

## I. Call to Order

The following schools and departments signed in: Green - in attendance Yellow - absent

**Elementary:** Bartlett Elementary, Centennial, Century Oaks, Channing, Clinton, Coleman, Creekside, Early Learners, Fox Meadow, Garfield, Glenbrook, Hanover Countryside, Harriet Gifford, Hawk Hollow, Heritage, Highland, Hillcrest, Hilltop, Horizon, Huff, Illinois Park, Independence, Laurel Hill, Liberty, Lincoln, Lord's Park, Lowrie, McKinley, More at 4, Nature Ridge, O'Neal, Oakhill, Ontarioville, Otter Creek, Parkwood, Prairieview, Ridge Circle, Spring Trail, Sunnydale, Sycamore Trails, Timber Trails, Washington, Wayne, Willard

**Middle School:** Abbott, Canton, Eastview, Ellis, Kenyon Woods, Kimball, Larsen, Tefft

**HighSchool:** Bartlett, Center House/CSP/SWEP/Moving On, DREAM, Elgin, Larkin, South Elgin, Streamwood

**Departments:** Art, Diagnosticians, Educational Pathways, ELL, Health Services, Music, Physical Education, Psychologists, Social Workers, Specialized Student Services, Speech & Language, Teacher Leaders @ ESC

**Guests:** AIG: Michael Dolan & Justin Verwijst

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## II. Consent Agenda

- A. Approval of [March 16, 2022 minutes](#)
- B. Approval of April 20, 2022 agenda

The consent agenda was approved.

## III. Meeting Norms

- A. Be recognized by the chair prior to speaking
- B. Name and School when speaking
- C. Masks must be worn at all times
- D. No food or drink allowed
- E. Questions need to be general and not individual

## IV. President's Report

- A. Bargaining Update
  - 1. Timeline
    - a) Bargaining team will be meeting 11 times from now until mid June
      - (1) One district person and one ETA person will be a liaison to each side
    - b) April 21st - ETA and District Contractual Committee Chairs will meet with Barb Bettis and Dr. Suzanne Johnson to review protocols for meeting with bargaining teams on May 6th.
    - c) A liaison from the ETA Bargaining Team and District Bargaining Team will be chosen to act as an intermediary between the 2 groups.
  - 2. Contractual Committees

- a) Were given a google form to fill out
  - b) Look at contract language and make recommendations for changes
- 3. CIC
  - a) A form has been sent to the chairs of the various CIC Committees
  - b) Bargaining teams will be meeting with the various committees.  
This will begin in May and will continue in the fall as needed.
- B. May Representative Assembly
  - 1. In person at ECC
  - 2. Honoring retiring teachers in the dining room with hors d'oeuvres
  - 3. Begins at 4:00 p.m.
  - 4. Business portion will begin at 5:00 p.m.
- C. General Updates
  - 1. \$1000 Recognition Stipend will be paid out on May 20th. This is an off cycle pay check.
  - 2. Retro Pay for Elementary Split Teachers will be paid out on the June 10th
  - 3. HB 1167 passed on April 5th. A process is being finalized for members to recover benefit days used related to COVID
    - a) There will be a letter sent to staff who were out due to covid from the district. You need to respond to that letter asap. It needs to be completed by May 10, 2022.
- D. AIG Retirement Presentation
  - 1. U-46 Retirement Committee ETA Reps
    - a) Barbara Bettis - ETA President
    - b) Bill Greguras - Kenyon Woods Middle School
    - c) Eric Ilich - Bartlett High School - Section Director
    - d) Jack Janezic - Uniserv Director
  - 2. Contribution annual limits - 403b
    - a) \$20,500
    - b) age -based catch up (50+) \$6,500
  - 3. Withdrawals
    - a) Reach age 59½ or 72 (age 70½ if born before July 1, 1949)
    - b) Severance from employment
    - c) Death or disability
    - d) Financial hardship
    - e) Withdrawals prior to age 59½ might be subject to federal restrictions and a 10% federal early withdrawal tax penalty. Income taxes are due upon withdrawal.
  - 4. Employee Matching
    - a) Employer matching contributions are a valuable benefit, don't leave free money on the table! There are 3 different ways for matching contributions from the District:
    - b) ETA members having at least 20 years of service may be eligible for a match that is given for a 1 or 2 year notice up to \$5,000 per

- year. A maximum match of \$10,000 that is paid out on the last payroll in August after retirement
- c) ETA Teacher Contract (Good until 2023) maximum salary cap gives you a 5% match of the maximum salary which is \$5,047.70 match per year. This match is paid on your bi-weekly payroll.
5. AIG Retirement Services offers you a retirement plan with the following features:
- a) Choice of 14 leading name brand mutual funds at significantly lower expenses
  - b) No Mortality and expense fees, sales charges or sales loads
  - c) No surrender charges
  - d) Loan provision
  - e) Easy access to one-on-one personal counseling
  - f) 24/7 access to account information and transactions by phone, online and mobile devices
6. U-46 Contacts - Contact HR to find out what area your school is in
- a) **Michael Dolan** - Northwest buildings  
773-558-5692 [Michael.Dolan@AIG.com](mailto:Michael.Dolan@AIG.com)
  - b) **Alec Gober** - Northeast buildings  
815-990-8026 [Alec.Gober@AIG.com](mailto:Alec.Gober@AIG.com)
  - c) **Justin Verwijst** - Southwest buildings  
312-848-3623 [Justin.Verwijst@AIG.com](mailto:Justin.Verwijst@AIG.com)
  - d) **Jimmy Valle, CFP®** - Southeast buildings  
312-877-2232 [Jimmy.Valle@aig.com](mailto:Jimmy.Valle@aig.com)

