

Draft Minutes of
The East Aurora Council of the AFT Local 604
December 14, 2023

In attendance: Aviva Pollack Paradise, Amy Van Cura, Alison Mann Nile, Becky Roireau, Beth Cotter, Catalina Saenz, Cin Citro, Eileen Pasturczak, Gloria Salinas, Henry Johnson, John Burkhalter, Jon Kuehl, Jan Kolodziejek, Jessica Fisher, Melinda Thomas, Michelle Hanna, Michelle Taylor, Pamela Miller, Rhonda Bass, Stephanie Paul, Trevor Schrage, Victoria Haier

Building Representatives, Executive Council Officers, or Senators Not In Attendance: Arlette Gomez, Angie Sanchez, Airen Freese, Alba Hernandez, Alan Scott, Brittany Peterson, Beth Eadens, Brian Henricks, Christy Harding, Carrie Snyder, Claudia Ruiz, Dulce Jonsson, Dawn Stanfa, Elaine Halleran, Fatima Ballesteros, Gerry Mestek, Geoffrey Adler, John Devine, Jeff Hansford, Janel Jaros, Julie Melendez, Julie Schmale, Joy Caro, **Judy Durham, Jennifer Gentile,** Jeffrey Mleczo, Joyce Ladewig, Kaliegh Soumar, Karen Mueller, Kim Stolpestad, Kristi Pokornowski, Lisa Samp, Lisha Pauli, Lorraine Garciano, Mary Carol Smith, Mara Clucas, Mary Taylor, Nicole Connolly, Pablo Macias Contador, Patrick Bednarik, Stacey Boyce, **Sandra Williams,** Tim Hollins, Tim Snyder,

Meeting Called to Order: Trevor John, Michele Hanna.

Becky: We're going to hold off on the group work because Jen Gentile is out, Alan Scott is out.

Senators' Reports

- Food Drive

Secretary's Report:

- Reviewed union meeting minutes from [11/16/23](#).

Motion to approve: Jessica Fisher, Beth Kotter - Approved

Treasurer's Report:

- Reviewed [November Budget Report](#).

Motion to approve: Joyce Ladewik, Michelle Taylor - Approved

President's Report:

- Survey Update

Becky: We have preliminary results. In January, the guy from Greater Wellbeing will come to our meeting or we'll do it off-site so everyone can come. He will be there to present the data.

Michelle: We only got 40%?

Becky: Yes, that was really great. Typically if we can get at least 30%, it's considered good. It was also a lot of people w/ 6 or more years.

There's clearly room for growth in the district and the union.

Michelle Hanna: It's going to be in January? Why off-site?

Becky: There are sometimes issues when someone comes in from outside the district. There are several locations nearby that have been offered.

- Block Schedule Update

Becky: We have a committee, and Melinda is our Communications team. We have a team in place. We've established some issues and are working to resolve the issues.

Honestly, per the people I've spoken to, we want an MOU, but she can push it through without it. If it's a contract violation, policy is to comply while we grieve, so we may as well work to get what we can.

There are visits to schools with block schedules all around here and out of state. There are 2 sites in New York, including one that has the scan-in stuff. There are not many schools with similar size and issues as us. We can also talk to union leadership while we're there to see how they feel about this stuff.

Discussion regarding the concerns related to block schedule, some of the biggest concerns among staff are that if a student misses a day it's like missing two current days. The other is implementation: The district is chronically poor with implementation, and people are concerned that this will also be implemented badly.

Michelle Hanna: For legitimate absences, kids miss two days. Plus students skipping: If they don't want to come for 52 minutes, they're not going to want to come for 90.

Becky: Those are some of the concerns we're presenting. Alan put together a great document with specific contract violations and issues tangential to the contract that impact working conditions. They're required to make at least a good faith effort to address these.

Carrie Snyder: You're aware of the issue with pay being potentially impacted?

Becky: Yes. It's a working document. If you have an issue, send an email to me, and I'll add it.

Michelle Taylor: What is the rationale for this?

Becky: It originally came up after a breach of security. It would allow for less movement of students during the day.

Melinda: Have parents been informed?

Becky: Minimally.

Discussion regarding some of the concerns related to the block schedule.

- Longevity Correction

Becky: For certified staff, longevity has been built into the salary schedule. For office and support staff, it's different. It used to be later in the year:

I'd get my 10th year bonus in my 11th year. So anyone who retires doesn't get their last one.

My friend Diane pointed out there was a problem. It's been fixed for people who aren't at 10 years yet, but 130 people between 11-30 years aren't fixed. We've been talking about it extensively. Last board meeting, the board approved paying those 130 people. So those people will get it on December 30th. Once they get that extra check (which matches the September payment), they will be caught up.

Carrie: So if they're support staff and they are at year 10, they should have gotten it already?

Becky: Yes. If they haven't, they should contact me, and I'll contact the Business Office.

Payment between certified and office and support is night and day, so we need to make sure they're taken care of.

Pam: Will they get an email?

Becky: I will send out an email to everyone.

