

I. Call to Order

Members present:

Green - in attendance Yellow - absent

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

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

Secondary Section Directors: Katie Sternal, Courtney Byer, Steve Hoyt, Eric Illich, Kathy Cebulski

Minority Director: Marty Renteria

Region 24 Chair: Barb Bettis

Region 24 Vice-Chair: Scott Sternal

UniServ Director: Jack Janezic

Visitors: Kathy Difatta

II. Consent Agenda

A. Approval of [Feb. 9, 2022 Minutes](#)

B. Approval of March Agenda

The consent agenda was approved.

III. President's Report

A. Post TA update

1. School Board approved the TA and the extension is officially in place
2. Discussion about the next steps
 - a) Interest Based Bargaining
 - b) Working with CIC
 - c) Get in touch with committee chairs
3. The \$1000 stipend will be an off cycle check in between the 2 paychecks in May
 - a) Dues should not be taken out of the check, nor will health insurance
 - b) It is inclusive of TRS and all taxing bodies

B. March RA will be via Zoom

1. ECC is shuffling us around again due to construction
2. Hope is that April and May will be back at ECC

C. New HR Superintendent has been hires

IV. 1st VP Report

A. Implementation update

1. 3 applications did not go through for various reasons
2. 8 elementary and 1 middle school were chosen
3. Will see data at next meeting

4. Outline process at sites who are losing members of the U-46 Rising Team
5. Site Exception process clarified
6. Will be looking at the surveys about how schools were elected

V. 2nd VP Report

A. TWE Update

1. Message sent to schools with baskets
 - a) Jose will be picking up the baskets and taking pictures
 - b) Scott will get them posted on the website, hoping for next week
2. 6th & 8th Grade
 - a) 91 students nominated
 - b) Application will be closed soon because we have to turn around time with ordering shirts and organizing certificates

VI. Treasurer Report

- A. Budget was presented

VII. Secretary Report

A. Constant contact

1. About 500 people not signed up for ETA communication

B. Potential members

1. Around 160 potential members
 - a) Emailed sent by Donna
 - b) List sent to head reps

C. Retired teachers

1. How long do we leave them in CC and FB?
 - a) Retired teachers CC folder to only get emails pertaining to them
2. How to maintain relationships with retirees?
 - a) Elgin Area Retired Teachers

VIII. SCOC Update

A. Presentation on how movement works on the salary schedule

1. Yearly step with 1 extra lane movement in 3rd year
2. Yearly step with 1 extra lane movement every year
3. Yearly step with 2 extra lane/step movement
4. You can earn as many PC as you want
 - a) You will only be awarded up to 5 PC a year
 - b) The rest of them go away and do not carry over
5. Over 50% of our members have made additional movements over the past 2 years

IX. Region 24 Reports

- A. Region meeting at the end of the ETA in April

X. Election Committee

- A. More time is needed to verify the results to make sure everything is accurate
- B. Large number of write in notes
- C. Will need new election chairs for next year
 1. Jim is retiring
 2. Anne is stepping down

D. A manual will be put together by Jim, Anne, and Barb

XI. IEA New Business Item

A. New ByLaw Amendment

1. Restructuring of dues

a) All members pay the same dues amount - flat rate

b) New structure is based on credible earning

(1) The more you make the more you pay

(2) Doing this in the name of equity

(3) Will need a $\frac{2}{3}$ vote to pass the RA

(4) How do they get more money to pay for expenses

B. IEA is tracking reasons for dropping out of union

1. There has not been a lot of growth over the last 15 years, it is steady

XII. [RA Agenda](#)

XIII. Staffing timeline

A. Dishonorable Dismissal - Cannot be rehired generally

1. Pretenure 1, 2, 3 do not need a reason for release

2. Pretenure 4 do need a reason

3. No requirement to let teachers know beforehand about being released

B. Honorable Dismissal

1. Meeting about what that means and when and how to reenter U-46

C. Reduction in Force (RIF)

1. May be targeted

2. Honorable Dismissals - can be rehired

On the motion of Barb Bettis, the ETA Board adjourned at 6:43 P.M.

The minutes were approved April 13, 2022

Respectfully submitted,

Donna Kielbasa

ETA Secretary