

EA Council/Superintendent Meeting**Date:** February 26, 2025, 11:40 PM+**Location:** Administration Center**Union Leadership in Attendance:** Becky Roireauc, Jennifer Gentile, Rhonda Bass, and Alan Scott**District Leadership in Attendance:** Dr. Jennifer Norrell, Dr. Ballard, and Jalitza Martinez

Agenda Items	Union Notes	Discussion Status
	Norrell: I heard you spoke at the board meeting when I wasn't there. I thought, well, that's interesting. We always talk about our issues. What was it about?- Becky: It had nothing to do with you. It has to do with picking the new superintendent. Norrell: Then who is this superintendent you are recovering from? Becky: My job is to represent our members. This is not a personal message from me. Norrell: I get what that is like. Even though I represent East Aurora, but what comes out of my mouth I'm accountable for. My thing was, what has the union asked for that we haven't delivered on 100%? I told the board I'd ask that. I feel like I learn each day. I feel like I tried to meet- As far as our staff and our union, what is it that perhaps we haven't done, damaged them? That is a growth point for me. I want to better understand.	

How can we work this out?
How can we make this better?
I'm not giving up my time,
we'll solve these, let's
negotiate, so I'm trying to
have a growth point and I
don't talk to people
falsely, and I feel like
I've towed my end. I don't
know what we are doing to
damage things.

I fought for us to stay home
during Covid, to share the
ESSER bonuses, so what can
you tell me because this is
a growth point?

Becky: The climate and
culture is bad. When we did
the survey, things are
uncannily the same. The
repeated three words are
dual language- these point
to the main idea - student
behaviors, climate +
culture.

Norrell: Climate and culture
is the piece you spent the
most time on. I think we
have bent over backwards to
take care of people.

Becky: I'm going to be
brutally honest. There is
fear. Leadership down - they
can't make decisions along
the way. You are the leader.
You have your cabinet. Then
school leadership. Then the
members. And everything
needs to go to you. Or that
is the perception.

Norrell: A lot of that the
union asked for that - it
was a zoo - but then even
down to reading
interventions, it was 35 of
us all doing different
things. I think the answer
is somewhere in the middle.

I feel like everything you share was maybe a building-admin level. Not an average teacher who might email me from time to time. That is not really what I hear from them.

Becky: People are not going to waltz up to you. They are afraid. That is what I'm here for. And what the union is here for.

You are asking, climate and culture - fear of retaliation, fear of speaking out-

Norrell: Tenured teachers too?

Becky: Them too. Fear. A culture of fear.

Norrell: When we talk, we get really in the details. I'll write things down. We flesh it out. We bang it out. We have additional meetings. Let's get it down. That's the level of problem solving that we do together. When I hear, climate of fear? That's the best the union can point to?

I have union people who blame me of the opposite. They accuse me of giving the union the best of everything. You do for them. So which is it?

Becky: I'd have been happy to have you there to hear the words come out of my mouth.

Norrell: If you want to bring me something more tangible than climate and culture.

Becky: That *is* tangible.

Norrell: You have to deal with factual things, the larger, more over arching things, what are some tangibles? I think I'm executing things to completion. Then another meeting. But somehow we miss the boat.

Becky: Do we consistently complete the items?

Norrell: Yes.

Becky: There are items on this agenda from three times ago.

I'll give examples.

Field trip procedures.
Facial recognition. Some of the SPED issues.

Norrell: SPED will be on the agenda each time, sometimes different.

Becky: Discipline. Do we communicate before handing out discipline? Sometimes you do it, sometimes you don't. But that isn't consistent. The decision of what is consistent discipline to give. That we believe in the tenets of progressive discipline. We don't practice that.

Norrell: So you think the fear is because we screw up the progressive discipline?

Again, I know I surprised you with this-

Becky: This has to do with the importance of hiring the superintendent. That is the Board's lane.

People want to feel like the Board understands how the people feel as they hire the new superintendent.

I'm glad to talk with you about this any time, any place. But really this has been my mandate. Nothing I do can be in a silo.

