

Draft Minutes of
The East Aurora Council of the AFT Local 604
April 18, 2024

In attendance: Aviva Pollack Paradise, Airen Freese, Alba Hernandez, Alan Scott, Becky Roireau, Beth Cotter, Christy Harding, Cin Citro, Carrie Snyder, Eileen Pasturczak, Fatima Ballesteros, Gloria Salinas, Jeff Hansford, Janel Jaros, Jon Kuehl, Jan Kolodziejek, Joy Caro, Judy Durham,, Joyce Ladewig, Karen Mueller, Kristi Pokornowski, Lisa Samp, Lisha Pauli, Lorraine Garciacano, Mary Carol Smith, Melinda Thomas, Michelle Taylor, Patrick Bednarik, Pamela Miller, Rhonda Bass, Stephanie Paul, Tim Hollins, Victoria Haier, Kara Bown (general member/non-voting), James Ross (general member/non-voting).

Building Representatives, Executive Council Officers, or Senators Not In

Attendance: Arlette Gomez, Angie Sanchez, Amy Van Cura, Alison Mann Nile, Brittany Peterson, Beth Eadens, Brian Henricks, Catalina Saenz, Dulce Jonsson, Dawn Stanfa, Elaine Halleran, Gerry Mestek, Geoffrey Adler, Henry Johnson, John Burkhalter, John Devine, Julie Melendez, Julie Schmale, Jessica Fisher, Jennifer Gentile, Jeffrey Mleczko, Kaliegh Soumar, Kim Stolpestad, Mara Clucas, Michelle Hanna, Mary Taylor, Nicole Connoly, Pablo Macias Contador, Stacey Boyce, Sandra Williams, Tim Snyder, Trevor Schrage

Meeting begins at 4:15 PM.

Becky: We have condensed our agenda. So, secretaries report.

Secretary's Report:

- Fix Tier 2 Week of Action

ALAN GAVE CONTEXT ABOUT THE TIER 2 WEEK OF ACTION. ALL MEMBERS (AND EVEN NON-MEMBERS) WERE ENCOURAGED TO CONTACT THEIR STATE REPRESENTATIVES TO ASK THEM TO SUPPORT REFORM LEGISLATION FOR TIER 2 PENSIONS (BOTH TRS, IMRF, AND OTHER PUBLIC SECTOR PENSIONS TOO).

- Reviewed union meeting minutes from [03/21/24](#)

Motion to approve House of Delegates minutes from 03/21/24: Cin Cintro, Lisha Pauli - Approved. Pass, all. Nays, none. Abstains, none.

Treasurer's Report:

- Reviewed [March 2024 budget report](#)

Motion to approve March budget report: Joyce Ladewi, Lisha Pauli - Approved. Pass, all. Nays, none. Abstains, none.

President's Remarks

- Block Schedule TAs - Discussion and Possible Remediation

Becky: The first part of the meeting today is the tentative agreements that were put together by our Block Schedule Negotiation Team. Would you stand up?

MEMBERS OF THE BLOCK SCHEDULE NEGOTIATION TEAM STOOD.

APPLAUSE.

Becky: They worked really, really hard. Block schedule is coming to the high school and this team did a lot of work to help land the plane.

These TAs [if approved] will be put together as a memorandum of agreement, which then goes before the high school for a vote.

Rep: It will go to the high school [for a vote] because it is only a change for them?

Becky: Yes. Affected bargaining units only.

So what we will be doing is to read each one of them, then have a discussion, then we'll put a motion on the floor.

BECKY READ 9.2 WORKDAY B.

Rep: If it is in black it was the original contract language, the red is what the administration proposed, and the green is what the union team proposed.

And if you look at the original language, ISI was assigned as a duty. But that is gone now. It cannot be assigned as a duty.

Rep: What is the expectations of an advisory period?

Rep: That was built on the old Tomcat Time. You could do instructional SEL work with them.

Rep: My daughter has an advisory period. I think they can redo tests.

