



A Union of Professionals

CONTRACT BULLETIN #1

East Aurora Council/Local 604

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IN SHORT

The Table Team (TT), namely, the President, Vice-President I, Vice-President II, Vice-President III, Treasurer, Secretary, and two union observers, have met with the administration three times to discuss contract proposals: 2/5, 2/12, and 2/26.

Who are the Table Teams?

Union: includes Becky Roireau (Lead & President), Sandro Bonilla (VP Support Staff, Jessica Fisher (VP Office Staff), Jennifer Gentile (VP Teaching Staff), Sandra Williams (Treasurer), Alan Scott (Secretary), Adam Harding (IFT Field Service Director & non-voting member of team). Process observers are Kara Bown (High School Building Rep) + Susan Salinas (Middle School Building Rep).

District: includes Julie Swartzloff (Lead & Asst Superintendent of Human Resources), Jon Simpson (Associate Superintendent of Learning & Leadership), Laura Erlenbaugh (Asst Superintendent of Student Services and Differentiation), Ami Engel (Asst Superintendent of Curriculum, Instruction & Assessments), Derrick Smith (middle school dean), Mike Engel (Assoc. Superintendent/Chief Financial Officer). Process observers are Nakita Stewart

(Director of College and Career Readiness) + Daniel Ulrich
(Executive Director of Finance and Grants).

**Our 13 Negotiation Categories (including
Sub-Topics) include:**

BENEFITS AND LEAVES

Retirement- all bargaining units

-Evaluations- all bargaining units

-TRS/IMRF paperwork

-District contributes to TRS

Health Insurance- all bargaining units

Tuition Reimbursement- all bargaining units

Materials and/or \$200 stipend- all bargaining units

Sick Days + Personal Day

Parental Leave / FMLA- all bargaining units

BIRTH/PRE-K

-Contract does not do a good job covering them [e.g.
grants]

DUAL LANGUAGE [needs to be a joint committee]

Class size

Other

JOINT COMMITTEES- all bargaining units

Calendars

-length

Evaluations

-length/frequency [see retirees too]

Safety

-Security camera language

Student grades

-Less grading

Discipline

-Office/support appeals

MISCELLANEOUS-all bargaining units

District finances

Contract length

Admin hiring

Grievance language

Hiring #s

OTHER SERVICES

Certified Staff w/No Classrooms:

Counselors,
Social Workers,
Nurses

PAY (EXCLUDING SALARIES)

Overtime- office/support
Summer Curriculum- teachers
Overloads-teachers?
Internal- Teacher long term class coverage
Daily Coverage of More Than Two Classes in a Day
Subbing- support + certified

PAY - SALARIES- all bargaining units

STIPENDS

Clubs/Athletics
New/additional/revise

SPED

TRANSFERS

Job Assignments- all bargaining units
Voluntary
Involuntary
MOVING

WORK DAYS

Workday- all bargaining units
Lunch and/or Plan- all bargaining units
Specials
Duties
PLCs- all bargaining units
Faculty meetings + Division meetings- teachers
School day- all bargaining units

WORKING CONDITIONS

Licence + Professional Development- all bargaining
-GCN- all bargaining units
-Professional License fees [para + certified]
-Specialized licenses- teachers

Class size

- Dual language- teachers
- AP classrooms- teachers
- Caps: High school, middle, elementary- teachers/support

Preps- teachers

- Elementary
- Middle school [three or more]
- High school [four or more]

PPAs/Deans' Assistants

- Ratio per student

TOPIC RANKING RESULTS [FEBRUARY SURVEY] [TWO WAYS] :

[1] By adding the score up for each category (low score being ranked as more important) and,

[2]By isolating the top 7 of the 13 issues.

Topic	Avg Score	Topic	# 1-7
PAY - SALARIES	1.55	PAY - SALARIES	55
BENEFITS AND LEAVES	4.07	WORKING CONDITIONS	47
WORKDAYS	4.89	PAY (EXCLUDING SALARIES)	46
WORKING CONDITIONS	4.93	WORKDAYS	45
PAY (EXCLUDING SALARIES)	5.2	BENEFITS AND LEAVES	42
STIPENDS	6.27	STIPENDS	39
SPED	6.64	SPED	33
TRANSFERS	8.2	DUAL LANGUAGE	20
DUAL LANGUAGE	8.53	TRANSFERS	18
OTHER SERVICES	9.55	OTHER SERVICES	11
JOINT COMMITTEES	9.78	BIRTH/PRE-K	8
BIRTH/PRE-K	10.55	JOINT COMMITTEES	8
MISCELLANEOUS	10.85	MISCELLANEOUS	7

NEGOTIATIONS MEETINGS

On **February 05** from 8 AM - 2:45 PM, the Union Table Team and Administrative Table Team meet.

On **February 12** from 8 AM - 2:45 PM, the Negotiation Teams met again.

On **February 26** from 8 AM - 2:45 PM, the Negotiation Teams met once again.

