

RESOLUTIONS

SETTING THE STAGE

- | | |
|--------------|--|
| Resolution 1 | Building a Stronger IFT to Meet the Moment |
| Resolution 2 | Defending Public Education |
| Resolution 3 | Investing in Public Good: The Need for Sustainable Revenue |

INSPIRE

- | | |
|---------------|--|
| Resolution 4 | Equitable Public University Funding Formula |
| Resolution 5 | AI Integration in Our Schools and Workplaces |
| Resolution 6 | Rural Matters |
| Resolution 7 | Commitment to Unionizing Our Civil Service Colleagues |
| Resolution 8 | Neurodiversity Initiative |
| Resolution 9 | Supporting Retiree Engagement and the Ability to Retire with Dignity |
| Resolution 10 | Teacher Preparation Program Revisions |
| Resolution 11 | Honoring Kristen Adams |

FIGHT

- | | |
|---------------|--|
| Resolution 12 | Fortifying Our Union Against the Current Administration
and Anticipated Attacks |
| Resolution 13 | Safeguarding Academic Freedom |
| Resolution 14 | Defending Equity, Integrity, and Faculty Voice in Dual Credit Programs |
| Resolution 15 | Allowing Striking Workers to Apply for
Unemployment Insurance Benefits |
| Resolution 16 | Equitable Financial Transparency at Illinois Public Universities |
| Resolution 17 | Joining the Demand for Justice on May Day |
| Resolution 18 | Supporting the People Over Pentagon Campaign |

TRANSFORM

- | | |
|---------------|--|
| Resolution 19 | Retiring with Dignity |
| Resolution 20 | Advancing Antiracism: Embedding Antiracist Action and
Solidarity into Our Union DNA |
| Resolution 21 | Addressing Staff Shortages and Filling of Vacancies of Public Employees |
| Resolution 22 | Safe and Culturally Responsive Learning Environments
for the Entire School Community |
| Resolution 23 | Establishing a Minimum Starting Rate and
Supporting Universal Wage Bargaining for PSRPs |
| Resolution 24 | Legislative Support for Non-Tenure Track Faculty |
| Resolution 25 | Recruiting Non-Members and Increasing Member Activism |
| Resolution 26 | Strengthen Statewide Protections for Special Educator Caseload
and Workload |
| Resolution 27 | Supporting Decarbonization of Our Public Schools, Universities,
Hospitals, and City Buildings Through Inflation Reduction Act Funds |

RESOLUTION NO. 1

**BUILDING A STRONGER ILLINOIS FEDERATION OF TEACHERS (IFT)
TO MEET THE MOMENT**

Submitted by IFT Executive Board

- 1 **WHEREAS**, our communities are facing unprecedented headwinds nationally and our
2 power is derived from the broad support we have from students, parents, and
3 working families who rely on public education and public services; and
4
- 5 **WHEREAS**, fostering more communication, connection, and coordination across the
6 state will enable the IFT and all of our locals to engage in united action across
7 PreK–12, higher education, and public service sectors; and
8
- 9 **WHEREAS**, seeking to align contract expirations, demands, and strategies has proven
10 to be one of the most effective ways to secure critical supports for our students,
11 paid parental leave, safer and healthier workplaces, fair raises, and secure
12 retirements; and
13
- 14 **WHEREAS**, Illinois educators and public service workers face escalating attacks from
15 privatization advocates, corporate interests, and extremist political forces intent
16 on dismantling public education, banning our ability to teach the truth, and
17 criminalizing social protest in our universities and beyond; and
18
- 19 **WHEREAS**, our students and their families are being targeted by military invasions of
20 our big cities, Immigration and Customs Enforcement (ICE) raids, cuts to
21 Supplemental Nutrition Assistance Program (SNAP) benefits for hungry children,
22 and reduction in Medicaid support, all while we face a backsliding Democracy
23 that resembles more of an authoritarian regime by the day; and
24
- 25 **WHEREAS**, Make America Great Again (MAGA) forces like the Illinois Policy Institute,
26 are in the process of eliminating the Department of Education, and greatly
27 harming our most vulnerable students, weakening our public schools by eroding
28 workers' rights; and
29
- 30 **WHEREAS**, the federal government has already eliminated union rights for one million
31 federal workers, 100 times the number of union jobs lost from the 1980s
32 Professional Air Traffic Controllers Organization (PATCO) lockout, and has
33 sought to remove the union charter of the National Education Association (NEA),
34 the largest union in the country; and
35
- 36 **WHEREAS**, rank-and-file leadership rooted in our schools, colleges, universities, state
37 agencies, and communities ensures that member voices guide our priorities,
38 build strong alliances with parents, students, and community groups, and
39 strengthen solidarity across regions; and
40
- 41 **WHEREAS**, the credible threat of collective action, including strike readiness, compels
42 decision-makers to address worker demands and leads to tangible gains for
43 members and the communities they serve; and

44 **WHEREAS**, progressive revenue reform, including taxing the wealthiest individuals and
45 corporations, closing corporate loopholes, and fully funding public education and
46 public services, are essential to fixing Tier 2 pensions, preventing cuts to K–12
47 and higher education, and meeting the needs of Illinois students; and
48

49 **WHEREAS**, transparency, accountability, and open communication within union
50 governance build trust, foster equity and inclusion, and ensure that leadership is
51 responsive to all members; therefore be it
52

53 **RESOLVED**, the Illinois Federation of Teachers (IFT) will move to strengthen and
54 revitalize rank-and-file and community leadership, by hosting listening
55 sessions in every region to elevate local priorities; strengthening local
56 leadership; developing local community liaison programs to sustain
57 partnerships with grassroots organizations; and supporting member-led
58 caucuses representing early-career LGBTQIA+, Black, Indigenous, People
59 of Color (BIPOC), and other under-represented employees; and be it further
60

61 **RESOLVED**, the IFT is encouraged to launch a Statewide Coalition for United
62 Power to coordinate and align bargaining strategies, strengthen rank-and-
63 file leadership, build strike readiness, defend public education, ensure
64 access and quality education for all students, secure progressive revenue,
65 organize unrepresented workers, ensure real gains for members, advance
66 transparency, and pursue additional member priorities; and be it further
67

68 **RESOLVED**, the IFT will continue to partner with statewide coalitions, including
69 with public transit, Medicaid, and public service advocates, to pass
70 progressive revenue legislation to fully fund schools, higher education,
71 and public services in a time of great peril and threats from the MAGA
72 regime; and be it further
73

74 **RESOLVED**, the IFT is encouraged to organize “People’s Budget” forums to
75 engage members and communities in reimagining public funding and train
76 members to testify in Springfield and lead grassroots advocacy; and be it
77 further
78

79 **RESOLVED**, the IFT will help build strike-ready Locals by continuing to offer
80 training for strike captains and organizers statewide; expanding access to
81 an updated digital strike-readiness toolkit; and reviewing and assessing
82 our capacity for collective action; and be it further
83

84 **RESOLVED**, the IFT will continue to defend public education and services, by
85 establishing a statewide rapid-response media team to counter attacks and
86 amplify our values; training members and students to share their stories in
87 public and media settings; and using research and Freedom of Information
88 Act requests to expose the financial and political motives behind
89 privatization; and be it further
90

91 **RESOLVED**, the IFT will continue to organize unrepresented workers by launching
92 targeted campaigns to support civil service employees; unionizing
93 Regional Offices of Education, Intermediate Service Centers, and other
94 unrepresented educational workers; and will continue to provide legal,
95 strategic, and organizing support through all stages of unionization; and be
96 it further
97

98 **RESOLVED**, the IFT will work to ensure real gains for members, by releasing an
99 annual “State of the Contract” report to highlight tangible wins; promoting
100 “Bargaining for the Common Good” (BCG) campaigns that benefit both
101 members and communities; and identifying strategic bargaining priorities
102 to expand the terrain for contractual wins across employment sectors and
103 across the State; and be it further

104
105 **RESOLVED**, the IFT will advance BCG demands such as fortifying sanctuary
106 protections and educational protections for BIPOC students, affordable
107 housing for all students in temporary living situations, green and healthy
108 school facilities and food offerings, expanded paid parental leave,
109 restrictions on privatization, living wages for all school employees, joint
110 union and management advocacy for progressive revenue legislation,
111 protection of academic freedom, protections for LGBTQIA+ students and
112 staff; and be it further

113
114 **RESOLVED**, the IFT will commit to advancing transparency and accountability, by
115 enforcing conflict of interest policies, executive compensation criteria, and
116 transparent hiring practices; maintaining whistleblower protections with
117 clear investigative procedures and public outcomes; establishing
118 leadership transition protocols to ensure continuity and information
119 transfer; and regularly soliciting feedback from members and stakeholders
120 to inform decision-making; and be it finally

121
122 **RESOLVED**, the IFT will continue to pursue additional member priorities by
123 working to make the current Democratic Trifecta supermajority at the state
124 level fully fund public pensions and public education, including Evidence-
125 Based Funding for all; passing Tier 2 pension reform with dedicated
126 revenue sources; supporting the higher education equity funding bill and
127 efforts to fully fund community colleges; winning equitable job protections
128 and compensation for paraprofessionals that respects their contributions
129 and value in our school communities; opposing federal funding cuts and
130 resisting privatization of school staffing; reducing standardized testing and
131 reforming evaluation systems; protecting employee benefits and worker
132 rights; supporting pro-public education candidates, with a focus on
133 midterm elections and preparation for the 2028 presidential race; and
134 uniting the IFT Executive Board around statewide priorities regardless of
135 regional affiliation.

☐ *Adopted* ☐ *Adopted as amended* ☐ *Defeated* ☐ *Tabled* ☐ *Other*

RESOLUTION NO. 2

DEFENDING PUBLIC EDUCATION

Submitted by West Suburban Teachers Union, Local 571

1 **WHEREAS**, the Illinois Federation of Teachers (IFT) is dedicated to ensuring that every
2 student has access to high-quality public education; and

3
4 **WHEREAS**, public education is a cornerstone of democracy, providing equal
5 opportunities for all students regardless of their background; and
6

7 **WHEREAS**, recent challenges, including underfunding, privatization efforts, and policy
8 changes threaten the integrity and accessibility of public education; therefore be
9 it
10
11 **RESOLVED**, the Illinois Federation of Teachers (IFT) will lobby for increased state
12 and federal funding to ensure that all public schools, colleges, and
13 universities have the resources they need to provide a high-quality
14 education; and be it further
15
16 **RESOLVED**, the IFT will oppose efforts to privatize public education, including the
17 expansion of charter schools and voucher programs that divert funds from
18 public schools, colleges, and universities; and be it further
19
20 **RESOLVED**, the IFT will advocate for fair wages, benefits, and working conditions
21 for education professionals, recognizing their critical role in the success of
22 public education; and be it further
23
24 **RESOLVED**, the IFT will work to eliminate disparities in education by supporting
25 policies that address the needs of underserved and marginalized
26 communities; and be it further
27
28 **RESOLVED**, the IFT will collaborate with all stakeholders, including parents,
29 students, community organizations, and policymakers, to build broad
30 support for public education and address common challenges; and be it
31 further
32
33 **RESOLVED**, the IFT will continue to inform the public about the importance of
34 public education and the threats it faces, encouraging community
35 involvement and advocacy; and be it further
36
37 **RESOLVED**, the IFT will continue to monitor legislative developments and
38 mobilize members to respond to policies that impact public education; and
39 be it further
40
41 **RESOLVED**, the IFT will continue to advocate for comprehensive special
42 education programs and student services to ensure that all students,
43 including those with disabilities, receive the support they need to succeed;
44 and be it further
45
46 **RESOLVED**, the IFT will continue to develop and implement strategies to attract
47 and retain high-quality educators, support staff, and paraprofessionals,
48 recognizing their essential role in providing a high-quality education; and
49 be it finally
50
51 **RESOLVED**, the IFT will continue to champion public education as a fundamental
52 right and work tirelessly to protect and strengthen it for future generations.

