

EA Council/Superintendent Meeting**Date:** November 14, 2024 at 11 AM - 1:15 PM**Location:** Administration Center**Union Leadership in Attendance:** Becky Roireauc, Jennifer Gentile, Sandro Bonilla, Rhonda Bass, Sandra Williams, and Alan Scott**District Leadership in Attendance:** Dr. Jennifer Norrell, Dave Ballard, and (briefly) Mike Engels

NOTE: SINCE THESE NOTES ARE BEING SHARED WITH ALL OUR MEMBERS, THEY HAVE BEEN EDITED TO REMOVE DISCUSSIONS OF SPECIFIC INDIVIDUAL/PERSONNEL ISSUES.

Agenda Items**Union Notes****Discussion Status**

		Norrell: Admin have started subbing! CLAPPING. Norrell: They needed their sub license up to date.	
1.	Block MOU not on the district website anymore Check that all MOUs are on website	Norrell: That's easy. I'll talk to Marissa. Becky: Let me go onto the website...so, longevity and block schedule needs to be added. Norrell: Those were the last two.	The district website will be updated to include all the MOUs.
2.	Calendar Committee	Norrell: We need to get this going. Becky: I'll provide a list [of names] by Monday.	Becky will provide names, then Calendar Committee will meet.
3.	Safety updates to staff: What info can and cannot be shared - what is the "governing" rule? Teach in place protocol-vital for traveling staff	Becky: So, I understand there is info that can't be shared with staff, but I can go on APD website and see more info. I feel like we're going in the direction of not sharing anything. Norrell: They post that stuff but it is usually after the fact.	The district and schools will share the info we need to be safe. Those announcements, and whether to Teach in Place, are guided by our SROs and APD.

	Real time, we have rumors, we aren't going to share rumors. And what we initially got, it wasn't correct. Even four days later, not correct. We battle timing and truth. We're filtering 2nd hand, 3rd hand. Usually what we send out is immediate, what you need to know now. Sandra: My concern is that staff constantly go in and out. Norrell: APD tells us if anything could possibly endanger someone. When it is a dangerous issue, we share that. No-one knew where it happened. Sandro: We had students talking about it before we knew about it. Norrell: The rumor we got was the back of the stadium but it wasn't there. There was never police activity on site. Sandro: I saw cops, yellow tape. Becky: When I came in, I saw a bunch of cop cars on the street. Why didn't we go to a lockdown? Norrell: There was no danger. We knew nothing. In real time, teach in place? Once we knew, it was over. Becky: We all saw the cops there. Norrell: There was no notification, no anything. No-one knew what was going on.	
--	---	--

		Most Teach in Places are domestic, they're community disturbances. That's what happens a lot. Becky: What if it happens in the school? Who makes the call? Norrell: The SRO. Becky: And outside? Norrell: APD. If things happen in the community, we don't report on that.	
4.	Clarification of reporting laws regarding HR requests from other districts for founded and unfounded DCFS cases.	Becky: Person A works here. Someone calls DCFS. It's unfounded. Person B gets a call but theirs in indicated. Both are applying for jobs. But the law says that if it is unfounded, it should not be notified to the new district. Norrell: That is not necessarily the case. You can be completely absolved but if we feel that you are a groomer... The law changed, and if you had grooming behaviors, we have to tell. Our obligation, any job you've ever had, a Faith Law gets sent to them. Becky: Or not for grooming? If unfounded calls are being reported, we're all dead. But most of people having DCFS calls made against them, most aren't for grooming.	For those applying to a new district who had a DCFS call made against them but were deemed unfounded, if the district thinks there were grooming behaviors, they will fill out a Faith's Law form. But if the DCFS call was not related to grooming and it was unfounded, no notice is given.

		Norrell: We can't mandate that. Becky: It is of concern. It makes me more worried about all the DCFS calls that get made. Norrell: I don't think it is an epidemic. Becky: Given the current climate, the way we'd counsel our members, founded or not, you're done. Norrell: I can't comment on that. That is not contractual, that is nothing you can solve with me, certain things they are not getting through HR, what we report are the Faith's Law forms. Becky: And the other parts of unfounded fall under the DCFS statute? Norrell: We only get forms about Faith's Law. There is no other form that goes between districts for DCFS requests.	
5.	Class sizes dual language.	Norrell: Are there areas you'd like me to look at? Is what Jalitza shared with you wrong? Becky: A bunch of new kids have come in. Norrell: You can get an update. Entries and exits in the last month. Becky: I know some schools. 30-ish. Norrell: I'll have Paula give you real time data.	Becky will be provided regular dual class size updates.

