

**EA Council/Superintendent Meeting**

**Date:** January 18, 2023 @ 10:30 AM - 2:10 PM

**Location:** Administration Center

**Union Leadership in Attendance:** Becky Roireauc, Jennifer Gentile, Claudia Ruiz, Rhondra Bass, Sandra Williams, and Alan Scott

**District Leadership in Attendance:** Dr. Jennifer Norrell, Dr. Lori Cambell, and Jalitza Martinez

**PLEASE NOTE THAT STAFF NAMES AND ISSUES SPECIFIC TO A PARTICULAR STAFF MEMBER are removed from the staff version of our notes to protect member privacy.**

	Agenda Items	Union Notes	Discussion Status
1.	Classroom Monitor position:  *Pay discrepancy	<p>Becky: We didn't agree to \$22.</p> <p>Norrell: We agreed on a side letter. We realized we'd have to pay more because they had more responsibilities.</p> <p>They're the only people in those classrooms. They are between a TA and-</p> <p>Becky: We had a meeting, we discussed noon-type work at \$15 an hour. Then, we saw it on the board agenda but we didn't have a side letter yet. We should have gotten back together. At \$22, you are putting them between steps 13 and 14.</p> <p>Jennifer: They'd be making more than those who dedicated themselves to the district.</p> <p>Sandra: It is a TA post but tweaked. And we weren't going to be doing benefits.</p> <p>Norrell: We have to because it is a labor requirement due to their hours.</p> <p>They have to facilitate their learning, being the sole disciplinarian, if I didn't circle back, I apologize on that.</p>	<ul style="list-style-type: none"><li>• Informal agreement [no formal agreement write-up needed]</li><li>• Informal agreement [but formal write-up needed before finalized]</li><li>• Discussion ongoing</li></ul>

Becky: I had to chase you down.

Norrell: You never had to chase me down. I've been responsive.

Becky: I saw it on the board agendas. This is procedural if we do this together.

Norrell: We do this quite well. We did have an agreement. You suggested a side letter, saying if this [position] is something we want to keep, we can work on how to fit them in [to the union]. At that point, we'd need to work on work day, etc., that's a bigger conversation.

Becky: We don't have to do it like this.

Norrell: That's why I brought it in on the front end.

Becky: If we all sat here and agreed - a meeting of the minds - I could have shared that with our members. People have worked for 13 years in the district. We're not honoring them.

Norrell: That's a different job.

We weren't negotiating them as union staff.

Becky: When our understanding changed, there should have been another conversation.

Norrell: As much as possible I try to communicate so you can get in front of things. When we talked about those, we threw different amounts around. We committed to adding this as a tool or

possible resource. As we met with the company and saw that they'd have more responsibilities, we needed to change it.

A side letter means we're going to come back and negotiate it later.

Becky: You said at the board meeting it was my idea. It was my idea and it was based on pay we discussed. We have notes. I feel pretty confident in what was said and decided.

As soon as you moved in a different direction, the union should have been involved.

Norrell: I'm not locking a permanent assignment with a side letter.

I agreed, whether I have to or not, I like giving you information so you can be prepared and in front of issues. I think that works best.

What do you want to do now? They are getting ready to pull subs.

We didn't even sign a side letter yet.

Becky: That's my point.

Norrell: You consistently bring up these issues as a problem.

Jennifer: They are.

Norrell: When I'm moving quickly, I'd expect it is not [interpreted with] negative intent.

What should we do? I am trying to do what I can because people don't come to work because they're going to [theme parks]. I'm trying to solve the sub problem.

I didn't have the board sign it, the union sign it, because if we push things too long into 3rd quarter, it would be too late.

When we're expediting, I'd appreciate that we are given the benefit of the doubt.

Becky: I need all the facts. There was so many points where the amount they were going to be paid could have been brought up.

Norrell: The meeting we had was really the last opportunity.

This group shouldn't spread the feeling that this is disingenuous.

Becky: I too am willing, able, and demonstrate that I will work with you about good ideas. But it doesn't happen each time.

Norrell: Like what?

Becky: Like the next issue.

DISCUSSION CONTINUED TOWARDS THE BOTTOM OF "STAFF ATTENDANCE ISSUE" [#2]

AFTER DISCUSSING STAFF ATTENDANCE ISSUE #2, THE DISCUSSION CIRCLES BACK TO THE MONITOR POSITIONS.

