

## I. Call to Order

The following schools and departments signed in: **Yellow - absent**

**Elementary:** Bartlett Elementary, Centennial, Century Oaks, Channing, Clinton, Coleman, Creekside, **Early Education Station**, Fox Meadow, Glenbrook, Hanover Countryside, Harriet Gifford, Heritage, **Highland**, Hillcrest, Hilltop, Horizon, Huff, **Illinois Park**, Independence, Laurel Hill, Liberty, Lincoln, Lord's Park, **Lowrie**, McKinley, **More at 4**, Nature Ridge, **O'Neal**, Oakhill, Ontarioville, Otter Creek, Parkwood, Prairieview, Ridge Circle, Spring Trail, Sunnydale, Sycamore Trails, Timber Trails, Washington, Wayne, Willard

**Middle School:** Abbott, Canton, Eastview, Ellis, Kenyon Woods, Kimball, **Larsen**, Tefft

**HighSchool:** Bartlett, CSP/SWEP/MO/Center House, DREAM, Elgin, Larkin, South Elgin, Streamwood

**Departments:** Art, **Diagnosticians**, **Educational Pathways**, **ELL**, **Health Services**, Music, Physical Education, **Psychologists**, Social Workers, **Specialized Student Services**, Speech & Language, Teacher Leaders@ESC

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## II. Consent Agenda

- A. Approval of [May 17, 2023](#)
- B. Approval of August 16, 2023 Agenda

The Consent Agenda was approved.

## III. Meeting Norms

- A. Be recognized by the chair prior to speaking
- B. Name and School when speaking
- C. No food or drink allowed
- D. Questions need to be general and not individual
- E. Avoid Side Conversations
- F. No photos of the slide deck

## IV. President's Report

- A. Bargaining Update
  1. Bargaining Timeline
    - a) New Bargaining Team - August 16 Representative Assembly
      - (1) 15 members signed up to be on the bargaining team
    - b) Focus Groups - (August and September 2023)
    - c) Negotiations Begin (Fall 2023)
  2. Bargaining Team
    - a) Returning Team Members
      - (1) Barbara Bettis - ETA President
      - (2) Jack Janezic - IEA UniServ Director
      - (3) Scott Sternal - Abbott Middle School
      - (4) Jennifer Strasser - Fox Meadow Elementary School
    - b) Experienced Bargaining Team Members
      - (1) Nicole Barder - Social Worker

- (2) Eric Ilich - Bartlett High School
- c) New Bargaining Team Members
  - (1) Jennifer Misek - Larkin High School
  - (2) Jennifer Trygar - Liberty Elementary School

Brigid Trimble made a motion to approve the 2023 Bargaining Team and Jennifer Kowaczek seconded.

The motion to approve the 2023 Bargaining Team was approved unanimously by the Rep Assembly.

**B. General Updates**

- 1. 2nd Survey in Partnership with IEA
  - a) Survey results were shared at the RA. If you have questions you should speak with your build reps to get that information.
- 2. Focus Groups
  - a) 8-12 Participants
  - b) 60-90 Minutes
  - c) Meetings will Occur In Person
  - d) Groups in the following categories
    - (1) Early Childhood, Elementary Teachers, Middle School Teachers, High School Teachers, Elementary Specials Teachers, Related Services, Non-Traditional Classroom Teachers, Special Education Teachers
    - (2) [Focus Group Interest Form](#)

**C. Contractual Committee Vacancies**

- 1. Instructional Council - Special Education Teacher
- 2. Instructional Council - Elementary Education Teacher
- 3. MTSS - Early Childhood
- 4. MTSS - Social Worker
- 5. PAR Panel
- 6. Salary Credit Oversight
- 7. Safety Council - Dual Language Elementary
- 8. Safety Council - Middle School Teacher
- 9. Safety Council - Elementary School Teacher
- 10. Safety Council - Early Childhood Teacher
- 11. Teacher Mentor Program

**V. 1st Vice President Report**

**A. TAP Updates**

- 1. Administrative TAP training was mandatory for all administrators on Friday, July 28
- 2. All administration was shared the slide deck that was then to be used during the building SIP Days
- 3. ETA reviewed materials and the TAP OC co-chair was in attendance for the presentation to all administration
- 4. A survey was sent to all head reps asking if the training occurred during the SIP day. 41 schools responded to the survey.

