

Draft Minutes of
The East Aurora Council of the AFT Local 604
April 30, 2026

In attendance: Beth Cotter, Jeff Hansford, Karen Mueller, Stephanie Campbell, Nicole Connolly, Cyn Citro, Jon Kuehl, Aviva Pollack Paradise, Alan Scott, Becky Roireau, Christy Harding, Carrie Snyder, Tim Snyder, Trevor Schrage, Judy Durham, Kara Bown, Melinda Thomas, Patrick Bednarik, Anndella Bee, Sandra Williams, Jennifer Gentile, Lisa Pena, Sara Lojewski, Susan Salinas-Ramirez, Arlette Gomez, Eileen Pasturczak, Victoria Haier, Jill Doyle, John Fanning, Mary Carol Smith, Jessica Fisher, Lisa Samp, Michelle Hanna, Nicole Thayer, Sandro Bonilla

Building Representatives, Executive Council Officers, or Senators Not In Attendance:

Aishia Jefferson, Ann Snodgrass, Angie Sanchez, Amy Van Cura, Alison Mann Nile, Brittany Peterson, Beth Eadens, Brian Henricks, Danielle Grady, Dalila Sanchez, Dulce Jonsson, Dawn Stanfa, Elaine Halleran, Fatima Ballesteros, Gloria Salinas, Henry Johnson, Iliana Ochoa, Jessica Sheldon, John Burkhalter, John Devine, Janel Jaros, Jodi Eppenstein, Julie Melendez, Julie Schmale, Jessica Sheldon, Joy Caro, Justin Skattum, Joyce Ladewig, Kaliegh Soumar, Kim Stolpestad, Kristi Pokornowski, Lorraine Garciacano, Mara Clucas, Michelle Taylor, Mary Taylor, Pablo Macias Contador, Pamela Miller, Stacey Boyce, Sandra Vazquez, Stephanie Hansen, Tim Hollins

Slides

Becky: Let's go ahead and get started. Pizza, pop behind us. Cookies, brownies. Motion to open the meeting?

Carrie Snyder, Beth Cotter: ALL IN FAVOR.

Becky: We will do the same things we've done. Just a reminder to confidentiality. We've had rumors flying.

If all goes well, we are meeting as a table team tomorrow, and we will have a red-lined copy of the contract. There has to be ten days after it has been shared. We'll have meetings to discuss the contract. Then the vote will take place on the 13th and 14th. We're furiously editing. Thank you for all the help.

Next slide?

Alan: There is a clicker up there. And mics.

Becky: I have building lists to share. If you can just let me know if people are missing, we can get that out before elections. Those who aren't members can still sign up to vote.

These are all our conceptual agreements we need to agree on. We'll ask, *Is there anyone who can't live with this?* If not, we can discuss it, revisit it.

Here are the ones from last time.

CA #10: SPECIAL EDUCATION / NON-CLASSROOM PEL (Revisit)

Issue: SPED licensed positions looking for additional support as demands are growing and positions continue to be hard to fill; diverse PEL positions include SW, Psych, SLP, who all serve students with IEPs in different ways; "protected work time" isn't always protected, asked to sub/assist, inconsistent across buildings; note that a workload plan is required by law

Solution:

- Ad Hoc Committee to create and maintain Workload Plan
 - Will outline process for addressing workload concerns
- Protected work days
 - Increase to 5 per year, no more than 2 consecutive with principal approval
 - Must be done in person, but can be done at alternate site in district with approval
 - Expand access to: Case managers/SPED teachers, social workers, speech paths, Special Education Itinerants
 - Duty-free lunch for SW & Psych to be scheduled by principal

Becky: Anyone unable to live with this? Okay, let's take a vote.

ROLLCALL VOTE: ALL IN FAVOR.