Here were our **agendas**:

February 5, 2026 from 8 AM - 2:45 PM	February 12 from 8 AM - 2:45 PM
<p>Agenda-</p> <ol style="list-style-type: none"> 1. Welcome and Introductions 2. Team Building 3. Activity #1 4. Norms 5. Activity #2 6. Communication Framework 7. Activity #3 8. EA Bargaining Process 9. Practice Bargaining Topic 10. Shared Understanding 	<p>Agenda-</p> <ol style="list-style-type: none"> 1. Check In 2. Review Norms 3. Union update on Communications/Transparency 4. Shared Topic Lists 5. Determine Topics for the day's negotiations 6. Negotiations 7. Shared understandings + joint communications
February 26, 2026 from 8 AM - 2:45 PM	
<p>Agenda-</p> <ol style="list-style-type: none"> 1. Check-In 2. Housekeeping: <ol style="list-style-type: none"> a. Finalize Topics b. Review TAs (if ready) c. Review Info Request 3. Topics: <ol style="list-style-type: none"> a. Joint Committees, continued b. Retirement c. Parental Leave d. Paid Leave (Sick, Personal, Vacation) 4. Shared Understandings 	

When we negotiate, we use this structure:

3. Topics

- Alternate topics between teams
- **Step 1: “Context”**
 - One team shares, other team listens and asks questions
- **Step 2: “Tests”**
 - Feasible / Beneficial / Acceptable
- **Step 3: “List Possible Solutions”**
 - No judgment at this step; be creative and open
- **Step 4: “Test Solutions”**
 - Reach consensus = everyone can support solution



BIG BARGAINING [BBT] TEAM MEETINGS

On **February 19** from 4:15 - 6 PM, the Big Bargaining Team (BBT) (Building Representatives, Senators, and Executive Council) discussed a Conceptual Agreement regarding **Benefits and Leaves**. It was approved for Straw Design (see definition below in “Negotiation Process Clarifications”).

An Ad Hoc Committee was also approved unanimously by the BBT, which would keep the union’s current Table Team in place were there to be a change of Executive Leadership as a result of our May 2026 elections. If there is a new president, they would sit in negotiation sessions as an observer.

NEGOTIATION PROCESS CLARIFICATIONS

[1] Proposals were created using the feedback received from members via surveys, emails, and one-on-one discussions.

[2] Suggestions were organized into thirteen categories. Summer Work Groups were then organized using volunteers from our rank-and-file, who then took our members’ suggestions and began drafting specific suggestions and/or language.

[3] The Table Team then put together context and background (the "stories") for these categories and their specific topics.

[4] At our first negotiation meeting, the union Table Team shared their list of topics, as did the Administration. We then determined which topics we had in common, as well as which we did not have in common but would still need to be negotiated.

[5] Additional feedback was later (at our 02/23 faculty meetings and via email) acquired from our members using a form and asking for their negotiation priorities regarding our thirteen categories.

[6] At our first negotiations meeting [02/05], we agreed on our first Conceptual Agreement. At our next negotiations [02/12], we agreed on our second Conceptual Agreement. At our third negotiation meeting [02/26], we agreed on three Conceptual Agreements.

[7] At our first Big Bargaining Team (BBT) meeting [02/19], one of the Conceptual Agreements was brought for review. Due to time constraints, discussion of the second was paused for a future meeting.

[8] After discussion, the BBT approved the CA to begin "Straw Design," which is when a Conceptual Agreement gets drafted into specific, contract-ready language.

[9] NOTE: After a Conceptual Agreement is approved by our Big Bargaining Team (and, on the district's side, their Cabinet), the CA is drafted into its specific language (Straw Design). After this gets final approval by the Table Team, it becomes a Tentative Agreement (TA), which means it now waits for review and vote by our members once the entire contract (CBA) is voted upon.

[10] Once a specific proposal has reached the status of "Tentative Agreement" -- meaning, both sides have put the proposal into the "done" file (until such time that the entire contract will be voted on by the members) -- we will begin releasing some of the details of those proposals to the members (under advisement by the Local).

[11] After each Negotiation Meeting, a Joint Statement will be released to the staff via district email. Once a month (at minimum), our union will release a Contract Bulletin via our website and union Google Classrooms.

[11] At our Monday 02/23 faculty meetings, the union presented [slides](#), which shared some information and updates about negotiations.

[12] Our new, improved D131 [union website](#) was shared. This site will include links to our contract update bulletins.

[13] Our Communication Team developed a [glossary](#) of Negotiation terms.

ORGANIZING 101

- You have the right to wear union buttons and shirts, and to display stickers and signs in/on your car.
- Public sidewalks, even on the school side of the street, can legally be used to promote union activities, including talking to parents, holding signs, and chanting. The first amendment protects your right to free speech.
- Union materials can be posted, disseminated, and discussed in copy, lunch, and break rooms. You can discuss union matters with co-workers during lunch and plan periods, as well as before and after school.
- Labor law prohibits retaliation for union speech and organizing.

ACTS OF SOLIDARITY

- Acts of solidarity are essential because they show that the members are united behind our negotiators.
- Wear blue or your union shirt on Thursdays!

NEXT MEETINGS

- The Table Team will meet with administration to continue negotiations on 03/05, 03/12, 03/26, 04/10, 04/17, and 04/23.
- The Big Bargaining Team will have its next meeting on 03/19 from 4:15 PM - 5:45 PM.

LABOR QUOTE

"Unions aren't all perfect, but they have done more to bring about equal opportunities and break down class barriers than any other institution" ~ *Kareem Abdul-Jabbar*

Written by our Communication Committee: Alan Scott, Becky Roireau, Candelaria Barrientos Jimenez, Melinda Thomas