

**EA Council/Superintendent Meeting**

**Date:** November 21, 2022

**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, Laretta Adamn, and Jalitza Martinez

	Agenda Items	Union Notes	Discussion Status
1.	<p>Retirement MOU</p> <p>Timesheet: Only if you drop a stipend of # amount. If you are dropped, it should be your responsibility</p> <p>Individual meetings: How do things look for each person</p> <p>3% (Sept 13) and 3% (June 30th) (going forward).</p> <p>Some have 6%, some don't.</p> <p>ESSER fund (Nov 30) (\$2750) [retirees not getting paid]</p>	<p>Jennifer: There are some upset people because of ESSER next week.</p> <p>Norrell: We're going to have to have some meetings.</p> <p>We have to meet on a person by person basis.</p> <p>Jennifer: Each person needs to meet. Some retirees will need to make up stipends that were dropped.</p> <p>Becky: Some people have been allowed, some disallowed.</p> <p>Norrell: Either we pay them 6% or we pay them and ask them to make it up.</p> <p>Jennifer: I'm worried about June 30th versus May.</p> <p>Norrell: It gives them more time.</p> <p>Jennifer: You have to let TRS know to get that September paycheck.</p> <p>I'm worried there will be a mistake and it won't be fixed until after June.</p> <p>We had a May date on there.</p> <p>Laretta: June 30 is the end of the fiscal year.</p> <p>Retirees will receive a folder with their numbers, what was reported to TRS, it'll have the last four years, they'll see it, then</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>

a little section with ESSER payments they'll receive post retirements, they'll have that, we'll have that.

Jennifer: June 30th is when it gets paid out.

Laretta: That date is a cushion.

Jennifer: But you get paid through August.

The meetings are good.

Timesheets?

Norrell: Only things you need to document. If you get a stipend, no.

Jennifer: How often do you fill those out? Monthly?

Norrell: Every semester.

Before the end of 1st semester and the 2nd semester.

Jennifer: If you stop doing a stipend.

Alan: It would only be if someone dropped a stipend?

Norrell: Yes.

And so staff can have flexibility to make things up if you don't want to sub as much or something.

Those are some of the conditions. They gotta do what they gotta do.

Laretta: It is nice because if someone drops a stipend they can make it up.

Norrell: Wherever someone is, we need to catch them up.

Becky: We have a class of people who have continued to do stuff and they'll be shocked if there is an adjustment made.

If someone has been doing a duty, they put in retirement, they might hit their 6% max, but they haven't had their meeting yet. But some might want to drop their duties. They'll be able to drop?

What if someone is told they have to sub but they say no? Would that be insubordination?

Norrell: They'd be a protected class.

We have to look at them as individual cases. I think they'd likely need to make hours up.

Jennfier: I know a 3rd grade teacher. Dual language is coming. They sub when they are forced to. They'd have to do that for free? I'm not comfortable with that.

Norrell: They'd have to go to the PD.

Becky: Stipends are locked up. They've been locked up since 2007.

Jennifer: There aren't a whole lot to pick up.

Norrell: Coaching at the high school.

Becky: You kinda have to wait until someone dies to pick up a stipend.

Norrell: Those should be a rotation. You shouldn't be a lifer.

Jennifer: There used to be a rotation.

Norrell: Three years? It would be great. Everyone could get the max. I bet it would win a vote. 'Cause then everyone would get the chance. We should do a rotation. I don't care about the money, just getting fresh ideas.

BECKY GAVE EXAMPLES OF HOW DIFFICULT IT WAS TO GET STIPENDS.

Norrell: It shouldn't be *Hunger Games*.

Becky: What about someone who is doing a ton of stuff, a person would need to sub a gazillion times?

Norrell: They could just open their laptop and do stuff.

Becky: It's our fault they are waiting.

Norrell: We're asking, can we give them money for things they weren't accountable for.

Becky: It wasn't their fault.

