

EA Council/Superintendent Meeting**Date:** November 2, 2022, Time**Union Leadership in Attendance:** Becky Roireau, Jennifer Gentile, Claudia Ruiz, Rhondra Bass, Sandra Williams, and Alan Scott**District Leadership in Attendance:** Dr. Jennifer Norrelland Jalitza Martinez

Agenda Items	Union Notes	Discussion Status
1. Transfers- members transfer request being ignored One staff applied for PPA transfer positions on May 16 2022- Benavides Elementary August 2 2022- Beaupre Elementary September 20 2022- Gates Elementary No phone call or email response. No interviews.	Alan: Staff who work in the district are applying for open positions. But then they never hear back. Norrell: We don't have to honor them. We just need to consider their request. Alan: I know that normally if someone applied for a job position, there is no requirement to get back to them. But we are talking about people already working in the district. They feel ignored when they don't hear anything back. Becky: What if they really want to leave? Leave the high school and go to the middle school? Norrell: All the PPAs are at the high school. We don't respond to posted positions. But if they send an email request. There is an internal and external process? Claudia: You have to apply with an application. Sandra: It gets posted, then they fill out an application. Alan: Are they doing it wrong? Sandra: The process is definitely wrong. But when we talked about it, jobs come up all throughout the year. The transfer piece was where it was all about involuntary transfer.	• Informal agreement [no formal agreement write-up needed] • Informal agreement [but formal write-up needed before finalized] • Discussion ongoing

		CONTRACT IS CHECKED. IT SAYS AN ONLINE APPLICATION HAS TO BE FILLED. Norrell: There is a script that could be sent which says if the application gets filled, they could get sent a response.	
2.	Bookkeeping Why are accounts being reduced and the bookkeeper is not notified?	Rhonda: Accounts are being reduced and bookkeepers are not being notified. The \$200, they go in and start placing their order, but then there isn't enough money in the account and we aren't being notified. She's processing stuff, then it comes back and there isn't enough money in there. It is coming from finance. It is an account just for the \$200 stipend. Everyone is supposed to use POs, but the money doesn't need to sit in the account, it comes from the other end. Sometimes it's there, sometimes it's not. Norrell: It goes up and down? Rhonda: Yes. Becky: You'll need a check and balance over there.	• Informal agreement [no formal agreement write-up needed] • Informal agreement [but formal write-up needed before finalized] • Discussion ongoing
3.	Johnson: Door won't lock This has been an ongoing issue since back in 2017. The door gets band aid fixes but nothing to secure the door. They've sent School Dude tickets, spoken to B&G and we still have yet to get a new door. AP Mrs. Bisselll emailed Steve, Jesse and Jalitza today letting them know it's been an issue that has not been corrected.	Jennifer: An outside door! Norrell: We'll fix that today.	• Informal agreement [no formal agreement write-up needed] • Informal agreement [but formal write-up needed before finalized] • Discussion ongoing

	Building admin have been trying to get this issue resolved for a while now.		
4.	Johnson: Parking Lot Light Out Ongoing since last year. Numerous tickets and speaking w/B+G.	Norrell: Got it.	• Informal agreement [no formal agreement write-up needed] • Informal agreement [but formal write-up needed before finalized] • Discussion ongoing
5.	<u>Power PTC:</u> Might we look into a program like this to schedule P/T Conferences? It makes it easier for families too. Teachers are still getting sign ups for wrong teachers.	Norrell: We are switching to a new system. It will be able to schedule conferences.	• Informal agreement [no formal agreement write-up needed] • Informal agreement [but formal write-up needed before finalized] • Discussion ongoing
6.	Walk through from Language Acquisition: What should they look like?	Jennifer: We need clarification. Why are they opening cabinet doors, closets, etc? Norrell: To show the materials? But they should ask the teacher but maybe they don't want to disturb the teacher. Becky: Can we get a checklist? Norrell: It is not about the teacher. It is about the program as a whole. They come with her, but it isn't them doing it. Jennifer: Are you sure? I think it is our own people opening cabinets. Norrell: Those are not teacher-based conversations. But we know there are personal stuff in there so I'll say, don't ever do that.	• Informal agreement [no formal agreement write-up needed] • Informal agreement [but formal write-up needed before finalized] • Discussion ongoing
	Lost Transcripts: Last staff were told, members were being asked to request a meeting w/Natasha, but Natasha hadn't really been given any clear directives on how to respond to people.	Alan: Do you recall when we brought forward the issue in the past of staff who submitted their transcripts, they were received, but were later said by admin to be lost? You had said that	• Informal agreement [no formal agreement write-up needed] • Informal agreement [but formal write-up needed before finalized] • Discussion ongoing

