

EA Council/Superintendent Meeting**Date:** 10/05/2022**Union Leadership in Attendance:** Becky Roireauc, Jennifer Gentile, Claudia Ruiz, Rhondra Bass, Sandra Williams, and Alan Scott**District Leadership in Attendance:** Dr. Jennifer Norrell and Dr. Lori Cambell

	Agenda Items	Union Notes	Discussion Status
1.	Union-Principal Meetings: Please inform principals that meetings take place during contractual time.	Becky: There is some confusion on the principals' parts. Alan: The contract says the length of "one class period." Claudia: One class period or a mutually agreed upon time. Becky: Generally, it might be a half hour. Dr. Norrell: Why is this coming up? Alan: Not everyone is having meetings. Partly because they are being told it has to be during non-contractual time. Jennifer: Even during Gerry's time, it was during the day. It is coming up because secondary does their meetings during the daytime, but elementary has to come early or stay late. Sandra: At the high school, we rotate periods. Jennifer: It needs to be agreed upon. Alan: The mandate would be that principal's won't say they refuse to meet during contractual time. Becky: The problem isn't when staff want to meet outside of contractual time. It is when they are being told. Alan: The contract is clear about when things take place. It is implied that all meetings take place during contractual time unless stated otherwise.	• Informal agreement [no formal agreement write-up needed] • Informal agreement [but formal write-up needed before finalized] • Discussion ongoing • NO AGREEMENT

		Jennifer: The intent of that language is that it is during the day. Dr. Norrell: Past practice is some buildings have their meetings before or after school. I'm not going to micromanage when buildings have their meetings. Sandra: If the principal refuses to meet during the contractual time and the staff needs to meet at those times, they need to say it isn't "mutually agreed upon." And they need to ask, "Are you suggesting during non-contractual or are you telling non-contractual?" NO AGREEMENT WAS REACHED. THE UNION WILL FILE A GRIEVANCE WHEN PRINCIPALS REFUSE TO MEET AT "MUTUALLY AGREED UPON TIMES."	
2.	School Status: [1] Is it required that School Status be used for communications? [2] Please ask your administrators to clarify that recordings, messages, etc., in School Status will not be used as artifacts on evaluations without staff consent.	Dr. Norrell: Yes. Not they're not having to do double entry though. Alan: Teachers cannot access students not on their rosters. SPED caseworkers cannot get students on their loads if they aren't on their rosters. Dr. Norrell: My directive is that it will be opened up. Jennifer: What about social workers? They don't want their conversations recorded. It is private. They don't feel that those conversations should be recorded due to the nature of those conversations. Dr. Norrell: It isn't a violation. And social workers can make whatever calls they want to. Jennifer: So social workers don't have to use School Status.	• Informal agreement [no formal agreement write-up needed] • Informal agreement [but formal write-up needed before finalized] • Discussion ongoing

		Dr. Norrell: Social workers, if they want confidentiality, can use the regular phone. Becky: Staff are being told that their calls will be used on their evaluations. Dr. Norrell: We don't think that evaluators will be using those. We want to make sure staff are doing their due diligence. We've given them a tool. Staff should feel great that they can share their good works. The teachers who are doing what they do, they should be excited about that. If 30 kids are failing, would that be used in an evaluation? They probably won't need that data. Alan: What is the exact criteria? Dr. Norrell: There isn't any. If you aren't communicating, you need to grow. Do you know that there doesn't need to be anything tangible to justify an administrator's rating? There isn't. An administrator doesn't need to officially justify their ratings. The state doesn't care. We have to go beyond. It shouldn't be a gotcha. Alan: But principals are telling their staff that what they write or say will be used. It doesn't help build trust. Becky: Bringing this to a PERA committee to clarify? Dr. Norrell: I'll never clarify what can be used. We've come a	
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		long way in the past years but I will bring this along, I'll share with you, I'd love to talk with staff, what we're looking for in each domain. Alan: I could use the Danielson criteria to give an Excellent teacher a poor rating. Becky: But you can provide a write-up to explain why they don't agree. Dr. Norrell: They can. But it doesn't matter in the end. It's up to the evaluator. Becky: Some concrete examples for what to do for each domain? Dr. Norrell: I'd love to do that. Danielson didn't even write it for the purposes of evaluation. But we've all jumped on board. Jennifer: It affects everyone. Dr. Norrell: There is value in escalating concerns. Alan: Whenever there is a rollout of new technology, it spikes anxieties.	
3.	Tuition reimbursement MOU language from attorneys Any cushion for mistakes	Dr. Norrell: Our attorney is working on the language. DISCUSSION ABOUT THE SPECIFIC LANGUAGE TOOK PLACE. Dr. Norrell: I need to talk with Jon to get that to you. Becky: I'm getting feedback that past practice was you could carry over tuition from year to year. People are concerned that we'd run out of the total amount and they can't pay out.	• Informal agreement [no formal agreement write-up needed] • Informal agreement [but formal write-up needed before finalized] • Discussion ongoing