Becky: Okay, CA #18 Class Size (revisit)

Issue: When class caps are exceeded, there is inconsistent support from building to building and no contractual obligation to find a resolution; note that start this year, Jon's department pulls a weekly report to review and address class caps leading up to the October 1 deadline; not clear what class caps look like for secondary electives

Solution:

- Update language to become more actionable (*change #4 "...or leveling", change #6 "mutually agreed-upon supports/remedies, remove #8 "tutors", remove #7 "other remedies"*)
- Move relief options under Admin meeting (must find a solution from this list)
- Add to Paragraph 1: Annually, building admin will schedule a meeting with any teacher exceeding the class cap within 5 workdays of the 10/1 deadline; in the event the teacher is not satisfied after the conclusion of that meeting, they may appear to the superintendent or designee within 10 workdays
- Keep October 1 deadline for semester 1, change deadline from February 1 to February 15 for semester 2
- Secondary Music and PE are exempt from the class size thresholds listed above, but shall be maintained at a safe and reasonable number based on the individual circumstances of each course.

Becky: We felt that "safe and reasonable" were good because they're very grievable words. But they're never going to set class sizes [for secondary music and PE]. So this was the compromise we came to that day.

Rep: Who is determining whether it is safe and reasonable?

Becky: DCs, department heads. And the fact you can grieve it, we can say what

we think is safe and reasonable. But without pigeonholing them. And we don't want PE teachers at the elementary level who take extra kids and not one will say they don't want them.

Anyone cannot live with them?

Judith: Who will decide these numbers?

Becky: I don't know. Talk among yourselves?

Judith: Is there a magic number? Missing students. Students not being accounted for.

Rep: You mean not in class?

Jessica: Not being in class and the max number are two different things.

Becky: Go to your DC and talk about it. If that doesn't work, go to your building rep. And if that doesn't work, we can grieve it.

But at the elementary, they get extra money to take more kids and they wouldn't want hard limits.

It is really hard to pick set numbers.

If you set strict things, they cannot get extra money?

We can go down a whole rabbit hole with class sizes. Encore, how many should they have?

If you want we can go all day.

Rep: Elementary gets paid for extra students, but not the high school.

Becky: There are overloads.

Rep: We do this whole process, I know there was a big trust thing and know who are at the table who are going to be communicating to the buildings, the trust we built, we felt it was okay.

It's hard because what has happened in the past.

Becky: They gave a million different examples. At the high school, the weight room is different than doing track or doing fishing. Each has different numbers that might be considered safe and reasonable.

We have language that is grievable.

Rep: Let's vote.

ROLLCALL VOTE: ONE NO, REST YES.

Becky: This is our first no. What is the process?

Rep: We keep going. It's on the record.

Rep: We don't have time for this.

CA # 20 New Educators/PD 1 (Revisit)

Issue: While we appreciate the inclusiveness of all employee groups (not just certified), the orientation and PD for new hires needs to be customized by group and start date; there is also no data on the effectiveness of the current programming, and PD parameters are unclear

Solution:

- Outside of the CBA:
 - Oversight of New Educator Orientation and PD will shift to the Curriculum, Instruction, and Assessment Dept in coordination with HR, Learning Leadership, and NEST induction

leads

- Stipend Committee will address NEST stipends (distribution across district, roles, etc.)

Becky: This is the first goodwill step towards growing the people who grow other people. We've had so many issues with timesheeting. Now it's \$1300 flat.

Rep: What is it now?

Becky: Hourly.

There are all these rules. Gentile has been a mentor and a NEST-er for years. She felt it was close to what the stipend schedule is. It's pretty awesome. No nickel and diming.

This is moving to under Dr. Engels. And an ad hoc joint committee will meet to develop a job shadow/mentor program for office and support staff.

ROLLCALL VOTE: ALL IN FAVOR.

Becky: We looked at the process. This is one of the joint committees in the contract. Anything we didn't do will go back to committees.

We are not getting rid of committees.

There are issues. Committees not meeting. Not productive.

CA #14 Stipend Process

Postings

- Extending internal postings to:
- district-wide,
- posted on same platform as other positions (i.e. Frontline),
- post for 5 days before posting externally
- Non-district stipend holders are released and stipends are re-posted annually (applies to those who only hold a stipend position with D131)

Joint Stipend Committee

- Responsibility to create, eliminate, and reclassify stipends
- Must develop clear guidelines; including for Wildcard
- All recommendations must go to the BOE for approval
- Criteria for losing stipend due to poor performance
- Documented stipend evaluation with rubric, provide written notice

Initial Placement

- Must consider documented experience

- Differentiate IHSA athletics vs clubs/activities
- Athletics: Count experience in same sport
- Clubs/Activities: Count experience in same/similar activity
- Internal district experience recognized
- Club → Club: Experience in any internal club/activity results in one year experience for placement in new club/activity
- Same for Athletics
- Change headings to "Student Club/Activity"
- Confirm Stipend Committee decision removing MS Sped Facilitator (→ Coordinator)

Evaluation

Use online evaluation system (i.e. TalentEd)

Evaluation of regular role = job-embedded stipend evaluation

Stipend Committee to review evaluation rubrics, deadline EOY SY27 for implementation in SY28

Outcome: Transparent system. Fair access. Reliable pay.