VP - Teachers:

- Subbing

Becky: In the 2021 contract, the language changed so that in elementary schools, you were no longer splitting the \$40. The problem with that is that principals shifted to rotation rather than splitting. But if you do rotate, you get the \$40/hr.

Building Rep: No one can get the stuff from last year?

Becky: No, because too much time has passed.

- Retiree ESSER Money

Becky: Dr. Norrell says that everyone will get a piece of paper that states where their money is and when they'll get it. She'll work with Mike Engel to make sure it goes out. Continue to ask about that.

We also discussed IXL. She will work to get people's scores added. They used to add the MAP scores in years ago, and then they stopped doing it.

Michelle T: Data analysts are using a book to learn how to analyze data.

Jan K: IXL is no longer required.

Becky: So many people still use it, though, so since it syncs with MAP well, some want it. I know that Magnet uses it a lot.

VP - Staff:

- n/a

VP - Clerical

- ESSER Money for Retirees

Rhonda: Same thing for us as what you talked about.

Building Issues

Vicky: For the \$200 stipend, why do some secretaries put the orders in for the teachers and some do not?

Rhonda: It depends on the building.

Building Rep: It's really helpful if secretaries can do it, because they can sometimes get bulk discounts.

Vicky: It's just inconsistent.

Rhonda: Some schools will give the deadline earlier, the secretary has to input everything that day.

Benevides: We were told that we must go through the secretaries.

Rhonda: No. You can order it if you want.

Henry: Some buildings say you can just submit your receipts; others say you can only use specific vendors.

Gloria S: No.

Melinda T: What about Amazon?

Gloria S: Yes for reimbursement, no for POs.

Becky: We'll look into getting consistency.

Rhonda: Here's the vendor policy. If an individual does work for us, all their personal info is on the vendor list. That's why the district won't just release a list of vendors to everyone.

DISCUSSION REGARDING HOW TO ENSURE PEOPLE KNOW THE POLICIES.

Becky: The key idea that we need is what exactly is the policy? If I can go to a vendor, that's different, it's because I want to do something different.

Building Rep: I just found a document that says, "(reads email with list of items that are and are not acceptable for the \$200)."

Becky: Can you forward that to me?

Michelle T: Can we just put the \$200 on our checks?

Melinda: The district saves money by not putting it on the paycheck.

Michelle T: They need to let people know who does what.

Becky: So many issues could be resolved with a simple email.

Vicky: When will the Dual Language issues be resolved?

Becky: We're working on it. Lisa Dallaqua is out right now, but we will be meeting again. That's a good reminder: I can send out an update. Dallaqua is out on FMLA, and she's the one who makes all those decisions.

Nicole: We had to get that Satchel thing. At what point will we as the union say that we will not take these last-minute orders anymore?

Becky: I brought this up at the last leadership meeting. She's been put on notice that she does not meet our basic needs. If anyone wants to email me about the district asking us to do last-minute things, then I can add that to the list as an example and send her an email about it. Text me. Don't call the office phone; I don't check it enough and I'm not in the office enough.

Aviva: In our building, we have the evening supervision. We had multiple other things. Our admin had meetings before contract hours to plan for it. Shouldn't we get paid for that?

Becky: Have them fill out a timesheet. If the district have to write a check, they have a heart attack.

Michelle T: Sometimes a principal will say that something is voluntary explicitly because you're not being paid for it.

Building Rep: Is there a specific time sheet?

Rhonda: There are different time sheets. Your building secretary should have the different time sheets.

Building Rep: We used to get a carbon copy.

Building Rep: When we sub, does the secretary do that or do teachers?

Vicky: Sometimes the teacher does it; sometimes the secretary does.

Building Rep: Why can't we go elsewhere for Kane County?

Becky: That is something Jen has been working on; Dr Norrell doesn't want anyone leaving the district.

Michelle T: How many teachers are teaching dual language and aren't qualified? How are they going to fill all these positions with certified, highly qualified [STAFF]? Any time there's a long-term sub, parents are supposed to be notified that the teacher is not highly qualified.

Becky: This issue has been brought to the board. They now record the board meetings and post them online. Even the board wanted that.

Building Rep: When dual language was first introduced, they originally said that new students who move into the district after the fact would not be placed in the dual language. That's no longer happening.

Becky: Dr. Norrell says that those children are likely Spanish speakers.

Building rep: What about Russian? We have students from Ukraine and other countries. They speak no English, but they're being placed in English and Spanish dual language.

Becky: She said to the board that it's fine. The board knows that this is an issue, but they--

Michelle T: At other board meetings I've been to, the people talk. Board members discuss issues. They don't do that at our meetings.

Becky: They discuss stuff at committee meetings. Unless it's an emergency, everything on the agenda is already done by the committee.

Michelle T: We had previously discussed putting together committees for the contract. Have we started that?

Becky: Next year is when that starts. Our goal is to start in enough time to have the contract finished and voted on before the end of the school year. If it's not resolved, it'll be put on hold till end of summer.

Building Rep: When is her contract up?

Becky: From a credible source, she's on a year to year rolling. [SOME DEBATE ABOUT WHETHER THIS IS THE CASE]

Motion to adjourn. Jan K, others. - Approved.