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## I. Call to Order

The following schools and departments signed in:

**Elementary:** Bartlett Elementary, Centennial, Channing, Clinton, Coleman, Creekside, Fox Meadow, Glenbrook, Hanover Countryside, Harriet Gifford, Hawk Hollow, Heritage, Highland, Hillcrest, Hilltop, Horizon, Huff, Independence, Laurel Hill, Liberty, Lord's Park, More at 4, Nature Ridge, Ontarioville, Parkwood, Prairieview, Ridge Circle, Spring Trail, Sycamore Trail, Teacher Leaders @ ESC, Timber Trails, Washington, Wayne, Willard.

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

**HighSchool:** Bartlett, DREAM, Elgin, Larkin, South Elgin, Streamwood

**Departments:** Elementary Music, Elementary PE, Health Services, Social Workers, Speech & Language

Guests: Beth Berg, AIG Representatives: David Oulvey, Erik Lindgren, Dylan Hernandez

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## II. Approval of the Minutes

A. Sept. 18, 2019 - approved

## III. Approval of Agenda - approved

## IV. President's Report - Barb Bettis

### A. Beth Berg - Insurance Open Enrollment

1. ALEX will be available by tomorrow - virtual visit
2. Oct. 28 to Nov. 8 is open enrollment
  - a) Active enrollment
  - b) Coverage starts January 1, 2020
  - c) You must go in to Munis even if you are keeping the same insurance
3. Wellness Program - New for 2020
  - a) Calendar year
  - b) \$120 earned with 100% completion in Rally
  - c) Health Survey will be required
  - d) Stride - walking program, set a monthly goal, hit is for 12 days a year and you earn \$20 a month gift card. Potential of \$240. It does connect with other apps such as Strava or Garmin to track other activities beside walking
  - e) Quit for Life - stop smoking program - 30% for Rally
  - f) BMI, A1C, Cholesterol - 20% for Rally
4. RX plan changes
  - a) Benefits are different among all the plans
  - b) Exclusions for drugs will happen - if you have used one of these drugs in the past 6 months you will be receiving a letter from United Health Care
5. Please read the benefits newsletters that are being sent to see what all the changes are to the plans. Use ALEX to help you navigate which plan would be best
6. 2 new benefits for next year: Hospital Indemnity Plan and Critical Illness Benefit

### B. AIG - 403(b)/457

1. Contributions start Nov. 1 if you are currently enrolled in a 403(b) plan
2. Redirected contributions will be invested in age based target date funds
3. After Oct. 25 you can Enroll Online: <https://www.valic.com/home>

## **C. Committee Appointments**

### **District Committees**

1. Jennifer Trygar - MTSS Committee
2. Carrie Bansley - Insurance Committee
3. Scott Sternal - Salary Credit Oversight Committee
4. Chris Bucchi - Salary Credit Oversight Committee
5. Tammy Flan - Elementary Workload

### **ETA Committees**

1. Melissa Genz - ETA Budget Committee
2. Kathy Cebulski - Grievance Committee

## **D. Transcript Review Process**

1. October 15 - Last day for additional graduate hours for salary compensation to be considered for the start of year salary increase.
2. October 15 - All requested transcripts (approx. 1,400 who requested) completed. All others will be looked at but there is no timeline to this being completed.
3. Members will receive a letter from Human Resources stating current salary including current step and lane Oct. 25. This will not include new credits. This is the normal letter we always get.
4. Members will receive a second letter with the details of transcript review on Nov. 29
5. Any additional graduate hours not turned in as of October 15 must be in to HR by February 15th, to be considered for second semester salary increase.
6. Salary increases will be on the last paycheck in Nov. for 1st semester and March for 2nd semester
7. Transcripts can be sent to [transcripts@u-46.org](mailto:transcripts@u-46.org)
8. Principals should be putting in the SIP and SD teams in the program to earn credits

## **E. Specialized Education Committee Election - Wednesday, Oct. 23rd**

1. Follow directions explicitly. Do not fold ballots.
2. Kindergarten votes with elementary.
3. Elected positions with no candidate elected will become appointed positions by president