Norrell: But how I execute my job is a craft to that. And how you execute your representation is your choice. And I wanted to ask that because I wanted to be fair.

Becky: You are going. And it is about who comes next.

Norrell: I'm just saying, naturally, it is about me.

Becky: Who assumed that?

Norrell: Those at the meeting.

Becky: It would have been Jennifer Gentile and Rhonda. And the video stream went out. It was sparsely attended.

Jennifer: Only seven people were able to get on.

Norrell: We can go on. I know that in an hour people are coming. What people get when they get hours of my time on end, that is the true me. I had to bring that, and be genuine in that.

Becky: And I want to be genuine in my response. And I want to give you what you want to know.

Norrell: As long as we continue to meet.

Becky: We could talk about it all day. There are different groups of people. The problem is, 100%, not everyone is going to agree with me, but I was voted in because they wanted to move forward, a clear mandate, of cleaning up our systems, and moving forward like a true union. And if that means talking in front of the board - and that is the least favorite part of my job - I will do it.

I'm speaking the truth of what the people feel.

Norrell: There are two very tangible things. Climate and culture. All the other arrows that they never thought could get turned around got turned around, then climate and culture became the focus. We were quickly about to put other things into motion, and that was huge, but the whole ominous climate and culture thing then came out.

Becky: And I can share my personal experience, as a classroom teacher, as union leadership, I can share that experience, but I don't want to cross those two conversations.

Norrell: You were one of those teachers reporting issues from your building.

Becky: I shared my personal experience, which was threat and fear.

Norrell: Who kept investigating until we got to the bottom of it, was me.

PERSONAL STAFF ISSUE
DISCUSSED

Becky: There is nothing I've ever said about you isn't what we haven't had a conversation about. I've gone above and beyond. And I don't need to worry about that. I've told you the truth.

Norrell: I get the truth from the staff, admin, parents, the board, and non-union staff. But if you get facetime with me, you get solutions. We solve the problems. That's my legacy. I want to have those conversations. What have we not resolved?

Saying we have SPED back on the agenda again, that is something we've spent hours discussing. Days, three hours each. This date, this date, this date.

All this stuff, just continuing to let people know.

Becky: Any focus groups that I was a part of, I made sure we talked about positives. Even when talking to the board, I always try to talk about positives.

Norrell: I am who I am, and I just need to say that.

Becky: And I'm honest too. And I've done what I can to make a working relationship with you.

		Norrell: We have a working relationship. Becky: I don't think I've done you wrong. I haven't done you dirty. Norrell: "Healing wounds." I didn't know I did injury. Becky: I doesn't say that. That is not a word cluster I'd use.	
1.	Department of Education mandate re: DEI Effects on D131	Norrell: So, again, I wanted to wait, it doesn't really apply to us. Our clubs use inclusive language. The only ones that might qualify, some years, GSA, but all can come. We really went through our contract. But right now, it is on a judicial hold. If it makes it back out of court, we can revisit it. I don't think a lot applies to us. Pre-K admissions is based on need. So it won't be an issue. The money is usually tied to what they say. I think we are covered. A lot we do for Title 1, most of our stuff is funded that way, which is a positive. Alan: Are you seeing strong reactions from other school districts? Norrell: No, and we are on judicial hold.	There is currently a "judicial hold" on the Department of Education's "Dear Colleague" mandates.

		Alan: What percentage of money do we get from the federal? 30%. Norrell: State and federal is about 80% or thereabouts. But the state gets its money from the federal. ESSER for us was all federal. We have law firms that are involved. Becky: People are just feeling uncertain. And it is an uncertain time. And if something happens, it is quite shocking. Norrell: We want to keep things as normal as possible. Alan: We'll see after the judicial hold. But staff are just concerned about their clubs, classes, celebrations, and so on.	
2.	Some admin are requiring staff who are being evaluated to show documentation of every one of the twenty-two categories.	Becky: Danielson. All the components. Norrell: Would you like me to go back to mandate that they don't do that. That is not a directive of us. I just want to say that. This is just an example to make sure that these kinds of experiences, if I'm teaching 5th grade in one school vs another, it needs to be the same. This is why we pulled them in. No matter what school. This is where they want to say how unchecked things can be. Then it comes back, everything has to go back to you, because a lot of things are unchecked when we don't control things.	Staff should not be required to show artifacts on Danielson's twenty-two categories.

