

EMPOWERING ALL STUDENTS

Learners Today - Leaders Tomorrow

September 24, 2018

Ms. Janelle Cammenga
Illinois Policy
jcammena@illinoispolicy.org

Re: Freedom of Information Request

Dear Ms. Cammenga:

On September 17, 2018, Crystal Lake School District No. 47 received a Freedom of Information Act ("FOIA") Request from you via email dated August 7, 2018, in which you requested the following information:

1. all documentation since June 27, 2018 related to a request to or a question about by an employee of the Crystal Lake Elementary District 47 resigning from, or not joining, the union and/or stopping the withholding agency (or fair share) fees from the employee's paycheck;
2. all email correspondence containing the keywords "Janus," "fair share fees," or "agency fees" received by any member of the Crystal Lake School Board and/or any employee of the Crystal Lake Elementary District 47 at their school email address from any employee or representative of the Crystal Lake Elementary Teachers Association since June 27, 2018;
3. all email correspondence containing the keywords "Janus," "fair share fees," or "agency fees" sent to any employee or representative of the Crystal Lake Elementary Teachers Association by any member of the Crystal Lake School Board and/or any employee of the Crystal Lake Elementary District 47 using their school email address since June 27, 2018.
4. all email correspondence sent or received, from June 27, 2018 to the present, by any member of the Crystal Lake School Board and/or any employee of the Crystal Lake Elementary District 47 using a school email address containing any one of the following keywords in its subject line: "agency fees," "fair share fees," "union fees," "union dues," "Janus," "union," or "Crystal Lake Elementary Teachers Association" or its abbreviation.

An extension was then requested on Thursday, September 20, 2017, which you responded to and accepted.

Please find the attached documents which are responsive to your request. Although additional emails are present they fall under the following exemptions; 7(1)(b) private information as defined by the Act, 7(1)(c) personal information contained within public records, the disclosure of which would constitute a clearly unwarranted invasion of personal privacy, 7(1)(f) preliminary drafts, notes, recommendations, memoranda, and other records in which opinions are expressed, or policies or actions are formulated, and 7(1)(m) attorney-client communications.

300 Commerce Dr. Crystal Lake, IL 60014 815.788.5000

www.d47.org  D47schools  [crystallakesd47](https://twitter.com/crystallakesd47)

To the extent you consider this response a denial to your request; you have the right to have the denial reviewed by the Public Access Counselor (PAC) at the Office of the Illinois Attorney General. 5 ILCS 140/9.5(a). You can file your Request for Review with the PAC by writing to: Public Access Counselor, Office of the Attorney General, 500 South 2nd Street Springfield, Illinois 62706, Fax: 217-782-1396, E-mail: publicaccess@atg.state.il.us, Phone: 312-814-5526. If you choose to file a Request for Review with the PAC, you must do so within 60 calendar days after the date of the denial letter. 5 ILCS 140/9.5(a). Please note that you must include a copy of your original request for documents and the denial letter when filing a Request for Review with the PAC. You also have the right to seek judicial review of your denial by filing a lawsuit in the State circuit court. 5 ILCS 140/11.

If you have any questions, please feel free to contact me 815-788-5000.

Sincerely,

A handwritten signature in cursive script that reads "Clare F. Bourne".

Clare F. Bourne
Freedom of Information Officer
Crystal Lake School District 47

Janelle Cammenga

Mon, Sep 17, 2:24 PM (7
days ago)

to me

Ms. Bourne,

Thank you for notifying me. I hereby rephrase and (for your convenience) narrow the search below. Please let me know if you have any questions or need any clarification on my updated request.

I am writing you to request information under the Illinois Freedom of Information Act (5 ILCS 140).

This request seeks:

1. all documentation since June 27, 2018 related to a request to or a question about by an employee of the Crystal Lake Elementary District 47 resigning from, or not joining, the union and/or stopping the withholding agency (or fair share) fees from the employee's paycheck;
2. all email correspondence containing the keywords "Janus," "fair share fees," or "agency fees" received by any member of the Crystal Lake School Board and/or any employee of the Crystal Lake Elementary District 47 at their school email address from any employee or representative of the Crystal Lake Elementary Teachers Association since June 27, 2018;
3. all email correspondence containing the keywords "Janus," "fair share fees," or "agency fees" sent to any employee or representative of the Crystal Lake Elementary Teachers Association by any member of the Crystal Lake School Board and/or any employee of the Crystal Lake Elementary District 47 using their school email address since June 27, 2018.
4. all email correspondence sent or received, from June 27, 2018 to the present, by any member of the Crystal Lake School Board and/or any employee of the Crystal Lake Elementary District 47 using a school email address containing any one of the following keywords in its subject line: "agency fees," "fair share fees," "union fees," "union dues," "Janus," "union," or "Crystal Lake Elementary Teachers Association" or its abbreviation.