Rep: We've been informed there will be no study hall. It would be SEL.

Rep: There isn't currently an advisory period.

Rep: Could they add one?

Rep: They can't. You'd be over the teaching periods assigned in the contract.

Rep: We really need in the next contract to think about this idea of volunteering. They try to get us to volunteer all the time. We need to define when this is appropriate or not.

Rep: That's why I'm wary of this in there now.

Rep: It was already in there. We tried to get it out, they wouldn't take it out. She said, I'm not going to do that because I'll get in trouble.

Rep: Any duty can be assigned as long as it doesn't involve grading, instruction, or having a teacher do it. If they do it, it'll automatically become an overload.

Rep: Does volunteering prevent us from doing a timesheet?

Rep: They would first ask for a volunteer, even if it is for an overload, but if there is no volunteer, they'd stick someone in there.

Rep: The original says, five assigned periods. So it still holds to the five, that doesn't change. They called it thirteen because they wanted to include the prep time. I fought to get rid of in-school as a duty. Hire someone who is capable of this.

Becky: Anyone else?

Rep: What we are then voting on is for it to go to the high school to then vote?

Becky: Yes. As soon as we came to an agreement, Dr. Norrell and I would sign it. We agreed and signed it. Then they'll become part of an MOU, which will then get voted on by the high school. The safeguard is it is voted on here.

Rep: Then it goes into the contract?

Becky: Yes.

Motion to approve TA 9.2 Workday B: Mary Carol, Michelle Taylor - Approved. Pass, all. Nays, 0. Abstains, 0.

BECKY READ 9.2 WORKDAY C.

ALAN EXPLAINED THE CHANGES.

Motion to approve TA 9.2 WORKDAY C: Melinda Thomas, Judy Durham - Approved. Pass, all. Nays, none. Abstains, none.

BECKY READ 9.6 SUBSTITUTING.

Becky: The language added was any block classes.

Rep: But it also factors in the skinnies.

Rep: If it is considered two or more you get paid two?

Rep: Yes.

Rep: I'm not opposed to this at all. At the middle school we have block too.

Rep: They count the total amount per week. It is complicated and horrible. Because of FLES.

Rep: If you approve this, it would become leverage in the next negotiations.

Rep: Yes! Yes! It's just like, we're just starting to prepare ourselves for the next contract.

Rep: You guys need to get away from that timeframe that you have.

On this, this is an A/B schedule. Would you be less likely to sub daily?

Rep: No. Because you'd have a plan.

Motion to approve TA 9.6 Substituting: Mary Carol Smith, Jon Kuehl - Approved. Pass, all. Nays, none. Abstains, none.

DISCUSSION BEGAN ABOUT 16.1 SUBSTITUTING.

Becky: This one is super important to me because of the support staff sub at the high school.

Rep: You need a certificate from ROE in order to sub. It is usually your lunch. Or a period you are already in the high school.

Becky: Because of the pandemic, they loosened the criteria but then they tightened it back up.

Rep: This is all across the district. Not just the high school.

Rep: As long as they have a subbing certificate, they can sub?

Rep: Yes.

BECKY READ 16.1 SUBSTITUTING. So, the subbing for support staff, the subbing pay goes up to \$37.

Rep: They didn't double it?

Rep: No.

Rep: Let me just ask the question. So, they refused to double it for support staff as they did for certified?

Becky: But it was better than where she was originally at.

Rep: And there is room to grow.

Member: It is \$21 for the period. Then \$37 is for the block.

Rep: It looks like \$37 times two. And here is my other question, is this substituting for all support staff, not just for high school?

Rep: This impacts everyone. But I want to go back to the team.

Member: It is not quite double. Their reasoning - and if you have a counterargument, use it during the next negotiations - they couldn't quite go to double because support staff aren't missing things like grading, contacting parents, so it's per minute. So that's the same as the previous contract.

Becky: He's just the messenger. Don't shoot him.

Member: This was *their* argument.

Rep: If support staff, not doubled?

