystal Mallory, IFT Staff Liaison

Omar Salem, IFT Staff Liaison

Lynnette Sculcu, IFT Staff Liaison

Cameron Sweeney, IFT Staff Liaison

Committee Members

Megan Accardo, Local 504

Angelita Alvarez, Local 943

Rosa Ayala, Local 1

Lisa Catledge, Local 1

York Chan, Local 1

Ida Chester, Local 571

Olga Colon, Local 504

Judith D'Agata, Local 1211

Stacy Davis Gates, Local 1

Elizabeth De La Torre, Local 434

Iisha Dean, Local 4324

Alicia Edwards, Local 604

Tennille Evans, Local 1

Jonta Frazier, Local 1274

Tonya Gilmer, Local 1708

Anthony Ginczycki, Local 571

Carolina Giraldo, Local 1642

Chelle Gooden, Local 4324

Holly Hasty, Local 6099

Ida Hathaway, Local 1

Yvonne Heard, Local 1

Jose Jimenez, Local 1

Rhonda Jones, Local 1220

Jeanette Korschot, Local 809

Sherina Love, Local 1708

Jon Monique Manuel, Local 571

Michelle Mitchell, Local 4324

Ami Montalbano, Local 504

Corletta Murray, Local 4324

Marilyn Piggee, Local 1

Myra Salgado, Local 1

Linda Santillo, Local 604

Bisan Sayes, Local 943

Erik Solomon, Local 504

Daisy Uriostegui, Local 1

Jennifer Vaccaro, Local 6297

Lashawn Wallace, Local 1

Joshua Webster, Local 763

Valerie Wilhoite, Local 943

Sabrina Woods, Local 1

PSRP Constituency Council Update

Over the past several years, the PSRP Constituency Council has remained committed to advocating for the rights and interests of PSRP members across the state. Through our collective efforts, we have made significant progress in advancing our cause, ensuring that PSRP voices are heard, valued, and supported.

One of our most notable achievements has been the appointment of Ami Montalbano and Christal Williams to the AFT Public Policy Committee (PPC). Their contributions have been instrumental in shaping national policies that directly impact PSRP members and their working conditions. Additionally, their involvement in planning the AFT PSRP Conference has extended our influence beyond Illinois, ensuring that PSRP issues are addressed on a broader scale.

We also sent 60 members to the AFT PSRP Conference in Portland, OR, where they participated in professional development, connected with peers, and engaged in meaningful discussions about best practices and strategies for supporting the PSRP community.

As a result of our ongoing advocacy, we are proud to present the following Resolution at the upcoming convention. This resolution is a reflection of our continued commitment to fair wages, equitable treatment, and strengthening the voice of PSRPs within our Union.

The goal of the PSRP Constituency Council is to ensure that all IFT councils have access to the support and resources they need to address their unique challenges. While the Illinois Federation of Teachers has been successful in protecting workers' rights, we must remain vigilant in updating our resources to meet the growing needs of PSRPs.

This resolution [PSRP CC Draft Resolution](#) represents our ongoing work to advocate for fair wages and benefits, ensuring that PSRPs are valued for their essential roles. Moving forward, we will continue to rely on the strength of our council and the power of collective action to achieve meaningful, lasting change.

We are proud of all we've accomplished so far and look forward to continuing this important work together - building on our successes to ensure that the rights and well-being of PSRP members remain at the forefront of our efforts.

REPORT OF THE PUBLIC (STATE) EMPLOYEES CONSTITUENCY COUNCIL

Veronica Aguirre, First Vice President, Local 4408

Dave Comerford, IFT Staff Liaison
Raymond Roskos, IFT Staff Liaison
Deneen Taylor, IFT Staff Liaison

Committee Members

Justin Blandford, Local 4408
Shirlene Daniels, Local 4408
Eric Edwards, Local 4408
Matthew Emigholz, Local 4408
Scott Fandel, Local 4408
Ryan Franklin, Local 4408
Thomas Gebhardt, Local 4100
Marlee Goldsworthy, Local 3236
Sulema Gonzalez, Local 4408

Caleb Jacob, Local 4408
Melanie Johnson, Local 1274
Angel Jones, Local 4408
Mary Keen, Local 4408
Tracey Kirby, Local 4408
Rene Mandin, Local 4408
Edgar Marshall, Local 4408
Antonio McDaniel, Local 4408
Carlton Merritt, Local 4408

Joseph Middleton, Local 4408
Allison Montney, Local 4460
Andrew Neubauer, Local 4408
Chad Purcell, Local 4408
Amanda Saia, Local 4408
LaDonald Scott, Local 4408
Carlee Swanson, Local 4408
Sidney Williams, Local 4408

Public Employees Constituency Council Committee Activities (2022-2025)

Committee Meetings and Conferences

The Public Employees Constituency Council Committee met at the IFT 2022 convention, the IFT Paraprofessional/Public Employees Conference on October 20, 2023, and the IFT President's Leadership Conference on March 15, 2024.