Norrell: Long term subs are supposed to show up on the 30th. I can't open those until they are staffed. I

		<p>only have until Monday to hire them. I want to leave spaces. We'll hold it but if I hold it too long we wouldn't be able to open it up until Feb 6th. I launch the agenda Thursday at noon.</p> <p>Jennifer: We'd have to figure it out today.</p> <p>Sandra: Don't we have a Safety Task Force meeting today? Yes. At 3:30.</p>	
<p>2.</p>	<p>Staff attendance - Asking for documentation</p>	<p>Becky: We are disciplining people back in time for their attendance when in their contract it doesn't say they should do this.</p> <p>Norrell: I don't want to talk about-</p> <p>Don't ever bring up to me that subs are a problem.</p> <p>I will help you, I'll ask the board for a million dollars that it will help with subbing. But people better not take trips to [theme parks]. I am meeting, planning, trying to figure this out. We're trying to partner but also toe the line for the good people who aren't going to [theme parks]. Back in the day, it was the wild, wild west. We're going to go after people. It hurts the good people. Those who take advantage of the system.</p> <p>Becky: Why are we going from one extreme to another? We need to understand what the contract says.</p> <p>Norrell: I thought it was silent.</p>	<ul style="list-style-type: none"> <li>• Informal agreement [no formal agreement write-up needed]</li> <li>• Informal agreement [but formal write-up needed before finalized]</li> <li>• Discussion ongoing</li> </ul>

Becky: How can people go back in time to get a doctor's note?

Jennifer: It is hard to go back. The teaching profession is a nightmare in that no-one is helping them and then they have to sub all the time.

Norrell: If we can stop that, we're trying to, it spreads like a plague, the building over there has the game down.

The law says patterns. If I can establish patterns. Or people posting pictures on Facebook.

Becky: Our contract says after the fourth consecutive day in a row. After their 3rd sick day.

Jennifer: Teachers are not supposed to take vacations. It is in the code.

Norrell: No it is not.

Becky: We are not sharing policies and practices.

Norrell: There is code and there is policy. Everyone uses policy. No, not policy. Some things are in policy. Our contract is silent on this. Maybe we should add some things to the handbook because the contract is silent.

If we can come up with a practice to put into the handbook, that we can agree on, that would help.

Becky: I wouldn't want an agreement at this time.

Norrell: We've talked about the issues of people taking

vacations. We said we're going to go after people.

SOME PERSONNEL ISSUES WERE DISCUSSED.

Becky: The contract does not say that if you hit four, you need to provide that.

Norrell: It was a pattern shared by many. This was a known, discussed by staff, how to do this. They are pulling all the subs.

Jennifer: [names school]

Norrell: Yes.

Jalitza: Even trends on grade level teams.

Norrell: A building-wide pattern.

Becky: I'm a rule follower. I get it, what the contract says, the rules say, but moving forward-

Norrell: We should say, we don't do this.

Becky: I've been told I do too much of your job for you.

Norrell: What should we do to stop it. because if we don't, it would be a wild, wild west that people would have to live in.

Becky: Give people fair notice. Prior enforcement has been sketchy.

Norrell: Let's put it in the faculty handbook.

Jennifer: You cannot release that.

DISCUSSION OF THE DRESS CODE LANGUAGE THAT WE INSERTED IN THE HANDBOOK.

Norrell: The handbook is recommendation. You can't get disciplined for that.

Becky: I'm not giving up my flip flops.

Norrell: Just cause? Give additional notice.

I don't want to shock people.

Becky: What it looks like to people in the buildings is that you are looking for reasons...you aren't setting them up for success. The people who are worried are not going to theme parks.

Norrell: We should say, "You know who you are."

Becky: It clearly says at the beginning of the handbook that this doesn't change or override the contract.

We need to go over everything in the handbook before.

Norrell: Share your notes with me.

If it is cute, it's okay.

Becky: It's oddly specific about footwear.

Jalitzza: It is about safety.

Norrell: It is not a rule, a recommendation.

It needs to be not a gotcha but so people have something so they can know.

Becky: That isn't how people feel about it.

Norrell: How do we do this?  
I'll take your  
recommendations, look them  
over, and make tweaks.

Sandra: Collared shirts and  
blouses.

