

Draft Minutes of
The East Aurora Council of the AFT Local 604
April 13, 2023

In attendance: Aviva Pollack Paradise, Alba Hernandez, Alison Mann Nile, Amy Van Cura, Alan Scott, Becky Roireau, Beth Cotter, Catalina Saenz, Christy Harding, Cin Citro, Eileen Pasturczak, Fatima Ballesteros, Henry Johnson, Jeff Hansford, Jon Kuehl, Jan Kolodziejek, Judy Durham, Jennifer Gentile, Joyce Ladewig, Karen Mueller, Lisa Samp, Lisha Pauli, Mary Carol Smith, Melinda Thomas, Nicole Connoly, Pamela Miller, Rhonda Bass, Trevor Schrage, Victoria Haier

Building Representatives, Executive Council Officers, or Senators Not In Attendance: Arlette Gomez, Angie Sanchez, Airen Freese, Brittany Peterson, Beth Eadens, Brian Henricks, Carrie Snyder, Claudia Ruiz, Dulce Jonsson, Dawn Stanfa, Elaine Halleran, Gloria Salinas, Gerry Mestek, Geoffrey Adler, John Burkhalter, John Devine, Janel Jaros, Julie Melendez, Julie Schmale, Jessica Fisher, Jeffrey Mleczo, Kaliegh Soumar, Kim Stolpestad, Lorraine Garciacano, Mara Clucas, Michelle Hanna, Michelle Taylor, Mary Taylor, Patrick Bednarik, Stephanie Paul, Stacey Martin, Sandra Williams, Tim Snyder

- **Group Work: Giving Notice**

Becky: I've included links to the state statutes. The notice terms are the same, for the most part, for tenured and non-tenured teachers. Last summer we were inundated with people who gave notice after the 30-day cut off. But it is important to hit that notice before the 30 days cut off, which falls on a Saturday, which means you need to give your notice on a Friday, so it has to be 30 days before the start of school. "The first day back for the 2023-24 school year is August 21, 2023. 30 days before that is July 22, 2023. So, notice would need to be given by the end of business on July 21, 2023."

Any questions? It is really important to get this info out to our members.

In the teacher shortage now, it has become a big issue. To avoid issues with your license, follow the procedure.

Building Rep: Are you aware of anyone who has had their license suspended?

Becky: I am not aware of anyone who got their license pulled.

If the district wants to pull your license for a year, it is possible that ISBE might shorten the length of time the license would be suspended.

As soon as you electronically send your notice, that is the timestamp and it begins then, whether the district acknowledges it or not.

Pam: You are going to double check the dates? It might not be August 15th?

Becky: Yes.

Secretary's Report:

- Reviewed union meeting minutes from [03/09/2023](#)

Melinda: I made a revision. There was a typo.

Alan: Thanks!

Motion to approve: Melinda Thomas, Henry Johnson - Approved. Pass, all. Nays, 0. Abstains, 0.

Treasurer's Report:

- Reviewed [02/2023 budget report](#)

Motion to approve 02/2023 budget report: Melinda Thomas, Jon Kuehl - Approved. Pass, all. Nays, 0. Abstains, 0.

- Reviewed [03/2023 budget report](#)

Motion to approve 03/2023 budget report: Henry Johnson, Mary Carol Smith - Approved. Pass, all. Nays, 0. Abstains, 0.

President's Remarks

- Student Tracker MOU

Becky: This is a change from the Labor Board, which means it only needs to be approved by the House of Delegates.

This position is for seven people, formally known as CVAC. The Labor Board determined that it was a union position. We have been negotiating the terms.

The Labor Board determined that they'd be best in the office staff bargaining unit.

They meet with families that are in crisis.

On the job description, there was a minimum of education required.

The district provided zero evidence for how they determined the salary. There were discrepancies between the staff in terms of how much they got paid. Some who were here longer were getting paid less than those who were here a shorter time.

Building Rep: Lots of time they meet with students and they do lots of stuff that doesn't seem like office staff work.

Rhonda: Originally they were CVAC and they were getting paid a grant.

Jan: Is the grant gone?

Becky: The grant is gone. That is why she renamed them Student Trackers.

Jan: But she hired them after the grant was finished.

Jennifer: They didn't leave. They just changed the name of their titles.

Alba: How are we supporting them if we can't determine their pay?

Becky: The union isn't in the job of taking money away from people. Imagine if we said, hey, you are in the union, now take a pay cut.

Alba: Why can't people who are currently in the union apply for these positions?

Becky: This is a big boon to the office staff because you can point to their pay-

Alba: How am I going to get into this bracket? I just don't understand why they are putting them into Office. Yeah, they hired them before it was union. I am thinking, if I am in Office, and they are offering these positions, why don't we have the opportunity?

