

EA Council/Superintendent Meeting

May 26, 2022 at 10:30 AM

Union Leadership in Attendance: Jeffrey Mleczo, Jennifer Gentile, Rhondra Bass, Sandra Williams, Judy Durham and Alan Scott

District Leadership in Attendance: Dr. Jennifer Norrell + Jalitza Martinez.

Agenda Items	Union Notes
1. 2 - Day suspension for support staff member? No written notice as stated per our contract. Items were not addressed in a discipline meeting to knowledge of leadership.	A discussion took place regarding a private situation of a staff member. Judy: And it would be nice to have a follow-up meeting after an investigation happens. But by the following the discipline is being given and it is too late to respond. Jeff: If you question the questions, you are told, "I'm asking the questions." Judy: You just get to answer questions. You don't get to explain. Sandra: It is not due process if the member can't speak to the charges against them. It is just question, question, question, then later discipline. When does the member get to speak? Dr. Norrell: At the 1st meeting, after you answer the questions, you are supposed to get an opportunity to provide feedback. Jennifer: Not always. Sandra: It should be a discussion. Not just a controlled questionnaire. People are not being able to speak to what is being said. There is no dialogue. Sandra: Conversation brings clarity. Just answering questions is devoid of context. Judy: Where is the human in human resources? Sandra: It comes across as guilty until proven innocent. Dr. Norrell: When it comes to our level, we've got everything already. And the meeting is already an opportunity for the staff to provide feedback. Alan: Dr. Norrell: To clarify, moving forward, staff will be provided the

		opportunity to respond at the end of meetings? Dr. Norrell: Yes. At the end of meetings, staff will be consistently given the opportunity to provide feedback to the charges against them.
2.	Staff has a lane change issue. Was told by the Dept to submit a request after the deadline. The request was approved by Jalitza. Jalitza signed it. Can we agree on something to minimize impact on member?	Dr. Norrell: It was our mistake when we signed and approved the paperwork.
3.	Tuition reimbursement status	Jeff will go over data from the survey and provide a proposal.
4.	Support staff longevity status	Jeff: You were having your lawyers write this up? Dr. Norrell: Why doesn't AFT draft it and we'll sign it. Jeff: Okay, we'll do that.
5.	Evaluation Agreement status	Dr. Norrell: We are sitting on it until the tuition thing is finalized. We can do both. Jeff: But one is a little more complicated than the other. Jennifer: Shouldn't staff have the same exact evaluation from last time? Dr. Norrell: If tenure teachers who got proficient don't mind. Jeff: The way it is read in the email, if they'd known, they might have made a different choice.

		Jennifer: The principals are changing the evaluations. The student growth is lower. They lowered it. Dr. Norrell: I'll check into the rollovers, for sure. Add agreement to board agenda.
6.	Secretary for NROTC being assigned to cover the high school front office at the beginning of June because office secretaries are on vacation.	Rhonda: I'm going to need more information on this. TABLED
7.	Dual Language Teachers have training on June 6,7 and 8? What if they can't attend.	Jennifer: It is not mandatory? It is, but it isn't. Dr. Norrell: They should have a make-up opportunity.
8.	Subbing is a big issue right now. Is there a plan for the rest of the year? I know Waldo got help from the facilitators.	Jennifer: When Waldo has to put four classes together in the LRC, and two coaches are in there. Instructional coaches are subbing all the time. Teachers are tired. Elementary are being beat up. Admin should be subbing. Dr. Norrell: Most admin don't even get a lunch. Jennifer: Get us through to the end of the year.
9.	Elementary secretaries are being asked to work after contractual hours to help with scheduling for the upcoming year.	Rhonda: I called all the elementaries. In the past, they've done it during the day. But now they're being asked to do scheduling, for instance, from 4 - 5:30. Dr. Norrell: And they're going to pay people? Rhonda: I hope so. It is being made that it is mandatory.

		Jeff: If they do stay, make sure they fill out a timesheet. Dr. Norrell: We will look into this.
10.	Secretaries have been asked to pack up the office because of summer construction in their buildings, during the work day. They do not have enough time to do this.	Dr. Norrell: If it is done on the clock, no extra pay. But if it is done after school, they get paid. Rhonda: Secretaries don't have a prep time. They are working constantly. They are being told to do it during work hours. Jeff: When Cowherd and Simmons had to pack up to go to the high school, there was pay. If a TA works after hours with helping, they get paid. But not if they work during contractual hours. Rhonda: They are saying they can't do it after contractual hours. And they don't have time during contractual time. Dr. Norrell: No-one gets paid unless it is after contractual time. Teachers have to do it after school because there are students in their room. We should give a stipulation about how many hours. How many hours was it?
11.	MAGNET Sodexo has started selling snacks during lunch; e.g., cookies, fruit roll ups, fizzie drinks.	Aren't there healthy food requirements? ANSWER: Yes. Allegedly they made \$1000 a week profit from the students the first week. Kids buying junk food. One child spent \$33 in one go. He said, "My ma doesn't let me eat this stuff at home." Dr. Norrell is having a meeting later today w/the individual who runs this program. A conversation will be had regarding the healthiness of the food items.

12.	Staff Cafeterias	Many staff in many buildings do not have their own cafeterias anymore. And it used to be good food. It would be a big deal to get these back. Dr. Norrell: Maybe something could be set up so that staff could pre-order meals and then they could be delivered. It would be a big win to get food back for our staff.
13.	Transfers	Are we having those meetings? Like last year? Dr. Norrell: Yes, I'll send it, Friday at 2 PM. Judy: How many transfers? Dr. Norrell: About 50. Support, office, and teachers. These are all externals. Dual is going to 2nd. To do the dual shift, we had to move the certified people. To keep it balanced. Some will really like this because those who'd been moved away from the longer students will be moved back.

District Issues

1.	Dr. Norrell: I'd like to meet with the building reps on Thursday 06/02.
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