Norrell: It says collared  
shirts? But not for women?

A PERSONNEL ISSUES WAS  
DISCUSSED.

Norrell: Give me your notes.

Claudia: We weren't notified  
about the change in salary.

Sandra: We have TAs who are  
toileting who are making less  
than the monitors.

Becky: We're going to jump  
past people who change  
diapers for 13 years?

Norrell: We cannot attract  
people to the position, it  
will not happen. It'll save  
us a ton of money.

Claudia: I think you should  
send something out which  
explains the rationale.

Becky: We could start step 1  
at \$22.

Norrell: I'm brain trusting  
ways, the union didn't want  
to incentivize attendance, I  
was trying to give money to  
people to not use their days,  
but that didn't fly. I just  
don't have another solution.

Becky: How can we move  
forward with positive intent?

Jennifer: Can this be an  
inhouse job that only people  
in the district can apply

for?

Norrell: If we shift people, they'd lose their union status. But we can't lose PPAs or TAs if they shifted over.

Jennifer: Subbing is an issue, we're killing our staff, everyone is going to go elsewhere if we don't get a handle on this.

Sandra: You remember when we are negotiating...I get it we have an issue with subbing, but I feel like we could have renamed a few days we gave people, about renaming a few sick days to vacations. That would alleviate some of this. It could be two days. I think people are taking vacations because they are burned out and tired. Two days of vacation. Not sneaking to do things.

Jennifer: I wanted to be personal days without having to give reasons.

Norrell: Did we address this in the best practices?

Jennifer: Yes.

Becky: My daughter's graduating in May. So, there is no way I'd miss that.

Norrell: In that conversation, we said we don't want people hiding a wedding to their PLC, both lawyers were there.

Jalitza: We did add that.

Norrell: Yes. We did add that.

We aren't going after people's life events, but that's not what is always happening.

PERSONNEL ISSUE DISCUSSED.

Norrell: We discussed milestones. It got said this year and it was in our notes.

If we don't honor every best practice we have, people won't trust the practice next time.

Becky: What do we want to do about the \$22 an hour?

Norrell: What about library assistants and students' liaisons? We can hold their job and they can go back into the union. I will staff them in the positions, we won't make them lose their rights to go back into the union.

If our own people want to sit and be staff in those positions, if we decide not to keep it, they can go back.

Becky: How do we negotiate someone who is already getting paid \$22 an hour?

Norrell: They'd go back to their own job.

They can transfer. Just not in the middle of the year.

If you decided to transfer to another lane, you can request a transfer.

I'm looking at the support staff pay schedule, if you go from a PPA to an interpreter, it would be \$10 more because of those additional duties.

Sandra: When I hear you talk about their responsibilities, that's what TAs do.

Norrell: TAs don't have those full responsibilities. If they do more, they get paid at a higher level.

If a TA had to do the responsibilities of the monitor, they'd get paid more.

An additional \$100 a day or something.

Sandra: \$20 per period. \$100 per day.

Becky: Is that \$22 per period?

Norrell: 2022-23, \$15.75 hourly, 7 hours per day...

Becky: \$14.25 cents.

Norrell: They don't work in the classrooms for 7 hours. 5 hours.

\$42 dollars per hour.

And these people will get a plan period.

Sandra: If there is a period where they're not subbing, they're back in the classroom.

Norrell: They follow the teacher's schedule.

Jennifer: They don't have to go back and do the TA?

Norrell: No.

Sandra: Life Skills they might sub all day, no break in their day, not following the teacher schedule-

They're being used to plug in the holes.

Norrell: That's only at the high school. Not elementary.

Claudia: They don't get the plan period.

Norrell: At the high school, they do both.

Sandra: All hands on deck.

Becky: Full sub pay would require the full 7 hours.

Norrell: Those having to be responsible for attendance, classroom management, etc., it needs to be a little bit more. It isn't the same when there is someone instructing in the room. You are the sole adult responsible in the room.

If we put them in their own panel, all other things would apply to them.

You already have a bucket. Jump Start/Parent Educators.

Jump Start needs a Bachelors.

If you wanted to open up this position to inhouse members-

Sandra: If we open those positions and allow them to move, then we have deficits elsewhere, I'm worried you'd start moving other people around.

It doesn't fix current TAs, those who have been here years, we can't move people mid year, that's what I hear you saying.

