

Draft Minutes of
The East Aurora Council of the AFT Local 604
November 10, 2022 at 4:06 PM.

In attendance: Arlette Gomez, Aviva Pollack Paradise, Alba Hernandez, Amy Van Cura, Alan Scott, Alison Mann Nile, Becky Roireau, Christy Harding, Cin Citro, Carrie Snyder, Claudia Ruiz, Eileen Pasturczak, Fatima Ballesteros, Gloria Salinas, Gerry Mestek, Jeff Hansford, Jon Kuehl, Jan Kolodziejek, Julie Schmale, Judy Durham, Joyce Ladewig, Karen Mueller, Lisa Samp, Lisha Pauli, Lorraine Garciacano, Mary Carol Smith, Melinda Thomas, Jennifer Gentile, Michelle Hanna, Michelle Taylor, Mary Taylor, Nicole Connoly, Pamela Miller, Rhonda Bass, Stephanie Paul, Sandra Williams, Victoria Haier

Building Representatives, Executive Council Officers, or Senators Not In Attendance: Angie Sanchez, Airen Freese, Beth Cotter, Brittany Peterson, Beth Eadens, Catalina Saenz, Dulce Jonsson, Dawn Stanfa, Elaine Halleran, Geoffrey Adler, Henry Johnson, John Burkhalter, Janel Jaros, Julie Melendez, Jessica Fisher, Jennifer Gentile, Jeffrey Mleczo, Kim Stolpestad, Kaliegh Soumar, Mara Clucas, Patrick Bednarik, Stacey Martin, Tim Snyder, Trevor Schrage

Sergeant at Arms

- Introduction

Becky: Our constitution allows for this position. Alison Mann Nile has graciously agreed to do it.

President's Remarks

- Ad Hoc Policies and Procedures Committee / Certain Financial Transactions
(45 minutes)

Becky: We are going to go through a presentation and I ask that you wait for your questions until the end. My purpose is to create an ad hoc policy committee. The committee will meet for a specific purpose for a specific length of time.

You will decide by vote if we should form the committee.

A PRESENTATION IS SHARED WHICH INCLUDED THE FOLLOWING INFORMATION

The committee will:

- [1] Review economic past practices,
- [2] Provide simple oversight,
- [3] Bring back recommendations to the House of Delegates for acceptance or further discussion.

Fifteen House of Delegate members,

- Seven (7) from elementary schools,
- Three (3) from middle schools,

- Five (5) from high schools.

The committee will have open meetings. Any member can come and observe. But voting rights will be reserved for the original fifteen members.

President will be present but won't have voting rights.

The president will appoint the committee members, a chairperson, and a secretary.

The committee will meet a maximum of three (3) times.

Possible structure:

- [1] Review data,
- [2] Draft language,
- [3] Finalize language.

Our Contract:

This committee should abide by the language of our union constitution, including but not limited to Article IV.9 [Treasurer's duties].

Timeline:

Late September: Meetings with district admin regarding the clarification of 6% retiree benefit language. Becky began looking for contract negotiation notes so we could better argue "intent." There was a lack of Executive Council notes, which was the result of contract done work by small groups or individuals.

10/20: Becky had a meeting w/Adam Harding.

10/21: Becky notified IFT that she (with the permission of our treasurer) was removing financial records from the union office.

10/22: Met with IFT on 10/22 to perform a non-exhaustive internal audit of our 2021 financial records.

10/22 + 10/23: Becky continued to review financial records.

10/26: Becky met with Sean and Adam at IFT at Cresthill.

10/27: Executive Council met and was informed of financial irregularities. Executive Council members were asked if certain financial decisions were authorized by the team. We reviewed the data. Motion passed to get statements from those on the EC during 2021.

10/27 - 11/02: Statements gathered.

11/02: Executive Council voted to bring information and ad hoc committee proposal to the House of Delegates.

Article IV.9e: Treasurer: To make other appropriate and necessary expenditures with the approval of the Executive Board.

Example #1: Total Stipends for all EC Members

October 2020: \$6359.03

March 2021: \$6200

October 2021: \$6788.33

March 2022: \$7010

Not approved by the Executive Board

Example #2: Extra Earnings (Non Stipend) in 2021

Member 1: \$ 10,406.35

Member 2: \$ 2,877.50

Member 3: \$ 3,640.86

Member 4: \$ 2,991.00

Member 5: \$ 552.08

Member 6: \$ 2,151.25

Not approved by the Executive Board

Example #3: Stipend Splitting

October 2020:

Treasurer = 625

President = 2534.03

Not approved by the Executive Board

Example #4: Coding on Our Budget Reports

One member was paid \$1800 to edit the contract. It was coded on our budget as "legal fees."

