

**Draft Minutes of**  
**The East Aurora Council of the AFT Local 604**  
**February 09, 2023**

**In attendance:** Aviva Pollack Paradise, Airen Freese, Alba Hernandez, Alan Scott, Becky Roireau, Beth Cotter, Christy Harding, Cin Citro, Carrie Snyder, Claudia Ruiz, Eileen Pasturczak, Fatima Ballesteros, Gloria Salinas, Gerry Mestek, Henry Johnson, Jeff Hansford, Janel Jaros, Jon Kuehl, Jan Kolodziejek, Jessica Fisher, Jennifer Gentile, Joyce Ladewig, Karen Mueller, Lisha Pauli, Nicole Connolly, Pamela Miller, Stephanie Paul, Trevor Schrage, Victoria Haier

**Building Representatives, Executive Council Officers, or Senators Not In Attendance:** Arlette Gomez, Angie Sanchez, Amy Van Cura, Alison Mann Nile, Brittany Peterson, Beth Eadens, Catalina Saenz, Dulce Jonsson, Dawn Stanfa, Elaine Halleran, Geoffrey Adler, John Burkhalter, John Devine, Julie Melendez, Julie Schmale, Judy Durham, Jeffrey Mleczo, Kaliegh Soumar, Kim Stolpestad, Lisa Samp, Lorraine Garciacano, Mary Carol Smith, Mara Clucas, Melinda Thomas, Michelle Hanna, Michelle Taylor, Mary Taylor, Patrick Bednarik, Rhonda Bass, Stacey Martin, Sandra Williams, Tim Snyder,

Meeting is called to order at 4:15 PM.

Becky: Welcome to our February House of Delegates meeting. Our Sgt at Arms is out sick today but Carrie will be doing that role today.

BECKY ORGANIZES SMALL GROUPS TO DISCUSS THEIR BUILDING ISSUES: PRE-SCHOOL + ELEMENTARY, MIDDLE, AND HIGH SCHOOL. TEN MINUTES WERE SPENT IN DISCUSSION. BECKY COLLECTED THE CONCERN SHEETS.

Secretary's Report:

- Reviewed union meeting minutes from [01/12/23](#)

Motion to approve minutes from 01/12/23: Lisha Pauli, Henry Johnson - Approved. Pass, all. Nays, 0. Abstains, 0.

Treasurer's Report:

- Reviewed [02/2023 budget report](#)

Motion to approve: Joyce Ladewig, Stephanie Paul - Approved. Pass, all. Nays, 0. Abstains, 0.

Senators' Reports

- Student Debt Relief clinics

Henry: There are six upcoming clinics this school year. If you are concerned about student loan issues, going to the clinic would be a good decision.

This is for IFT members only. You will be helped to understand the federal student loan forgiveness program. It is available to educational staff and not just teachers.

Look at the website. There is lots of informative information.

- Workers Compensation Act

Henry: Sometimes people avoid recording injuries because of the time needed to go through the process, maybe they feel fine, etc. Sometimes injuries can come back a couple months later. Accidents happen.

Report any injuries to a union rep or admin. Go through the process. If there are any witnesses, get their report. If you wait too long, the evidence will disappear.

Seeking medical attention - Get someone who is a professional to assess you and make a report.

Contact a lawyer with Ridge & Downes for a free assessment of your claim.

- Scholarship Opportunities

Henry: There are a number of opportunities. Look at the IFT website.

- Critical Race Theory

Henry: This info is on the website too. CRT is a framework that emerged from legal scholars of color to understand the place of race in the justice system. CRT understands that racism is more than biases but is embedded in our social systems.

Habits, whether good or bad, enter into our lives, affecting everything. Whether intentionally or not, that general attitude will affect your decision throughout your lives and it will affect other people.

Carrie: Henry did an amazing job last night speaking in front of everyone. Can we circle back at the end so you can cover more than this?

Henry: I'd like to say one last thing. Bill Briggs impressed me. He said he has step children and grandchildren who are bi-racial. He referred to the Biden speech. *The talk*. It is if you are in a car and you see the lights behind you, put your hands at 10 and 2, don't move, you ask "Can I put down the window?" "Can I take my hand off the wheel and get my wallet?" Bill talking about what was real and meaningful.

Unless someone in this room is currently a slave owner, no-one should avoid wanting to talk about this.