The principal purpose of this request is to access and disseminate information regarding the health, safety and welfare or the legal rights of the general public and not for the purpose of personal or commercial benefit. Therefore, I request a waiver of any and all production fees.

I would prefer all documents be produced in electronic format, or PDF.

I expect to receive a response within five business days, per 5 ILCS 140/3(d).

Please confirm receipt.

Thank you,

Janelle Cammenga

Like

Embed

0

3,385

From a CORE Perspective

July 2018 edition

Kathy Hinz

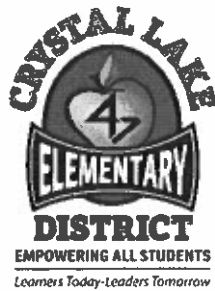
Kathy is using Smore newsletters to spread the word online.

Get email updates from Kathy:

Follow Kathy Hinz

Contact Kathy Hinz

In This Issue



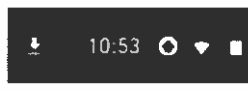
- Tech Tips - Chromebook Updates
- New Leadership Changes for 2018-19
- Starting In 2018/19
- District 47 - In the News
- Janus v. AFSCME (Fair Share Dues Unconstitutional)
- Email Signatures
- GCN Mandated Tutorials for 2018/19
- 2018-19 Kick-Off Event
- New - District PD & Events Calendar
- Did You Know You Can Send Yourself The Daily Agenda?
- Board Meeting Highlights
- Bravo! - Staff Recognition

Tech Tips - Chromebook Updates

To keep your Chromebook running efficiently, it's important to incorporate updates from Google. How will you know if an update has occurred? Check the lower right corner of your screen. If you see an "up" arrow in a circle, there's been an update. Follow the two-step directions below to access it:



1. Click the "up" arrow (left picture below) and a window will appear (middle picture below)
2. Click the green "up" arrow to access the update. This process will reboot your device and run the update.





New Leadership Changes for 2018-19

Visit the District 47 website [here](#) to learn about some exciting changes in leadership at the District office/CORE Center for the 2018-19 school year.

Starting in 2018/19

In a continued effort to streamline communication and reduce the number of emails sent from the District, this newsletter will be distributed twice a month beginning in August. One in the first week of the month and one in the third week of the month, typically following the Board meeting. Please watch your email for the newsletter so that you have all the up-to-date information.



District 47 - IN THE NEWS

June 2018

- [Northwest Herald: Board Approves New Hires](#)
- [Daily Herald: D47 Board Approves New Hires for 2018-19](#)
- [McHenry County Times: D47 Board Approves New Hires for 2018-19](#)

Archived Articles: Click on the link below to access a folder with PDF copies of the articles mentioned D47 in the media. drive.google.com



Janus v. AFSCME (Fair Share Dues Unconstitutional)

On June 27th, the U.S. Supreme Court held by a 5-4 vote that fair share agreements are unconstitutional (*Janus v. AFSCME*). The decision was effective immediately and required all public bodies to cease deductions from their fair share members.



Janus addresses whether government employees who are represented by a union to which they do not belong can be required to pay a fee to cover the costs of collective bargaining. The plaintiff argued that having to do so violates his First Amendment rights. The Supreme Court agreed and held that the public-sector unions' procedure of exacting fair share fees from nonconsenting employees violates the First Amendment. The Court reasoned that forcing free and independent individuals to endorse ideas that they find objectionable raises serious First Amendment concerns, which cannot be validated by *Abod's* two justifications for agency fees (labor peace and avoiding the risk of free riders).

Public Employers Had To Take Immediate Action!

If an employer deducted any fair share fees from employee paychecks after June 27th, the employer must reimburse those deducted fees to each impacted employee. This decision does not change an employer's obligation, should there be dues deduction obligations in the collective bargaining agreements, to continue to deduct dues from regular union members.