Not approved by the Executive Board

PRESENTATION ENDS

Jan Kolodziejek: I just want to clarify our procedures. Aren't our checks dual endorsed? All checks have two signatures?

Becky: I don't actually have the check receipts. That is something the committee could do.

Jan: You don't know. But that is proper procedure. Can we see the check receipts?

Sandra: It would cost us \$5 each check.

Jan: Can't you do that online?

Sandra: No. I checked.

Becky: It is usually the President and the Treasurer who signs.

Jan: And they dual sign.

Becky: Yes. One of the things you'll notice moving forward is that we are going to be showing on the checks your line items. And the Executive Council has agreed to meet every month, with agendas, with minutes, and we'll provide those minutes to the membership.

Sandra: We are required to have an audit annually. That is the checks and balances in terms of how we do business, all audited by a committee not chosen by me.

Becky: The audit is every year.

Jan: Can we do other things too? Can this ad hoc committee work on items besides financial?

Becky: I'd love to. We should have bylaws. But this ad hoc committee should have a very defined and limited purpose.

If anyone disagrees with the formation of the committee, please let us know.

Alba Hernandez: Once we've formed these committees, are we sending this info to our members?

Becky: As we get some policies and procedures in place, we'll share those.

Alba: We should keep this confidential?

Becky: Yes, for now.

Lisha: This seems to be about things that happened in the past, will those involved have any role in this?

Becky: Those involved were invited to attend this meeting and we invited them to participate in the committee too.

Alba: That leaves a sour taste in my mouth.

Jan: I thought we were changing the language in place to be more transparent?

Becky: Yes. There has been a lack of oversight. I'd say it was not ethical, that's as far as it goes. Let's put in place policies so that it doesn't happen again.

Carrie: Will the senators be able to vote?

Becky: Yes.

Alba: I have a problem forming a committee if our members don't know. I understand that we are trying to fix things in-house.

Becky: I'm just trying to use the most discretion as I possibly can.

Christy Harding: Can't we do both? Can we share what is going on and still form this committee and fix our policies?

Michelle Taylor: You thought it might look poorly on the people who misused their position?

Becky: I'm okay with whatever the group decides. If you want this to be, it can't just come with me.

Michelle: The concern or question is whether letting the members know, in the sense of transparency, some people want to let the members know about the lack of oversight.

Melinda: I guess I'm confused. Aren't these parts of the minutes? Won't these be a part of what gets released to the members?

Becky: Yes. But I want to do what the House wants to do. Whatever you decide.

Melinda: I don't think it is necessary to name names in the minutes, but we can say there was a lack of oversight.

Jan: A lack of clarity in our constitution. g

Carrie: The committee itself that is forming is to see the irregularities, but we don't know the extent.

Becky: I'm not a forensic accountant but this committee will have access to whatever they need to make best practices and policy decisions for the future.

Carrie: Would it be safe to say how that is presented in the minutes? There were irregularities, the committee is forming to address and develop policies, but we don't want to name names.

Becky: I have a great Communications Committee that can help with this.

NAME?: Shouldn't we investigate first? Maybe it'll be way worse than we thought or not as bad as we thought.

Alba: We're just letting them know we're creating this.

Melinda: There were things that seemed odd and we're looking into it.

Aviva Pollack Paradise: There has been no real set procedures.

Becky: It is very clear in our constitution. But it is gray in some areas. The committee will look at those. Milage? Who is signing checks? I have a whole list of things.

Aviva: Tightening up. I think we can do this without blaming. Judgment calling.

Lisha: I'm confused about what the committee is doing? Investigating the past and determining there has been a problem, or making sure there are no problems in the future?

Becky: What policies do we need to have in place in the future...

Alan: But part of that process is knowing what was done.

Becky: It will require looking at past files.

Fatima Ballesteros: When Alan put up there, #1 member, #2 member, etc. The committee will look at why that one member got \$10,000. The committee will see the details, transparent, and learn how the number got to that.

Jan: I don't have a problem with this going out in the minutes.

Melinda: And if people want further information, they can ask us.