6.	CPI training for staff - Who is being offered? Are there different types of training? What is the thought behind these training choices?	Norrell: I don't know. Let me get back to you. This is a bigger conversation. Let me ask. This is a big one. PD Committee is meeting. If we are going to do CPI.	Norrell will investigate the CPI training.
7.	Lane advancements and tuition reimbursement status update.	Norrell: They should be on tomorrow's check (Friday).	As of this reading, staff should have already been paid their lane advancements.
8.	Parent liaisons - what's paid and what isn't?	Norrell: Not paid: Los Posadas, + art night. Paid: Parent university, back to school fair, conference (hourly rate + overtime).	Clarity provided.
9.	When will state data be shared with BOE and the public?	Norrell: Not a union issue. It is already public. It is already shared. But we put it in a publication. But the principal just for a walk through to make sure they understand. Becky: The principals are bringing the data back to talk with PLCS? Norrell: Yes. Jennifer: They've started already.	It is available now. Schools have started to discuss the data.
10.	Facial recognition meeting update.	Norrell: Andy was supposed to connect to Maria. She is the chief steward for SEIU. Jennifer: I heard it was tomorrow? Norrell: I'm not running it. I'm not even on the latest emails. ANDY CAME IN.	The date will be scheduled with SEIU, then shared with IFT too.

		Andy: It's not tomorrow. I reached out to Maria to get their schedule. But I haven't heard back. But once I hear back, I'll let you guys know. I'll reach back today. Maybe Monday or Tuesday before break. I was hoping for this Thursday. But we need to schedule with them.	
11.	Update on supports for Sped rooms across district.	Norrell: As far as I know, all of our SPED rooms are 100% compliant. It is frustrating, and it varies with the teacher. I asked the board to build Adventures. They usually go from Adventures to Dreams. Or outplaced. Several teachers in the little grades have high needs K-1s. They cannot move them along the curriculum of special ed without documentation. There is also self contained.. But we need documentation to move them from Dreams to outplacement. The kids have rights. So we are moving just as other districts are. I cannot violate free and equal education. We have posted immediately for a BCBA. And we're looking at a top behavior specialist. The other thing that is happening is we posted for an additional teacher. There are three things we've done. Four. Floater getting assigned, posting for a teacher, posting for an additional BCBA...	Four additional supports are being provided: *Floater getting assigned, *posting for a teacher, *posting for an additional BCBA, and an AP is being assigned.

Dave: We are going to assign an additional Assistant Principal there. They will help with all students but also to provide structure and guidance to those students.

Becky: I don't think I even understand what an instructional classroom is anymore.

Norrell: K-1 is really, sprinkle in Dreams, Life Skills, put them all together....

But by 9th grade, they've had years to be vetted out.

But early on, we don't have enough documentation to move them along or out.

We had a student slapping staff. If I hadn't built Adventures, so, you just don't know. The threshold is slippery sometimes. Until 2nd grade, you can be given an IEP that is basically blank. You don't need a designation. But by 2nd grade, you need one.

Becky: Calling it Instructional kicks in curriculum requirements, that especially makes the job for new teachers very difficult.

Norrell: I hear what you are saying. But I have zero legal rights to change that. But what we can do is get another teacher and split the numbers, but we need to treat them as instructional until later.

Becky: I think that causes an enormous amount of trouble.

Norrell: In the past, we had severely challenged students in regular classrooms. Until we created Adventures.

		Becky: There could be four dedicated, on-track adults, but there are flight risks, students acting out. I'm all about high bar- Norrell: I know, I know. But I can't fast track them. I've been all over this. And I've pushed. But I can't. But hopefully these additional supports will help.	
12.	Status on supports for new staff and those with less than proficient ratings.	Norrell: For those on a professional growth plan? Becky: They were going to get help from instructional coaches? Norrell: They should have a mentor or coach. Jennifer: Instructional coaches, we wanted to add them to the plan. Dave: Was this before last spring? Because that is when their plan was made. One is already working with an instructional coach. Becky: We just want to make sure this is being provided because I can't always be in all the buildings.	Instructional coaches will be used to help those on professional growth plans.
13.	Posting CC with no subject just said TBD. How can middle school teachers know to apply if it doesn't have a subject? The high school had the subject posted.	Dave: It was reposted this morning.	Situation resolved

14.	DLT meeting invite - All members of the leadership team not included.	Norrell: It was not very functional last year, we've had it last year, it is our version is SLT. Becky: Can I invite my whole team? Norrell: No. It is not a whole team. Just a smattering. Jennifer: In the past it was president and VP. Last year we did just the one meeting. Becky: But it is all admin. Norrell: It's like our version of SLT.	Consensus not reached
-----	---	--	-----------------------

