

EA Council/Superintendent Meeting

Date: March 06, 2023 @ 10:30 AM (started at 10:50 AM)

Location: Administration Center

Union Leadership in Attendance: Becky Roireauc, Jennifer Gentile, Claudia Ruiz, Rhondra Bass, Sandra Williams, and Alan Scott

District Leadership in Attendance: Dr. Jennifer Norrell, Dr. Lori Campbell, and Jalitza Martinez

PLEASE NOTE THAT STAFF NAMES AND ISSUES SPECIFIC TO A PARTICULAR STAFF MEMBER are removed from the staff version of our notes to protect member privacy.

Agenda Items	Union Notes	Discussion Status
1. Kane County Institute Day Attendance form: Drop-down does not have an "office staff" option, only "other."	BECKY GAVE CONTEXT ON THIS ISSUE. Becky: Office staff felt slighted. Can that be fixed? Norrell: That's easy. We can do that.	• Informal agreement [no formal agreement write-up needed] • Informal agreement [but formal write-up needed before finalized] • Discussion ongoing
2. Subbing- parameters	Issues pertaining to specific employees.	• Informal agreement [no formal agreement write-up needed] • Informal agreement [but formal write-up needed before finalized] • Discussion ongoing
3. Since registration is not open yet, we should include information for School Status along with registration. This way parents can be informed about it.	Rhonda: I'm getting this from my records secretary - parents are not knowledgeable about School Status. They are blocking it. Claudia: Maybe the district could make an instructional video? Norrell: You think it might get them to stop blocking it? Jennifer: Parents don't know its importance. Norrell: Some do SMORES, maybe it could be put into one of those, it might be more meaningful if it comes from the principal.	• Informal agreement [no formal agreement write-up needed] • Informal agreement [but formal write-up needed before finalized] • Discussion ongoing

		Rhonda: The attendance clerical said they just got a link. Becky: I found some fliers in Spanish and English about it. I'm sending it to you. You can take a quick tour on the website. Norrell: They have some videos, I think. They sent out a flier at the beginning of the year. Claudia: Maybe when you do a phone blast for registration, you could say- Norrell: I'm also doing parent townhall, I could share it there. I could put it into the Powerpoint and share that.	
4.	Timesheets for retirees	Becky: Why do they have to have them signed by principals? Norrell: They do have to sign them. There is no money that moves without a signature. Those timesheets are supposed to represent the rationale for the 6%. They need an administrative signature. That makes it valid. Jennifer: People got very angry at the meetings. People were all in the room. People didn't want to talk. They'd brought their husbands. It was supposed to be individual.	• Informal agreement [no formal agreement write-up needed] • Informal agreement [but formal write-up needed before finalized] • Discussion ongoing

Norrell: It was just a group to explain, but then they get an individual.

Becky: Each person, if they didn't get it, they can request one.

Norrell: That's easy. We'll fix it.

Becky: There was one issue that came up that I'm taking responsibility for. I didn't catch it until the meeting. Those who were getting the 6% all along they were going to stay on that the whole time but they've been switched to 3% and 3%.

Norrell: As long as they get it all in the end.

Becky: It was just a few people and it went right past me. It just got past me. Rhonda caught it.

Norrell: In the end of the year, they are getting way more money for the rest of their lives.

Rhonda: I'm fine with it but I think some weren't.

Jennifer: Some were not happy.

Becky: They can always email Anna and they can get a breakdown.

Norrell: I want to talk with the lawyer to see about those retiring after the contract ends.

Jennifer: Some have already been board approved. I think you have two.

Jalitza: Without the 6%.

		Becky: No, with it. Norrell: They aren't on the master list. Becky: Can we put that on hold? I'll search the personnel reports for retirements for those approved through 2027. - Norrell: I'll do Zooms with the retiring staff Tuesday.	
5.	Block schedule- status report	Norrell: The status is we sent the reps the form, they made some recommendations, I met with Mitchell, the extra questions were added, I'll add the three attachments, it'll get sent to those on the committee. Mitchell will talk at the faculty meeting. She'll talk about the schedule. The real question is no, yes, or yes but not next year. I don't have a horse in this race. I just want to do my due diligence. I want to see what the feedback is. Whatever they say, we'll go with that. Jennifer: They need PD for what a 90 minute block would look like. When the middle school switched, they had a whole year of PD. We only had 45 minutes, then we went to 85.	• Informal agreement [no formal agreement write-up needed] • Informal agreement [but formal write-up needed before finalized] • Discussion ongoing

Norrell: Some are 45 and 45.

