

Draft Minutes of
The East Aurora Council of the AFT Local 604
September 18, 2025

East Aurora High School - Little Theater

4 PM - 5:30 PM

In attendance: Aishia Jefferson, Arlette Gomez, Aviva Pollack Paradise, Ann Snodgrass, Amy Van Cura, Alan Scott, Alison Mann Nile, Anndella Bee, Becky Roireau, Beth Cotter, Christy Harding, Cyn Citro, Carrie Snyder, Danielle Grady, Judith Durham, John Burkhalter, Jeff Hansford, Jill Doyle, John Fanning, Jessica Fisher, Judy Durham, Jennifer Gentile, Justin Skattum, Kara Bown, Kristi Pokornowski, Lorraine Garciacano, Mary Carol Smith, Melinda Thomas, Michelle Hanna, Nicole Connolly, Sandro Bonilla, Sara Lojewski, Stephanie Campbell, Stephanie Hansen, Susan Salina-Ramirez, Tim Hollins, Trevor Schrage, Victoria Haier

Building Representatives, Executive Council Officers, or Senators Not In Attendance: Angie Sanchez, Brittany Peterson, Beth Eadens, Brian Henricks, Dulce Jonsson, Dawn Stanfa, Eileen Pasturczak, Elaine Halleran, Fatima Ballesteros, Gloria Salinas, Henry Johnson, John Devine, Janel Jaros, Jodi Eppenstein, Julie Melendez, Jon Kuehl, Julie Schmale, Joy Caro, Joyce Ladewig, Kaliegh Soumar, Karen Mueller, Kim Stolpestad, Lisa Samp, Michelle Taylor, Mary Taylor, Mara Clucas, Pablo Macias Contador, Patrick Bednarik, Pamela Miller, Stacey Boyce, Sandra Vazquez, Sandra Williams, Tim Snyder,

Agenda

Group Work:

- Introduction of New HOD Members

Becky: We have a bunch of new HoD members. Thank you, thank you. I'm going to say your name and ask you to stand.

Justine from Beaupre. CHEERS

Anndella joined last year. She is fabulous. CHEERS.

Aishia after Airen. Krug. We welcome her to the family. CHEERS.

John. Simmons. Welcome aboard. CHEERS.

Ann is a new senator. She is from the high school. CHEERS.

Danielle from ECC. CHEERS.

Sara. Gates. CHEERS.

Kara. She has always been a kinda rep. Now she is really a rep. Welcome to the family. CHEERS.

Anyone else?

Welcome, welcome, welcome.

- Upcoming Training - Refresh and For New Reps

In October, Adam Harding is going to come to do a refresh training. And then we'll have other trainings after that. It is for everyone but it is also for the new Reps.

Alan: That is an open meeting too.

- Message of Unity

Becky: We wanted to talk about how important your role is. You are there for people, you are their backbone, your role is so important, and sometimes you are there for the scariest moments in people's lives. Everyone is so different. And we cannot do it without you.

Change is really good. We have a new Superintendent. But change is also hard. And so sometimes people are worried.

Power loves a void.

But we really need to come together. People might feel lost or uncomfortable.

I had a few PTSD moments with Halverson. Just look for people who are struggling. I've seen pockets of infighting. And look around for the people who need you.

I wrote this about togetherness. As a union, we need to be strong all day long. Facing changes all the time. It means having hard conversations. Not breaking. When one of us loses, we all lose. Everyone stand up, please.

WE STAND.

Say one word what you think you bring to the union.

Rep: I think I can bring research.

Rep: Improvement.

Rep: Trustworthiness.

Rep: Loyalty.

Rep: Support.

Rep: Passion.

Rep: Listening.

Rep: Honesty.

Rep: Innovation.

Rep: Dedicated.

Rep: Knowledge.

Rep: Law.

Rep: Persistence.

Rep: Stubbornness.

Rep: Compassion.

Rep: Advocacy.

Rep: Positivity.

Rep: Support.

Rep: Accountability.

Rep: Kindness.

Rep: Dedication.

Rep: Solidarity.

Rep: Baldness.

Rep: Humor.

Rep: Advocacy.

Rep: Loyalist.

Rep: Relationships.

Rep: Organization.

Another Rep: Amen, brother!

Rep: Institutional knowledge. And grace under pressure.

Rep: My ears. I'm a good listener.

Another rep: And you are a fierce advocate.

Becky: So many different strengths and all equally important. We need you all!

Senators Reports'

Carrie: The senators bring back all this info from the local. We learn so much about that. Like PERA. We were well prepared. And scholarships. And different issues happening throughout the state.

I gave Alan all the reports. He will scan and share those. NOTE: [Here they are.](#)

We have five senate meetings. Next is October 15th. There will be a report after that.

You can get the update online. They don't sent it out all the time.

Becky: Sporadically.

Carrie: Scholarship. Current support staff members, at least one, \$2000, it is due by November 13. He/she must be pursuing a BA or MA in Education or taking something related to their current position. I know our district is offering something now. But please encourage those you know who may be able to use this scholarship.

Another benefit is a money saving program for AFT members. Share this info with your buildings.

