

**Draft Minutes of**  
**The East Aurora Council of the AFT Local 604**  
**October 17, 2024**

**In attendance:** Aviva Pollack Paradise, Airen Freese, Alan Scott, Alison Mann Nile, Anndella Bee, Becky Roireau, Beth Cotter, Beth Eadens, Cyn Citro, Eileen Pasturczak, Jeff Hansford, Jon Kuehl, Jessica Fisher, Joy Caro, Judy Durham, Joyce Ladewig, Kristi Pokornowski, Lisa Samp, Lisha Pauli, Lorraine Garciacano, Melinda Thomas, Michelle Hanna, Michelle Taylor, Mary Taylor, Nicole Connoly, Pamela Miller, Rhonda Bass, Stephanie Hansen, Sandra Williams, Susan Salina-Ramirez, Tim Hollins, Trevor Schrage, Victoria Haier

**Building Representatives, Executive Council Officers, or Senators Not In Attendance:** Arlette Gomez, Angie Sanchez, Alba Hernandez, Amy Van Cura, Brittany Peterson, Brian Henricks, Catalina Saenz, Christy Harding, Carrie Snyder, Claudia Ruiz, Dulce Jonsson, Dawn Stanfa, Elaine Halleran, Fatima Ballesteros, Gloria Salinas, Gerry Mestek, Henry Johnson, John Burkhalter, John Devine, Janel Jaros, Jill Doyle, Julie Melendez, Julie Schmale, Kaliegh Soumar, Karen Mueller, Kim Stolpestad, Jennifer Gentile, Jeffrey Mleczeko, Mary Carol Smith, Mara Clucas, Pablo Macias Contador, Patrick Bednarik, Stephanie Paul, Stacey Boyce, Tim Snyder

Becky: Welcome to our October House of Delegates meeting. We are going to start with group work. Our initiative is principal meetings. We've shared some examples of what those notes can look like. We are all using the same form. It is important that Alan gets the copy of it. Some are sending it to district email. But can we just share it to the emails at the top of our forms?

Rep: Can we send them using district email?

Becky: Yes. Just send them to ours [personal emails].

Talk at your table about things that are working and some things that are not working at your meetings.

This is a question we get a lot. We don't have any troubles. What are some things we might put on the agenda if we don't seem to have any issues?

Senator: The hallways are very cold and the PPAs are cold and we should have a safe work environment.

Becky: Okay, being.

Group Work - five (5)minutes

Our goal is to be getting notes from 100% of our schools! Please share experience in meetings at tables.

Becky: Okay, any volunteers to share out anything interesting, different, struggles you've had, successes you've had?

Rep: There is always something you can bring to a principal meeting to work to improve, collaborate, etc.

Becky: Yes. And it makes those collaborations more authentic.

Rep: We should be finding out information with enough time to get things done.

Becky: Communication from the district is last minute. So communication can be at the top of the agenda.

Secretary's Report:

- Reviewed union meeting minutes from [09/19/24](#)

Motion to approve 09/19/24 minutes: Jessica Fischer, Nicole Connoly - Approved. Pass, all. Nays, 0. Abstains, 0.

Treasurer's Report:

- Reviewed [September 2024 budget report](#)

Motion to approve September 2024 budget report: Mary Taylor, Beth Cotter - Approved. Pass, all. Nays, 0. Abstains

President's Remarks

- Hustle app - Getting member phone numbers - Where are we at?

Becky: Through our dues we have access to the Hustle App. It is a fabulous platform for communication with our staff. The first step of the process is collecting phone #s. Alba from Johnson suggested talking with the secretaries. That is a great way of getting that. We can structure the app according to school, district, section, any kind of groupings. Reps can use it to communicate with our members. It will be a really valuable tool. I love Google Classroom but so many people are opposed to getting a Gmail.

Rep: You don't need a Gmail account for Google Classroom.

Becky: Really?

Rep: Yes. It can be any email.

Becky: That is the goal, 12/01 to have all the phone numbers. Then I can give them to Tony at the Local who can put them in there.

Rep: Do we have to get permission from members?

Becky: Yes. Front load by letting them know.

Rep: But asking the secretary for all the phone numbers...

Becky: Let the staff know. And they will get an invite. They can accept or reject it.

Rep: I sent out a Google Form.

Rep: I did too. I only got seven responses.

Becky: Then let them know they will be missing important communications.

Rep: We're not getting rid of Google Classroom?

Becky: No. This is just another way of communicating. Anyone else with questions about Hustle?

