

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

II. Consent Agenda

A. Approval of [March, 6, 2023 Minutes](#)

B. Approval of April Agenda

The consent agenda was approved

III. 2nd VP Report

A. TWE Report

1. T-shirts and certificates for 6th and 8th are sorted

2. Will hand out at the RA

3. 10 high school students have applied

a) 6 have completed all documents

4. Will discuss next year about having a scaled down celebration again

IV. Treasurer Report

A. Budget Report was presented

B. Bills are paid

C. All books are balanced

V. Secretary Report

A. Membership Report - awaiting final list from Kathy Difatta

B. New name cards for members in blue

C. Red cards for guests

VI. Region 24

A. Local Election Recap

1. Bond proposal passed

a) Dupage was a 50/50 split on it

2. All ETA endorsed candidates were elected

a) Kathleen "Kate" Thommes (incumbent)

b) Susan E. Kerr (incumbent)

c) Chanda Schwartz

d) Samreen Khan

VII. President's Report

A. Timelines

1. [Section Director Attendance at Presentations](#)
 - a) Please sign up to attend one of the sessions
2. [Member List](#)
 - a) Needs to be updated by April 12, 2023 before the RA

B. April RA Changed

Katie Sternal made a motion to move the April 19th to April 12th and Steve Hoyt seconded.

The motion to move the April 19th to April 12th was approved by a vote of 14 yeas, 0 nays, 0 abstentions.

C. TA Vote

1. Ballot will be a half sheet with a Yes/No option
2. Voice vote at RA. If it is close, roll call will be called
 - a) All non-reps, red cards, will leave the room when the vote is cast
 - b) The chairs are for the reps, not the guests
3. Tally
 - a) Jose needs help, bargaining team members cannot count the ballots
4. The only body that can reject the TA is the general membership vote
 - a) The BOD and RA are just showing support of the TA
5. Teacher Appreciation Gifts will be picked up when they drop off their ballots. The gifts are to be passed out the week of May 18th
 - a) Kathy Difatta will have lists with the number of members to take the right amount of gifts to take
 - b) If your home school is wrong, please contact HR

VIII. Tentative Agreement

A. Six Categories

1. Compensation
 - a) Salaries
 - (1) Maintain salary structure and rules for movement
 - (2) Increase in the base each year - this is in addition to the 2.2% on your step movement
 - (a) 1st - 4% in
 - (b) 2nd - 2%
 - (c) 3rd - 2%
 - (d) 4th - 1%
 - (3) No change in health insurance
 - (4) Maintain 5% 403b match in T-8
 - (5) A salary calculator will be posted on the ETA website
 - b) Hourly
 - (1) Increase in accordance with the base increases
 - c) Appendix F
 - (1) Increase in accordance with the base increases
 - (2) MS did not go up based on the base salary

- (a) It is increased to make it more competitive
- d) Retirement
 - (1) Insurance subsidy is increased
 - (2) Post retirement lump-sum 403(b) contribution no indexed to the salary in T-8
- 2. Workload
 - a) Specialized Student Services
 - (1) Process for case loads to be reviewed 3 times a year, Sept 30, Nov. 1, Feb. 1
 - (2) Review by SSS is done based on ideal caseload
 - (3) If SSS does not identify the caseload, member can notify the principal/program admin/ dept for individual review
 - b) High School
 - (1) Eliminates supervision
 - (2) Establishes a regular collaboration plan time
 - c) Middle School
 - (1) Eliminates supervision
 - (2) Establishes a regular collaboration plan time
 - d) Secondary
 - (1) Overload language in contract instead of an MOU
 - (2) One period of personal plan time remains in place
 - (3) One period of supervision is replaced with collaborative plan time
 - (a) One day a week is SIP (A-Team)/District directed
 - (b) Remaining days are directed by the collaborative team
 - (c) Cannot sub during this time
 - e) Elementary
 - (1) Establishes daily planning time as a contractual right
 - (2) Establishes a regular collaboration plan time
 - (3) Can get paid an overload and can sub for a period just like secondary
 - (4) No more switch days
 - (5) State laws says there needs to be unstructured play time so student lunches will be 50 minutes
 - (a) 20 minutes to eat
 - (b) 30 minutes to play
 - (6) 23/24 School Year - Non SfRE schools
 - (a) All elementary teachers (including K) will receive an additional planning period (4 planning periods per 5 days)
 - (b) Additional specials will be added at the site
 - (7) 24/25 School Year
 - (a) Daily plan time

