

Draft Minutes of
The East Aurora Council of the AFT Local 604
March 10, 2022

Call to Order 4:18pm - 5:45pm at Cowherd Library

Members In Attendance: Airen Freese, Alan Scott, Cin Citro, Eileen Pasturczak, Francisco Zafra, Gloria Salinas, Gerry Mestek, Henry Johnson, Janel Jaros, Jon Kuehl, Jan Kolodziejek, Julie Melendez, Fatima Ballesteros, Julie Schmale, Jessica Fisher, Judy Durham, Jennifer Gentile, Jeffrey Mleczko, Joyce Ladewig, Kaliegh Soumar, Karen Mueller, Lisha Pauli, Lorraine Garciacano, Mara Clucas, Melinda Thomas, Michelle Hanna, Matt Harding, Pamela Miller, Rhonda Bass, Stephanie Paul, Victoria Haier.

Guests: Dr. Lisa Dallacqua. Adam Harding. Jalitza Martinez. Dr. Jennifer Norrell.

Adam Harding

Adam spoke about his background, ties to the district, and how he is replacing Dan Mercer for the time being.

STRIKES: From the state's perspective, this is the month of strikes. Proviso West is on strike. George Patton Elementary is on strike (19 teachers + 6 administrators) (one school district). Some Minneapolis schools are out on strike now too. Sign up for AFT updates. Show signs of solidarity. It is a real divisive time. It is also an election cycle too.

THE COVID SITUATION: Feel free to contact the Local. It is a rapidly changing situation and fluid. Some school districts are bucking the Governor's order, I applaud D131 for not doing so. The new House bill has made it to the Senate. Any sick days that were missed because of Covid, those days should come back. The Governor's choice is that lost sick days will only be returned to those who are vaccinated. The Governor has been very steadfast that he wants more and more people to get vaccinated. We (IFT) try to do the most good for the most people, but sometimes compromises require hard choices.

WORKERS' RIGHTS AMENDMENT: It should pass. We sometimes forget that the rights we take for granted are not ubiquitous across the states. Vote for it. Get educated about it.

Dr. Jennifer Norrell

EVALUATIONS: Next year we are moving to every three years for evaluations (for tenured).

MAP: Growth will need to be calculated for Type 1 Evaluations. It is because this is what our PERA Joint Committee said. Everyone has a Type 1 and a Type 3. They've decided we're going to use these two types. MAP is a universal Type 1, but buildings can choose whether it is reading or math, and that will stay.

Pre-K (and those who don't take MAP) would do two Type 3s.

Moving forward, teachers will be setting MAP goals for their individual classes/students, so whereas in the past for the Type 1 assessment, staff in an entire building would either get it or not get it all together (hit the goal or not), now staff will individually get it or not get it based on the goals they set for the students in their classes.

Jeffrey Mleczo: Non-tenured employees have not received their Excellent rating. We have negotiated that they will get them, but we just have to finalize this.

Melinda Thomas: Can we put out a survey, collect questions about the new evaluation rules, then share them with you to answer?

Dr. Jennifer Norrell: Yes.

Group Work

Jeffrey Mleczo: Introduced the practice of "group work."

Jan Kolodziejek: Some of us were here back in the Sarah Imthrum (spelling?) days when we'd get together in groups. When we meet together and discuss, it condenses information for the leadership team. It saves time. It would be elementary, middle, and high school reporting out. And it is nice to communicate together, consolidate, and share out as a group.

The House of Delegates then met with their fellow elementary, middle, and high school staff.

Jeffrey Mleczo: He introduced and explained the Rules of Order: Art. 1. How Business is Conducted in Deliberative Assemblies. "Before any subject is open to debate it is necessary, first, that a motion be made by a member who has obtained the floor; second, that it be seconded (with certain exceptions); and third, that it be stated by the chair, that is, by the presiding officer. The fact that a motion has been made and seconded does not put it before the assembly, as the chair alone can do that. He must either rule it out of order, or state the question on it so that the assembly may know what is before it for consideration and action, that is, what is the *immediately pending question*. If several questions are pending, as a resolution and an amendment and a motion to postpone, the last one stated by the chair is the immediately pending question."

We need to have to have a motion first before bringing something to the floor.

Secretary's Report

- Union meeting minutes from [10/21/21 NA](#), [11/17/21 NA](#), [01/23/21 NA](#), and [02/10/22 NA](#)

1. Motion to approve 10/21/2021 Union meeting minutes
Melinda Thomas, Matt Harding - Approved. Pass, all. Nays, 0. Abstains, 0.

2. Motion to approve 11/17/2021 Union meeting minutes
Judy Durham, Cin Cintro - Approved. Pass, all. Nays, 0. Abstains, 0.