Our June 3, 2025, meeting focused on brainstorming ideas for resolutions for the IFT convention. We discussed staff shortages and artificial intelligence, sharing their impact on our councils. From these discussions, we created the Short Staffing and Filling of Vacancies resolution. Additionally, the committee contributed input to a resolution—created by IFT affiliates Local 1600 and Local 604—regarding AI Integration in Our Schools and Workplaces. As AI increasingly influences daily life, it is essential for unions to actively engage with and confront these emerging challenges.

Professional Development and Member Engagement

As members of the We Are One Illinois Coalition's Fix Tier 2 campaign, we contacted legislators and the Governor to support SB 1937 before the session ended.

On April 30, 2025, Deneen Taylor, IFT Field Service Director, facilitated a Zoom session titled "Putting the Union Puzzle Together: Understanding Various Aspects of Your Union, Its Benefits, and Ways to Make It Stronger." Members received valuable information about new member orientation, reviewed Weingarten Rights, and learned about COPE (Committee on Political Education) and PAC (Political Action Committee). The session was highly engaging, leaving members with a deeper understanding of the benefits the union provides.

National Conference Participation

From May 29–31, 2025, several committee members attended the AFT Public Employees Professional Issues Conference: “Uniting to Preserve Our Democracy” in Denver, Colorado. Participants joined workshops such as Organizing for Mass Mobilization, Protecting Our Workplaces, Mobilizing Our Power and Leadership, and Building Union Power. These sessions aimed to strengthen union membership engagement and mobilization in defense of democracy. During the conference, Matt Emigholz, President of IFPE Local 4408, served as a panelist for “Building Power and Developing Activists in the Current Climate,” sharing insight into effective strategies for activism.

Legislative Updates and Ongoing Initiatives

At regular meetings, Dave Comerford from IFT Legislative reports on legislative issues affecting public employees. The General Assembly did not address Tier 2 in SB 1937 this session, and efforts will continue until the issue is resolved.

Collaboration and Moving Forward

During these challenging times, it is crucial to collaborate with affiliates, other unions, and community organizations to strengthen collective power and address issues facing public employees.

REPORT OF THE RETIREES CONSTITUENCY COUNCIL

Elaine Barlos, First Vice President and Chair, Local 943

Charles Harper, IFT Staff Liaison
Max Schoenberg, IFT Staff Liaison
Nick Yelverton, IFT Staff Liaison
Kathy Harris, IFT Support Staff Liaison

COMMITTEE MEMBERS

Carol Bickham, Local 504
Robert Carroll, Local 1211
Jane Cohlmeier, Local 1272
Audrey Edwards, Local 4100
Elizabeth Essex, Local 4100
Sandra Estep, Local 4100
Richard Gerz, Local 1211
Barbara Gibson, Local 1
Tom Jackson, Local 4408
Alice Kautsky, Local 571

Daniel Mercer, Local 604
Jacklyn Naughton, Local 1274
Dolores Pospishil, Local 571
Donald Radtke, Local 1600
Barbara Ramsey, Local 1
Donna Rehm, Local 943
Jane Russell, Local 571
Charlotte Sanders, Local 1
LaDonna Singleton, Local 1220
Judy Spirakes, Local 943

Phil Staley, Local 604
Lee Stephens, Local 571
Kathleen Stoch, Local 571
Philip Stucky, Local 1600
Victoria Sutterlin, Local 604
Pamela Trotter, Local 1
Terry Turley, Local 1220
Teresa Walker, Local 1708
Gail Wiot, Local 1600

At the 2022-2023 IFT convention held October 21st-23rd, 2022 in Chicago, Elaine was appointed as IFT's First VP For Retirees and assigned the Chairperson of the IFT Constituency Council. Other appointments assigned throughout this term include Illinois Alliance of Retired Americans, IARA, Executive Board Member and Finance Chair as well as an AFT Retiree Program and Policy Committee, PPC, Member. Elaine attended all in-person and Zoom meetings from such appointments throughout the three years, unless excused for personal health reasons, and duties assigned were executed as a representative of the IFT.

