

Draft Minutes of
The East Aurora Council of the AFT Local 604
October 26, 2023

In attendance: Arlette Gomez, Aviva Pollack Paradise, Alba Hernandez, Amy Van Cura, Alan Scott, Alison Mann Nile, Becky Roireau, Beth Cotter, Brian Henricks, Christy Harding, Cin Citro, Carrie Snyder, Henry Johnson, Jan Kolodziejek, Joy Caro, Jennifer Gentile, Joyce Ladewig, Karen Mueller, Kristi Pokornowski, Lisa Samp, Lisha Pauli, Lorraine Garciacano, Melinda Thomas, Michelle Taylor, Rhonda Bass, Sandra Williams, Tim Snyder, Tim Hollins, Trevor Schrage,

Building Representatives, Executive Council Officers, or Senators Not In

Attendance: Angie Sanchez, Airen Freese, Brittany Peterson, Beth Eadens, Catalina Saenz, Claudia Ruiz, Dulce Jonsson, Dawn Stanfa, Eileen Pasturczak, Elaine Halleran, Fatima Ballesteros, Gloria Salinas, Gerry Mestek, Geoffrey Adler, John Burkhalter, John Devine, Jeff Hansford, Janel Jaros, Julie Melendez, Jon Kuehl, Julie Schmale, Jessica Fisher, Judy Durham, Jeffrey Mleccko, Kaliegh Soumar, Kim Stolpestad, Mary Carol Smith, Mara Clucas, Michelle Hanna, Mary Taylor, Nicole Connolly, Pablo Macias Contador, Patrick Bednarik, Pamela Miller, Stephanie Paul, Stacey Boyce, Victoria Haier

Secretary's Report:

- Reviewed union meeting [minutes](#) from 09/21/23.

Motion to approve: Joyce, Michelle Taylor. - Approved. Pass, all. Nays, 0. Abstains, 0.

Treasurer's Report:

- Reviewed [September 2023 budget report](#)

Motion to approve the September budget report: Beth Cotter, Trevor Schrage - Approved. Pass, all. Nays, 0. Abstains, 0.

Senators' Reports

- Food Drive

Tim: I'd like to thank everyone who donated. It is a huge jump. They serve between 130 - 150 students every Thursday. They unload the trucks, sort them. They don't get much cereal. Oatmeal, boxes of cereal, bags of cereal. We'll meet at the back dock. Nov 7 - Dec 12. If you'd like to drop them off early, that would be good too.

NOTES:

Who?: All East Aurora Council Buildings

What?: Please consider bringing in boxes/bags of cereal or oatmeal for the 5th annual food drive. All cereal will go to the Marie Wilkinson Food Pantry at EAHS.

When?: Drop off in your buildings; Tuesday November 7th thru Tuesday December 12th. Food will be transported to EAHS on Thursday December 14th.

- Loan Forgiveness Clinic

Carrie: There was something posted in our Google Classroom. It will be at East High on Nov 7th at 4:30 in room 100.

- Scholarship

Carrie: There are lots of scholarships.

Applications must be received by Feb 4th. They can be www.aftlocal604.org. Resources tab, scroll down to scholarships.

The AFT will be awarded to the child of an AFT Local 604 member in good standing with the Union. Students must be attending a four year school. \$4000 total. \$2000 per semester. They must be a member in good standing.

There are also Paul Johnson (senior student pursuing a degree in education), Jackolin V Vaughn, Richard Manley (certified and support staff) (Nov 13th) (\$2000).

NOTES:

Must be received or post-marked by February 1st, 2024.

- New Councils

Carrie: Two new councils might be added to our Local.

- House Bill 4098 (Kifowit - Aurora)

Carrie: Potential adjustments to retirement age, cost of living adjustments, etc. for Tier 2. Right now it is so high, they're looking to make it fit our needs more.

- TRS Meetings

Carrie: TRS offers both in person and virtual meetings. The next will be Wednesday November 1st.

- Sharing Info to Our Members

Not all our members are on the Google Classroom. And not everyone is ready to jump onto the technology train. Bulletin boards. We should still have some.

Becky: We're printing written versions of Alan's slides. So we'll share those to be posted on the boards.

Carrie: Sometimes I hear from someone who isn't getting information.

Senator: In talking with the Local, she wanted to stress participating in the full clinic. Some of us didn't start our careers in teaching. If you've never been to a clinic before, it would be to your advantage to sit in on everything. I was skeptical on what could be waived.

Becky: And there are important deadlines to know.

Senator: Get it done as soon as possible. So consider your options, your situation.

President's Remarks

- Constitution Update

Becky: We had a subcommittee. Gerry, Alison, Christy, Steph, Aviva, Jess, we've been working hard. We're going to meet with Adam Harding and hopefully align it to the IFT Constitution, take it to the IFT for approval, take it to the House of Delegates for approval, then take it to the members for approval. Nov 8th.

