

ARLINGTON HEIGHTS SCHOOL DISTRICT 25

1200 S. Dunton Ave.
Arlington Heights, Illinois 60005

School Board Meeting Minutes
December 10, 2020

Brian Cerniglia, President of the Arlington Heights School District 25 Board of Education, called the meeting to order on December 10, 2020 to accept a motion to adjourn into closed session at 6:23 p.m. The meeting was held at South Middle School, 400 S. Highland 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); Collective negotiating matters, 5 ILCS 120/2(c)(2).



Public Hearing on the 2020 Tax Levy



Regular Meeting

Brian Cerniglia, President of the Arlington Heights School District 25 Board of Education, called the meeting to order at 7:34 p.m. on December 10, 2020. The meeting was held at South Middle School, 400 S. Highland Avenue, Arlington Heights, Illinois. Roll call was noted and the Pledge of Allegiance said.

Board members present: Brian Cerniglia, Chad Conley, Gina Faso, Scott Filipek, Erin Johannesen, Rich Olejniczak, and Anisha Ismail Patel

Board members excused: None

Others Present: Dr. Lori Bein, Superintendent; Stacey Mallek, Assistant Superintendent for Business/CSBO; Chris Fahnoe, Director of Technology and Assessment; Adam Harris, Head of Communications and Story Telling; Brad Katz, Information Technology Specialist; and Lana O'Brien, Recording Secretary.

Recognitions and Presentations – None

Community Input

Dr. Bein read categories of public comments that were received via email. All comments will be given to the Board in full and posted on the website tomorrow. They will also be attached to the Board minutes.

- 18 - Disappointed that the Board did not take an adaptive pause; do the right thing moving forward and approve an adaptive pause
- 2 - Some Board members showed disrespect to teachers, administrators, and health professionals at the last meeting
- 1 - Using substitutes during this time is not providing a quality education
- 1 - I do not feel safe at work
- 2 - Board needs guidelines to follow to make decisions without emotion; set parameters for learning modes using science.
- 5 - Vote no to the tax levy. You should budget better. Why is this being proposed during this challenging time
- 5 - Thank you for moving forward with hybrid
- 2 - Please allow Kindergarten and 1st grade to be full in-person
- 5 - Allow parents to choose full in-person in January
- 2 - Concerned that District 25 will lose great teachers and great substitutes due to the Board's decision and will not be able to attract new teachers
- 2 - Thank you for providing more in-person for students with special needs and 504s
- 2 - Dr Bein shared false information at the last meeting. Catholic schools were mandated to go remote after Christmas by the Archdiocese, they did not make the decision as individual schools. St. Peter Lutheran School is open.
- 1 - Thank you for continuing with hybrid, and create a remote academy moving forward
- 1 - Return to full in-person and reduce stress on teachers by eliminating multiple learning medians
- 1 - Allow our qualified and invested teachers to teach remotely. Substitutes are not adequate replacements
- 1 - Board cannot censor certain speech during public comment (i.e. mentioning school personnel by name)
- 1 - Let the Superintendent make decisions about the schools
- 1 - Move forward with full in-person learning and report out on how you are getting more substitutes hired
- 1 - Petition demanding that metrics mirror the CCDPH, ISBE, and IDPH with submitter stating there are 547 signatures
- 1 - Have mercy on the teachers who are working too hard. The talk among the professional community is that you don't want to work in District 25.
- 1 - Parents advocating for in-person learning are not looking for babysitters - those comments were a slap in the face to all educators; give parents a choice for full in-person learning; consider a remote academy starting in January
- 1 - An increase in the levy is not necessary
- 1 - Approve an adaptive pause, but allow special education students to stay in person

- 1 - Thank you, Dr. Bein, for working for what is best for students of all ability levels and recognizing IEPs are legally binding

Mr. Cerniglia assured the public that all of the comments will be read by Board members.

Consent Agenda

Motion: E. Johannesen moved and A. Patel 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) Regular and Closed Session Meeting minutes of November 12, 2020; (E) Special and Closed Session Meeting minutes of November 19, 2020; (F) Special Committee of the Whole Meeting minutes of November 29, 2020; (G) Special Closed Session Meeting minutes of November 30, 2020

Roll Call: B. Cerniglia, yes; C. Conley, yes; G. Faso, yes; S. Filipek, yes; E. Johannesen, yes; R. Olejniczak, yes; A. Patel, yes. Motion carried 7/0.

Communications:

The following reports were given:

- NSSEO – Ms. Johannesen provided highlights from the previous week's meeting. Three Shining star students were chosen and videos of each of them were shown. The Miner playground was entirely paid for by grants and donations. District 25 and NSSEO are starting discussions on summer plans. Kirk, Miner and Timber Ridge Schools return to hybrid learning starting on January 5, 2021.
- IASB – Mr. Cerniglia noted that the Board is working on their annual policy review. Ms. Patel noted that the IASB conference was held online, and webinars will stay online through December for Board members to view.
- ED-RED – Ms. Mallek noted that state representatives spoke at the previous week's meeting. Information was provided on the impact of state funding because the tax amendment was not passed on the November 3 ballot. We currently do not know how this will affect the district. Ms. Patel noted that the equity ad hoc committee assembled working documents on hiring diverse candidates.

The following reports were received:

- PTA – Dr. Bein read a statement from Ms. Nierman, President of the PTA. The PTA is offering a second "Evening with a Therapist" event with a local practitioner. This event will focus on Parent Emotions: how and when to share with our children, how our emotions affect our children, and how we can best handle big emotions as parents. They are aiming for Tuesday, December 29 at 7:00 p.m. Please follow AHC PTA on Facebook and your local PTA unit communications for the final details and to RSVP to this free event.

- ABC25 – Dr. Bein read a statement from Ms. Poyer, President of ABC25. ABC25 will be funding ten Marion Elliot grants for a total of \$20,016. They thanked all the teachers who applied for grants this year. They are currently running a membership drive in hope that each District 25 school reach 25% membership and secure the \$2,500 school-wide grant. It is easy to join the foundation by visiting abc25.org/donate. The Get Burbed Challenge is in the early stages of planning. Please follow the foundation on social media for updates.

Mr. Cerniglia noted that the PTA and ABC25 are highly recognized and appreciated for their work in helping the teachers and classrooms.

- ATA – An audio recording was played of Ms. Drevline reading a statement. She stated that teachers are doing a great job, and doing everything possible to help students. The ATA feels the Board is not caring about students and teachers, or the quality of education, and that the Board should be more concerned with staff and student health and safety, and quality instruction.

Committee of the Whole Reports

Superintendent Report

Transitional Model of Reopening Update

Dr. Bein presented an update to the Board on the Transitional Model of Reopening. All nine contact tracers have been hired to start in January. They will receive online and in-person training. The district is creating a procedure manual that to help them with their role.

