

Draft Minutes of

The East Aurora Council of the AFT Local 604

March 21, 2024 @ 4:30 - 5:12 PM

In attendance: Arlette Gomez, Aviva Pollack Paradise, Amy Van Cura, Alan Scott, Alison Mann Nile, Becky Roireau, Beth Cotter, Brian Henricks, Catalina Felix Saenz, Christy Harding, Cin Citro, Fatima Ballesteros, Gloria Salinas, Gerry Mestek, Geoffrey Adler, Jeff Hansford, Jon Kuehl, Jan Kolodziejek, Jessica Fisher, Jennifer Gentile, Joyce Ladewig, Jill Doyle, Karen Mueller, Kristi Pokornowski, Lisa Samp, Lorraine Garciacano, Mary Carol Smith, Melinda Thomas, Michelle Taylor, Pablo Macias Contador, Pamela Miller, Stephanie Paul, Trevor Schrage, Victoria Haier

Building Representatives, Executive Council Officers, or Senators Not In Attendance: Angie Sanchez, Airen Freese, Alba Hernandez, Brittany Peterson, Beth Eadens, Carrie Snyder, Claudia Ruiz, Dulce Jonsson, Dawn Stanfa, Eileen Pasturczak, Elaine Halleran, Henry Johnson, John Burkhalter, John Devine, Janel Jaros, Julie Melendez, Julie Schmale, Joy Caro, Judy Durham, Jeffrey Mleczo, Kaliegh Soumar, Kim Stolpestad, Lisha Pauli, Mara Clucas, Michelle Hanna, Mary Taylor, Nicole Connoly, Patrick Bednarik, Rhonda Bass, Stacey Boyce, Sandra Williams, Tim Hollins, Tim Snyder

Group Work

Becky: For group work, we are trying to get on the subbing situation that came up last month, each building is doing it differently. Work with your group, please write down what the subbing policy is at your building. Write down, currently, how you currently figure out your sub for the week.

PEOPLE TALK AND WRITE STUFF DOWN.

Okay, we're going to move onto the next item, which is the secretary's report. Does anyone have any comments or questions about the minutes from 2/15/24? None? Okay, then we need a motion to approve.

Building Representatives, Executive Council Officers, or Senators Not In Attendance:

Secretary's Report:

- Reviewed union meeting minutes from [02/15/2024](#).

Motion to approve 02/15/24 meeting minutes: Cin Cintro, Jon Kuehl - Approved. Pass, all. Nays, none. Abstains, none .

Treasurer's Report:

- Reviewed [February budget report](#).

Motion to approve: Mary Carol, Melinda Thomas - Approved. Pass, all. Nays, none. Abstains, none.

President's Remarks

- Election committee

Becky: The Election Committee was formed. We'll start with Melinda's report.

MELINDA HANDED OUT A SHEET TITLED "2024 UNION LEADERSHIP ELECTION INFO SHEET."

Melinda: We will send a digital copy of this sheet too which has the tentative timeline.

Alison already sent Dr. Norrell the information that we'd be having an election so we can expedite the stuff [use of district email].

We'll be sending out the stuff.

Last time the candidate packets were all together. Now they will be separate.

We are going to try to cram everyone into two emails [an announcement of selections and request for candidate nominations AND the election results].

Those running will be the President, all VPs, treasurer, and secretary.

Rep: And senators.

Melinda: And senators.

Rep: Did we talk about alternating years so if there were big changes they would be spread out?

Melinda: We did talk about that but we aren't quite ready to do this this year.

Becky: We'd have to revise the constitution. But we can only work with the existing information as it is now. But we did talk about rolling it so it isn't so disruptive.

Melinda: All the info will be shared via our Google Classrooms. We need to pick up the ballots from the Local. They won't be ready by our next monthly meeting. But what we'll do is set up a few dates for people to pick them up.

We'll coordinate scheduled pickup of the ballots. We'll have elections over two days. Results will be shared via email afterwards.

We are working on establishing some specific policies and protocols that can be done to get the info out about yourself.

Other general info, there have been some controversies but building reps are not supposed to be endorsing specific candidates.

The committee consists of me (Melinda Thomas), Alison Nile, Jon Juehl, Tom Vasa, and Gloria Salinas.

Motion to approve the Election Committee: Kristi Pokornowski, Beth Cotter - Approved. Pass, all. Nays, none. Abstains, none.

- Constitution Update

Becky: We got the changes from the Constitution Committee. They did all this for a year plus. Then we sent it off to the Local and they reviewed that we weren't doing anything crazy. Then I gave it to the leadership committee so

they could share their two cents. Then I'll share it with the House of Delegates so you can share your ideas too.

We are trying to add some transparency to our process. And you'll see it by Friday. Oh, that's tomorrow. You'll see it tomorrow.

You can put stuff into a Google form.

Next time we'll redo the entire constitution.

Alan: And the idea is that we'll go through each piece of language change and discuss it, correct? And we'll be able to make additional suggestions for revision. We'll effectively be workingshopping it together, right?

Becky: Yes. We are going to go through it paragraph by paragraph, bit by bit, together.