Becky: This was their salary when they were non-union.

Alba: We should all be able to apply for this.

Melinda: If you look at support staff, there are multiple categories for support staff.

Judy: Jump Start got a separate lane added with more money.

Melinda: Was there some type of rationale given for why it was put into Office?

Becky: Education. Support and Licensed require certification. The job description they provided was what fit best. They do have education but it wasn't a requirement. She hired people on a salary much higher than most other people, that is what she did, and we are fighting it. She did all this and we spent an entire year trying to solidify this.

Building Rep: When they were hired, it was under a different person, but now it is being morphed into our contract but with the same people.

Carolina: What usually happens to those working under a grant?

Becky: They are gone.

Alba: Why are we making an exception to that?

Becky: She made the exception. We caught it. we fought it. We won. In the future, anyone in the future can apply for this position. It is now and forever union work.

Mary Carol: If we vote no, will the labor board renegotiate the details?

Becky: It would be up to us.

Mary Carol: What type of leverage would we have to negotiate it?

Claudia: These positions were not union positions. In the future, when those staff leave, others can apply to them.

Becky: It's bargaining unit work now.

Building Rep: I understand that some might be unhappy they couldn't apply for \$60,000 jobs. But these people are starting there. The other staff won't be unhappy with that. It is unethical on the part of the district.

Becky: This is a huge union busting tactic.

Building Rep: Jump Start needs a BA but they now start at \$30,000-something.

Becky: The win is that in the future, bargaining unit members can get these positions.

The district does this to create anti-union animus.

Alba: It makes you wonder how much power we have to fight this. And she doesn't support Jump Start. We have no push against her.

Jennifer: The labor board ruling follows her forever. And the ULP follows her.

Alba: I appreciate what you are doing. But what will stop her from just putting people in these positions in the future?

Becky: It is a union position now. They have to post them and interview for them.

Jan: I know there are people in here who know people who left the union to better themselves, but I have no problem saying that those who are in those jobs can finish out these jobs, finish out the contract, then have the positions align with our current contract.

Becky: We did not do this rouge. We picked a team and sat at the table. But if we vote no, I'd take it back to the table.

Jan: We want her to boost our current schedules in that section in our sections too. What enables us to vote on this here and not all together?

Becky: It fits under a legal, legislative change.

Lisha: Do you think she set it so high so we'd be in awe of it and let it pass?

Rhonda: This is what they were getting paid through the grant.

Becky: We didn't give them a raise.

Elaine: Would this give us bargaining leverage in the future?

Becky: It has raised the average salary of that bargaining unit substantially.

Christy: If we vote no, can you negotiate the salary?

Becky: No. I just know the whole idea is that the union is not in the business of penalizing people. We honor as much as we can what their current situation is. These are real people with real jobs.

Building Rep: We have staff who have real jobs. It doesn't seem fair.

Jennifer: We are bringing it to you.

Becky: This is not the hill I am going to die on.

Melinda: If it was voted down, one stop gap solution would be, they are getting way more than anyone else and they are moving up steps. Could that be frozen?

Becky: We can bring back whatever you want.

Alan: The district was really obstructionist in the process. There were a lot of difficulties getting responses to emails and getting drafts looked at. Dr. Norrell wasn't coming to meetings so whenever suggestions were made, it couldn't get decided in the meeting without "taking it up the chain," so it took a long time and little progress got made.

Jan: We have the position in the union, not the people. The position.

Becky: They don't have to sign cards. Heretofore, these positions are in the union.

Jan: They left the union to better their lives, and I respect that. But there is no reason that Dr. Norrell couldn't start at the salary in the contract. It is about current members, not those in the current position.

Motion to approve Student Tracker MOU - Denied. Pass, 13. Nays, 15. Abstains, 2.

Cin Cintro: Yes

Rhonda Bass: Yes

Mary Carol Smith: No

Jan Kolodziejek: No

Lisa Samp: No

Melinda Thomas: Abstain

Judy Durham: Yes

Alan Scott: No

Catalina Felix Saenz: No

Lisha Pauli: Abstain

Henry Johnson: No

Christy Harding: Yes

Becky Roireau: Yes

Jennifer Gentile: No

Claudia Ruiz: Yes

Pamela Miller: No

Amy Van Cura: No

Beth Cotter: No

Jeff Hansford: Yes

Karen Mueller; yes

Nicole Connolly: No

Aviva Pollack Paradise: Yes

Fatima Ballesteros: No

Eileen Pasturczak: Yes

Alba Hernandez: No

Victoria Haier: No

Joyce Ladewig: Yes

Alison Nile: No

Trevor Schrage: Yes

Jon Kuehl: Yes

Retirement Party - Next HOD Meeting

Becky: On May 11th, we'll have a retirement party at the old Mike and Denise's. It is now called Lady T's Pizzeria & Pub.

