

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 Byer, 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

I. Consent Agenda

A. Approval of [Oct. 15 Minutes](#)

B. Approval of [Oct. 27 Minutes](#)

C. Approval of Nov. Agenda

The consent agenda was approved.

II. President's Report

A. Association Grievance 01-21-22

1. Finalization of Grievance Documents

a) Will be sent out to everyone at the same time

2. Implementation Team

a) Team is set for ETA

(1) 2 meetings, list of questions

b) Schools without U-46 Rising Teams

(1) There are 6 schools with no team

(2) Asked for list of school and members of school

(3) Teams should have no more than 6 people on it 4 teachers and 2 related services

3. ETA to receive notice of dates when there is an outside person coming to the building

a) Must be specific email with specific dates

b) Teachers can opt out of 2 dates

(1) They will need to have at least 1 visit

c) Teach the way you normally would, don't change what you are doing

d) Send Barb an email if outside people are coming with no prior notice - this is breaking the agreement

- e) Send Barb an email if the outside people are distracting by talking to teachers and coming back to talk with the teachers
- 4. This is non-evaluative. If it is in an evaluation, send Barb an email if it is happening with the evaluator's name and a copy of the evaluation.
 - a) Do not sign your evaluation before you read it. It can be changed. Seeking clarification if the system is locked once it is signed.
 - b) Observations should be on the components that the teachers pick during the preconference. Only pick 2 or 3 components max
- B. President's Update
 - 1. 9.7 and 9.8
 - a) A lot of 9.7 and 9.8 going on
 - b) Students are feeling empowered in schools
 - (1) Referrals are not being addressed by admin
 - (2) Parents are feeling empowered too
 - c) ETA members get the IEA attorney and Criminal attorney if needed
 - d) Grievance was filed over referrals and the students behavior not being addressed
 - e) Sending out emails on Saturdays or 9:00 p.m. telling they are having a meeting the next day. Not acceptable. Notice needs to be given.
 - 2. Article 9 of the Elgin Agreement
 - a) Need to be familiar with extreme cases
 - b) 9.2 District Responsibility in Student Discipline
 - c) 9.4 Exclusions from Class
 - (1) Need to have a conference before student comes back
 - 3. Teacher on Teacher Complaints
 - a) Many teacher on teacher complaints happening
 - b) Hostile work environment filed
 - 4. School with no reps
 - a) Barb and Section Directors will be visiting buildings
- C. Bargaining 2021-2022
 - 1. Joint Bargaining
 - a) Met last week
 - b) May structure bargaining to be more efficient
 - c) Ask 13 contractual committees to look at language ahead of time so it can get cleaned up
 - d) Interested based training and bargaining will be done
 - (1) Training to hopefully be done before Winter Break
 - e) Looking for IEA mediator to help with bargaining
 - f) Not looking to change the Salary Structure, it will remain the same
 - 2. Contractual Committee Work
 - a) A google form will go out to all ETA members and admin of the committees
 - b) Should be a collaborative conversation between admin and ETA

members

- c) May need another meeting to get this done
 - d) Chair should share the responses with all committee members
 - e) Can have an ETA meeting only before
3. Contract Improvement Committee
- a) Formation of CIC
 - (1) Call to committee sent out
 - (2) Work needs to be organized
 - b) Co-Chairs
 - (1) Looking for co-chairs from BOD, not anyone on bargaining
 - (a) Organize committees then turn over to committee members
 - (2) Let Barb know if you are interested
 - c) Approval of CIC Members
 - (1) Jose Rosa
 - (2) Lori Pettey
 - (3) Kelli McGee
 - (4) Brittany Smith
 - (5) Lorelei Keltner
 - (6) Dawn McCusker
 - (7) Gina Romanelli
 - (8) Anthony Zoubek
 - (9) Emma R Desantti
 - (10) Kelley Thomas
 - (11) Aimee Esquivel
 - (12) Lisa Soron
 - (13) Deena Barnard
 - (14) Natalie Koessl
 - (15) Carrie Forestor
 - (16) Aaron Styles
 - (17) Lisa Masella
 - (18) Lisa Bailey
 - (19) Celia Martinez
 - (20) Jessica Vaillancourt
 - (21) Amy Janis
 - (22) Kevin Madden
 - (23) Jennifer Mazzone
 - (24) Elisabet Garcia
 - (25) Mary Abbott
 - (26) Tracy King
 - (27) Elizabeth Ellis
 - (28) Carrie Farmer
 - (29) Jessica DeSanti
 - (30) Jill Hunt