Dr. Bein reviewed action items that are in process for the transition. Transitioning to a four-day hybrid will be all current hybrid students at Ivy Hill School, Early Childhood through fifth grade Instructional IEP students, Early Childhood through 8th grade Resource IEP students, and Early Childhood through 8th grade EL students, students with 504 plans for instructional needs, and Intervention students. Some students started in December, while others will start in January, where room is available. A fifty-person maximum is allowed in lunchrooms.

Dr. Bein reviewed the action items in process for full in-person learning, which include finalizing details related to full in-person and remote; preparing a selection memo for families for full in-person; the need for lunch/recess supervision if we continue a full scheduled day; serving a limited lunch option at no cost to families; moving all student furniture back into the classrooms by mid-January; and recalling the people on the Reduction in Force list for Food Service. The district has applied for rapid result testing via CCDPH and SHIELD Illinois, and have employees willing to be trained.

The district will continue the current model of in-person instruction with remote students livestreaming into classrooms. Full in-person learning will begin when metrics for it are achieved, and the earliest start would be January 19, 2021. Families will have to select full in-person or remote learning for the end of the school year by January 5. The

district will be utilizing six feet to the greatest extent possible, but that spacing depends on the number of students who attend, and could differ from room to room. A detailed brochure which will go out to families will be ready soon, and include additional information.

Board members asked questions and there was discussion regarding specifics of Dr. Bein's report. It was asked if students could follow a hybrid plan when the district is full in-person. Dr. Bein noted that we could not have remote, hybrid, and full in-person because it would be an inconsistency for instruction, and hard for teachers to plan. Some Board members shared that there should be transparency at a school or classroom level with how many students will be in a classroom, so families can make a decision for remote or full in-person.

Dr. Bein stated that a parent can partially enroll or dually enroll a student in the district in one of two ways. They can enroll in public school for a specific class, and then the district will tell them the time of the class, and the parent will bring the child to school. Also, the parent can tell us what time they want to bring the child each day, but a parent cannot select certain days to partially enroll.

Dr. Bein noted that the staff has done a great job with the mitigations that are in place.

Metrics Discussion

Dr. Bein noted that the Board asked her to provide them with additional metrics to consider for determining when District 25 might move from hybrid or full in-person to remote learning.

Dr. Bein believes strongly that District 25 should follow the guidance of the local health department. Therefore, she continues to recommend that we move into an Adaptive Pause at any time the health department asks us to consider this, and our internal data shows an increase in Covid-19 positive cases and exclusions.

Following input from the Transition Advisory Committee, and if we are seeing an increase in positive Covid-19 cases within our schools without a substantial community spread outside of our schools, Dr. Bein is proposing an adjustment to metrics that now includes the following. If at any time, a classroom has five positive cases, that classroom will be considered having an outbreak and will move to remote learning for at least 14 days, or the number of days recommended by the local health department. If at any time, a grade level or middle school team has a trend of Covid-19 cases that the health department defines as an outbreak, the school would move to remote learning for at least 14 days or the number of days recommended by the local health department. If at any time, a school has a trend of Covid-19 cases that the health department defines as an outbreak, that school would move to remote learning for at least 14 days or the number of days recommended by the local health department. The health department can still recommend we move a class, school, or district onto an adaptive pause with limited cases in a school due to substantial spread in the community or region as well.

Dr. Bein reviewed a chart the district administration created utilizing information from the IDPH, CDC, Harvard Global Health Institute, the Board's already determined metrics, and the district's internal challenges. It includes a variety of internal metrics and external metrics that are evaluated daily. Six areas are critical to safety for students and staff or critical to providing a quality instructional experience, and include evidence of school transmission; inventory of PPE/cleaning supplies; staffing fill rate; total absences; Region 10 positivity rate; and the number of cases per 100,000 in Arlington Heights. If five out of these six areas are in the Significant Concern area, and consultation with the local health department confirms it, the district should move to an adaptive pause.

Dr. Bein provided input from the TAC, whose comments are summarized. If we were to move forward with this, we would have it on the website, and it would be updated daily.

There was considerable discussion and questions from Board members on the metrics used and the chart. Dr. Bein noted that if the district has to move remote learning, when it is time to return to in-person learning we would return to the mode that we were in previously. If during that time we achieve the metrics to move to full in-person, then we would return to full in-person. Once full in-person begins, then there will no longer be two-day hybrid learning for the rest of the school year. She also stated that the district feels it is fair to use a series of metrics, instead of just one.

Dr. Bein and the team that worked on this were thanked for the detailed information. Dr. Bein noted that Ms. Mallek and Dr. Kaye put a lot of time into the information and chart. Mr. Cerniglia asked Board members to share their thoughts and questions with Dr. Bein by December 15.

Student Learning – No Report

Student Services - No Report

Business and Finance

Shield Illinois COVID Testing Agreement Draft

Ms. Mallek noted that SHIELD Illinois is a screening testing program that deploys the University of Illinois' saliva test. The test was developed with the intention of doing high frequency testing to find possible to probable positive cases of COVID-19 in pre-symptomatic or asymptomatic carriers with the ultimate goal of minimizing the spread. The saliva-based test is an RT-PCR test and has a specificity of 99.8-99.9%, with very few false positives. The test is non-invasive, does not require medically trained personnel to collect samples, and the results are available within 24 hours. The District would be responsible for delivering the samples to a SHIELD lab, with the closest one in Itasca. The cost is \$20 per test with a minimum commitment of 5,000 tests. While not the intent, it can also be used diagnostically for symptomatic individuals which could allow shorter quarantine timelines for staff.

As the agreement is not yet in final form or ready to be acted on, Ms. Mallek is seeking Board guidance at this time as to what level of financial investment might be made, if any, to this type of testing to determine how we might implement it.

The Board asked questions and there was discussion regarding whom it would be used for, and how it would be used. Ms. Mallek noted that we would have a different agreement with them if it will be used on students. It would cut down on the days that we would have to wait for results, which would improve the staff absence rate. It would allow staff to come back in if they are symptomatic and get a negative result. The cost would come out of the COVID-related fund in the budget. The Board agreed that they wanted Ms. Mallek to move forward and work on the contract.

Memorandum of Agreement with Cook County Department of Public Health for Conducting and Interpreting BinaxNOW™ COVID-19 Antigen Testing Through Standing Order and/or Extended CLIA Waiver

Ms. Mallek noted that this is a 15-minute nasal swab test being distributed from the federal government to the IDPH and down to the CCDPH. We are not sure if the district will get tests or how many we would receive, but it would be better to be prepared. The district would like to move forward with this, but we need to sign the agreement in order to advance.

Ms. Mallek described the details of the program to the Board. The tests would be done at Thomas Middle School Monday through Friday between 3:00 and 4:30 p.m. The district nurses would perform the test, and would be trained and receive extra pay. Sites who receive these tests must report data for all testing completed, for each individual tested. This data must be reported within 24 hours of test completion daily to IDPH.

