

EA Council/Superintendent Meeting**Date:** November 14, 2023**Location:** Administration Center**Union Leadership in Attendance:** Becky Roireauc, Jennifer Gentile, Rhondra Bass, Sandra Williams, and Alan Scott**District Leadership in Attendance:** Dr. Jennifer Norrell, Dr. Lisa Dallaqua [briefly], and Jalitza Martinez

Agenda Items	Union Notes	Discussion Status
	Initial Conversation Dr. Norrell: We are requesting to go first because one of us has to leave. So we wanted to do our item first. NOTE: THE ORDER OF THE ITEMS OF THIS AGENDA DO NOT REFLECT THE ORDER IN WHICH THEY WERE DISCUSSED.	
1.	Longevity: 138 retirement staff won't get paid. Becky: Retirees won't get it. At 138, it would cost \$138,000 max. This small group. I had a friend over at Gates. She said, it's not fixed, it's not fixed. The MOU fixed it for everyone else. Going forward, no-one is going into arrears anymore. And after they're paid, if someone is still in- Norrell: What do we owe them? Becky: Different amounts. Norrell: What are their names? Jalitza has them. Norrell: We can do this.	Agreement reached.
2.	ESSER: We've never seen data. Sandra: When I came on board, it was MAP data, different numbers. Can we see them? Norrell: I thought I'd shared the numbers for this? Jennifer: No.	Tentative agreement reached.

		Norrell: Do you have a copy of the sheet? Jennifer: No. Rhonda: We had to give them back. Norrell: It's in my office. We'll go over there and look at it. I have some ideas for something new. It'll make people happy. It's not set in stone but I'll work with Engel.	
3.	Counselors: Dr. Norrell never came to talk to counselors.	Becky: We were talking about Gerry or De Los Santos talking with them, an overload, have a conversation, because no-one really knows what their caseloads look like, and when they take on new ones... Norrell: We permanently fixed this because we hired new counselors. Jennifer: But then they go on leave. Norrell: The last three years, I've added six counselors over five years. They're coming from never having anybody. Worst case scenario, they are where they were in 2019. Becky: That's your final answer?	More discussion needed.
4.	CEC: Dr. Norrell was supposed to schedule a video meeting w/the next steps.	Norrell: CEC next steps. Finally, I can't make this up. The CEC was for the summer. To finish using up our money. I was able to get it in on the state's old contract. We anticipated we'd be able to fund it on this year's contract. We should have rolled right	Dr. Norrell will share update with our members.

into it from last October's training. But there was a revamp. I sat for two hours with the Office over Schools and Status.

There is a new bucket:
Intensive support.

The long and short is, the funding, we get directives, we have a partner, we have SLT teams, we're not new to this.

She said, you'd going to meet with our office once a month. She said, this is planning year. You don't get to use a provider partner.

To finish the work we started. I'm going to have to tell them, we aren't eligible now.

I'm going to have to tell the Board we're going to use our own money.

She said, Year 2 you can pick. We'll be able to pick back up with a partner.

But we have to do a need's assessment.

They finalized a partner, AIR.

That was our partner before the CEC. I was told they're off the list.

So now we have to work with them, and the 100+ schools on the list.

And you can't use the money for anything else.

So what I said, I'm not going to have four schools go through a needs assessment.

Can I pay for everyone to have the same needs assessment?

She said, That's fine.

		Yesterday, I got the final final. I'd like to do a separate contract with district funds. That's the latest information. With the working relationships. I know you get a lot of questions. So I don't have a problem with sharing the documents, if you guys are tired of being killed as messengers, put me up there. I don't even need notes. I'll show up. I'll share the exact documents. When it was shared with us. It's important to do that so people don't think we're playing games. I will tell them about the timeline and the state.	
5.	Block schedule - dates and teams to discuss: Negotiations set-ups.	Norrell: The only other thing, Demand to Bargain. I'd be fine however you want that to look. A lot have been responding to the PD, the visits. Do they want to wait or do the negotiations sooner? Jennifer: I think they'll need to see it. Norrell: There are sites all over the country. They asked that they talk to other teachers, to see it in action. So we're doing a similar thing, to take PPAs up to a school in New York. A school of 5000. But they work like clockwork. Jennifer: You need to bring teachers, PPAs, TAs to those schools. Norrell: Do you have a list of sites and whether they	● Next steps include going through survey results from last year and this year, admin producing an FAQ, assembling a negotiation team, beginning negotiations.

are IFT? It might be a different conversation if it is in the same union.

Becky: I think it would be better to do it sooner rather than later.

We'd talked about a negotiation team, maybe ten people at the high school. If you wanted to put together a team on your side.

But it would be crazy if it is more.

Then we could work on the mechanics that aren't site dependent.

Alan: When are the trips being planned?

Norrell: Dallaqua is working with Gerry's team, his leadership team.

I'm working on money, without passing a referendum. I'm only pushing this out because it'll change their life. We have to do something different. I'm willing to do the research. But I can't fight the people on the inside.

THERE WAS A LONG DISCUSSION ABOUT CONTEXT ON WHY THERE WAS A DELAY WITH THIS ROLLOUT.

Norrell: It would be helpful to have a TA schedule too.

Sandra: Some SPED teachers are concerned with how long they'd have with challenging students.

You did a survey, staff chimed in, then you didn't share those results.

Norrell: That was at the building. We never saw those results.

The reps never saw it either?