☐ *Adopted* ☐ *Adopted as amended* ☐ *Defeated* ☐ *Tabled* ☐ *Other*

RESOLUTION NO. 3

INVESTING IN THE PUBLIC GOOD: THE NEED FOR SUSTAINABLE REVENUE

Submitted by IFT Executive Board

1 **WHEREAS**, Illinois has long faced budgetary pressures that threaten the quality of
2 public services: PreK-12 public education and higher education, state services,
3 healthcare, infrastructure, and other essential services that improve the quality of
4 life for Illinoisians; and

5
6 **WHEREAS**, years of disinvestment, an outdated flat tax policy, and not enough taxation
7 of the wealthiest individuals and corporations have resulted in a structural deficit
8 that is unfairly placed on working families; and

9
10 **WHEREAS**, the federal government recently enacted tax policies that overwhelmingly
11 benefit billionaires and large corporations, widening inequality while
12 simultaneously proposing deep cuts to public education, Medicaid, and other vital
13 services; and

14
15 **WHEREAS**, these federal actions further shift the burden onto states like Illinois,
16 increasing the urgency for bold, fair, and sustainable state revenue solutions; and

17
18 **WHEREAS**, Illinois must reject the politics of austerity and create a revenue system that
19 allows the state to thrive, invests in the public good, and brings our state closer to
20 achieving economic justice for all Illinoisians; and

21
22 **WHEREAS**, the Illinois Constitution requires a flat tax on income that is regressive and
23 unfair, where middle- and working-class families pay significantly more in taxes
24 as a percent of their income than the wealthy. The top 1% of income earners pay
25 just 7.3% of their income in state and local taxes while lower income earners pay
26 14.8%, more than any other state in the Midwest; and

27
28 **WHEREAS**, the Illinois requirement for a flat tax is an outlier. 27 other states and the
29 federal government all rely on a progressive tax. Unlike the flat tax which
30 requires all earners to pay the same rate regardless of their ability to pay, a
31 progressive tax would apply higher rates to those who earn more and lower rates
32 to those who earn less; and

33
34 **WHEREAS**, the Illinois flat tax system results in a structural deficit that does not
35 generate enough revenue to pay the state's bills, let alone invest in the "future we
36 all deserve." In the last six years, funding for education, health care, social
37 services, and public safety has decreased by 12% when adjusted for inflation;
38 and

39
40 **WHEREAS**, Illinois must modernize the tax code to fund PreK-12 schools through the
41 Evidence-Based Funding Model (EBF). The EBF establishes a funding adequacy
42 target for each school district and funnels dollars to districts in the greatest need.
43 Without additional revenue, the state will not have the money needed to fund the
44 EBF and provide resources for students who need them most. Currently, 77.1%
45 of school districts have fewer resources than needed to educate the students
46 they serve; and

48 **WHEREAS**, Illinois must modernize the tax code to fund higher education. For over 20
49 years, the state has failed to properly invest in its public colleges and universities.
50 State funding for public higher education is down 46% since the year 2002; and
51
52 **WHEREAS**, Illinois must modernize the tax code to fund state government, human
53 services, and public safety. State government has been hollowed out under
54 previous administrations, and state agencies don't have enough staff to provide
55 important services. Illinois has the fewest number of state employees per capita
56 of any state in the nation; and
57
58 **WHEREAS**, Illinois must modernize the tax code to fund public employee pensions.
59 After decades of not making the fully required pension payment, Illinois has a
60 pension debt of over \$143 billion. The cost of the payment is growing 9%
61 annually, and the state needs additional revenue to pay down this debt; and
62
63 **WHEREAS**, modernizing Illinois' tax code should include consideration of a range of
64 sustainable revenue options, including a progressive income tax, closing
65 corporate loopholes, evaluating a tax on services in the consumer economy, and
66 exploring other equitable revenue strategies, to ensure the state can invest in the
67 public good; therefore be it
68
69 **RESOLVED**, the Illinois Federation of Teachers (IFT) strongly supports and will
70 work to advance revenue solutions that help our state thrive, including
71 amending the Illinois Constitution to allow for a progressive tax, corporate
72 loophole closures, and other revenue options that shift more of the burden
73 to those who can afford it; and be it further
74
75 **RESOLVED**, the IFT will call on state elected officials to reject austerity and
76 instead choose a different path: raising progressive revenue at the state
77 level to invest in our students, schools, families, communities, public
78 services, and state institutions; and be it further
79
80 **RESOLVED**, the IFT will educate our Locals, leaders, activists, and members on
81 the benefits of a progressive tax and other sustainable revenue options;
82 and be it finally
83
84 **RESOLVED**, the IFT will encourage our Locals through the engagement of their
85 membership to mobilize in support of a progressive tax and other
86 sustainable revenue options through a voter education program.

☐ *Adopted* ☐ *Adopted as amended* ☐ *Defeated* ☐ *Tabled* ☐ *Other*

RESOLUTION NO. 4

EQUITABLE PUBLIC UNIVERSITY FUNDING FORMULA

Submitted by University Professionals of Illinois, Local 4100

- 1 **WHEREAS**, from 2000 to 2020, Illinois state investment in colleges and universities
2 dropped by 46% in inflation-adjusted dollars; and
3
- 4 **WHEREAS**, Illinois public universities from 2015 to 2023 experienced an average 22%
5 cut in inflation-adjusted funding; and
6
- 7 **WHEREAS**, the Illinois Board of Higher Education (IBHE) funding formula identifies the
8 need for \$1.4 billion in additional state funding to universities to support the full
9 cost of equity-centered adequacy; and
10
- 11 **WHEREAS**, nine of the 12 Illinois public universities are funded at less than 70% of the
12 IBHE-identified adequacy level, with three universities (Governors State
13 University, Northeastern Illinois University, and Northern Illinois University)
14 funded at less than 60%; and
15
- 16 **WHEREAS**, from Fiscal Year (FY) 2004 to FY2024, the average tuition at Illinois state
17 universities has increased by 199%, while the national average increased by
18 108%; and
19
- 20 **WHEREAS**, the student share of Illinois college education costs from tuition and fees
21 has increased from 25.4% in FY2004 to 64.4% in FY2022; and
22
- 23 **WHEREAS**, the average graduating student debt in Illinois is now approaching \$30,000;
24 and
25
- 26 **WHEREAS**, the increasing cost of tuition and fees has contributed to a drop in statewide
27 student enrollment, threatening the viability of programs and the quality of
28 education at our institutions; therefore be it
29
- 30 **RESOLVED**, the Illinois Federation of Teachers (IFT) will organize, lobby, and
31 campaign to support increased state funding for higher education; and be
32 it finally
33
- 34 **RESOLVED**, the IFT will support the passage of a funding formula that provides
35 increased resources to institutions distributed based on the institution's
36 need as identified by the Illinois Commission on Equitable Public
37 University Funding.

☐ *Adopted* ☐ *Adopted as amended* ☐ *Defeated* ☐ *Tabled* ☐ *Other*

RESOLUTION NO. 5

AI INTEGRATION IN OUR SCHOOLS AND WORKPLACES

*Submitted jointly by
American Federation of Teachers, Local 604
Cook County College Teachers Union, Local 1600
IFT Executive Board*

1 **WHEREAS**, a new class of technologies collectively known as Artificial Intelligence (AI)
2 are actively being developed and deployed in workplaces across sectors, with
3 the ability to simulate and automate a growing number of human intellectual,
4 interpersonal, and creative endeavors; and
5

6 **WHEREAS**, AI technologies represent a new frontier in the automation of work,
7 especially knowledge and data-intensive work, which have the potential for both
8 positive innovation and damaging disruption to the nature of work and
9 employment; and
10

11 **WHEREAS**, AI-driven technologies are already regularly being used by individual
12 students, educational and state employers, and by employees in schools, state
13 agencies and constitutional offices, as well as being packaged and marketed as
14 institutional products for educational and state employers; and
15

16 **WHEREAS**, AI raises concerns about the potential displacement of the public sector
17 workforce in areas such as administrative tasks, support staff duties and
18 responsibilities; and
19

20 **WHEREAS**, it is essential that public employers engage in collective bargaining
21 and seek input from unions on AI-related matters that affect employees; and
22

23 **WHEREAS**, the current national political climate is unlikely to yield proactive, worker-
24 friendly laws, regulations, or policies regarding the conscientious adoption of AI
25 in our workplaces; therefore be it
26

27 **RESOLVED**, the Illinois Federation of Teachers (IFT) recognizes both the potential
28 benefits of adopting AI technologies in our schools and workplaces when
29 done in collaboration with workers and families, as well as the potential
30 harm these technologies may cause if implemented without conscientious
31 consultation, planning, and oversight; and be it further
32

33 **RESOLVED**, the IFT affirms that critical decisions affecting education—including
34 but not limited to grading, curriculum, discipline, staffing, finance, student
35 support services, and hiring practices—must remain in the hands of human
36 professionals. The IFT opposes the outsourcing of essential administrative,
37 curricular, instructional, student services, or counseling/caseload decision-
38 making to AI systems and will speak out forcefully against any attempts to
39 do so; and be it further
40

41 **RESOLVED, the IFT will actively engage with the state legislature to vet, support,**
42 **propose, and amend state laws to promote worker-friendly and student-**
43 **friendly approaches to using AI in our schools and workplaces, while**
44 **providing regulation and oversight to improve intellectual property**
45 **protections and rights, employee data ownership rights, data privacy**
46 **protections, prevent bias, and enforce accountable implementations of**
47 **these technologies; and be it further**
48
49 **RESOLVED, the IFT will fight to protect jobs as AI transforms our workplaces. The**
50 **IFT will advocate for robust retraining, professional development, and**
51 **upskilling opportunities for members whose work may be affected by AI**
52 **adoption. The IFT will demand that schools, colleges, state agencies and**
53 **offices, and the State of Illinois provide the necessary resources to ensure**
54 **our members are supported and empowered through these transitions; and**
55 **be it further**
56
57 **RESOLVED, the IFT will support broader societal efforts to ensure AI technologies**
58 **align with human needs, equity, and social justice, including addressing AI**
59 **bias, preventing misinformation and the exacerbation of inequality, and**
60 **working in coalition with labor, civil rights, and public interest**
61 **organizations to ensure ethical standards and accountability in AI**
62 **development and deployment; and be it finally**
63
64 **RESOLVED, the IFT will create an AI and Automation Working Group to examine**
65 **the impact of AI adoption and automation in our workplaces, provide**
66 **guidance and recommendations on how to best support union members as**
67 **AI changes our workplaces, and promote best practices for discussing and**
68 **bargaining over AI and automation issues in our workplaces.**

☐ *Adopted* ☐ *Adopted as amended* ☐ *Defeated* ☐ *Tabled* ☐ *Other*

RESOLUTION NO. 6

RURAL MATTERS

Submitted by AFT Local 604

1 **WHEREAS, we live in an era of extreme economic inequality, growing ethnic and racial**
2 **division, and intentional political efforts to create discord between rural and urban**
3 **communities; and**
4
5 **WHEREAS, rural communities are witnessing the decimation of hospitals and healthcare**
6 **practices that provide not only critical lifesaving services and general care but**
7 **also serve as major employers for the region; and**
8
9 **WHEREAS, rural communities across the state of Illinois are experiencing the closure of**
10 **small businesses, limited postal service, extreme increases in cost of utilities,**
11 **and cuts to funding for municipal services. Rural citizens are feeling**
12 **abandonment and anger and more importantly residents feel resentment as they**
13 **cannot realize the benefit of their tax contribution; and**
14

15 **WHEREAS**, the Trump administration’s elimination of reimbursements for the Local
16 Food Systems Infrastructure Program (LFPA) and the Resilient Food Systems
17 Infrastructure Program (RFSI) is a direct attack on Illinois farmers and rural
18 communities. The programs in Illinois supported 883 community sites and 176
19 farmers in providing a more equitable and resilient food system, as well as
20 strengthened local economies; therefore be it
21
22 **RESOLVED**, the Illinois Federation of Teachers (IFT) will align with partners to
23 support rural communities in equitable access to education, critical life-
24 saving and general healthcare, affordable utilities, and reliable public
25 service, along with tailored solutions for rural living; and be it further
26
27 **RESOLVED**, the IFT is encouraged to create a Rural Matters Constituency Council
28 to assure members living and/or working in rural communities are well
29 incorporated into our unionwide priorities for constructing a broad
30 coalition that builds power and agency across the state; and be it further
31
32 **RESOLVED**, the IFT will support and encourage members to engage rural and
33 small towns in campaigns for local and state revenue that benefits public
34 education and services; and be it finally
35
36 **RESOLVED**, the IFT will encourage participation in American Federation of
37 Teachers training for creating an environment where people not only feel
38 safe but also understand and confront the undercurrents that have been
39 used to divide and polarize rural and urban America along race, class,
40 cultural, and faith lines.