Rep: Here is one of the things I'm concerned about. What if my TA is doing block, they currently get \$42. Will they get brought down to \$37?

Rep: The asterisks applies to support staff only.

Becky: We can just officially vote no then get-

Rep: If we vote on this, can we not change this during the next negotiations?

Rep: No, you can. It ends with this current contract.

Rep: So we can change it then?

Rep: This is on top of their regular salary. Thank God.

Rep: This was probably our most contentious negotiation issue.

Rep: If we make changes to the middle school, then they'd need to vote on this too.

Becky: It was just supposed to be for high school.

Member: If a TA subs at the middle school, do they get double?

Rep: Yes.

Becky: Put a motion out to 16.1 Substituting?

Rep: What happened with 9.6?

Rep: If I argue this, I'd argue for double.

Becky: Motion to approve 16.1.

Motion to approve Substituting 16.1: Becky Roireau, Michelle Taylor - Disapproved. Pass, 6. Nays, 27, Abstains, 0.

BECKY READ APPENDIX H: MANAGERIAL BEST PRACTICES #7 + #8.

Rep: [Regarding 8] The precedent is already set. We follow PERA. It is one period. I would not go there, there is no way. There are time limits in the law.

Becky: [Admin wanted it longer] Because certain A/B periods have labs, etc.

Rep: What is #7 about?

Member: One of the proposed schedules, you could meet with the deans to discuss. At the beginning of each day we have a zero hour. The first 45 minutes of school. Outside of PLC days-

Becky: Zero hour is traditionally a credit recovery.

Rep: There will be a day for the deans. A couple of days for office hours for students. She didn't want it to be, you've got 45 minutes of free time each day.

Rep: My concern is that it says, *Will participate* and *each day, Mon - Fri*. If she decides PD, Mon - Fri, are you okay with that? I feel that the language is a bit loosey.

Becky: We wanted staff directed, admin directed. But we reached an impasse on that. That's why it ended up in the managerial best practices.

Member: I don't know how much real choice we have with that. The flip side, the staff don't like it, but we've been told it's happening whether we like it or not. Am I comfortable? No. But I think this is as good as it gets. We might be able to grieve it or not.

Rep: There is no leverage?

Rep: These are managerial best practices. 9.2E has never been followed.

Senator: They did add traveling spots. I travel to five or six buildings. It just says staff. I'm considered staff at the high school. I'm worried it's going to itinerants-

Becky: We only say teacher, teacher, teacher.

Rep: But I'm a teacher. But I just want to make sure, this part for classroom teachers, but we have so many roles, it's something we need to discuss. How does this tie me in with my schedule? I just don't want them to come in and say, you need to be here today.

Rep: The red is what Norrell proposed? Can we just vote it down?

Rep: And during negotiations, we were definitely in the same mindset. There is a lack of trust. They can't ask us to teach another class. If they gave us a duty, there would be no students in the school.

Rep: The point was to eventually negotiate it into the contract.

Rep: If this is a parking lot, they look like they might be outdated.

Rep: It's a little something to go back on.

Rep: I just wanted to verify, we don't want 8, because we want it to parallel what the middle school has.

Motion to approve TA MANAGERIAL BEST PRACTICES #7: Michelle Taylor, Eileen Pasturczak - ?. Pass, ?. Nays, ten. Abstains, none.

Motion to approve TA MANAGERIAL BEST PRACTICES #8: Michelle Taylor, Eileen Pasturczak - ?. Pass, ?. Nays, sixteen. Abstains, none.

THE MOTION TO APPROVE TAs MANAGERIAL BEST PRACTICES #7 + #8 WAS DEEMED TOO CLOSE TO CALL. ONLY THE NAY VOTES WERE RECORDED AND THERE IS UNCERTAINTY REGARDING HOW MANY VOTERS WERE ACTUALLY IN THE ROOM AT THIS POINT. A RE-VOTE ON #7 + #8 WILL TAKE PLACE AT THE SAME TIME WE DISCUSS/VOTE ON SUBSTITUTING 9.6.