Becky: The idea is to get internal people to do the job, and not external, if possible.

Moving forward, all additions, subtractions, reclassifications need to go through the stipend committee.

What happens, what gets passed down contract to contract, will come from this committee.

Rep: For evaluations, they're current in the contract-

Becky: In 27-28, there is going to be looking at rubrics and all that and it will be updated. It will be the job of the committee.

I know it's a lot.

Process, posting district-wide, joint committee, initial placement-

IHSA has a governing body.

REP: IESA-

Becky: They are working on aligning our middle school. Everything should be leading up to the big school- high school.

Anyone unable to live with this?

ROLLCALL VOTE: ALL IN FAVOR.

Becky: This is addressing PPAs and students. There is no correlation between PPAs and students, so, we are trying to look towards things other than counting heads. It is an antiquated way of looking at jobs. To make sure we're staffed properly, the solutions were mostly outside the PPAs to use building-level Discipline Committees to address assignments.

REVIEWS SLIDE.

CA #21 Ratio PPA: Student

Issue: PPAs play a vital role in school operations, but they are currently stretched thin; staffing levels vary from building to building, and there is a disparity in workload/scheduling within buildings; the district has to consider more than the number of students when allocating staff (e.g. building layout, unique challenges); noted that staffing at EAHS has increased from 12 to 28, but we continue to see high absenteeism rate.

Solutions -

Outside of CBA:

Use building-level Discipline Committee to address assignments/locations

Develop a PPA sub pool

At EAHS, move Receptionist to reception desk and free up one PPA

The Administration will hold an annual staffing conversation with the Union (at monthly Supt / Union meeting)

Clause in CBA:

The District will provide annual staffing projections to the Union and maintain open dialogue to consider feedback; Admin maintain management rights on staffing decisions

Becky: We are putting things on the union-principal meetings that will be regular discussions like staffing levels. This is mostly about conversations. And it also makes it grievable if those conversations don't happen.

Anyone cannot live with this?

ROLLCALL VOTE: ALL IN FAVOR.

Adam: We have been trying to grow the leaders. This is good for transparency. And casting a wider net. And looking at the concept of observers.

It's really hard to keep your mouth shut. Especially in education, where we love to talk.

And we think there are other opportunities for shadowing, especially in committees.

We need to train our replacements. Otherwise we'll be the last generation with a union.

But negotiations are something you should try to do once. You don't quite get it until you're in there. Hopefully people get involved. The key thing is we're making things better.

Adam: And one thing: Jennifer Norrell, fuck her, she's a fucking bitch. The harm is real. But we have to move past that.

The union here needs to act like a union: Is something is against the contract? Grieve it.

Those in the room who did the work in the past who made those committees. Those were weaponized against the union.

Grieve, otherwise you are putting up with bullying behavior.

I apologize for my colorful language.

Becky: On that note, next.

CA #22 Recruitment and Retention of Hard-to-Fill Positions

Issue: The bilingual sign-on incentive for certified new hires (\$9K and 3-year commitment) was originally paid out of ESSER but now local funds at ~\$450K/year; what is hard to fill changes from year to year (e.g. CTE, math, SPED, Bilingual, etc.)

Solution:

Utilize jointly created, annually Board-approved list of hard-to-fill positions

District may offer a sign-on bonus of up to \$2,000 for positions on this list (3-year commitment)

If current staff attains endorsement and applies to eligible position, may also receive incentive

Out of CBA: develop transparent salary schedule placement procedures that takes these areas into consideration (e.g. veteran staff with 10+ years experience in hard-to-fill areas, related field work experience, etc.)

We also removed the bilingual incentive!