2023 Highlights:

- Meetings Held
 - 4/17-4/20 - Attended AFT's Retiree Organizing Conference in Florida
 - 5/10 - IFT Downstate Retiree Organizing In-person Meeting
 - 6/8 - Meeting with IFT Administration to define duties and expectations of the role of First VP for Retirees
 - 8/23 - IFT Retiree CC In-person Meeting
 - 10/13 - IFT Retiree CC In-person Meeting
- The council was active in the following Issues/Actions/Campaigns Addressed Included, but not limited to the following:
 - Reviewed and shared IFT Retiree Structure including Federated Councils and State Chapter along with dues structure clarification
 - Recruitment and organizing of new and returning retiree members to IFT
 - Reviewed existing notices, applications, forms, etc.
 - Sent existing letters out in the fall for State Chapter
 - Chicago Mayoral Election of Brandon Johnson
 - WEP/GPO

- Tier 2 Pension Reform
- Continued editing the “Retiring Wisely” publication

2024 Highlights:

- Meetings Held
 - 3/15 - Attended IFT’s President’s Conference - Downstate
 - 3/15 - IFT Retiree CC In-person Meeting - Downstate
 - 10/11- IFT Retiree CC In-person Meeting
- The council was active in the following Issues/Actions/Campaigns Addressed Included, but not limited to the following:
 - Primary and General Election Campaigns
 - WEP/GPO
 - Tier 2 Pension Reform
 - Recruitment and organizing of new and returning retiree members to IFT
 - Revision of existing notices, applications, forms, etc.
 - Sent revised letters out in the fall for State Chapter
 - Finalized, published, and distributes a new edition of the “Retiring Wisely” publication
 - Citizen Action’s Prescription Drug Affordability Board, PDAB, Act
 - SEIU Spring Lobby Day
 - IARA Fall Senior Power Luncheon
 - Save Medicare
 - CTU School Board

2025 Highlights:

- Meetings Held
 - 3/21- IFT Retiree CC In-person Meeting
 - 7/28 - IFT Retiree CC Remote Meeting
 - 7/29 - Attended Citizen Action’s Healthcare is a Human Right Town Hall
- The council was active in the following Issues/Actions/Campaigns Addressed Included, but not limited to the following:
 - March 4th Day of Action - Protect Our Kids
 - Social Security Fairness Act
 - Fair Retirement and Recruitment Act - We Are One Coalition
 - Citizen Action’s Prescription Drug Affordability Board, PDAB
 - OBBBA - One Big Beautiful Bill Act
 - DOGE - Social Security Data Protection
 - Begin editing “Retiring Wisely” publication to include adjustments to Social Security and Tier 2 Pension - Goal is to complete updated version by March 2026
 - 2025 IFT Convention Resolution Written and Submitted by the IFT Retiree Constituency Council; *“Supporting Retiree Engagement and the Ability to Retire with Dignity”*

REPORT OF THE SPECIAL EDUCATION COMMITTEE

Maria Moreno, Chair, Local 1

Amy Alsop, IFT Staff Liaison
Cynthia Riseman Lund, IFT Staff Liaison
Crystal Noud, IFT Staff Liaison
Lenny Nieves, IFT Staff Liaison
Benita Twillie, IFT Staff Liaison

COMMITTEE MEMBERS

Megan Accardo, Local 504
Beth Anderson, Local 604
Gayla Bennett, Local 743
Elaine Bernal, Local 943
Laurie Bovino, Local 1
Lisa Catledge, Local 1
Kathryn Coleman-Bastian, Local 1220
Dan Collins, Local 1211
April Giannosa, Local 571
Nickole Graceffa, Local 540

Susan Greene, Local 504
Ashleigh Isherwood, Local 943
Chelsea Kilzer, Local 434
Maureen Krok, Local 604
Eileen Matluck, Local 504
Tenesha Rawls, Local 1
Christina Rodriguez, Local 571
Christina Roedl, Local 434
Timothy Stevens, Local 504
Pamela Trotter, Local 1

The IFT special education committee continues to play key roles in engaging and supporting IFT advocacy on behalf of all members, with a particular focus on critical special education issues in Illinois. Since the 2022 IFT convention, the committee has met to discuss and provide ideas and recommendations on issues important to Illinois educators and students. Committee members maintained a focus on protecting special educators' ability to provide services to students and ensure that all students have the quality educators, resources, and programs they deserve.