NONE

- Sharing Union - Principal Notes / Monthly

Becky: Our focus is on getting the union meetings with principals. We're going to start sharing our notes in the classrooms. Our goal as a team is to have all principal notes.

Rep: Can you share them with each other?

Alan: I can share them each month in our agenda.

Rep: And we will be able to see what the bigger information is, what is happening.

Alan: You should tell your principals that you are sharing the notes with the members.

Rep: The responses will be so calculated. Or redacted. Do they send it to the principals and they edit it and send it back?

Rep: When I send them out, my principal has to approve that email. The staff list email.

Rep: You send it via district email to all the members?

Rep: Yes.

Becky: When it is on district email, it is a whole other level of accountability.

Rep: Are we making the recommendation, you are sending the post-meeting comments?

Rep: Yes. It is always gone through district email. Every admin knows at Hermes, it gets shared and all staff reads it. That should be cohesive across all buildings.

Rep: We were told to put it on the bulletin board.

Becky: The Google Classroom, email, bulletin boards, we have to hit all the ways.

This would be another example of reference copies. And that is something Alan does, I immediately pulled his staff versions and did it the way Alan did it.

Rep: I know some people are mentioning that people would hold up the response. I type up what our concern is and the principal's response, and I saw that this is what I'm putting in as their response. If we wait for them, it will never come back. We come to an understanding, then I summarize, then they initial it.

Rep: My principal never got our minutes back. And I don't even know if they refused to do it.

Becky: Full disclosure, when I started this, it says in the contract, you give it to the superintendent, and she said, I don't have time for this.

Principals that are having trouble with these meetings is indicative of other problems.

I'll go into one building where there are very open conversations, and others where the doors lock when we pull up.

But they learn: We are going to take notes. After a while, they respond. It is about setting boundaries. Because really, when we file grievances, it is referencing past situations, on or about this date, on or about this date.

Rep: We run into principals who don't send emails, that is just a hassle. We will just send an email to all the different departments. It isn't all-staff but it is effectively all-staff. It's not just the principal's approval, but, we suspect, the superintendent's approval. I want them to know certain things now.

Becky: Our goal is to get 100% in the month of November. What time is best?

Alan: Timeliness is very important, so staff can see that you are advocating for issues in the here and now. But I realize that you are all probably having meetings at different times of the month. But sooner rather than later.

- District financial Oversight/Membership Committees

Becky: I've got people interested in the Financial Oversight and the Membership Committees.

[The membership Committee] It is to get members signed up in a timely manner. When it takes too long, it is a [financial] hit. Sooner, it doesn't feel as drastic. We want to get people signed up. And we want to involve the members.

Alan has some ideas about approaching different types of people. Financial objectors, political objectors, or people with bad experiences.

Sandra: That is for support staff as well. I can see how many support staff are not joining, as well.

Rep: Non-members often tell new members, you don't have to sign up. We have clerical that are not members, and I think they hear from old staff, they don't have to join.

Sandra: And I also wanted to mention, some people move to different buildings, they magically get dropped from the dues.

Rep: When they did the new staff training, all those people got signed up right away.

Becky: I loved the new teacher orientation.

Rep: But we still miss people?

Rep: Yes.

Becky: It needs to be affirmative.

Alan: We want to keep on top of this so we don't have an attrition of members over time.

Becky: Our actual percentage rate of members has gone up. And we've been having numbers go up. But we do have 1500 people. We've gotten some of the fires out and that is all because of you.

Rep: We have an issue because they don't like the way the dues go to the Democratic Party.

Becky: Every year, they just have to make a call to the local. And it saves a lot of people.

Rep: At the senate meeting, Adam spoke to that.

Becky: People let us know during the senate section.

- New Building Representatives

This is Stephane, now that Jeff Adler is gone.

And we have Anndella from East.

Thank you for everyone stepping up!

Can we move to vote?

Motion to approve new building representatives: Melinda Thomas, Judy Durham - Approved. Pass, all. Nays, 0. Abstains, 0.

Becky: Welcome aboard!

VP - Teachers:

Becky: Jen is not here right now. I'm going to use Jen's time.

We had a facial recognition preview. We're all concerned about the implications. SEIU was there. It was a huge collaboration between the unions. It was phenomenal to take that comradery between the unions.

VP - Staff:

Sandro: At the high school, they put three facial recognition cameras in the classroom.

Rep: At the high school?

Sandro: Wood shop, auto shop, another shop. But they've taken them down now.

