

ARLINGTON HEIGHTS SCHOOL DISTRICT 25

1200 S. Dunton Ave.
Arlington Heights, Illinois 60005

School Board Meeting Minutes
September 17, 2020

Erin Johannesen, Secretary of the Arlington Heights School District 25 Board of Education, called the meeting to order on September 17, 2020 to accept a motion to adjourn into closed session at 7:01 p.m. The meeting was held at the Dunton Administration Building, 1200 S. Dunton Avenue, Arlington Heights, Illinois.

The meeting was noticed for closed session to discuss: Appointment, Employment, Compensation, Discipline, Performance or Dismissal of Specific Employees/Independent Contractors/Volunteers of the District, 5 ILCS 120/2 (c)(1); Review closed session minutes, 5 ILCS 120/2 (c)(21); Matters relating to individual students, 5 ILCS 120/2(c)(10).



Regular Meeting

Erin Johannesen, Secretary of the Arlington Heights School District 25 Board of Education, called the meeting to order at 7:30 p.m. on September 17, 2020. The meeting was held at the Dunton Administration Building, 1200 S. Dunton Avenue, Arlington Heights, Illinois. Roll call was noted and the Pledge of Allegiance said.

Board members present: Chad Conley, Scott Filipek, Erin Johannesen, Rich Olejniczak, David Page, and Anisha Ismail Patel. Scott Filipek was in attendance via phone.

Board members excused: Brian Cerniglia

Others Present: Dr. Lori Bein, Superintendent; Stacey Mallek, Assistant Superintendent for Business/CSBO; Dr. Brian Kaye, Assistant Superintendent for Personnel and Planning; Dr. Becky FitzPatrick, Assistant Superintendent for the Department of Student Learning; Dr. Peg Lasiewicki, Assistant Superintendent for Student Services; Chris Fahnoe, Director of Technology and Assessment; Ryan Schulz, Director of Facilities Management; Adam Harris, Head of Communications and Story Telling; Brad Katz, Information Technology Specialist; Lana O'Brien, Recording Secretary; staff; press; and community.

President Pro Tem

Since Mr. Cerniglia was not present, E. Johannesen asked for a motion to appoint a President Pro Tem for the meeting.

Motion: C. Conley moved to appoint D. Page to serve as President Pro Tem for the meeting. E. Johannesen asked for any more nominations and there were none, so the nominations were closed.

Roll Call: C. Conley, yes; S. Filipek, yes; E. Johannesen, yes; R. Olejniczak, yes; D. Page, yes; A. Patel, yes. Motion carried 6/0.

Recognitions and Presentations

David Page, on behalf of the Board, and Dr. Bein extended congratulations to the Newly Tenured Teachers. Dr. Bein stated that earning tenure in District 25 is a meaningful achievement, and we are impressed and thankful for the positive impact these teachers have on our children and colleagues. Thank you for being a part of District 25. A video was shown.

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| Amy Kemper | Dryden | Beth Martens | Olive-Mary Stitt |
| Ellen Harrigian | Dryden | Anna Lange | South M.S. |
| Savannah Mahal | Dryden | Joseph Kim | Thomas M.S. |
| Jennifer Dawson | Greenbrier | Sarah Havansek | Westgate |
| Kirsten Baker | Ivy Hill | Nicolle Mazzola | Westgate |
| Lisa Berman | Ivy Hill | Taylor Smith | Westgate |
| Brittany Baker | Olive-Mary Stitt | Kelli Blau | Windsor |

Community Input

- Renee Schlenhardt, 306 N. Derbyshire Ave, read a statement on behalf of an anonymous parent, who supports the teachers, and wants the district to focus on the best interest of the children. Students are being asked to have more screen time, and they are bored. Ms. Schlenhardt stated that she moved her kids out of the district because they don't do well with eLearning, and they are in private school all day. The mission of Reopen 25 schools is to work with the district to reopen schools.
- Stephanie Levinsky, 623 N. Arlington Heights Rd., wants in-person learning, and feels eLearning is not good for her child. She asked Board members why they ran for the Board and wants them to act swiftly.
- Erin Blackburn, 1007 E. Mayfair, stated that five years ago she requested full day kindergarten at a Board meeting, but nothing has changed. She wants the Board and administration to reopen schools quickly.
- Hope Tokarczyk, 709 S. Dunton Ave, stated that the goal is to return children safely to in-person learning, and give all parents an option. She said the teachers are doing an amazing job and thanked them for all their work. She wants the district to come up with a plan to get kids back in school, and the community to come together and work to remove the operational barriers.
- Chris Cassidy, 1406 N. Chestnut Ave., is fine with the remote start, and feels that the district should take the time and move to hybrid right. He feels that at the start, the amount of face time with teachers was too much, and they didn't get to differentiate instruction, but they have dialed it back a little more and there is a big difference in the energy level with kids. When we move to hybrid, he would like it to be ½ day as opposed to every other day.