☐ Adopted ☐ Adopted as amended ☐ Defeated ☐ Tabled ☐ Other

RESOLUTION NO. 7

COMMITMENT TO UNIONIZING OUR CIVIL SERVICE COLLEAGUES

Submitted by University Professionals of Illinois, Local 4100

1 **WHEREAS**, the members of the Illinois Federation of Teachers (IFT) labor union benefit
2 from the many advantages of collective bargaining; and
3
4 **WHEREAS**, members of the IFT also benefit from collective actions of both our own
5 select chapters/councils, as well as the power of the Local; and
6
7 **WHEREAS**, we are surrounded at our institutions by civil service workers who do not
8 benefit from the collectivity of being unionized; do not benefit from the same job
9 securities as we do; do not benefit from the same position securities as we do; do
10 not benefit from the mutual obligations provided by a collective bargaining
11 agreement; and do not have strong mechanisms for solving disputes or
12 complaints; therefore be it
13
14 **RESOLVED**, the Illinois Federation of Teachers (IFT) will actively advocate for the
15 unionization of all members of the civil service that can be and want to be
16 unionized; and be it further
17

18 **RESOLVED, the IFT will aid in the education of civil service members as to the**
19 **benefits of unionization, and aid in the unionization of civil service**
20 **members desiring to be organized; and be it finally**
21
22 **RESOLVED, the IFT will encourage our Locals and the American Federation of**
23 **Teachers to also advocate for these positions.**

☐ *Adopted* ☐ *Adopted as amended* ☐ *Defeated* ☐ *Tabled* ☐ *Other*

RESOLUTION NO. 8

NEURODIVERSITY INITIATIVE

Submitted by University Professionals of Illinois, Local 4100

1 **WHEREAS**, according to the Centers for Disease Control and Prevention, the number of
2 children with autism spectrum disorders has grown from 1 in 150 in the year
3 2000 to 1 in 36 currently; and
4
5 **WHEREAS**, in Illinois, 15% of all preK-12 students in school districts ages 6-21 have the
6 support of an individualized education program (IEP). Of the students with an IEP
7 in Illinois, 11% have IEPs related to autism spectrum disorders; and
8
9 **WHEREAS**, in the national 2020-21 preK-12 student population, 14.7% of students had
10 a reported disability, with autism spectrum disorders accounting for 12.2% of this
11 population; and
12
13 **WHEREAS**, the Individuals with Disabilities Education Act (IDEA), which requires
14 providing eligible students with IEPs, does not apply to students once they
15 graduate from high school; and
16
17 **WHEREAS**, neither the IDEA nor the Americans with Disabilities Act (ADA) requires
18 colleges or universities to seek out students with learning challenges or provide
19 diagnostic services. Additionally, neither law provides prescribed requirements
20 for documentation that colleges and universities must accept; and
21
22 **WHEREAS**, neither the IDEA nor the ADA requires more than reasonable
23 accommodations with a few exceptions; and
24
25 **WHEREAS**, only 24% of students with autism spectrum disorders notify their institution
26 of their disability, and approximately only 34% of students with autism spectrum
27 disorders complete their postsecondary program, compared with 59% of the
28 general population of students and 50% of students with all disabilities; and
29
30 **WHEREAS**, students entering university and college-level institutions are largely on their
31 own, and parents are kept out of conversations due to Family Educational Rights
32 and Privacy Act provisions, and universities and colleges have limited resources
33 to expand aid and support; and
34
35 **WHEREAS**, existing state laws and individual policies have hardly been able to keep
36 pace with the fast growth of this population; therefore be it
37

38 **RESOLVED, the Illinois Federation of Teachers (IFT) will encourage the Special**
39 **Education Constituency Council to identify, define, and create specific**
40 **legislative and preK-12, college and university policy changes, such as**
41 **instructional training for teaching neurodivergent students, changes to the**
42 **IDEA and the ADA to require colleges and universities to actively reach out**
43 **to students who may be in need of support, changes to IEPs to require self-**
44 **advocacy skills for high school students and similar reforms, and**
45 **programming that assists the school to post-school transitions; and be it**
46 **finally**
47
48 **RESOLVED, that the above committee will continue to present its**
49 **recommendations to the IFT, which will then advocate for strong legislative**
50 **and institutional policy language pertaining to the individual needs of this**
51 **growing population.**

☐ *Adopted* ☐ *Adopted as amended* ☐ *Defeated* ☐ *Tabled* ☐ *Other*

RESOLUTION NO. 9

SUPPORTING RETIREE ENGAGEMENT AND THE ABILITY TO RETIRE WITH DIGNITY

Submitted by IFT Executive Board

1 **WHEREAS, Illinois Federation of Teachers (IFT) retiree members are engaged in**
2 **advocating for public education and retirement security, now and in the future;**
3 **and**
4
5 **WHEREAS, IFT retiree members, being part of the demographic shift known as the**
6 **"silver tsunami," have significant influence on legislation that is being developed**
7 **to address the needs of this aging population, including issues like workforce**
8 **shortages, healthcare access, and long-term care; and**
9
10 **WHEREAS, IFT retiree members are engaged in elections for local school boards, and**
11 **legislative, judicial, and executive offices throughout state and federal**
12 **government; therefore be it**
13
14 **RESOLVED, the Illinois Federation of Teachers (IFT) shall assist the Retiree**
15 **Constituency Council and Locals with retiree councils in identifying**
16 **members in their final year of active service who are about to retire, for the**
17 **purpose of encouraging them to maintain their membership as retiree**
18 **members; and be it further**
19
20 **RESOLVED, the IFT shall assist the Retiree Constituency Council and Locals with**
21 **retiree councils with creating more efficient and effective means of**
22 **communicating with retiree members; and be it further**
23
24 **RESOLVED, the IFT shall assist the Retiree Constituency Council and Locals with**
25 **retiree councils with engaging retiree members in activism to protect**
26 **public education, public educators, public employees, affordable**
27 **healthcare, and to oppose harmful spending cuts at the state and federal**
28 **level; and be it finally**
29

30 **RESOLVED, the IFT will develop a way in which retiree members can make**
31 **contributions to the IFT scholarship funds or Committee on Political**
32 **Education (COPE) funds and include IFT in their estate planning.**

☐ *Adopted* ☐ *Adopted as amended* ☐ *Defeated* ☐ *Tabled* ☐ *Other*

RESOLUTION NO. 10

TEACHER PREPARATION PROGRAM REVISIONS

Submitted by University Professionals of Illinois, Local 4100

1 **WHEREAS, a major goal of teacher preparation, as stated by the Illinois State Board of**
2 **Education (ISBE) and the Illinois General Assembly, is to diversify the teacher**
3 **corps and to increase the number of teachers in major shortage areas; and**
4

5 **WHEREAS, an additional goal of diversifying and increasing our teacher workforce is to**
6 **better reflect the current diverse K-12 student demographics; and**
7

8 **WHEREAS, the content area tests for teacher licensure demonstrate a clear pattern of**
9 **differing outcomes based on the demographic racial/ethnic data gathered**
10 **between 2015-2022; and**
11

12 **WHEREAS, standardized testing has a long history of differing outcomes according to**
13 **race and ethnicity, other forms of assessment provide better information on the**
14 **potential of teacher candidates, and the content area tests are a significant**
15 **hurdle that prevent many diverse candidates from entering the teaching**
16 **workforce; therefore be it**
17

18 **RESOLVED, the Illinois Federation of Teachers (IFT) will advocate for the proposal**
19 **and approval of legislation that would change the teacher licensure**
20 **process to allow students to have the Illinois Licensure Testing System**
21 **(ILTS) content testing as a co-requisite for student-teaching rather than a**
22 **pre-requisite; and be it finally**
23

24 **RESOLVED, the IFT will encourage ISBE to provide options beyond the current**
25 **testing framework for candidates to demonstrate content knowledge.**

☐ *Adopted* ☐ *Adopted as amended* ☐ *Defeated* ☐ *Tabled* ☐ *Other*

RESOLUTION NO. 11

HONORING KRISTEN ADAMS

Submitted by AFT Local 604

1 **WHEREAS**, Kristen Adams has been a history teacher in the LaSalle-Peru Township
2 High School District for 25 years; and
3

4 **WHEREAS**, Kristen Adams has been a dedicated Member of AFT Local 604 for 25
5 years and has demonstrated her strong commitment to unionism by serving in
6 leadership roles at both her Local, as an AFT Local 604 Senator since 2006, and
7 at her Council, as the LaSalle-Peru Federation of Teachers Local 604 Treasurer
8 for two years, and then President for seventeen years; and
9

10 **WHEREAS**, Public Act 96-861, the Performance Evaluation Reform Act (PERA),
11 became law in January 2010 and authorized the creation of a Performance
12 Evaluation Advisory Council (PEAC); and
13

14 **WHEREAS**, Kristen Adams heeded the call from leadership of AFT Local 604 and the
15 Illinois Federation of Teachers (IFT) and committed in April 2010 to serve as an
16 IFT representative on PEAC, at a time when Illinois embraced the flawed policy
17 of firing educators based on unfair, test-based evaluations; and
18

19 **WHEREAS**, Kristen Adam dedicated significant time to showing up and speaking up for
20 the development of fair, meaningful, and unbiased performance evaluation
21 policies at nearly 160 PEAC meetings that occurred between 2010 and 2024;
22 and
23

24 **WHEREAS**, Kristen Adams ably represented IFT members on PEAC from its first
25 convening at the Thompson Center in Chicago in May 2010 until its final, virtual
26 meeting in December 2024, where she championed effective, equitable
27 evaluation policies and practices which are reflected in state guidance
28 documents for PERA Joint Committees, administrative rules on performance
29 evaluation, Illinois's framework for rigorous evaluator training, and three
30 statewide research studies examining the implementation of PERA; and
31

32 **WHEREAS**, as one of only two individuals who served on PEAC from its beginning until
33 its conclusion, Kristen Adams played a critical role in providing stability and
34 consistency to the work of the council so that in later years it avoided repeating
35 failed and flawed ideas of the early 2010s; and
36

37 **WHEREAS**, Kristen Adams's commitment to her role on PEAC as a voice for our union
38 also resulted in her spending countless hours preparing sub plans and giving up
39 time from both her students and her family for the good of IFT members and for
40 the teaching profession; and
41