Board members asked questions and there was discussion on the agreement. A Board member acknowledged the additional roles the schools are taking on, which include medical and nutrition. The staff was thanked for all they are doing.

Motion: E. Johannesen moved and A. Patel seconded the motion that the Board of Education approve the "Memorandum of Agreement with Cook County Department of Public Health for Conducting and Interpreting BinaxNOW™ COVID-19 Antigen Testing Through Standing Order and/or Extended CLIA Waiver".

Roll Call: B. Cerniglia, yes; C. Conley, yes; G. Faso, yes; S. Filipek, yes; E. Johannesen, yes; R. Olejniczak, yes; A. Patel, yes. Motion carried 7/0.

Mail Machine Lease

Ms. Mallek noted that 105 ILCS 5/10-23.4a allows a school district to enter into a lease of equipment for a period not to exceed five years, and because of that this lease requires Board approval. The current mail machine lease in the amount of \$306 per month expires March 5, 2021. We negotiated with two vendors to receive final quotes on a postage machine and folding machine lease. We are recommending the lower cost vendor with the new lease starting in March 2021.

Motion: E. Johannesen moved and G. Faso seconded the motion that the Board of Education approve the lease agreement with Pitney Bowes for 60 months at \$215.34/month.

Roll Call: B. Cerniglia, yes; C. Conley, yes; G. Faso, yes; S. Filipek, yes; E. Johannesen, yes; R. Olejniczak, yes; A. Patel, yes. Motion carried 7/0.

Adoption of the 2020 Tentative Tax Levy

Ms. Mallek noted that it is the same information that was shared at the November 12, 2020 meeting.

Board members asked questions regarding the increase over last year's levy, and if the district has ever not levied for the CPI increase. Ms. Mallek stated that if the district did not levy the new growth the district would lose six million dollars over five years, which would be a significant loss.

Motion: E. Johannesen moved and C. Conley seconded the motion that the Board of Education approve the "Resolution of Arlington Heights School District No. 25, Cook County, Illinois, Providing for the Levy of Taxes for the Year 2020.

Roll Call: B. Cerniglia, yes; C. Conley, yes; G. Faso, yes; S. Filipek, yes; E. Johannesen, yes; R. Olejniczak, yes; A. Patel, yes. Motion carried 7/0.

Facilities Management – No Report

Personnel and Planning - No Report

Motion: E. Johannesen moved and C. Conley seconded the motion to adjourn back into the closed session at 10:10 p.m.

Roll Call: B. Cerniglia, yes; C. Conley, yes; G. Faso, yes; S. Filipek, yes; E. Johannesen, yes; R. Olejniczak, yes; A. Patel, yes. Motion carried 7/0.

Motion: C. Conley moved and R. Olejniczak seconded that the Board of Education adjourn closed session.

Roll Call: B. Cerniglia, yes; C. Conley, yes; G. Faso, yes; S. Filipek, yes; E. Johannesen, yes; R. Olejniczak, yes; A. Patel, yes. Motion carried 7/0.

The meeting adjourned at 11:18 p.m.

Submitted,

Lana M. O'Brien
Recording Secretary

Approved: January 21, 2021

President
Board of Education

Secretary
Board of Education

Date minutes available for public inspection: January 22, 2021

Date minutes posted on District website: January 22, 2021

Community Input Received Electronically

First and Last Name	Public Comment
Kevin Michael	I was disappointed and frustrated to learn that the Board of Education voted on December 4 not to take an adaptive pause, and also to proceed with the irresponsible and negligent plan to reopen schools 5 days a week in January as the COVID pandemic worsens in our community. I pledge now to do everything in my power as a parent and taxpayer in District 25 to ensure that those board members who voted to put our teachers and community members at risk with this decision are not re-elected to the school board.
Bryan Branson	I'm extremely disappointed with the majority of the board's decision to disregard the safety of kids, teachers, district employees, and the community by voting against an adaptive pause. The few members who justified their decision by using "metrics" should be more clear in the metrics that used in their decision. I can make any metrics support any decision I want to make by looking at only a certain portion of them which is what some board members have continued to do since these discussions started. The board spent the majority of the "discussion" going over a chart they clearly didn't understand to attack teacher absences. The board could have had a discussion around the existence of unicorns and it would have had the same amount of relevance to an adaptive pause as the one that took place. Lastly the majority of the board owe Dr. Bein and teachers an apology for their tone deaf comments over the support of Dr. Bein's leadership and how great of a job teachers are doing. The board basically said Dr Bein, the health department, and cdc don't know what they're talking about when it comes to an adaptive pause. I also am appalled that a member of the board described the health department having to tell the district to close down Thomas as a minor setback. I would hate to see what quality's as a major setback. The board talked about setting examples for kids and they did just that: if you scream loud enough you get your way. Congratulations and shame on you.
Kim Dyer	At the last Friday's school board meeting, some of the board members showed a complete lack of respect for teachers, subs and the job we are doing. To suggest we drag in volunteers and people off the street is offensive to all. 3 Board members came to observe at South Middle School. They entered my room with students left unattended as I ran next door to help one of our most experienced and respected subs navigate through technology hell. I know the board members walked around and entered the room I had been helping in to see the sub was still struggling to get things going. To suggest that just anyone can come in and do this is offensive to those of us doing the job. Things are NOT ok. We are struggling to a job we used to love and now feel we can't meet our own high standards. If you truly care about the quality of the education, not just that kids are in the building, and you care about the health and welfare of students and staff, then you would know you can't allow random people to just sign up. People need background checks to make certain we aren't letting the wrong people near children. We need to know people we let in are following health practices. If you really want to do better with getting subs, raise the sub pay. Currently the sub pay is about \$13.25 per hour. When minimum wage goes to \$15 per hour, we will be under minimum wage. Is that what we want in our schools? The districts that aren't having sub problems are paying \$35 per hour. I can't speak to the elementary schools, but the middle schools have had a much appreciated influx of technology so our sub setups have changed. Pay the subs to come in and be trained with the appleTV and Monitor set ups so they are comfortable with them. Finally set the enter and exit metrics to move from remote-hybrid-full attendance, negotiate the MOU for those metrics with the union, then post them and stick with them so people know what to expect and plan for. This will help teachers and subs. Stacey Mallek is brilliant in handling our finances and has done a great job helping us gain reserves. Now is the time we may need those reserves to get through this situation, then look at how to budget higher paid subs into future years. The old adage you get what you pay for applies to this.

