

I. Call to Order

Members present: 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: Randy Monger

Region 24 Chair: Barb Bettis

Region 24 Vice-Chair: Scott Sternal

UniServ Director: Jack Janezic

I. Consent Agenda

A. Approval of [May 11, 2022 Minutes](#)

B. Approval of June Agenda

The consent agenda was approved

II. New Business

A. Removal/Resignation of Committee Members

1. TMP (2)

a) Isabel Torres - LOA/resignation

b) Kristi Giannotti - removal

2. Implementation Committee (2)

a) Anna Roberts - removal

b) Meagen Balzer - removal

3. Instructional Council (1)

a) Melissa Genz - removal

(1) Moving to elementary coach - need a middle school voice

Scott Sternal made a motion to approve the removal/resignations as stated above and Steve Hoyt seconded.

The motion to approve the removal/resignations as stated above was approved by a vote of 11 yeas, 0 nays, 1 abstentions.

B. Appointment of Committee Members

1. TMP

a) Looking for Dual Language and Related Services

2. Instructional Council

a) Anne Hitch

Scott Sternal made a motion to approve Anne Hitch to Instructional Council and Carol Mammoser seconded

The motion to approve Anne Hitch to Instructional Council was approved by a vote of 12 yeas, 0 nays, 0 abstentions.

- C. Constant contact communication will be sent for all the open positions on committees
- D. Additional Honorarium for 1st VP
 - 1. Due to not being able to do any extra duties per the 0.2 position
 - a) \$750 for 1st semester
 - b) Scott will document all of the work he has been doing for the 1st semester

Steve Hoyt made a motion to approve the additional honorarium for the 1st VP contingent on Scott documenting all the work he is doing for the 1st VP and to be revisited 2nd semester and Amy Grantham seconded.

The motion to approve the stipend for the 1st VP was approved by a vote of 12 yeas, 0 nays, 1 abstentions.

III. **President's Report**

- A. Bargaining update
 - 1. Still ongoing, working with Mary and Joe
 - a) Met to organize all of the ETA information
 - b) 42 issues to discuss
 - (1) Categorized into major topics
 - c) District brought forward fewer issues
 - 2. Reviewing feedback from CIC
 - a) What will we accept
 - b) What will we reject
 - c) Feedback to committee chairs next week
 - d) Appendix F is still presenting
 - e) TAP and PD still need to present
 - f) Everything will be brought back to the bargaining team

IV. **1st VP Report**

- A. TAP - three year evaluation per school code
 - 1. Discussion with PERA on moving in this direction if you are Proficient/Excellent in ISBE
 - a) PERA was in favor of this
 - 2. Outlined work for TAP to move to three year cycle
 - 3. Other work - Danielson Framework is from 2012 - need to update it
 - a) Not being used properly by some administrators
 - b) Admin saying there is a limit on how many 4s can be given to teachers
 - (1) Tony Sanders said there is no push from him on this
 - c) SIP Day - 1 hour must be put aside for the TAP process - same presentation to all
 - (1) Directive from the District that this training happens
 - (2) Committee is working on this training over the summer
 - (3) Real training for everyone
 - (4) July 28th there is the all administration training on TAP process

- d) What will this look like for people on LOA, changing positions, one-offs?
 - (1) These should not stop the process
 - e) Formal observations can impact the cycle
 - (1) Informal observations can be brought into the summative
 - f) New principal can alter the cycle
 - (1) They can come in and say everyone is getting observed this year
 - 4. All work will go to PERA for approval
 - 5. Hope it to bring to BOD and RA in the spring for implementation in the 23/24 school year
 - 6. Teachers need to advocate for themselves
 - a) Inform administrators if their summative is not done in a timely manner
- V. Secretary Report**
 - A. Membership Update
 - 1. Retirees, resignations, dishonorably discharged have been removed from CC and FB
- VI. Treasurer Report**
 - A. Received \$1,000 for TWE from Renaissance Charitable Donations
- VII. Minority Director Report**
 - A. Will reach out to Marty on how she did things
 - B. Trying to figure out how to best serve teachers on issues
- VIII. NTO**
 - A. August 3rd - Morning Session
 - B. Location to be determined
- IX. IEA Attorney**
 - A. Rob Lyons is retiring at the end of June
 - B. Offered to come to NTO
- X. Update on Verification of Employment**
 - A. District is working on it during June
 - B. Timeline is July 1, 2022 and have a year to get this completed
 - C. Teacher must make initiative
 - 1. Hired within the 2018 contract
 - 2. Criteria will be established
- XI. Schools with no Site Exception**
 - A. Highland was rejected
 - 1. Limited teacher involvement
 - 2. Was not complete
 - 3. Used template with many pieces not addressed
 - B. Tefft voted it down
 - 1. 52% of teachers approved being a SfRE
 - 2. After rejection by the staff email sent out
 - a) Last Friday of school - DeLeon requested to meet with ETA reps to

discuss steps

- b) Already drafted email to staff and google form
 - c) Explained he worked with district to get approval
 - d) Additional staff members - Dean's Assistants
 - e) Google Form would be voluntary of who would want to meet collaboratively with grade level teams
 - (1) Meet 2, 3, 4, or 5 days a week
 - (2) DAs would come to relieve people from their supervisions in order to meet
 - (3) He needed information to do the Master Schedule
 - f) Email from Barb sent to Suzanne, Lela, and Luis to put this on hold until there is further conversation
 - (1) This goes against the contract
 - (a) It may benefit you but it is not beneficial to all ETA members
 - (2) Further conversation with Implementation Committee
- C. OakHill didn't bring forward
- D. Coleman didn't follow process

On the motion of Barb Bettis, the ETA Board adjourned at 10:26 A.M.
Minutes approved on Aug. 17, 2022

Respectfully submitted,

Donna Kielbasa
ETA Secretary