The only fair thing is, they've been waiting, it's Thanksgiving.

Norrell: The MOU is on the structure of this, not the

individual circumstance. We have to try to meet them. We can't do a massive wave on the community's dollars.

Becky: But it creates a hardship for them.

Norrell: We'll tell the board we'll do it on a case by case basis.

DISCUSSION WAS HAD ABOUT THE FEASIBILITY OF MONITORING THE TIMESHEETS. IT WAS IMPLIED BY DR. NORRELL THAT THE TIMESHEETS ARE MORE FOR SHOW - E.G., HAVING IT ONE FILE TO CHECK THAT BOX - THAN FOR ACTUAL MONITORING.

Becky: The BBT would vote, there is no record of the committees.

Sandra: The IBB process needs to be tweaked.

Becky: Economic subcommittee.

Norrell: Language was good and documented. But maybe not the Economic's Committee.

Becky: With Economics, it was they met, then crickets, crickets, crickets, then IBB is approving the language.

Norrell: The IBB process allows us to share sides. That's valuable.

Sandra: It is the absence of notes in committees.

Becky: Why are we managing down instead of up?

Norrell: In a large district, we need a failsafe.

Laretta: We're not having a lot of luck getting those fines waved.

Alan: What are the next steps?

Norrell: I'd like to get it on the BOE agenda for December 5th.

BECKY EXPLAINS THE MOU PROCESS IN OUR CONSTITUTION.

Norrell: What is the soonest day? I'd like to get things out before break.

If you put it in today, that would be ten days.

Becky: We can post it. The ten days would start today.

It could happen before break but not before the 3rd.

Norrell: We just sent the timesheet. What if we sent some best practices. In there is would say, #1: In the 2022-23, admin would work with them on creative ways to get hours. #2: Work with retirees to make sure they leave this year without getting the full 6% on their base. We're going to work with them on their base year and whatever they're short.

Becky: And their ability to say no?

Norrell: Once retirees have reached their maximum required earnings, they'll be treated as a protected class.

Becky: I don't like that language.

What about exempt?

Norrell: No exempt. They will be last on the list. Maybe there will be an emergency. If there is a real emergency.

Becky: That's everyone's concern, though.

Norrell: That's childrens' safety, though.

What if there is no-one else in the building? Leave a bunch of 2nd graders alone?

Norrell: Put them all in the gym, and let the PPAs watch them?

Becky: Free from any other obligations?

Norrell: I can't promise that. It'll mess up the other staff.

WE REVIEWED THE THREE ITEMS.

Norrell: Not on their base. Their base creditable earnings year, not base salary.

Free from other duties except in the event of emergencies.

Becky: For some principals, it would be an emergency if *they* had to sub themselves.

Norrell: Are we done with this?

Jennifer: I don't like the 3% and 3%, because you get taxed at a higher rate.

Becky: An advantage is that there are less opportunities for mistakes.

Norrell: We need to let them know their incentives are going to be delayed.

Becky: Are you willing to do a joint statement that could go out on district email?

Norrell: Do staff know this is supposed to go out?

Jennifer: Some principals may have told.

Norrell: What if we give them the money, then we take it out of the 3% at the end of the year?

Jennifer: What if they think the money is coming?

Norrell: How many retirees are in this situation?

Jalitza: 106.

Jennifer: We had no idea it would take this long.

Becky: At this point, we have to put out a statement.

Norrell: The board hasn't approved this.

Your team hasn't voted on it.

I'm living the contract until something changes.

Becky: I get what you are saying.

Norrell: Last year I didn't live it. This year I am.

DISCUSS WAS HAD ABOUT SAFETY TASKFORCE. DR. NORRELL HAD

NOT RECEIVED THE NAMES OF THE VOLUNTEERS YET. WE SAID WE'D LOOK INTO IT.

Claudia: Going back to retirement...

Norrell: A statement isn't owed to people. Timing. The spirit of that.