Norrell: I have TA jobs posted, PPAs posted, but no-one is taking them.

If I'm serious about this program, I have to put more money behind it.

Otherwise we'd post it and it won't be filled.

If I keep it at \$15, no-one will take it because it is more work than at lower-paying positions.

Becky: We're locking people into that first row because of those high needs.

Norrell: We did two sections, page #52 + 53. We need to honor this. This was a long discussion.

We acquiesce with the union about transfers.

Sandra: Where does it fit into, I hear you saying mid-year TAs can't move...

It is a newly created position, but we're going to lock TAs down. Then we'll have a hole somewhere else.

Norrell: Remember I said, one-to-ones shouldn't have to get used to an adult and have them disappear.

Jennifer: You had to lock them down.

Norrell: What did we come up with?

Jennifer: It was only involuntary. We couldn't voluntarily transfer. But involuntary.

		<p>Norrell: They could be returned at the end of the academic semester.</p> <p>Sandra: The TAs who reached out, they are looking at it like it was a new position.</p> <p>Jennifer: It's a new position mid-year and they can't apply.</p> <p>Sandra: They'd have to resign. Apply for the position.</p> <p>Jennifer: For some people, that extra \$7 an hour can be life changing.</p>	
3.	Staff handbook	DISCUSSED WITHIN STAFF ATTENDANCE ISSUE [#2]	<ul style="list-style-type: none"> <li>• Informal agreement [no formal agreement write-up needed]</li> <li>• Informal agreement [but formal write-up needed before finalized]</li> <li>• Discussion ongoing</li> </ul>
4.	Kane County Day- In or Out	<p>Claudia: Can we go out?</p> <p>Jennifer: We should be out.</p> <p>Norrell: TAs and teachers can't go out.</p> <p>Jennifer: PE, music, art can't go out?</p> <p>Norrell: This speaker is for all teachers.</p> <p>They all need-</p> <p>Jennifer: Our past practice has been every other year.</p> <p>Norrell: We're bringing in a top speaker in the world.</p>	<ul style="list-style-type: none"> <li>• Informal agreement [no formal agreement write-up needed]</li> <li>• Informal agreement [but formal write-up needed before finalized]</li> <li>• Discussion ongoing</li> </ul>

<p>5.</p>	<p>Meetings for Retirement - Dates?</p>	<p>Norrell: [Pay] 3% on Feb 15th. And then at the end of the year 3% and the balance.</p> <p>[Meetings] 3-5 PM. We'll have fifteen minute time slots. If we use them up, we'll have more days.</p> <p>Jennifer: It'll say how often they need to sub and their other stuff?</p> <p>Norrell: Yes.</p> <p>Jennifer: People need to know how much they need to do.</p> <p>Sandra: Those who retire soonest or random?</p> <p>Norrell: Random.</p> <p>The dates are coming. There will be two days.</p>	<ul style="list-style-type: none"> <li>• Informal agreement [no formal agreement write-up needed]</li> <li>• Informal agreement [but formal write-up needed before finalized]</li> <li>• Discussion ongoing</li> </ul>
<p>6.</p>	<p>Waldo: Can we petition for Naloxone (NARCAN) emergency doses for our school? We heard it is free from Kane County.</p>	<p>Norrell: Here is the thing. No. But let me explain.</p> <p>They will not be allowed to inject Narcan into a kid.</p> <p>UNION NOTE: NARCAN IS A NASAL SPRAY.</p> <p>They have to call 999.</p> <p>There can be adverse reactions if you are injected and get it.</p> <p>UNION NOTE: THE DEPARTMENT OF HEALTH STATES THERE ARE "MINIMAL RISKS ASSOCIATED WITH NARCAN."</p> <p>Police carry that. The SROs have it.</p> <p>Teachers are requesting to have Narcan. I said, no. We can't be responsible for injecting a student for the wrong reason. And don't police officers have it?</p>	<ul style="list-style-type: none"> <li>• Informal agreement [no formal agreement write-up needed]</li> <li>• Informal agreement [but formal write-up needed before finalized]</li> <li>• Discussion ongoing</li> </ul>