First and Last Name	Public Comment
Anthony Kuch	If the board is trying to argue that kids need to be in school for a better education, then someone needs to explain to me how classrooms full of substitutes, and uncovered classrooms is accomplishing this. If the goal is just to give kids the opportunity to get out of the house a couple days a week, then mission accomplished. But somebody on the board needs to say that. The current situation we are in is the worst case scenario for providing a quality education.
Anthony Kuch	As a teacher in District 25, I do not in any way feel safe coming to school at this time. My health, the health of my family, along with every student and staff member, and their families, are being put in danger.
Angie Ferrigno	As a board I think you have put yourselves in a bad position. Guidelines should be set and followed to take emotion out of the decision. If Dr. Bien were to decide to find employment elsewhere, I fear the district will have a hard time attracting talent.
Diana Lane	I would like to write in today about the proposed tax levy. I find it crazy that Dr. Bein is purposing this in the middle of a pandemic when millions are affected. The majority of businesses have taken hits and found ways to save cost. As a board please ask Dr. Bein why she is not proactively doing that. We as a district need to be proactive instead of reactive. Please vote NO to the tax levy.
Erin Felten	Thank You for moving forward with Hybrid! My son just started his first week of 4 days of in person-and we are so excited for in-person learning. Thank You to all the board members for the hard work, tough decisions, and dedication. I look forward to FULL TIME, 5 days a week in-person instruction for all children who need it!
Sebastian Enguidanos	Shame on the members of the board who voted against remote learning and shame on the parents who demanded in-person learning. You may be able to hide behind the difficulty tracing your decision to deaths in our community, but those of us who haven't politicized public health understand very clearly that your vote represents an "acceptable" amount of dead community members. History will remember what you have done here.
Carolyn Ullegue	Please consider allowing kindergarten and first grade students to attend school in-person, full time. Our youngest students struggle with online learning and would benefit greatly from more in-person instruction.
Bridget Riley and	I think it important to let every single parent know that the school board decides if the school is safe for students not science. Until I started paying attention to these emails, I thought Lori Bein made the decision based on science and safety.
Angela Houghton	Remote learning is not working for our youngest students. I am asking for kindergarteners and 1st graders to return to school in-person five days a week. These are critical years in their development, and sitting in front of a screen all day is not cutting it.
Tara Tinsley	Thank you for voting NO on the adaptive pause. Our children are suffering academically and mentally. It is imperative that schools stay open.
Kate Renno	I am writing to express my extreme disappointment with the outcome of last Friday's emergency board meeting, to ultimately vote no on an adaptive pause. I commend Dr. Bein for presenting this motion to the board again, and thank those board members who voted in favor of the adaptive pause. I still have significant concerns about us adequately staffing our buildings with our dedicated teachers, having capable substitutes to fill in when necessary, and the overall health of the Arlington Heights and neighboring communities as we are only at the very beginning of seeing a potential post-Thanksgiving surge in COVID-19.
Stephanie Levinsky	VOTE NO to the proposed tax levy. Manage the budget better....the community members are budgeting more carefully due to Covid and the school needs to as well. It is not fair and incredibly insensitive to request the community be further taxed during this difficult time.
Kellin Girard	Please give parents the choice for full in-person learning in January.

First and Last Name	Public Comment
Jim and Cristina Small	<p>Dear D25 Board,</p> <p>We wanted to recognize that Brian did a very good job demonstrating leadership at the December 4th meeting. His words were tactful, balanced, and thoughtful. I appreciated his quote in the media regarding the frustration with folks emailing about science to selectively support their own narrative. Parents can quote whatever science they want, but now it is all about common sense and ensuring our educational system does not implode amidst this pandemic.</p> <p>Our greatest concern now is what the future state of our schools will look like after this school year ends when teachers are eligible to fully consider opportunities outside of D25. From the dozens of D25 and neighboring district teachers we have spoken to and per review of public teacher board comments, there is a growing sentiment that D25 is not a good place to work. Teachers feel neglected and alienated specifically by the Board and its lack of follow through, which increases the likelihood of teachers considering taking roles in other districts or exiting the teaching profession all together. Even substitutes are bad mouthing our community saying to not work here. The media coverage of our local issues presents us as a divided community at war with each other and the board. This is embarrassing at best and is creating a bad reputation for our community as a place for which historically families desire to live in and benefit from our school system. To the contrary, we believe Arlington Heights is an ideal community to raise a family and we value our schools and teachers, which is the reason we moved here.</p> <p>We currently have great teachers and we fear that given other districts are also seeing teacher shortages, they will gladly incentivize our teachers to quit D25. Please do the right thing. Respectfully yours.</p>
Sara Tsioles	<p>I wanted to thank the board for their support especially with students with special needs. My daughter has a 504 and is struggling so much with being at home and making academic progress. Allowing her to go to school 4 days a week will help bring back her confidence as well as exponentially increase the amount of instruction she is able to focus on. This decision has made a world of difference for families that are struggling to help their students academically and emotionally. We appreciate you speaking for the kids who are unable to speak for themselves. Thank you so much for broadening who you are including! Thank you!</p>
christy witherow	<p>Please continue to offer in-person learning & developing a sustainable plan for the remainder of the year to add a full-in person option. I give you my continued gratitude for all that you are doing for ALL of our children.</p>
Leigh Strauss	<p>Does the tax levy properly account for the funds that will be needed to entice new teachers to our district? The School Board of District 25 is building a reputation of a district willing to put teachers and staff in harms' way, regardless of public health recommendations during this pandemic. As teachers look for work in the next year, they will be able to easily see what districts took care of their employees at a time of temporary crisis. Our district does not provide this care.</p> <p>What are you doing to ensure that we will still be able to hire top quality teachers when the boards' recent decision has proven that the wellbeing of our teachers does not matter?</p>
Gina Tyson	<p>Please re-consider your decision on an adaptive pause. I want my children in school as well, but the risks, which are not all health related, right now far outweigh the benefits. The outbreak on the second floor of Thomas Middle School shows that in-school transmission does occur. You are burning out your teachers at an alarming rate by pulling them from their planning time to sub, which people who are not educators might have a hard time understanding, but it has a direct negative impact on the education our children are receiving. If they do not have planning time because they are subbing or doing two jobs at</p>