- Member Wellbeing

Becky: Thank you senators going to those meetings far far away.

We have partnered with a company named Greater Wellbeing, and we've been offered to have a survey done for us, this would be data we'd have that could be used to advocate for our members.

It is an outside source and the information would be totally anonymous. It would give us a nice balance of information to balance against the info from the district.

I'm going to send out an email, you can see the introduction letter, five minutes later a link will go live, you can look at it and explain it to our members. It will only be good if a lot of people participate.

I took the email addresses but there will be some I still don't have, but if you can get those to me I can share the link to them.

The biggest concern we had was keeping it anonymous.

Rep: It will be sent to their Google emails. They should avoid doing it on their district devices?

Becky: That goes without saying. Absolutely don't do this on a district device. Not on work hours.

Rep: What if they ask why they're being asked to take this?

Becky: We will be able to correlate different data points.

Rep: Because we don't have access to 5-Essentials in detail.

Becky: Right. And we have no control over that data.

Rep: How long to take it?

Becky: It'll be out there about a week.

Rep: How long to take it?

Becky: It took me about 3 ½ minutes. But I do everything too fast. It was really easy.

Rep: This survey will ask questions, like-

Reps: Read some! Read some!

BECKY READ A BUNCH OF THE QUESTIONS

Rep: So, they take the survey, then you get the composite for all the questions, then the plan is to use that when we go into contract negotiations again, or that data will support some of what you are trying to do?

Becky: We know the board has access to 5-Essentials, but they don't do anything with it. So I want, or we want, so we want completely independent information.

Rep: Will you share that information with us?

Becky: Absolutely. Yes. And if it is useful, we can do it each year.

We can have some data to back up what we are doing.

Rep: You could say something to Dr. Norrell, according to our data, 75% of surveyants say they are not satisfied with their job?

Becky: Yes. Exactly.

Sandra: In meetings, Dr. Norrell will sometimes say, *Give me an example*. Sometimes I think when she hears us talk, she thinks it is one or two unhappy people. But with this we can show the numbers.

Becky: You have the power of the collective. That takes the job off of single people.

Senator: Is there a question on there about feeling open to share concerns?

Becky: I'm not sure. I think there might be something like that. But I should be able to sit down, get an introduction, then a live link, then it will answer a bunch of questions for you. Then we can host it on Google Classrooms, bulletins, just to get people excited. This is another big thing we're doing as a collective. We've pushed candidates.

Rep: What is it costing us?

BECKY HOLDS UP A ZERO SIGN WITH HER FINGERS.

Rep: That's what I like.

Rep: Is there any way to determine which building said what?

Becky: No, we wanted this to be as anonymous as possible.

Rep: You want to have as much as honesty in the answers as possible.

Becky: Yes.

Rep: I know we're going to hear, why bother, where is this going to go. But you can go so far as to promise that Dr. Norrell will hear about this?

Becky: I wouldn't promise anything.

Rep: But we can kinda promise.

LAUGHTER.

Rep: We can say, when we go into negotiations, if we can say that a significant number of our staff are dealing with an issue, that will give us leverage.

Becky: Alan had some ideas for questions that also might go out to the staff about their feelings about union leadership.

Rep: When would be a reasonable time to give them that information? They have a week to fill it out-

Becky: How about Monday morning.

Rep: I know you sent us the list and stuff.

Rhonda: The link is going to come from-

Becky: Greater Wellbeing.

Rep: Are teachers going to get this link before we explain it to them?

Becky: Yes. But some people will just read the directions and do it. But some-

Rep: Some might delete it.

Becky: Some explanation might be needed.

VP 1 - Teachers:

Jennifer Gentile: Subbing. Elementary. I need help with this. Some buildings are going back to dividing the class up, you get 5, 5, 10. I don't have a problem with this if they follow the directions, if it gets split four ways, everyone should get \$40. You should not be splitting \$40 between you. Everyone gets \$40.

Becky: That's why they don't want to split.

Jennifer: It should be painful for them. They should hire long term subs.

Reps: Is there a cap?

Reps: \$240 for six hours.

Reps: The district is not saying you can't split.

Jennifer: How many times do I bring up subbing with her, she's aware of it, she says well, what can we do. We need permanent subs.

I haven't heard that at the middle school levels. Please don't let them take your lunch. Admin are going after newbies. Admin say, *If they're okay with it.* But it's not okay.

Meetings. I sat at the superintendent advisory meeting for staff. We have a lot of staff. But her comment is always, *We don't have a problem with this.* She says it's just union leadership.

And she gets so riled up when we go to board meetings. We need to start coming to meetings. She gets furious.