## V. 1st VP Report

- A. Site Exception Process - This is a break of the contract language
- 1. Be careful if you are using the template that was shared by an executive director
    - a) This needs to fit your school and your needs, these should not be cookie cutter site exceptions
  - 2. Voting Process
    - a) Does not need the official ETA Ballot Box
    - b) Sites can use an envelope to collect the ballots
    - c) Voting open for four days (a final voting day, and the three days prior) or can conclude the voting after everyone has voted
    - d) Head rep send email to staff about the process to vote and who will have the ballots
    - e) Head rep should send the full site exception to everyone before the vote takes place
    - f) All ETA members on staff and in building vote, regardless of next years assignments
      - (1) If you are on a leave of absence, you are not allowed to go to any district building, therefore you cannot vote on this
      - (2) 75% of the ETA members in your building not 75% of who

voted.

- g) Google Form is NOT an accepted method for the site exception process
  - h) Affidavit must be used to keep track of members who have voted.
    - (1) Reach out to your section director to get an official affidavit prior to the vote
    - (2) Section Director to reach out to Kathy Difatta for the affidavit
  - i) Ballots and affidavits must be turned in to the ETA Leadership at the conclusion of vote
    - (1) Ballots can be as simple as “Do you approve the site exception as presented?” Yes or No
    - (2) The members should have the full site exception before the vote so they can read through it
  - j) Head rep should be counting the ballots and another person should be there to verify the vote count
  - k) If the site exception fails at the school, the district will have to figure out what the next steps are
3. Approval of the Site Exception
- a) The site exception applies to all staff at the site
  - b) Modeled after the vote for a Tentative Agreement, when it passes it applies to all staff
  - c) This is a site based decision, not an individual decision
  - d) Members with disagreements need to bring concerns forward prior to the vote
4. May Board Meeting
- a) Will be reviewed at the May 11 BOD meeting and then brought to the May 18 RA
    - (1) Site Exceptions need to be turned in no later than Friday, May 6, 2022
    - (2) Continue to follow the ETA Site Exception Process on the ETA Website
    - (3) Reach out to your section director and/or ETA leadership to support you as you work through the process
- B. Building Elections
- 1. In building elections for next year's SIP and SD teams, District PD committee, and ETA Building Reps should occur no later than Friday, April 29.
    - a) New ETA Reps can be seated at the May Representative Assembly
  - 2. Guidance is available on the ETA Website under ETA Membership Trainings [In Building Elections](#)
  - 3. Reach out to ETA Leadership and/or your Section Director if you need additional support with your building elections

4. The new SIP and SD chairs and teams should begin doing the work in May as the building plans for the next school year
  - a) SIP Summer Work
  - b) Selection of new U-46 Rising Team Members
  - c) SD Work for 22-23
5. U-46 Rising Team Members
  - a) A new form will be coming out next week to use for staff to fill out to be on the team
  - b) SIP and SD Chair and Admin decide who are on the team
  - c) If your team is full and the people want to stay on it, you do not need to send out form
  - d) Teams are 8 people
    - (1) 2 admin
    - (2) Minimum of 4 classroom teachers
    - (3) Preference is given to 2 related services/non-traditional teacher on the team

**VI. Treasurer's Report**

- A. Budget Report was presented

**VII. Region 24**

- A. 28 delegates were able to go - 24 reps were able to attend both days
- B. Dues increase for IEA
  1. Region 24 voted 4 yes and 20 no
  2. A meeting with IEA leadership was requested to discuss

**VIII. Acknowledgments**

- A. SCOC Salary Schedule Training
  1. Thursday, May 5 @ 4 PM
  2. Zoom Webinar
  3. Invitation will be sent via Constant Contact
- B. 2022/2023 ETA Calendar
  1. **August 2022**  
Board Meeting - August 17  
Representative Assembly - Wednesday, August 24
  2. **September 2022**  
Board Meeting - Wednesday, September 14  
Representative Assembly - Wednesday, September 21
  3. **October 2022**  
Board Meeting - Wednesday, October 12  
Representative Assembly - Wednesday, October 19
  4. **November 2022**  
Board Meeting - Wednesday, November 9  
Representative Assembly - Wednesday, November 16
  5. **December 2022**  
Board Meeting - Wednesday, December 14
  6. **January 2023**

Board Meeting - Wednesday, January 11  
Representative Assembly - Wednesday, January 18

7. **February 2023**

Board Meeting - Wednesday, February 8  
Representative Assembly - Wednesday, February 15

8. **March 2023**

Board Meeting - Monday, March 6  
Representative Assembly - Wednesday, March 15  
IEA Representative Assembly - March 9-11

9. **April 2023**

Board Meeting - Wednesday, April 12  
Representative Assembly - Wednesday, April 19

10. **May 2023**

Board Meeting - Wednesday, May 10  
Representative Assembly - Wednesday, May 17

C. Final TAP Deadline

1. Summative Conferences by May 13 since May 15 is a Sunday this year
2. Contact TAP at [TAPadm@u-46.org](mailto:TAPadm@u-46.org)

**IX. 2nd Vice President Report**

- A. Those Who Excel Basket Raffle

**X. Adjournment**

On motion of Barb Bettis the ETA adjourned at 6:30 P.M.  
Minutes approved on 05/18/2022

Respectfully submitted,

Donna Kielbasa  
ETA Secretary