First and Last Name	Public Comment
	<p>once, our student's experience suffers regardless of it being in-person or remote. They cannot pour from an empty cup. Teachers across the state are taking note of what is happening in this district and the impossible working conditions teachers in this district are being faced with. Dr. Bein has told you this is not sustainable. She is the expert on how to run a school. Your leadership and the divide you have caused does not look good right now, and if it continues on this trajectory we are risking far more long-term than simply taking a pause until it is safe for staff and students to be back in the building. Just as corporate workers take note of companies who have reputations for treating their employees well, teachers do the same. A school is only as good as the quality of the educators it attracts, hires, and retains. You are risking that for our kids and future generations of kids. Thank you.</p>
<p>Renee Schlenhardt</p>	<p>First, thank you all for your efforts to meet the needs of all of the students in the community by continuing with Hybrid until full day choice starts on January 19th.</p> <p>I was also appreciative to hear the dialogue at the last board meeting focused on the kids' needs - it was refreshing to see questions asked around how students of varying needs can be met if forced to remote, for example students with IEP's, SpED, English Learners and learners that perform much better in an in-person environment.</p> <p>I strongly urge Dr Bein and the Board Members to engage with local schools, both private and public who have done this successfully and are still offering full in person instruction choice, while maintaining a successful remote option. Saint James' motto is "Find a Way" and I don't think that could be more apt for District 25. I encourage you to continue to problem solve, rather than problem create.</p> <p>Lastly, I'd also like again to ask that the focus be on doing whatever it takes to remove the issues and put our kids' education and social/emotional well-being first. Our district is lagging behind. Local peers in private schools are surpassing those in private. The equity gap will continue to widen. Science has proven that schools are one of the safest places to be, the mitigations are working, and children are not spreaders. I have yet to find a scientific article that says it's safer to keep schools closed.</p> <p>Consider that enrollment has dropped and is continuing to drop from previous years. This is also a concern as a taxpayer as this will impact our property values, as our district becomes less desirable than our other districts nearby who are making it work.</p> <p>Thank you, Renee Schlenhardt</p>
<p>Renee Schlenhardt</p>	<p>CORRECTION to the RECORD.</p> <p>This comment specifically addresses the misleading information Dr Bein spoke in the last Board Meeting on Friday December 4th. She stated that local private schools have taken a pause through January. This is a completely FALSE statement and misleading. Local Catholic schools were mandated by the arch Diocese to go remote AFTER the Christmas break for two weeks, this was a mandate and not individual school decision. Saint Peter is OPEN and will remain open provided the internal metrics continue to support it. They have NOT closed or gone remote and are staying the course through the end of the year and into 2021.</p> <p>I ask that fact-checking be done before making blanket statements like this, as this is misleading and frustrating to the staff that are currently working and teaching students in person and making it work.</p> <p>Thank you, Renee Schlenhardt</p>
<p>Kerri Hood</p>	<p>I want to thank the board for keeping the kids' education as a priority. My children have been so excited to go to school 2 days in a row this week. They are looking forward to the next 2 days already. I also would ask you to look at some options to help alleviate the staffing shortage. By creating a remote academy to start in January, you will have dedicated teachers and students in this plan. That means the in-person teachers and students can focus solely on those in the classroom instead of having to also manage half a</p>

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	<p>class of "zoomers." Please continue to move forward with your plan for full in-person learning starting in January as well for those that want it. If children need to change teachers to make this happen, that is a much smaller sacrifice to make vs. forcing kids to continue working remotely. Also, making this change in Jan gives a good break point where the switch would be less stressful on children. Had we followed the original plan from summer, we could have prevented these issues from even occurring as we would have had the chance to set up remote kids with remote teachers and in-person kids with in-person teachers from day 1. The lack of planning by the district is what caused this issue, so we need to get plans made quickly without these continued delays. Move FORWARD and stop looking for more barriers on why we can't.</p> <p>Also, there will be elementary education graduates in December. What are your recruitment efforts to attract and hire these graduates ASAP for sub positions, classroom monitors, remote academy instructors, etc? We need to act fast on this! These graduates are going to be eager to work in a great district, so how are we getting their attention?</p>
Karen Johl	<p>Thank you to Rich, Chad, Scott and Gina for keeping our kids in school. I look forward to the plan for full in-person learning moving forward.</p> <p>I am hoping we get apologies from Dr. Bein for her outright lies that St. James and Our Lady of the Wayside had been closed for adaptive pause. I also hope Brian Cerniglia not only apologizes for his ignorant comments about hanging himself, but also educates himself on just how serious a mental health crisis we are facing during this pandemic. In the last week I have seen reports of two teenagers killing themselves due to the isolation they feel now. It is beyond disappointing that someone who represents our district would make such a disgusting comment.</p> <p>Finally, I hope you do not waste money on rapid testing. The results are inaccurate 70% of the time. They are not even acceptable for employees looking to return to work. It is not a useful test.</p> <p>Money could be better spent recruiting sun and permanent teachers for the district. Lack of staffing should never be a reason for kids to be kept out of classrooms.</p> <p>Thank you.</p>
Amy Harder	<p>Please vote for an adaptive pause until January 19 for the health and safety of the students and staff.</p>
Jeffrey Van Buren RN	<p>Good day</p> <p>In light of the current crisis I can not support any more of my hard earned money supporting our poorly run public schools. We have a public education system that does not support the public or the children it serves. The current system that the public supports is a constant struggle between the teachers, teachers union and the superintendent vs the board of education and the public who pays taxes to support these educators. Real change needs to happen (abolishing the teachers union) before we the people can be asked for more money. Last year before covid my children were receiving an excellent education and in class experiences. Now we have some hodge podge of some half ass plan that was put together after the start of school. There was no motivation during the summer to plan for the first day of school. There are a lot of family's that have made hard decisions to reduce or terminate their employment so they can do the jobs of the teachers who are so scared to work in the classroom despite the fact that they still are receiving full compensation. We have a group of well educated well trained staff but we don't have creative ideas. We just have obstacles to solutions no creative solutions. I DO NOT SUPPORT ANY TAX LEVY.</p>
Vicky Stella	<p>Please consider an adaptive pause until January 19, 2021 for the health and safety of the students and staff.</p>
Karen Galazka	<p>Please consider a pause after winter break to avoid the strain that teachers have been feeling since Thanksgiving break.</p>
Kelley Costello	<p>I would like to thank the board for not passing an adaptive pause and for letting our kids continue with in-person learning and for going ahead with full in-person for January 19th.</p>

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Leah Ross	Please listen to every medical and professional expert who says our children need school and that their minuscule covid risk pales in comparison to the social-emotional and academic losses magnifying daily. We must continue to add children who need more days to the building. We must admit the new science and data supports open schools and think creatively and positively together to protect the vulnerable while ALSO maintaining open, functioning schools for all who need them. This is essential. Hybrid was a first step and is no longer the gold standard. We need to make progress toward a full return.
Pam Wuich	After listening to all the facts presented at the last board meeting, I was VERY disappointed that a pause was voted down. I urge you to reconsider and vote YES for a pause after break for the safety of our children and teachers
Thomas Wuich	Please vote in favor of a pause after the holiday break.
Rebecca Fahnoe	<p>Dear Dr. Bein and Members of the BOE,</p> <p>I am writing to advise that with the current rising COVID infection rate in our community, it is unsafe for our children, teachers, and staff to be attending or teaching in- person. This board must put Adaptive Pause on the December 17 agenda and hold another vote.</p> <p>As of today, Wednesday, December 8th, our local stats are:</p> <ul style="list-style-type: none"> • Region 10-12.8% * (7day average) as of 12/6/2020 • 60004 & 60005 currently has a new case rate of 11.31% ** (7-day average) • Thomas Middle School is still closed until 12/14 • Region 10 ICUs are at 84% capacity • NWCH is AT CAPACITY. THIS MEANS THERE ARE NO MORE HOSPITAL BEDS. <p>* http://dph.illinois.gov/covid19/hospitalization-utilization ** http://covid-dashboard.fsm.northwestern.edu/?fbclid=IwAR1cZWn6hWH-d4D0haYKbTZOWqoWIV2eg0GoUN_qxyHS4OLRk9VwLAj7QhM</p> <p>D25 Parents and staff are getting COVID positive email notifications from their schools DAILY. For you to say that schools are safe and that they aren't contributing to the rising COVID infection rate is simply not true.</p> <p>I am a teacher and a teacher friend of mine just tested positive. She is the only one in her family leaving their home. She is part time and only teaches one ELA class. She has subbed multiple times in her off periods and it is quite possible that this positive is from one of the classes she picked up to be a "team player".</p> <p>In-Person school IS contributing to the speed, and the the filled hospital. With the hospital full, what happens if a D25 teacher, D25 child, or any community member has a life threatening emergency right now (COVID, heart attack, stroke)? The answer is they will most likely die - and it could be someone in your family.</p> <p>I ask you to please put a motion on the agenda for the 12/17 BOE meeting to reconsider an ADAPTIVE PAUSE effective through January 19th.</p> <p>Respectfully, Becky Fahnoe Arlington Heights resident D25 teacher, Thomas Middle School</p>
Kaitlin Fajks	With the current COVID infection rate in our community, it is unsafe for our children, teachers, and staff to be attending or teaching in-person. This board must put adaptive pause on the agenda and hold another vote. We must be proactive, not reactive, during this