42 **WHEREAS**, Kristen Adams's persistent and strong advocacy at PEAC shifted state
43 conversations from performance evaluation policies that inflict harm on teachers,
44 students, and the profession to those which elevate research-supported policies
45 and practices fostering teacher development and growth, culminating in PEAC's
46 recommendation in late 2024 that Illinois remove the state mandate to include
47 student growth measures in rating teachers; and
48

49 **WHEREAS**, on June 30, 2025, Public Act 104-20 changed Illinois law to make student
50 growth measures permissive, rather than a required component of performance
51 evaluation ratings; therefore be it
52
53 **RESOLVED**, the **Delegates of the Illinois Federation of Teachers 2025 Convention**
54 **honor and celebrate Kristen Adams for dedicating over half of her**
55 **exemplary teaching career to fight on behalf of Illinois teachers for more**
56 **effective and meaningful performance evaluation policies and practices.**

☐ *Adopted* ☐ *Adopted as amended* ☐ *Defeated* ☐ *Tabled* ☐ *Other*

RESOLUTION NO. 12

**FORTIFYING OUR UNION AGAINST
THE CURRENT ADMINISTRATION AND ANTICIPATED ATTACKS**

Submitted by Chicago Teachers Union, Local 1

1 **WHEREAS**, unions play a central role in United States democracy, provide a voice to
2 workers in their places of employment, and serve as a vehicle for the collective
3 expression of the working class; and
4
5 **WHEREAS**, our union represents the collective interests of educators regardless of
6 political ideology, affiliation, or belief; and
7
8 **WHEREAS**, diversity of opinion and strategic orientation among members brings value
9 to and strengthens the position of our union; and
10
11 **WHEREAS**, our union upholds a collective solidarity that provides for free speech and
12 access to legal remedies as well as freedom from discrimination as core rights of
13 our membership; and
14
15 **WHEREAS**, our union is organizing in the context of the current federal administration
16 which is eroding collective bargaining rights, is in the act of terminating the
17 department of education, and advancing an agenda that ends public education
18 as a public good and transferring the public good and resources to private
19 tyrannies; and
20
21 **WHEREAS**, the Trump administration is working directly to enrich the three wealthiest
22 individuals in the United States, while those individuals have more wealth than
23 the bottom 50% of the population combined, while 400 of America's largest
24 corporations paid an average income tax of only 11%—the lowest effective rate
25 in four decades—and while ninety-one firms, including Amazon, Chevron,
26 Halliburton, and IBM, paid 0% or less in taxes; and
27
28 **WHEREAS**, the right-wing entities inside and outside the administration actively are
29 employing strategies and tactics to confront, diminish, and undermine the power
30 of our union and the broader labor movement, including but not limited to social
31 media harassment and misrepresentation, earned media influence, legal action,
32 policy, litigation, veiled and unveiled threats of harm to union members and
33 leaders; and
34

35 **WHEREAS**, the strength and solidarity of our union and the broader labor movement,
36 the right to organize and advocate for high quality public education for all, the
37 safety and security of union leaders, as well as the livelihood of our members,
38 relies on being prepared for and successfully countering such threats both
39 external and internal; and
40

41 **WHEREAS**, preparation for threats to our solidarity is most fundamentally rooted in
42 actively organizing our members as well as fortifying our infrastructure and
43 clarifying our internal processes; and
44

45 **WHEREAS**, our union is not alone in being targeted by right-wing forces but is among
46 the many Black, Latine, immigrant, Muslim, LGBTQIA+, individuals with
47 disabilities, and working-class communities , especially those who are our
48 students and/or are members of our school communities, who are also under
49 attack; therefore be it
50

51 **RESOLVED**, the Illinois Federation of Teachers (IFT) will redouble its efforts to
52 safeguard our union and our school communities in response to these
53 mounting attacks and ensure we are prepared for a more aggressive and
54 destructive Trump administration; and be it further
55

56 **RESOLVED**, IFT delegates and members will increase the frequency and urgency
57 of signing non-members to union cards, holding monthly meetings, and
58 ensuring everyone knows that our greatest power is our Solidarity; and be
59 it further
60

61 **RESOLVED**, IFT leadership is strongly encouraged to fortify and strengthen our
62 internal systems – financial, personnel, compliance, and others – in
63 response to challenges to the National Labor Relations Board, Department
64 of Education, and other federal entities and safeguards, and to ensure
65 preparedness for common anti-labor efforts such as those seen in Florida
66 and Wisconsin; and be it further
67

68 **RESOLVED**, IFT delegates and members will be informed of their rights and
69 responsibilities as Union members and/or elected representatives of their
70 locals, as stated in the IFT's Constitution and Bylaws, including external
71 and internal processes and supports available to our elected bodies in the
72 event that our union or members' solidarity or values are compromised;
73 and be it further
74

75 **RESOLVED**, the IFT is encouraged to adopt and pursue a legislative agenda that
76 will reify and improve protections for our most vulnerable students, their
77 families, and our members and their families by fully funding and
78 implementing compliance with the Individuals with Disabilities Education
79 Act, Bilingual staffing and supports, Sanctuary protections, LGBTQIA+
80 protections, housing for our unhoused students, memorializing our
81 commitment to teaching authentic and multidimensional coverage of
82 American and world history, Black History and Ethnic Studies, and funding
83 to fully renovate and modernize school infrastructure to ensure our
84 buildings are healthy and thriving and to address the climate crisis; and be
85 it further
86

87 **RESOLVED, any such legislative agenda shall include making the wealthiest**
88 **individuals and corporations pay their fair share; and be it further**
89
90 **RESOLVED, IFT locals will attempt to be active partners with their local Boards of**
91 **Education to implement training, policies, and practices to protect the**
92 **integrity of our curricula and teaching practices and also protect the lives**
93 **and well-being of marginalized students and those members of our school**
94 **communities targeted by the current administration’s rhetoric and policies;**
95 **and be it further**
96
97 **RESOLVED, the IFT, a union comprised of 80% women, will continue to defend**
98 **and promote access to women’s reproductive healthcare, and fight for**
99 **women’s rights to make autonomous decisions about their own bodies;**
100 **and be it finally**
101
102 **RESOLVED, the IFT will continue to promote and support rallies, marches, legal**
103 **rights education, and other actions to provide further protections for**
104 **students and their families against harmful policies that aim to divide or**
105 **incarcerate students and/or their families.**

☐ *Adopted* ☐ *Adopted as amended* ☐ *Defeated* ☐ *Tabled* ☐ *Other*

RESOLUTION NO. 13

SAFEGUARDING ACADEMIC FREEDOM

Submitted by IFT Executive Board

1 **WHEREAS, academic freedom is foundational to a healthy democracy, critical thinking,**
2 **and innovation and continues to be under direct attack; and**
3
4 **WHEREAS, Illinois is a leader in prioritizing diversity, equity, and inclusion in mandated**
5 **curricular topics; and**
6
7 **WHEREAS, students deserve access to a broad and diverse curriculum and the right to**
8 **free expression; and**
9
10 **WHEREAS, employees at educational institutions across the PreK-20 continuum,**
11 **including graduate teaching and research assistants, should be free from**
12 **adverse actions or retribution for exercising free speech and academic freedom;**
13 **and**
14
15 **WHEREAS, the American Federation of Teachers (AFT) affirmed the critical role of**
16 **academic freedom in fostering intellectual growth, critical thinking, and the**
17 **exchange of diverse ideas within educational settings at its 2024 convention, and**
18 **the Illinois Federation of Teachers (IFT) members agree on the importance of**
19 **freedom to learn, teach, research and have our beliefs challenged and our**
20 **horizons broadened especially when our education system is under attack; and**
21
22 **WHEREAS, debate, discussion, and open inquiry are essential to high-quality education**
23 **as a public good, and a raft of repressive laws and policies aim to shut down**
24 **access to knowledge and ban entire fields of study, undermining our intellectual**
25 **freedom and other First Amendment freedoms; and**

26
27 **WHEREAS**, other state legislatures continue to pass bills that attempt to limit teaching
28 and research, ban books, cancel specific courses, and institute educational gag
29 orders; and
30
31 **WHEREAS**, employees at educational institutions across the PreK-20 continuum have
32 specific degrees, training, and experience related to their content areas which
33 qualify them as experts in their field; and
34
35 **WHEREAS**, academic freedom is essential to the mission of PreK-20 education and the
36 right of educators to teach and students to learn freely, without fear of political or
37 ideological interference or educational disruption; and
38
39 **WHEREAS**, safe and inclusive learning environments are a critical component of
40 academic freedom, ensuring that all students—regardless of race, ethnicity,
41 national origin, gender identity, sexual orientation, religion, ability, or
42 background—can learn and express their ideas without fear of discrimination or
43 harassment; therefore be it
44
45 **RESOLVED**, the Illinois Federation of Teachers (IFT) will reaffirm its commitment
46 to academic freedom in PreK-20 education and will promote intellectual
47 and First Amendment freedoms for students and PreK-20 educators and
48 employees, including graduate teaching and research assistants, as a
49 cornerstone of our democracy; and be it further
50
51 **RESOLVED**, the IFT will advocate to protect the current legislative mandates
52 about required topics to be taught in PreK-12 which reflect the rich
53 diversity and experiences of our state’s people and history; and be it
54 further
55
56 **RESOLVED**, the IFT will work with the Illinois Principals Association (IPA), the
57 Illinois Association of School Administrators (IASA), and the Illinois
58 Association of School Boards (IASB) to identify specific actions that can be
59 taken to support educators in their efforts to make professional judgments
60 regarding curriculum and instruction in their classrooms; and be it further
61
62 **RESOLVED**, the IFT will advocate for the Illinois State Board of Education (ISBE),
63 Illinois Community College Board (ICCB), Illinois Board of Higher
64 Education (IBHE), and American Association of University Professors
65 (AAUP), to oppose any mandates and policies that infringe upon diversity,
66 equity, inclusion, and academic freedom; and be it further
67
68 **RESOLVED**, the IFT will encourage Locals to endorse candidates for school
69 boards and community college boards of trustees who align with union
70 values of diversity, equity, inclusion, and academic freedom; and be it
71 further
72
73 **RESOLVED**, the IFT will advocate for the Governor to appoint and the Illinois
74 Senate to confirm candidates for university boards of trustees who align
75 with our union’s values of diversity, equity, inclusion, and academic
76 freedom; and be it further
77

78 **RESOLVED, the IFT will support Locals in incorporating academic freedom**
79 **protections into collective bargaining agreements and, following our pre-**
80 **established policies and procedures, provide support to members facing**
81 **retaliation for exercising their professional and academic judgment; and be**
82 **it further**
83
84 **RESOLVED, the IFT will encourage collaboration with students, parents,**
85 **community members, and allied organizations to promote safe, inclusive**
86 **learning environments where all learners are respected and empowered to**
87 **express their identities and perspectives; and be it finally**
88
89 **RESOLVED, the IFT will advocate for policies that allow educators to teach**
90 **evidence-based and developmentally appropriate content without**
91 **interference.**

☐ *Adopted* ☐ *Adopted as amended* ☐ *Defeated* ☐ *Tabled* ☐ *Other*

RESOLUTION NO. 14

DEFENDING EQUITY, INTEGRITY, AND FACULTY VOICE IN DUAL CREDIT PROGRAMS

Submitted by IFT Executive Board

1 **WHEREAS, dual credit programs offer students the opportunity to earn college credit**
2 **while still in high school, and have the potential to expand access to higher**
3 **education and support student success; and**
4
5 **WHEREAS, equity in education requires that access to dual credit opportunities be**
6 **available to all high school students regardless of socioeconomic status, school**
7 **district wealth, or geographic location; and**
8
9 **WHEREAS, Illinois' public community colleges and universities are best positioned to**
10 **deliver high-quality dual credit courses and should be granted the right of first**
11 **refusal to ensure public resources are not diverted to private or out-of-state**
12 **institutions; and**
13
14 **WHEREAS, the Illinois Federation of Teachers (IFT) encourages locals to establish**
15 **formal collaborative structures between higher education institutions and local**
16 **school districts, led by the high school and higher education faculty instructors**
17 **who are teaching dual credit courses; and**
18
19 **WHEREAS, dual credit policies must be fully funded through mechanisms such as**
20 **tuition backfill to offset revenue losses for public institutions of higher education**
21 **and avoid financial pressures that undermine program quality or staffing; and**
22
23 **WHEREAS, the professional integrity of dual credit instruction depends on maintaining**
24 **consistent faculty credentials, including requiring high school dual credit**
25 **instructors to meet the same academic qualifications as college faculty; and**
26