- Upcoming Issues/Opportunities for Organizing - Dual Language, Transfers

Becky: Stephanie has been kind to talk about heading up a group to go to the board meeting to talk about dual language. If anyone is interested I'll throw something out so we can creatively let the board know that we have some issues with dual.

Rep: Have we considered reaching out to the buildings? I know there are some people who'd like to come.

Rep: When it goes out, people can come and help or come and speak.

Rep: As we saw, having a lot of people there has a big impact.

Becky: So we want to keep our feet on the gas.

Transfers are five days before the end of the school year. So we want to be more proactive instead of reactive to those situations.

VP - Certified:

- Sick Bank Procedure

Jennifer: Alright, let me first talk about sick bank procedures. This is new, I think it is going well, but the writing of it, the procedures, we have to remember, HIPAA is out there, we can't divulge information. There isn't a process if you don't think the committee is right. The member contacts the President, then the President gives it to the committee, then they make the decision. And the person they need to contact is the President, not the committee members.

The way it is written right now is the committee makes the decisions.

Becky: Even if you are not out of sick days, you should still apply before you get to that point.

Jennifer: We have done well but there have been a few glitches that might be revised during the next contact, but that'll be the members' choice.

- Subbing

Jennifer: We are back to paying people from 2021 from the splitting of the classes. If you have one student or 45, it tops out at \$40 an hour, or the daily rate which is \$240.

Becky: Allen has been on it.

Jennifer: FLES is subbing all the time. 4th and 5th grade teachers. I have one teacher who subbed 20 times in a row. No break. And no pay. We have to fix this. The finance guy came into the meeting, he's going to make some spreadsheets. So, I'm hoping this will be a positive push for us. They did say they'd take it back to the beginning of this contract.

Rep: What about retirees?

Jennifer: You'd have to have an updated sheet.

Rep: Coaches. They sub all day long.

Jennifer: I know. Interventionists too. It's not right.

Becky:

- License Renewal

Jennifer: Everyday we have people trying to do this at the last minute. Let them know.

Becky: People are being asked to toilet people-

Rep: It has to be in the IEP or in your one-on-one job description.

Becky: Then you get the \$22 extra. But it shouldn't be your job all day long that you are toileting.

VP - Staff:

- n/a

VP - Clerical

- n/a

Building Issues:

Becky: They are going through registration at the central office..

Rep: When they are screening kids, and they have to go into a room, and sit there and they don't say anything, sometimes just because they are shy or aren't used to being in that environment, and then they get marked down as speaking Spanish.

Becky: We'll talk with the language acquisition person. When we were RTI coaches together, I had a student who said, *I don't want to speak Spanish anymore, it's so hard.* He spoke Farsi.

Rep: Some are speaking fluent English, taking tests in English, but their I-pads are in Spanish.

Rep: In a Spanish class but they speak fluent English?

Rep: They only speak English. They're upset.

Becky: What is the criteria why students are being put into dual?

Rep: Your children need to be in their dominant language 80% of the time if they are going to learn to read.

I was subbing in a dual class, we showed a slide show, it was about bad weather, and the tornado comes, and it says, *You need to get your ass out of there!* Those were the slides from the district! Who is sending the letter to the language acquisitionist seeing who is vetting those videos and slides?

Rep: A student said that?

Rep: No, the person in the video! That the district provided us!

DISBELIEVING LAUGHTER.

Rep: 3rd grade was told, if a new student comes in they automatically go into their opt-out room.

Rep: They're not.

Rep: There is no transportation. They aren't explaining it. And they make it sound as bad as possible.

In IEP meetings, I've been told by parents they want their kids in a single language class. Children with language deficits, language challenges, they shouldn't be in a dual language.

Rep: A few years back we went over the contract with our administrators. Dr. Norrell doesn't require her admin to go through the contract. Some of these issues could be resolved by knowing the contract. A few years back, we all went through it with admin, the entire contract. So some of these things could be caught if our reps understood the contract, if our admin understood the contract.

Becky: They're afraid of breaking the contract but they don't know the contract. We need principals who are knowledgeable but held accountable.

Rep: And reps need to know it too.

Rep: I have two interventionists who are sitting in their office, they aren't seeing kids. One saw three all winter. They're doing subbing, testing. I brought this up previously and also other staff issues that should be addressed and they say they are doing it but they aren't. People are running around, getting there early, staying late, and some are staying in their offices without the lights on.

Rep: But that isn't happening everywhere. So I don't want that to be the narrative out there. That isn't at every building.

We have kids we can't service due to funding.

Rep: It's been a problem for a long time. We brought it up, we have a small percentage on our evaluation, but they aren't learning to read, we can't bring them up to MTSS.

Rep: Kick it up to the Executive Council if you aren't getting anywhere.

Rep: I had a quick question about admin requesting you fill out additional reflection sheets for Danielson if you are on cycle. Have you seen this? Is it just our school or at others too?

Rep: After everything is done?

Rep: At the summative meeting.

It's not in our contract. And it's not past practice. Any other schools?

SILENCE.

Motion to adjourn. Jon Kuehl, Cin Cintro - Approved. Pass, all. Nays, none. Abstains, none.

Meeting ended at 5:12 PM