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	<p>pandemic. Schools shutting down at a moment's notice is not better for learning.</p> <p>With most of our absences attributed to quarantine, our school staff is being spread even more thin by covering these absences. School staff members are currently prevented from performing their own jobs and provide the amazing services we have to support our students since they are being pulled as guest teachers. A pause would allow more of our teachers to teach their own students.</p> <p>This current model is not sustainable. Students benefit from predictability and learning from their own teachers. If you truly care for what's best for students, staff and the community, then vote yes for an adaptive pause.</p>
Ira Levinsky	<p>Teachers and the administration of D25 have not been financially impacted by the Covid-19 crisis ---this is not true for Arlington Heights residents. Many are struggling financially and making choices and taking actions they never imagined they would due to personal budget shortfalls. To impose a tax levy at this time is insensitive to the financial crisis many tax payers of the community are facing. Make adjustments/make cuts and figure it out without as many of us have in our personal lives.</p>
Jennifer Schmidt	<p>Please consider an adaptive pause until January 19 for the health and safety of the students and staff.</p>
Amanda Bhansali	<p>I am writing to advise that with the current rising COVID infection rate in our community, it is unsafe for our children, teachers, and staff to be attending or teaching in-person. This board must put Adaptive Pause as an action item on the agenda and hold another vote.</p> <p>As of today, Wednesday, December 8th our local stats are:</p> <ul style="list-style-type: none"> + Region 10 – 13.8%* (7-day average) as of 12/9/2020 + 60004 & 60005 currently has a new case rate of 420 cases per 100,000 people ** (7-day average) +Thomas Middle School is still closed until 12/14 +Region 10 ICUs are at 84% capacity. +Northwest Community Hospital is AT CAPACITY. This means THERE ARE NO HOSPITAL BEDS AVAILABLE. <p>* http://dph.illinois.gov/covid19/hospitalization-utilization **http://covid-dashboard.fsm.northwestern.edu/?fbclid=IwAR1cZWn6hWH-d4D0haYKbTZOWqoWIV2eg0GoUN_qxyHS4OLRk9VwLAj7QhM</p> <p>D25 Parents are getting COVID positive email notifications from their schools daily, so for you to say that schools are safe and that they aren't contributing to the rising COVID infection rate is just simply not true. In-person school IS contributing to the spread, and to the filled hospital. With the hospital full, what happens if a D25 teacher, D25 child, or any community member has a life-threatening emergency right now (COVID, heart attack, stroke, brain aneurysm)? The answer is they will most likely die - and it could be someone in your family.</p> <p>As your constituent, I demand that you put a motion on the agenda for the next BOE meeting to reconsider the Adaptive Pause effective immediately through January 19th.</p> <p>Lives depend on it. Sincerely, Amanda Bhansali</p>
Todd Witherow	<p>I do not feel like we are making the needed progress on a plan. We are looking for a perfect plan that makes every happy, which will never be possible during the pandemic. A good plan executed violently today will always beat a perfect plan never executed. Please communicate the specific plans to reduce the stress on our teachers by eliminating</p>

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	multiple learning medians (zoom and room) and return to full in person. Thanks.
Ellie Branson	An adaptive pause is necessary for the health and well-being of not only our schools, but our community as a whole. Remember, because kids are often asymptomatic, they are not getting tested as often and our school's numbers are not always up-to-date as Dr. Bein has reminded us.
Jacalyn Derengowski	<p>Hello Dr Bein and sd25 board members</p> <p>Thank you all again for your hard work on getting out schools opened and providing a remote option for those families that choose.</p> <p>Hopefully Dr Bein will be presenting a plan to the board to ight with steps forward to unite our community.</p> <p>I wanted to address the proposed tax levy the board will be discussing at 7:15. My request is to vote no. No discussion needed right now. Illinois voted NO to the Progressive Tax already. Just like families in this community, make the hard choices needed to balance your budget with the money you have been allotted. Any bad choices that were made resulting in a negative, do not use Covid as an excuse to come to the taxpayers. The CTU already tipped their hand about getting more money to try and open schools. Failure to keep schools open and get them open fully as of December 10th, disqualifies the Board from asking for any more money from the tax payers of this community. Get the schools fully open with a remote option, then budget conversations can happen.</p> <p>Second, I include the article from John Kass that better articulates the frustration of our community. Stop using the students of our community as prisoners of war with the ATA. Educational reform is greatly needed and tightening of belts to get out of the economic crisis in Illinois, but stop using the students of Illinois.</p> <p>https://www.chicagotribune.com/columns/john-kass/ct-coronavirus-schools-kass-20201210-kityu45m2jfh5hyd6vcfreizeu-story.html</p>
Bethany Larson	Please allow our qualified and invested Teachers to teach remotely. Substitute Teachers are NOT AN ADEQUATE REPLACEMENT FOR OUR AMAZING TEACHERS!
Ben Silver	<p>Good evening,</p> <p>My name is Ben Silver, and I am a Community Lawyer with the Citizen Advocacy Center. CAC is a non-profit, non-partisan community legal organization with over 25 years of experience promoting access, accountability, and transparency in local government. It recently came to our attention that this School Board has censored certain spoken and written speech during the public comment portion of recent School Board meetings. Specifically, the School Board has limited comments that mention school personnel by name.</p> <p>This is an unconstitutional restriction on First Amendment freedom of speech. The public comment portion of meetings under the Open Meetings Act is a public forum, subject to the full protection of our Constitution.</p> <p>Free speech in the United States allows the government to prohibit only a very limited set of subject matter; a ban on naming personnel is not a valid prohibition, and our courts have repeatedly affirmed this.</p> <p>Just this year, nearby Hinsdale High School District 86 settled a federal lawsuit on this exact matter. I have included a link here for the Board's review and invite the public to search Google news for "Hinsdale District 86 free speech."</p> <p>https://patch.com/illinois/hinsdale/district-86-settles-free-speech-lawsuit</p> <p>The District spent about \$43,000 settling the lawsuit.</p> <p>My sincere hope is that it will not come to this in District 25.</p> <p>The School Board should immediately move to fix this problem and assure members of the public that it will not unconstitutionally restrict the subject matter of speech during the public comment portion of meetings. Any policy reflecting such a prohibition should immediately be rescinded.</p>