		<p>Jenkins: I don't think all police have it.</p> <p>That would be a good conversation with nurses. If anyone had it at all, it would be nurses.</p> <p>Norrell: If they mess up, it might cost them their license.</p> <p>Jenkins: I don't think it hurts you. It won't kill you.</p> <p>But I'm not totally sure. We'd need to look into that.</p> <p>Becky: A staff member might make a mistake-</p> <p>Alan: Well, if a student is sitting passed out in a toilet staff with a needle sticking out of their arm..</p> <p>And I think there might be laws which protect honest mistakes to help. Good Samaritan laws?</p> <p>Jenkins: Good faith laws.</p> <p>I can call the fire department. They'd know.</p>	
<p>7.</p>	<p>January 6th - Why was there nothing for Encore teachers?</p>	<p>Jennifer: My phone is blowing up, they could sit in lit circles, i-ready, science or social studies.</p> <p>Norrell: People ask for those.</p> <p>Jennifer: Someone should have watched who presented.</p> <p>Claudia: Have you considered doing an interest survey for PD?</p> <p>Norrell: People don't know what they don't know.</p>	<ul style="list-style-type: none"> <li>• Informal agreement [no formal agreement write-up needed]</li> <li>• Informal agreement [but formal write-up needed before finalized]</li> <li>• Discussion ongoing</li> </ul>

		<p>Jennifer: They didn't need the math. The social studies.</p> <p>Norrell: Doug Fischer was a highlight.</p> <p>Jennifer: I heard, can we bring him back? No-one complained about that.</p> <p>Norrell: Amy Berry is someone we are very excited about.</p> <p>Jennifer: Past practices is every other year.</p> <p>Claudia: So, no-one is leaving the district this year?</p> <p>Norrell: No.</p>	
<p>8.</p>	<p>E Learning Document - Start time for all?</p>	<p>Jennifer: 8:30 - 1:30. But they start at 7:30. So are they not starting?</p> <p>Norrell: It can be asynchronous.</p> <p>If the high school has to see all their kids one time, 6 hour day, everyone else can be on 20 minutes to 2 ½ hours.</p> <p>Every first period teacher sees their kids, then you load up your home page with assignments.</p> <p>Get on an hour, take attendance, so kids were accountable. Those asynchronous hours count.</p>	<ul style="list-style-type: none"> <li>• Informal agreement [no formal agreement write-up needed]</li> <li>• Informal agreement [but formal write-up needed before finalized]</li> <li>• Discussion ongoing</li> </ul>

<p>9.</p>	<p>Block schedule:</p> <p>*MOU</p> <p>*Staff block schedule proposal</p>	<p>Norrell: Melinda sent up a long email with a bunch of suggestions today.</p> <p>Jennifer: STAFF MEMBER has been doing a ton of work on this. Can he get paid?</p> <p>Norrell: I don't know who sent them in that direction. The cabinet has already been meeting.</p> <p>I did not know they weren't working with me. I can't pay someone...I take it very seriously. If someone gets paid for work, everyone needs to have had an opportunity to work too. Otherwise, they'll say you just paid your favorites.</p> <p>They came last week with some ideas.</p> <p>Becky: They is making a huge effort to make the schedule work.</p> <p>Norrell: They are great. But there are a few pieces they doesn't know.</p> <p>Like year long stuff that needs to be squeezed in.</p> <p>BECKY SHARED SOME DETAILS ABOUT THE STAFF MEMBER'S PLAN.</p> <p>Norrell: They can come to the committee meeting.</p> <p>But I have to give everyone the opportunity to work and get paid.</p> <p>Becky: I don't know how the schedule can be changed without affecting work conditions and getting an MOU.</p>	<ul style="list-style-type: none"> <li>• Informal agreement [no formal agreement write-up needed]</li> <li>• Informal agreement [but formal write-up needed before finalized]</li> <li>• Discussion ongoing</li> </ul>
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It is specific. Seven periods. Teach five.

Norrell: It doesn't say daily.

Becky: And it adds instructional time to the day.

Norrell: No, we'd never do that.

Becky: Any way that you cut it, time is getting added.

Norrell: Who would vote?

Becky: Only the affected bargaining units.

Norrell: When we got together, we came up with all the different models, they might get an overall shorter day. Let me run it out to them. We could talk about how all the requirements of B can be met.

Alan: If people vote and if it passes, they'll have ownership of these changes. If it comes down from on high, they'll never get over it.

Norrell: If they create it, they'll have ownership.