- Kristin Keil, 202 S. Prindle Ave., thanked Board members for their service, and all the teachers for the work that they have been doing. She wants to be given a choice to return her children to school. She knows moving to in-person is not going to be perfect, but and wants the district to try.
- Heather Molina, 905 E. Hawthorne St., feels that students should return to in-person learning as soon as possible, and wants the ½ day format because students need to see their teachers every day. It is best for our children to be in school.
- Kerri Hood, 1025 E. Cherry Lane, is not sure why it will take another month to have students back in school in hybrid. She asked several questions regarding moving to hybrid, and suggested that the classes be split alphabetically by last name. She stated that the Board election is in April and everyone needs to vote.
- Carrie Martinka, 1007 W. Marion Road, stated that eLearning is not good for her child. Going back to school is not 100% safe, but risk tolerance is a part of every day. She stated that there is a risk of depression or disengagement.
- Melissa Cayer, 1207 S. Ridge Ave., asked if we can also include the benefit amount, as well as the salary amount, on the Personnel Report.

Consent Agenda

Motion: E. Johannesen moved and R. Olejniczak seconded the motion that the Board of Education approve those items on the Consent Agenda as follows: (A) Personnel Report and Addendum to Personnel Report; (B) Treasurer's Report; (C) Invoices; (D) Public Hearing on the Inclement Weather/eLearning Plan minutes of August 13, 2020; (E) Regular and Closed Session Meeting minutes of August 13, 2020; (F) Hold Closed session minutes of January 1, 2020 through June 30, 2020 per Board Policy 2:220-E1; (G) Destruction of Closed session audiotapes of July 1, 2018 through December 31, 2018 per Board Policy 2:220-E1; (H) Memorandum of Agreement Between District 25 and SEIU.

Roll Call: C. Conley, yes; S. Filipek, yes; E. Johannesen, yes; R. Olejniczak, yes; D. Page, yes; A. Patel, yes. Motion carried 6/0.

Communications:

The following reports were given:

- NSSEO – Ms. Johannesen reported that a District 25 student was recognized as a shining star for making 100 face shields. Dr. Bein noted that he has also been recognized on the CDC website.
- ED-RED – Ms. Patel reported that at the last equity ad hoc committee the speakers presented information about the importance of equitable testing for all students.

The following reports were received:

- PTA – Liz Nierman stated that in order to continue to act as a voice for all children and continue the cooperative relationship with Arlington Heights School District 25, the Arlington Heights Council of PTAs supports the process and decisions of the Transition Advisory Committee. We can and do advocate for all

children by acting as a liaison between our members and District 25, so if you have concerns, please send them to your local unit president or to her, and we will make sure they are brought to the attention of Dr. Bein and the Transition Advisory Committee. We all want what is best for our community's children, and the AHC PTA will continue to support our local school units as they do whatever they can to create community and connect families during this time.

- ABC25 – Dr. Bein read a statement that was sent by Ms. Poyer. ABC25 was excited to donate 243 monitors to homeroom teachers in District 25 to help support eLearning. The application for Marion Elliot Grants was sent to principals today and they look forward to reading all the staff submissions. Please join ABC25 to help support creativity, innovation, and excellence in our classrooms.
- ATA – Ms. Drevline showed a video of 4th graders at Patton talking about their favorite thing about school. Teachers have worked hard to connect and teach their students, and students are enjoying being back to school even though they are at home. We are working to get back to school as soon as it is safe as possible. We are fortunate to have a positive relationship between the teachers and Dr. Bein. She thanked the Board for all they do.

There were no reports from the following.

- IASB
- ABC25

Committee of the Whole Reports

Student Learning – No Report

Student Services – No Report

Business and Finance

2020-2021 Budget

Ms. Mallek stated that information on the tentative budget for the 2020-2021 school year was presented at the July meeting. She explained the changes in expenditures and revenues between the tentative and the current budget, which include food service revenue. State grants are finalized now, and adjustments are reflected as well. Adding to the budget are expenses related to COVID, and additional funds for 1:1 devices.