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	<p>Furthermore, I hope that the Board will make every effort to reach out and apologize to any member of the public who has been censored under this unconstitutional policy. I am available to answer any questions that the Board or public may have on this or any public accountability topic at bsilver@citizenadvocacycenter.org or 630-833-4080. Thank you for reading my comment this evening.</p>
Jennifer Huntzicker	<p>Please continue to listen to every medical and professional expert that says our children need to be in school and that the extremely small Covid risk pales in comparison to the social-emotional and academic losses magnifying daily. We must admit that keeping kids out of school is not only wrong, that it is denying science. Continuing to say that every district around us is not a sound argument. If they're wrong, why would we follow their lead? Kids do not have a high risk of either contracting or spreading this disease. However, when it does happen which it is likely to do, continue to use mitigation efforts to stop it. Those who need to stay home due to medical vulnerability are able to do so. Please continue to offer choice for those who would like to be in person and plan NOW to get those who choose it back in school full time. Plan NOW so that it can be executed when the metrics deem it appropriate.</p>
Laura Culley	<p>I would like to thank Chad, Scott, Rich and Gina for voting no to adaptive pause at this time. School remains a safe, controlled environment for children and teachers. I look forward to hearing additional details tonight from Dr Bein on her plan to get us back to in person in January. I hope that it includes innovative ideas that can prioritize in person learning while accommodating those that need remote learning for their individual needs. I see other districts implementing "remote academies" where a remote teacher that has a medical accommodation or has seniority priority teaches remote students while the rest of the teachers teach students in person. If a child needs to be remote, they listen into the class on zoom and are sent home assignments. That way the teacher does not have to divide their attention between the in person and remote learner and has less preparation work to do. If an in person teachers needs to be remote, the class is remote with them or you can do a partner teacher arraignment. Innovative solutions such as these could lessen teacher planning time, stress, and provide a consistent experience for students that addresses individual needs. Please let us know how the recruitment of subs is going. How many recruitment requests sent out and in what types of media (e.g., 10 signs, 1 video on SD25 website, how many posts to monster or other social media), how many requests received, how many positions filled, reasons for positions not being filled (in process of paperwork or back ground check), and estimated time that new subs will be available. Regardless if our teachers are remote or in person they all have a risk of contracting the virus so we need subs in order to continue the educational achievement of students. Lastly, please provide details on testing and not just on approvals. Please let us know who would be eligible, the costs, and who would be mandated to take them, how often and where the tests would be administered and what kind of tests these would be. Please let us know how other districts have used these tests and what has been learned from their experiences. Please let us know what the overall goal is with testing as this has not been made clear.</p>
MICHELLE CASILLAS	<p>Special Ed - Thank you to those that voted for no adaptive pause, my daughter started from half to full days this week and is over the moon. She is so much happier and tells me she likes school better than being at home learning because learning at home is too hard for her and she doesnt want to be in 4th grade again.Thank you for the making the choice for these children and all the other children that want to be in person.</p>
Petition: SD25 Parents Demanding Safe Education	<p>UPDATED SIGNATURE COUNT: 547 SD25 Residents, 529 with addresses on file PETITION: SCHOOL DISTRICT 25 PARENTS DEMANDING SAFE EDUCATION December 10, 2020</p>

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	<p>School District 25 School Board 1200 South Dunton Avenue Arlington Heights, IL 60005</p> <p>CC: Dr. Lori Bein, Superintendent Illinois School Board of Education Dr. Carmen I. Ayala, State Superintendent of Education Kevin Jauch, Regional Superintendent of Education for North Cook County Governor J.B. Pritzker Senator Ann Gillespie Senator Mark Walker Congresswoman Janice Schakowsky Thomas W. Hayes, Mayor of Arlington Heights The Arlington Heights Patch The Daily Herald The Mount Prospect Journal Chicago Tribune WGN Chicago MSNBC CNN NBC5 Chicago CBS News</p> <p>To the Members of the School Board: The COVID-19 pandemic is real, it is out of control, and it is devastating our community, our state, and our nation. The latest vetted, scientific evidence upholds that allowing in-person school with the current COVID-19 infection and community spread metrics is not only unsafe for those in attendance, but is also accelerating the spread of this deadly disease . Despite this evidence, despite guidance from the Illinois School Board of Education (ISBE) , the Illinois Department of Public Health (IDPH), Cook County Public Health , and the Executive Order from Illinois Governor J.B. Pritzker, you, the School Board members of School District 25 (SD25) are not only refusing to take the recommended Adaptive Pause/return to full remote, but are forging ahead to a return to full in-person attendance by January 19. This is in blatant defiance of not only the guidelines given by the aforementioned governmental departments to which you answer, but also in defiance of the guidelines set and published BY YOU. In light of these truths, we, the undersigned parents and taxpayers of School District 25 (SD25), hereby petition and demand the following: 1) We demand that metrics and guidelines for full remote/Adaptive Pause, hybrid, and return to full in-person school for the district MUST mirror CCDPH, ISBE and IDPH metrics, and not be formed and continuously manipulated by SD25 school board members, none of whom are infectious disease experts. If the ISBE and IDPH metrics and guidelines for attendance are updated based on new science, then SD25's metrics and adherence to those guidelines must mirror those updates. SD25 schools must adhere to these metric-based guidelines at all times, as all other surrounding school districts are doing. Current districts surrounding SD25 who are following ISBE/IDPH Guidelines and returning to a full remote Adaptive Pause as of 11/30/2020:</p> <ul style="list-style-type: none"> • District 23 • District 21 • District 214 • District 211 • District 57 • District 59 • District 15