27 **WHEREAS**, preserving the academic quality of dual credit requires alignment with
28 college-level curriculum and standards, meaningful faculty oversight, and respect
29 for academic freedom for both community college faculty and high school dual
30 credit instructors; and
31

32 **WHEREAS**, maintaining consistent standards for dual credit courses taught in high
33 schools—ensuring alignment in grading practices, academic freedom,
34 assessment methods, faculty evaluation, and student advising with those used
35 by the partnering college or university—is essential to protecting academic
36 integrity and ensuring an equitable educational experience; and
37

38 **WHEREAS**, unchecked expansion of dual credit risks undermining the curricular
39 integrity of higher education institutions by diverting enrollment away from
40 general education courses, thus threatening course availability and faculty
41 employment; and
42

43 **WHEREAS**, students' social-emotional development and academic readiness must be
44 taken into account when enrolling in dual credit, and the program should primarily
45 serve juniors and seniors with appropriate advising and guidance; therefore be it
46

47 **RESOLVED**, the Illinois Federation of Teachers (IFT) supports dual credit
48 programs that are equitable, academically rigorous, and respectful of
49 faculty roles, institutional integrity, and student readiness; and be it further
50

51 **RESOLVED**, the IFT will advance efforts to collect and analyze data regarding the
52 impact of dual credit on student outcomes, academic rigor, grade inflation
53 pressures, and faculty employment in dual credit courses taught in high
54 schools, institutional course offerings; and be it further
55

56 **RESOLVED**, the IFT will advocate for legislation that establishes enforceable
57 accountability mechanisms when the existing Dual Credit Quality Act is
58 violated; and be it further
59

60 **RESOLVED**, the IFT will advocate for funding that supports higher education
61 institutions and high schools to lessen the impact of dual credit on
62 budgets; and be it further
63

64 **RESOLVED**, the IFT will support policies which require dual credit instructors to
65 hold at least the minimum qualifications required by the collaborating
66 higher education institution to teach the course; and be it further
67

68 **RESOLVED**, the IFT will provide resources to locals, and support collective
69 bargaining strategies that help locals develop contract language and
70 policies that protect the best interests of members, students, and both
71 higher education and K-12 institutions; and be it further
72

73 **RESOLVED**, the IFT will oppose any statewide efforts that bypass faculty
74 governance or compromise academic standards; and be it further
75

76 **RESOLVED**, the IFT will develop sample contract and Memorandum of
77 Understanding (MOU) language that protects high school, college, or
78 university faculty from being displaced through dual credit course
79 offerings; and be it further
80

81 **RESOLVED, the IFT will advocate for dual credit as a transition into fully collegiate**
82 **higher education, ensuring that it supplements—but does not replace—the**
83 **full instructional, social, and developmental experience of a higher**
84 **education institution; and be it further**
85
86 **RESOLVED, the IFT will support policies ensuring that dual credit programs**
87 **prioritize academic exploration, skill development, and equitable access to**
88 **higher education opportunities rather than solely serving as an**
89 **acceleration mechanism to expedite degree completion; and be it further**
90
91 **RESOLVED, the IFT will oppose the centralization of credentialing authority**
92 **through statewide committees and will affirm that faculty qualifications**
93 **should remain the responsibility of higher education institutions; and be it**
94 **finally**
95
96 **RESOLVED, the IFT will continue to monitor the implementation of dual credit**
97 **policy in Illinois and advocate for reforms that prioritize students, support**
98 **educators, and strengthen public education at all levels.**

☐ *Adopted* ☐ *Adopted as amended* ☐ *Defeated* ☐ *Tabled* ☐ *Other*

RESOLUTION NO. 15

ALLOWING STRIKING WORKERS TO APPLY FOR UNEMPLOYMENT INSURANCE BENEFITS

Submitted by University Professionals of Illinois, Local 4100

1 **WHEREAS, the number of contract negotiations that have resulted in unions in the**
2 **State of Illinois being forced to declare or go out on strike to achieve a fair**
3 **and reasonable contract has increased over the past decade; and**
4
5 **WHEREAS, employers are increasingly appointing negotiators or hiring outside**
6 **counsels whose negotiating strategy is to delay, refuse, and force the union**
7 **to declare a strike before there is any substantial movement towards a fair**
8 **and reasonable contract; and**
9
10 **WHEREAS, unions would gladly agree to a fair and reasonable contract rather than**
11 **go on strike but often feel they are given no choice due to the intransigence**
12 **of the employer's negotiators; and**
13
14 **WHEREAS, despite the efforts of their unions, many workers still live paycheck-to-**
15 **paycheck and missing work due to a strike would be an extreme financial**
16 **hardship; and**
17
18 **WHEREAS, employers can end a strike at any time by agreeing to a fair and**
19 **reasonable contract, thus preventing workers from being unable to do their**
20 **jobs and earn their pay; and**
21
22 **WHEREAS, the Senate in the State of Washington has passed SB 5041 that would**
23 **allow striking workers to claim unemployment benefits, thus providing an**
24 **existing framework for similar legislation in Illinois; therefore be it**
25

26 **RESOLVED**, the Illinois Federation of Teachers (IFT) will actively advocate for
27 the proposal and passage of legislation in the State of Illinois that would allow
28 striking workers to apply for unemployment benefits; and be it finally
29
30 **RESOLVED**, the IFT will seek out and encourage other like-minded unions and
31 organizations to advocate for the proposal and passage of such
32 legislation.

☐ *Adopted* ☐ *Adopted as amended* ☐ *Defeated* ☐ *Tabled* ☐ *Other*

RESOLUTION NO. 16

**EQUITABLE FINANCIAL TRANSPARENCY
AT ILLINOIS PUBLIC UNIVERSITIES**

*Submitted jointly by
UIC United Faculty, Local 6456
University Professionals of Illinois, Local 4100*

1 **WHEREAS**, the Illinois state legislature established the Commission on Equitable Public
2 University Funding for the equitable funding of public higher education in the
3 state; and
4
5 **WHEREAS**, the Commission on Equitable Public University Funding's recommended
6 funding formula for adequacy has yet to be passed into law; and
7
8 **WHEREAS**, opposition to this legislation came from the University of Illinois System's
9 administration without regard for the potential increases of funding for its Chicago
10 and Springfield campuses; and
11
12 **WHEREAS**, the University of Illinois System receives its state appropriation in a single
13 lump sum instead of specific campus appropriations; and
14
15 **WHEREAS**, the University of Illinois System does not produce publicly audited financial
16 statements at the campus level, which nearly all state universities do; and
17
18 **WHEREAS**, adequate funding for higher education for each college or university should
19 be done in a transparent and equitable way; therefore be it
20
21 **RESOLVED**, the Illinois Federation of Teachers (IFT) will support and advocate for
22 legislation for the equitable funding of higher education that requires all
23 state colleges and universities to produce publicly available audited
24 financial statements for each constituent university, including the two
25 university systems in Illinois; and be it finally
26
27 **RESOLVED**, the IFT will support and advocate for legislation that requires all
28 additional budgetary appropriations under the equitable funding formula be
29 allocated to individual universities and not to the Systems to which they
30 belong.

☐ *Adopted* ☐ *Adopted as amended* ☐ *Defeated* ☐ *Tabled* ☐ *Other*

JOINING THE DEMAND FOR JUSTICE ON MAY DAY

Submitted by Chicago Teachers Union, Local 1

- 1 **WHEREAS**, public education is under attack at the federal level by demagogues and
2 unelected oligarchs; and
3
- 4 **WHEREAS**, the current federal administration seeks to divide the working class by blaming
5 different groups, such as immigrants, LGBTQIA+ people, Black history, the “woke,”
6 etc., in order to divert focus away from their billionaire donors; and
7
- 8 **WHEREAS**, May Day originated in Chicago when workers stood up and fought against
9 unsafe working conditions and child labor and fought for weekends and an 8-hour
10 work day; and
11
- 12 **WHEREAS**, immigrants and workers are our neighbors, students, parents, families,
13 colleagues, and important members of our communities; and
14
- 15 **WHEREAS**, all people have the right to safety, freedom from oppression, and freedom of
16 movement; therefore be it
17
- 18 **RESOLVED**, the Illinois Federation of Teachers (IFT) will lend our full support and
19 endorsement to the national coalition of organizations planning this May Day
20 2026 and 2027 March, in solidarity with our working class siblings in the labor
21 movement and community organizations who hope to organize one million
22 working class folks to take action this May Day; and be it further
23
- 24 **RESOLVED**, the IFT will share ways that we can support the May Day coalition,
25 including attending the March itself, participating as a marshal, organizing
26 buses, and arranging field trips for students; and be it further
27
- 28 **RESOLVED**, the IFT, in coalition with dozens of other labor unions and community
29 organizations, will encourage our members to march, protest, and agitate to
30 protect our country from the billionaire class and build campaigns to win
31 transformation and investment for our public schools, higher education,
32 healthcare, immigrant rights, civil rights, and worker rights on May 1st and
33 beyond; and be it finally
34
- 35 **RESOLVED**, the IFT will continue to organize and support working class coalitions to
36 align with the United Automobile, Aerospace and Agricultural Workers of
37 America’s (UAW) call to have joint contract expirations to build more power
38 that will enable us to win more for working families by May 2028.