**B. TAP Reminders**

- 1. Only teachers that are tenured are eligible to earn a 3 year observation cycle if they earn an excellent ISBE rating during their summative conference

2. Teachers that had a summative last year have one SLO due this year (and every year moving forward) unless they are in an exempt position
  3. Teachers that did not have a summative last year will have two SLO's due this year
  4. A 3 year observation cycle can only be earned with an excellent rating. A teach cannot default to excellent
  5. Teachers in a 3 year observation cycle must have one informal observation in either of the first two years on the 3 year cycle
  6. Updating list of Head Reps and Reps
- C. SIP and SD Training
1. SIP and SD chairs can reach out to Scott Sternal to go over the SIP and SD training that was jointly presented last year
  2. Email [scottsternal@theeta.org](mailto:scottsternal@theeta.org) to set up a time
  3. Send 3 dates and times that your teams would be available
    - a) After school preferred for elementary and high school teams
    - b) Before or after school for middle school teams
  4. Limit the attendees to SIP and SD members
  5. The agenda would include review of the SIP and SD training and answering questions about SIP and SD

## VI. Secretary Report

- A. New Teacher Orientation Recap
1. 224 new teachers were hired as of Aug. 7, 2023
  2. 189 signed up to be Members with more applications coming in
  3. IEA will no longer accept the paper enrollment forms
    - a) Enrollment cannot be processed if using the paper form
    - b) Reps destroy all previous unused forms immediately
    - c) Membership sign up should be done at [join.ieaneia.org](http://join.ieaneia.org)
- B. Membership Update
1. Current Membership Numbers
    - a) 2527 members
    - b) 145 potential members
  2. We will maintain 3 lists for every building
    - a) Members
    - b) Potential Members
    - c) Member Drops
  3. Follow up with new members that have been hired since NTO
    - a) Potential Members - [join.ieaneia.org](http://join.ieaneia.org)
  4. UNPAID Leave of Absence
    - a) After 6 months become a potential member
    - b) Must re-enroll to become a member again
  5. School/Dept needing to update Head Rep and Building Rep
    - a) Physical Education
    - b) Highland Elementary
    - c) Parkwood Elementary
    - d) Teacher Leaders
    - e) Willard Elementary

(1) Please email Donna Kielbasa and Kathy Difatta with your updated rep list

## **VII. Treasurer's Report**

- A. Budget Report was presented
- B. Treasurer Update
  - 1. Transitioned over the summer
  - 2. Attended IEA Treasurer Training
  - 3. Working on budget to bring forward for the September RA
  - 4. Working to streamline processes for the future
  - 5. Goals include:
    - a) Electronic submission of expenses/receipts for reimbursement via Google form
    - b) Guides for IEA/NEA RA submission to help members

## **VIII. Region 24**

- A. IEA RA 2023
  - 1. 7 Bylaws Submitted
    - a) Full Repeal
    - b) Formula Change based on Minimum Teacher Salary
    - c) Formula change based on average salary increase
    - d) Formula change based on current base salary rate
    - e) Change the number of bands from 10 to 3
    - f) Dues cap
    - g) Additional funding from IEA to support the work
  - 2. 1 Bylaw Created on the floor to request funding per member for ALL locals
- B. New Dues Structure
  - 1. Increase in dues based on creditable earnings from 21-22
    - a) Includes overloads, subbing, stipends, coaching etc.
  - 2. The more you make, the more you pay relative to the average teacher salary in the state of Illinois according to the Illinois School Report Card
  - 3. The increase in dues, per paycheck, will be no more than 2 dollars per paycheck in year 1 for ETA Members

## **IX. Acknowledgments**

- A. [2023-2024 ETA Meeting Schedule](#)
- B. Kindergarten training needs to happen but when they want to do it and they will be paid
  - 1. Let Barb know if this is not happening in our building

Brittney Mallen made a motion to adjourn the meeting and Katie Sternal seconded. The ETA RA adjourned at 6:24 P.M.

Draft for approval

Respectfully submitted,

Donna Kielbasa  
ETA Secretary