
I. Call to Order at 4:30

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

Other Attendees:

UniServ Director: Jack Janezic

Region 24 Chair: Doreen Roberts

II. Consent Agenda

A. Approval of Nov. 11, 2019, Minutes

B. Approval of Dec. Agenda

The consent agenda was approved.

III. Grievance Committee Report

A. Report out on grievances

1. These grievances have been resolved

a) Ridge Circle, South Elgin, Tefft

2. One open at South Elgin - 9.2 with safety - further steps need to be taken

3. ETA

a) Those who applied graduate hours by Oct. 15 deadline were not paid. HR says there were about 12 people. ETA says there are more members than the 12.

b) This is still open. Barb is looking into a deadline to get the transcript reviews done. District will not commit.

(1) Those that put in to review but have not been

(2) Those who have problems with their review

IV. Treasurer's Report

A. Audit Update

1. Finished as of today

2. Every account is balanced to the penny

3. Budget and audit will be shared at the January meeting

4. Summary will go to the RA

B. Bill for subs paid to district

V. President's Report

A. BAM - Schools in attendance at RA

A motion was made by Carol Mammoser and 2nd by Kathy Cebulski to pull school names from the previous months RA attendance for BAM. (example: Jan RA will pull a name from Nov. RA) Winner need not be present. Motion passed 13 yeas, 0 nays

B. RA Training Feedback (9.8 & Grievance)

1. When will it be offered again

C. Transcripts

1. Transcript Review process

a) Still seeking out some answers still. A collective message will be coming from ETA and Human Resources

b) The grievance process has 20 business days to resolve the issue

- c) National Board Certification hours need to be addressed. Those should have been counted. It should follow the contract language that was in place at that time.
- D. Salary/Credit Oversight Committee
 - 1. District committee has to be submitted by who created it
 - a) Admin needs to approve it
 - b) Member clicks yes that they want to accept it
 - (1) If the member has not accepted they will not get the credit
 - c) These will calculate in August for next year's lane or step movements
- E. Safety update
 - 1. Safety Council
 - a) Implications of SB100 being interpreted differently
 - b) Code of conduct book and progressive discipline
 - (1) Need a new plan for distributing book
 - c) School code
 - d) Referral issues
 - (1) Some buildings write them, some don't
 - (2) Referral seem to be disappearing
 - (3) Collecting data is inaccurate
 - (4) Some elementary only use paper and not IC
 - (5) Preschool is using google forms
 - (6) Created a survey for ETA members asking about referrals
 - 2. Referral questions
 - a) Referrals being written on the counselor side of IC so teachers have no access to it
 - b) No access to other students for teachers, who do you ask?
 - c) What should teachers be writing in referrals?
 - d) If a referral is written and there is no parent contact it will be deleted?
 - 3. Teacher Building Issues
 - a) Teacher injuries
 - (1) Students who injure teachers are still left in classrooms
 - (2) 4 elementary schools have students causing injures
 - (3) 9.3 Filed under workman's comp - shall not go against teacher's sick days
 - b) IEA sent an article about protocols teachers need to do if they are injured. Barb will forward it to the board
 - c) There is a desire to put 2 admin in each building
 - d) Crisis intervention team is being trained
 - (1) Psychologist, social worker, nurse, LBS1
- F. Committee Appointment to Retirement Charter Committee (403b) - William Gregarus
 Scott made a motion to and Steve 2nds to approve William Gregarus
 Motion passed with 13 yeas, 0 nays

On motion of Barb Bettis the ETA Board adjourned at 5:50 P.M.

Minutes Approved 1/8/2020

Respectfully submitted,

Donna Kielbasa
 ETA Secretary