☐ *Adopted* ☐ *Adopted as amended* ☐ *Defeated* ☐ *Tabled* ☐ *Other*

SUPPORTING THE PEOPLE OVER PENTAGON CAMPAIGN

Submitted by Chicago Teachers Union, Local 1

- 1 **WHEREAS**, the biggest threats to the people of the United States are not military but are
2 the failure to provide: living wage jobs; affordable health care, education,
3 housing, and necessary social services as human rights; and the climate crisis,
4 which is causing massive floods, severe droughts, heat domes, increasingly
5 destructive storms, and health-threatening air quality, with disproportionate
6 impact on frontline communities and people of color; and the threat of nuclear
7 war; and systemic racism and gender discrimination; and
8
9 **WHEREAS**, the US Pentagon budget increased by an average of 5.7% per year from
10 2001 to 2022; and
11
12 **WHEREAS**, the Federal minimum wage of \$7.25 per hour would be \$24.84 if it had
13 increased at the same rate as the Pentagon budget; and
14
15 **WHEREAS**, the Pentagon consumes more than half of the Federal discretionary budget,
16 and currently costs taxpayers \$877 billion per year; and
17
18 **WHEREAS**, the US military expenses are higher than those of the next nine nations
19 combined, and six of those are US allies; and
20
21 **WHEREAS**, the Pentagon has failed all six attempted audits and is unable to account for
22 61% of its \$3.5 trillion in assets; and
23
24 **WHEREAS**, military corporations routinely gouge the public, overcharge the
25 government, and inflate their profits at taxpayer expense; and
26
27 **WHEREAS**, the 750 or more overseas US bases do not make us more secure, but
28 rather become flashpoints for conflict and possible war; and
29
30 **WHEREAS**, the Pentagon is the planet's largest institutional fossil fuel user and emitter
31 of greenhouse gases; and
32
33 **WHEREAS**, the US could make substantial reductions to military spending without
34 compromising national security; and
35
36 **WHEREAS**, the funds saved should be redirected to combating the climate crisis,
37 meeting urgent social priorities, and addressing other needs of working people,
38 the poor, and the disadvantaged; and
39
40 **WHEREAS**, the 2017 national AFL-CIO Convention resolved that, "The AFL-CIO calls
41 upon the President and Congress to bring the war dollars home and make our
42 priority as a nation rebuilding the nation's crumbling infrastructure, creating
43 millions of living wage jobs and addressing human needs such as education,
44 health care, housing, retirement security, and jobs;" and
45
46 **WHEREAS**, Veterans for Peace urges the labor movement to join in its work of reducing
47 bloated Pentagon spending; therefore be it
48

49 **RESOLVED, the Illinois Federation of Teachers (IFT) will encourage the American**
50 **Federation of Teachers (AFT) to support legislation that significantly**
51 **reduces the excessive Pentagon budget without cutting pay or benefits of**
52 **those serving in the US military; one such bill is HR 1134, the People Over**
53 **the Pentagon Act, introduced by Rep. Barbara Lee (D-CA) and Rep. Mark**
54 **Pecan (D-WI), which would reduce the Pentagon budget by \$100 billion;**
55 **and be it further**
56
57 **RESOLVED, the IFT will encourage the AFT endorsement of HR 1134 with the**
58 **understanding that the co-sponsors of this bill will incorporate language**
59 **that provides for a just transition for any civilian workers or members of**
60 **the military whose job or career might be impacted as a result of the**
61 **implementation of this bill; and be it further**
62
63 **RESOLVED, a copy of this resolution shall be delivered to the Representatives**
64 **and Senators within the jurisdiction covered by IFT with a request that they**
65 **co-sponsor HR 1134 and companion legislation in the Senate; and be it**
66 **further**
67
68 **RESOLVED, the IFT will inform our members of this resolution so that they may**
69 **understand the importance of having our tax dollars reflect our true**
70 **priorities and communicate to their Congressional Representatives and**
71 **Senators their support for HR 1134; and be it finally**
72
73 **RESOLVED, the IFT will inform the People Over Pentagon Campaign so that its**
74 **support for cutting the military budget, as proposed in H.R. 1134, can be**
75 **publicly listed as an organizational endorser.**

☐ *Adopted* ☐ *Adopted as amended* ☐ *Defeated* ☐ *Tabled* ☐ *Other*

RESOLUTION NO. 19

RETIRING WITH DIGNITY

Submitted by IFT Executive Board

1 **WHEREAS, Tier 2 pensions were established by the Illinois legislature on January 1,**
2 **2011, creating a separate set of pension eligibility requirements for educators**
3 **and public employees hired after this date; and**
4
5 **WHEREAS, Tier 2 pensions include a higher retirement age and a different method for**
6 **calculating the final average salary, which results in significantly reduced benefits**
7 **compared to Tier 1 pensions; and**
8
9 **WHEREAS, the salary cap for Tier 2 pensions limits the amount for which pension**
10 **contributions are made, severely impacting the retirement security of educators**
11 **and public employees; and**
12
13 **WHEREAS, the annual pension increase for Tier 2 participants is tied to the lesser of**
14 **3% or half the Consumer Price Index (CPI) increase, which will not keep pace**
15 **with inflation; and**
16

17 **WHEREAS**, the current Tier 2 pension system risks violating federal laws mandating
18 that pensions be at least as generous as Social Security; and
19
20 **WHEREAS**, the IFT is committed to advocating for fair and equitable pension benefits
21 for all educators and public employees, ensuring their financial security in
22 retirement; and
23
24 **WHEREAS**, the reduction in benefits for Tier 2 participants undermines the promise of a
25 secure retirement for educators and public employees who have dedicated their
26 careers to serving the community; and
27
28 **WHEREAS**, improving the Tier 2 pension system is essential to attract and retain
29 talented educators and public service professionals in Illinois; therefore be it
30
31 **RESOLVED**, the Illinois Federation of Teachers (IFT) will continue to collaborate
32 and take a leadership position with the We Are One Coalition to unify
33 advocacy efforts for Tier 2 pension reforms; and be it further
34
35 **RESOLVED**, the IFT, in coordination with the We Are One Coalition, will organize
36 and promote more days of action to advocate for the improvement of Tier 2
37 pensions; and be it further
38
39 **RESOLVED**, the IFT will support legislation and actively lobby for passage of
40 legislation to address the inequities in the Tier 2 pension system; and be it
41 further
42
43 **RESOLVED**, the IFT will continue to explore funding options and strategies to
44 ensure the sustainability of Tier 2 pension reforms; and be it further
45
46 **RESOLVED**, the IFT will leverage the increased engagement in Tier 2 action
47 activities as an organizing opportunity to build stronger advocacy
48 networks; and be it further
49
50 **RESOLVED**, the IFT will inform members on where they can access information
51 about their retirement options through specific state pension and local
52 pension systems; and be it further
53
54 **RESOLVED**, the IFT will advocate for more secure and attractive pension benefits
55 to address the issue of participants leaving and requesting refunds of their
56 contributions; and be it finally
57
58 **RESOLVED**, the IFT will highlight the correlation between the difficulty of
59 recruitment and retention of newer educators and public employees and
60 the inadequacies of the Tier 2 pension system.

☐ *Adopted* ☐ *Adopted as amended* ☐ *Defeated* ☐ *Tabled* ☐ *Other*

**ADVANCING ANTIRACISM: EMBEDDING ANTIRACIST ACTION
AND SOLIDARITY INTO OUR UNION DNA**

Submitted by IFT Executive Board

1 **WHEREAS**, the Illinois Federation of Teachers (IFT) and our Local unions have made
2 meaningful strides toward equity, inclusion, and justice, while affirming our
3 commitments to racial equity through Resolutions 16 (2019) and 12 (2022) at
4 previous IFT conventions; and

5
6 **WHEREAS**, in its infancy, the Organizational Equity and Inclusion (OE&I) Task Force
7 made significant strides by launching racial affinity spaces for staff, supporting
8 Black, Indigenous, and People of Color (BIPOC) leadership development, and
9 facilitating ongoing professional learning for members and for staff; and

10
11 **WHEREAS**, the IFT has continued our work in this area in a time where external forces
12 use rhetoric meant to make it offensive and wrong to practice being antiracist,
13 threaten our democracy, undermine labor rights, and ultimately, seek to erase
14 the lived experience of historically marginalized communities; and

15
16 **WHEREAS**, this attempted erasure is a characteristic of anti-Black racism that also
17 manifests itself in violence against Black bodies, acceptance and even
18 justification of Black suffering and pain, unwarranted criminalization of Black
19 people and Black culture and colorism; and is present in all communities, even in
20 communities of color and those that experience discrimination and oppression,
21 thereby threatening our ability to build true multiracial solidarity which is pivotal to
22 union power and our ability to fight fascist, anti-democratic regimes; and

23
24 **WHEREAS**, we recognize that a sustained, unapologetic commitment to antiracism and
25 combatting anti-Blackness must be central to our mission as a labor organization
26 and that meaningful change requires an expansion, not a retreat, of antiracism
27 work within our union at all levels of the IFT with shared accountability of
28 institutionalizing antiracism infrastructure; therefore be it

29
30 **RESOLVED**, the Illinois Federation of Teachers (IFT) and our Local unions reaffirm
31 our commitment to antiracist action and principles by embedding
32 antiracism into the structure, culture, and practice of our union at all levels;
33 and be it further

34
35 **RESOLVED**, the IFT will continue to support our antiracist initiatives, programs,
36 and leadership development, ensuring that this commitment is not
37 symbolic but resourced, strategic, and ongoing; and be it further

38
39 **RESOLVED**, the IFT will advocate for the inclusion of explicit antiracist
40 language in all governing documents, including Local constitutions and
41 bylaws, and will support Locals in updating such documents accordingly;
42 and be it further

43
44 **RESOLVED**, the IFT and our Locals will be supported in incorporating antiracist
45 language, practices, and protections into all collective bargaining
46 agreements, acknowledging that the fight for racial justice is inseparable
47 from the fight for workers' rights; and be it further

48
 49 **RESOLVED**, the IFT commits to supporting year-round implementation of
 50 antiracist curriculum and pedagogy, resisting the tokenization of heritage
 51 and history months and instead advocating for systemic integration of
 52 diverse, truthful, and liberatory content in all educational spaces; and be it
 53 further
 54
 55 **RESOLVED**, the IFT will require antiracist and anti-Blackness training for all
 56 elected leaders, committee chairs, council representatives, and staff with
 57 the expectation that leadership reflects the knowledge and commitment to
 58 these principles necessary to guide our union and to hold positions of
 59 power; and be it further
 60
 61 **RESOLVED**, the IFT and our Local unions will explore ways to engage in collective
 62 action including public campaigns or disengagement from companies,
 63 organizations, or institutions actively working against Diversity, Equity,
 64 and Inclusion (DEI) efforts or promoting racist ideologies or policies,
 65 particularly in public education and labor; and be it further
 66
 67 **RESOLVED**, by codifying these antiracist commitments, the IFT will ensure that
 68 racial justice remains a foundational and permanent element of our union's
 69 identity and work; and be it finally
 70
 71 **RESOLVED**, the IFT and our Local unions reaffirm our vision for an inclusive labor
 72 movement that fights all forms of oppression, and that we continually
 73 reflect on, evaluate, and renew these commitments to ensure that our
 74 leadership, policies, and organizing are aligned with the principles of racial
 75 justice, equity, and collective liberation.

☐ *Adopted* ☐ *Adopted as amended* ☐ *Defeated* ☐ *Tabled* ☐ *Other*

RESOLUTION NO. 21

ADDRESSING STAFF SHORTAGES AND FILLING OF VACANCIES OF PUBLIC EMPLOYEES

Submitted by IFT Executive Board

1 **WHEREAS**, there have been vacancies and staffing shortages at state agencies and
 2 offices for years, and public employees have been taking on the workload of
 3 unfilled vacancies, performing the work of multiple positions; and
 4
 5 **WHEREAS**, the timeline to fill vacancies is unacceptably lengthy and potential
 6 applicants are no longer available for hire by the time an offer is extended; and
 7
 8 **WHEREAS**, vacancies are not posted until after the incumbent has separated service
 9 and is no longer available to train and transition the work assignment efficiently
 10 and effectively; and
 11
 12 **WHEREAS**, in many instances the Employer hires a separated employee as an
 13 independent contractor in lieu of posting a vacancy to continue performing the
 14 work of their previous union role or to train a new employee; and
 15

16 **WHEREAS**, due to staff shortages, current employees are performing extra work due to
17 the failure of the Employer to fill vacancies; and
18
19 **WHEREAS**, the work assignments frequently include job duties that are of a higher title
20 and pay grade without corresponding increases in wages and benefits; therefore
21 be it
22
23 **RESOLVED**, the Illinois Federation of Teachers (IFT) continues to strongly oppose
24 the privatization of public employees and any reduction in the head count
25 of IFT member positions in state agencies and constitutional offices; and
26 be it further
27
28 **RESOLVED**, the IFT will advocate for appropriations to state agencies and
29 constitutional offices to establish and maintain adequate staffing levels;
30 and be it finally
31
32 **RESOLVED**, the IFT will advocate for improved hiring processes at the
33 constitutional offices and state agencies to expedite and improve the
34 process of filling of vacancies.

