



## BOARD OF DIRECTORS MEETING

August 6, 2019

### MINUTES

---

#### I. Call to Order at 9:00 a.m.

Members present: Barb Bettis, Donna Streit, Scott Sternal, Donna Kielbasa, Carol Mammoser, Chris Bucchi, Kathy Cebulski, Amy Grantham, Noemi Hernandez, Audrey Leaver, Katie Sternal, Jenn Strasser,

UniServ Director:

Region 24 Chair:

---

#### I. Consent Agenda

A. Approval of May 15, Minutes

B. Approval of August Agenda

The minutes of the previous meeting on May 22, 2019 were read and approved.

#### II. New Business - Barb Bettis

A. Check In

B. District Committee Member Approval

1. Don Selusnik - Instructional Council - High School
2. Kathryn Tornero - Safety Council - Elementary
3. Steve Hoyt - Professional Credit Oversight Committee
4. Elizabet Garcia - Instructional Council - Elementary Teacher
5. Ann-Alissa Green - Safety Council - Dual Language Elementary
6. Missy Ross - Elementary Workload - General Education Intermediate Non-Title I
7. Melissa El-Helo - Instructional Council - Elementary Teacher
8. Courtney Byer - MTSS - Middle School
9. Dawn McKusker - Instructional Council - Dual Language Elementary
10. Jesus Diaz Pena - Instructional Council - ELL Teacher
11. Carol Menconi - MTSS - High School
12. Ann Peacock - Safety Council - Middle School
13. Sherri Hope - Specialized Education Committee - At Large
14. Lori Ann Pettey - Technology Committee
15. Shari Baughman - Elementary Workload - General Education Primary Non Title I
16. Jennifer Rabe - Elementary Workload - Early Learner Initiatives Teacher
17. Jennifer Cerwin - Elementary Workload - General Education Intermediate Title I
18. Veronica Erion - PAR Panel
19. Donna Streit - Appendix F
20. Kristi Schooler - Appendix F
21. Carl Metzki - Appendix F
22. Hector Hernandez - Appendix F
23. Eric Illich - Retirement
- ~~24. Audrey Leaver - Elementary Workload - Teacher Leader~~
25. Carol Mammoser - Salary Credit Oversight
26. Esperanza Ortiz - Elementary Workload Committee - Dual Language Intermediate Title I
27. Katie Sternal - Chair of PAR

There were 91 applications submitted for committee positions. Scott Sternal made a motion to approve the above committee members, Donna Streit seconded. Conversation ensued with Audrey having concern about her appointment. Katie Sternal made a friendly amendment to remove Audrey from the list per conversation. Chris Bucchi asked for clarification on committees. The vision is to have one person only sit on one district committee due to the professional credits. This gives equal chance

for all to be appointed or elected to a committee. Members can sit on as many ETA Committees as they would like and those do not involve professional credits. Postings of who has been elected/appointed to a committee and when their term ends will be available soon. Carol Mammoser called to close discussion. Amy Grantham seconded. A vote was called by Barb. The committee members were approved with 10 yeas and 2 abstentions (KatieSternal and Audrey Leaver).

#### C. Committee openings

1. Still a need for more applications for Elementary WorkLoad and SEC
2. 13 district committee, still have 20 appointments to go, 10 are for Elementary Workload
3. Will post what positions are still open, email Barb if you know of someone who may be a good fit for those positions
4. Committee members have to have attendance, engages, and share out as part of being a good committee member
5. ETA Bylaws give the chair the right to bring someone forward who is not fulfilling the duties and can be removed.

#### D. Examiner Article

1. Barb received a call about an article that shared the budget for Region 24 and who attended the NEA RA. They falsely reported about the amount of money spent to send members to the NEA RA.
2. In light of this, Barb is making the decision for Region 24 to be removed from the ETA website.especially in this political climate and JANUS. Nothing in the Bylaws prevents her from doing this.
3. Kathy Griffin told Barb that budgets are not FOIAable. Jack posted the budget in Sept. 2018, not sure why.
4. Carol and Barb attended session at the RA and Tom Tully said the only time the Union should be involved with politics is with the school board elections
5. Region 24 can create their own webpage as they want to
6. Scott removed the budget or funds links from the ETA website. We do still have them, but cannot be found on the webpage
7. Other local union websites were looked at and none of them have Region information on them

#### E. New Teacher Orientation

1. Moved to Elgin Rec Center
2. 230 new teachers
3. We would like members of the board to go over after the meeting to mingle with them while they eat
4. ETA time is 2:30 - 4:00
5. ETA is giving the new teachers pens or lanyards
6. ETA will walk the teachers through filling out the membership form
7. When the form is filled out, the teacher will receive a blue card with information and an ETA pin
8. 10 board members will be able to attend NTO

#### F. Distribution of Contract

1. IEA Printshop is printing it
2. No timeline as to when it will be completed
3. Being dropped at the distribution center who will sort and send to schools to the head rep
4. ETA Reps will be personally handing out the contracts to member
  - a) Do not put in mailboxes
  - b) There will be a sign off sheet for members to sign that they received their contract
  - c) This is a great one-to-one contact with members