We couldn't trust them, so get them out.

Sandra: It was pointed at a bay, so anyone working could be seen.

Sandro: A two hour module we are being asked to do, we are going to see if we can get paid for that.

Rep: Good!

VP - Clerical

Rhonda: I'm always about Synergy. We were told every SIP day for the rest of the year would be for Synergy.

For everybody. Training.

Rep: Can it be targeted for what you need for your job?

Becky: We had our Union-Superintendent meeting yesterday. We said: *Some know this, some know that, some have access one day, some don't the next, SPED needs access to seeing students not in their classroom, etc.* So we've been working with Paula Cordona and Andy Allen and we're looking to get a small committee to provide info on what types of training we should be having.

Rep: I would suggest that when those are done, they be recorded. So if I want to see some of the other training, I can see those.

Becky: Yes.

Rhonda: There will also be a Synergy Committee. With two reps per level. One for grading. One for attendance.

Becky: But there are too many perspectives. We are going to need more.

Rhonda: She will pay. The curriculum rate.

Rep: Support staff?

Becky: Yes! And clerical. And certain people like coaches can't get access.

She said: *If we can just do attendance!*

Rep: That PD Committee that we were on, is that all done?

Rep: They canceled it. How will the PD Committee and the Synergy Committee work together?

Becky: No-one is at the same spot. We didn't know that person needed access? Yes. They need referrals.

Rep: I can see not having access to a gradebook. What does it have to do with? Money?

Becky: Power and control.

Rep: At the high school, there had been issues with Infinite Campus. SPED has always had more access than regular teachers. But when they [teachers] did, they'd blab. They'd talk with their peers. Or talking in front of students.

Rep: Regardless, you should still be getting IEP access.

Rep: SPED has to have access to referrals but we didn't have it.

Becky: If there is someone who is dying to join these committees, please let me know.

Rep: We have staff members going to IT but they seem totally clueless.

Becky: It is my understanding that staff had never sent out truancy letters.

Rep: So they're saying to send them yourselves?

Rep: Yes.

Rep: Will I miss dual language PD?

Becky: I don't think so. I don't think it will take all day.

Dr. Norrell said that something is happening within the next five days.

Rep: I got an invitation for the next meeting on November 5th.

Becky: They'll probably cancel it. I don't know why.

Rep: I'll mention this very briefly, did you get the email about the CFAs? We got an email at the high school. Our AP of Teaching and Learning sent out an email that said, *You should be doing two CFAs for the month.* Then a few hours later, she sent out another email: *Unbeknownst to us, we will no longer be taking CFAs.*

Rep: PLC facilitators, we need to consider this during negotiations, it is way more complicated, more responsibilities, we need more pay. We present it to the school board. It is not standardized data. You can't share this, one school against another.

Becky: That is just a dog and pony show for the board.

Rep: But I'm not okay with it.

Rep: That is why we need to be at board meetings. To give our side.

Becky: You decide what CFAs. Those are a PLC thing. They are deciding what they are teaching and what their goals are.

Rep: I'd rather see them sharing MAP data. Reading levels.

Becky: They will never share that with the board.

Rep: They will never know.

Rep: District admin will never tell them anything that makes them look bad.

Rep: What about admin subbing?

Becky: They don't have subbing licenses.

Rep: Boo.

Rep: I don't have a sub license.

Becky: In order to be compliant, they need to get their licenses.

There should be no problem with grade levels being able to split. She has agreed. You don't have to do it. But if you want to make some money, and it's better for kids, split the class.

APPLAUSE.

Rep: Kids can be split?

Becky: Yes.

Rep: She green lit it because we talked about the subbing issues. It would free up subs. Please ask your principals about that.

Senator report?

SENATOR REPORT

Judy: Trauma counseling. Assault, threats, and they want people to take advantage of this opportunity.

Adam Harding said why we've been backing democratic candidates. He says he is an extreme libertarian. But he said the Republicans aren't backing public schools.

Dan Mercer did say that we lost only 40.

Becky: Why did we lose that many?

Judy: Across the entire council.

Judy: If you want to do some phone banking, they're paying \$15 per hour. Or family members, as well.

Becky: Was it two years ago, for codifying the union stuff. The labor relations one?

I canvassed. I was so scared. But it was a great experience. They paired me with an experienced someone.

Judy: They need people to go to Wisconsin. Paid per hour.

Clinics. The debt clinics are still going on.

