

Draft Minutes of
The East Aurora Council of the AFT Local 604
November 20, 2025
@ East High Cafeteria

In attendance: Aviva Pollack Paradise, Alan Scott, Becky Roireau, Beth Cotter, Christy Harding, Jessica Fisher, Jessica Sheldon, Jennifer Gentile, Joyce Ladewig, Jill Doyle, Kara Bown, Karen Mueller, Kristi Pokornowski, Lisa Samp, Mary Taylor, Nicole Connoly, Nicole Thayer, Stephanie Campbell, Sandra Williams, Stephanie Hansen, Tim Hollins, Trevor Schrage, Victoria Haier

Building Representatives, Executive Council Officers, or Senators Not In

Attendance: Aishia Jefferson, Ann Snodgrass, Arlette Gomez, Angie Sanchez, Amy Van Cura, Alison Mann Nile, Anndella Bee, Brittany Peterson, Beth Eadens, Brian Henricks, Cyn Citro, Carrie Snyder, Danielle Grady, Dulce Jonsson, Dawn Stanfa, Eileen Pasturczak, Elaine Halleran, Fatima Ballesteros, Gloria Salinas, Henry Johnson, Iliana Ochoa, Jessica Sheldon, John Burkhalter, John Devine, Jeff Hansford, Janel Jaros, Jodi Eppenstein, Julie Melendez, Jon Kuehl, Julie Schmale, Joy Caro, Justin Skattum, Judy Durham, John Fanning, Kaliegh Soumar, Kim Stolpestad, Lorraine Garciacano, Mary Carol Smith, Mara Clucas, Melinda Thomas, Michelle Hanna, Michelle Taylor, Lisa Pena, Pablo Macias Contador, Patrick Bednarik, Pamela Miller, Stacey Boyce, Sara Lojewski, Sandra Vazquez, Sandro Bonilla, Susan Salinas-Ramirez, Tim Snyder.

Motion to start meeting: Joyce Ladewig, Jill Dycle. Approved.

Group Work:

- What are some easy ways we could improve the flow of information from the buildings to leadership and from leadership to the buildings?
- Share out

Becky: For our group work tonight, we were talking about how to improve communication. We have Google Classroom, bulletin boards, emails, but we still sometimes have trouble getting information out. Talk about different possible ways so that the most number of members can get information. How can you get information? How can our members get that info?

Hustle might be dead in the water. I don't have administrative rights. It has no use to me if I can't add and subtract people. If they can change it but the way they have it now, I'd need to go through by hand. But we used to have CAT teams with texting lists.

TEN MINUTES LATER

Becky: Everyone share an idea!

Rep: We were talking about using text. The Classroom isn't checked by people. Or they don't accept it. But I text things to Team Leaders, and they can share it out. Everyone checks their texts.

Rep: I think Facebook is good.

Becky: I can't get into Facebook in-district. But we might create an Instagram. The Rank and File Facebook Group could be an internal place. Instagram could be our outward facing.

When something needs to go out, I will send an email, post something in Google Classroom, then post to the bulletin board. We can use multiple platforms. We don't have to take anything away.

Rep: We could ask staff how they are best informed? Maybe make a form?

Rep: Maybe something like Remind.

Rep: Can we send to groups via Outlook?

Becky: When we had the Open House, we created a list via district email, that goes for sure to people. But if it is sensitive, it shouldn't be via district email.

Thank you. That is a couple of good suggestions.

We are going to reach out to the Local to see if we can figure out a workaround for Hustle.

Secretary's Report:

- Reviewed union meeting minutes from [10/16/25](#).

Trevor, Steph Campbell.

Motion to approve: Trevor Schrage, Stephanie Campbell - Approved. Pass, all. Nays, none. Abstains

Treasurer's Report:

- Reviewed the [October Budget Report](#)

Rep: Do we have an auditing committee?

Becky: Yes.

Rep: Withdrawn.

Trevor, Jessica

Motion to approve: Trevor Schrage, Jessica Fischer - Approved. Pass, all. Nays, none. Abstains, none.

VP - Teachers:

Jennifer: Hope you are doing well! I hope you have a great Thanksgiving. If you are traveling, be safe.

- Subbing

Jennifer: If you sub art at elementary, it is \$84. They will backpay you if you didn't get it.

Becky: That is huge.

- Evaluation - Reading or Math

Jennifer: By November 15th, you have to choose reading or math. I hope you are picking yourself. You get to pick. I hope no-one is trying to tell you what to choose. It is your option. So if you hear that in your building, please reach out to me. Is this a small thing or did it get large this year?

- Lane Advancement Process

Jennifer: We are having issues with people understanding lane advancement. Say you come into the district with a MA+16, if you negotiate they accept the +16 too, then you get it. But if you signed a contract you were starting at MA only, then you lose those credit hours.

The people working on their MA, if you had extra hours, you don't get to use those. Once you hit your MA, you start fresh. You must get them approved. And then in a timely manner. Back in 2022, when we tried to clean it up, those with outstanding classes, we did it. But they are trying to turn things in from recently. If you fill out approval. You say you are going to take a class in the Spring, and you do it in the Summer, you have to reapply. That is catching people up too.

Rep: Reimbursement and lane advancement?

Jennifer: Yes.

Becky: Just because it is approved, if you don't turn it in on time-

Jennifer: If you miss the deadline, you don't get it.

Rep: If the teacher came from Europe and came in with two masters, they only accept one?

Jennifer: No. But you need to negotiate it when you come in.

Rep: Emails are coming from D131. But then there is no contact person.