There was a question and discussion on the long-term impact of COVID on the budget. Ms. Mallek also clarified that the budget includes the entire personnel plan and leaves the contingency intact.

Motion: E. Johannesen moved and D. Page seconded the motion that the Board of Education adopt the 2020-21 Budget as presented.

Roll Call: C. Conley, yes; S. Filipek, yes; E. Johannesen, yes; R. Olejniczak, yes; D. Page, yes; A. Patel, yes. Motion carried 6/0.

Administrator Compensation Report Public Act 96-0434

Ms. Mallek stated that Public Act 096-0434 requires that on or before October 1 of each year, each school district in the State shall post on its website an itemized salary compensation report for every employee in the district holding an administrative certificate and working in that capacity. This report shall be presented at a regular school board meeting, subject to applicable notice requirements. It will be posted on the district website.

Administrator and Teacher Salary & Benefit Report 2020

Ms. Mallek said that in accordance with Sections 10-20.47 and 34-18.38 of the School Code [105 ILCS 5/10-20.47 and 5/34-18.38] school districts are required to report administrator and teacher salary and benefits to the Illinois State Board of Education by October 1st. This information must also be presented at a school board meeting before posting it on the district website. This will be posted on the district website.

Amendment to the Transportation Agreement

Ms. Mallek stated that the amendment to our current agreement would allow the district to continue to compensate our bus transportation provider to a small extent, in exchange for the bus transportation provider not laying off the dedicated team members that are responsible for providing service to our school district in order to best assure we will have continued service in the future. The amendment requires the bus company to provide supply or meal delivery services for the district as needed, non-regular activity or sports routes as needed, and a route at each middle school for our special education students attending onsite instruction daily, at no additional cost per route. This should help ensure that all services can be restored the district starts to transition more students back to onsite instruction.

Board members asked questions and there was discussion regarding the specifics about the amendment to the contract. Some Board members want to have additional language in the contract to incentivize them to make sure their drivers and busses are ready when we have students back to school. Ms. Mallek said if we don't do anything, then the district would not be a priority when students are back in school, and the bus company's priority is going to be those schools that are paying them. Ms. Mallek noted that the bus company received a grant for the loss of funds from the spring, and because of that the district will be receiving a rebate from them. She also said that if they can't meet a date that we need them for, then they would give us a rebate. Some Board members noted that the bus company has been a long-term partner and we have a great relationship with them.

Motion: E. Johannesen moved and D. Page seconded the motion that the Board of Education approve the amendment to the contract with Cook IL for bus transportation services for the 2020-21 school year.

Roll Call: C. Conley, no; S. Filipek, no; E. Johannesen, yes; R. Olejniczak, no; D. Page, yes; A. Patel, yes. Motion does not pass 3/3.

Ms. Mallek asked for guidance from the Board if she should continue working with the bus company on an amendment, or only pay for what we are using. She noted that all

but one of their clients have approved this amendment, and all are in the same situation that we are. Mr. Page stated that it would be useful to give Ms. Mallek a straw poll so she knows how to proceed going forward. Board members stated that they want to make sure that we have busses ready when we move to in-person learning, and to include language in the contract for a guarantee of service from them.

Facilities Management - No Report

Personnel and Planning

Resolution – Honorable Dismissal of Part-Time Food Service Staff, Group A

Dr. Kaye stated that we are recommending the Honorable Dismissal of nineteen Part-Time Food Service Staff that work 17.5 hours per week or more. This recommendation is based on the reduction in food service needs during remote learning. We sincerely appreciate the efforts of the staff, and as openings occur, we will notify them and offer them further options.

Board members asked questions and there was discussion on when they were notified, and if it is possible to bring them back in another role. Dr. Bein noted that we won't offer meals at school until students are on site full time. The district is retaining the full-time staff, and during this time all students 18 years old and under can pick up a week's work of breakfasts and lunches from the district.

Motion: E. Johannesen moved and C. Conley seconded the motion that the Board of Education adopt the Resolution authorizing Honorable Dismissal of Part-Time Food Service Staff Group A.

Roll Call: C. Conley, yes; S. Filipek, yes; E. Johannesen, yes; R. Olejniczak, no; D. Page, yes; A. Patel, yes. Motion carried 5/1.

