

I. Call to Order

Members present: Yellow - absent if you arrive after the first 15 minutes, you will be marked absent

Officers: Barb Bettis, Scott Sternal, Jose Rosa, Donna Kielbasa, Steve Hoyt

Elementary Section Directors: Noemi Hernandez, Lesley Beallis, Amy Grantham, Jenn Strasser, Lori Pettey

Secondary Section Directors: Katie Sternal, Courtney Byer, Anne Hitch, 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 [June 7, 2023 Minutes](#)

B. Approval of August Agenda

The consent agenda was approved.

III. President's Report

A. Comments from last May meeting

1. Use of timers was appreciated

2. Will discuss at next meeting in September when we are in person

3. Keep comments to 3 minutes or less today

B. Survey Data

1. Focus on bargaining

a) 2 surveys went out

b) Questions about 4% up front and not spread out

c) Questions about elementary and the extended day

d) Appendix F wasn't clear

e) Secondary issues with supervision

f) Trust issues about district and being able to hire all the teachers

g) Lack of knowledge in Article 9 about safety

C. Focus Groups

1. Focus groups will be forming

a) IEA was busy with Summer Institute, NEA, and vacation

D. Bargaining

1. Bargaining Team

a) Barb Bettis

b) Scott Sternal

c) Jen Strasser

- d) Jack Janezik
- e) Eric Illich
- f) Nicole Barder
- g) Jenny Trygar
- h) Awaiting for response for the 8th person

Donna Kielbasa made a motion to approve the 7 members for the ETA Bargaining Team and Steve Hoyt seconded.

The motion was approved unanimously with 15 yeas, 0 nays, 0 abstentions

- 2. Schedule and Timeline - none as of now
 - a) Suzanne asked for dates
 - b) Will try for some sessions during the school day
 - c) End date to be as soon as possible

E. NTO

- 1. Close to 200 teachers
- 2. Over 100 teachers signed up for ETA

F. Union Unification

- 1. Need to get us all on the same page
 - a) Union is all of us, not just leadership
- 2. Buy t-shirts for all members to show unification
 - a) Looking at price from Print Loop

IV. 1st Vice President Report

A. TAP System Updates

- 1. More training on TAP with teachers and especially Admin
- 2. Push for Domains 1 & 4 from Admin
 - a) This is not what is bargained
 - b) Domains 2 & 3 are for observations
 - (1) These are observable and focus on students
 - c) Chair of TAP will be invited to the Admin presentation
 - (1) Same training that teachers had is the same for admin
- 3. This is not a gotcha, focus on best practices
- 4. Training was to be an hour and a half
 - a) Please let Barb or Scott know if you hear from sites that did not follow the training for TAP on your SIP day.
- 5. Every teacher has a SLO due this year
- 6. New Dashboard in the system for everyone so they know expectations
- 7. Additional trainings each quarter for admin

V. Secretary Report

- A. NTO Recap
- B. Rep list being updated from schools

VI. Treasurer Report

- A. Budget Report
 - 1. Carol has been removed and Steve has been added to accounts
 - 2. Only one more bank to get accounts updated
 - 3. Standardization of forms for receipts

- B. 2023-2024 Budget needs to be set
- C. New dues structures start this year

VII. August Representative Assembly

A. [Front Table Sign-Up](#)

1. Helpful to have secondary and elementary separated
2. List alphabetical by building
3. Departments on a separate list

B. [Agenda](#)

VIII. Adjournment

Donna Kielbasa made a motion to adjourn the meeting and Anne Hitch seconded. The ETA Board adjourned at 4:57 P.M.

The minutes were approved on Sept. 19, 2023

Respectfully submitted,

Donna Kielbasa
ETA Secretary