EA Council/Superintendent Meeting
Date: 09/08/22 at 11 AM
Union Leadership in Attendance: Becky Roireauc, Jennifer Gentile, Claudia Ruiz, Rhonda Bass, Sandra Williams, and Alan Scott
District Leadership in Attendance: Dr. Jennifer Norrell, Dr. Lori Cambell, and Jalitza Martinez

	Agenda Items	Union Notes	District Notes
1.	**Tuition Reimbursement**	Jennifer: Did someone really take 90 hours? Dr. Norrell: Yes. 93. Rhonda: It has been a problem for years. Jennifer: Did we pay the 90 hours? Jalitza: NO. Those who submitted complete packets equals about $87,000. These would be paid out from $150,000. Jennifer: These are back pay people? Dr. Norrell: Some did not submit until 2020. Becky: What is the total of back pay people? Dr. Norrell: Of all the people… Jalitza: $37,000 Dr. Norrell: There are people who submitted evidence for as few as 3 hours. Some 16, 10, 11. When we pay out the MOU, it would be a total 37,000 + 80,000 Becky: How do we get to 0? Dr. Norrell to Jalitza: "This meeting is about everyone BEFORE this year." Becky: My understanding is that in the past meetings it was decided to clear the books. Dr. Norrell: What are we saying on the MOU, nine hours moving forward? January 2022 all the way through.	

		Then moving forward nine hours per year. Jennifer: What about rolling over until the next year? Becky: There are people who plan to get everything in… DISCUSSION SWITCHES TO RELOCATION BONUS. Those bonuses are not required. THEN WE SWITCHED BACK TO TUITION REIMBURSEMENT DISCUSSION Dr. Norrell: Only January 2022 forward. Becky: If/when you hit the $150,000… Dr. Norrell: Contract school year or calendar year? Jennifer: School. Becky: July 30th, all paid. Dr. Norrell: FY 23, 9 hours per year. Jennifer: Are you waiting to see if all their paperwork is in? Dr. Norrell: Do you want to meet a deadline? Becky: A grace period, then that's it. Dr. Norrell: It would have to be for coursework that year. Jennifer: What if there is money left over. Can it roll? Dr. Norrell: No. Becky: What caused the backlog? Those who submitted but ran out of money. Dr. Norrell: It was because of the backlog. I don't think it would happen if we stick to the 9 hours.	

		Becky: I'd feel bad for those who do everything right, within the timeframe, and don't get paid. Dr. Norrell: June 30th the books flip. July 1 new fiscal year. I'd like to say next year paying out in June. Courses with the ending date of June, July, August all paid the next/following school year. Dr. Norrell: That's fair. It gives them a little wiggle room for the summer.	
2.	**Handbook**	Dr. Norrell: It will be released in January. Jennifer: We don't get to see it before? Dr. Norrell: You can see it. We still have a few months. Jennifer: Will it contradict the building handbook? Dr. Norrell: No.	
3.	**Support and Office longevity**	Dr. Norrell: We just need to be more specific. Best practices section. It doesn't need to be an MOU. Sandra: Right. At the beginning of the qualifying school year by October 30th. Rhonda: 15th? Jalitza: the 30th. Dr. Norrell: The 15th year. UNION: The 30th is good. We are in agreement.	

4.	**MOU - Retirement**	Dr. Norrell: Those 3 did not tell us they were retiring. Jennifer: They didn't have to. Dr. Norrell: But they didn't ask for the bump. They agreed and sat for this conundrum. They should have figured this out. People have to disclose before August because they are waiting for their bump. We had a meeting to say you can get the raise or move to the 6 %. We are going to have lawyers on both sides. This is bigger than the local. Jennifer: People are applying by February. Dr. Norrell: This year some didn't give a letter, they had until Feb, take their bump, then take their 6%. Becky: If you declare in Feb you can't get til the next year. Jennifer: It says up to 4 years. Dr. Norrell: Page 46 - If you wait, you got raise and bump. Because of the way we designed it, our intent was positive, but now we have to say no, you can't get the 6% for this year. Biggest problem we're going to have. Our lawyers wrote it this way. Jennifer: It was your lawyer. Dr. Norrell: Once you go to the 6%, you are maxed. You can't get over the 6% (no stipend). Jennifer: No, you could do stipends.	

		Dr. Norrell: I don't think so. Dr. Norrell: The incentives blow the 6%. Becky: That's problematic. Dr. Norrell: I don't know what we're going to give them. It will blow the retirement. We'll have massive penalties. They'll be on the hook for millions of dollars to TRS. Let's imagine no coach, no PLC facilitator, I might have enough for the incentive. But not someone who is doing everything. Everyone who's retired in the past had a meeting explaining everything. But this year—- Jennifer: Some people have put in but aren't board approved. Dr. Norrell: No. Sandra: This boils down to a choice. Jennifer: This might mean that people can't retire at the level they want. Sandra: It might be better for people to take their regular step, keep their stipends, take the incentive. Dr. Norrell: So incentives aren't guaranteed. Becky: So originally everyone sat with finance? Dr. Norrell: Rachel can tell you everyone who was in the meeting. Did those who are board approved this year have that meeting?	