Becky: What I'm hearing is, everyone agrees about the committee. There is a little to discuss about how to let the members know.

Eileen: Is it possible after the first committee meeting to release updates?

Michelle: Will this be something for the agenda at our next general membership meeting?

Becky: Yes. Is there anyone who thinks we shouldn't form the committee? This is your time to speak? Thank you for being patient for me. This isn't easy for me.

Motion to reinstate the vote: Becky Roireau, Mary Taylor.

Pamela Miller: Aye.

Amy Van Cura: Aye.

Jeff Hansford: Aye.

Gerry Metek: Aye.

Stephanie Paul: Aye.

Karen Mueller: Aye.

Nicole Connolly: Aye.

Lorraine Garciacano: Aye.

Aviva Pollack Paradise: Aye.

Fatima Ballejeros: Aye.

Julie Achmale: Aye.

Arlette Gomez: Aye.

Eileen Pasturczak: Aye.

Alba Hernandez: Aye.

Victoria Haier: Aye.

Michelle Taylor: Aye.

Joyce Ladewig: Aye.

Ailson Nile: Aye.

Jon Kuehl: Aye.

Cin Cintro: Aye.

Rhonda Bass: Aye.

Mary Carol Smith: Aye.

Jan Kolodziejek: Aye.

Lisa Samp: Aye.

Judy Durham: Aye.

Sandra Williams: Aye.

Alan Scott: Aye.

Mary Taylor: Aye.

Lisha Pauli: Aye.

Christy Harding: Aye.

Michelle Hanna: Aye.

Carrie Snyder: Aye.

Gloria Salinas: Aye.

Melinda Thomas: Aye.

Becky Roireau: Aye.

Claudia Ruiz: Abstain.

Jennifer Gentile: Abstain.

Motion to form an ad hoc policies and procedures committee: Becky Roireau, Pamela Miller - Approved. Ayes, all. Nays, 0. Abstains, 2.

ALAN SCOTT LEAVES MEETING. CLAUDIA RUIZ TAKES NOTES FROM THIS POINT FORWARD.

Gerry: Anyone can attend committee meetings?

Becky: Any member of the House of Delegates.

Alan: I thought we'd agreed that any member can attend but only the members of the Committee will have voting rights?

Becky: Did we say that?

Gerry: Paid committee? Yes? How much?

Becky: Yes.

Sandra: Depends on how many members, etc. SHE DOES NOT HAVE THE INFO AT THAT TIME.

Lisha: How far back are we going?

Becky: 2019 - that's how far back I went back.

Gerry: In the union office, there should be a file cabinet filled with treasurer docs.

Secretary's Report:

- Reviewed union meeting minutes from [10/13/22](#)

Motion to approve last month meeting mins: Melinda Thomas, Mary Tylor - Approved. Aye, all. Nays, 0. Abstains, 1 (Carrie Snyder).

Treasurer's Report:

- Reviewed [10/13/2022 budget report](#)

Motion to approve budget: Stephanie Paul, Nicole Connoly- Approved. Ayes, All. Nays, 0. Abstains, 1 (Carrie Snyder).

- Reviewed [11/10/2022 budget report](#)

Motion to approve budget: Lisha Pauli, Eileen Pasturczak - Approved. Ayes, All. Nays, 0. Abstains, 1 (Carrie Snyder).

- Retirement benefit

Carrie: Retiring people are asking - what should I say?

Becky: MOU - go to BOE.

Gerry: 6% for retirement? What is the issue?

Jennifer Gentile: Holding extra stipends/subbing, they have to pay penalties.

Becky: We have offered suggestions, she doesn't take them.

Pam: Took away their longevity?

Gerry: Frozen at last year's salary? Or bump? People who submit retired letters, when are they getting their increase? and ESSR?

Becky/Gentile: ESSER funds to be sent out Nov 30, but retirees will be held in escrow after 60 days that they are retired.

Carrie: Is that grievable? Are there notes from prior meetings?

Gerry: Go to the labor board?

Lisha: Once retirement issue is over, retroactive?

Becky: Yes.

Citro: When is longevity stipend being paid?

Becky: They took it to the board, should be at the next paycheck. First quarter payment was already paid.

?: Next BOE, have retirees show up?

Becky: Let me talk to IFT.

Motion to adjourn. Gerry Mestek, ??? - Approved. Ayes, all. Nays, 0. Abstains, 0.