Jennifer: It tells you where they put you.

Alan: But those agreements are usually before we (the union) ever meet the new hires to warn them.

Rep: That is how they get you.

Rep: What is the cutoff date for reimbursement?

Jennifer: September 30, Feb...

Rep: Feb 28th?

Jennifer: You can move twice in one year. You can only get paid for nine hours total.

Rep: Getting late transcripts is a problem. If people have done it, and can show when they ordered the transcripts, can they apply again?

Jennifer: It is up to the district.

Rep: There is some confusion that the Feb lane advancement goes back to August. But it doesn't. We need to make that clear.

Last year in the Spring, lots of staff thought they should be getting more retro pay than they did.

Rep: Can we get the dates of the Spring, Summer, and Fall? You have to submit by the certain day of the Spring, certain day of Summer, certain day of Fall.

Becky: We should put all that information on the same page. Some people have a one-sheeter.

Jennifer: Thank you.

President's Remarks:

- Building Lists - The Importance of Keeping Them Accurate

Becky: I have copies but it is your responsibility to keep your list up. Two reasons: It helps to get to know people and to connect with them. And two, you know better than I do if we are missing someone.

I'll send a monthly list of who is not a member. There are less non-members. I can do it once a month. And that way too we can make sure everything is updated.

- Updates on Response to Increased ICE Presence and Food Scarcity

Becky: It seems like time has slowed down. ICE activity has increased. After the incident at the high school, Reps sent a letter to the Principal. Then we sent something to Dr. Halverson. It was evident that they'd taken the info from the high school and so we wanted to put things together throughout the whole district.

So we put together a Safety Committee for the high school, and then another for the middle schools, and another for the elementary. The high school has met.

So we can look at all of those. Ice was the trigger.

Rep: There are three?

Becky: Yes. High school, middle, and elementary.

AFT/IFT has jumped in like crazy. They provided resources for us and the district. We had online training. We had a huge turnout from East Aurora.

I did a drawing.

BECKY READ THE NAMES OF THE FOUR WINNERS.

Thank you for everyone who showed up. It was nice to see us with CPS people and responding professionally.

Can someone help me pass out contacts?

CONTRACTS WERE HANDED OUT TO THOSE IN ATTENDANCE

- Building Grievance Form + Grievance Clause 7.1

Becky: Please turn to page 18 of your contract, 7.1A. Every contract is a little bit different. Read it and tell me the three things that are covered by a grievance.

Rep: A grievance stems from a violation, misrepresentation, or misapplication of the terms of this Agreement.

Becky: This is your homework. We want to start filling out grievances at the building level. If it is of a class nature, it goes to the Grievance Committee.

What I want you to do is read a statement of the basic principles. And focus on the timeline. Timelines are super, super important. It lays out the basic steps. So the next time we'll talk about the basic principles.

The other page is the 5 Ws. Who is involved? When did it happen? Where did it happen? What happened? Why is it a grievance? This is the most important part. The specific part of the contract. More often than not, it is not a contract violation.

More and more things are coming to the union that are actually HR issues. HR is duty bound, legal bound, to investigate harassment. We are not equipped to do this. We can guide them to HR, but we have to decide. Our job is to protect their rights under the CBA. But we do want to help. We are human. But we need to direct them to where things need to be. And sometimes that is HR. If it doesn't go to HR, there is no record of bad behaviors. They can take those records and find those patterns.

So, that is the education piece for today. We go through the same process when we write grievances at the district level. So it is super, super helpful.

Any questions about grievances or the contract? We are taking baby steps. The magic happens when the members do it. If members are part of the process, it always works out better. Teaching people to fish and that whole thing.

VP - Staff:

Becky: Sandro could not be here. But he wanted people to check their changing stations. Are they equipped? We shouldn't be changing littles on the floor. Or a table. If they are, we need to know so we can get them their needed supplies.

High school Safety Committee...

Trevor: We were talking about, well, we had a major success. A building intoxication protocol. The kids should only be in the nurse's office for an hour. If longer, they should call 911 to get them to the hospital. That is much safer.

And we talked about code calling. If there are fights, people don't call code, they are afraid, you are at fault. Admin will say, *You are managing things properly*. But upper admin say we need staff to call codes sooner. So hopefully we will standardize. In my building, we didn't have anything until I wrote something down. But they were interested in documenting what everyone's crisis procedures should be. The idea was to standardize that throughout the district and norm all those practices, especially in those buildings where we have very poor practices.

VP - Clerical:

- Introduction Meeting

Jessica: I was able to have an open house. I did that. And we started a Job Description Committee. We did norms, we have a checklist and we're going to start going through job descriptions, so we look forward to that. And we plan to try to get to everyone.

- Job Description Committee

Becky: Stipend met again today. The fact we have those committees is so important. It comes from the committees. So it isn't just me, or Alan, or Jen. It is a committee. It is transparent. It is voted. It is a lot of work. But a nice way to do business.

Senators' reports:

No senators' reports.

Building Issues:

Becky: Any building concerns?

Rep: If your principal does the staff email, all you have to do is click the Plus sign, it shows all their emails, take off the principal, then you can send it to everyone.

Rep: You can send union email through district emails?

Becky: Yes. Dr. Halverson wants us to have clear communications. It was a Dr. Norrell thing. She wanted control. But he doesn't care. But it is very sensitive info, maybe use non-district email.

The Sick Bank is supposed to be a joint venture. And we need to contact Finance. So not doing it externally helps. Yes, we are okay with district email.

Becky: Anything else? No? Okay, it's been a long week, go home!