- Tier 2 Pension

Carrie: They are trying to be more pro-active to help Tier 2 individuals with retirement benefits.

Gerry: IFT is trying to work on getting teachers and support staff to collect all of their social security, not just some of it. Those who paid in can right now only hope to collect 75%. This is the type of thing the IFT is working on.

Jan: Is IFT lobbying that?

Gerry: Yes.

- IMRF Workshop

Carrie: Share this info with members.

Gerry: This is a free seminar.

#### President's Remarks

- Classroom Monitors - Update

Becky: We filed an unfair labor practice last friday. We got our court/docket number from the Labor Board. Feb 20th we need all our evidence turned into the Labor Board. I sent an email to the BOE. I've heard nothing. We'll see what happens. I feel confident in our notes, our evidence.

Jan: If we win, what would be the result?

Becky: The job would be pulled. It would set precedent with the unfair labor part of not negotiating. ULPs follow superintendents.

- Four Goals

Becky: The local is working on equity and inclusion. Adam Harding informed me about this focus. There is a lot they are doing and will be sharing.

- Policy and Procedure Committee Update - GERRY M.

Gerry: We met at the end of January for an hour and a half. We looked at our current constitution. We pulled out things that need to be clarified and revised. We are going to meet Thursday to really start to revise our bylaws.

I also sit on the Constitution Committee of 604, which aligns with the national one. It will be changed from "constitution" to "bylaws." There will be a template that needs to align with 604. As we submit our revisions, it goes to 604, then it goes back to the council for ratification by membership, then back to IFT, then it remains on file. If there are any major changes, it would need to be filed with 604 who keeps record of that. Adam or the Field Rep would be able to look at that and better know our processes. It is better checks and balances. Now is the time between contracts, it is a good time to do this. If there is anything in there you think needs to be changed, forward this. Send it via personal email. We'll work on it and continually report back as it goes.

#### VP - Teachers

- Licensure

Jennifer: We've had a busy week. Lots of hours at the admin center. Retirement meetings have been scheduled. Some took advantage of those. We strongly encourage members to set up meetings but they aren't required. If you think you have all your records, you don't have anything to worry about. We met with Anna, what they report to TRS, what they have on file, that is your base salary Year 1, if you are doing the four years. Their paychecks will change Feb 15th. I have four stipends, I get 6% on those, no more will they show those four stipends. I'm still getting the money, but I'm off the salary. It'll have the new base at the top. If you go to the meetings, you'll get a nice sheet, or if you don't, we'll ask if they can send those sheets. There is some apprehension

with handing them out beforehand because they fear they'll be inundated with questions before they can explain it in person.

Becky: If you put in your retirement after the date, you'll be board approved after Feb 15th-

Jennifer: You'll get your first installment in September in bulk. A separate check. Your next 3% will be June 30th. Their paychecks will look very different. I know people will be very alarmed when they see them.

Lisha: Can we see a list of retirees?

Jennifer: Some have been telling retirees that the meetings are mandatory. They are not.

Carrie: This is just a reminder that this is supposed to be uninterrupted.

Jennifer: If you go to PD, sign in, write "retiree." You've already gotten paid if you ever turned in PD before.

Jan: You had to do it your base year.

Jennifer: Yes. For me, I did 25 subs last year. So I'm being paid for 25 subs this upcoming year, which means I should sub 25 times. Or do the equivalent PD of 25 subs. I did Student Council. I'm not doing it now. But I'll have to make up that money.

And that's just for those people who have done lots and lots of things. People need us, we'll come and talk to them. We've been asked to attend those meetings and we'll be available.

- DCFS

Jennifer: Don't put your hands on kids. Or your feet.

Becky: It's not about a kid hugging you. Don't touch in a disciplinary way or an angry way. If they run, just call for help.

Jennifer: We have too many people getting in trouble.

VP - Staff:

- Attending PD

Claudia: Jan 6th was a Friday, there were 326 absences, 125 were support. They are looking for patterns of those not showing up.

The contract does say you need to attend PD. It can affect your evaluation. If you say you are there, be there.

VP - Clerical

- No Report

Question/Comments about Reports

Pam: Aren't we supposed to get the 6% at the end?

Jennifer: 60 days after you retire.

Pam: Since we have to wait until the meeting, how are we supposed to play catch-up with PD? It is the end of the year?