Jennifer: That's a whole new teaching realm.

Norrell: That's a given. We have a schedule where they can get PD.

Jennifer: When they have three periods, that's a rough day.

Norrell: They do that now.

Jennifer: The kids haven't had the block since elementary.

Norrell: If they vote for it, they gotta live it.

Becky: Survey to the committee first-

Norrell: We'll see. Go from there.

Becky: If the committee says yes, then the whole building will have a voice?

Norrell: They had an opportunity to join the committee, so we'd move forward with that.

Jennifer: Did those who helped on the committee get timesheets?

Norrell: Yes. The high school asked.

Jennifer: I don't think the staff knew that they needed to be on the committee to have a voice.

Norrell: We are not violating the contract.

Sandra: We didn't inform the people at the building that, upfront, they'd have to join the committee.

Norrell: Well you wouldn't have a voice if you aren't in the room.

I would give them the opportunity to provide feedback. Give us what concerns you have, what PD you think you'd need, how they feel about it, but I wouldn't want it to be misconstrued as a vote.

But I would want everyone's feedback.

I'd like to go through the different departments.

Alan: So you feel that the current plan aligns perfectly with the current language of the contract?

Norrell: More than what it says.

If we need a year to get this rolled out, if it is anxiety inducing, either way, if they want to spend another year for planning, I'm okay with that.

But they can't act like it isn't better. Either way it goes.

Becky: Would you ever pivot and make the resilience center a freshman center?

Norrell: No.

6.	ASC Union meetings - chain of command	Becky: Can I preface this by saying, chain of command is a big thing with you, I can't even meet with principals, even as a building rep. At the AFC, the full president and vice president having to sit on the ASC meetings? We don't have the authority, we don't have the time. There has to be someone in the building who they can meet with. Norrell: This is my building. Becky: There has to be a designee. Norrell: It has to be me. I'd meet with Jeff. Becky: I don't have time. And it doesn't follow chain of command. Alan: Right now there is a ASC agenda with ten items. Should we go through them now? Norrell: In the past, we'd meet with the president. Becky: There has to be someone down stairs who can meet with them. There are bells and whistles that go off when I walk into a school - don't talk to Becky. Norrell: Not here. I don't have the principals trained. Becky: It doesn't build bridges, it builds walls. Claudia: Are they scared? Norrell: In some districts,	• Informal agreement [no formal agreement write-up needed] • Informal agreement [but formal write-up needed before finalized] ● Discussion ongoing
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the union president is part of the cabinet.

Becky: How is that not a conflict?

Trying to go rep at a building as a rep, and they're like, no, go get a rep at the building.

Norrell: I'm not seeing it where there are union issues that take place at the admin building.

Alan: They have a full agenda with substantive issues. Real issues.

Norrell: Last year I met with Jeff and Rhonda. If they want it to be formal, it's going to have to be me.

I meet with the two other unions too.

There is really no-one else who can answer questions about this building.

Becky: I don't get it.

Norrell: Who are the building reps for the building?

Becky: Gloria and Christy.

Norrell: I thought you had to work in the building to be a rep.

Becky: Nope.

Let's put this in as continuing discussion until I understand.

Norrell: As long as you and I are talking. It will tie up this group. None of the other admin are going to resolve issues around me. They aren't going to reach resolution around me. I

		gotta be in on the decision making. We can meet separately. Becky: Yes.	
8.	AESOP still has no "other" option, but staff are being instructed to select it (e.g., union business + interview team).	Jalitza: The admin has to support them. Alan: In the email, it was said to enter "other" but there is no "other" option. For union business, we've been entering "field trip" and then writing the real purpose into the admin notes box. Norrell: We can give the list of 15 people and the absence secretary and enter them. Or Mitchell. She has the rights.	• Informal agreement [no formal agreement write-up needed] • Informal agreement [but formal write-up needed before finalized] • Discussion ongoing
9.	Tuition reimbursement - Send confirmation of payment to union leadership	Becky: Status update? Norrell: We have some money left. We have money left. We can pay others with what's left. Jalitza: Some on the last call didn't submit paperwork. Norrell: We'll go ahead and pay them. Becky: I can tell the people- Jalitza: 28. Sandra: Some are still waiting for it.	• Informal agreement [no formal agreement write-up needed] • Informal agreement [but formal write-up needed before finalized] • Discussion ongoing