Becky: You will have a robust record of these negotiations. When I came in, there was nothing. We have created a whole set of records.

If we have an argument about something, put it in the notes, it's part of the records.

A Drive will be created that none of us will own that we will pass in that will include everything we did. We will never do it like it was done in the past. We

will pass what we did down.

Can anyone not live with this?

ROLLCALL VOTE: ALL IN FAVOR.

CA#23 SICK BANK

Issue: The sick bank is difficult for the Union to manage; the District has no interest in taking on additional responsibility as it relates to the sick bank

Solution:

Add definitions

- Catastrophic Illness or Injury
- Qualifying conditions
- Eligibility
- Application requirements
- Committee authority
- Benefit limits
- Reapplication
- Finality of decisions
- Liability protection

Remove district and BOE from language

Becky: The Board wants nothing to do with our sick bank so we're removing all reference to them.

And we are adding new definitions.

Procedures will be very clearly defined.

We have been picking up sick bank days so it is healthy.

Rep: I benefited from it myself. We have two TAs who didn't know about it.

Becky: Tell me if I'm speaking out of turn, but you can still sign up.

You can join every year.

Rep: It is great. But more education about it is needed.

Rep: Our Support and Office especially.

Becky: Yes. And when you get to five years, you get access to the 30 days.

Rep: It is a game changer.

Becky: I have felt a lot of pressure to be the person to tell people they aren't qualified for a sick bank. It's a lot of pressure. And the only way I know how to deal with that is to make it clear and consistent otherwise it's too much. It's been one of the hardest parts of the job. But you have to meet the requirements or there won't be a sick bank. We want to make it tighter. And it's for when you truly cannot work. It's been a very hard part of the job. Because of course you don't want to tell people no.

ROLLCALL VOTE: ALL IN FAVOR.

CA #24 Workday - Lunch, Plan, Prep, Duties, Specials, Faculty/Division/PLC Mtgs

Issue: Inequity of duties between grade bands; lack of clarity on "door duty"; minutes for support staff duties seem arbitrary; inequitable supervision of events for high school teachers

Solutions:

Outside of CBA:

- District working on alignment of door duty with elementary buildings
- Memorialize how PTC time (PM) is handled via Administrative Procedures manual
- Explore: Utilize Encore staff to provide library coverage to increase elementary plan time

In CBA:

- Door duty for Elementary and Middle School: rotating basis, up to 10 minutes before or after the school day each day, to be reviewed with the building Safety Committee; door duty assignments to be shared before the first instructional day;
- in 16.1.D Support Staff make it 40 minutes for all (remove 55 minutes); remove last sentence with FMLA reference
- PTC: include parameters from memo (sent by Ballard annually)
- Remove 16.1.F - we've never used this provision to shorten the support staff work year

Supervision: combine 9.2.F and 9.5 to clarify the following... Teachers required to attend Open House; Teachers required to attend **one** additional event outside of contract hours that can require planning - non-exhaustive examples include: STEM/math/reading night, parent informational activity, promotion/commencement, freshman orientation, incoming 6th grade night, future Tomcat night, senior send-off, grade level night; excludes supervision of IHSA athletics and district-sanctioned activities

Elementary prep time:

- district will make a good faith effort to review the PRE K-12 bell schedules and explore the addition of elementary plan time, but in the

meantime,

- one late start/month will be dedicated to plan time (offramp when solution agreed to for FY28); in addition, if an elementary teacher misses a plan time, they will be paid the internal sub rate (this changes from current practice). 8 plan times instead of 7 in the contract.
- Consistent faculty meeting & PLC being dedicated to plan time:
- First PLC late start Tuesday of the month = plan time,
- Second scheduled faculty meeting of the month = plan time

For Office Staff:

Leave the 4 categories:

10 ⅓ (209 days), 10 ⅔ (219 days), 11 (228 days), 12 (260 days)

Change work calendar in CBA:

Secretary - Finance (HS Bookkeeper) 11 → 12 month

Secretary - NJROTC 11 → 12 month

Special Education Monitor 11 → 12 months

For Office Staff:

Change job category in CBA (for all who serve as "head"):

Head Secretary - Preschool Secretary I → Secretary II

Head Secretary -Elementary Secretary I → Secretary II

Head Secretary - Magnet Secretary I → Secretary II

Special Education Case Management Monitor Secretary I → Secretary II

Secretary - Finance (HS Bookkeeper) Secretary I → Secretary II

Secretary - NJROTC Secretary I → Secretary II

Eliminate Secretary III (only Secretary for the Office of the Assistant Superintendent)

The Job Description Committee is tasked with reviewing category placements and work calendars, and recommended changes must be approved by the BOE.