The committee maintains an interest in and monitors bills every legislative session related to special education in Illinois, hearing updates on bills related to special education at every meeting. In 2023, the committee provided feedback and raised concerns on the issues related to potential legislation that would have added requirements to districts and the Illinois State Board of Education (ISBE) regarding the use of universal screeners for students in grades K-2 for the risk factors of dyslexia. The committee also learned about Public Act 103-402, which mandated that Illinois produce a comprehensive literacy plan by January 31, 2024; provide resources for districts in evaluating and adopting literacy plans, including support for special populations such as students with disabilities, multilingual learners, and bidialectal students by July 1, 2024; offer literacy training opportunities for educators by July 1, 2025; and revise the grades 1-6 content test by July 1, 2026. This public act also mandated ISBE provide guidance on the use, administration and data interpretation of screening tools (dyslexia and other universal screeners) to identify students at risk of reading difficulties in grades K-2.

The committee keeps a particular focus on issues related to Illinois' administrative rule for special education, called Part 226. In the 2022-2023 school year, the committee affirmed IFT's longstanding advocacy for maintaining the statewide class size protections for students with disabilities found in Part 226.730. When in 2024, ISBE proposed changes to the administrative rules related to special educator qualifications in Section 226.850, the committee reviewed the changes and provided feedback on them.

In addition, the committee devoted several meetings to grappling with the challenges related to the state minimum requirements for special educator workload found in state administrative rules, Section 226.735. This workload requirement, which went into effect in 2009, requires unions and employers to develop a plan that sets workload limits for special educators. These workload limits must be based on an analysis of the activities for which the employer's special educators are responsible and must encompass, at minimum, individualized instruction; consultative services and other collaboration among staff members; attendance at IEP meetings and other staff conferences; and paperwork and reporting. During these conversations, committee members quickly identified significant weaknesses in Part 226.735. They shared workload plans, contract language, and organizing ideas related to setting limits on special educator workload. They determined that the current state workload requirement is meaningless in terms of supporting the work of special educators, resulting in untenable workload demands which limit the scope of practice of their day-to-day work with children who have IEPs. To support IFT in seeking potential legislative and policy changes to address these limitations, they examined the intersection of caseload and workload; studied caseload and workload limits from California, Ohio, and New York; considered recommendations from the California Teachers Association, the Ohio Federation of Teachers, and New York State United Teachers; and reviewed a workload analysis tool that Ohio developed from research at the University of Akron. One result of the committee's work on this issue was to submit a resolution for the 2025 IFT Convention to strengthen statewide protections for special educator caseload and workload.

In 2025, committee discussions also addressed the challenges associated with the streamlining of IEP forms. The committee acknowledged that the paperwork burden for IEPs has become increasingly onerous and growing, posing challenges for educators and families alike. The committee reflected on a stalled legislative effort, which had sought to mandate guidance from ISBE on this issue. Despite this setback, the committee recognized several opportunities to pursue alternative strategies, including partnering with other professional organizations to provide guidance and explore potential legislative solutions. The committee expressed interest in reaching out to other professional organizations to initiate collaborative conversations to address challenges associated with IEP form use, improve the experience for educators, and enhance family understanding of IEP documentation.

Other issues the committee shared ideas on include educator shortage challenges, paraprofessional retention strategies, and the need to ensure educators know special education laws and regulations. As a result of committee recommendations, IFT's Union Professional Issues Department distributes every fall a Know Your Rights guidance on special education class size and age range protections, deviation requests, and information on filing a state complaint for violations of special education law. The committee also provided input into developing IFT's updated vision statement.

The committee is also responsible for the Carl J. Megel Special Education Scholarship and votes each year to choose a recipient. The Megel Scholarship (\$20,000 total for 4 years) is awarded to an eligible student enrolled in a special education program. Each year the committee undertakes an intensive review of the application content, advertising procedures and timelines. In 2024 the committee devoted additional time updating the Megel Scholarship application to ensure the requirements and expectations are clearly stated for applicants and their families.

