

**I. Call to Order**

**Members present:**

**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

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**II. Consent Agenda**

- A. Approval of [Oct. 12, 2022 Minutes](#)
- B. Approval of November Agenda
- C. Committee Appointments
  1. SEC Committee
    - a) Claudia Popovic (Ridge Circle) - Elementary GenEd rep
    - b) Kevin Alexander (Canton MS) - Middle School GenEd rep
    - c) Leah Wilkins (Elgin HS) - High School GenEd rep
  2. Grievance Committee
    - a) Lisa Burnell - Horizon
  3. MTSS Committee
    - a) Kelly Skowronski (O'Neil) - Early Childhood Rep
  4. Membership Committee
    - a) Randy Monger - KWMS
    - b) Caitlin O'Hara - EHS

The consent agenda was approved.

**III. New Business**

- A. Apportionment
  1. [Current Apportionment 2022-2023](#)
  2. [Proposed Apportionment 2023-2024](#)
    - a) Removal of Hawk Hollow and Garfield since they are closing
    - b) RA needs to vote on this in November
    - c) A deeper look will need to be taken at the sections for next year
      - (1) 6th grade moving up
      - (2) Sections be spread out

Donna Kielbasa made a motion to approve the Proposed Apportionment 2023-2024 and Steve Hoyt seconded.

The motion to approve the Proposed Apportionment 2023-2024 was approved by a vote of 15 yeas, 0 nays, 1 abstentions.

#### **IV. President's Report**

##### **A. General Updates**

1. Health insurance committee
  - a) Proposal for 3 consulting firms - helps negotiate with UHC
  - b) Plan is in order and modernized
  - c) Outcome will be public one the BOE votes on a contract for the vendor in Dec.
  - d) Passive enrollment this year, but need to re-enroll for FSA
  - e) New employees can choose any plan
  - f) Form required for supplemental life insurance

##### **B. All Day Training - Tuesday, November 15, 2022 - 8:30 - 2:00 - ETA Office**

1. Training focus on Section Directors - responsibilities
2. Bargaining Caucus at 3 p.m.
3. Bargaining from 4 p.m. to 7 p.m.

##### **C. Voya mailing**

1. State program
  - a) retirement program for all newly employed teachers
  - b) Retirement is looking at this
2. T-8 Matching has to be done through the district program with AIG

##### **D. Teresa Lance**

1. Frustrated with district - not enough time to do what needs to be done
2. District has one focus right now - IE
  - a) Wants ETA to help get word out about equity programs
3. Discussion about student behaviors and consequences or lack thereof
4. Meeting with the new director of culture next week

##### **E. Bargaining update**

1. Meetings have taken place
2. Wrapping up committees work
  - a) TAP and Appendix F will take longer
3. More information coming after the next bargaining

#### **V. 1st VP Report**

##### **A. Site Exception Update**

1. Four training sessions held over the past two weeks
  - a) Process, consensus, support
2. Turnout was admin heavy
3. ETA is not stopping sites from writing the site exception
  - a) 75% of the staff needs to be on board
4. Site exceptions have to follow the process or they will not be brought to the BOD
5. Section Directors - don't share what other sites did, must be done through the eyes of their site
  - a) Need to have protections in place
6. Last day to vote for school is Dec. 20
7. Deadline for site exception for SfRE is Dec. 22

8. Head Rep contacts section director and officers to let them know if schools are doing a site exception
  - a) Coleman
  - b) Willard
  - c) Tefft
9. Resources are on  
<https://theeta.org/eta-site-exception-process-resources-2022-2023/>
10. Not ETA's job to walk sites through writing the site exception
  - a) SIP and SD responsibilities
11. Asking teachers to sub during personal plan time, but not coaching plan time
12. Once you are a SfRE, you are staying a SfRE
  - a) No intention to eliminate staff
  - b) Site exception helps utilize the extra staff

**VI. 2nd VP Report**

- A. TWE Update
  1. March 2nd at Streamwood Lanes

**VII. Treasurer Report**

- A. Budget Report was presented
  1. Audit fee was paid

**VIII. Secretary Report**

- A. Membership Report
  1. New list sent Oct. 25
  2. Send errors or additions to Kathy Difatta and Donna Kielbasa
- B. Chicago Steel Hockey game

**IX. Minority Director Report**

- A. Report with minority staff
- B. Put together outreach to the members

**X. Region 24**

- A. IEA Representative Assembly Election
  1. Early March is Rep Assembly
  2. Election materials will be ready for the Nov. RA
  3. Jim Krambeer is coming in to help with the election
    - a) Randy Monger and Jose Rosa will help
  4. Lesley Beallis would like to do a write in campaign
  5. 24 delegates being voted on
    - a) Pres, 1st VP, 2nd VP and Minority Director go automatically
    - b) 29 people have been nominated
  6. Meeting room for Friday afternoon reserved
    - a) Lunch
    - b) Caucus
    - c) Buddy for new delegates
    - d) Plan sent out ahead of time
    - e) Need to be vocal at the RA

7. New structure for dues that is an issue
  - a) Based off of how much money you make, make more - pay more
- B. IEA Dues Sub-Committee
  1. Scott Sternal and Steve Hoyt are on the subcommittee
  2. Fighting the battle with the new dues structure
  3. 6 year ramp up to new structure
    - a) They do not want to show what the dues will be at the end of the ramp up
    - b) Value they are using is way past what they projected
      - (1) There will be a windfall
  4. Were told they were being hostile and need to make it work
    - a) Will build out formula to make sure it is correct
    - b) Asking the tough questions
    - c) Administration the multiplier will need to be changed after 2 years
      - (1) Higher dues up front
    - d) Strategizing so teachers are aware of this
    - e) More lucrative for down state where dues will go down
    - f) COLA was not part of this plan
  5. Scott analyzed the vote to see where Regions fell
- XI. BOE Communication Team
  - A. 2 BOE members spring elections
    1. Eva Porter, John Devereaux, Sue Kerr and Kate Thomas seats are up
- XII. **Representative Assembly**
  - A. [RA Agenda](#)
  - B. [RA Front Table Signup](#)

Steve Hoyt made a motion to adjourn the meeting and Scott Sternal seconded. The ETA Board adjourned at 5:57 p.m.

Draft for approval

Respectfully submitted,

Donna Kielbasa  
ETA Secretary