Rep: We need to make sure if you have issues, bring it up in the principal meeting and then discuss it at the faculty meetings.

Becky: We have to change our thinking, it's a flowing thing.

BECKY REVIEW THE SLIDES.

Becky: In the contract now, it says - for elementary - there is no more counting. 8 plan times instead of 7. First PLC late start Tuesday = plan time. Second scheduled faculty meeting of the month = plan time.

Rep: A few slides ago it said an Encore teacher stepping in for library, will that be something that staff sees?

Becky: Yes.

Rep: That will be part of extra plan time.

Becky: You don't get a library.

Rep: That is another plus for elementary teachers. All these little pieces will help.

Becky: Moving the 7 to 8, you miss a prep, put it in the time sheet.

And they are looking at Encore.

Elementary prep time is a big deal. I cannot walk out of the room without something.

CLAPS.

Becky: No claps. We did the best we could.

Office staff: The last couple contracts we've done very little for Office and Support. At all.

We are changing some of the designations. We didn't want to assume Office would want to work a longer or shorter year, so that's for the committee. But we changed what we could. Some of the secretaries are basically working by themselves. And some are designated 1, some doing the same are 2.

We have clerical, secretary 1, secretary 2, like that.

But many designations don't reflect what is happening in the buildings.

Rep: 2 makes more money?

Becky: Yes. And they should.

Rep: If there are two secretaries doing the same thing in the same office, they should be designated the same thing.

Becky: Yes. And I would be mad too.

Anyone cannot live with this? This is writing a wrong that has been going on

all these years?

ROLLCALL VOTE: ALL IN FAVOR.

o **Internal Subbing**

Rates below are per elementary planning period or per middle and high school instructional period. When compensation is triggered due to additional students being assigned to a teacher's class, the rate shall be applied on a prorated hourly basis.

2026-2028	\$43.00
2028-2030	\$44.00

2021-2024	\$40.00
2024-2026	\$42.00

When multiple teachers are assigned additional students under these circumstances, an hourly rate of \$60.00 shall be divided equally among the affected teachers. The District will make a reasonable effort to secure substitute coverage prior to assigning students to other classrooms.

Outside CBA: We will have admin have their team prep split list before the start of the school year.

Becky: We'll now do finances. Right now, we revisited the splitting sub amount. Not as high an individual rate. We're down to 11,500 kids. And when we started it was 14,000. The district is wanting to be fiscally responsible. And we do too. This just sets the amount. The big thing is that the grade levels, the split lists will be turned in so we can keep track of that.

This was a conscious decision to work with the District.

Any questions about internal subbing?

Internal Subbing Support

Should it be necessary for support staff to teach or cover for licenese staff member due to unavailability of a substitute teacher, such support staff shal be additionally compensated at the internal substitution rate

2026-2028 \$22.00/\$110.00/day
2028-2030 \$23.00/\$115.00/day

2021-2024- \$20.00/\$100.00
2024-2026- \$21.00/\$105.00

TA: Support Staff Longevity

Support and office staff will be paid a longevity stipend as follows:

20+ Years ~~\$750~~ \$1000
15-19 Years ~~\$525~~ \$750
10-14 Years ~~\$300~~ \$500

Toileting Stipend

Toileting Stipend - A \$550/quarter stipend will be paid to support staff (grades pre-K - 12+) that perform toileting as part of their job duties.

Payments will be made as follows: 1st quarter Oct-30, 2nd quarter Dec-30, 3rd quarter Feb-28, and 4th quarter Apr-30.

Support staff who perform toileting as part of their ESY/Summer School assignment shall receive a stipend equivalent to one (1) quarter of the toileting stipend (\$550).

Staff that are required to sub in a position that requires toileting will be paid \$11 for each day that they work in the position.