This is the IFT convention. And the AFT convention. There are a couple of resolutions they'll be talking about there.

Something I want to share. I'm a proud union member. When I go to the senate meeting, I represent the members. There was a discussion about raising the dues. How it broke down, at the convention, they discussed it there. That would be at IFT. Then it goes to AFT. It is hard to advocate for the dues but I did speak up about my concerns for members because of the cost of everything. I was the only one who spoke up about it. In general they will move forward with it. But I felt a discussion needed to be had. I advocate for us at the senate meetings.

Becky: Thank you.

Carrie: Part of that process is - October is the convention - it will be decided there.

Becky: Every year it goes up a little bit. But this time it must be more substantial.

Carrie: It is not substantial. But with the cost of everything. But we need to keep in mind, our dues benefit us. This is why we are able to negotiate. But it can be hard on our support staff.

I just wanted it to be out there. We should not take it lightly when we are talking about other people's money.

Becky: That doesn't necessarily mean your dues will go up. There hadn't been a dues increase in a while, but that doesn't necessarily mean we will raise ours. We have to pay the local, but it might mean less for our reserves.

Christy: There is a Powerpoint.

Michelle: I thought it was like a .25 cents a paycheck.

Becky: If they raise the dues and we didn't, we'd still have to give them more money but it might mean we have less in our district.

Carrie: It might be a dollar or two. But I just didn't feel comfortable, and I wanted there to be a discussion, at least with the IFT, before they go national. We'll get the fine details.

In general everyone brought up amazing points. Did that help? Any questions?

Secretary's Report:

- No minutes to approve
- Non-members
- Google Classrooms

Alan: If you have new members in your building, please add them to your school's union Google Classroom. If you'd like me to do it, email alanscottunion@gmail.com. Here are some [slides](#) that Stacey put together.

Becky: I was putting people into the union Google Classroom, and I noticed people who shouldn't be in there anymore. So we need to vet and check who needs to be removed.

You'll be getting the list. The district has until September 20th. So I have to go through that list. I'll provide a building list. And also I've gone through the payroll report.

Rep: Each building is supposed to have a union Google Classroom?

Becky: Yes. I've added you as an administrator. I can come and show your whole school.

Rep: I've been asking staff for three years but I'm not getting a lot of responses.

Rep: Hustle?

Becky: I'm having a hard time with that because I don't have administrative rights.

Rep: Sometimes I send invites and they don't get it?

Rep: You can share the code.

Treasurer's Report:

- Reviewed [budget report](#)

Becky: Did anyone have questions about the budget?

Alan: Overall, how would you describe our financial health?

Becky: Overall we are in the same or better shape.

Sandra changed us from a credit union to an interest bearing account. So now we get interest on that.

But I am not an expert on the budget so we can send her questions or wait until next time. Division of powers.

Motion to approve: Jill Doyle, Judith Durham - Approved. Pass, all. Nays, none. Abstains, none.

President's Remarks

- Joint Committees

Becky: PERA is meeting next week. And we are getting the Calendar Committee. A high school Safety Committee. And an Early Childhood - 8th Safety Committee.

And Calendar has agreed to do two years out?

That was a huge and welcome development.

We are getting Stipend and Job Description. I quit a few years ago. It was a shitshow. They said we were there to look for typos. They'd send an invite, but then cancel. Invite, cancel.

We had a backlog of stuff to go through. Sports. So when Jon Simpson came on board he said, *Hey, let's clean it up*. He agreed, it was the fastest negotiations. People did it voluntarily. He said he'd bring it to the board.

It was the word of the Stipend Committee, but we called it an MOU. In our constitution we have a particular way of handling MOUs, but the intent was to get those up and running. And it was a side agreement. But our heart was in the right place. And the high schoolers came out to the board to advocate for this.

I did not intend to do this under cloak of darkness.

Rep: Are we going to be restaffing the committees?

Becky: Yes.

I'm just getting the finalized list together. A couple of the holdups were getting the numbers up.

Rep: How will we know?

Becky: You'll get an email.

PERA is going to start meeting. And we'll go from there.

- Focus for this year
 - Building capacity - Rep Training

Becky: I went racing over to Allen and it was like, *You don't need me*. It was the most pleasurable thing. You can do what you need to do in your building. And this administration is committed to doing what needs to be done in the building. And that is happening all throughout the district.

We are trying to continue to develop that capacity. So, the more we can do in the buildings, the better, because you know the members best. So, thank you. The training will be about that.

- Negotiations

Becky: The leadership team met with Adam Harding today. We need to meet again. We'll discuss the next step at our next House meeting.

Rep: What is the timeline?

Becky: Adam was saying, after Winter Break.

But there is a lot to do before that. So we are ready when we start in January. We have done a lot of prep. We are really ready.

VP - Teachers:

- Subbing

Jennifer: It is just a nightmare. So many people contact me. In some buildings they split classes. In some, don't. With Dr. Halverson, it was a big conversation. They were writing on the white board.

Who subs? It led to a huge discussion, which I don't really have an exact answer. You sub one time. Not a half day. Not a full day.

