

Draft Minutes of
The East Aurora Council of the AFT Local 604
December 11, 2025

In attendance: Aviva Pollack Paradise, Alan Scott, Alison Mann Nile, Anndella Bee, Becky Roireau, Beth Cotter, Christy Harding, Cyn Citro, Carrie Snyder, Danielle Grady, Eileen Pasturczak, Iliana Ochoa, Jeff Hansford, Jessica Sheldon, Jennifer Gentile, John Fanning, Joyce Ladewig, Kara Bown, Karen Mueller, Kristi Pokornowski, Lisa Samp, Lorraine Garciacano, Melinda Thomas, Michelle Hanna, Michelle Taylor, Nicole Connolly, Nicole Thayer, Sara Lojewski, Stephanie Campbell, Sandro Bonilla, Susan Salinas-Ramirez, Sandra Williams, Stephanie Hansen, Tim Hollins, Victoria Haier

Building Representatives, Executive Council Officers, or Senators Not In Attendance: Aishia Jefferson, Ann Snodgrass, Arlette Gomez, Angie Sanchez, Amy Van Cura, Brittany Peterson, Beth Eadens, Brian Henricks, Dulce Jonsson, Dawn Stanfa, Elaine Halleran, Fatima Ballesteros, Gloria Salinas, Henry Johnson, John Burkhalter, John Devine, Janel Jaros, Jill Doyle, Jodi Eppenstein, Julie Melendez, Jon Kuehl, Julie Schmale, Jessica Fisher, Joy Caro, Justin Skattum, Judy Durham, Kaliegh Soumar, Kim Stolpestad, Lisa Pena,, Mary Carol Smith, Mara Clucas, Mary Taylor, Pablo Macias Contador, Patrick Bednarik, Pamela Miller, Stacey Boyce, Sandra Vazquez, Tim Snyder, Trevor Schrage,

Becky: Welcome to everyone! Happy holidays. Today everyone is dropping off the donations.

Let's do the secretary report.

Secretary's Report:

- Reviewed union meeting minutes from [11/20/25](#).

Motion to approve: Melinda Thomas, Eileen Pasturczak - Approved. Pass, all. Nays, none. Abstains, none.

Becky: And now the treasurer's report.

Treasurer's Report:

- Reviewed [November](#) budget report.

Rep: Can we get new shirts for next year?

Sandra: I'd need to look at the budget and how much it would cost before committing to that.

Becky: And it is a lot of work.

Sandra: But we do have shirts to replace old ones. You can buy one.

Motion to approve: Melinda Thomas, Nicole Connolly - Approved. Pass, all. Nays, none. Abstains, none.

Senators' Reports

- Food Drive: 26-27

Senator: I want to put everyone's names in who participated. We are having a contest.

We kinda wanted to throw out to get some input, we were thinking of possibly doing (something new) with the food drive, possibly at our Nov faculty meeting and Dec faculty meeting, we ask staff to bring food. And we can then bring that back. And using that food to support staff in the district. We are finding that our staff also need this food to support their families.

The amount we collected this year was very low. But we were thinking of moving to doing it at a faculty meeting.

Becky: And we can then come to pick it up.

Senator: Just throwing that out there. And let us know. Maybe there is something we are not considering.

Senator #2: Randi Weingarten is on Blue Sky, and she wrote about how in Utah they restored collective bargaining for teachers.

CLAPPING.

Becky: We are very lucky to be in a state where they protect bargaining rights.

President's Remarks

- Know Your Rights Training

Becky: We wanted to say thank you to all the reps who participated in the Know Your Rights training on November 13th. SHE READ THE LIST OF NAMES. We have the biggest group of names who participated.

Rep: And the people who attended really appreciated it and thought it was useful.

Becky: A lot of times I haven't always been proud with things that have happened in East Aurora, but to be ahead of the curve for one - we are pacing with CTU - it is the building blocks with rebuilding our reputation. It was phenomenal. Thank you for doing that.

- Grievances, Part 2

Becky: This is part two. There was homework. Last time, per our CBA, a grievance results from a violation, misrepresentation, or misapplication of the terms of the agreement. A grievance can be filed on behalf of one person or a class of people. A grievance can be filed by an employee, or a group.

Here are some questions: What is always the very first step of any grievance process?

Rep: Make sure it is a grievance?

LAUGHTER.

Becky: Yes. What else?

Rep: Depends. The one that says first step is to file within 20 days. But shouldn't it really be an informal conference first?

Becky: I wish I had a gold star. Just how we always try to resolve things informally, and I often say, this is your chance to solve this because the next step is a grievance.

What is the timeline?

Rep: 20 days?

Becky: Yes.

This is a big one. 99% of the time, our members come to us wanting to file a grievance. But what is the misrepresentation of the contract? A gripe is a complaint. A grievance is a complaint with a path forward. A grievance is a frustration backed by rights afforded in our contract. A gripe stays in the lounge. A grievance goes on the record.

- Communications data

Becky: I sent out a survey. Hermes had the most responses. Then Oak Park, Bardwell, then OMS.

Here is some of the data.

39% preferred text messages. Then personal emails. The district emails. Then Google Classrooms.

Least preferred was union bulletin boards at 36%. Then Google Classrooms, then text, then district emails, then personal emails.

I spoke with Tony at the Local and he walked me through some training on how to use the Hustle app.

