



BOARD OF DIRECTORS MEETING
Oct. 8, 2025
MINUTES

I. Call to Order

Members present:

Officers: Scott Sternal, Jose Rosa, Jenn Strasser, Donna Kielbasa, Steve Hoyt

Elementary Section Directors: Noemi Hernandez, Lesley Beallis, Amy Grantham, Elspeth Alvarado, Erin Hargadon

Secondary Section Directors: Katie Sternal, Courtney Byer, Anne Hitch, Jen Cesario, Susanna Rodriguez

Minority Director: Cecile Flores-Herbas

Region 24 Chair: Jose Rosa

Region 24 Vice-Chair: Jenn Strasser

UniServ Director: Jack Janezic

II. Consent Agenda

A. Approval of [Sept. 10, 2025 Minutes](#)

B. Approval of Oct. 8, 2025 Agenda

The consent agenda was approved.

III. Work Groups

A. SIP and SD Cohorts

1. [Parking Lot](#)

IV. New Business

A. [Policy Guide](#)

1. Capture in a living document so anyone years from now know what the organization was doing.

Steve Hoyt made a motion to support the Policy Guide and Katie Sternal seconded.

The motion to approve the Policy Guide was approved by a unanimous vote of 14 yeas, 0 nays.

B. Committee Appointments

1. Wendy Witt - Elections Committee

2. Erin Caughlin - Elections Committee

3. Richard Johnson - BOE Communications Team

4. Maria Hausen - BOE Communications Team

Anne Hitch made a motion to support the four Committee members and Erin Hargadon seconded.

The motion to approve the four Committee members was approved by a unanimous vote of 15 yeas, 0 nays.

C. [Bylaw Amendment](#)

1. Will present to the Oct. RA

2. Nov. RA will vote to support or not

3. Will have to have a special election to approve this later, perhaps March Vote.

Donna Kielbasa made a motion to support the Bylaw Amendment to the October Rep Assembly and Anne Hitch seconded.

The motion to support the Bylaw Amendment to the October Rep Assembly was approved by a unanimous vote of 15 yeas, 1 nay.

D. Conference Application -

1. [09/13/25 LD - Illinois Art Education Association Conference](#)

2. [09/17/25 KP - Illinois Art Education Association Conference](#)

3. [10/06/25 LP - See Educators Run](#)

Elspeth Alvarado made a motion to approve the three Conference Applications and Amy

Grantham seconded.

The motion to approve the three Conference Applications was approved by a unanimous vote of 16 yeas, 0 nays.

Katie Sternal made a motion to recess until 6:15 p.m. and Anne Hitch seconded. The motion was approved. The meeting resumed at 6:15 p.m.

V. President's Report

A. Transfer Reassignment

1. Early Childhood
2. Special Education
 - a) MLP, ILP, EN1 reclassified at MAC
 - b) Do they have a classroom where they currently are?
 - (1) As long as they are credentialed they will remain at site
 - c) If not enough classroom, highest statutory grouping gets class other is TWA
 - d) TWA will be ranked in order by statutory grouping and seniority
 - (1) TWA will rank schools by their preference to be places
3. 6th Grade
 - a) Is attached to building
4. Bumping
 - a) 6th grade teachers attached to building
 - (1) TWA
 - (2) Will be seated at end of process if they have not gotten a seat yet, could bump someone out at building
5. Statutory Grouping
 - a) Sorting is done by this
6. Knowledge of Building List
 - a) Don't get to know this

B. [BOD Site Visits](#)

C. Elections Committee

1. Report submitted for special election
2. Met to discuss process
 - a) Improve affidavit process
3. Spoiled ballots, didn't follow process
4. Scantron straight to computer with results
5. Working on election handbook

D. General Updates

1. Site visits
2. Section directors site visits
3. Apportionment 26/27
4. Contractual committee report out

E. Donation for Al Llorens

1. How much? Memorial in December
2. Send ideas to Scott

VI. 1st VP Report

A. Code of Conduct Training at schools

1. 40 minutes of training

B. SPED Caseload Review Process

1. Happened last week with school caseloads
2. Made some switches between schools
 - a) Teachers will be contacted
3. 8.11 per contract for a review

C. General Updates

1. C&I - meeting with Celia
 - a) Elementary - being told not to use other resources
 - (1) Must follow curriculum, use the resources you need to

2. Scheduling
 - a) Not one size fits all
 - b) Based on needs of students

VII. 2nd VP Report

- A. BOE Comms Team
 1. Team Leaders check in with Jenn
 - a) Finding dates
 - b) Contacting BOE member
- B. TWE
 1. Link will open at Oct. RA
 2. \$25 per team of 4
 3. Feb. 26
 4. Start thinking about Baskets

VIII. Treasurer Report

- A. Budget Report was presented
- B. Final item needed for the audit
 1. Scheduled for Nov.
- C. IPace will move from ESB to Kane
- D. Other ESB will move to Chase

IX. Secretary Report

- A. Membership Report
- B. [Potential Member Informed Consent](#)
 1. Will email to all head reps
 - a) Can print out to talk to potential members about joining union
 - b) If potential member decides not to join, have them sign form and return to head rep
 - c) Head rep email Donna.Kielbasa@theeta.org with the potential members name
 - d) Keep better track of why potential members do not want to join

X. Minority Director Report

- A. Want to hear from ethnic minorities

XI. Region 24 Report

- A. EMELT will be happening
- B. Undo Tier 2
- C. Back Home Lobby

XII. [RA Agenda](#)

Amy Grantham made a motion to approve the RA Agenda and Erin Hargadon seconded. The motion to approve the process for the RA Agenda was approved by a unanimous vote of 15 yeas, 0 nays.

Donna Kielbasa made a motion to adjourn the meeting and Amy Grantham seconded. The ETA Board adjourned at 7:31 P.M.

The minutes were approved on Nov. 12, 2025.

Respectfully submitted,

Donna Kielbasa

ETA Secretary