VP - Teachers:

- Renew License

Jennifer: Everyone has been telling me it is really easy. Please remind them.

VP - Clerical

- Job Descriptions for Secretaries

Rhonda: I still need secretary job descriptions and clerical if anything has changed.

Alba: When do you need those?

Rhonda: As soon as possible. We'll probably be working on those over the summer.

Building Concerns

Beth Cotter: Lock issues on the 3rd floor. We've heard that others have had their's taken care of. We've gone to admin and nothing is happening.

We were told that in some buildings they had their locks replaced from a grant.

We have kids going to all kinds of different places, up and down, up and down.

It has gone up the chain of command.

Becky: I'll send an email tomorrow.

Melinda: Two things. Things happened last year but we didn't end up doing the book giveaway but we will be doing it this year. I'll send out an email asking people to collect books. I will not be able to store them at the high school because it will be shut down over the summer. If anyone has an unused room, I'd love to work with them to store some books. And if we could get people to help move boxes of books too..

The current system for field trips is a complete nightmare. I've had people come to me that they are quitting their extra curriculum. Apparently, for the

Six Flags trip, they had to do all this stuff by hand for every student by hand in case they might go. But they then were told they had to do it all over again for the kids who will go [they can't use what they already did]. It is depriving our students of things that they should get and should be able to do.

And people who drive the activity bus do not get any training.

Becky: Can we talk with the Leadership Team but if you aren't getting trained on something, don't use it. If it is between driving the activity bus or having three people on the big bus (which the district has to pay for) go for the big bus.

Joyce: This came up between a couple of us, we've never practiced if there is an active shooter and we are outside. What does the district have in mind for that?

Building Rep: When will the district make the front office safer?

Rhonda: I am a big proponent of vestibules.

Building Rep: Can that be part of our contract?

Rhonda: I don't want to wait that long.

Becky: At the U-S meeting, we talked about a district-wide safety committee. We did talk about taking the model of the high school and moving it to the middle and elementary schools. But I do agree that we need to get some basic safety stuff in our contract.

Alba: Is Kevin Jenkins going to come? You buzz a parent in, then they walk all the way down to get to the Raptor. Why isn't that by the door?

Rhonda: At the high school, it is at the front door. We have been asking for this at the other schools.

Alba: Our office doesn't lock. What can we do to help you with that battle?

Rhonda: Got to the principals. Right now it is all on our end, but we need to get the principals on that. We fought to get the Raptor at the front door. We fought. At their building meetings, they need to bring this up to the principals.

Alba: I have teachers in my building, the dual-language program. They are concerned they won't have enough kids, and they'll be pulled out of the building.

Becky: I don't have my ESL endorsement. There will be a time in which we get fazed out. Luckily with tenure, people can get placement elsewhere in the building.

I will send an email in the morning to clarify about the dual language program at Johnson.

Fatima: As dual language continues to go, those teachers who are doing it, I don't think they are being fair about the data. The higher they go up, the kids

will be doing state assessments. Teachers have very little say. It affects your SLO, your evaluations. All these teachers in kindergarten, 1st grade, these teachers would never put those kids in the program. Where is the staff coming and saying, hold up.

Jennifer: Now it is coming to middle school.

Becky: That is going to be a big push for next year, but the magic happens when the building reps rally the teachers, speak at the principal meetings-

Fatima: But they are afraid of Dr. Norrell. These kids need to be able to communicate. In college, you need English. Good English too. It is off the chain.

Becky: In PLCs and you talk about data, this should be part of the conversation.

Fatima: We show growth but nothing too amazing. But at the board meetings, they say we are all on point. They share little to no information on those slides.

Becky: I've seen the board asking more about those slides.

Fatima: It is not okay. How come they don't bring in teachers to say how it is really going. If you don't go to the teachers, how will things get better? My thing is, has anyone questioned?

Becky: Some of this is the access to numbers, I don't have access to this. It has to happen at the grade levels, at the PLCs, bring it to the principals, the info has to move up the chains. You have the ability to verify their data. It is a grassroots kind of thing.

Building Rep: Rhonda and I met with attendance secretaries and some are using different ways to code that info.

Becky: It is not the same throughout the district. Rhonda was able to speak with Simmons.

Henry: Can you confirm, rumor or fact, does Norrell have five more years?

Becky: At the BOE, they went into closed session. They extended her contract. But we don't have access until they share that info. It might be five more years. It is in the minutes but we'll check. They went into closed session and extended her contract. It has to be posted on the site.

Lisha: Do we know anything about the principal search at the high school?

Becky: No, not yet.

Claudia: Where are the high school people going to go during the summer?

Becky: Simmons.

Motion to adjourn. Judy Durham. Approved.