When you leave here, I want to be sure, we shouldn't be making people do different hoops, different buildings.

The data should be the same. And you say here, I've investigated.

Ballard: That is not laid out in the evaluation plan. They get that every year. That is in the slides.

Becky: It was a tool that could be used, but if I got dinged, I could show evidence.

Norrell: But I'm not going to make you do them all.

Becky: Our VP #1 had to do 61 artifacts.

Norrell: Not because she is afraid of me. Let the record reflect.

Jennifer: I did it for my Excellent because I felt like I had to. I just tried to get everything right.

Norrell: I went around to make sure all the union leadership got Excellents!

LAUGHTER

Jennifer: I got an informal this year. And I'm not ever going to be evaluated again and I'm retiring.

Alan: We've been having issues with there being no pre-meetings, etc.

Norrell: This is a tangible.

Alan: And then some staff are getting dinged as "areas

		of concern" because they didn't shut their door or didn't have their attendance added within ten minutes. Norrell: Observations are typically 1 and 3, because those are things you are observing. Post work, paperwork, faculty meetings, etc., those are 2 and 4. Because the other components are like lesson plans. Ballard: You have to have a pre-formal. There is a form. And a meeting has to be attached to that. Norrell: I'll check any non-renewals. We'll notify people on Friday. Becky: The 5th. Norrell: We'll check the non-renewals against evals.	
3.	Supervision vs. evening events	Jennifer: Some buildings, it is changing. It says in our contract. You cannot make people do both Math Night and Reading Night. One is your planned event. But you can't say the other is your supervision. That should be a game, a dance. But elementary is making them do- Norrell: Is that because they don't have dances? Jennifer: That isn't the staffs' fault. Norrell: Where does supervision come into any of that?	Reading Night and Math Night are activities, not supervision. An activity requires planning, a supervision does not require planning. Staff should not do both when they require planning.

Jennifer: It is after school. Just one.

Norrell: Three nights, not counting conferences. Curriculum, plan another, and one supervision.

Becky: Principles are counting Reading or Math-

Jennifer: They are picking for them.

Becky: It requires planning.

Jennifer: Any planned event. You don't want me to plan. Just show up.

Supervision, I go stand at a dance or a basketball game.

Norrell: Just show up, lots of extra kids, and you are just in the room, I'm just an extra staff. You shouldn't be asked to plan.

Becky: It was always a list of activities - handed out at the beginning of the year-

Norrell: We can clarify that.

Even the pay, it is a differential, it is consistent.

Jennifer: Page 32. [READS CONTRACT]. The problem is they want to have a 7:30 AM meetings to plan-

Becky: And a bunch of them.

Jalitza: I thought they do it on their own time?

Jennifer: It is all elementary. I get a list of

		all of the things I can sign up for. Some of the teachers we've had forever, they want all these meetings, all this time. Becky: Normally you might do it during your PLC time. But now it is 7:30 AM, for five meetings. Norrell: The veterans aren't probably doing this. SCHOOLS ARE DISCUSSED. We'll work with them. Becky: The point is they are trying to get them to do both: Reading and Math. Norrell: Some teachers might have three nights. We need equity. If you do Reading and Math, it shouldn't require planning. Just show up to help. Becky: You either sign up or you don't sign up. It is the admin's responsibility to get that organized. SCHOOLS ARE DISCUSSED.	
4.	Protocol for students with fevers, etc.	Becky: There are kids that get sent back all the time, kids with fevers. Are we sending kids home and following the protocol? Rhonda: I had one this morning. Norrell: 100 degrees? Rhonda: One student threw up twice in class and was sent back.	Students with a fever over 100% should be sent home.