Becky: We did one here at the high school. We have had a huge amount of debt. One person had \$100,000 gone.

Rep: One had \$97,000 gone.

Becky: She was like: *It's gone.*

It is life changing. Her husband's debt. Gone. It has been a really great thing. Even if you think you don't qualify.

Judy: We have a TRS meeting.

Becky: And IMRF. We are trying to get a meeting nearer to us. I called them today.

Michelle: Tier 2, half of our members are Tier 2. There is a day of action on November 13 at the capital. I know we pretty much can't go. But some union officers get release time. Talk to your Tier 2 members to let them know that

Local 604 wants to lower the retirement age, to improve their salary. We'll be there advocating.

Memberships, ladies and gentlemen. We have 60 councils in 604. We lost one. Kankakee. One by one, I don't want to be in the union. So guess what, they got dropped. Minimum, 50%. One here, one here, then before you know, we get dropped. We need to get everyone signed up for the union.

And, if they want to know the benefits of the union, send anyone to me!

Rep: Preach it!

APPLAUSE

Becky: That is why she needs to be on the Membership Committee!

Michelle: When I was broke, I paid my union dues. Everyone else should pay their union dues.

Becky: As someone said, you don't need the union until you need the union. And then you REALLY need the union.

Rep: The story on CBS, it looked great. I thought it was awesome. But, this is for you Becky: Our payback money for retirees, the paper says \$3000.

Becky: Your sheet is unique to you.

Rep: They are all the same.

Becky: I'll need to see all three sheets.

Rep: Our principal wants us to all write down what the retirees are doing.

Becky: Absolutely not. We offered a timesheet option to Dr. Norrell. She turned it down. She said it is an honor system.

We do have some who aren't doing anything. Shame on them.

Rep: Yes.

Becky: But most are doing more than they should.

As a retiree, you choose how you pay it back.

This is what I told her yesterday. There was a grace period. That is over. No more sign-in sheets. Secretaries signing in and out. No more. Support staff signing in and out. No more. Just let someone know if you need to leave the building. Send an email.

Rep: You don't need to sign in or out on your lunch period.

Becky: No.

We need to get out to board meetings. They respond to shows of force. We need to get our people out.

Rep: I feel like there is more than one way to skin a cat. I feel like if our teachers or staff are being injured by kids, you should be calling the IFT lawyer. Follow through. Follow through.

Becky: And fill out an accident report.

Rep: What if we have a vote of no confidence against Dr. Norrell? I retire next year but I want to do it right now. This is after 33 years in the district.

Becky: That is not a binding thing. We could present it to the board and they may ignore it.

Rep: But if we think it will be anything less than 75% to 80%, we shouldn't do it.

Rep: [To Becky] Let's do it.

Becky: You'd have to do it. The members.

We'd have to secure a place off district and vote. It is one of our tools but you should think about it and if you decide to do it I'd support you.

Rep: If we do that, it would bring our negotiation in on a contentious place.

Becky: Let's be clear. We are in a contentious place. Broken promise after broken promise. That's the job.

Rep: Some might not want to get involved with it.

Rep: They'd need enough time to think about it. And they'd need to know the purpose. And then it is up to them.

Rep: When are we going to start pouring through the issues for the contract? I want to see that we are starting that.

Becky: We need to start with a clear vision of knowing what people's issues are. There is always context. We need a million people working on this.

Rep: I would be willing to speak but I feel like it needs to be organized, plan together, and I have things I'd like to say, and if we decide to do a vote of no confidence, so it is leading up to negotiations.

Becky: Oak Park, Bardwell, and East Aurora Extension Campus is coming Monday. Groups like dual are coming.

Rep: Can we learn who is coming?

Becky: Yes. I think we've shared info but we can do more.

Rep: If you want to suggest something, in the Google Classroom, if you reply to an announcement, everyone can get it.

Rep: We are going to try to come in November.

Becky: Great!

The feedback has been unbelievable.

The board doesn't know who is with who. We all clap. They just see a crowd of people.

Becky: I want to wrap this up. We have people who want to talk about the Vote of No Confidence.

Rep: If you'd like, you can do a chain speech. One long speech but different people read it.

Rep: Some people are scared.

Rep: They can wear masks. Then we can say, "See all these masks? It's not because people are sick. But because they are scared of retaliation."

I'm going to share a template for a school handbook. It has a calendar which has all the dates. You'd just need to add your school specific dates. It has lots of additional info. We want to be constantly adding value to our members.

Meeting adjourned.