

EA Council/Superintendent Meeting**Date:** February 27, 2023 @ 10:15 PM**Location:** Administration Center**Union Leadership in Attendance:** Becky Roireauc, Jennifer Gentile, Rhondra Bass, Sandra Williams, and Alan Scott**District Leadership in Attendance:** Dr. Jennifer Norrell and Jalitza Martinez

Agenda Items	Union Notes	Discussion Status
1.	Paychecks not showing up and/or slow to show up in Infinite visions.	Follow-up needed
2.	EAHS: Training/implementation of standards-based grading and 50% threshold - If and when?	Discussion ongoing

3.	Gates - The intercom system not working in all parts of the building and multiple tickets put in. Also, where does the request for more radios stand?	Norrell: We'll bring that up to AJ. Becky: It was raised at the union-principal meeting but they moved it up to this meeting. Norrell: To get walkies, contact Jenkins.	• Admin taking steps to address issue
4.	Gates - SLC teachers have too many students per classroom. The ratio is off and this impacts safety.	Norrell: We'll tell Megan. She'll look at it. That's legal requirement.	• Admin taking steps to address issue
5.	Do we have a district-wide protocol for responses to requests for help from classrooms (answering the call button)?	Norrell: Elementary or middle? Becky: Elementary. They were told, buzz. If no answer, buzz again in five minutes. Norrell: That's too long. In an emergency? There are apps that we might be able to get that allows for different ways to communicate. But the old union leadership said that it isn't a good idea to get an app on members' private phones. Jennifer: What about lanyards? Norrell: I'll look into it. But it probably wouldn't be more than a button. A real emergency. And, I'd like something that is smart enough that it could reroute itself if you go outside. Rhonda: If you push a button twice, it enters into the intercom system differently. Like, twice is an emergency. That's how our school is set up. If we get a regular push, we just answer. If we get two bumps, we have to rush there. But I don't know if every building has that.	• Admin taking steps to address issue • Discussion ongoing

6.	Winter/Spring lane change dates - confirm as a group.	Jennifer: Did we get them all? Jalitzza: It should be on April 15th? Jennifer: It should be in March. Two pay cycles. March 30th? Norrell: When there is a breakdown, it is somewhere between here and there. I think every major pay indicator in the contract should be confirmed the week before it is due. Becky: Implemented twice per fiscal year, Sept 30th and Feb 15th. Jalitzza: Then they process them and it would get paid out on April 15th. The other to be paid on November 30th. Norrell: What we need to do as a group is to run the names. We can look at March, so we know in advance. We have a month to play with, so we need to put that on our next agenda. And the trigger date for retirees, so we can verify the month before.	• Discussion ongoing
7.	Universal safety protocols - where are we at?	Jennifer: Are you sitting-in-place? Becky: Some admin are loath to call a "teach-in-place." Norrell: It is their own judgment but it has to be in the emergency procedure spiral. Becky: Building-wide communication isn't happening. People going from place to place telling people.	• Discussion ongoing
8.	Protocol for union/rep building meetings. We will make sure our reps are all using the right forms. Can you make sure that the principals are meaningfully participating in the conversation- not	Due to time constraints, we were unable to address this issue. It will be brought up again another time.	• Discussion ongoing

	refusing to talk about issues on the agenda?		
9.	Spousal carveout checks - where are we at?	Norrell: It'll be on the upcoming check.	• Informal agreement
10.	Next block schedule negotiation meeting: 03/05 or 03/06?	The meeting will take place on 03/06 from 10:30 - 1	• Informal agreement
11.	Interview process change	Due to time constraints, we were unable to address this issue. It will be brought up again another time.	• Discussion ongoing
12.	PD	Jennifer: Friday? We could have gone out and seen wonderful guest speakers, but...? Norrell: So initially we reserved Friday for Synergy, we needed to get some time for that on the block. So, no-classroom teachers are going to get an AM and PM session, and all staff will have an AM session. The other thing that committee, Teaching and Learning, they even did a commercial using AI, we can't afford to be behind the ball on AI, it can make life so much easier for our teachers. People know ChatGPT but there is also Bard which is in Google Classroom. One half said there needs to be a policy but we can't catch them. But we need to get ahead.	• Discussion ongoing

Start with a draft. It's hard to start with a blank sheet. Make something better instead of starting from scratch. It'll inspire students to go to the next level.

