

EA Council/Superintendent Meeting

01/20/22 at 10 AM

Union Leadership in Attendance: Jeffrey Mleczo, Jennifer Gentile, Judy Durham, Rhondra Bass, Sandra Williams, and Alan Scott

District Leadership in Attendance: Dr. Jennifer Norrell, Dr. Lori Cambell, and Jalitza Martinez

Agenda Items	Union Notes
1. Subbing issue at elementary school and chart that was supposed to be created.	There is a chart. Some schools have not seen the chart yet.
2. Plans for schools that have an interim principal (if there is a timeline for interviews).	There are seven buildings that need principals. Bardwell is retiring. Finding high quality candidates has proven a challenge. A conversation should take place with the building reps about what should be done. Interim principals may get rolled into those positions. This is Dr. Norrell's recommendation. Dieterich, Hermes, Waldo, Brady, Allen, Rollins, Bardwell (retirement). Jeff will meet with the reps. Dr. Norrell will meet with them too to inform them about the situation. With the new legislation, a new principal has the right to put all staff on a new evaluation cycle.
3. PERA and Evaluation Committee	Evaluation Committee has not met yet. It is important to get a meeting set. The PERA Committee thinks that the new evaluation information needs to go out ASAP because the new evaluation system is new and it is a lot. We don't want staff to be surprised come August. It should also be discussed during new teacher orientation. Dr. Norrell will talk about it on 02/25.

		Type 1 is not bad. But Type 3 training is needed.
4.	Stipends not paid out	Namely, clubs and activities (not AM/PM). Winter stipends not paid. One individual said they were not paid from last year. A member (maybe more) not paid for the beginning of the year distribution of technology (those who worked the new week should get their pay retro-ed to the new pay). Dr. Norrell will check and see that those who worked at the beginning of the year received the new pay. When you come back in August to do work, you get the pay for the new year. Dr. Norrell: What is the cut-off date? August 1st? Jeff: When those are coming to set up the new school year. But August 1st is good. Dr. Norrell: I'll have payroll look at August 1st. I'll ask Justin. It could be a needle in a haystack. We'll find out how many we think. Rhonda sent Jalitza three, including one from Fred Rogers. Dr. Norrell: All fall stipends should have been paid.
5.	ESSER Incentive Bonuses	57 yes, 43 no of building reps. They want equality. We'd like the list of the guidelines and turn it into an MOU to vote on. Dr. Norrell wants to speak to this. What they will vote on would be if IFT members are a go. The other unions would get it. Dr. Norrell: If they want it, great. If they don't, fine. I'll release the rest in February. Jeff: How are you handling building staff who go to different buildings?

		LC: They will still receive one stipend from their primary school. It won't be two stipends. DN: Every building has a list. Cabinet members have their lists. Whose job responsibilities directly impact which groups of students. Jeff will get a copy. Define "Support:" What grade "span" (elementary, middle, or high school) a staff affects. DN: If they vote it down, they'll get \$500 but that's it. No more changes. It'll just take it out and move the money somewhere else. I'd be willing to have a conversation with the House of Delegates. This year, attendance will not be taken into account. It is sick days and personal days (hardship on building because it requires a sub) (not FMLA not vacation).
6.	Subbing with remote teaching.	Those who cover remote teaching should be paid. Admin agrees and will look into it.
7.	Rhonda: Nurses end time at 2:45. Office closes at 4 PM.	We have parents rushing to get to the nurse. They are bringing proof of negative, or wanting to report their own positive status, etc. If nurse is gone, office staff forwards calls to their phone. But they are bombarded with children when they come in, so they can't get to their phones for a while. DR: Electronic documents should be sent, not having positive individuals come into the school. Do we really need nurses to come in at 7 AM? We'll explore it.

8.	P-T conferences	Remote? Not decided. Hours not posted. But have to be in the evening. Middle schools starts early.
9.		Coherd, Simmons, five schools will get HVAC upgrades. High school's sprinklers.

District Issues

1.	IT: Two questions. Exploring changing our student management system (Infinite Campus). Changing the system is a nightmare. What they have done is created different committees. Parents, teachers (1 E, 1 M), parent liaisons, office staff, admin, counselors, food service person, etc etc.. Admin needs more people. Need another 3 more elementary teachers and 1 middle school teacher and 2 high school teachers. Need some office staff too. Can the union "cast the net out?" I'd like this committee to take 6-9 months looking at this. Synergy. Best ratings. Haven't looked at cost yet (not a determining factor). Targeted people who have vested interest in this? Rhonda: Any nurses on the committee? Jeff: Support staff? TA? DR: Health assistants, parent liaisons. We'd like something that would be more friendly for our parents. Wheaton and Indian Prairie uses it. If our committee loves it and loves it by June, there could be a year to get trained on it. All of next year could be a training year. Maybe the committee won't want to move, fine. But if yes, there is a lot of training that could be done. There is no fire right now, but do the conversation now, do the work now, because we don't want to wait until an emergency.
2.	Multi factor authentication. Because we are trying to reduce our premiums. A danger is getting held hostage with our data. We wouldn't be able to function. We've locked email down from the admin side. Can staff when they log into IC, can they be required to a multi-factor. E.g., facial recognition or text. It has to go to the cellphone. We don't provide staff cellphones. Ask the reps. Question: Does it require an app? Is there a text option? Is there an email option? No email or text. Number for cellphone. Or carry a USB key (but no-one would be able

	to get them logged in).
3.	CDC has changed the definition of fully vaccinated. In place, if you are FV but become Covid positive because close contact, district will cover 10 days. But now people who are a close contact need to go home for 5 days because no booster. 2 months - 6 months since last vaccinations, need a booster to be considered fully vaccinated. But still job related (will have sick days covered). Jeff: Can we explain to them, give them some leeway? Get the message out there? Jennifer Gentile: Is time going to be provided to get the booster? JN: Talked to VNA and maybe we can schedule another dose. We'll send out a reminder. If you become a close contact at work, we will cover you until Spring Break (end of March) (if you just need a booster). Judy: Who makes the close contact calls? Answer: Serena Long(?) or Amanda Sanderson. Some positive staff have told admin that about close contacts who were never notified. JN: We can look at the spreadsheet.