
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: Cristina Cabrera

II. Consent Agenda

- A. Approval of [Sept. 14, 2022 Minutes](#)
- B. Approval of October Agenda
- C. Committee Appointments
 - 1. Apportionment Committee
 - a) Ryan Simms - Streamwood High School
 - 2. Budget Committee
 - a) Karen Davis - Heritage
 - 3. Grievance Committee
 - a) Kathy Cebulski - Kenyon Woods
 - b) Claudine Cina - Coleman

The consent agenda was approved.

III. New Business

- A. [Elgin High School Site Exception](#)
 - 1. Working on being an International Baccalaureate School
 - a) Common collaboration time to look at data, plan, etc.
 - b) Engage in learning and instruction around being an IB school

Scott Sternal made a motion to approve Elgin High School's Site Exception and Donna Kielbasa seconded.

Steve Hoyt moved to close debate. Carol Mammoser seconded the motion.

The motion to close debate was approved by a vote of 15 yeas, 0 nays, 0 abstention

The motion to approve Elgin High School's Site Exception was approved by a vote of 15 yeas, 0 nays, 0 abstentions.

I. President's Report

- A. Bargaining Update
 - 1. Full bargaining team is meeting tomorrow with hot topics and committee reports
 - 2. ETA team will be meeting by themselves also

- B. Implementation Team Update
 - 1. Additions to the team
 - a) Amy Grantham - elementary
 - b) Don Selusnik - secondary
 - 2. Conversation about Learning Targets
 - a) District Admin does not agree on how this should be posted
 - b) Major concerns about Learning Targets
- C. [Bylaw Amendment](#)
 - 1. Bringing forward to RA for a vote
 - 2. When it is approved, packets will need to be handed out with copies of bylaw for each ETA member
 - a) Section directors need to get their schools and hand them to their reps
 - 3. Review next steps
- D. All Day Training
 - 1. Tuesday, November 15 8:30-2:30
 - a) Will still have regular BOD meeting the week before on Nov. 9

II. 1st VP Report

- A. ETA Website Update
 - 1. Company used as server had issues
 - 2. New server now - better platform
 - 3. No cost change
- B. [Site Exception Process](#)
 - 1. [Site Exception Slide Deck \(WIP\)](#)
 - 2. Training will be forthcoming for schools that may want to become SfRE
 - 3. Training will be forthcoming for schools that want to renew Needs to have the site exceptions done before the Transfer/Reassignment process happens
 - 4. Changes
 - a) SD and SIP must meet separately
 - (1) Members of SD and SIP form a team to do the site exception
 - (a) Chairperson must be elected on the team that is created
 - (2) Chair must work with head rep to talk with the section director
 - b) Clarification on who is involved with the process
 - (1) Head rep - Section Director - BOD
 - c) Voting revised to three days
 - d) Clarification on voting process
 - (1) Ballot box can be used but has to be prearranged
 - (2) No rounding up - must be 75%
 - e) No vote - must reach out to ETA leadership before moving forward
 - f) New materials - template - more standardized
 - g) Renewal process - any change to language is a new site exception
 - h) Must have pre-approval before you move forward with a site exception

C. [School Department and SIP Training](#)

1. Will be reaching out to schools who were not in attendance
 - a) Admin was expected to attend the trainings

III. 2nd VP Report

A. TWE

1. March 2, 2023
2. Streamwood Lanes
3. Baskets
 - a) Sell tickets on website as well as in person
4. Nominations for 6th & 8th will be sent out in January

B. Head Rep Feedback

1. SD
 - a) 25% working
 - b) 73% more or less
 - c) 2% not working
2. SIP
 - a) 32.5% working
 - b) 52% more or less
 - c) 13% not working
3. Admin working Collaboratively with ETA
 - a) 44% working
 - b) 52% more or less
 - c) 4% not working
4. SfRE
 - a) 27% working
 - b) 53% more or less
 - c) 20% not working
5. Many comments about what is not working
 - a) Subbing is a huge issue
 - b) New directive from District
 - c) Academic Teaming being pushed to be used constantly
 - d) Stress
 - e) Lack of respect

IV. Secretary Report

- A. Updated lists were sent to section directors on Sept. 14
- B. Membership Committee
 1. People are needed

V. Treasurer Report

- A. Budget Report was presented

VI. Human Resources

- A. Prior Work Experience Review
- B. Recording will be posted
- C. Hired in 2018/2019
 1. If there is a paycut, you will receive an email to remove yourself from the process
- D. Reviews are being completed and will see it in upcoming paychecks

1. Letter will be forthcoming
 - E. Communication for people who are getting no additional step
- VII. Committee Reports**
- A. Grievance Process
 1. Flow chart to follow the process correctly
 2. Document initial conversation
 3. Discuss with head rep
 4. Work towards a resolution
 5. Involve Section Director and the Grievance Committee to support writing the grievance
 - B. Grievance Committee
 1. Nurses 01-22-23 in abeyance - making progress
 2. Hawk Hollow 01-22-23
 - a) Working with head rep
 - b) Meeting with executive director and Lela about admin
 - c) A lot of issues
 3. Working on an electronic for for filing a grievance
- VIII. Minority Director Report**
- IX. Region 24**
- A. [Election Plan](#) - filed with IEA
 - B. [IEA RA Nomination Form](#) - will be sent out Friday
- X. Representative Assembly**
- A. [RA Agenda](#)
 - B. [RA Front Table Signup](#)

On a motion from Barb Bettis, the ETA Board adjourned at 6:37 P.M.
The minutes were approved on Nov. 9, 2022.

Respectfully submitted,

Donna Kielbasa
ETA Secretary