

Contract Bargaining Information



April 2026

Achievements & Highlights



Modernizing Member Communication

- **Hustle Rollout Success:** On March 9th, we officially launched the Hustle mobile alert system.
- **The Achievement:** We now have the infrastructure to reach our entire membership instantly. This no sign-up system ensures 100% reach for all members in the system, providing real-time updates during critical negotiation windows and beyond!

Visible Solidarity: Blue Negotiation Days

- **Sea of Blue Campaign:** Building-wide coordination for March 5th and March 12th saw a massive turnout of members wearing union blue!
 - **Future Negotiation Dates:** April 17 and April 23. More will be scheduled as needed.
- **The Achievement:** These displays provide a powerful visual reminder to the District's Table Team that our members are unified, informed, and standing firmly behind our negotiators.

Commitment to Transparency & Inclusion

- **Bilingual Resources:** We have released Contract Bulletin #1 and a Glossary of Bargaining Terms in both English and Spanish.
- **The Achievement:** By providing bilingual materials, we ensure every member, regardless of their primary language, can engage in the contract process and understand our collective goals.

Building Political Power

- Our council is actively participating in larger labor movements, such as the IFT's People Over Profits petition directed at Governor Pritzker.
- The Achievement: We are showing our members that we are part of a larger, powerful state federation that fights for essential services and transit, not just local issues.

Updated Digital Presence

- Official Website: All union resources, including meeting minutes and bargaining updates, are now centralized at eastauroracouncil.org.
- The Achievement: While we are in the process of migrating our archives, we have already successfully established a professional public face for the union. Members can now access high-priority items like the Contract Negotiations Portal and bilingual bulletins in one clear, easy-to-find location.



Negotiation Information

Who We Are & How We Got Here

Table Team

Union: Becky Roireau (**Lead** & President), Sandro Bonilla (VP Support Staff, Sandra Williams (Treasurer), Jessica Fisher (VP Office Staff), Jennifer Gentile (VP Teaching Staff), Alan Scott (Secretary), and Adam Harding (IFT Field Service Director & non voting member of team)

District: Julie Swartzloff (**Lead** & Assistant Superintendent of Human Resources), Jon Simpson (Associate Superintendent of Learning & Leadership), Laura Erlenbaugh (Assistant Superintendent of Student Services and Differentiation), Ami Engel (Assistant Superintendent of Curriculum, Instruction & Assessments), and Mike Engel (Associate Superintendent/Chief Financial Officer)

Process Observers

1. Not members of the Table Team
2. They do not speak at the table or vote
3. Their primary purpose is to observe in order to gain experience and better understand the process

Our observers are:

Susan Salinas- Gates

Kara Bown- EAHS

Our Anchors

1. Member data
 - a. Anecdotal data and suggested language from contract work groups
2. Leadership/IFT/Union data
3. Outside reality- who are our comparatives? District Data (from information request, ISBE, and other sources)

Gathering Steps

Contract Survey

Data From Survey

Big Ideas

Contract Work Groups

Synthesis

1. Sent survey to union membership
2. Collected and analyzed that data
3. Sorted into the big ideas and shared with HOD and membership
4. Formed Contract Work Groups
5. Synthesized information

Our 13 Big Ideas 1-6

Benefits and Leaves

Birth - Pre-K

Dual Language

Joint Committees

Misc [District finances, contract length, admin hiring, grievance language, hiring numbers]

Other services- certified staff w/ no classroom like counselors, nurses, and social workers

Our 13 Big Ideas 7-13

Pay (excluding salary)

Pay (salaries)

SPED

Stipends (original committee)

Transfers, Moving, and Job Assignments

Work Day (for each bargaining unit)

Working conditions (all 3 bargaining units)