

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 Byers, 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: Suzanne Johnson and Lela Majstorovic

I. Consent Agenda

- A. Approval of [August 11, 2021 Minutes](#)
- B. Approval of September Agenda
- C. Committee Appointments
 1. TAP - Jen Williamson - Elementary
 2. TMP - Kelly Overholt - Secondary
 3. Instructional Council - Melissa Genz
- D. Other Appointments
 1. ELIS Liaison - Steve Hoyt

Consent Agenda approved on Sept. 8, 2021

II. Guests

- A. U-46 Rising - LSI Presentation - Suzanne Johnson and Lela Majstorovic
 1. Using evidence, data, and metrics so our system works for all students
 2. Academic teaming to give students ownership of learning
 3. Data from PARCC/IAR
 4. Rigorous grade-level core instruction
 5. Rigor Diagnostics and Rigor Walks measure collective progress
 6. Student is the center of the work
 7. Align instructional and operational systems to achieve vision
 - a) About improving system, changing way we provide instruction
 8. Core instruction
 - a) Moving towards student led learning, less teacher instruction/lecture
 9. 5 year rollout
 - a) Training and pd for teachers and administrators
 - b) Shifting rolls to support learning
 - c) Non-evaluative, guidance for next steps

10. Calibration walks will start at all schools between Sept. 13 to Sept. 29
 - a) Visits to 10 random classrooms
 - b) Rigor Diagnostics
 - (1) Formalized - all day long
 - c) Rigor Walks
 - (1) Short in school by principal
 - d) Coaches will talk with students and teachers during the lunch period
 - e) Discuss findings and how to reach goals
11. Learning Targets - Do they prohibit students from their own discovery?
12. PD for pilot teachers and consortium teachers and admin
13. How do we keep kids safe while doing academic teaming?
 - a) 3 feet apart, washing hands, wearing masks
14. Overcrowded classrooms, and now we are adding more people
 - a) Bring up to admin about this
 - b) Secondary does not need to implement at this time
15. Rollout of this was not correct
16. Confusion: pilot schools chosen but is rolling out to all schools instead
17. Teachers not getting involved this year will get involved eventually
18. Admin telling teachers they need to do this
19. Same ask as pilot schools is being asked of all schools
20. No subs are available, how can we pull out for training?
21. Why now??
22. Kids struggling with trying to do school
23. Roll out is being rushed through
 - a) Original rollout - all elementary would have pd first year and do academic teaming
 - b) 5 pilot schools would be for more intense work to be done
 - c) Will roll out to secondary
 - d) Next year more elementary schools and a few middle schools
 - e) Looking for buy-in from sites
24. Students are not getting services needed right now
25. Admin will be picking up sub and para jobs due to the shortage
26. ETA was not included in this - need more transparency
27. Massive shift in pedagogy - you have curriculum/materials that is not ideal for LSI and cannot get sites we need to support (SOPPA)
 - a) Send info about sites to Suzanne and Lela and they will pass along to tech to see if they can get them approved
28. Overloads, requests to sub - stretching teachers thin
29. Teachers want to do the best for students - the roll out is bad
 - a) Music teachers told they were not real teachers
 - b) Coaches told they were not teaching correctly
 - c) Leaders have a hard time explaining what LSI is
 - d) Conversations have not been happening on how to do this
30. PD moving forward
 - a) A lot of what is going on in classrooms already
 - b) Gaps with students on how to be a student in the classroom
 - c) What can LSI do to help us close the gap of being out of school for so long due to the pandemic?

- d) Need to have strategies of how to get kids to work together again and back in school mode
- 31. Work with LSI is evolving
 - a) Looking at our own systems - where are our gaps
 - b) Admin are only a few steps ahead of teachers
 - c) Engage directors and cabinet in training
- 32. Clearer on what the whole program is, it is not just academic teaming
- 33. Need more transparency
- 34. Where is the care for the well being of the teachers?

III. New Business

A. ETA Budget 2021-2022

- 1. The budget was presented
- 2. Bargaining is budgeted since we are in a bargaining year
- 3. No audit this year, just a review

Scott Sternal made a motion and Noemi Hernandez seconded, to approve the budget.

The motion to approve the budget was approved by a vote of 15 yeas, 0 nays, 0 abstentions.

IV. President's Report

A. Grievance filed with District

- 1. 6.71 - Non-Administrative Observations - LSI consultants
- 2. 15.1 SIP committee - leadership team created in violation
- 3. 15.11 Role of SIP - Formation of team usurped the role and duties
- 4. 2.54 S/D Committees
 - a) 2.54.1 Composition - Manner in which teams were established in violation
 - b) 2.54.2 Scope of Activity - LSI implemented by district and Sd should be involved in the process.

B. Relief Sought

- 1. District cease the violation, misinterpretation or misapplication of the collective bargaining agreement.
- 2. LSI implementation be paused at schools that are not a pilot school
- 3. All other schools dissolve the administratively formed leadership teams immediately

C. Open Committee Positions - will send in an email

- 1. ETA Elections Committee
- 2. Contractual Committees

D. RA Check In

- 1. Section directors check-in their section

E. CEC Work (Summer Retreat) - further conversation

- 1. Section Director Meetings
- 2. Breakout Support Teams
- 3. October and December Half Day

F. Covid Sick Days Conversation

- 1. Looking for reimbursement for teachers
- 2. Looking at other districts

G. CIC Survey

H. Other Continuing Issues

- 1. Sub issue
 - a) All nontraditional teachers are asked to become subs 2 days a week

- b) MTSS, coaches, TMP mentors, ESC
 - (1) Assigned a feeder pattern for subbing
- c) Short 164 subs on Friday
- d) Members with caseloads will not sub. SSW, SLP
- e) Pulling resource teachers to sub in some buildings
 - (1) Have to find the time to make up the minutes
- f) When pulled from regular duties to sub, you get paid instructional rate for the hours worked
- g) Calls coming from HR not admin

V. Minority Director Report

- A. Leaders for Just Schools is starting on Sept. 18th
 - 1. 4 meetings
 - 2. 25 participants
 - 3. Registration is open letting Marty know
- B. Book studies
 - 1. Looking for a book representing the Asian community
 - 2. Group for a book on on the list is an option

VI. [RA Agenda](#)

On the motion of Barb Bettis, the ETA Board adjourned at 7:08 P.M.
The minutes were approved on 10/13/21

Respectfully submitted,

Donna Kielbasa
ETA Secretary