Editing the current Hustle list with our memberlist will be ongoing and a large undertaking. I took our master list and removed people who don't work here anymore. Then verify your building locations. I'm on the letter N. I had a feeling that texting was going to be super important, so, any other thoughts about communication?

Rep: I like your newsletter. I think it draws people in. It has highlights, pictures, meeting dates.

Becky: Thank you.

- Know Your Rights Training

Becky: Based upon our cooperation with the district and IFT, they will bring a Know Your Rights training into the district.

It is on 12/19. It is the half day. You are scheduled from 1 - 2. Then you can go. It'll be all the building reps and admin from the building. And in our first faulty meeting in January, you can share the info with your staff. It is

a kind of "train the trainers" model. Staff of IFT will be doing it. And some other members from the community will be there, including board members.

Rep: Do we have a half day?

Becky: It will be grading time. You will come to the Resilience Center. It is taking your time but the only way to do it.

Rep: And our admin are coming too?

Becky: Yes. It is to prepare our admin and staff to prepare if ICE comes back.

It is an exciting thing. I was at a conference this weekend and the president of the IFT spoke about our district.

The leadership of IFT changed. The CTU president is now the IFT president. And they bring leaders from across the country, eight sections, to get feedback. They wanted to know what resources.

I've been struggling to update our website but I found out they can provide a website we can use.

Randy Weingarten was there. And they kinda rolled out, not their agenda, but they want to hear from us. It felt completely different. She said, *What do you need?* And so we are having a training. And they are looking to duplicate this in other districts. And we are kinda leading the way.

They are looking at funding. Living wages for PSRPs (office and support staff). How to communicate. And I got to share what works and doesn't work. And learn about things I didn't know existed, like the website.

I am going to upload into the Google Drive all the info so it will be in one spot.

Rep: Thank you.

Becky: And we did breakout sessions. And we talked about engagement. And organizing.

Just folder after folder of resources. Lots of resources. And lots about evidence-based funding.

VP - Teachers:

- PD / Out of District

Jennifer: Hi, everyone. Hope you are doing well.

The district is finally allowing people out of the district for PD. You do not have to go if you do not want to.

Some felt like they were being told, 250 miles, and felt like she had to go. But I wanted our members to know that youu are not forced to go out of the district. They cannot make you.

- Evaluations for Retirees/ Three-Year-Cycle for Informals

Jennifer: You should not be evaluated if you are retiring in June.

We are on a three-year-cycle. It says you have to have an informal.

One year you are evaluated, you get an informal and a formal. Then two years off cycle and in one of those years you get an informal, then the other year, nothing.

Rep: I was curious if they did two and they are not supposed to, are you able to then choose one of the two?

Jennifer: I'd say, you should be able to pick.

You know, they can come into the class at any time for a walkthrough. But if they send you a write-up, it's an informal.

Change is coming. I've been here a long time. These joint committees are really working hard and it is really nice. Your evaluation next time will be so nice.

Becky: It is not finalized. But in good faith, they agreed to have a plan.

Rep: No more SLOs?

Becky: I can't say anything.

Jennifer: It went very smoothly. You will be pleased.

Rep: When will you be informed?

Jennifer: The end of this school year. It will be going into our contract.

We cannot get rid of evaluations. But it will be a lot less stress.

VP - Staff:

Sandro: When you go to your next principal meeting...let me give you some backstory.

Today we had a student faint in a bathroom.

If you can get any PPA CPR trained, or trained on a defibrillator, do it. If you need to wait for a nurse, it is wasting time.

If you can start giving CPR, that would be great.

Ask the principals.

And we have a new camera room at the high school.

Sandra: They closed it down because they didn't want union eyes on what was happening.

But they allowed with collaboration to have a huge say with who we are going to put in that room, our own members.

Sandro: Safety first!

Becky: Thank you, Sandro.

VP - Clerical

Becky: We had our open house.

Building Issues

Rep: Will it always be December 1st?

Becky: It was only December 1st due to Skyward. It is usually November 1st.

Rep: Will they send an email with our choices and saying you are done?

Becky: This has been a saga of all sagas.

We have been working with Mike. There has to be a way to let us know.

Rep: The optional life insurance costs were listed wrong.

Sandro: A rep just got an email that they'd been approved.

Becky: Does it have the elections?

Rep: No.

Rep: Did anyone do anything with the FSA?

Rep: I don't think anyone had an issue.

Rep: There was an email that everyone should go to the middle school for training.

There is a tab at the top that says reports, you can get that info. You can do it after submitting. That report should list your beneficiaries. Everything you picked in there.

In terms of life insurance, you can get up to \$75,000. But you can get \$150,000 if you pay.

Pet insurance, you register on a website.

If your child turns 26, they have until 11:59 on their birthday, then you have to call Clay to remove them.

And your beneficiaries can be seen on a second window.

Sandra: I wanted to talk about the optional life. I'll be touching base with him. It says only one month's premium but broken up. But it should be more.

Reps: We noticed that last year's numbers are a lot more.

Rep: It's really cheap.

Sandra: I'm sure they won't be grandfathered in.

Rep: All the new people who think it is cheap need to be informed.

Becky: It's been a nightmare.

Rep: Print your report so you have proof.

Rep: The district should send a how-to.

Becky: Send emails and copy me on it. Jasmine and Mike.

Reps: Us secretaries have to use Skyward, we were not trained. We were given an overview.

Becky: Thank you everyone for doing that. And the reason you have the meetings at the middle school and the one at the high school, it was because of your advocacy.

MEETING ADJOURNED