## **F. Request for Absences**

1. All ETA requests for subs/absences must be approved by the ETA President.
2. If you do not receive approval from the ETA, you should not use the Union Activities code. Plan ahead so that you have approval before inputting the absence.
3. The three appropriate codes are:
  - a) District > Union Activity - ETA
  - b) District > Teacher Visitation (TEI)
  - c) District > ETA Emergency Day (Weather Related) - guidelines will be coming forth. You may be asked to provide photos

## **V. 1st Vice President's Report - Donna Streit**

### **A. TWE**

1. Nov. 6 at Elgin Lanes
  - a) \$20 per team
  - b) Time slots 3:00, 4:00, & 5:00 p.m.
2. Tickets: 1 for \$1; 6 for \$5; 12 for \$10
  - a) Put Name, Building, Phone Number, Prize Number or Letter
  - b) Make checks out to TWE
  - c) Ticket sales at <http://theeta.org/> sales end promptly at 7 p.m. on Nov 5th
3. Pictures of Basket due by Oct. 18 to [etathosewhoexcel@gmail.com](mailto:etathosewhoexcel@gmail.com)

- a) Bring Basket and tickets you sold the day of the event
- 4. If you would like to help contact [etathosewhoexcel@gmail.com](mailto:etathosewhoexcel@gmail.com)
- 5. Former U-46 grad is donating a wooden bench. This will be a different raffle

**VI. Treasurer's Report - Carol Mammoser**

**A. Audit**

- 1. The Tighe, Kress, Orr audit is nearing completion.
  - a) Budget Committee will meet to review audit as soon as completed
  - b) ETA Board of Directors will then review
  - c) Overview of Audit will then be brought to the RA
- 2. Three accounts
  - a) I Pace
  - b) TWE - overdrawn in 2017
  - c) General account

**VII. Association Representative Training**

- A. General Role of the Head Rep
- B. Meeting with your Administrator
- C. Monthly Musts for Head Reps
- D. Building Representative Responsibilities
- E. Role of Reps in SIP and SD
- F. Problem Solving Process

**VIII. Region 24 - Doreen Roberts**

**A. Fall IEA Region 24 Election**

- 1. 22 positions for IEA RA on March 5 - 7, 2020, in Rosemont
- 2. Nomination window opens October 16, 2019.
- 3. Nominate through link on [www.theeta.org](http://www.theeta.org)
- 4. Active Members Only
- 5. Nomination window closes on November 8, 2019 at 5:00 PM
- 6. Election materials handed out at November ETA Rep Assembly
- 7. Election on December 5, 2019 at all Sites

**B. [www.iearegion24.org](http://www.iearegion24.org)**

**C. Region 24 PD Funding**

- 1. EMELT Ethnic Minority Emerging Leadership Training
  - a) November 1-3, 2019 Springfield, IL
  - b) travel-lodging (double occupancy)-meals
  - c) 4 members \$500/each
- 2. NEA Leadership Summit
  - a) March 13-15, 2020 Orlando, FL
  - b) travel-lodging (double occupancy)-meals
  - c) 4 members \$1500/each
- 3. IEA Summer Leadership Academy
  - a) July 20-24, 2020 Bloomington, IL
  - b) travel-lodging (double occupancy)-meals
  - c) 4 members \$600/each

**D. Jim Krambeer asked why the Region Board has members on it who are not ETA Board members which is in violation of the bylaws.**

- 1. Region Bylaws created 2 years ago, 2017. Those positions were elected Dec. 2018 but now they no longer hold ETA Board seats
- 2. Region needs to have a discussion about this at a future date
- 3. Region will review all bylaws to be in compliance and make recommendations

**IX. Next month's Training**

- A. Representative Role in 9.7, 9.8, and DCFS investigations
- B. Grievance Training
- C. Plan with the reps from your building to determine who will see which presentation.
- D. Future Trainings
  - 1. Head Rep training, repeat of tonight, Oct. 29th, ETA Office 4-5 p.m.
  - 2. SIP and SD Training
  - 3. Consensus Training

**X. Announcements**

- A. Rhianna Hunter ISBE Those Who Excel Nominee from Dream
- B. Invite a member to join you next month
- C. BAM will be back next month

On motion of Isabelle Torres and 2nd by Katie Sternal the ETA adjourned at 6:39 P.M.  
Draft for approval

Respectfully submitted,

Donna Kielbasa  
Secretary