
I. Call to Order at 4:37 p.m. by Barb Bettis

Members present: Barb Bettis, Donna Streit, Scott Sternal, Donna Kielbasa, Carol Mammoser, Chris Bucchi, Kathy Cebulski, Amy Grantham, Steve Hoyt, Audrey Leaver, Katie Sternal, Jenn Strasser, Will Vega

UniServ Director: Jack Janezic

Minority Director: Graciela Aguirre

Region 24 Chair: Doreen Roberts

Visitors: : Mike Lamb

II. Consent Agenda

A. Approval of Oct. 9, 2019, Minutes

B. Approval of November Agenda

The consent agenda was approved as corrected

III. New Business

A. Committee Approval

1. Patrick Coleman - Special Education - Safety Council

A motion was made by Scott Sternal to approve Patrick Coleman to the Safety Council. Kathy Cebulski 2nd. Motion Passed 15 yeas, 0 nay

B. President's Report

1. Salvation Army - Dec. 14 - Jewel on 1040 Summit St, Elgin, IL

a) 2 people together working each door

b) Bring your kids, play a kazoo

c) Have fun with it

d) It takes \$30 to send kids to camp

e) Mr. Rignor will be present at the ETA RA with a kettle to talk about it

f) Members who can't attend, can we do a collection at the schools

g) Carol and Donna K will be getting information out soon

h) ETA Hats are being worked on for members who sign up to ring the bell

2. MCM Update

a) Site Exception Process

(1) ESSA Money is available for SIP team to come up with a plan that can be used in any way it can help students

(2) There is an application process for the money. Contact person is Brian Lindholm.

b) Environmental Survey

(1) A lot of requests went to John Heiderscheidt instead of the correct department

(2) The survey will be redesigned so that it goes to the correct department. A work in progress.

(3) Good participation rate

(4) The district is sorting through the data to address the concerns

c) Teacher/Building Concerns

(1) Century Oaks - Principal survey about herself to help her improve

- (2) Ridge Circle - grievance is ready to go
 - (3) Tefft - grievance is at step 1 right now
 - (4) South Elgin - safety issues
 - (5) Some type of system needs to be in place so the ETA board is aware of all incidents involving students harming teachers
3. Previous Fair Share "members"
 - a) Some do not want to be contacted
 - b) Will send a letter to the others to invite to be a member
 4. Transcripts November 29 - a letter will be coming out for the 1400 members who's files have been completed. The rest of the files will be completed.
 - a) List where you were
 - b) Where you are now
 - c) Retro pay
 - d) What your credit hours are after the review
 5. Share out of Committee Reports - How do we get information out to members?
 - a) Links on ETA website to other committees?
 - b) Members only part of website?
 - c) General Summary - questions contact
 - d) Slide Deck with links?
 - e) Putting minutes into the PC website?
 6. BAM - January RA
 7. ISBE Liaison - Will Vega
 - a) Not too many changes to ELIS
 - b) Can hold meetings at buildings to help teachers with the ELIS system
 8. October One on One Report Out
 - a) When you hear "ETA" what do you think?
 - (1) Protection of teachers rights
 - (2) Support for teachers
 - (3) Teachers working together to support student
 - (4) Advocating for teachers with administrators
 - (5) Collective bargaining unit
 - b) What are the biggest challenges you and your colleagues face in your building?
 - (1) Workload of teachers
 - (2) Administration which is not helpful to teachers
 - (3) Apathy of members towards doing the work of the ETA
 - (4) Over testing of students and "other" things that take away from curriculum time
 - (5) Safety not being addressed
 - (6) Understanding the contract
 - c) What training can the ETA provide to support your building?
 - (1) How to support and represent a member in discipline
 - (2) Continued SIP and SD Support
 - (3) Contract training (What is in our contract)
 - (4) Robert's Rules and Leadership
 - (5) Rep training

d) What's Next

- (1) Head Representative Training (October RA)
- (2) 9.7 and 9.8 Training (November RA)\
- (3) Grievance Training (November RA)
- (4) Grievances filed and Grievance Committee Running (October)
- (5) Visits to buildings for support (Ongoing)

C. Treasurer Update

1. Deposited TWE money \$3387 + \$253
2. Chris Bucchi will be offering Cubs tickets in the spring to raise more money
3. ETA Outing to a Cubs game
4. Bill for folders and sheets, plus for the contract
5. Met with Region for sub bills

IV. November RA Training - breakout sessions

- A. 9.7 and 9.8 Training
- B. Grievance Training

V. Grievance Committee Report

- A. South Elgin Grievance
 1. SD - asked for safety plans - no plans, grievance caused plans to come forward but now the safety plans are not being followed
- B. Ridge Circle Grievance
 1. Retaliation with admin and member attending a meeting the admin did not want the member at
- C. Tefft Grievance
 1. Full spirit week, allowing students to dress in costumes on Halloween and did not go through SD, circumvents to contract, pattern of behavior
- D. Potential Elgin High School Grievance
 1. Attendance committee not always willing to go through SD

- VI. **December RA** - Donna Streit made a motion to cancel the December RA. Carol Mammoser 2nd it. Passed with 15 yeas, 0 nays

On motion of Barb Bettis the ETA Board adjourned at 6:45 P.M.

Approved 12/11/19

Respectfully submitted,

Donna Kielbasa
Secretary