☐ *Adopted* ☐ *Adopted as amended* ☐ *Defeated* ☐ *Tabled* ☐ *Other*

RESOLUTION NO. 22

SAFE AND CULTURALLY RESPONSIVE LEARNING ENVIRONMENTS FOR THE ENTIRE SCHOOL COMMUNITY

Submitted by IFT Executive Board

1 **WHEREAS**, shifting societal and cultural norms, particularly in the wake of a global
2 pandemic and rising social tensions, has resulted in students increasingly
3 struggling with emotional regulation and de-escalation; and
4
5 **WHEREAS**, there is a lack of systemic, consistent support structures and an urgent
6 need to help students build these essential skills; and
7
8 **WHEREAS**, research demonstrates that the presence of even one trusting, caring, and
9 supportive adult in a student's life can significantly build protective factors that
10 help students heal from trauma and thrive academically, socially, and
11 emotionally; and
12
13 **WHEREAS**, school administrators are often overextended, limiting their capacity to
14 provide direct classroom support to students and teachers; and
15
16 **WHEREAS**, tools such as Functional Behavior Assessments (FBAs) and Behavior
17 Intervention Plans (BIPs) are underutilized or implemented without adequate
18 training and collaboration with staff in all school settings; and
19
20 **WHEREAS**, student needs require schools to be more adaptive, empathetic, and
21 responsive to the lived-experiences of students and staff, and school staff often
22 lack comprehensive training in trauma-informed de-escalation techniques
23 necessary to support students effectively to create school cultures of de-
24 escalation, healing, and support; and

25
26 **WHEREAS**, the few staff in school buildings who are adequately trained in trauma-
27 informed de-escalation techniques (i.e. school social workers, psychologists,
28 counselors, nurses, and administrators) are often overextended or traveling
29 among multiple buildings and often not available to support students in crisis; and
30
31 **WHEREAS**, staffing shortages, particularly among clinicians such as school social
32 workers, psychologists, counselors, and nurses have reached critical levels, far
33 exceeding professional and statutory recommendations; and
34
35 **WHEREAS**, Illinois School Code created the Professional Educator Licensure Review
36 Committee, which made recommendations to the State Board of Education to
37 change the professional educator licensure requirements, particularly around
38 trauma-informed training for pre-service teachers and a recommendation for pre-
39 service teacher education to include: training in adverse childhood experiences,
40 trauma, secondary traumatic stress, creating trauma-responsive learning
41 environments or communities, restorative justice, and restorative practices; and
42
43 **WHEREAS**, the Illinois Federation of Teachers (IFT), along with our Locals, is
44 committed to racial and social justice through resolutions that call for equity,
45 inclusion, and culturally affirming practices in our schools; and
46
47 **WHEREAS**, many students carry the weight of trauma, including trauma inflicted by
48 school systems themselves, and current disciplinary practices are
49 overwhelmingly punitive and disproportionately affect students of color; and
50
51 **WHEREAS**, educators and support staff also experience vicarious trauma due to their
52 close work with students in distress; and
53
54 **WHEREAS**, culturally responsive learning environments where educators recognize,
55 respect, and incorporate students' cultural backgrounds are essential to student
56 success, and unexamined biases can hinder teacher-student relationships and
57 outcomes; and
58
59 **WHEREAS**, schools lack adequate mental health resources for students and staff to
60 receive timely, effective support, both internally and in the broader community;
61 and
62
63 **WHEREAS**, Illinois statute recognizes the importance of student and educator mental
64 health by providing for mental health days, underscoring the need for systemic
65 approaches to student and staff well-being; and
66
67 **WHEREAS**, restorative practices centered on relationship-building, accountability,
68 community, and repair and reintegration have been proven to reduce conflict,
69 improve school climate, and strengthen trust among students and staff; and
70
71 **WHEREAS**, student success directly impacts the broader community by fostering civic
72 engagement, economic opportunity, and long-term public well-being; therefore be
73 it
74
75 **RESOLVED**, the Illinois Federation of Teachers (IFT) will support changes to
76 educator licensure to include education and training for pre-service
77 educators on the effects of trauma and adverse childhood experiences on
78 students, restorative practices and restorative justice, creating trauma-
79 responsive learning environments, and meaningful feedback regarding

80 student behaviors provided to student teachers and clinician interns; and
 81 be it further
 82
 83 **RESOLVED**, the IFT will encourage and support Locals to bargain for annual de-
 84 escalation training for all teachers, paraprofessional and school-related
 85 personnel (PSRPs), and clinicians, including compensation for training
 86 provided outside the regular contractual day, and require building
 87 administrators to complete the trainings alongside teachers and staff; and
 88 be it further
 89
 90 **RESOLVED**, the IFT will promote and seek opportunities to partner with Locals to
 91 provide its three-day course, *The Union's Response to Student Stress and*
 92 *Trauma, Part 1*, to Locals statewide; and be it further
 93
 94 **RESOLVED**, the IFT will encourage Locals to work with their district
 95 administrations to fully train and implement restorative practices centered
 96 on repairing relationships and reintegration into classrooms, including:
 97 creating communities with a sense of belonging and strong relationships;
 98 recognizing that each person's unique lived-experiences shape their truth;
 99 recognizing conflict as an opportunity to improve and strengthen
 100 relationships; and developing accountability, cooperation, and problem-
 101 solving skills; and be it further
 102
 103 **RESOLVED**, the IFT will advocate for Locals and district administrators to
 104 collaboratively create safety plans and clear protocols that include such
 105 topics as safety for students in crisis as well as their peers and ways that
 106 teachers and other school staff can be kept safe; and be it further
 107
 108 **RESOLVED**, IFT will advocate for safety plans to include additional, immediate
 109 supports for early career teachers; and be it further
 110
 111 **RESOLVED**, the IFT will encourage Locals and district administrators to create
 112 processes for developing individual student re-entry plans that support
 113 students, parents or caregivers, and staff during transitions to return to
 114 classrooms; and be it further
 115
 116 **RESOLVED**, the IFT will advocate for state policies, programs, and funding that
 117 support wraparound services and mental health supports in schools and in
 118 the community; and be it finally
 119
 120 **RESOLVED**, the IFT will work to elevate this issue by highlighting the importance
 121 of building future citizens through public education and ensuring that all
 122 students have the tools they need to succeed.

☐ *Adopted* ☐ *Adopted as amended* ☐ *Defeated* ☐ *Tabled* ☐ *Other*

**ESTABLISHING A MINIMUM STARTING RATE AND
SUPPORTING UNIVERSAL WAGE BARGAINING FOR PSRPS**

Submitted by IFT Executive Board

1 **WHEREAS**, Paraprofessionals and School-Related Personnel (PSRPs) play a vital role
2 in ensuring the smooth operation of educational institutions, providing essential
3 services, and supporting the development and well-being of students; and
4

5 **WHEREAS**, PSRPs are often undervalued and underpaid despite their critical
6 contributions to the educational community, leading to economic hardship and
7 high turnover rates that disrupt student learning, institutional stability, and low
8 union membership; and
9

10 **WHEREAS**, the lack of a standardized minimum starting wage for PSRPs perpetuates
11 inequity and allows for inconsistent compensation practices that fail to reflect the
12 essential nature of their work; and
13

14 **WHEREAS**, collective bargaining is a fundamental right and a proven method to secure
15 fair wages, benefits, and working conditions for workers across all sectors; and
16

17 **WHEREAS**, establishing a universal wage floor for PSRPs would promote equity,
18 respect, and dignity for these essential workers, while ensuring that all bargaining
19 units have the support needed to secure just compensation for their members;
20 therefore be it
21

22 **RESOLVED**, the Illinois Federation of Teachers (IFT) will support and advocate for
23 bargaining efforts to negotiate a minimum starting wage of no less than
24 \$22 per hour indexed to inflation for all PSRPs, as a step toward ensuring a
25 livable wage that reflects the essential contributions these workers make to
26 our schools and communities; and be it further
27

28 **RESOLVED**, the IFT will continue to advocate for and support all bargaining units
29 in their efforts to collectively bargain for universal wages and benefits for
30 PSRPs, empowering them to negotiate contracts that uplift workers and
31 standardize fair compensation across regions; and be it further
32

33 **RESOLVED**, the IFT will continue to commit to providing resources, training, and
34 strategic support to bargaining units engaged in collective bargaining
35 efforts, including organizing campaigns, wage analysis, and community
36 outreach to build public awareness and solidarity; and be it further
37

38 **RESOLVED**, the IFT will prioritize advocacy at local, state, and national levels to
39 promote policies and legislation that establish and enforce fair minimum
40 wages and strengthen the collective bargaining rights of PSRPs; and be it
41 further
42

43 **RESOLVED**, the IFT will provide PSRP bargaining units with resources to conduct
44 financial audits of employers in order to provide members with the
45 information and skills needed for successful negotiations; and be it further
46

47 **RESOLVED, the IFT will focus on continuing to build an inclusive union that fully**
48 **incorporates PSRPs and ensures they have specific resources tailored to**
49 **their unique needs, fostering an equitable and supportive union**
50 **environment; and be it further**
51
52 **RESOLVED, the IFT will continue to commit to internal organizing efforts focused**
53 **on PSRPs, strengthening their engagement, representation, and**
54 **participation within the union; and be it finally**
55
56 **RESOLVED, the IFT reaffirms its commitment to economic justice and equity for**
57 **all workers, recognizing that fair compensation for PSRPs is essential to**
58 **the health and success of our educational system and the communities it**
59 **serves.**

☐ *Adopted* ☐ *Adopted as amended* ☐ *Defeated* ☐ *Tabled* ☐ *Other*

RESOLUTION NO. 24

LEGISLATIVE SUPPORT FOR NON-TENURE TRACK FACULTY

*Submitted jointly by
UIC United Faculty, Local 6456
University Professionals of Illinois, Local 4100*

1 **WHEREAS, non-tenure track faculty constitute nearly 70% of faculty in higher education**
2 **in the United States; and**
3
4 **WHEREAS, non-tenure track faculty lack the job security, permanent appointment**
5 **status, and academic freedom protections granted under tenure; and**
6
7 **WHEREAS, non-tenure track faculty can include a range of employment categories,**
8 **from full-time permanent faculty paid a living wage to part-time contingent faculty**
9 **paid sub-standard wages on a course-by-course basis; and**
10
11 **WHEREAS, non-tenure track faculty positions vary greatly across institutions, colleges,**
12 **and departments in job title, job security, pay scale, contract length, teaching**
13 **load, office space, shared governance responsibilities, and nearly every aspect**
14 **of employment; and**
15
16 **WHEREAS, colleges and universities continue to rely on non-tenure track faculty to do**
17 **the majority of teaching, often without providing the necessary employment**
18 **security and facilities to support educators; and**
19
20 **WHEREAS, non-tenure track faculty lack access to continuing contracts or pathways to**
21 **permanent employment, are harmed by last-minute notifications of**
22 **reappointment, can be subject to disciplinary hearings that exceed the length of**
23 **their contracts, are denied written reasons for non-reappointment, often have no**
24 **opportunity to discuss or appeal non-reappointment decisions. In addition, they**
25 **face undue precarity from the use of “visiting” positions and would benefit from**
26 **clearly-defined legislative minimum standards for the sector; therefore be it**
27

28 **RESOLVED**, the Illinois Federation of Teachers (IFT) will support and advocate for
29 legislation that advances a Bill of Rights for Non-Tenure Track Faculty at all
30 Illinois public colleges and universities that removes legislative constraints
31 on bargaining for increased job security for these workers and establishes
32 minimum standards for the sector; and be it finally
33
34 **RESOLVED**, the IFT will support and advocate for legislation that creates a State
35 of Illinois commission to investigate the labor conditions of non-tenure
36 track and contingent faculty throughout the state of Illinois in order to
37 make further recommendations towards creating sustainable teaching
38 conditions for all faculty in higher education in Illinois and address the
39 significant disparities throughout the state in the employment of non-
40 tenure track faculty.