		That student should have been sent home, but no. Sent back to class. Becky: Then staff get sick and miss days. Norrell: That is brand new. Rhonda: Hmmm, no. Norrell: Done.	
5.	Choir day program at MAGNET? Students are coming into the high school program unprepared	Alan: Magnet does not have a choir class anymore. They took it away years ago - can Magnet get choir back? Norrell: I think this might be good for the new superintendent. Please start building a list for the new sup. Ballard: I can speak to the history of that. Norrell: We'll save it.	We will ask the new superintendent about the possibility of a Magnet choir.
6.	SPED still does not have access to behavior incidents or schedules of students not in their class. It is simply of matter of changing the permissions of the teacher in Synergy {"disciplinarian"}	Norrell: Co-teachers? I thought Paula fixed that? What does the high school say? Alan: Staff puts in tickets. They languish. Some get switched, some don't. Rhonda: It is other schools too. Norrell: This is a building level. Alan: They seem to do it person by person. But it isn't a department-wide policy to switch them. Norrell: We'll tell them to fix those tickets.	SPED need to make sure they've submitted tickets to request the switch. District admin will make sure those tickets get followed through.

7.	Elementary Planning time being taken away by Admin	Becky: A meeting gets scheduled between the staff, principal, and parent. It is scheduled to start at 3:30 PM. It is supposed to end at 3:45 PM because the staff member needs to go. They start it right before contractual time ends. Then it goes until 4:30 or 4:45. Norrell: Are they being paid? Jennifer: No. Norrell: More than one building, you think? Becky: Yes. But it isn't pervasive. Norrell: Maybe they are trying to avoid subs. If you have to go after contractual time, pay them, round up to the nearest hour. I have kids in college, great, I can stay. But others, if I have a preschooler, maybe a sub is needed. Some people have second jobs, that is their business. Jennifer: We need subs. Norrell: Right now it is not a possibility. I don't think that is anything any leader can solve. There is a shortage. We are willing to pay. Jennifer: I don't see principals subbing.	Teachers can say how long they are able to stay for meetings after contractual time. And if they stay after contractual time, they should be paid.
----	--	---	---

8.	Fine Arts Festival : Drama	Jennifer: Drama says it has to come out of their stipend but it is not in their stipend. Norrell: No-one else is getting additional pay? Jennifer: Art doesn't get a stipend? Rhonda: I thought they were going to get a timesheet. Norrell: Doesn't middle school have drama class? Rhonda: Drama class kids. But what the teachers are saying is they don't have enough time to get the kids together for the Fine Arts Festival. Norrell: If the art teachers are creating art during class. Rhonda: Drama class, drama club. Norrell: Art and music squeeze it into class. But what drama should do is what they've already done. We can't jip art or music. Jennifer: What if they need to show up Saturday? Norrell: They should expose something they've already done. Rhonda: They were told they're getting a timesheet to come in on Saturday to do this.	Drama should focus on doing a performance they are able to practice during in-class time.
----	----------------------------	--	--

9.	New field trip procedure	Rhonda: Last year, no committees was formed. It was put online. Norrell: It is a better form. Rhonda: The only thing is that only teachers and admin can go in to see them. Norrell: It is back on the agenda because the problem was fixed before- Rhonda: I don't know who did it. Becky: No committee was formed. Norrell: I haven't heard any complaints about it. Rhonda: They fill it out online. It gets sent for approval. There is no work flow. The thing is, the office doesn't know about field trips. Norrell: Office needs to know. Rhonda: We had 300 kids going on a field trip but we didn't know before. Ballard: That is just access. Rhonda: Permissions slips are in those. But they are also in registration packets. They give permission during registration. They are doing it a second time. Becky: It doesn't say the specific time, place.	Office staff will be given access to the form results.
----	--------------------------	---	--

		Rhonda: Why is that then in registration, then? Ballard: That is probably there because sometimes we have a parent who can't be reached but then they want to know why their child went on a trip. Norrell: We will fix the view only for office staff.	
10.	Facial recognition software meeting.	Next meeting is Tuesday 03/04	Meeting is scheduled
11.	Art Sub Pay	Norrell: You are entitled to one a day, one prep a day. Becky: It is ridiculous to only get paid for \$42. Norrell: We are living what we got. That is how it is written in the contract. Becky: Then they have to wait until the end of the week to count- Norrell: 7:45 - 8:15, or 8 - 8:30. We asked to get a work-up to see what is possible with the bus company. Gladys is working on this. Let's see if she came up with some scenarios. Becky: They are potentially paying them for an hour, only 5th grade has FLES- Norrell: What if you are a teacher without an hour	Gladys is working on some scenarios.

