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**I. Call to Order**

**Members present:**

**Officers:** Barb Bettis, Scott Sternal, Jose Rosa, Donna Kielbasa, Carol Mammoser

**Elementary Section Directors:** Noemi Hernandez, Lesley Beallis, Jenn Strasser, Lori Ann Pettey

**Secondary Section Directors:** Katie Sternal, Will Vega, Steve Hoyt, Eric Illich, Kathy Cebulski

**Minority Director:** Marty Renteria

**Region 24 Chair:** Doreen Roberts

**Region 24 Vice-Chair:** Graciela Aguirre

**Other Attendees:**

**UniServ Director:** Jack Janezic

**Visitors:** Jen Bury

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**I. Consent Agenda**

A. Approval of Sept. 9, 2020, Minutes

B. Approval of October Agenda

The consent agenda was approved

**II. Old Business**

A. Future of ETA Committees

1. Discussion needs to be had on effectiveness of committees, length of terms on committees, members participation in committees

2. Need productive members on committees

3. A lot of teachers in district, need to have new voices heard

a) Renominate after a certain amount of years

b) Reevaluation process needed

c) Some committees do have terms per the contract, perhaps negotiate it for a new contract

d) Spread out terms so we are not reevaluating members at the same time

e) Cochairs need to talk with ETA leadership about members if there is a problem

**III. New Business**

A. Section Director Meeting from 4 to 4:45

1. Meet at 4 p.m. with sections before RA

a) ZOOM to reps and head reps in Secondary Sections - Questions to ask

(1) What do you still need to know from the district? From ETA?

(2) What support do you need from ETA?

(3) Role of SD

(4) Conferences

(5) What are the obstacles of distance learning?

- (6) What is the most time consuming as a teacher?
- (7) MS rep with each section director to answer MS for 2nd quarter
- b) Elementary with meet in groups, separate group for EC, to answer questions since they are starting back sooner
  - (1) Questions come from the teachers via google form
  - (2) Answers will be given or sought out
  - (3) Spokesperson for each site
  - (4) K-2 questions are priority
  - (5) RSVP Form for ZOOM
- c) RA will be from 5 - 6 p.m.
  - (1) Set norms at the beginning and the purpose of the chat
  - (2) Chat is for members, not for section directors
    - (a) Give Barb's questions ahead of time so Barb can get answers and address them at RA
  - (3) Steve and Katie will have ETA log in to monitor the chat
    - (a) Answers will then come from ETA
    - (b) Only Katie and Steve answer questions or they get sent to Barb and Jose
      - (i) Text Katie if you think you can help with the answers for the chat
      - (ii) This is a meeting, chats should be limited
      - (iii) Perhaps a link to a form for questions to be put on

B. SCOC Appointments

- 1. Steve Hoyt - Chair
- 2. Amy Grantham - filling

Scott Sternal made a motion and Katie Sternal second to have Amy Grantham appointed to the SCOC.

Steve Hoyt moved to close debate. Donna Kielbasa seconded the motion.

The motion was approved unanimously 17 yeas, 0 nays, 0 absentions

C. Donna Kielbasa - resigning from TAP

D. TAP Appointments

- 1. William Connelly

Katie Sternal made a motion and Steve Hoyt second to have William Connelly appointed to TAP.

Carol Mamosser moved to close debate. Kathy Cebulski seconded the motion.

The motion was approved unanimously 17 yeas, 0 nays, 0 absentions

E. TMP Appointments

- 1. Donna Kielbasa

Carol Mammosel made a motion and Leslie Beallis second to have Donna Kielbasa appointed to TMP.

Will Vega moved to close debate. Katie Sternal seconded the motion.

The motion was approved 16 yeas, 0 nays, 1 abstention (Donna Kielbasa)

F. Elementary Section 5 Section Director

1. Lori Ann Pettey Section Director by Acclamation

G. Instructional Council

1. Brigid Trimble

Steve Hoyt made a motion and Will Vega second to have Brigid Trimble to fill the vacancy on Instructional Council.

Will Vega moved to close debate. Katie Sternal seconded the motion.

The motion was approved unanimously 17 yeas, 0 nays, 0 absentions

**IV. PERA Committee**

A. ISBE is leaving it up to locals for a decision on evaluations

B. Met with Tony, Josh, Ann, Legal about evaluations

1. An MOU will be coming out

- a) Benchmarks should have occurred by Sept. 30th

- b) SLOs need to continue and follow the cycle and deadlines

- (1) Pre-tenure - 2 needed by March 1st

- (2) Tenure - 2 needed by April 15th of their evaluation year

- c) Summative Evaluations

- (1) No formal evaluations done for pre-tenure and tenure teachers

- (2) Pre-tenure teachers will default to proficient

- (a) 1st through 3rd years can still be let go without reason

- (b) 4th year needs a reason to be let go

- (c) Pre-tenure will not get fast track to tenure

- (3) Cycle does not shift

- (4) No summative evaluation this year - default

- (5) One Informal observation will happen with conversation afterwards with Form D

- (a) Pre-tenure and tenure teachers

- (b) Need to have a conversation about this

- (c) Admin of the building that the teacher will be in will do the evaluation

- (d) Admin need to see what teachers are facing every day

- (e) Needs to be mutually agreed upon if there is to be more than one formal

- (f) Will sit in system but will not impact anything

- (6) Tenure teachers will default to their most recent rating

- (a) This does not change tenure or seniority

- (7) Distance Learning may exist for a while

- (a) TAP needs to start looking at what Evaluations can look like in a distance learning environment

**V. Fraudulent claims are being made in the name of some teachers**

A. Unemployment claims are being filed under teachers ss numbers

B. District office is being notified by Unemployment

- C. Unemployment will send you a letter
  - 1. Contact Melinda Leman from the district
  - 2. Check credit score
  - 3. Put in for identity theft
  - 4. Put a freeze on accounts
  - 5. Report to police department
- VI. GPA - Jen Bury**
  - A. Election is Nov. 3rd
  - B. Look at IEA form for endorsed candidates
  - C. Fair Tax link on IEA website
  - D. Remind people to vote
  - E. School Board election in the spring - 3 seats up
- VII. Release Time**
  - A. Barb had informal conversation about release time for 1st VP
  - B. .2 release was asked
  - C. Cost would be involved
    - 1. Dues increase
  - D. Information - why is it needed
    - 1. Number of ETA members from the past
    - 2. What is work being done?
    - 3. What hasn't been able to be done?
  - E. How could the role be expanded?
- VIII. Notification of payment to technology pd**
  - A. \$510 to be paid out to presenters
- IX. RA Agenda**

On motion of Barb Bettis the ETA Board adjourned at 5:57 P.M.  
Minutes approved on 11/11/2020

Respectfully submitted,

Donna Kielbasa  
ETA Secretary