

EA Council/Superintendent Meeting

Dec. 3 , 2021, 10:00 AM - 1:30 PM

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

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

Agenda items:

1. Committee meetings scheduled Calendar committee PERA committee Job Description committee Stipend committee	Calendar committee: In the process of deciding. PERA committee: 12/07 [need members to join]. We may want to reschedule due to conflicts with the 12/07. Job Description committee: A January date needs to be picked. Stipend committee: A January date needs to be picked.
2. ESSER fund stipends - Do we have an estimated date?	Dr. Norell is communicating with them and the district will know by next week. December was the goal. 12/30 possible.
3. COVID quarantine guidelines, sick day reimbursement?	An individual who wants to get paid coverage must be able to prove there was a close contact with an individual from in the school (if they were vaccinated). Dr. Norrell gets daily reports. Staff are unclear about the procedures. If an individual gets a letter from H.R., additional information can/should be added explaining the pay policy. Modified quarantine is that you can come back if a doctor's note provides an alternative diagnosis for your symptoms, and the staff member gets a negative test. If these things take place, they can come back even if they are still symptomatic (with the exception of fevers).
4. District substitute plans for Flu season?	There isn't a plan, per se. Substitutes are low. The district is scrambling to get enough new staff.

5. Licensed nurses are subbing for support staff nurses with no sub pay?	Nurses are being asked to do their own jobs and the support nurse jobs. They are doing two jobs. It is our position that if a nurse is doing work outside their prescribed duty, they should get additional pay. E.g., RN Support Staff fill out paperwork and more administrative work, whereas Licensed Nurses take children into the room, give them medicine, etc. The union will need to pull up the job descriptions from certified and support staff and clearly delineate. If a staff member is truly doing the work of both, the union believes they should be paid extra. This needs follow-up.
6. Gym usage throughout the district?	Dr. Norrell: The rule right now is that gym takes place in the classrooms. For mitigating Covid, PE is done in class. Three 30 minute periods per week. If a gym becomes available, it cannot be used anyway. Cross contamination problems. Those gyms are going to have to use those spaces for eating in the winter. It would be too hard to clean it. Specialists push into classes, gym takes place in classrooms.
7. Dieterich would like to revisit the interim principal situation?	We told them on Zoom: Dietrich, Waldo, and Brady. The only one that went permanent is Gates. We will revisit it in January.
8. We need an approved vendor list from the district for the \$200 stipend. They sent out a letter which only stated two companies you could not purchase from.	Anything else besides the two are good stated companies are acceptable. The line item requirements are that it must be for instructional use only (thus, no cleaning materials).

9. We need to receive Stipend Salary Statements for everyone that is doing a stipend. We have not had statements since the 2018-2019 year.	Infinite Visions does not have the step/lane info anymore. And the staff has not gotten a letter this year. Staff used to get a stipend salary sheet every year. This requires district follow-up.
10. FRMA 8th grade team not paid for their summer work.	It was turned in during September. Dr. Campbell is going to look into the pay delay.
11. Clarification on Instructional coaches and subbing. Elementary additional periods and subbing.	Instructional Coaches CAN sub. Originally, they were told they should not sub. There is confusion because this was changed. Some are subbing and are still being asked to do PD. They need to still get their plan periods. Are Instructional Coaches allowed into classrooms without being invited in by teachers? Yes. But they must be asked by teachers if they want feedback/help. It was told to Dr. Norrell that some administrators are reportedly being untactful regarding how they are communicating the need to sub with their coaches. This is a tone/climate issue.
12. There was no training on the new Dashboard in Infinite Vision. Will there be any training in the future?	There will be training on 12/17.
13. Library media specialists: Who should they report to? Use to report to Kristina Kale Would like to have a designated space used to be at ASC but not brought to the District Office?	Working with Julie Lyndon and they report to Brad Warner. They are in schools. That is part of their role to be closer to the schools. The principals should have provided space. If they do not have space, they should notify Dr. Campbell.