		block of time, you wouldn't be eligible for that time. Becky: I'd rather have mine split into two. That would be better than gambling on one. Jennifer: Two were back to back. If the art teacher is gone those two days-	
12.	HS parking lot gate and HS kids parking at Gates	Issue not addressed this meeting	Future conversations needed
13.	SPED supports- current planning for next year.	Becky: Looking at your strong SPED backgrounds to place in your high needs buildings. Are you planning on looking at those or no? Norrell: The only tricky part is knowing, <i>Who are your high needs students?</i> Becky: It would be nice having someone in those buildings with SPED backgrounds. If it is a high needs building, it would be nice. Rhonda: A SPECIFIC STUDENT WAS DISCUSSED.	Future conversations needed
		Becky: I'm starting to get staff who are saying their principals are telling them that their staff needs to come into classrooms to do their online training. I've been telling people they absolutely do not need to come in-district because there are procedural	

safeguards in place for attendance just like in-person and it's just dumb to make them come in. Most people have been under the impression since January that they don't have to come in.

Norrell: I don't have the authority to give them a work from home day.

Everyone has to go to do PD.

Jennifer: Nowhere does it say that you have to come in.

Becky: Our time is seven and a half hours, then lunch, that's six and a half hours. I thought the big issue would be-

Norrell: I feel like it is a set-up.

Becky: I would be so enraged. We're professionals.

Norrell: I agree.

If they are at home, supposedly now doing training-

Rhonda: When they send for the training, they do attendance. If you don't get that, if they don't send it-

Becky: It is punitive. Most will do what they need to do.

Rhonda: A lot didn't know it was online.

Norrell: I'm not stalking people.

If this is the way we do this, people would be crazy

to not come in. No-one is going to want to come in.

Becky: What is the issue? If they are learning? They are participating differently.

I'd be resentful and bitter, sitting in my classroom.

Norrell: We do have a thing, a huge thing, with non-union and admin staff, you are not approved to work at home.

When I say, I don't have permission...

Becky: This is Kane County Institute Day. It's not a district thing.

Norrell: There is no working from home on Kane County Day.

Becky: It was Kane County that was offering them. People didn't make it up.

Rhonda: We've been getting questions about this constantly. It should have been asked.

Norrell: Yeah, they are coming in, like all the other districts.

Rhonda: Then we need to get something out immediately.

I've been getting questions for two weeks.

Our PPAs have nothing to do.

Becky: Some people want to go in a physical building, and some don't want to.

Norrell: Dupage is pretty different. So, yup.

Becky: So, really, you are making everyone come in?

Rhonda: I'm gonna tell you what is going to happen: People are going to take a sick day.

Norrell: I don't have the power to authorize a day from home. Go to the Q Center.

I'll call a virtual admin meeting. It is not your business to hunt people down.

I can't be the only superintendent to tell people they can stay home.

Wherever you are throughout the district, you are welcome to go where you need to go.

Alan: So staff could do their virtual training at the Q Center? Or somewhere in Dupage?

Norrell: They can do them there.

Jennifer: No-one said you had to drive in.

Norrell: The onus is on us to communicate this to staff.

Becky: Kane County doesn't obviously mind if it is online.

Jaliza: I wonder if the intent was for people to stay in their buildings.

Norrell: I'll confirm that in a second. We'll spell that out.

Alan: Some staff have kids who are off because it is all Dupage and Kane that is off. Can they bring their kids into their school?

		Norrell: It is a regular workday. Jalitza: But they would need to treat it like a snow day. Jennifer: But then they teach online. From home. Norrell: They are not asking. Just don't ask. No-work from home in West Aurora. I will call Becky. We have another meeting now.	
--	--	---	--