10.	Kane County Institute Day - Staff want to go out of district	Jennifer: Can we have some guarantee from you that we can go out every other year? Norrell: No. No guarantee. I say that because...let me say this- Jennifer: We always used to go out. Norrell: The quality that is out is the problem. The regional office was going to stop it right before the pandemic. Those who go to DuPage cost us. Some like DuPage instead of Kane. People don't often get the connection between the PD and what is happening in the classrooms. Much of what we are doing are things that they need to tow the line as classroom teachers. It is good for those doing instructional minutes. We maybe could engage our CIA union group for SIP and PD days. I can give you some assurance on that. The committee could catch that for the staff. There have been things that have been needed but the quality wasn't there for our district's needs. Claudia: Can we add options? I think to have options, like maybe a Google Training, can there be an option that isn't just sent by Dallacqua? Norrell: This can be brought to the committee. It should come through the voice and recommendation of the committee.	• Informal agreement [no formal agreement write-up needed] • Informal agreement [but formal write-up needed before finalized] • Discussion ongoing
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Claudia: Doug Fischer was amazing. Not so much this last person.

Norrell: She wasn't as great a presenter-

Jennifer: She was horrible.

Norrell: Her ideas, her works are really good.

Jennifer: She was struggling up there. She wasn't a great performer.

Norrell: It was the concept. People really wrestle with how to engage the kids. She wasn't a Doug Fischer but her research is good. The info is good.

Claudia: She taught about engagement but it wasn't engaging.

Norrell: She wasn't the most engaging presenter but she has the info that PLCs can bring back and work on helping students to be engaged.

I was blown away by her stuff, I've never seen that, how to teach kids how to monitor their own engagement.

Charlotte Davidson is another who isn't the most exciting presenter but the nation uses her stuff.

A lot of Doug's ideas are folded into her research. We try to keep the connectivity between the themes.

But I think the PD committee can solve a lot of this.

Becky: Curriculum Committee?

Norrell: CIA.

Becky: They'd have to meet soon to plan for next year.

Norrell: This year or summer. Maybe use Zoom.

Jennifer: There were people sleeping, I was embarrassed.

Becky: I heard it started out a little rough but then she kinda corrected the ship. I heard she started out as if, "You don't know how to engage kids."

Jennifer: So we shouldn't even call it Kane County Day if it isn't Kane County. We're never going out.

We want to help plan, choose who comes.

Norrell: We haven't changed the structure of our district goals for a while but how you get there. Is this working or not working? We are trying not to be static. A little of how do we get to those goals is a moving target. We should explain that to a group of committed individuals who can help with that.

Becky: But some can be allowed to leave because of the specialized nature of their jobs.

Norrell: Perhaps we can start to do some half-day things, yeah I can't go out to that but we can replicate that in.

		The committee would help with that if we had some representations. Claudia: When it is more differentiated it means more and makes things more engaged. More focused, more differentiated PD. And it would help with attendance. Norrell: No, cause they are sick, right? Rhonda: Next.	
11.	MENTAL HEALTH DAY	Becky: People want it in the drop down. Because a mental health day looks different than a sick day. Norrell: But it is a sick day. It's no different than a sick day.	• Informal agreement [no formal agreement write-up needed] • Informal agreement [but formal write-up needed before finalized] ● Discussion ongoing
12.	Team Leader Not paid	Jennifer: I wish the Stipend Committee would be working properly, like a negotiations. Norrell: Have they met? Jennifer: Twice. But you said it was too much to do during negotiations, so you said they'd get to make recommendations. But they aren't. Becky: It didn't seem like there was a clear directive. What are they setting out to do? Jennifer: Wild card stipends. Do they stay wild cards forever? Jalitza: We said we were going to look for data for wild cards.	• Informal agreement [no formal agreement write-up needed] • Informal agreement [but formal write-up needed before finalized] ● Discussion ongoing

		Norrell: We need to pull that data by building. Is it okay to send out a survey, or a form, to every activity, to send us a record of every child and an attendance sheet? I don't mind sending that out. Let's ask for that and we can see what they are doing. Becky: Set the expectations. Norrell: Then we can do it next year. The goal is for us to work so we can clean the back of the book. We have three years, you are supposed to be working on the contract, ask them to upload their sign-ins, that gives them time. I think that's fair. Then we can bring the data back together this summer.	
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District Issues

1.	Discussed non-renewals and RIFs
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