The IFT was pleased to award the Carl J. Megel Special Education Scholarship to the following high school students: 2023, Gavin Schumacher (Local 809); 2024, Oliver Fisher-Rohde (Local 1211); and 2025, Isabella Davis (Local 3939). These Megel scholarship recipients will use their award to pursue different post-secondary education opportunities. The Megel scholarship is a \$20,000 award (\$5,000 each year for four years).

The committee members wish to extend warm thanks to chair Maria Moreno for her years of service as chair of the IFT special education committee.

The chair wishes to thank the members of the committee, IFT staff liaisons and the IFT staff for their assistance.

(See Resources on following page)

Resources related to this report:

IFT Know Your Rights



Illinois Part 226 Administrative Rules



Illinois Comprehensive Literacy Plan



REPORT OF THE UNION LEADERSHIP DEVELOPMENT (ULI) COMMITTEE

Lee Ann Gemmingen, Chair, Local 6600

Matt Beverly, IFT Staff Liaison

Adam Harding, IFT Staff Liaison

Tonia Havard-Dew, IFT Staff Liaison

Jon Nadler, IFT Staff Liaison

Kate Schumacher, IFT Staff Liaison

Committee Members

Jeffrey Adkins Dutro, Local 780

Audrey Butler, Local 1708

Gregory Cochran, Local 1811

Stacy Davis Gates, Local 1

Lee Ann Gemmingen, Local 6600

Tonya Gilmer, Local 1708

Deborah Lawson, Local 504

Anita Lee, Local 1211

Wendy Lochmann, Local 1272

Jon Monique Manuel, Local 571

Brandi Many, Local 809

Julie Molony-Stephan, Local 943

Stacie Niffen, Local 809

Cyndi Oberle-Dahm, Local 434

Marilyn Piggee, Local 1

Jackson Potter, Local 1

Tara Stamps, Local 1

Tiffany Stellhorn, Local 434

Terry Turley, Local 1220

Delores Withers, Local 1708

The Union Leadership Institute (ULI) Committee has provided input to the development, implementation, and improvement of ULI courses. All ULI offerings returned to an in-person model from a hybrid model to promote more participation in the post COVID era. In addition, all courses include an anti-racist training/foundation and have been audited to make sure they align with the IFT's values. Establishing a selection process for new ULI instructors is necessary with the retirement of IFT staff members; building instructor capacity by shadowing, co-teaching, and promoting diversity is essential to continue the high quality of course offerings.

Many courses were offered at ULI North:

- 44 members attended Boot Camp for Union Leaders, Effective Grievance Administration, and Introduction to Collective Bargaining in 2022-2023.
- In 2023, 39 members attended the inaugural accelerated schedule of courses including Boot Camp for Union Leaders, Communication Skills for Union Leaders (not yet an official ULI course), and Introduction to Collective Bargaining.
- For 2023-2024, 35 members attended the standard schedule offerings of Boot Camp for Union Leaders, Building and Sustaining Union Power, and Effective Grievance Administration.
- 37 participants attended the 2024 accelerated schedule offerings of Bootcamp for Union Leaders and Introduction to Collective Bargaining.
- For 2024-2025, 33 participants attended the standard schedule offerings of Effective Grievance Administration, Introduction to Collective Bargaining, and Strengthening the Paraeducator/Teacher Relationship (not yet an official ULI course).

The following courses were offered at Great Lakes ULI:

- In 2023, 79 participants (48 from Illinois) attended Effective Grievance Administration and Organizing, Introduction to Negotiations and Contract Campaigns, Powerful Partnerships: Organizing with Parents and Communities, and Union Leadership Skills to Build Strong Unions.
- In 2024, 86 participants (58 from Illinois) attended Effective Grievance Administration and Organizing, Introduction to Negotiations and Contract Campaigns, Powerful Partnerships: Organizing with Parents and Communities, and Union Leadership Skills to Build Strong Unions.

- In 2025, 87 people (66 from Illinois) registered for Effective Grievance Administration and Organizing, Introduction to Negotiations and Contract Campaigns, and Union Leadership Skills to Build Strong Unions.

Looking ahead, the traditional November, February, and April format will end. In its place, a new schedule for ULI North will begin in the fall of 2025. A fall ULI North will be held in September, October, and November; a spring ULI North will be held in February, March, and April. This new format will engage more members and staff. The ULI Committee will continue to provide valuable input into the best ways to maintain a vibrant, relevant, and effective ULI program that is rooted in antiracism.

The Chair wishes to thank the members of the ULI Committee, UPID, and staff liaison, Tonia Havard-Dew.