The Illinois Public Labor Relations Act and the Illinois Educational Labor Relations Act require unions to represent everyone in the bargaining unit, even those that are no longer paying fair share fees (commonly called the "duty of fair representation"). Thus, the unions will remain the exclusive representative of all bargaining unit members.

To read the entire decision, click [HERE](#)



Email Signatures

We are excited to launch the District's new strategic plan & mission statement as the new 2018-19 school year gets underway! Our new

mission statement is: **Empowering All Students: Learners Today - Leaders Tomorrow**

All staff are required to have an email signature so emails are easily recognized by recipients and to help reinforce our branding. The new mission statement has been added to all email signature templates. Click [here](#) to copy and paste yours. Instructions are provided in the document. A link to email signature templates is also available in the staff portal.

GCN Mandated Tutorials for 2018/19

Here are the quick facts that you need to know:

1. The tutorials can be accessed on the [GCN website](#) or Staff Portal ([Login Directions](#))
2. 2018-19 tutorials appear on the left-hand side of the screen under "Required"
3. New staff will be provided with their login and password during new staff orientation
4. **Bloodborne Pathogens is required before August 23rd.**
5. All other required tutorials will need to be completed **prior to Thanksgiving Break.**
6. Staff who take leave during the year are also required to complete the tutorials
7. Time will be provided on Aug 20 or 21 to view the Bloodborne Pathogens tutorial.
8. If complete the tutorial prior to Aug 20, you will be able to work in your room during the time provided to complete the tutorial
9. The tutorials listed are those required at this time. Should any changes come from the Regional Office of Education or any other legal body, and additional tutorials need to be viewed, you will be communicated with as soon as possible.



2018-19 Kick-Off Event

Mark your calendar! We're excited to announce that we will be holding a district-wide back-to-school kick-off event on Monday, August 20th at Willow Creek Church in downtown Crystal Lake (100 S. Main St.). The gathering will kick off at 8 am* with coffee and a light breakfast and will end by 9:45 am. At that time, staff will either stay at Willow for a meeting with their school for the remainder of the morning or head back to their buildings. The purpose of the kick-off event is to allow an opportunity for colleagues to catch up with one another following summer break and also to announce the official launch of the District's new strategic plan. An email will follow with a detailed agenda in a few weeks.



**Note: Middle school staff will arrive earlier for a meeting beginning at 7:30 am.*

New - District PD & Events Calendar

In order to streamline information, all events, PD, and meetings have been condensed into one Google Calendar. The "[District PD & Events](#)" calendar is the only calendar that you and your staff will need to view all events, scheduled PD, and meetings scheduled in the District on any particular day. It replaces all previous calendars created from the District and/or various departments. The calendar is available for viewing to anyone with a District 47 email address.



If you need something placed on the calendar or think that something is missing from the calendar, please contact Kathy Hinz or any of the CORE admin for assistance.

Did You Know You Can Send Yourself The Daily Agenda?

Would you love to have a daily reminder of what's happening in the District and what staff might be in different trainings and meetings? You can. Set yourself up to get a daily email at 5:00 am that details all events/meetings on the [District PD & Events](#) calendar. Here's how:

1. In Google calendar, find the [District PD & Events](#) calendar in the left-hand side listing of calendars

2. click on the three dots to the right of the calendar
3. select settings
4. find the heading "General Notifications"
5. the final option under "General Notifications" is "Daily Agenda" - select email and you're set

Below is a sample of what the email looks like:

Google Calendar

khinz@d47.org, here is your schedule for:

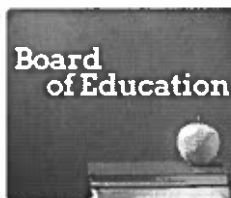
Tue Jul 17, 2018

8am - 3:30pm E: Planning Committee for Speech and Language District PD & Events Calendar

Board Meeting Highlights

Highlights from Monday's meeting:

- On the consent agenda, the Board approved changes to existing policies and adopted a policy on accelerated placement
- On the consent agenda, the Board approved the Intergovernmental agreement with the CL Park District
- On the consent agenda, the Board approved a resolution on hazardous walking areas
- On the consent agenda, the Board approved a resolution to transfer working cash fund interest
- The Board approved the 2018/19 student handbook
- The Board heard a presentation on and approved the 2018/19 tentative budget



BRAVO - Staff Recognition

We like to recognize employees who go above and beyond, making a difference in the lives of our students, inspiring their peers, and/or contributing to a positive culture in and around their building(s). The staff members below were nominated by one of you. All those nominated during the months of June, July, and August are entered in a raffle to win gift cards and/or coupons from local retailers.