Resolution – Honorable Dismissal of Part-Time Food Service Staff, Group B

Dr. Kaye stated that we are recommending the Honorable Dismissal of eighteen Part-Time Food Service Staff that work less than 17.5 hours per week. This recommendation is based on the reduction in food service needs during remote learning. We sincerely appreciate the efforts of the staff, and as openings occur, we will notify them and offer them further options. Ms. Hines-Newell, the Director of Food Services has a great handle on staffing needs.

Board members asked questions and there was discussion on staffing during hybrid, and seniority if they move to another position. Mr. Kaye noted that the full-time staff can handle the work during hybrid, but we will need part-time staff when we are back in person full time. Employees would retain their seniority for one year.

Motion: E. Johannesen moved and C. Conley seconded the motion that the Board of Education adopt the Resolution authorizing Honorable Dismissal of Part-Time Food Service Staff Group B.

Roll Call: C. Conley, yes; S. Filipek, yes; E. Johannesen, yes; R. Olejniczak, no; D. Page, yes; A. Patel, yes. Motion carried 5/1

Resolution – Honorable Dismissal of Part-Time Custodian, Group C

Dr. Kaye stated that we are recommending the Honorable Dismissal of five Part-Time Custodian employees effective October 19, 2020. This recommendation is based on the reduction in custodial service needs during remote learning. We sincerely appreciate the efforts of the staff, and as openings occur, we will notify them and offer them further options. The district has full-time day and night custodians, and we believe that the full-time staff can get us through remote and hybrid learning. The district will maintain their recall rates for a year, and we have also asked them to be on the substitute custodian list. Board members expressed their concern that building cleanliness is very important.

Motion: E. Johannesen moved and C. Conley seconded the motion that the Board of Education adopt the Resolution authorizing Honorable Dismissal of Part-Time Custodian Employees Group C.

Roll Call: C. Conley, yes; S. Filipek, yes; E. Johannesen, yes; R. Olejniczak, no; D. Page, yes; A. Patel, yes. Motion carried 5/1.

Resolution – Honorable Dismissal of Part-Time Building Attendant, Group D

Dr. Kaye noted that we are recommending the Honorable Dismissal of seven Part-Time Building Attendant Employees. This recommendation is based on the reduction in building attendant needs during remote learning and no third-party rentals of our facilities. We thank the efforts in how they support the community. As openings occur they will be notified.

Motion: E. Johannesen moved and A. Patel seconded the motion that the Board of Education adopt the Resolution authorizing Honorable Dismissal of Building Attendant Employees Group D.

Roll Call: C. Conley, yes; S. Filipek, yes; E. Johannesen, yes; R. Olejniczak, yes; D. Page, yes; A. Patel, yes. Motion carried 6/0.

Superintendent Report

School Year 2020-2021 Update

Dr. Bein presented an update to the Board on a variety of school year 2020-2021 topics. The enrollment is 5,354 students with an average class size of 20.09. She noted that this falls in line with enrollment projections. A detailed enrollment report will be presented at the October Board meeting.

There have been 4.0 FTA Leaves of Absences in the past month and a few part time positions still need to be filled. There are 58 certified and 12 classified staff members that qualify for the FFCRA (Families First Coronavirus Response Act), which is 20% of our instructional staff.

Only essential assessments will be given remotely in September and October. The KIDS is a state required assessment that shows readiness for Kindergarten. The ESGI is given to KG students to assess readiness in reading and math. FastBridge is given to

1st and 2nd graders and assesses reading and math. The MAP test is given to 3rd- 8th graders to assess their reading and math ability level and growth. Additional assessments will be given in the spring.

The PTA is meeting remotely, and held food truck events held over the summer. Opening days included PTA gifts for students and staff, and several PTA school events are being planned. ABC25 donated \$25,000 to the district to purchase over 200 additional computer monitors to enhance remote learning. The district truly appreciates both of these groups and all they do for the district and community.

Dr. Bein reviewed the Transition Model of Reopening. She noted that the metrics are on the district website and explained how the Transition Advisory Committee is utilizing them. She also explained the operational barriers which include items such as transportation, staff accessing the federal leave act, and quarantines due to an outbreak. She also reviewed the number of current COVID-19 cases and quarantines in the district. Three committee groups are working on the Hybrid Model Status. The Transition Advisory Group is working collaboratively and want the transition to be safe and sustainable. The Remote Learning Committee provides input on how it looks from a teacher's lens. The ATA and Administrator Leadership group meet to make sure that the district is within the working conditions in the contract. The district is currently in Step 2 and working on moving into Step 3 and finalizing details with the three committees. We expect to have more information next week.

