

EA Council/Superintendent Meeting**Date:** May 28, 2024 at 11:50 AM - 2:10 PM**Location:** Administration Center**Union Leadership in Attendance:** Becky Roireau, Jennifer Gentile, Sandro Bonilla, Rhonda Bass, Sandra Williams, and Alan Scott**District Leadership in Attendance:** Dr. Norrell + Amanda Sanderson

Agenda Items	Union Notes	Discussion Status
1.	A staff member asked for clarification on the policy of boys/girls going into the bathroom that is not of their gender. The staff member said that what was observed was not a gender issue but more of a "follow" someone into the bathroom. Like a boyfriend following a girlfriend in. The other scenario that has been observed is a group of various genders going into a bathroom together.	● Negotiation is needed regarding facial recognition.

understand, we don't cuss out adults.

I have a problem with adult disrespect. I asked that the last three students get arrested. Knocking off a man's hat. Cussing out a man.

We are going for results. Assault is if I verbally attack you. Battery is if I physically attack you. We are going after both. They are going to learn the meaning of what assault it.

This is a life skill. If you cuss out the wrong person at work, you lose your job.

We are back in business with the laying of hands, if you do so, you go.

If an adult does something to disrespect you, tell us! But you do not disrespect adults. I'm tired of this. I started working with Jen [Mitchell] on this.

I'm from the generation, if I call you and you don't answer, you better [watch out].

Becky: The resolution is that they should check for four feet under the stall?

Norrell: Two legs in the stall checks.

Sandra: This is during passing periods?

Sandro: Passing periods.

Norrell: We'll have facial recognition. We can play music during passing periods. Kids will be on buses. Phones will be in lockers. We can use all that next year. We'll know their names but they won't know why. They'll be so confused. They'll be confused into compliance.

2.	What are the expectations of nighttime cleaning crews in buildings? How often should they be mopping? Sweeping? Vacuuming rugs?	Becky: We decided not to discuss this. Jennifer: It seems like it is district-wide that things aren't being cleaned. But here I think that people may be out and aren't getting covered.	● Issue not discussed
3.	When will Hermes staff be updated on their admin for next year?	Norrell: No-one can know. Kelly Hills will be there five days a week as AP. Lana Gundy will be there a few days a week to help. And a third person (yet to be named) will be there to help as well.	UPDATE: On 05/29/24, staff were informed.
4.	Lingering questions regarding standards across the district for teach-in-place procedures, etc. Not at all uniform	Norrell: They are going to do a meeting this year. We were getting audited. We have safety audit results. We need just a quick touch-base about what they're planning for next year. The county just finished it. I think people should know how we fared compared to the other counties. And they should know the big initiatives for next year. Becky: Would you please let me know? I've dropped off most of those emails.	● Meeting needs to be planned
5.	Parent Liaisons- agreed definition of what constitutes a celebration vs. extension of work activities	Becky: Is Parent University a celebration or a working event? Norrell: A working event. There is Back-to-School and Parent University. Las Posadas is just about fun. It is really about their kiddos for that. Parent University and Kinder Registration are work events. Sandra: And the other events-	● Info shared

		Norrell: We need to make sure people know it is optional. Norrell: And if you are a parent-liaison, it is a required event. Becky: The fine art fest? Norrell: That is all done by teachers.	
6.	System in place for next year so that interventionists can do their job instead of constantly testing? This impacts movement through the MTSS process.	Norrell: Aimsweb tier 2 test? Jennifer: They pull out SPED kids because they take longer on it. Becky: And all the other testing. Norrell: What exactly are the interventions? Becky: I'm going to ask clarifying questions.	● More info needed
7.	Transfer meetings- not following CBA- 9.7 Assignments and Transfers "In the event of an involuntary transfer, upon the request of the teacher, the Superintendent or designee and the teacher shall meet to discuss the reasons for such transfer."	Jennifer: On the subject of involuntary transfers. Becky: You are going to have meetings on Thursday, and they're getting their reason why. Norrell: One of three reasons. And they'll get their reason why. Thursday? Is that the same day as the safety meetings? Jennifer: Yes.	● Meetings need to take place on Thursday
8.	Johnson is still experiencing a mice infestation despite being treated. East High is too.	Jennifer: They're sitting in the desks trying to learn too. Norrell: I'm on it. Becky: The union office is now overrun. I had them take out two dead mice today.	● Norrell contacting B&G to perform pest control

9.	Docking staff pay for requesting to not sub.	Norrell: No-one has the right to dock pay. It might have come through... ALAN GAVE CONTEXT. Jennifer: A period is 52 minutes. They are docking a quarter day. Norrell: If you have intermittent FMLA- Becky: At elementary, you can't say no. If they're telling me, I can't say no. Jennifer: But my counterpart could do it <i>for me</i>. Rhonda: That happens all the time. Jennifer: That is kinda our say no. Norrell: Talk to Mitchell.	● More info needed. And a discussion should take place with Principal Mitchell.
11.	Evals for nonrenewals who were renewed. Evals in general Calendar of events	Becky: Counselors. Flub ups with the evaluations. They didn't meet all the requirements. Norrell: They were fully admin staffed at the high school. Becky: Some had their meeting in the hallway in passing. All three evals had irregularities. Norrell: Did they sign? Jennifer: You have to sign that you had a post conference- Norrell: Put it on the list, follow-up.	● Norrell follow-up needed

12.	Calendar	Jennifer: [We need] A district calendar with all events? And have it at the beginning of the year. We should have these overlaps. Norrell: We can open up a Google thing and let admin add to it. Jennifer: But district stuff? One week notice? But the calendar we get at the beginning of the year never has everything. Put big things! Together We Shine! Kane County!	● Calendar Needs to be Created
13.	8th grade trip to Washington DC: Are we approved to move forward with setting this up for next school year.	Norrell: In order to start the process, you need to get it to the board. Before you even talk about it. And the school should go through their supervisor.	● Trip proposal needs to be brought to the board
	DL committee	WE RAN OUT OF TIME AND DID NOT HAVE TIME TO DISCUSS.	
	2024-25 U-S on 08/15 after new hire orientation?	AN EMAIL WAS SENT BY THE UNION TO DR. NORRELL ON 05/28/24 with: [1] Our draft of a 2024-25 House of Delegates meeting calendar, [2] Our draft of the 2024-25 district-wide committee calendar, and [3] A proposal to have our first union-superintendent meeting on 08/15.	NOTE #1: AS OF THIS WRITING, NO DISTRICT RESPONSE. WE'LL WAIT A FEW DAYS AND FOLLOW-UP. NOTE #2: As of 06/03, still no response despite follow-up email.