BRAVO!

Click the link below to give a "shout-out" to someone you think deserves recognition! Deadline for submission is the 15th of every month. Email Denise Barr at dcbarr@d47.org if questions. [CLICK HERE TO NOMINATE](#) or look for the Shout Out link in the staff portal.

- Business Office Staff - The ladies in the business office have worked diligently to close one fiscal year and start up the next one to ensure that everything is ready to go for the 2018-19 school year. They are the "silent angels" behind the scenes. Summers are some of their busiest times. They are our "rays of summer sunshine" that keep us moving. Thank you for all you do for our staff and students!
- Aaron Knoth, Meggan Dacy, and Christine Bohnsack (Summer School Administrators) Congrats on a well-planned summer school session for our students. This was the first year having ECE, K-8th Sped, EL, and Title I summer school in the same building at the same time and you handled it beautifully. Thank you!
- Yvonne Scott, OT, North and HBMS - Yvonne is delightful. She is always ready and willing to do what is needed to help students. She is a "can-do" person. When there is a problem, Yvonne wants to know what she can do to assist in solving it. Thank you, Yvonne, for your optimistic attitude and determination.

 Connect with Kathy Hinz

Kathy is using Smore newsletters to spread the word online.

Follow Kathy Hinz

Contact Kathy Hinz

Aa Aa **Aa** High Contrast Mode Translate Report

Design beautiful online newsletters and publish instantly.

The days of posting a newsletter around the neighborhood are over.
Smore helps you create amazing pages that you'd be proud to share.

[Try it now](#)

CLTU Union Dues for 18-19 fiscal year

email: "Yvonne.Tovar@ieanea.org Tovar, Yvonne" Tuesday, September 4, 2018 at 2:34:30 PM Central Daylight Time
To: email: "canelson@d47.org canelson@d47.org"
Cc: email: "gsbuchanan@d47.org Buchanan, Greg" , email: "seyster7@gmail.com Stephen Eyster"

Cathy,

Please deduct the following amounts for the Crystal Lake Transportation Union (CLTU) for 19 payroll periods starting on the September 21st payroll. Attached are the names and status of the member.

Full time \$20.39 a paycheck totaling 387.50 over 19 paychecks
Part-time \$12.00 a paycheck totaling 228.00 over 19 paychecks

Any questions, please do not hesitate to call, Thank you.

In Solidarity,
Yvonne Tovar
UniServ Director - Region 23
Illinois Education Association-NEA

2250 Point Blvd., Suite 400
Elgin, IL 60123-7871
(847) 428-7640 Office
(847) 241-2807 Direct
(847) 428-9607 Fax

"Start by doing what's necessary; then do what's possible;
and suddenly you are doing the impossible."
~ Francis of Assisi

Attachments:

CLTU Membership Rooster.pdf 179k

email: "canelson@d47.org Nelson, Catherine" Tuesday, September 4, 2018 at 2:40:57 PM Central Daylight Time
To: email: "Yvonne.Tovar@ieanea.org Tovar, Yvonne"
Cc: email: "gsbuchanan@d47.org Buchanan, Greg" , email: [REDACTED] Stephen Eyster"

I have attached a W-9 form that we will need completed in order to set up our system for the remittance check.

Please let me know if you have any questions.

Thank you.

On Tue, Sep 4, 2018 at 2:34 PM, Tovar, Yvonne <Yvonne.Tovar@ieanea.org> wrote:
Cathy,

Please deduct the following amounts for the Crystal Lake Transportation Union (CLTU) for 19 payroll periods starting on the September 21st payroll. Attached are the names and status of the member.

Full time \$20.39 a paycheck totaling 387.50 over 19 paychecks

Part-time \$12.00 a paycheck totaling 228.00 over 19 paychecks

Any questions, please do not hesitate to call, Thank you.

In Solidarity,

Yvonne Tovar

UniServ Director - Region 23

Illinois Education Association-NEA

2250 Point Blvd., Suite 400

Elgin, IL 60123-7871

(847) 428-7640 Office

(847) 241-2807 Direct

(847) 428-9607 Fax

"Start by doing what's necessary, then do what's possible;
and suddenly you are doing the impossible."

