
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

Visitors: Kathy Difatta

II. Consent Agenda

A. Approval of [Jan. 12, 2022 Minutes](#)

B. Approval of Agenda

The consent agenda was approved

III. New Business

A. Micro Bargaining

1. Completed bargaining and ready to bring forward a Tentative Agreement
2. Meet from January 21 until February 7
3. Appendix F, financials, and a few other topics from each side
4. Bargaining team has supported the TA

B. Timeline

1. Feb. 9 - BOD presentation and vote
2. Feb. 10 - a joint statement will be sent
3. Feb. 16 - RA presentation and vote
4. Feb. 17 - 22 ETA town hall with members to view TA
5. Feb. 23 - vote by full membership regardless of the BOD and RA vote
6. Feb. 28 - If ratified the BOE will vote on TA

C. Issues

1. Financial considerations
2. ETA
 - a) Elementary split classrooms
 - b) Additional ETA Leave
3. District
 - a) Association recognition at School Board
 - b) Recognition of Experience New Teacher Prior Experience

D. Tentative Agreement - 2022-2023

1. Elementary Split Classrooms - Additional Pay
 - a) Gen Ed and Dual Language
 - (1) 15 hours per month, for 10 months at instructional rate
 - (2) Will be paid for the 2021/2022 and 2022/2023 school years
 - (3) Avoid splits in 1st, 2nd, and 3rd
 - (4) Splits historically goes to the lowest senior in the building because they are sometimes done at the last minute
 - (5) What about teachers who take in students from the split classrooms for a subject, i.e. math?
 - (a) Perhaps you keep your students and not send to other teacher
2. Additional ETA Release time
 - a) 1st VP will be a .2 release from current schedule
 - (1) School Board was not in favor of more release time for a person to do more union work
 - (2) Teach 4 classes then released - no supervision
 - (a) No more ETA release days
 - (b) Work with admin on a schedule
 - (c) Release on BOD meeting days
 - (d) Release on Bargaining Days
 - (e) Release on Rep Assembly Days
 - (3) Working to enhance/support PD for ETA
 - (4) 1 year only MOU
 - (5) Additional joint FTE
 - (a) Like a teacher leader up to an FTE
 - (b) Will address PD, Diversity, SEL, U-46 Rising, Curriculum
 - (c) Barb and Suzanne will write job descriptions
 - (i) Not part of TA
 - (ii) Will have to apply for this position
 - (iii) One year only position
 - (6) Teacher leaders will be discussed in the macro bargaining
3. 2.52 Association Recognition at School Board Meetings
 - a) Association President or Vice Presidents will be permitted to speak during the time allotted for Association Recognition at Board Meetings
 - b) Requests to speak and topics will be sent to the Superintendent 48 hours prior to the agenda
 - c) A draft of comments will be sent to the school board no later than 1 p.m. on the day of the School Board Meeting
 - (1) Hopeful questions will be asked
4. Experienced new teachers recognition of experience
 - a) ENT will no longer have the highest step be step C
 - b) District felt they were losing teachers due to this

- c) Half a year given for every year of experience, rounding up
- d) Members hired during the 2018-2022 agreement, can request a review of work verification to receive adjusted experience
 - (1) None of the placing will count for the max of 3 steps
 - (2) Reps should meet with members hired in the past few years and talk to them about this
- 5. Appendix F
 - a) Appendix F funds for clubs and activities will increase from \$6000 to \$6500
 - b) Part of MOU
 - (1) New positions will be included (are happening this year already)
 - (a) Girls head wrestling coach
 - (b) Esports coach
 - (c) Chicago Area Alternative Education League (CAAEL)
 - (2) Updates to Appendix F for current coaching positions
 - (3) Central Schools Program and Dream Academy will receive the same funds as all 5 high schools for clubs and activities
- 6. Hourly rates increasing by 50 cents per hour
- 7. Upon ratification all members will receive a one time bonus of \$1,000 in recognition of all the work they have done. Will be part of creditable earnings
- 8. Members that reside in T-8 that makes contributions to a 403(b) account will now be eligible for a 5% match (increase from 4%)
- 9. Salary Schedule
 - a) Step/lane movement will not go away, can still double or triple step
 - (1) Best way to get ahead on the pay schedule
 - b) 1.25% increase on the base
 - (1) All rules are still the same

Steve Hoyt made a motion to approve the Tentative Agreement and Katie Sternal seconded.

The motion to approve the Tentative Agreement was approved by a vote of 14 yeas, 1 nays, 0 abstentions.

10. RA Vote

- a) Check Rep List
 - (1) If on the list, Blue name card if they are rep, they are the only ones voting
- b) Members only
 - (1) They will get a yellow card
- c) Ballots will be passed out to Blue Cards
- d) Packet to take back to buildings to vote on TA
- e) Packet for ETA/NEA election in March

E. Site Exception Process

1. Has not been updated since 2005
2. Internal development
 - a) Goes through SIP and SD to approve
 - (1) Subcommittee of ETA members only
 - b) 75% of ETA members must approve
3. ETA Approval Process
 - a) BOD Presentation
 - (1) Simple majority
 - (2) If passes goes to RA
 - (3) If denied, section director relays rationale/suggestions and goes back to site for revisions
 - b) RA
 - (1) Simple majority vote
 - (2) If approved, goes to BOE/Cabinet
 - (3) If denied, returns to site level for revisions
 - c) District Approval
 - (1) If approved, site exception goes into effect for the following contract year
 - (2) If denied, ETA leadership and site will receive rational and discuss revisions
 - d) Document outline process found on ETA Website
4. Should be a fully vetted plan by the time it reaches ETA Board
 - a) Template for site exception will be created to make sure all points are hit

IV. President's Report

- A. TA and Spring Election
 1. Need help with counting ballots for elections
 - a) Feb. 28th and March 8th

V. 2nd VP Report

- A. TWE
 1. Getting schools to donate baskets
 2. Baskets due by the March RA
 3. Drawings will be at the April RA

VI. Treasurer Report

- A. Budget was presented

VII. Secretary Report

- A. Potential Members List was sent to all head reps last week

VIII. [RA Agenda](#)

Scott Sternal made a motion to adjourn the meeting and Steve Hoyt seconded at 6:54 P.M.

Minutes approved March 9, 2022

Respectfully submitted,

Donna Kielbasa
ETA Secretary