When we did Covid-changes, no MOU was needed.

Alan: But that was a temporary change.

Norrell: This might be too.

We'll talk more about this after the meeting.

12.	Staff cafeteria at EAHS	<p>Becky: Is it ever opening back up?</p> <p>Norrell: We are going through a proposal process for food vendors.</p> <p>I'll talk to Loretta.</p> <p>But, the change is that we are looking to have fresher food. I don't like frozen food.</p>	<ul style="list-style-type: none"> <li>• Informal agreement [no formal agreement write-up needed]</li> <li>• Informal agreement [but formal write-up needed before finalized]</li> <li>• Discussion ongoing</li> </ul>
13.	Door Duty: Pay and Times	<p>Sandra: It was supposed to be \$35 an hour.</p> <p>Norrell: Staff can arrange to get coverage if they need to do their office hours and someone else can get paid for that time.</p> <p>It only makes sense if they staff until the bell.</p> <p>Sandra: Maybe 10 people signed up. We knew the high school would struggle.</p> <p>Our high school teachers need that time in the morning. I don't know that \$35 is enough to motivate them.</p> <p>Norrell: I understand about morning time being critically important. Out of hundreds of adults, can't we find enough to cover?</p> <p>Sandra: It was supposed to be 7:15 - 7:55, but then you apply and it says 8:25. No-one can get to their classroom on time. If it came from the principal, she should know the hours.</p> <p>Norrell: It wasn't her.</p> <p>Sandra: So it came from you?</p> <p>Norrell: No, I didn't see it.</p>	<ul style="list-style-type: none"> <li>• Informal agreement [no formal agreement write-up needed]</li> <li>• Informal agreement [but formal write-up needed before finalized]</li> <li>• Discussion ongoing</li> </ul>

Sandra: Those at the Task Force meeting hear one thing but it was changed.

Jennifer: 8:15?

Sandra: Get from the door all the way up...?

As it related to time, we knew it would be a problem.

Norrell: If we do safety scanners, they aren't going through the regular doors.

Jennifer: You paid [middle school] \$75 and the high school gets \$35. That's upsetting people.

Norrell: The comparisons are crazy.

Sandra: It is a tri-fold issue.

Norrell: If no-one wants to work the door, don't tell me you don't feel safe.

Sandra: But that's not fair.

Norrell: Door 15 is a big spot.

Becky: It is a constant stream out the back.

Norrell: We have a lot in place for during the day. The scanners will only work if they go through the right doors. Which means the adults need to watch those doors. They can job share doors. They don't have to do each day.

They'll learn quickly when they want to. When they see that someone is at that door each day, they'll stop coming.

\$5 more dollars per hour?  
I'll look into that.

Sandra: I was at home when the email came out, and the screen shots starting coming in.

Becky: We come in in good faith and then-

Sandra: We said \$35.

Norrell: I couldn't just pay everyone what the teachers get. I had to go to \$30 to clear hourly.

Sandra: Jen did the calculations at \$35.

Becky: 7:15 - 7:55 at \$35 is what was said.

Norrell: I did change the times arbitrarily but I had it in my notes as \$30.

I'll seek permission to deviate.

\$35 is fine. We'll send an email. And we're going to remind people they can job share it.

We'll keep it at 7:15 - 8:15. It would be pointless if it is too short. At least until I can get the cameras up and the software in.

Some parents won't sign off on the biometrics but they'd still come in as unknown.

PPAs don't have cellphones, do they?

Sandra: No.

Alan: Maybe you can clarify, staff at the high school said that there is no plan to have a staff member in the camera room?

Sandra: Based on what Norrell is saying to the Task Force, there will not be a need.

Norrell: The software is beyond what a human could do.

Alan: Is creating data and sending it out in real time?

Norrell: The computer will be able to track better than a person can do.

Our lawyers now are working on a form. Permission form. You have to opt in. It will be the same form for staff and parents of kids.

Staff will have to sign for themselves. Opt in to facial recognition. If they don't, they'll be constantly flagged as strangers.

Norrell: We're working quickly to adhere to what will make staff comfortable.

Alan: What if staff who don't approve of the biometrics can have something on their lanyards which can be read so they don't set off the system as strangers?

Norrell: I don't think it can do that. And some don't carry their lanyards.

Alan: Maybe they will if it will prevent them triggering the system as strangers?