		Rhonda: I did not have a meeting. Dr. Norrell: When were you board approved? Becky: I'll check. Dr. Norrell: Are you getting the 6%, the raise, or both? Rhonda: The 6%. Dr. Norrell: Let's find out what choices were given in the initial meeting, then what was said/done over the summer. Rachel: In November, FY 21, their pay was going to be less, that's why we had the meeting with them. But they've already received their raise for FY 22. Dr. Norrell: A bump on FY 22 is better money. How many took the 6% last year. Rachel: I don't know. Dr. Norrell: Year 2 6%. We have this summer group. Dr. Norrell: There should be room with 6% on the base too? Rachel: I don't think so. When TRS looks, they are looking at total creditable income. Jennifer: When we had 6% before, you were locked in. You got to keep your stipends but not more. And they needed to watch subbing too. If you were in the pipe to retire, no sub, no more stipends. Keep what you have because that was in your salary. The state blew it. We've been paying penalties to TRS for years. Becky: Can we agree to table this and have Robert look at this?	

		Dr. Norrell: We'll work it out. Becky: Do we agree to bring this to our attorney? Dr. Norrell: That would come out of your budget. Jennifer: The staff will become unglued. Dr. Norrell: We're going to stay no stipends. If a retiree doesn't do anything else, they'd be eligible. But we'll have to do something special for those who have lots of extra sources of income. We can come back in a couple of weeks with the number of people. Jennifer: But you don't know how many because they have until February. Dr. Norrell: We pushed through some over the summer. Jennifer: It is seniority. I'd bump them all. Rhonda: We turned ours in during December. Dr. Norrell: Last year's deadline was in November. We haven't really pushed anybody. Jennifer: I think you are going to get close to 55. Becky: How many ballpark? Dr. Norrell: It will only affect the next two years. The penalties will be until 2026. Another problem is that the final list of names is that they might be getting hired for additional coaching, etc., because we don't know until February. Becky: Can you use ESSER money to pay your penalties?	

		Dr. Norrell: No. Becky: You'd think there would be some process to appeal. I'm wondering if there is a process. Dr. Norrell: The FEDs are labeling schools. They don't care. We will bring a list of everyone. Jennifer: The ESSER money is only for two years. Dr. Norrell: It could be 150 people affected. Less clerical and support are coaches. Becky: People sub for free all the time. FLESS (sp?). 3 plan periods. 3 days a week. Jennifer: That wasn't the intent. Dr. Norrell: We need to know how many people we're talking about. Becky: It is only two years. Is there a financial switch? Dr. Norrell: It is millions of dollars. $240,000 for three people who didn't tell us. I have to disclose to the board before they disclose the ESSER stipends. We have to agree to this very quickly. If you do this, it'll cost you 3 or 4 million in penalties. The board will have the right to revote it. We should move the date up to November. Jennifer: Let them know by August 1st.	

		This February date is horrible. Our side said, why? But he was adamant it was going to be okay. I asked a lot of questions. Dr. Norrell: We let them go and figure it out. Now we are going to take the blame. We need to do this sooner than later. We'll have the list in a week. Maybe we can come back on 09/12. Jennifer: There are some people who make a lot of money in stipends. $20,000 or $30,000. Dr. Norrell: Let's put a meeting on the calendar. Jennifer: I feel like you might need to let people out. Dr. Norrell: We wouldn't take away the 6%. It would be ESSER. Here is the problem. The penalty goes back 6 years. We have to go back four year prior, we can not accept it. Jennifer: We have a contract that says you can have it. Becky: Whatever is in there has to be honored. We committed to ESSER. Committed to retirement. Jennifer: The board (AJ) is not going to let penalties go. Dr. Norrell: Some are starting in June could go end of school year will fit the MOU. BECKY: What about 10% set aside? TITLE 1? Dr. Norrell: That's a cap. We don't have to take that. We could ask if they're willing to wave their incentive pay?	

		Becky: Is there a certain amount the state is holding aside? Dr. Norrell: They do and give this to us in tiny grants. We are still in the lowest tier. It is made available to the lowest tiers first. We got money for homeless, ARP, digity equity, etc. They parse it out for things they want to give it to you. This is what the state does with theirs. They keep the money and give it to you in little programs. There's a whole litany of those. Different buckets of money. Set asides and reserves are essentially the same thing. Reserve you have to do. Claudia: Even if it is reserved, they tell you what it has to be spent on? Dr. Norrell: Yes. Becky: They reserve it but it's specifically set. Dr. Norrell: That is the long and short of the reserve. We need to come up with how many people. We can ask our law firm. We can ask for a legal way to get around this. We need to know how many people. Tell them we're going to email out a meeting day. For anyone even considering retiring. Jennifer: There are a lot of people waiting until February. LANGUAGE: All submissions must be submitted by June 15. $259,000	

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District Issues

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