

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 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

Visitors: Adriana Barriga

II. Consent Agenda

- A. Approval of [Aug. 17, 2022 Minutes](#)
- B. Approval of September Agenda
- C. ETA Committee Appointments
 1. Budget Committee Chair - Carol Mammoser
 2. Membership Committee Chair - Donna Kielbasa
 3. Grievance Committee Chair - Steve Hoyt

The consent agenda was approved.

III. New Business

- A. 2022-2023 Budget was presented

Katie Sternal made a motion to approve the 2022-2023 budget and Steve Hoyt seconded.

The motion to approve the 2022-2023 budget was approved by a vote of 13 yeas, 0 nays, 1 abstentions.

- B. [ETA Bylaw Amendment](#)

1. Audit needs to be done in the Fall of every even number years by a CPA not connected to the Association
2. In the off years a financial review is done by a CPA not connected to the Association
3. By moving the date of the audit to every 3 years, we will be saving money for the Association
4. Audits are very lengthy and thorough
5. Financial reviews are very thorough
6. Accountants agree it doesn't need to be every other year
7. Process
 - a) Audit will be done this year
 - b) BOD approves bylaw amendment it will then go to RA
 - c) Reps will get a paper copy at Sept. RA

- d) Voting by the RA will be done at the Oct. RA
 - (1) Debate will take place before the vote
 - (2) Ask questions, points of clarification
 - (3) Voice vote, $\frac{2}{3}$ of those voting members present at the RA needed to pass
 - (a) Roll call only if necessary
 - (b) If it is voted down, it will not go to the membership to vote
 - (4) Reps will then get a packet with bylaw to get to all members
 - (5) Will be on the ballot in November
 - (a) $\frac{2}{3}$ of those voting to get this to pass

Donna Kielbasa made a motion to approve the ETA Bylaw Amendment and Steve Hoyt seconded.

Scott Sternal made a friendly amendment to recommend our support of the ETA Bylaw Amendment to the RA. Donna Kielbasa accepted the friendly amendment.

The motion to recommend our support of the ETA Bylaw Amendment to the RA was approved unanimously by a vote of 14 yeas, 0 nays, 0 abstentions.

IV. President's Report

- A. Survey Data
 - 1. Scott and Jose are collecting the data and will be sharing out at the Oct. All-Day Meeting
 - 2. Schools highlighted in red have still not given a response
- B. October All-Day Meeting (October 12)
 - 1. Purpose, Expectations, and Outcomes will be presented at the meeting
- C. 10-Minute Meeting Time
 - 1. Should be completely separate from the staff meeting
 - 2. Can make brief announcements at the staff meeting
 - 3. Meetings need to start and end on time
- D. Grievance Report
 - 1. 3 Level 1 Grievances were filed
 - a) Ridge Circle - SIP/SD
 - (1) Sort of resolved
 - (2) Disposition within 20 days
 - (3) If accepted grievance will be closed
 - b) Hawk Hollow
 - (1) Meeting tomorrow
 - c) Nurses
 - (1) Proper facilities when traveling to schools
 - (2) 2 nurse reps are handling it
 - 2. Teachers need to file Level 1 Grievances
 - 3. Grievance Committee
 - a) Steve Hoyt will help teachers write/file grievances
 - b) Support teachers through the process

E. Elementary Grading Roundtable

1. Barb Bettis, Jenn Strasser, and Bonnie Grafer met with District
2. District felt they took the necessary steps per one slide presented to the teachers the day before kids started
3. Retrieval of long list and date was moved
 - a) One reading, one math, and one behavior as a plus or minus posted every other week for the first trimester
 - b) Asynchronous and zoom trainings will be available
4. Training was set for the day before the grades were due
5. Was collaborative with a workable compromise
6. District's rational was secondary is doing it and want everything to line up
 - a) Elementary is on trimesters
 - b) Secondary is on semesters
7. Follow-up meeting after Sept. 19, hopefully tweaks will be made as needed
8. Worry about kids who are struggling with learning
 - a) Per district - Accurately reflecting on the students learning
9. Did not let the tech coaches know about this to support the teachers
 - a) Cecilia has stated that she doesn't know how IC works
10. Concern for members who are planning to boycott
 - a) District can ask for us to do this
 - b) Barb is going to visit this school

F. IE

1. What is the expectation for Learning Target and Tasks?
 - a) Not a grievance or contractual issue
 - b) There may be consequences for you
 - c) Not part of evaluation process
 - d) Admin can have a conversation with teachers but not part of TAP process
 - e) Rigor walks are not to have teachers attached to them
 - f) Goal set by URC team should be the conversation

V. 1st VP Report

A. SD and SIP Training

1. Support all schools with issues
2. Joint message from ETA and District stating the training is coming
 - a) Sept. 26 at 3 p.m. via Zoom
 - b) Sept. 29 4 p.m. via Zoom
3. Open to all members

B. Apportionment Plan

1. Apportionment Committee
 - a) November RA needs to be presented to take effect for spring election of section directors
2. 2 Year plan
 - a) 2022-2023 Remove Hawk Hollow from Elementary Section 5

- (1) What section will it go to? TBD
- b) 2023-2024 apportionment considerations
 - (1) 6th moving to middle school
 - (2) Closures of schools
 - (3) Review all schools to ensure even sections
- c) Committee will do this work, present options to RA, and final plan to be approved in Nov. 2023
- d) How will this affect current section directors
- 3. Monthly contract meeting to develop plan for 6th grade teachers to move to middle schools
 - a) The Elgin Agreement: Page 106 addendum B
 - (1) You don't follow the students
 - (2) Closing of Hawk Hollow will be part of transfer/reassignment process
 - (3) Creating 6th grade in all middle schools
 - (a) Possibly creating different posting for Hawk Hollow for grades 6 through 8 all at once
 - (b) This would be outside of transfer process and before
 - (c) All can apply, have it settled then transfer/reassignment will happen
 - (d) Timeline for new admin?
 - (4) Schools with 6th grade teachers
 - (a) Those teachers are still attached to the building and can bump
 - (5) Redistricting needs to be done
 - (6) Programs are based on availability, they want plan around the students

C. Site Exceptions 2022-2023

- 1. May start coming forward next month
- 2. Steve and Scott will be cleaning up the site exception process

VI. 2nd VP Report

A. TWE Plan 2022-2023

- 1. March 2 for bowling from Streamwood or Elgin, details to come
- 2. Planning to do the TWE event at Larkin
- 3. TWE Committee

VII. Secretary Report

A. Membership Report

- 1. Will send new list of potential members to section directors within the week

B. Membership Committee

- 1. Looking for 2 to 3 people to help set up social outings for ETA
- 2. Contact Donna.Kielbasa@theeta.org

VIII. Treasurer Report

- A. September Budget Report
 - 1. Balanced and up to date
 - 2. TWE has funds for 3 scholarships
 - a) Contingent on bowling and applicants if more will be given
 - B. Budget Committee
 - 1. Reached out to 2 people, looking for a third
 - C. BOD send names to Jose, Donna, Carol, and Steve for any of the new committees
- IX. Announcements**
- A. RA Sign In Table
 - 1. 3 people needed at each RA
 - 2. Fill out google sheets sent out
 - 3. Need people there by 3:45ish
 - 4. Need to pack up table
- X. [RA Agenda](#)**

Steve Hoyt made a motion to adjourn the meeting and Katie Sternal seconded. The ETA Board adjourned at 5:56 P.M.

The minutes were approved on Oct. 12, 2022.

Respectfully submitted,

Donna Kielbasa
ETA Secretary