- (31) Patricia Cronin
- (32) Sherrill Dodson-Lewis
- (33) Jaclyn Aylward
- (34) Olga Olivia Bucio
- (35) Meagen Balzer
- (36) Laura Colilla
- (37) Karen Davis
- (38) Kimberly Donile
- (39) Jennifer Kowaczek
- (40) Marie Gatz
- (41) Brittney mallen
- (42) Tim Kolanko
- (43) Melissa Pekar
- (44) Lesley Beallis
- (45) Megan Meyer
- (46) Jennifer Watermann
- (47) Colleen Pecucci
- (48) Amy Grantham
- (49) Natalie Matsuda
- (50) Tracy King
- (51) Stephanie Hopkins
- (52) Don Selusnik
- (53) Scott Venters
- (54) Michelle Kibbler
- (55) Crystal Ramirez
- (56) Tina Tomsovic
- (57) Deanna Wilson
- (58) Bonnie Grafer
- (59) Eddie Miranda
- (60) Emma Desantti

Donna Kielbasa made a motion to approve the CIC members and Lesley Beallis seconded.

Scott Sternal moved to closed debate. Steve Hoyt seconded.

The motion to close debate by a vote of 16 yeas, 0 nays, 0 absentions

The motion to approve the CIC members was approved by a vote of 15 yeas, 0 nays, 1 abstention

D. Committee appointments

1. MTSS

- a) Artemio Penalbert - Dual Language
- b) Elizabeth Bruner - Middle School
- c) Christine Bodnar Larison - Social Worker

2. Safety Council

- a) Aaron Styles - Elgin High School

3. Implementation Committee for U46 Rising (4)

- a) Scott Sternal - Abbott MS
- b) Meagen Balzar - Streamwood High School
- c) Ana Roberts - Creekside
- d) Barbara Bettis - President

Stevey Hoyt made a motion to approve the Committee Appointments and Katie Sternal seconded.

The motion to approve Committee Appointments was approved by a vote of 16 yeas, 0 nays, 0 abstentions.

- 4. Workload, PAR and Safety still need committee members
 - a) PAR and Safety need middle school

III. 2nd VP Report

A. TWE

- 1. Head reps need to bring the money collected to the November RA
- 2. Carol Mammoser can send a Tax letter if needed for donations. Donations should be written in a check

IV. Treasurer Report

A. Budget Report

- 1. Accountant was paid
- 2. Budget was presented
- 3. Webpage and Constant Contact bills were paid

V. Secretary Report

A. Membership Report

- 1. Head rep to hand in the updated list at Nov. RA

VI. Contractual Committee Updates

A. Elementary Workload - Jose and Lesley

- 1. No decision maker at the table
- 2. Need to make a pre-k -k committee

B. PAR - Katie

- 1. New co-chair
- 2. Next meeting will be in December to look at contractual language
- 3. No waiting list, there are spots open if teachers want to opt in

C. TAP - Scott

- 1. How to train admin and teachers
- 2. Looking at deeper data
- 3. Discussion about new laws around evaluations

D. SCOC - Steve

- 1. ISBE may be changing PD forms

E. Health - Barb/Jack

- 1. 200 teachers have not made any selections yet and the deadline is midnight tonight

VII. Region 24 Report

A. IEA RA Election

- 1. Proof of vax or negative test needed to attend RA
- 2. Timelines

- a) Need someone to help with the election to count ballots
 - b) Materials will be handed out at the RA
 - c) Normal In person election procedures
3. Number of Delegates - 28
- a) There are 18 right now, possibility for write-ins

VIII. Minority Director Report

- A. 7 people signed up for Book Study
- B. Possible Book Study Kick Off to get more signed up

IX. GPA

- A. Looking for someone to take over the GPA role

X. [RA Agenda](#)

On the motion of Barb Bettis, the ETA Board adjourned at 6:45 P.M.
Minutes approved 12/8/21

Respectfully submitted,

Donna Kielbasa
ETA Secretary