They ask, What's happening? I need that message. You need to be attending. I know you have families. But one time a year. It makes a difference.

Rep: I didn't get a reminder about that.

Jennifer: There are three more. One a quarter.

Rep: 11/25, 12.12, 2,27, 5/22.

Jennifer: Send an email to Lisa Morales. Staff advisory. She also has a parent one. An alumni one.

They give out data. Then you can ask questions at the very end.

Rep: Sometimes they come in and say, *Here's what we're talking about*. No input.

Jennifer: And we're getting a new Tomcat Center.

Rep: Can we wear union blue to these?

Jennifer: Yes.

Rep: A teacher sent a student to the office. The principal went to another teacher and asked the teacher to watch that student. They were there all day. Is that subbing? One student?

Jennifer: Yes.

Rep: At the high school, it is being more and more prevalent that teachers are welcoming students into their classroom during their lunch period. My concern is that weakens our argument for an uninterrupted lunch period. That is something I'd never do, but I understand that some teachers have a lot more patience.

Becky: Boundaries.

Rep: Is it a concern?

Jennifer: They watch for that stuff.

Rep: Are they noticing that?

Rep: Or they'll say, *You've built a rapport with this student. Can you take them again tomorrow?* And expect that.

Rep: Isn't there a state law, you need to have a 30 minute lunch.

Rep: We have a huge problem with students not wanting to go to lunch, it is very crowded, there are long lines. There are some valid reasons. But I don't think having the students going into teachers' classrooms to escape this will solve the problem.

Jennifer: The Resilience Center can solve that.

Rep: Is that sarcasm?

Jennifer: No. They'll have baristas. Nice accommodations. More spacious.

Rep: I'll go too.

LAUGHTER.

Jennifer: And tell me if staff are being assigned early lunches. 9:30 is too early.

VP 2 - Staff: n/a

VP 3 - Clerical

Rhonda: Next week I'll be attending the Synergy Conference, which will be the new Infinite Campus.

I'll be attending as many meetings as possible to learn all I can. I want to come back and teach the office staff.

Rep: There is a ton of stuff on that agenda.

Becky: They will start next year.

Rep: They want to start sooner.

Rep: We need to find out for sure.

Becky: You should be getting an email from me and an email from Greater Wellbeing with the link.

REPS CHECK THEIR EMAIL.

Rep: This is the email that will go out to our members?

Becky: Yes.

Rep: I don't have a link.

Becky: It should go out any moment.

Rep: Will we fill the empty vice president position soon?

Becky: The leadership team met again yesterday. We will keep the position open until the election. There was a vote taken. It's not just a me call. It's a team. We revisited it. And decided to keep it open until-

Rep: When?

Becky: May.

Discussions about Reports from President, VP 1, VP 2, VP 3 and Senators

Becky: Another thing, there was some confusion, I always thought we had two. We have to do two-

Jennifer: Curriculum night, then one other.

Rep: It has to involve planning.

Jennifer: And a supervision. Math or reading. We do STEM. Then supervision.

Rep: Or an admin can assign.

Becky: Two activities per year as notified by admin. The other one is-

Rep: We've not had the third night in how long?

Becky: As long as you don't say no to the third night.

Rep: If we for a Lit Night, and plan that. Isn't that a supervisory?

Becky: Basketball.

Rep: The contract does allow if there are not enough people, they can assign. So sometimes they have games that are not covered, so you might end up picking up more supervisors. I think it's reverse seniority.

Senator: Is the Safety Committee, not the Safety Taskforce, but the SC run by Jenkins, an email went out looking for participants, they scheduled it May 31st, Jenkins and Megazzini, I have the notes, it was supposed to happen again this year. Now they are talking about Behavior. Do they overlap? Yes. But not entirely. At this point, it's probably something that needs to be brought up with Dr. Norrell. Does it still exist?

Rep: Wasn't that our initiative this year? Safety?

Rep: I have an update on the district losing files. TRS wants the district to give the information, but they don't have it. The district is a mess.

Jennifer: What they did to those retirees, putting in their info two weeks late, not getting paid on time-

Rep: Is the board aware of this?

Jennifer: Yes they are.

Becky: And they lost subs.

Jennifer: Retirees need to get their first TRS paycheck before they can sub.

Becky: So we missed a few people who would have been good subs.

Rep: When I leave, I'm leaving.

LAUGHTER.

Becky: You can call TRS and they're so nice. I call them all the time. They run my numbers.

Rep: Mike Engels. Very helpful. Very good.

Rep: Does TRS visit the schools?

Becky: No. You can do in-person or virtual.

Jennifer: I like in-person.

Becky: I don't know what happened to the link.

Motion to adjourn?

A BUNCH OF PEOPLE SAY FIRST/SECOND [INDECIPHERABLE].

Motion to adjourn - Approved.