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I. **Call to Order**

**Members present:** Yellow absent

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

**Elementary Section Directors:** Noemi Hernandez, Lesley Beallis, Amy Grantham, Elspeth Alvarado, Lori Pettey

**Secondary Section Directors:** Katie Sternal, Courtney Byer, Anne Hitch, Jen Cesario, Kathy Cebulski

**Minority Director:** Randy Monger

**Region 24 Chair:** Jose Rosa

**Region 24 Vice-Chair:** Jenn Strasser

**UniServ Director:** Jack Janezic

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I. **Consent Agenda**

A. Approval of [Aug. 14, 2024 Minutes](#)

B. Approval of Sept. 11, 2024 Agenda

The consent agenda was approved with flexibility.

II. **New Business**

A. 2024-2025 ETA Budget was presented

B. 2024-2025 ETA Dues

1. Has not been raised since 2015/2016 - \$55 to \$60

a) 2009/2010 raised \$50 to \$55

2. Have the lowest dues in the area

C. 2024-2025 First Vice-President Compensation

1. Cannot take on any extra duties since it is now a 0.4 position

Jose Rosa made a motion to support the 2024/2025 ETA Budget and a \$5 Annual Dues Increase and Katie Sternal seconded.

Randy Monger made a friendly amendment to include "Annual" in the motion. This was accepted by Jose Rosa.

The motion to support the 2024/2025 ETA Budget and a \$5 Annual Dues Increase was approved by a unanimous vote of 16 yeas, 0 nays, 0 abstentions.

III. **President's Report**

A. SILT Update

1. 22 schools on Targeted or Comprehensive lists

2. Barb and Scott attended Thursday night meeting of SILT Teams

a) Nothing presented goes against the MOU

b) How buildings are interpreting this is problematic

c) Information getting out appears to be coming from Executive Director and or Principal that are incorrect

(1) Adding meetings

(2) Taking TCT time without a plan

(3) PD needs to be designed based on Data

- (a) Need to have the Data
      - d) Will be rewriting the MOU and tightening it up
      - e) Will continue to meet with SILT team who are asking for help
      - f) Composition will change moving forward
        - (1) Need to have experience or currently sitting on SD or SIP
          - (a) SIP team drives the SILT team
      - g) Created a monthly checklist for SILT teams to follow
- B. Special Education Issues
  - 1. Special meeting to meet with Amanda, Latrice, and Lela
    - a) Kimball, KW, Otter Creek, HC, Canton, Coleman, Spring Trail, Sunnydale
    - b) If you know of other schools with issues, please email Barb with details
- C. Hate Speech Presentation
  - 1. Must be given at the September Staff Meeting
    - a) Principals are not doing it the proper way, rushing through it or not presenting it
    - b) There will be a video forthcoming on how to write a referral
      - (1) ETA advice is to not write out the offensive work in the referral. State who said it and put it in "quotes" and use asterisks "n\*\*\*\*r"
      - (2) You should be handling what is going on in your classroom, not the hallways unless it is blatantly obvious who it is saying it
      - (3) Parents can ask for a copy of the referrals
      - (4) Referrals can be subpoena
      - (5) Emails and g-chats are subject to FOIA
- D. Elementary Workload MOU
  - 1. Did not change in the 2023-2027 contract
  - 2. Will be changing composition
    - a) 2 gen
    - b) 2 dual
    - c) 2 specials
    - d) 2 special education
    - e) 1 related service
  - 3. 2 year assignments for people have come to a close
- E. Elementary Science/Special Overload MOU
  - 1. Still have open positions for elementary science
  - 2. Goal to have done by Sept. 20
  - 3. If teachers outside of science are writing plans for subs, that will be addressed
    - a) Get in writing from Admin who many hours you are expected to do this and be paid for
  - 4. Need to discuss Owed Time

## F. General Updates

### 1. New Office Space

- a) IEA has been looking to move. Lease is up in February
- b) A place has been found, it depends on the financials
  - (1) On first floor, has windows, room for meetings, cafeteria, functional washrooms
  - (2) Moving to Fisher Nuts if approved

### 2. Strategic Planning

- a) District has a committee with a 5 year plan
- b) Teachers have been asked to be on the committee
  - (1) Barb, Scott, Anne are on the committee

### 3. Academic Credits

- a) Have a list of people who have applied for grad credits
  - (1) Most rejections are due to the universities being input
  - (2) The Teaching Channel, formerly Learners Edge may be rejected for now but is reaching out to teachers about situations
    - (a) These seem to be mostly from Roosevelt because it is not in Roosevelt's catalog
  - b) Put in date of when the classes start because they are being sorted by start dates
  - c) Will be designing an appeal process
  - d) SCOC will be looking into it

## G. Contracts are arriving in the building with affidavits

- 1. Please hand out personally to teachers and have them sign affidavits

## IV. 1st VP Report

### A. SIP and SD Training

- 1. 3 sessions have occurred, well attended
  - a) 7 schools have not signed up for training
- 2. Monday, Sept. 16, is limited to 5 per school at Welcome Center
- 3. Thursday, Sept. 26 and Monday, Oct. 7 are the next dates
- 4. One was done for only the Executive Directors
- 5. Will offer more support for individual schools who need it after all trainings have been completed
- 6. SIP needs to set up process for outside people (IE) coming in for classroom observations
- 7. Adequate Housing Survey
  - a) Sent out to buildings, should be completed by Head Rep
    - (1) Lockable space needs to be accessible

### B. [Contractual Committee Application](#)

- 1. Draft form
- 2. People will fill out when they have an interest in being on a committee
- 3. Gives us a pool of people if there is another vacancy

### C. [Conference and Event Application](#)

1. Draft form
  2. Apply process for all conferences
- D. Apportionment Update
1. Will have updates at RA
  2. Next year Hawk Hollow Middle School will be onboarding, so will need to discuss this
  3. 26/27 another new middle school and reboundary of the whole district
- V. **Treasurer's Report**
- A. Monthly Budget Report
  - B. TWE Store
- VI. **Secretary's Report**
- A. Membership Update
    1. Kathy Difatta sent out updated lists to head reps
      - a) Please let her know if there are any things that needs to be changed
- VII. **Minority Director Report**
- VIII. **[RA Agenda](#)**

Steve Hoyt made a motion to adjourn the meeting and Katie Sternal seconded. The ETA Board adjourned at 6:40 P.M.

The minutes were approved on Oct. 9, 2024.

Respectfully submitted,

Donna Kielbasa  
ETA Secretary