- (b) 250 total minutes for planning and prep per every 5 days
 - (c) In order to accommodate these changes for the 24/25 school year
 - (i) Elementary day will extend 25 minutes
 - (ii) There will be no change to the number on instructional minutes
 - (iii) Start and end times for schools will be determined during the 23/24 school year
 - (iv) Summary: 170 minutes of personal plan, 40m minutes of collaborative plan, 40 minutes of district directed time (250 total minutes)
 - f) Early Learners
 - (1) Includes Early Learners in contract
 - (2) Establishes daily plan time for all early learner teachers
 - (3) Establishes a regular collaboration plan time
 - g) No change in instructional time at any level for the teacher
 - h) Class Size Review Process
 - (1) Applies to all classrooms
 - (2) Principals will provide class size data to SD (B-Team)
 - (3) SD (B-Team) can identify areas of concern
 - (4) The principal will share any changes at the August SD (B-Team) meeting
 - (5) Individuals can still initiate a review of their class size
 - i) Specials teachers
 - (1) 170 minutes of personal planning
 - (a) 40 minutes A-Team/District directed
 - (b) 40 minutes collaborative
 - (2) Can be done with teachers at other sites virtually
 - (3) 250 total minutes
 - (4) Planning time will be scheduled everyday
 - j) Pre K
 - (1) Personal and district plan time
3. Building Level Leadership Teams
- a) SIP - Academic Team (A-team)
 - (1) URC team will go away
 - (2) Create new language allowed Special service department to for an Academic Team
 - (3) Assess how collaborative time is functioning at the school and report progress to the IC
 - (4) Communicate its work and decisions to faculty, staff, families on a regular basis
 - (5) Plan the equivalent of not less than two days nor more

than four Academic Team Improvement days (SIP Days)

- b) SD - Building Team (B Team)
 - (1) Language clarified and rearranged
 - (2) Prepare a recommendation of agenda items for the staff meeting
 - (3) Updates made to language regarding the review and joint affirmation on site budgets
 - c) Coordination and Communication Team - C-Team
 - (1) 2 admin
 - (2) A-team chair
 - (3) B-team chair
 - (4) 1 elected rep from within the A-team
 - (5) 1 elected rep from within the B-Team
 - (6) Will work together
 - d) C-Team
 - (1) Coordinate and recommend items and topics for discussion at the A-Team and B-Team meetings
 - (2) Discuss items and set the agenda for staff meetings (6.54)
 - (3) Define procedures for classroom visitation by non U-46 employees (6.71)
 - (4) Meet twice a month or more frequently as needed
4. Teacher's Authority and Protection
- a) Student Discipline
 - (1) Exclusions from class will still exist in alignment with the student code of conduct
 - (2) Teachers must complete and provide all relevant documentation
 - (3) When requested, the student will be excluded from class and a meeting between the principal and the teacher will take place to discuss the student's readmission to class
 - b) Teacher Protection
 - (1) Language regarding investigations by a non-district agency has been moved to its own section
 - (2) Mutually agreed upon time for the meeting 9.8
 - (3) Initial meeting for a 9.8 investigation can now take place within 10 days, but must still be completed within 20 days of notification
 - (4) All members are afforded a rep but not a say in who it is
 - (5) Any teacher who disagrees with written discipline may submit a written statement to be placed in their personnel file
5. General Practices
- a) Lockable space - retain security but provide access to personal items

- b) Experimental programs - limiting impact on site staffing while maintaining security for potential applicants
 - (1) If you took on a role - your position was held for you for 3 years - posted as a 1 year only for 3 years
 - (2) Feb. 1 of every year, you have to let HR know if you will stay in that position
 - (3) At the end of the 2nd year, you lose any recall rights to that building
 - (4) You will be participated in voluntary and/or involuntary
 - (5) Everyone starts now in the cycle
 - (a) FTE who are housed at ESC
 - (6) Bereavement Leave
 - (a) Updated language to more accurately reflect family structures
 - (7) Inclement weather
 - (a) Memorialize agreed upon procedures for accessing this provision
 - (8) Position Description
 - (a) Updated to reflect available instructional modalities
 - (i) In-person, hybrid instruction, asynchronous and synchronous time
- c) 1st VP release time .4 release time
 - (1) ETA will pay % of a teacher placed at A-1

6. Contractual Committees

- a) Recommendations from committees were included in the contract

Donna Kielbasa made a motion to support Tentative Agreement and Steve Hoyt seconded.

Kathy Cebulski moved to close debate. Randy Monger seconded the motion.

The motion to close debate was approved by a vote of 16 yeas, 2 nays, 0 abstention

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

IX. [RA Agenda](#)

The ETA Board adjourned at 7:29 P.M.

The minutes were approved on May 10, 2023.

Respectfully submitted,

Donna Kielbasa
ETA Secretary