		staff should email Natasha and CC the union. Staff have done this and she has said she doesn't know what to do. Norrell: We want her to search for them? If it was ever sent to the district, we can pull it. Jalitza: There were a couple that were sent, to Laura or Mayra, but you have to go into a link within three days, but if they didn't the link closes and they got lost. Norrell: But we have to open them and then copy them... Alan: Who has to open them? The district? Norrell: They can submit their receipt for proof of transcript for reimbursement. Becky: Some sent tuition approval forms to admin who weren't there. May to July. Norrell: We are going to change the form. Transcripts at D131. Alan: What should staff do? Norrell: Order a new one, send a reimbursement receipt, put "lost transcript" on there, and email to Natasha.	
9.	Lane Advancement: [1] When will staff who submitted on 09/30 start getting their pay? [2] Will the pay be retro to the beginning of the 2022 school year?	11/15 + retro	• Informal agreement [no formal agreement write-up needed] • Informal agreement [but formal write-up needed before finalized] • Discussion ongoing

10.	Chain of Command: When district admin are doing work in the buildings, who do we contact if there is an issue? Principal Kuyper or Dr. Norrell?	Norrell: It should be brought up at the building level first. For instance, the principal.	• Informal agreement [no formal agreement write-up needed] • Informal agreement [but formal write-up needed before finalized] • Discussion ongoing
11.	Stipend Committee: Girls' Wrestling and Boys' Volleyball are new sports this year, so they are not on the list of stipends but would like to be. It would seem that the procedure for adding these stipends is for the Stipend Committee to meet. Judy reached out to Jalitza. What do we know about when they'll be meeting?	Jalitza sent out an email for the Committee to meet.	• Informal agreement [no formal agreement write-up needed] • Informal agreement [but formal write-up needed before finalized] • Discussion ongoing
12.	Retirement issue	Becky: 6% on all credible earnings, 3% at the start, and 3% at the end. As a failsafe, they get an automatic 3% and 3%. Jennifer: Everything you do. Norrell: Yes. Jennifer: What is they are doing things during the school year? Norrell: We can't afford that. Jennifer: What about PD. Becky: We have 6% on everything, the base, all the PD they did, the subbing, whatever they did. Norrell: 6% on the base year. If something happens, and they slip through the cracks, they might have gotten extra stuff... Jennifer: So you might take it away at the end?	• Informal agreement [no formal agreement write-up needed] • Informal agreement [but formal write-up needed before finalized] • Discussion ongoing

Norrell: Yes.

Jennifer: The bilingual teachers who have to do all this PD.

Norrell: There is no way the board will approve more than the 6%.

Becky: I get that. I understand that the 3% + 3%.

Norrell: You are getting it all in the same year but we can make sure no one falls through the cracks.

The reality is that this will work more in those employees favor because we might not be micromanaging people's stipends, extra work, etc., but the reality is that we can't watch all that. Those retiring aren't the types to want to rip off the district; we're not going to hawk these people.

Becky: The incentives will go into escrow.

Norrell: December board meeting. January will get the first 3%, then the rest before the end of the year.

If we decide to give a different incentive, it just goes into escrow.

Jennifer: I'm still on the PD.

Norrell: They're never going to agree.

Jennifer: They have to do PD for their job. You can't make them do it all for free.

Becky: For the average person, it might be steady over the years. Someone who is doing PD has probably always been doing PD.

Becky: This is a huge win.

Jennifer: We have to sell it.

Becky: This is a 6% on everything. Best case scenario. Except for the 3 and 3. 6% is an industry standard.

I love the language under B. On the honor system, if you drop a stipend, you make it up somewhere else.

Jennifer: If I'm subbing every single day.

Sandra: As long as we don't have an issue at the building level, I just don't want it to come back, the honor system, you owe the money, they have to give it, then somewhere the principal is micromanaging.

Jennifer: You have to stay after school each day to tutor.

Norrell: If we have the retirees submit what they did, sub 10 times, coached, turn in a sheet, to protect them, every semester, give it to the union, or give it to us, we could create a template, then we're done.

Becky: If a principal says, I need you to sub but I'm already at my 6%. Can they turn it down?

Norrell: Yes, you are done. Unless you want to help out. Unless you want to. Each building has a different culture.

Sandra: It is up to that person.

Becky: If I can make the money I've always made, maybe I'll volunteer.

Sandra: Do you have an idea of what the template looks like? Before we say yah, we should have a template.