~ Francis of Assisi

--

Cathy Nelson

Asst. Superintendent of Business, CSBO



CORE Center

300 Commerce Dr.
Crystal Lake, IL 60014
815.788.5021
www.d47.org

  Follow D47 on Twitter and Facebook

"Empowering All Students – Learners Today, Leaders Tomorrow"

The information contained in this e-mail message or any attachment may be confidential and/or privileged, and is intended only for the use of the named recipient. If you are not the named recipient of this message, you are hereby notified that any dissemination, distribution, or copying of this message or any attachment thereto, is strictly prohibited. If you have received this message in error, please contact the sender and delete all copies.

Supreme Court Rules "Fair Share Fees" Unconstitutional

email: "khinz@d47.org Kathy Hinz"

Wednesday, June 27, 2018 at 5:35:15 PM Central Daylight Time

To: email: "administratorsprincipals@d47.org Administrators & Principals" , email: "amknoth@d47.org Aaron Knoth" , email: "kkeith@d47.org Kari Keith"

Bcc: email: "boe@d47.org Board Of Education"

Here is a legal update I received regarding today's *Janus v. AFSCME* ruling for your reference. Since we do not have "Fair Share" in any of our union contracts, we are not directly impacted by the decision in the short-term. If you have any questions, please let me know.

As widely anticipated, the U.S. Supreme Court just held by a 5-4 vote that fair share agreements are unconstitutional. (*Janus v. AFSCME*). The decision is effective immediately and requires all public bodies to cease deductions from their fair share members.

Janus addresses whether government employees who are represented by a union to which they do not belong can be required to pay a fee to cover the costs of collective bargaining. The plaintiff argued that having to do so violates his First Amendment rights. The Supreme Court agreed and held that the public-sector unions' procedure of exacting fair share fees from nonconsenting employees violates the First Amendment. The Court reasoned that forcing free and independent individuals to endorse ideas that they find objectionable raises serious First Amendment concerns, which cannot be validated by *Abood's* two justifications for agency fees (labor peace and avoiding the risk of free riders). In so holding, the Supreme Court overruled *Abood*, finding its holding inconsistent with standard First Amendment principles:

"Overruling *Abood* will also end the oddity of allowing public employers to compel union support (which is not supported by any tradition) but not to compel party support (which is supported by tradition)."

Justice Alito delivered the majority opinion, which was joined by Justices Roberts, Kennedy, Thomas, and Gorsuch. Justice Kagan filed a dissenting opinion, which was joined by Justices Ginsburg, Breyer and Sotomayor. Justice Sotomayor also filed a separate dissenting opinion.

Public Employers Must Take Immediate Action!

If an employer deducts any fair share fees from employee paychecks after today, the employer must reimburse those deducted fees to each impacted employee. Employers should match their records of fair share fee-paying employees with the records of the union to ensure there is consistency and accuracy on which employees will no longer have dues deducted from their paychecks. This decision does not change an employer's obligation, should there be dues deduction obligations in the collective bargaining agreements, to continue to deduct dues from regular union members.

If employers decide to send out a communication to employees about the decision, the communication should contain only factual information and should not express any opinions about the decision, unions, union dues, or employee decisions to be members or not. **Employees inquiring about terminating membership or becoming full members etc. should be directed to the union or Labor Relations Boards. Managers and supervisors should be directed not to advise employees on these inquiries.**

The Illinois Public Labor Relations Act and the Illinois Educational Labor Relations Act require unions to represent everyone in the bargaining unit, even those that are no longer paying fair share fees (commonly called the "duty of fair representation").

Thus, the unions will remain the exclusive representative of all bargaining unit members. We anticipate some unions may challenge

9/20/2018

Google Apps Vault - Supreme Court Rules "Fair Share Fees" Unconstitutional

their duty of fair representation in court. We will continue to monitor ramifications of the *Janus* decision and will provide updates accordingly.