PLCs can take this info and run with it. We gave a lot of planning time for that.

With booking with Synergy, the plan was to build in IC then move to Synergy, but I asked for a meeting with them, and there was confusion with our schedules, but we can't screw this up we need to get our schedules out. I met with them. At that meeting, I found out Synergy doesn't do alpha and numeric scheduling. We do that. A, B, C, like lunch periods.

Becky: What do they do instead?

Norrell: Numbers.

So, right now, I'm working with them, we're deciding, they're either going to let me confirm in Synergy, or we'll have to hold and use IC. So right now, in the next few days we'll know which way we're going to go. The option of staying with IC is there for me.

Do I want to have a whole day for everyone learning all the nuances of Synergy? No. People have enough to be familiar, but not too much details or time.

Becky: They're saying they're building a workaround?

Norrell: No. But we'll build it. But I want to train teachers, admin, and schedulers, I want to roll out using the system we all know. So if we can't use A and B, it would be 0 + 1 (1st), 2 + 3 (2nd)...there are no letters.

So I'm trying to make sure, hey, there's no problem in staying in IC.

Becky: I thought the whole point of Synergy is that it was easier to develop a block schedule on there?

		Norrell: The Wizard is great. We did buy the scheduler. Let's put this in with this year's data, let's roll a sample. The high school is expecting a change but not the middle school. We need this to be exactly the same. I'm asking for a final answer, otherwise they'll have to let us out. If the kids don't roll and the teachers' schedules don't roll, we can't do anything else. Rhonda: That's good to know. Jennifer: So they're making us do lesson plans instead (for PD)? Norrell: Our colleagues are doing PD, it's not a lesson plan but an idea of how to catch some cool content from their colleagues. We figured if we aren't going to do the Synergy we wanted to give people back their time. Jennifer: GCN? Norrell: Isn't IFT doing something about this? Becky: There is some legislation. Norrell: We have to do these too! Get this covered for us too. Why is Norrell now down on the dues list? LAUGHTER	
13.	Evaluations	Due to time constraints, we were unable to address this issue. It will be brought up again another time.	• Discussion ongoing

14	Updates from last month	Due to time constraints, we were unable to address this issue. It will be brought up again another time.	• Discussion ongoing
15	Safety concerns with no person at the front doors to check in visitors on Raptor.	Due to time constraints, we were unable to address this issue. It will be brought up again another time.	• Discussion ongoing
16	Leadership at the High School?	Norrell: You have two principals now. Frank and Kevin. Becky: Dual principals? Norrell: Yes. Francisco has years of experience. Kevin is really good too. So they're balancing. We'll have an announcement. Becky: People think you are going to make an announcement on Friday? Norrell: No. It's about block. It's content vs coverage. Becky: Just look at their faces when you start talking about their lesson planning. Norrell: If you don't finish all the content, you don't get it all covered, is that okay? Yes. We need to talk about that. We'll have teachers and admin share. We're trying to give the staff what they asked for, time. Some solid blocks of time. No-one should be on eval next year except non-tenures, so just do your best. All I ask, some minimal expectations. We are not trying to police the	• Discussion ongoing

curriculum. We need to produce critical thinkers.

Every course will be block. Only the outliers will be periods. Everyone is going to be a block teacher. With some specific exceptions.

And 900 seniors will be out. They'd be pulled out for lunch. Then maybe two or three of those blocks. Balancing lunches won't be an issue.

The whole building will only move three times a day. Some, five. Now, they have to figure out where everyone is supposed to be.

These are things that we can share that I think people can celebrate.