☐ *Adopted* ☐ *Adopted as amended* ☐ *Defeated* ☐ *Tabled* ☐ *Other*

RESOLUTION NO. 25

RECRUITING NON-MEMBERS AND INCREASING MEMBER ACTIVISM

Submitted by West Suburban Teachers Union, Local 571

1 **WHEREAS**, the Illinois Federation of Teachers (IFT) is committed to strengthening the
2 union by increasing membership and fostering active participation among all
3 members; and
4
5 **WHEREAS**, a strong and engaged membership is essential for advocating effectively for
6 the rights and interests of educators, students, and public education; and
7
8 **WHEREAS**, recruiting eligible non-members and increasing activism among current
9 members are critical to the union's success and sustainability; therefore be it
10
11 **RESOLVED**, the Illinois Federation of Teachers (IFT) will create and implement
12 strategic campaigns to reach eligible non-members, highlighting the
13 benefits of union membership and the importance of collective action; and
14 be it further
15
16 **RESOLVED**, the IFT will continue to organize regularly occurring events,
17 workshops, and meetings to engage current members, providing
18 opportunities for professional development, networking, and involvement
19 in union activities; and be it further
20
21 **RESOLVED**, the IFT will continue to clearly communicate the advantages of union
22 membership, including legal support, professional resources, and
23 advocacy for better working conditions and fair compensation; and be it
24 further
25
26 **RESOLVED**, the IFT will continue to identify and train member leaders who can
27 serve as ambassadors for the union, encouraging their peers to join and
28 become active participants; and be it further
29

- 30 **RESOLVED, the IFT will continue to leverage social media, email campaigns, and**
31 **other digital tools to reach potential members and keep current members**
32 **informed and engaged; and be it further**
33
34 **RESOLVED, the IFT will continue to ensure that all members feel valued and**
35 **included, promoting a culture of respect, diversity, and solidarity within the**
36 **union; and be it further**
37
38 **RESOLVED, the IFT will continue to acknowledge and celebrate the contributions**
39 **of active members, providing recognition for their efforts in strengthening**
40 **the union; and be it further**
41
42 **RESOLVED, the IFT will evaluate the effectiveness of recruitment and engagement**
43 **strategies, using feedback from members to continuously improve and**
44 **adapt approaches; and be it finally**
45
46 **RESOLVED, the IFT will continue to prioritize the growth and activism of its**
47 **membership, recognizing that a united and active union is essential for**
48 **achieving its goals and advancing the cause of public education.**

☐ *Adopted* ☐ *Adopted as amended* ☐ *Defeated* ☐ *Tabled* ☐ *Other*

RESOLUTION NO. 26

STRENGTHEN STATEWIDE PROTECTIONS FOR SPECIAL EDUCATOR CASELOAD AND WORKLOAD

Submitted by IFT Executive Board

- 1 **WHEREAS, the Illinois Federation of Teachers (IFT) believes each child deserves a free**
2 **and appropriate education; and**
3
4 **WHEREAS, the appropriate education for students with specialized needs, as identified**
5 **in their individualized education plans (IEPs), can only be reached through**
6 **providing adequate and supported resources and stable and secure funding**
7 **streams; and**
8
9 **WHEREAS, special educators serve in many roles in Illinois public schools, including but**
10 **not limited to teacher, speech-language pathologist, social worker, resource**
11 **teacher, occupational therapist, physical therapist, psychologist, and psychiatrist;**
12 **and**
13
14 **WHEREAS, special educator work encompasses many tasks (teaching, consulting,**
15 **writing IEPs, attending meetings, administering assessments, providing therapy,**
16 **etc.) and relying solely on caseload numbers, which are simple provider-to-**
17 **student ratios, obscures the actual work assigned to special educators and does**
18 **not consider the time and effort necessary to address a given special educator's**
19 **caseload; and**
20

21 **WHEREAS**, special educator workload is at the heart of equity issues and potential
22 contract violations because special education positions represent six of the top
23 ten shortage areas in Illinois public schools, and districts address these shortage
24 issues by assigning additional work to current personnel; and
25

26 **WHEREAS**, the percentage of public school students served under the Individuals with
27 Disabilities Education Act (IDEA) (increased each year during the pandemic, and
28 in 2022–2023 reached an all-time high of 7.5 million students, which was 3%
29 higher than it was in 2019–2020; and
30

31 **WHEREAS**, in Illinois, 16% of public school students are identified as students who
32 receive special education and related services in accordance with their IEPs, and
33 of this student population, 56.2% identify as Black, Indigenous, People of Color
34 (BIPOC); and
35

36 **WHEREAS**, the IFT and our affiliates have long been a strong voice for maintaining and
37 enhancing long-standing state protections preserved in Illinois State Board of
38 Education Administrative Rules regarding class size and age range; and
39

40 **WHEREAS**, beginning in 2009, Part 226 of the State Administrative Rules for Special
41 Education required school districts and special education cooperatives to
42 implement and maintain limits on special educator workload in cooperation with
43 union representatives, in order to provide students with IEPs the free, appropriate
44 public education to which they are entitled; and
45

46 **WHEREAS**, many IFT-affiliated Locals report that their employer has failed to meet with
47 them to address the long-standing requirement of Part 226.735 to develop
48 workload limits; and
49

50 **WHEREAS**, IFT members, based on career experience, have expressed strongly that,
51 where union leaders have attempted to address special educator workload
52 issues in compliance with the requirements in Part 226.735, employers have
53 refused to develop limits rendering Part 226.735 meaningless, resulting in
54 untenable and inequitable workloads for special educators that limit the scope of
55 their day-to-day work with children who have IEPs; and
56

57 **WHEREAS**, Senate Joint Resolution 49 of the 103rd General Assembly directs the
58 Professional Review Panel and the Illinois State Board of Education to conduct
59 the analysis and financial modeling required to evaluate the implications of
60 implementing the recommended maximum caseloads for social workers,
61 psychologists, counselors, nurses, and speech-language pathologists working in
62 schools by December 31, 2025; and
63

64 **WHEREAS**, Illinois statute acknowledges the only current caseload cap is for speech-
65 language pathologists with a caseload of 60 students; and
66

67 **WHEREAS**, bargaining for the common good is a strategy where educators and their
68 unions join together with parents and other stakeholders to demand change that
69 benefits not just educators, but students and the community as a whole; and
70

71 **WHEREAS**, unions face many issues at the bargaining table and thus are not always
72 able to prioritize special education workload issues; and
73

74 **WHEREAS**, the work of the California Teachers Association, the New York State United
75 Teachers, and the Ohio Federation of Teachers provides examples of different
76 approaches to alleviating special educator workload burdens through public
77 advocacy, bargaining resources, and, in Ohio, partnerships with its state
78 education agency and lead researcher Dr. Charles Carlin, University of Akron, to
79 develop a robust state tool to analyze special educator workload; therefore be it
80
81 **RESOLVED**, the Illinois Federation of Teachers (IFT) will advocate for and support
82 public education campaigns and legislative and policy-making efforts to
83 develop a sense of urgency, and will work to secure stable funding streams
84 to strengthen statewide protections for special educator caseload and
85 workload, which takes into account both specific caseload numbers based
86 on special educators' roles and an analysis of workload data from each
87 special educator; and be it further
88
89 **RESOLVED**, the IFT will reaffirm and remain vigilant in maintaining and
90 strengthening statewide protections for special education class size in
91 Illinois; and be it further
92
93 **RESOLVED**, the IFT will develop bargaining, organizing, and professional-learning
94 resources and strategies for Locals which empower unions to address the
95 overly burdensome workload demands special educators face in their
96 workplaces; and be it finally
97
98 **RESOLVED**, the IFT will encourage our members working on these issues in state
99 universities to develop an Illinois-specific workload analysis tool that
100 would allow for meaningful analysis of special educator workload so that
101 students receive the special education services they deserve and are
102 entitled to according to federal and state law.

☐ *Adopted* ☐ *Adopted as amended* ☐ *Defeated* ☐ *Tabled* ☐ *Other*

RESOLUTION NO. 27

**SUPPORTING DECARBONIZATION OF OUR PUBLIC SCHOOLS,
UNIVERSITIES, HOSPITALS, AND CITY BUILDINGS
THROUGH INFLATION REDUCTION ACT FUNDS**

Submitted by Chicago Teachers Union, Local 1

1 **WHEREAS**, the American Federation of Teachers (AFT) has declared that we are in the
2 middle of a climate emergency; and
3
4 **WHEREAS**, unless we dramatically move away from using fossil fuels and toward
5 renewable energy, we will succumb to the worst-case scenario of climate crisis,
6 harming the future of our families, our students, and our planet; and
7
8 **WHEREAS**, public school, university, city and hospital buildings are enormous energy
9 consumers and contribute significantly to greenhouse gas emissions; and
10
11 **WHEREAS**, burning fossil fuels to heat and cool buildings is the source of 31% of all
12 U.S. carbon emissions; and is the school and hospital administrator's highest
13 cost after staffing; and

14 **WHEREAS**, burning fossil fuels causes multiple long term health issues, including
15 asthma and cancer, and contributes to heart disease; and
16
17 **WHEREAS**, the federal Inflation Reduction Act (IRA) will reimburse public schools,
18 universities, and hospitals up to 60% for the cost of clean energy projects, and
19 they can now receive “direct pay” payments once projects are completed instead
20 of tax credits; and
21
22 **WHEREAS**, these savings will free up resources for the primary missions of schools,
23 universities, and hospitals; and
24
25 **WHEREAS**, because the AFT is profoundly concerned with long-term equity, it is
26 imperative that disadvantaged communities benefit from the transition to clean
27 energy and not be left behind as the climate crisis intensifies; and
28
29 **WHEREAS**, the benefits of transitioning to limitless clean energy (whether solar, wind,
30 and/or geothermal) are manifold, including: clean and healthy environments that
31 improve student learning, educational outcomes, and staff retention; cleaner air
32 that reduces asthma and sick days; schools and universities powered by clean
33 energy that double as climate-resilient emergency shelters as we face more
34 extreme weather due to climate change; transitioning public schools, universities,
35 and hospitals will create jobs and job training opportunities for residents; and
36 reducing carbon emissions saves enormous amounts of energy and money, so
37 projects ultimately pay for themselves; therefore be it
38
39 **RESOLVED**, the Illinois Federation of Teachers (IFT) will encourage all locals to
40 participate in local coalitions and efforts to advance implementation of the
41 Inflation Reduction Act (IRA) to transition their schools, universities, and
42 hospitals to clean energy alternatives; and be it further
43
44 **RESOLVED**, the IFT and our Locals will pressure Illinois to do more to enable
45 every community to make the energy transition especially by making no-
46 interest loans available for up-front costs for decarbonization for public
47 schools, universities, and hospitals; and be it further
48
49 **RESOLVED**, the IFT and our Locals will prioritize low-income communities that
50 are, in general, more vulnerable to the predicted ravages of climate change
51 and more likely to experience the high asthma rates associated with
52 burning fossil fuels; and be it further
53
54 **RESOLVED**, the IFT and our Locals will urge and support efforts to ensure our
55 young people engage in robust, meaningful, interdisciplinary climate
56 change and climate justice curricula with the goal of preparing students to
57 participate productively and responsibly in a rapidly changing world, and in
58 emerging green, sustainable professions; and be it finally
59
60 **RESOLVED**, the IFT will advance this work through our internal publications and
61 state-wide communications, paving the way for IFT Locals to join coalitions
62 and organize for cities, towns, counties, and states to support and facilitate
63 the efforts to implement the IRA in our public schools, universities, and
64 hospitals.

☐ Adopted ☐ Adopted as amended ☐ Defeated ☐ Tabled ☐ Other
