

Draft Minutes of
The East Aurora Council of the AFT Local 604
September 8, 2022

In attendance: Arlette Gomez, Aviva Pollack Paradise, Airen Freese, Alan Scott, Alba Hernandez, Becky Roireau, Alison Nile, Christy Harding, Cin Citro, John Burkhalter, Julie Melendez, Judy Durham, Jennifer Gentile, Jeffrey Mleczo, Karen Mueller, Lisha Pauli, Michelle Hanna, Michelle Taylor, Nicole Connolly, Pamela Miller, Rhonda Bass, Stephanie Paul, Sandra Williams, Trevor Schrage, Gerry Mestek, Victoria Haier.

Building Representatives, Executive Council Officers, or Senators Not In Attendance: Amy Van Cura, Angie Sanchez, Beth Cotter, Brittany Peterson, Beth Eadens, Carrie Snyder, Claudia Ruiz, Dulce Jonsson, Dawn Stanfa, Eileen Pasturczak, Elaine Halleran, Fatima Ballesteros, Gloria Salinas, Geoffrey Adler, Henry Johnson, Jeff Hansford, Janel Jaros, Jon Kuehl, Jan Kolodziejek, Julie Schmale, Jessica Fisher, Joyce Ladewig, Kaliegh Soumar, Kevin Thacker, Lorraine Garciano, Mary Carol Smith, Mara Clucas, Melinda Thomas, Matt Harding, Mary Taylor, Stacey Martin, Tim Snyder.

- Group Work

Becky Roireau asked building reps to pick up Accidental Death and Dismembership IFT cards to fill them out with two beneficiaries. She also asked reps to work together at their tables to discuss building concerns.

Secretary's Report:

- Reviewed union meeting minutes from [08/16/22](#)

Motion to delay vote until next meeting: Jeff Mleczo, Michelle Taylor - Approved. Pass, all. Nays, 0. Abstains, 0.

Treasurer's Report:

- Reviewed [Budget report](#)

Motion to approve: Trevor Schrage, Jeffrey Mleczo. Approved. Pass, all. Nays, 0. Abstains, 0.

Senators' Reports

- November 8th Election Day

Michelle Hanna talked about the Workers' Rights Amendment. She encouraged reps to talk with staff about voting YES to include collective bargaining rights in our Illinois constitution.

- TRS Meetings

Alan spoke on behalf of Carrie Snyder. They are holding TRS meetings across Illinois. One closest to our school is on Wednesday, October 19th at 4:30pm at West Aurora High School in their library. People can look on TRS website for

other locations that may be close to where they live; Joliet, St. Charles, etc. It

President's Remarks

- [House of Delegates Meeting Schedule 2022-23](#)

Becky briefly mentioned that this document had been sent to all our House of Delegate members.

- [Leadership Meeting Schedule](#)

Alan Scott informed the group that this is a live document which will be regularly updated to include all Executive Council meetings with Dr. Norrell, as well as board meetings and other meetings.

Michelle Taylor asked whether or not links to the board meetings are still being shared, whether or not minutes are being kept, and links provided on agendas.

A brief discussion was had stating that links for meetings are posted via the District's website, and that we've been discussing the issue of the lack of links in minutes (e.g., for documents, presentation, and reports) at recent Union-Superintendent Meetings: [08/04](#) + [09/01](#). Links are more likely to appear in Curriculum Meeting Minutes than General Board of Education Meetings, and they don't appear on agendas but on the minutes.

- Union-Superintendent Notes: [08/18/22](#) + [09/01/22](#)

No comments from Becky.

- Committees

This week Becky will share a list of committees and she'd like committee members to describe what their committees plan to do, how they plan to do it, as well as some other key information.

- Creation of a Membership Committee (to address issue of non-members)

Becky invited reps to join the Social Committee, which is going to broaden its focus to include recruitment.

- [Discipline Form](#)

The purpose of the form was discussed, which is so we can have a better sense of how much discipline is taking place throughout the district and where it is happening.

A brief discussion of Weingarten rights took place.