	Dr. Norrell: We will pay off the old amount and then have fresh money for the new tuitions. Becky: In the past, a lot of the total amount was for paying off old tuitions. Dr. Norrell: Who is taking so many credits while working full time? How is that possible? Claudia: It is possible but it's craziness. Becky: So people who have been doing it for 20 years, they want the old way. Rhonda: But we need to stop with the old way. Sandra: We have to explain. The explanation is simple. We shouldn't be stacking up. Becky: The understanding of the 9 credit hours has not been applied across the board. Dr. Norrell: Then the alternative would be we don't accept or pay anyone new until all the old tuitions get paid off. Or you can vote, let the district pay, then we move into 9 per year. Sandra: Didn't we talk about sweetening the pot? Increasing the amount if we cleared the book? Dr. Norrell: We are going to clean the books so no-one gets bumped out again. Jennifer: But I think once things are cleared we won't use that \$150,000 as fast. In the past, we'd just make it. Becky: When they go through the approval, that money is designated for them, correct?	
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		Dr. Norrell: No. It's when the transcripts come in. Rhonda: First course approval, then reimbursement form. Dr. Norrell: But if we clear the books, and you get course approval, the reimbursement money will be guaranteed that year. Anyone beyond the District's allocated money, it would be approved for lane advancement but not reimbursement. Becky: In the past, people would apply, get approved, then not get paid. Dr. Norrell: Because of the backlog from previous years.	
4.	Transfers- members transfer request being ignored One staff applied for PPA transfer positions on May 16 2022- Benavides Elementary August 2 2022- Beaupre Elementary September 20 2022- Gates Elementary No phone call or email response. No interviews.	WE RAN OUT OF TIME AND DID NOT DISCUSS THIS ISSUE. WE WILL DISCUSS IT AT OUR NEXT MEETING.	• Informal agreement [no formal agreement write-up needed] • Informal agreement [but formal write-up needed before finalized] • Discussion ongoing
5.	In past years, the district has arranged flu shots for staff at EAHS. Can we get that again? If we are concerned about absences, making it convenient and easy for staff to get vaccinated would be helpful in reducing possible sick days.	Dr. Norrell: That would be a great idea. I'll bring that forward. We'll tell Sara(sp?). Jennifer: People are asking about that. NOTE: As of 11/05, no flu shots have been organized.	• Informal agreement [no formal agreement write-up needed] • Informal agreement [but formal write-up needed before finalized] • Discussion ongoing

6.	Retirement Issue	Dr. Norrell: The 6% base, All of our penalties because it is the highest year over the ten. We can never find out. One year, I was a coach. But now I'm not. Becky: There are waivers for that. Dr. Norrell: No. I'm talking about last ten years their highest four we don't even know when the base is. Becky: If it is a bump because it is a contract, an XYZ, there is a waver. Dr. Norrell: All of our penalties at IMRF. What we want to do is 6% on everything. We need to lay this out. Say to them, everyone, base year is last year. We don't know highest year. Base year for last year. No matter what you do above and beyond, everything is free. Becky: Miscellaneous for PD. Last year base, stipends, extras. Roll that into there, they can still do PD. Jennifer: You have people shut down. You have people who last year had a stipend, this year they don't, so they should be able to use that unused amount. Dr. Norrell: We don't have the capacity to micromanage. Jennifer: What TRS said, last year's base. Dr. Norrell: Hypothetical. \$100,000 total. This year, \$106,000. Stipends in there, subbing in there, everything. Then next year, 6% on that: \$112,260, then \$119,101.	• Informal agreement [no formal agreement write-up needed] • Informal agreement [but formal write-up needed before finalized] • Discussion ongoing
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		I don't want to micromanage. If you subbed three times, I don't want to check to see if you subbed three years. Becky: This is the solution we came up for this: We need individual meetings with each member. What you were doing, what you will get, signed. Jennifer: But you can't be forced to sub beyond what you did. Becky: Those who are retiring don't want to stop doing what they've been doing. Dr. Norrell: Are you guys okay with 2021-22 as the base year? People going into this year, next year, 2024, they were prevented from getting the bump last year. We got some who were board approved last summer and some just board approved. We need to look at the base years. Becky: If we have individual meetings with people with their numbers. Dr. Norrell: Run Rhonda's numbers. If we made FY22 the base year, I'd get penalties. FY22 for those going in 26. Those in 25, it should be FY21. Those wouldn't get the bump. Those going in 26 would be the first to get the bump. We just need to decide. Class of 22, 23, 24, this will be your base. Incentive money after retirement. This year's and next year's. For class of 26, we'd use 22. Fiscal years 26 - Base 21-22	
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		25 - 20-21 24 - 19-20 23 - 18-19 Sandra: How are we getting all those penalties for IMRF? We need to talk about that. NOTE: As of 11/05, we have draft language. It will be brought to the House of Delegates on 11/10.	
7.	Transcripts: There are multiple people who paid for transcripts to be sent to the district last year for tuition reimbursement/lane advancement and received email confirmations that the transcripts were received. However, due to the chaos that occurred last year when Mayra left, some of those transcripts have been lost. Those people have been asked to pay for a new set of transcripts to be sent. Members should not be asked to pay money due to mistakes that were made at the district office. Can those people just provide copies rather than official transcripts, or would the district prefer to pay for the replacement transcripts?	Dr. Norrell: Send an email to Natasha for a meeting and CC the union. UNION NOTE: Ask for a Zoom. NOTE: After this conversation there continued to be problems. The issue was brought back up again on 11/02. Per Norrell: Order a new one, send a reimbursement receipt, put "lost transcript" on there, and email to Natasha.	• Informal agreement [no formal agreement write-up needed] • Informal agreement [but formal write-up needed before finalized] • Discussion ongoing
8.	Bookkeeping Why are accounts being reduced and the bookkeeper is not notified?	WE RAN OUT OF TIME TO DISCUSS THIS ISSUE. WE WILL DISCUSS IT AT OUR NEXT MEETING.	• Informal agreement [no formal agreement write-up needed] • Informal agreement [but formal write-up