		The majority wanted it but wanted to wait. DR. NORRELL PRINTED OUT THE RESULTS FROM DALLAQUA'S QUESTIONNAIRE, AS WELL AS THE RESULTS FROM THE SURVEY FROM 2022-23. Norrell: There are some amazing responses in here. Paragraphs. Dissertations. Of course people were upset these didn't get a response. We need to go through all these. Let's do that together before the negotiation. I can make an FAQ. We should address these with the high school. A DATE WAS SET TO BEGIN THE NEGOTIATIONS: Wednesday 11/29.	
6.	Security at Brady: Still there doesn't seem to be any safety measures made. Can we have a full-time security staff member? If not, who can sit at the top of the stairs? -We had another parent come into the school without being IDed.	Norrell: I went to Brady. They talked to me about it. They talked to me about a lot of things. What I told them, we have the final form, we are replicating the study, in light of the board hasn't been able to remediate, to get the safety officer to be full time. Alan: So, what are your thoughts about getting a full-time safety officer? Norrell: It would be a huge issue. They'd all have to have one in all the schools. Jennifer: But it's different at Brady, you have to wander through the building. Norrell: I'm working on some ideas.	● Admin need to continue to develop safety measures.

7.	Brady An adult walking into the school. Admin slow to lock down the school. This has been our concern since we brought it up last month. Teachers want a plan for moving the office over the summer.	Norrell: Oh yeah, I'm going to get on top of this issue.	● Admin need to continue to develop safety measures.
8.	Waldo: Classroom door safety issue-locks unlock on their own. Some locks cannot be locked with staff key from the inside. Repeated tickets put in over the years dating back to May of 2019. Multiple short-term fixes have been done. Becoming an issue district wide.	Norrell: They are supposed to keep them locked. Becky: They've put in a bunch of tickets. They need to be fixed. Norrell: I'll ask them to look into this. Jennifer: It's been on those tickets for years. Norrell: I'll tell them to make this a priority.	● Admin need to continue to develop safety measures.
9.	Field Trip Form revision update?	Norrell: 5 hours per person. And up to 10 people. Clerical, certified, just tell me.	● Team needs to meet to revise forms.
10.	Students putting their hands on teachers/hurting teachers What is the district protocol/plan?	Jennifer: Two hands, on a teacher, all that happens is an apology. This is middle school. Big kids. All the students are getting is to apologize. Norrell: If they assault, they need to be arrested. Jennifer: The consequence from the admin was an apology. Norrell: What building is that? Jennifer: Cowherd.	● District admin need reports, then student(s) can be held accountable.

		Norrell: The teacher wrote a statement? Jennifer: I think so. Norrell: The union should bring it to me. Jennifer: It's coming from 4 six grade teachers, 4 seventh grade teachers. Norrell: They need to write a statement. Jennifer: They're tenured. Becky: But they're probably afraid of admin. Norrell: But they can't move them out of Cowherd. Jennifer: But they probably don't know that. Becky: We have to be careful, we try to educate them, we talk about high school issues, but then they say, Should I call the police on a five-year-old? Norrell: However you want to best bring these people forward. I want the student who laid hands on the teacher to have a consequence. I want them to make a statement on what day and what time and what happened to them, then I can bring it to the principal.	
11.	Parents blocking messages on School Status after they send an inappropriate message back to the teacher. What is the district's response to this?	Jennifer: I get blocked. And I'm sending good things. But they are cursing teachers off. Norrell: It might be the kids. Because of language, a lot of them have kids acting as brokers or agents for them.	● Discussion ongoing

Rhonda: But a lot of this happens during school.

Norrell: And it's not going to the kids' cellphones?

Rhonda: No.

Norrell: Then isn't there a record for that?

Rhonda: Yes.

Norrell: They need to report it to their school administrator. And retain a copy in School Status. Then no more communication with that parent.

Issues will have to go through the administration.

Sandra: But then when the student isn't passing and now they want to talk with the teacher-

Becky: What if I tell my administrator and they say, You can't cut off communication with a parent?

Norrell: That is why you bring it to me.

Just like the old school, I'm calling a parent and they are cursing me, then I'm not calling back anymore.

Jennifer: And it's all throughout middle school.

Cowherd is really upset about the hands on.

12.	IXL - Is it supported by the district? An app for reading/math.	Jennifer: I want my MAP scores downloaded to IXL. Norrell: Oh, for the students? Dallaqua: We can do it just for FRMA. Jennifer: Our kids will do this over break. Our history, we have a lot of hours on it. And it helps with scores.	● Scores need to be share with FRMA
13.	Subbing - Support staff	Becky: Here is one example, but there's more than one example. Support staff is asked to sub for a teacher for the day. \$100. Following the teacher's schedule. There is a period in which the social worker pushes in. Again asked, Do the social worker's presentation. Plus \$20 for the social worker. Norrell: But it's not legal to sub for a social worker. Jalitza: The social worker takes 1st period and teaches them- Norrell: But they're using that for their minutes. They don't have the licensure to use those as minutes. Jennifer: But the principal told her to do it. Sandra: But you can't tell me to do something and I'll get paid then not pay. Norrell: But you can't double dip.	● Admin looking into situation

Jennifer: But they're also doing someone else's job.

Norrell: But it wasn't during their lunch.

Jennifer: But if they asked the teacher, she'd get paid.

Norrell: That's like saying co-teachers. I have to leave, you don't pay the other teacher for the co-teacher too.

We need to make sure the teacher isn't being paid for this.

This may be a can of worms.

This is Pandora's Box.

No, we're not going to pay someone extra.

Becky: If you are support staff, I step into the role of a teacher, then we shouldn't ask them to do more than they've initially been asked.

Norrell: How many breaks do they get?

Becky: What the teacher gets.

Norrell: When do they take their two ten minute breaks?

Sandra: Usually in the morning, and you split it up.

You don't schedule it. It's too short to schedule them.

It's too chaotic.

Becky: I think they did try it but it didn't work out. A fight happens, but someone is on their break.

	Schedule next meeting	12/14 at 10 AM	
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