2021-2026

500.00/quarter

Retirement

An annual increase of six percent (6%) to the employee's creditable earnings, as defined above, for each Notice Year, up to a maximum of four (4) Notice and now rolls from contract to contract.

A non-creditable post-retirement payment of five hundred dollars (\$500) for each Notice Year worked, payable no earlier than sixty (60) days following the effective date of retirement.

New Date: By April 1 of your base year (By April 1, 2027 to retire for the 2027-28 school year)

Becky: This \$500 per year will be put into an Escrow account.

Summer School, Summer Curriculum, E-Learning Outside of Contractual Day

Summer School/E-Learning (Licensed) - \$45.00/hr

Summer School/ E-Leaning (Support) - \$29.00/hr

Summer Camp Coach \$28.00/hr

Assistant Coach \$23.00/hr

Summer Curriculum \$38.00/hr

Summer School/E-Learning (Licensed) - \$44.00/hr

Summer School/ E-Leaning (Support) - \$28.00/hr

Summer Camp Coach \$28.00/hr

Assistant Coach \$23.00/hr

Summer Curriculum \$37.00/hr

STIPEND SCHEDULE

Becky: It's a 10% raise.

Rep: It is bumped up.

SALARY SCHEDULES HANDED OUT.

Becky: This is Teachers, Office, and Support. Find your percentage earnings.

With Teachers it's about a 6% raise. The biggest amount is year 1. And the rest of the raises is compounded across. If you look at the last column, that is how much it will go up to four years.

We finally raised up the support staff. And we did it without leaving the teachers behind.

Rep: I might get happy.

Becky; They wanted a four year contract because SEIU has a three year contract, but we didn't want to negotiate again during the same year. And we didn't want to go five.

CLAPS

Rep: Love it.

Becky: On the first page are two examples - Even raises across four years, and compounded raises. Compounded is much better.

Rep: Fuckin' a, Becky. Fuckin' a.

Adam: It was important to get up to a thriving wage. Not a living wage.

There is not a path to have an actual career from the beginning. We had administrators who cared. And I want to lift up those in the room. Everyone has

put in work. We've been working on this for years. The important thing is you can do all the right things, but if those on the other side don't want to meet, you got nothing. But Bob and his team he put together, you have a real win in HR. I hope they keep her for a while. It's hard to find a good one. Jon was a member of the union when I was here back in the day. These were seeds planted 15 or 14 years ago. It has to do with the people at the table, both sides.

No matter the good you do, there will always be revisionist history the moment you leave.

Rep: I think it is important to have conversations and make sure we keep on our radar for our assistants is to note those coming in with two years experience are already making this because they are contractual and they aren't doing half. What is the District paying that agency?

Adam: There is a move forward to remove contractors. They don't want contractors either. There is a shared vision. It's been weaponized in the wrong direction. But this is a step in the right direction. We need to advocate for what's best for the district, which is removing contractors.

There is a lot of there *there*. We want more conversations like this. We're stuck because of the pensions systems-

Becky: I'm confused because I didn't hear all this. We talked a lot about contractor positions. And we're trying to get rid of them. What am I missing?

Rep: If we want to eliminate those positions, we need to come in higher.

Becky: This is life changing money for most people.

Rep: I want to know PPAs true feelings. So we know that. I want to know that it is good for everyone.

Becky: We carried all three bargaining units. Those who have been neglected.

Rep: It's life changing money.

Becky: We wanted to honor longevity so that raises go across the salary schedule.

Rep: We have someone signing the district's money away for years at a time. But we cannot let them all go at once because of their contracts. They have to be released over time.

And those contractors don't get benefits. No sick time. And our support staff get time and a half. So we've done as much as we could to pad it.

I just talked to a friend in another district, she'd making \$17. So our starting is much better.

What they have committed to is no longer hiring contractors. I can tell you this, this sounds a whole lot better than that 5 cent bullshit Annette Johnson offered us.

Rep: As a 22 year employee at this time, this looks good. Time and a half. I never got that. It's a package. Longevity went up. This is a plus.

Becky: We have created the beginning of a financial package.

Rep: No more contractors. Time and a half!? You all-

Rep: Let me say, is there any way to have a half sheet with the wins?

Becky: We have one. We are going to share this. We called it a win sheet.

ALAN LEFT THE MEETING + NOTES END