Jennifer: I'd rather you pay it now. I don't know how many of that 106 had not received their 6%.

Sandra: Pay them, just this once, they pay the penalties.

Norrell: That's the \$2750 by 106 = \$300,000 almost.

Jennifer: For some of those people, they won't have a penalty.

Becky: This is what it would look like. If they are going to go over, you guys will pay the penalties. And with the 3 and 3, will you give the money and take it out of the back end?

Norrell: Let me talk to Laretta to see what it would mean.

Jennifer: Speak at the board meeting about it.

Norrell: I'm taking a risk.

Becky: You can stand up at the board meeting and say this is the best deal we're going to get.

Norrell: They might vote it down.

Becky: Fiscally, I can't see them voting it down.

Jennifer: We have to see how fast we can have a House of Delegates meeting.

Norrell: I was hoping to call a special BOE meeting.

Jennifer: December 5th, we can vote? If we get the House of Delegates this week. We're going to ask them to do it in less than ten days?

Norrell: If we can use the week of the 12/12 or 12/13 - 12/22 to have retirees meetings, we could call a special board meeting on December 12th.

We wouldn't want anyone to call this out as illegal.

Becky: And I want to make sure people have time to read it over and discuss.

Norrell: We'll do the retiree meetings, during plan periods or after school. The SIP day is the 16th. It'll be "grading practices," so you can grade. So we can do retiree meetings.

Becky: December 12 is good.

Norrell: If we pay them for this, we'd deserve the credit for this.

Becky: It would be very generous.

Norrell: How many of the 106 are at the elementary?

It's not that we don't want to own the penalty. They're all big money people.

Becky: That is nice.

Sandra: Is it \$2500 or \$2750?

Norrell: \$2750.

Jennifer: Many would have already spent it.

Norrell: Yes. Not giving that would be the wrong thing to do.

The problem is I need to make sure the money doesn't move. Electronic money moves.

Norrell: If I want to pay all these staff their \$2750, how soon do I need to tell the treasurer? It's already gone out? I'd have to do manual checks?

Laretta: It's a time problem.

Norrell: The retirees are listed as blanks.

Laretta: We're at the cutoff mark.

I can tell you, it won't be the 30th. We have to enter everything manually here to even get to the treasurer's office, but then they've also got their cutoffs there.

Norrell: We're not promising.

Laretta: I'll go work on that but I'm not going to guarantee.

Norrell: We'll talk about it.

		<p>We're living the contract as of right now.</p> <p>Laretta: Technically the contract says a 6%. The district could still say post-retirement.</p> <p>Norrell: It just says you can't receive anything out of this, period.</p> <p>The lawyers did the language.</p> <p>We'll work on this. I'll let y'all know today.</p>	
2.	<p>Tuition Reimbursement MOU</p> <p>ESL: Promised over 9 hours per year (included in the form)</p>	<p>Jennifer: Our people who are in those ESL cohorts, they were told by HR, they were going to get tuition reimbursement on those, I want to make sure they still get paid for those. It is a fast paced cohort.</p> <p>It was told to them they could get tuition reimbursement on all their 18 hours.</p> <p>Norrell: What kind of program is this?</p> <p>Becky: This is here in the district.</p> <p>Jennifer: A year with the summer.</p> <p>It's an endorsement.</p> <p>Norrell: We'll look into that.</p> <p>Jennifer: East Aurora brought this cohort in.</p> <p>It's only this one group.</p> <p>Norrell: Who is the agreement with? No-one has the authority other than me.</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>

Jennifer: I think this is part of the reason we are going over. Those cohorts were told they could get all their money.

Jalitzza: They joined for 18 hours but they'd apply for 9 this year and 9 next?

Jennifer: Yet. But the new agreement would not make it possible to get anything above the 9 hours.

Norrell: We could add it to the back money.

There is nothing we can do to make sure everyone knows.

Becky: You'll get back?

Norrell: You got in the notes, Mr. Scott, there are no promises?