			needed before finalized] • Discussion ongoing
9.	ESSER	Dr. Norrell: \$4000 on the table but it's \$2500. Nothing in MAP (reading) category. Jennifer: I thought we got higher. Freshman on track? Dr. Norrell: 87.7. But 88 is the threshold. Jennifer: MAP, not even the \$250? Dr. Norrell: No. We tied to a metric last year. The score for attendance 89% average which is \$500. High school is 84%. Lots of elementary are 89% or 90%. Elementary can plan they helped pull #2. When we talk about immediate, that's a win. Everyone pitched in. Everyones got a bucket they can claim they affected. Sandra: Where were we with MAP last year? Dr. Norrell: Because they were at home, we couldn't use MAP. This coming payment is from 2021-22. Everyone is \$2500. Last year the high school got \$2000 PPAs got more because they services multiple buildings. Sandra: Noon hour? Dr. Norrell: Part time gets part pay too. Becky: That's good. Those are the first people kids see in the morning.	• Informal agreement [no formal agreement write-up needed] • Informal agreement [but formal write-up needed before finalized] • Discussion ongoing

		Dr. Norrell: We told finance November 30th pay.	
10.	Transferring	Jennifer: People are being transferred and people are only been receiving emails. Where is the face-to-face conversations? I am upset it is an email and they are blindsided. An email from Dan. You are reporting. If you have questions, call. Dr. Norrell: Did they call? Jennifer: They contacted me. It would be nice to have a human face. Dr. Norrell: Sometimes when admin have that conversation, the story changes. Jennifer: HR should go to the building and face-to-face. Dr. Norrell: I've seen it when it was five different stories. New principals will have those conversations with them. Jennifer: They moved. Dr. Norrell: HR is trying to be consistent with their messaging. Jennifer: When people open up their email and see they are moving, that's a little alarming. Becky: Some didn't have time to pack up. Dr. Norrell: They might be in two places.	• Informal agreement [no formal agreement write-up needed] • Informal agreement [but formal write-up needed before finalized] • Discussion ongoing

11.	Longevity Stipend MOU	Dr. Norrell: Our attorney is working on the language. DISCUSSION ABOUT THE SPECIFIC LANGUAGE TOOK PLACE. Sandra: Traditionally, it gets sent out quarterly, since the MOU will change that, we should put a pause on that. Dr. Norrell: We need to check. They're already planning that pay ahead. Becky: We are going to one lump sum. Sandra: If you can double check that the payment doesn't go out. Dr. Norrell: We'd just pay the difference in the lump sum. It isn't a bad thing. Sandra: When it is quartered, it becomes tiny. That's why we want one lump sum.	• Informal agreement [no formal agreement write-up needed] • Informal agreement [but formal write-up needed before finalized] • Discussion ongoing
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District Issues

1.	High school and Allen are Commendable: 50% is graduation rate. The reason in two previous times CWD group and EL for former ELs. Now, EL in any school in the district. 2022 % hit their required growth on ACCESS.
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