15.	Subbing: Support staff all day Tuesday	Norrell: No, we won't do that. They'll be paid as usual. Jennifer: It is a full day of school. Norrell: They should be paid the full amount. It's a regular day, a full day. We need to make a school leadership announcement. Mike: It is full day, even though it is late start Tuesday. Sandra: And we don't even do late starts anymore. Jennifer: I want to get rid of that at middle.	Support staff who sub on Tuesdays will be paid for a full day. Principals will be notified.
-----	--	--	---

16.	All schools splitting subbing?	Jennifer: Have all schools been informed that they can split? Norrell: I don't know.	Admin will be notified that splitting is allowed.
-----	--------------------------------	--	---

		We can relate that message. I'll ask school leadership today. Becky: They're taking three people and splitting, but support aren't getting paid. For the historical record, can we be clear that this was birthed out of the union pushing for the need to pay our staff? Norrell: We cannot cover TAs for lunch and breaks. But we cannot get enough folks to cover Life Skills, our transitions, our PPAs, those people have been bearing the brunt. Becky: We've been talking about this for a long time. Norrell: The board president has been saying, <i>This is what we pay in industry</i>, she understands what we're dealing with. Becky: I want the record to reflect that when we talked about the monitors, we'd brought up the \$22. (Union filed unfair labor practice in February 2023. See HERE.) Norrell: When the high school doesn't have a crew of 36 and a math teacher has to watch the bathroom, it impacts them when we could get fully staffed. Continued below	
--	--	---	--

District Issues

1.	Norrell: I want to be clear because I've been pushing for this. One, I got back, I need to know how to orchestrate my efforts, the diapering clause, I was talking to the staff, I learned that someone was not getting the stipend. I don't have a problem asking them to ask them to extend it to K+, and if we want to add an adjustment to add more levels.
----	--

Becky: Some need changing tables. Because we tell people, *Don't do it alone*.

Norrell: Changing tables in all sites. We just need to make sure we have enough.

We put one up at the Rec. Those are big. But we need smaller ones for the littles.

Another issues, I met with APD, our PPAs have done a great job to force them out, I told them, hold the lot, if you don't have a pass you can't get into the lot, and it is pushing them across 5th, we're talking about patrol, you know, to push them along.

What is our PPA full staff? 36. We need to raise the pay. We can't wait until the next school year. I want to raise the base.

I know the secretaries...

Becky: That is a slippery slope. It is hard to get people into clerical positions.

Rhonda: I can attest to it. I've been doing the clerical attendance job since September because we didn't have a person. We got a candidate, but when they heard the salary, they didn't want it.

Sandra: Can I get my grandfathered personal day back. I lost my sick day and my personal day.

Norrell: This is huge with the MOU, should I put this on my list?

Jennifer: When support staff moved up they never lost anything.

Norrell: Can we deal with the big picture right now?

Becky: \$15 to \$22.

Sandra: Every support staff member who isn't certified staff?

Norrell: I usually bring context, so when I talk, I want to share the impetus of the request.

I understand when you talk hourly, we don't want to differentiate.

I'm talking hourly.

Becky: Then that would be an absolute yes. 100%. Yes.

Sandra: 36 is what we have now, fully staffed?

Norrell: No. What it could be. When I heard that number, I said, we gotta do something about this.

If you can just say hourly. I think if we use the language of hourly, we don't have to go with support.

But then it won't include some hourly like the trackers. I'm talking about hourly people.

Then it keeps you from having to name buckets.

Becky: Some are yearly. Salary.

Norrell: We can't compete with retail right now.

Sandro: How about a little booth for a PPA to stand out there?

Norrell: What about a golf cart? And some are heated.

Let's draft it out.

We need names for the committees. For example, calendar.

Some of the others, safety, I'm pushing that meeting.

Becky: By Monday.

Norrell: Rec counseling. Our winter pamphlet for families is coming out, birth - Pre-K, families can use programs. Now we can move into the next phases of what we want to do in that center. I'm going to bring some of our people, we are going to post for counseling after school hours, but if it is afterwards they'll need licenses LCSW / LCPC, and we'll post internally, but then if we can't fill it, we'd need to look outside. Anyone who has the credentials. It could be a teacher. And they could job share that. It'll be the contracted rate, which is the highest rate. That's anytime you are working with kids.

We are really trying to get connected to the Center for Childhood Resilience. But we want to bring the best. And maybe each kid can't get to the REC, we'd need other sites (there are only four at the REC). There is more need than we could possibly meet.