#### G. Summer Retreat Recap

1. Membership Handbook: being printed by the IEA Printshop - waiting for timeline

- a) Will be delivered to the ETA office
- b) Section directors will distribution to Buildings
  - (1) Officers will help elementary section directors distribute to schools
- c) Distribution by Head reps at the building level
- 2. Building Representative Binder - Being created at ETA office
  - a) Distribution to Building Reps at the RA
- 3. SIP and SD Training
  - a) DCD Days Sign Up on Wisdomwhere from 2:30 to 4:30
    - (1) Wisdomwhere is requiring you to repopulate your information including possibly your License number - you need to go into ELIS to get this if you don't have it
  - b) Joint training with Suzanne and Barb
  - c) Focus on new contract language and how to run a meeting
  - d) Additional Sessions will be added as needed

#### H. Representative Assembly

- 1. Procedures Sign Up to Help
  - a) Name tags and sign in streamlined
    - (1) Print out for head reps?
    - (2) Have reps put section on card and Elem or Sec
    - (3) Elem and Sec sign in at different spots
    - (4) Cost over \$2000 for ECC retirement party, other ideas
  - b) \$700 for snacks at RA; Barb and Carol will talk to ECC about this

#### I. Treasurer's Report - Carol Mammoser

- 1. TKO is working on the audit. With Barb's assistance, we spent two full days getting copies of requested sample invoices and deposits. There were two expenditures that receipts were not found.
- 2. SLA - Carol attended and learned much and is still learning
- 3. Carol met with Tom Tully and Jaime Schumaker in July to go over iPace accounting and filing with the State Board of Elections. There is money in iPace that ETA can use to purchase items. Barb and Jack were also in attendance. ETA has been filing incorrectly and going forward it will be done correctly. There were two iPace expenditures, from March, that were not reported. Carol amended the quarterly reports to add them.
- 4. Upon taking this office end of May, Quickbooks had not been updated since March. They are now updated.
- 5. Many unpaid bills, at least five, one going back as far as January. Those were paid yesterday and there should no longer be any unpaid bills.
- 6. Money that flows through ETA to IEA was not paid on time as well as not paid one month. Two were paid late and one never paid. This incurred a fine of over \$3000 in which Carol is trying to get reversed.
- 7. Past TWE scholarship checks were written from the wrong account. They universities did get the check for the students.
- 8. ETA received a letter stating that TWE lost its charitable status. A form needs to be filled out and send a check of \$300 to be reinstated. This came about by filing the 2016 late.
- 9. All accounts will be moved to Kane County Bank
- 10. TWE needs and Illinois Tax Exempt letter but it cannot be done until the audit is done
- 11. Tom Tully will work with Doreen to get Region 24 to get a different EIN number from ETA

12. Checkbooks will stay at the ETA office

13. Barb Bettis and Carol will be working on the budget and will present it at our September meeting.

J. TWE Update -Donna Streit

1. Nov. 6 is the new date for TWE Bowling at Elgin Lanes this year
  - a) This comes from last years event which had a one week turn around
  - b) This also interfered with the IEA RA
  - c) Still fundraising, but doing it in the fall instead
  - d) Same format, 3, 4, 5, bowling times, baskets, raffles
  - e) Baskets due by Sept. 27th, but there is wiggle room
  - f) Oct. RA will give tickets to reps to sell in building
  - g) If you know anyone who can help, please let Donna Streit know
  - h) Cubs tickets will be a stand alone event in the spring
  - i) Can have multiple fundraisers throughout the year
  - j) About \$4,800 was made in baskets last year

K. ETA Website Update - Scott Sternal

1. Scott has revamped the website and it is mobile friendly
2. Archived a lot of information from the last 10 years that is undated, no signature, or out of date. They are still there but private
3. Budgets were deleted, Scott will move to ETA office to store
4. Went with most mobile friendly version, it is orange. If we want to change the color it would cost \$250. Scott is willing to change the design after feedback
5. Took down links that nobody was going to. 9 years worth of data was looked at and if links did not have a lot of traffic, they were taken down.
6. Scott saved ETA \$5,000 by doing this himself. That was the bid to have a company redo it.
7. Under leadership is contractual committees. Would like to put minutes or a summary from the meetings so they can be posted online. Confidential information should be redacted from these by each committee before being sent to ETA.
8. This work is being done on district computers and is FOIAable

L. Section Issues

1. Email Barb right now if there are huge issues, she will be telling members to contact section directors also with issues
2. Member Problem Solving Flowchart
  - a) Members need to go to a rep, then head rep, then section director instead of Barb
3. Section 3 Secondary Election at RA - Lisa Whitmer has resigned
4. Noemi is on leave until for the first trimester. We need to get someone who can fill in from the section to communicate with the section. The reps in the section will decide on who it is. At the August RA, Barb will have a conversation with Elementary Section 1 to discuss who this is. This person will sit at the table but will be a non-voting guest.

M. RA Agenda

1. Contract Teaching (CPDU vs. Stipend vs. Professional Credit)

A motion by Katie was made to adjourn at 11:44 a.m.

Approved on 9/11/19

Respectfully submitted,

Donna Kielbasa  
Secretary