- [Faculty Meeting Slide 09/12/22](#)

We discussed the slide which includes info about Accidental Death and Dismembership. We need all members to sign a new card and include TWO beneficiaries.

- Tuition Reimbursement

We have been negotiating the payment of the backlogged individuals (which will cost about \$250,000), but after that staff will be held to only 9 credit hours worth of reimbursement per year.

The reimbursement fiscal year is June up through the following May.

Judy Durham: "Is that an extra \$250,000?"

Jennifer Gentile: Yes. Above the \$150,000. But we need to increase this.

Becky: Dr. Norrell talked about possibly increasing this.

VP - Teachers:

- GCN

Jennifer Gentile discussed how it needs to be finished by October 7th. We got them to provide us with a few hours of professional development credits which can be used for license renewal, but we'd like to get seven credits worth of hours in the future.

- Subbing

If you sub, you should get paid. We talk about it every Union-Superintendent meeting. If there is a problem, please provide the Executive Council with your documentation and we'll fight to get you paid.

- Lane Changes

Lane changes 09/30. That is the deadline to submit and the district has said they will wait to the deadline to begin processing them.

- TRS

Considering going to TRS and setting up a meeting. They do a great job discussing retirement planning.

The District is going to hold a meeting for those who are going to retire soon. It will take place 10/04 at 3 PM and 4 PM at the Admin Service Center.

If you are planning to retire, you need to notify the District by February. March board meeting is when they'll get approved. You will likely only get an email confirming receipt.

- Board Members

We need to get members at the board meeting. We are going to do a sign-up to rotate the schools.

VP - Staff:

- Better Laptop for Support Staff/PPA

Claudia Ruiz: A lot of support staff received a laptop in 2020. Those laptops are terrible. We requested new laptops. IT said Chromebooks are going to be given to support staff and they'll be delivered "now-ish."

- CNA Contracts

Twenty-two support staff positions were available at the beginning of the year. Nine were one-to-ones. There were contracted to CNAs. We agreed. The alternative was to pull TAs to fill the one-to-one positions. These are hard to fill positions. By law, they have to be filled. We are waiting to see what the amount of the contract is.

Sandra Williams: The union positions will not be going away. Even with the contract positions, there are still open positions. We need to look at these positions. It is personal care. 15 years ago it was a nursing position. Tasks have kept being added. They are probably paying the contract workers more than they paid our union position.

Claudia Ruiz: We looked at the pay scale. One-to-ones form relationships and it isn't good to switch them out from year to year.

Cyn Cintro: These children need consistency.

- Longevity

October 30th is when the quarterly stipends will be paid.

VP - Clerical

- Document Shredding

Rhonda Bass: Please let your office staff know that we are trying to get shredding for our members. We have old documents from five years ago that need to be shredded. We have so many boxes. Financial stuff. They are supposedly getting someone.

- First View / Parent View for School Bus

I'm going to be sending some info around. They can GPS the buses for the students, track the buses, etc.

Alba: "It doesn't work 100%. We are getting phone calls 24-7 saying the buses are not there."

We were told that they are going to start charging students for device damage. Is there a code?

Rhonda: I just found out about this this afternoon. I will find out.

Building Issues

- School Status

It was asked if it is required.

Alan: No. We were told it is not.

Problems - Contacts not set up, language preferences not set up, you cannot contact students who aren't on your rosters, it creates a permanent record of all your messages and phone calls, and we're concerned that in the future those records might be used for evaluations.

- Tuition Reimbursement

Alan and Becky are writing the MOU.

- Google Classrooms

We need to give Buildings Reps editing rights to their school's Google Classrooms so they can add their new members.

- Door Duty

Becky: We are trying to figure out door duty across the district. Some people have 10, 15, or 20 minutes.

Some have to be in their rooms and available to their children at early times (8:50 AM) (kids are in the room while the teacher is in the hallway). Some have to take attendance before the students get on the bus.

- Dick Manley Scholarship

Gerry Mestek: It is being opened up to certified and one for classified. Deadline to submit is December 5th.

Motion to adjourn. Michelle Taylor, Trevor Schrage - Approved. Pass, all. Nays, 0. Abstains, 0.