

9/8/2014

Community Unit School District #205 Mail - Register Mail




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## Register Mail

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**Alison Boone** <aboone@galesburg205.org>

Fri, Aug 29, 2014 at 3:11 PM

To: Robert Lindstrom <rlindstrom@galesburg205.org>, Bob Lindstrom-Work <bob@boblindstromlaw.com>, Joshua Gibb <jgibb@galesburg205.org>, Michael Panther <mpanther2@galesburg205.org>, Mike Panther-Home <mikepanther@gmail.com>, Molly Palmer <mpalmer@galesburg205.org>, Molly Palmer-Work <molly.palmer@palmerlaw.biz>, Natalie Kessler <nkessler@galesburg205.org>, Natalie Kessler-Home <nataliekessler85@gmail.com>, Rick Welty <rwelty@galesburg205.org>, Rick Welty-Home <rickwelty@grics.net>, Thomas Colclasure <tolclasure@galesburg205.org>, Tom Colclasure-Home <thomascolclasure34@hotmail.com>, Bart Arthur <barthur@galesburg205.org>

Members of the Board,

This e-mail is to inform you that the Galesburg Register Mail questioned me about the dock days for teachers and paras. I couldn't push it off so there may be some press that will ignite the faculty even more. I have tried to remain professional, but I was very aggravated by the media for their insistence to keep the fires burning on this topic. I explained the need for the healing process to begin and that this would only stir up more emotions. I don't think it helped and Marty Hobe claimed I was hiding information, so I gave him our reason for making the teachers use dock days. If you don't work, unfortunately you don't get paid. The GEA chose to go out on strike and they should have told their members that they could suffer consequences for going on a work stoppage. Sorry to give this to you before the weekend, but I wanted you to know before the article ran.

Thank you,

Bart

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Alison Boone  
 Administrative Assistant to Superintendent  
 Galesburg CUSD #205  
 932 Harrison Street  
 Galesburg, IL 61401  
 309.973.2101

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**Mike Panther** <mikepanther@gmail.com>

Sat, Aug 30, 2014 at 11:43 AM

To: Tom Colclasure <thomascolclasure34@hotmail.com>, Tom Colclasure <tolclasure@galesburg205.org>  
 Cc: Mike Panther <mikepanther@gmail.com>

Tom, I sent this to Bart this am. I am working on a plan of how to present the idea of going to a full calendar. I think my plan does contain some restorative justice. I'll let you know when I have it worked out.

Mike

Begin forwarded message:

9/8/2014

Community Unit School District #205 Mail - Register Mail

**From:** Mike Panther <mikepanther@gmail.com>  
**Subject:** Re: Register Mail  
**Date:** August 30, 2014 11:39:44 AM CDT  
**To:** Bart A. Arthur <barthur@galesburg205.org>  
**Cc:** Mike Panther <mikepanther@gmail.com>

Bart, I have given careful thought to the 6 nonattendance / dock days. The enclosed attachment is a pros and cons list that I have made. I really think we should do what we can to restore the full calendar.

Mike

On Aug 29, 2014, at 4:38 PM, Bart A. Arthur <barthur@galesburg205.org> wrote:

If we make them up they get paid.

Sent from my iPhone

On Aug 29, 2014, at 4:04 PM, Mike Panther <mikepanther@gmail.com> wrote:

Bart,

He must have called me right after he talked to you and asked why all of the school days would not be made up. I told him that I did not want to make a response at this time, and that since I voted for the contract, I would refer to what you had already told him. But Bart, I want you to know that, now that I have thought about it, I am not pleased that we are cutting six days off of the calendar, that we tend to lose six days of state aid, and that regardless of our reasoning, the dock days seem vindictive. Sure the union leadership has to be accountable for the havoc that they caused the community, but we aren't making it easy for the healing process to occur by taking the stand that we have. I'm still thinking this over and trying to sort everything out in my mind, but right now I don't think that we have made the right choice even though our reasoning may be correct.

Mike

Benefits of not rewarding teachers who were on strike

Union will feel **consequence of their action**. May serve as **future strike deterrent**. (Although some are saying this makes a future strike more likely.)

May cause membership to **doubt their leadership**.

Administrators & Board team had **hurt feelings** over treatment by GEA negotiators. Want that recognized. (Does this really make them feel better?)

Damage done by “non-reward”:

**Students lose six instructional days.**

(HS students equivalent of 12 days) AP courses & drivers' ed hours hit hard

**Eroded public/ parent trust**. (And not just the ‘crazies;’ also the rational people who tried to defend the Board’s actions during strike.) They feel like their kids are being ‘robbed.’

**Teachers in the ‘pipeline’ are punished for the rest of their lives** by reduced income. (whether they wanted to strike or not.)

**Loss of state aid**

**Economic hit to an already depressed local economy and eroded business trust**. (also by people who may have supported the administration during the strike.)

Union leadership tried to paint a “Machavellian” picture of an administration that had no sense of loyalty to good, experienced teachers and would RIF them just to save money. There’s no history of that happening in #205, but the **back to work agreement reinforces that lack of trust in the minds of teachers and community members**.

**Not all teachers wanted to strike, but all are suffering the consequences of their poor GEA leadership**. A lot of teachers just wanted to go to work and stay out of the fray. The administration has now created a ‘common enemy,’ which will ultimately benefit the union.

**Keeps discontent in the forefront and doesn’t allow for working together for the common good anytime soon**. Doesn’t encourage open communication or allow healing to begin.

Downside of restoring days lost:

**GEA isn't 'punished.'** (But by punishing the GEA, who else punished?)

**GEA isn't being held accountable for its actions.**

**Pride?**

Positives for restoring days:

**Allows everyone to move on.** Healing won't start until we can change the conversation.

This **gesture** on the part of the Board would demonstrate that they truly have the best interest in the students and staff at heart, and want to move forward.

**Acknowledges overwhelming support from members of the community who want the full number of student attendance days restored.**

**Restored dock days benefit the community economically.**

**Restored days benefit all students.**

**Board/administration show positive rather than negative leadership.**

The real question isn't whose feelings were hurt or who was maligned by other side. Those are personal and emotional responses.

Can we give a good answer to the public about why the **students** are losing instructional days (other than to "not reward teachers for going on strike?")

*What's in the best long-term interest of the community?*