Strategic Planning was put on hold when the pandemic began, and we will be bringing it back in a blended model between October 2020 and February 2021. The timeline of strategic plan was provided. The committee will be setting the direction on long term goals, and the plan will be brought to the Board in late winter/early spring.

The district will continue to work with the Illinois Commission on Diversity and Human Relations on professional development, which will be offered to both staff and the community. We will be starting with smaller groups first and then build momentum with larger groups. The professional development categories were discussed.

Mr. Adam Harris, the Head of Communication and Storytelling, reviewed the first day. The hashtag #d25FirstDay2020 was used in just under 200 tweets. We didn't want to ignore that the first day was not normal, but showing it gave a feel of the emotion on the first day. It gave people a platform to tell their own story.

Board members commented and had detailed questions regarding each of the topics that Dr. Bein discussed. There was considerable discussion on the move to a hybrid learning plan. It was noted that the teachers need time to prepare to move to hybrid. We have two remaining remote planning days, and it's likely we will want to put in the calendar soon. We are looking at how to provide more asynchronous time for students so teachers have more time to plan, and students aren't online a majority of the time.

Each Board member thanked the teachers and staff for the excellent and tireless job they are all doing. Board members stated that they appreciate the emails and comments from everyone, and thanked the committees working to move the district to in-person learning. The PTA, ABC25, and the parent volunteers were thanked for all they do for the staff and students. We all want students back in school, but need to do it thoughtfully and safely with the well-being of the students as a whole. It is a delicate balancing act, and there is no right or perfect answer. Board members suggested that the district is clear with communication to families and staff.

First Reading of Policies – Press 104, Press 105, CBA

Dr. Bein stated that the following policies and exhibits are presented to the Board for a first reading. These policies and exhibits reflect modifications and additions as recommended by the Illinois Association of School Boards. She highlighted the policies regarding Title IX.

Press 104:

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| 2:220 | School Board Meeting Procedure |
| 2:220-E9 | Requirements for No Physical Presence of Quorum and Participation by Audio or Video During Disaster Declaration |
| 4:180 | Pandemic Preparedness; Management; and Recovery |
| 7:190 | Student Behavior |
| 7:340 | Student Records |
| 7:345 | Use of Educational Technologies; Student Data Privacy and Security |

Press 105:

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| 2:260 | Uniform Grievance Procedure |
| 2:265 | Title IX Sexual Harassment Grievance Procedure |
| 5:10 | Equal Employment Opportunity and Minority Recruitment |
| 5:20 | Workplace Harassment Prohibited |
| 5:100 | Staff Development Program |
| 5:220 | Substitute Teachers |
| 5:330 | Sick Days, Vacation, Holidays, and Leaves |
| 7:10 | Equal Educational Opportunities |
| 7:20 | Harassment of Students Prohibited |
| 7:180 | Prevention of and Response to Bullying, Intimidation, and Harassment |
| 7:185 | Teen Dating Violence Prohibited |

CBA:

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| 5:30 | Hiring Process and Criteria |
| 5:35 | Compliance with the Fair Labor Standards Act |
| 5:60 | Expenses |
| 5:80 | Court Duty |
| 5:100 | Staff Development Program |
| 5:180 | Temporary Illness or Temporary Incapacity |
| 5:200 | Terms and Conditions of Employment and Dismissal |

5:220 Substitute Teachers
5:230 Maintaining Student Discipline
5:25- Leaves of Absence

Misc.:
5:185 Family and Medical Leave

First Reading of Policies – Five Year Review – Press 104

Dr. Bein stated that the following policy is presented by the Illinois Association of School Boards for a five-year review, keeping material aligned with good governance principles and keeping the legal references current.

Five-Year Review - Press 104:
7:40 Nonpublic School Students, Including Parochial and Home-Schooled Students

The Board did not return to the closed session.

Motion: A. Patel moved and R. Olejniczak seconded the motion to adjourn the meeting.

Roll Call: C. Conley, yes; S. Filipek, yes; E. Johannesen, yes; R. Olejniczak, yes; D. Page, yes; A. Patel, yes. Motion carried 6/0.

The regular meeting adjourned at 11:00 p.m.

Submitted,

Lana M. O'Brien
Recording Secretary

Approved: October 15, 2020

President
Board of Education

Secretary
Board of Education

Date minutes available for public inspection: October 16, 2020

Date minutes posted on District website: October 16, 2020