Kathy J. Hinz, Ed.D.
Superintendent of Schools



CORE Center

300 Commerce Dr.
Crystal Lake, IL 60014
815.788.5012

www.d47.org

 Follow D47 on Twitter [@crystallakeSD47](https://twitter.com/crystallakeSD47) with hashtag [#D47pride](https://twitter.com/D47pride)

 Follow me on Twitter [@DrKathyHinz](https://twitter.com/DrKathyHinz)

 Like D47 on Facebook [@D47schools](https://www.facebook.com/D47schools)

"Educational excellence for all students is our passion and commitment."

email: "raalt@d47.org Rachael Alt"
To: email: "khinz@d47.org Kathy Hinz"

Thursday, June 28, 2018 at 7:21:54 AM Central Daylight Time

Wow!

Sent from Rachael Alt

On Jun 27, 2018, at 5:35 PM, Kathy Hinz <khinz@d47.org> wrote:

Here is a legal update I received regarding today's *Janus v. AFSCME* ruling for your reference. Since we do not have "Fair Share" in any of our union contracts, we are not directly impacted by the decision in the short-term. If you have any questions, please let me know.

As widely anticipated, the U.S. Supreme Court just held by a 5-4 vote that fair share agreements are unconstitutional. (*Janus v. AFSCME*). The decision is effective immediately and requires all public bodies to cease deductions from their fair share members.

Janus addresses whether government employees who are represented by a union to which they do not belong can be required to pay a fee to cover the costs of collective bargaining. The plaintiff argued that having to do so violates his First Amendment rights. The Supreme Court agreed and held that the public-sector unions' procedure of exacting fair share fees from nonconsenting employees violates the First Amendment. The Court reasoned that forcing free and independent individuals to endorse ideas that they find objectionable raises serious First Amendment concerns, which cannot be validated by *Abood's* two justifications for agency fees (labor peace and avoiding the risk of free

riders). In so holding, the Supreme Court overruled *Abood*, finding its holding inconsistent with standard First Amendment principles:

"Overruling *Abood* will also end the oddity of allowing public employers to compel union support (which is not supported by any tradition) but not to compel party support (which is supported by tradition)."

Justice Alito delivered the majority opinion, which was joined by Justices Roberts, Kennedy, Thomas, and Gorsuch. Justice Kagan filed a dissenting opinion, which was joined by Justices Ginsburg, Breyer and Sotomayor. Justice Sotomayor also filed a separate dissenting opinion.

Public Employers Must Take Immediate Action!

If an employer deducts any fair share fees from employee paychecks after today, the employer must reimburse those deducted fees to each impacted employee. Employers should match their records of fair share fee-paying employees with the records of the union to ensure there is consistency and accuracy on which employees will no longer have dues deducted from their paychecks. This decision does not change an employer's obligation, should there be dues deduction obligations in the collective bargaining agreements, to continue to deduct dues from regular union members.

If employers decide to send out a communication to employees about the decision, the communication should contain only factual information and should not express any opinions about the decision, unions, union dues, or employee decisions to be members or not. *Employees inquiring about terminating membership or becoming full members etc. should be directed to the union or Labor Relations Boards. Managers and supervisors should be directed not to advise employees on these inquiries.*

The Illinois Public Labor Relations Act and the Illinois Educational Labor Relations Act require unions to represent everyone in the bargaining unit, even those that are no longer paying fair share fees (commonly called the "duty of fair representation"). Thus, the unions will remain the exclusive representative of all bargaining unit members. We anticipate some unions may challenge their duty of fair representation in court. We will continue to monitor ramifications of the *Janus* decision and will provide updates accordingly.

Kathy J. Hinz, Ed.D.
Superintendent of Schools



CORE Center
300 Commerce Dr.
Crystal Lake, IL 60014
815.788.5012
www.d47.org



Follow D47 on Twitter **@crystallakeSD47** with hashtag **#D47pride**



Follow me on Twitter **@DrKathyHinz**



Like D47 on Facebook **@D47schools**

"Educational excellence for all students is our passion and commitment."

The information contained in this e-mail message or any attachment may be confidential and/or privileged, and is intended only for the use of the named recipient. If you are not the named recipient of this message, you are hereby notified that any dissemination, distribution, or copying of this message or any attachment thereto, is strictly prohibited. If you have received this message in error, please contact the sender and delete all copies.

The information contained in this e-mail message or any attachment may be confidential and/or privileged, and is intended only for the use of the named recipient. If you are not the named recipient of this message, you are hereby notified that any dissemination, distribution, or copying of this message or any attachment thereto, is strictly prohibited. If you have received this message in error, please contact the sender and delete all copies.