		Claudia: I agree with you, Sandra. Becky: What we're saying is, to create the template first. Norrell: We can create that and email it today. Becky: I don't want principals to micromanage. Norrell: They don't have the capacity. Claudia: You say that but sometimes they do. Norrell: But they don't have that info. Becky: We should have a document for retirees saying exactly what they are getting. Then they can docusign. Norrell: Yes. But we can still have optional meetings. Jennifer: People haven't gotten their raises yet, and no 6%, they're panicking. Becky: Lump sum 3% at the beginning, then a lump sum 3% at the end? Norrell: Yes. First semester is prepaid, second you wait. We trust you, you trust us. Becky: We'll need to call an emergency union meeting to discuss, then we can vote on the MOU.	
13.	Longevity issue	Norrell: I plan to take the language to the board on Monday. Becky: You don't get it in the 9th school year but the 10th. Norrell: This will begin in the 2002+2003 school year. We don't mind restarting,	• Informal agreement [no formal agreement write-up needed] • Informal agreement [but formal write-up needed before finalized] • Discussion ongoing

but we want to start in 02/03. We are not going to dig back.

It has been a past practice.

Becky: It doesn't fix it for the present person...

Norrell: That isn't on you. That is on the past presidents. They should have grieved it.

Becky: That is a colossal bummer.

Norrell: It is fixed.

This had to be paid like this forever.

Sandra: It hasn't been. It has been all over the place.

Jennifer: We brought this up and we tried to bring it up last year.

Norrell: Just people who don't want to wait for march. I want to get paid in the Fall. But then, it is too tiny an amount of money.

Sandra: But also people don't wait until March to get paid...

I retire, but I don't get to benefit from my last year of longevity.

Jennifer: Now it will be fixed. But those who were paid wrong won't be fixed.

Sandra: We are talking about the current employees.

Norrell: This will be starting now when the board approves it. What we talked about and agreed upon was before you.

BECKY SHARED ALL THE DATES WHERE LONGEVITY HAS BEEN DISCUSSED BUT IT STILL ISN'T RESOLVED.

Norrell: Is this what you

brought to your House of Delegates?

Becky: That was the language we'd agreed upon. The language was brought, a member called me, I had no idea there was an arrears situation.

Norrell: It has been four contracts with the same lady and the same issue. We aren't going four contracts back.

Jennifer: It started with Sara, Gerry, Jeff.

Becky: When we wrote that language, we had no idea there was arrears.

Jennifer: Anyone moving to ten, fifteen, twenty this year will be fixed.

Norrell: This will fix everyone who waited until the end.

Sandra: The staff member is retiring?

Jennifer: Yes. She's going 20.

Sandra: She retires this year-

Jennifer: She won't get it.

Rhonda/Jennifer: We got an MOU and we voted on it.

Becky: We could keep it the way it is.

Sandra: We don't want to do that. \$300 is a lot better for someone than being broken up.

Norrell: People aren't getting enough money? If you run across people who didn't get paid enough.

Rhonda: Our bookkeeper says the same thing.

Sandra: \$62.50 is what it

		was showing. I need to look for myself. I need to see it. Norrell: Give a name and she can pull it up. Sandra: I have to always assume that if my stuff is wrong, everyone else is wrong. \$62.50 x 4 = \$250. Who at the district level looks at everyone's stuff? Even still, we can't see old checks. Jennifer: Now that we don't get pay stubs, why aren't they all in there? Norrell: We can't short people money. Becky: Let's get back to the MOU. Jennifer: It was voted and it is going to be approved. It's done. Becky: If I'd known about the arrears, I'd have done something differently. Jennifer: We did. You didn't.	
14.	Tuition reimbursement issue	Norrell: This is pretty much everything we've said. We'll pay everyone before May 31st, then we won't let old money drag the new money. "For the duration of the 2021-26 bargaining agreement, all eligible courses completed on or before May 31 of each contract year will be eligible for reimbursement from the current school year's \$150,000, to the extent that amount has not already been exhausted [***] All eligible courses	• Informal agreement [no formal agreement write-up needed] • Informal agreement [but formal write-up needed before finalized] • Discussion ongoing

		complete on or after June 1 will be reimbursed from the following contract year's \$150,000 fund has already been committed to other requests shall remain reimbursed and may not be submitted in future contract years for reimbursement." A DISCUSSION WAS HAD ABOUT THE MOU PROCESS. WE NEED TO HAVE AN EMERGENCY MEETING, POST TO THE UNION WEBSITE, AND EMAIL TO MEMBERS.	
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