But I can't say all that. You have seven preps. You won't know until Friday. But there will be more discussions.

Some get paid to split. Some aren't. I'm trying to get a handle on it. But I want you to know we're working on it. Buildings are doing it different ways. If you are getting paid for it, great. We need more subs so we don't have to sub. Our time is valuable.

Rep: We're in a situation where people come from other countries, when are they coming? Who is covering the room? Or what if they speak zero English? It is embassies and other stuff.

Rep: And they are using TAs.

Jennifer: There are 15 that tried to get visas but could not. Columbia, Honduras, Philippines, they are looking for International Teachers. They're trying, posting. They are looking for long term subs. Some quit already.

- GCN

Jennifer: Due October 3rd. You should see that next Thursday you should get an hour. Usually we get that schedule to make sure you get that hour. But you guys are owed an hour. Next Thursday is half-day SIP. I wish they'd give us more than the two hours.

I asked for extending the date-

Becky: I always thought it was a *rule* rule. But it isn't. They aren't going to walk you out. It is just an arbitrary date.

Rep: But you do get emails.

Rep: Oh, people will judge you.

LAUGHTER.

- PD

Jennifer: There is a new system. Check in, then check out. It is only there for a short window. It is checkout 15 minutes before the PD ends. And you have to

check in before. Then the evaluation to get full credit. That is new and they didn't tell us about the change.

I am in NEST and our new educators told me they got locked out.

Rep: What happens if you get locked out?

Jennifer: I said you need to give people grace. Pending. I brought it up to HR.

Rep: I checked in but not out.

Jennifer: I need to sign out before it is even over. Come on! There should be no window. Let your members know.

- Sick Days

Jennifer: Seven people in elementary said their rollover of their sick days was not right.

I would encourage you, print those paycheck stubs. Just saying.

Rep: We are getting a new system?

Jennifer: Sometime this month.

They say it will all get there. But I don't trust that.

August 30th is our new pay this year. New sick days and personal. Check it against June 30th. 13 sick and two personal.

You can preview under View Paycheck. There is a box with Sick Days, Personal Days, Jury Days.

Every sick day counts towards retirement.

Becky: Support staff do it now in Frontline.

Infinite Visions has all your years.

Jennifer: Just double check. Print them. Tell your members.

Rep: For retirees, ESSER funds were supposed to get our funds last paycheck?

Jennifer: You don't get it until 60 days after you retire. You get 3%. And the last 3% in June. Then ESSER after you retire.

Rep: Coaches did not get stipends on September 15th.

Jennifer: They should have gotten an email. They did not pay out the stipends.

Becky: They have a better chance of getting it right if they do it in four paychecks.

Jennifer: You just got a \$75,000 raise and what did our members get for that?

Rep: What will the Infinite Visions replacement be?

Jennifer: Don't know. We were just told.

Rep: The district is getting later and later announcing their PD.

Jennifer: It is so frustrating. The committee has not even met.

Becky: How do we know that principals are disseminating information in the building to their staff?

We've asked for that info so we can know what staff are supposed to know.

Rep: It would be great to know. I would just want to escalate that.

Rep: Curriculum Night at the elementary, it used to be on the Red and Black calendar, they made doctor's appointments. Why did they wait so long? It was just put in the weekly bulletin.

Becky: It is not punitive. If you have things to do, you should be able to talk to the principal as a professional, and if that doesn't go well, let us know. It was agreed upon. We are done being punitive.

The principals at elementary need to back off a bit.

Jennifer: It is in the contract, Curriculum Night, Supervision, Parent-Teacher conferences-

Becky: But things come up.

Rep: Can we change that in the contract to let us know sooner.

HEAR, HEAR.

Jennifer: For instance, the high school scheduled Curriculum Night on our House of Delegates night. They knew.

Becky: That was a building decision.

- SEL Middle School

NOTE: Not discussed

VP - Staff:

- Toileting Stipend

NOTE: Not discussed

VP - Clerical

- Office staff rate of pay for after-hours activities

NOTE: Not discussed

Building Issues

- SLO

Rep [Who is also on the PERA Committee]: I think it may go away. But ISBE has lots of requirements. It is already going extremely well. I feel like it is going to go great.

Julie in HR was getting back to me.

In other districts, they are getting rid of this requirements.

I feel like we are in a good spot.

But we need to get feedback.

Rep [who is also a senator]: At our senate meeting, and this is not passed yet, but there is a bill, two teacher ratings, effective or ineffective, instead of Excellent, Proficient, etc.

Rep: It used to be that we couldn't pull people from Encore, but they are getting pulled all the time, MAP, pictures, gym.

Becky: Let me know.

Rep: Kids are being pulled all the time at the high school. Today, first block. But they are still missing core classes.

Rep: I went to a Climate and Culture training. It was great hearing from other schools. It was really cool. What they are doing.

Rep: We had discussions with principals. Some were difficult situations. It was refreshing to hear them talk about something, then be able to take that way and use it.

Rep: Today we did lunch on the lawn. It was a great time.

Becky: We want to make that the focus on the SIP day. There will need to be coaching and guidance. They are rolling it out.

NOTE: Meeting adjourned.