Jennifer: Do what you can.

Airen: We have a retiree who wants to sub. An assistant who is certified. She's being told she cannot.

Becky: After Feb 15th, they should be freed up.

Jennifer: But she won't be paid.

Airen: She wants to help.

Jan: The retirees who are already being paid, they'll continue to be paid the same way?

Jennifer: There will be an adjustment. Twice a year.

Jan: Feb 15th, what can they expect?

Jennifer: Their additional 6% if they had stipends. Their coverage and all that. 3% now and 3% in June.

Becky: If my base pay is \$100,000 and I have three stipends of \$1000 each, starting in Feb it'll be one lump sum of \$109,000.

We go by what TRS says. We go off that.

Gloria: I already went to a meeting, got my numbers-

Jennifer: You are good.

?: ULB is court?

Becky: Yes. The Illinois Education Labor Board.

?: Is it taken seriously?

Becky: Yes. It is very shocking.

?: That it was filed?

Becky: Yes. That we followed through with this.

Gloria: Is the board supportive of this?

Jennifer: We don't know! They didn't respond. We need to be strategic with who we support and endorse [for reelection].

Christy: I had a question about the 24 hours of free PD.

?: If you were an active teacher, you got free hours?

Jennifer: They took off 24 hours.

Christy: Mine still says the full amount.

Becky: Call Kane County.

#### Building Issues

- TAs Being Expected to Show up Early Before Contractual Time

Claudia: They need to be paid. Where?

?: Benevites. They have to be before school.

- Doors Not Locked

Becky: The safety officers are running checks. Please email me. It is a huge safety concern.

Alba: It has been put into our Union-Principal Meetings. We put in School Dude tickets.

Alan: Didn't we bring this up at the Union-Superintendent Meeting?

Becky: Yes. We'll bring it up to Norrell that we'd raised this and it is still an issue.

- Safety at the High School

Alba: The safety officer went around making a list. What happened to that list?

Becky: Kevin Jenkis gives a report at the board meeting and they are held to it. The district is paying an outside company to assess the data and make recommendations.

Becky: At the high school, a Safety Task Force was put into place. It is a starting point, but then we need to look at the middle and elementary schools.

?: Is it working at the high school?

Carrie: There are some positives which are coming from this. We're a "task force," not a committee. There are new things being brought in for safety. Not everything is in place. There are some things we're looking at moving forward. We have subcommittees to brainstorm and do research, which then gets brought back to the taskforce as a whole. But we're concerned about the consistency of the items that haven't been addressed yet. It is a bit too early yet to say if the meetings are working. Melinda did email out that we might be having our last meeting. That confused me. I'm sure they'll say we are still meeting as subcommittees, but I'm concerned that we won't have the traction to get things going just by having the subcommittees. We do have lanyards. I personally believe we need consistency across the whole district.

Becky: Yes, take these good ideas from the high school to the middle and elementary schools. We really need action on this.

?: Lockdowns. They aren't beneficial in any way. We hide. Other districts do something much more involved. We wouldn't be prepared.

Becky: We've been having discussions about ALICE training. For example, are we or aren't we going to do this.

Carrie: I've brought this concern up to the Safety Taskforce. At that meeting, every admin was there, Jenkins was there. It might be a good idea to invite Jenkins to our meeting to ask the questions and hear the response.

Fatima: Gerry, Jennifer, the PERA Committee, in January Jalitza sent a meeting to go through PERA, every year the State of Illinois, we have to meet with the cabinet about how we are evaluated. There is another committee which changes the templates. Well, we were supposed to have both in March. It'd give us time to be prepared and do research. This whole MAP thing, we have to choose this or that. One of the meetings was changed to the following week. I didn't respond because I was tutoring. Another volunteer couldn't go. Someone met for five minutes. But it was agreed to meet in March. It is a small group of us making sure things are fair.

Jennifer: The 10% is going to be the whole building.

Jan: Will admin be notified?

Jennifer: They should have been yesterday.

Gerry: 10% on what number? [MAP READING OR MATH]

Becky: You weren't going to say anything about that.

Jennifer: It was less than a week-

?: You are being told by the State of Illinois that it has to be done a certain way, we should file a grievance.

Becky: Norrell agreed she made a mistake.

Motion to adjourn. Jessica Fischer, Jan Kolodziejek - No vote taken.