- Student Trackers MOU

Becky: If you remember back in the Spring we brought to you the student trackers. It was a non-union position. They grieved it. It went to arbitration. And the labor board put them in the office bargaining unit. It was the closest match to what they were doing. So, we negotiated with the district for a long time last year. I visited the trackers again. The job description is much lengthier than that they gave to them at the time. They all have a BA. Most are working on their MA in psychology or social work. But they do presentations, give services to students with traumatic experiences. We have a lot of trauma

in our community and schools. They were given these jobs, the district set their grant -

Rhonda: It was a grant program. But the grant is no longer in place.

Rep: But they want to keep their positions.

Rep: Others on grants get less than half.

Becky: In my philosophy, I'd never take money away from people. Now they're frozen. They don't get a raise until this is settled. I'm telling the facts.

We took their existing base salary where they were, with commensurate increases.

Rep: Their increases are the same as staff have been getting?

Becky: It's an average and commensurate with the group. We inherited the pay. She started paying them.

So, the language is essentially the same as last time. I have a responsibility to bring it back to you. We need to vote on them.

Senator: This can be used as leverage during the next contract negotiations.

Becky: Now you've just increased the average dollar amount per hour of the entire bargaining unit.

Rep: I'd never vote to take money away from people. But this is a good bargaining chip.

Were the trackers originally told this was not a union position? That's why they got out of the union to be part of the MA program, but now they want back in?

Becky: It is a union job. Whether they like it or not.

Rep: It was a huge win.

Becky: But it is so much higher than others. But right now they are just being thrown in every direction.

Rep: It could teach our that we'll nail you and it'll increase the pay in our contract.

CLAPPING.

Becky: The ULP I filed is part of public record.

Motion to approve Block Schedule Students Tracker MOU: Judy Durham, Mary Carol Smith - Approved. Pass, twenty-six. Nays, two. Abstains, none.

- EA Constitution - Hand Out and Go Through Major Changes

Becky: This will be posted, a month or so for suggestions, then get through elections, and the gist was to add some transparency. What were some of the focuses?

Rep: Defining how much money could be spent without it going to the HoD?

Becky: There would be a trigger amount.

Holding people accountable, if you need to be removed, clear and concise steps, we had no accountability.

Compliance with the law. Statement about diversity and inclusion.

Rep: When?

Becky: I'll post it for comments. I want to honor their work. We'll do a month of comments. Then at the beginning of the next session next year.

Rep: The whole district or just the House of Delegates?

Becky: The House of Delegates.

Rep: We needed some checks and balances.

Becky: Thank you to the Constitution Committee. That was a lot of work.

Rep: Quick announcement. Finally, there has been a lot of drama, finally in the fall we are starting our book drive again. I'll ask Stacey to post the flier in the reps' Google Classroom. I'm going to need help moving those books. I was a bit younger when I started this. Then I'll coordinate to bring the books over to the high school.

Senators: In the update, they got 40,000 books through a grant. Please take a look at that. They also got \$10,000 to purchase additional books. And sending books home.

Rep: They are getting them pennies on the dollar.

Senators' Report

Senator: Before everyone leaves, please post these.

Because we are at the end of our meeting, there are some legislative updates, we'll give them a packet of info, just take a look. There is something about teacher plan time. There's info about mental health resources for students, with school boards having to send info home twice a year. Social workers, a social work associate endorsement. There are items in there related to community college, teacher prep programs. If you have a BA, they could create a program. Having something local that doesn't cost as much.

Becky: We put together a speech to the board, it was a simple message-

Rep: We stepped up to implement this program. We deserve to be listened to.

Becky: People were a bit upset. But the result was that by Wednesday there will be a committee, a Dual Language Teachers Committee who will address the issues we've compiled on the sheet. And the board will get our results.

Rep: The Teaching and Learning Committee?

Becky: Yes. An offshoot of that.

April 30th at 4:15 in the Admin Center. That's a big win.

Meeting ends at 5:45 PM.