3. Motion to approve 1/23/2022 Union meeting minutes
Kaliegh Soumar, Judy Durham - Approved. Pass, all. Nays, 0. Abstains, 0.

4. Motion to approve 2/10/2022 Union meeting minutes

Airen Freese suggested a revision based on something Judy Durham may have said. A debate ensued about what was or was not said. Agreement was not met.

Jeffrey Mleczo: Send Alan and myself any corrections you feel need to be made.

Motion to shelve - approved. Pass, all. Nays, 0. Abstains, 0.

Treasurer's Report

- March Budget Report

Gerry: From February report, \$19,000. On March, \$21,000. What constitutes the difference?

Jeffrey Mleczo: I'd have to look it up, but I believe a Zoom meeting we had about incentives on the Wednesday night before we came back.

General consensus from House of Delegates that this was accurate.

Gerry Mestek: Miscellaneous. What constituted the change between February and March (states financial difference)?

Jeffrey Mleczo: We pay \$50 for Zoom. We had to upgrade during a high school faculty meeting due to high numbers of attendees. We pay a monthly fee for Google Classroom (I believe \$24 dollars). I'd have to look at see anything else.

Motion to approve: Francisco Zafra, Jan Kolodziejek - Approved. Pass, all. Nays, 0. Abstains, 0.

President Report

- [03/03/2022 Union-Superintendent Meeting Notes](#)
- New members need to get signed up to be able to vote in upcoming elections.
- Update request for Gmail or the account you are using to manage your union Google Classroom.
- Update on 6% retirement benefit.
- Grievance on tuition reimbursement.

Jeffrey Mleczo: The district has gotten back to us. The problem is that people have been submitting from years past. The district has denied it. But they've never denied them in the past. They have agreed to pay the two people (those currently in contention) but want to limit it in the future to two years. People would have two years to submit. It sounds fair to me. Some people are

getting bumped. If they are submitting for five or six years, it is impacting those who are doing it in a timely way.

DISCUSSION: Melinda provided clarification on the issue. A staff member took 12 classes and submitted them all at once and got approved. But then every year he was submitting for reimbursement 3 per year.

Jennifer Gentile: You can only be reimbursed for 9 a year.

Jeffrey Mleczo: If you submit, but don't get paid, it just rolls over. You'll get paid eventually.

Melinda Thomas: Do we think it could be switched to 3 years?

Henry Johnson: What about those who have been accepted into a Masters program that takes 3 or 4 years...

Jeffrey Mleczo: You can submit per year. Someone who'd get screwed is someone who took 40-something credit hours her year.

Thank you for the input. I'll bring your feedback into our negotiations meeting.

VP I Report

- Renewing Licenses

Jennifer Gentile: It is 120 hours. If you need to renew, it opens up in April 1st. Hopefully you've put it all in. The district is providing lots of paid PD. If people need help, have your people send me an email, I'll sit and work with them. There needs to be documentation. People get audited each year.

Jeffrey Mleczo: You'd get 45 PD for 3 hours of college classes.

Discussions about Reports from President, VP 1, VP 2, VP 3 and Senators (15 min)

Melinda Thomas: We have people up in a tizzy because they don't have a Gmail. I shared a link in our faculty meeting with directions for how to get things forwarded from an unused Gmail to another, more frequently used email.

Michelle Hanna: ELIS website said, I swear, it said Illinois providers only. So if someone takes an online course based out of California, they can't use those?

Jennifer Gentile: That has been there for a long time, yes. It has to be Illinois.

Jan Kolodziejek: Learners Edge, you have to be careful. You'll only get reimbursed if the class is taught out of Illinois.

Gerry Mestek: It can be used for lane change but not renewal.

Building Concerns

ELEMENTARY:

Airen Freese: We would like a link to work for board meetings. Other districts keep those videos.

Discussion ensued about why the district does not want to keep videos of board meetings.

Lisha Pauli: Did Dr. Norrell say we had 9 months off?

Many in meeting: Yes! Yes!

A discussion ensued about the context about why she might have said that, including the tone/attitude that Norrell and board members displayed in the board meeting that teachers/staff are at fault for the failures in the district and that teachers/staff are complaining and are not not wanting to do what needs to be done to help students be successful.

Jeffrey Mleczo: We are past time. Do I have a motion to end? This way those who need to leave can, and those wanting to stay to talk can do that.

Jan Kolodziejek: We used to have a template. The levels can write their items down, then if the meetings need to end, leadership still has a record of them.

Action: Communication Committee will work on developing a template.

Motion to adjourn: Henry Johnson, Francisco Zafra - Approved. Pass, all. Nays, 0. Abstains, 0.