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	<ul style="list-style-type: none"> • District 54 • District 46 • District 2 • District 205 • District 62 • District 64 • District 63 • District 34 • District 30 • District 31 • District 27 • District 28 • District 112 • District 109 • District 103 • District 96 • District 95 • District 220 • District 300 • District 155 • District 73 • District 225 <p>2) We demand recognition by the Board that, according to SD25’s own survey results, the majority of parents, teachers, and staff members want the School Board to use these metrics to make the decisions for remote, hybrid, or in-person school attendance for SD25.</p> <p>3) We demand that the Board continue to recognize the expertise in educational matters that Superintendent Lori Bein’s PhD in Education affords her, and commit to upholding her right to vote on the adaptation of any educational model, to take her expert recommendations into serious consideration on any matter for which it is given, and to continue to allow her to carry out the duties of her appointed office.</p> <p>4) We demand recognition of the scientifically proven fact that coronavirus can be transmitted by small aerosol particles , and that increasing the number of students in a building for long periods of time means that unmasking to eat, drink, or for any other reason while inside a school building puts that person in immediate danger of COVID infection .</p> <p>5) We demand that School Board members adhere to the IASB guidelines and Oath of Office to which they agreed upon confirmation in their elected posts.</p> <p>6) We demand that, as per the aforementioned Oath of Office and IASB guidelines, any School Board member who has publicly expressed a bias in a matter before the Board recuse themselves from voting on that matter. It has come to the attention of many SD25 parents that one or more current Board Members had posted a “Reopen Schools” sign in their yard for public view (photo of signage can be provided upon request). While at least one member removed their sign, it does not change the fact that a bias has been established, and to present themselves as an unbiased representative of SD25 parents and the SD25 community as a whole to vote on decisions regarding remote vs. in-person schooling would be a violation of the conflict of interest directive in the School Board Code of Ethics whether the sign remains in a board member’s yard or not.</p> <p>7) We demand that SD25 provide full and timely transparency to the members of the SD25 community into reported COVID-19 numbers from SD25 schools, with a break-down by number of students, teachers, and staff members infected or exposed. Current notifications have proven to include inaccurate statements—members of the SD25 community have come forward to contradict letters to parents stating there were no close contacts, advising that they had, in fact, been notified by IDPH that they were a close contact with a COVID</p>

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	<p>infected individual at an SD25 school on the date mentioned in the notification letter. Also, the numbers on the COVID dashboard is often behind more than a week. Incorrect and inaccurate information impedes the ability of SD25 families and community members to make informed decisions. This must be remedied immediately.</p> <p>It is an undebatable truth that we all want our children back in schools as soon as it is safe to do so, as is the fact that education is better when administered by qualified teachers who have dedicated their lives to educating our kids. Socialization is also undeniably important to the mental health of our children. However, education can be made up with adaptive curriculums over the course of one or more years, as can socialization. The trauma from losing a parent, grandparent, or beloved teacher to death from COVID-19—or the child suffering long-term damage or dying from COVID themselves—is irreversible. The coronavirus does not discriminate based on financial situation, neighborhood, or political affiliation, nor does School District 25 live in a bubble unaffected by other communities within our county and state; the current circumstances require all community members to make lesser sacrifices in order to mitigate the horrific death and permanent physical and mental damage of this pandemic. In addition to the fact that a return to full remote learning based on current metrics is simply the moral, “right” thing to do, a refusal by this board to take action to protect our children, families, and community from the dangers of the COVID-19 pandemic is a litigious offense—one that is likely not covered by the District’s liability insurance. For the sake of everyone in this community, we, the parents and taxpayers whom you were elected to represent, demand that you immediately implement and adhere to the above requirements.</p> <p>Signed:</p> <p>Megan Geltner Tricia Montesano Kristina Finch Amanda Bhansali Jen Anderson Alexis Hammond Ana De La Rosa Kecman Stephanie Keadle Lauren Salsinger Kim Dunning Melisa Andrews Julia Piontek Ann Poyer Jennifer Black-Foltin Geoffrey Foltin Liz Chlopowicz Emily Eisenhuth Janine Flauter Kristen Christiansen Susan Allison Kathryn Stutzman Pat Litberg Melissa Buchberger Pamela O’Connor Tricia Fuglestad Patricia Gunger Amy Haber Laura Friedlein Judie King</p>

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	Jennifer Eichorn Bliss Hansen Joseph Kim Jill Larsen Steve Chiappe Megan Hill Gina Heuer Beckie Hejna Jamie Impastato Meg Thomson Whitney Simon Nicole Keith Meghan Yarbrough Kate May Michelle Walsh Camille Ziemann Kristie Burmeister Jennifer Schmidt Amy Johnson Kate Murray Amy Ksiazk Amy Heisler Kelly Pricemoore Joshua Price-Moore Becki Bloxsom Melanie Romero Jeff Lisy Roberta Novak Jaclyn Aprati Stacey Tobin Jerry Shirts Beth Deiter Jennifer Porto Heather Lockhart Kristen Clark Jeff Clark Maria Palmer Mary Hannon Michael Hannon Kate Zbierski Robb Zbierski Shaun Marusek Megan Nuccio Frank Nuccio Jennifer Bates Marcy Meyer Evan Meyer Elizabeth Lundgren Christine Arce Jennifer Mindykowski Christy Walsh Jamee McBride Laura Ness

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	Meghan Grell Kathy Sutton Terri McDonnell Marcie Selvaggio Patrick Stevens Theresa Fowler Sharon Barber Ellie Branson Gina Tyson Robyn Swanson Rebecca Reiter Nina Koufalias Ana Fergus Kelly Drucker Lisa Lightcap Tracy Roth Louis Arce Kirsten Boyce Jeanette Hanik Kevin Michael Prajakta Maindarkar Jennifer Amling Katie Peterson Rachael Hooker Kelley Balmer April Berry Kelsey Anstandig Lynn Bengtsen Phil Bengtsen Rebecca Burns Peter Burns Monica Hinchey Sarah Canace Rob Nesvacil Kaitlin Koralik Lindsay Arndt Jenica Polifka Garrett Polifka Karri Ophus Jennifer Licato Renee Burns Megan Kelly Katy Domsten Eric Riggi James Licato Margaret Kearns Kevin Kearns Jani Graziano Julie Coon Ryan Christie Kevin M. Gross Michelle S. Friedman-Gross Bryan Branson

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	Jeremy Glass Jeanne McCullough Tim Lintner Virginia McDonnell Melissa Gilland Carol Nesvacil Katelyn Gustafson Jenny Haefliger Sheila Crowley Mary Blatter Theresa Warren Sara Michael Nicole Bielawa Tony Montesano Kendra Lintner Sharon Todd & Katelyn Lorenz Larry Bauerle Lesley Daniel Debbie Solus Eileen Herbster Kimberly Musolf Adam Musolf Aaron Coon Julie Gartrell Karen Jones Tom Galazka Christine Organ Tom Tyson Kelli McDonald Amy Darby Kim Eckert Anita Langdon Joe Eckert Jodi Copersmet Casey Whitaker Amy Simonetti Kathie Avvisati Joanna Esposito Marilyn Briggs Patricia DeCorah Erin Lowery Mallory Sullivan Diane Polifka Elizabeth Wilson Carrie Kuczak Barb Donahue Jeremy Pearl Allison Anderle Paul Wakefield Oxana Corbett Jenifer Hope Tim Morkert

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	<p>Amy Derken Pam Wuich Shane Yarbrough Kelly Darby Kerri Connelly Maurice Finnegan Megan Kalweit Marianne Baltowski Janelle Dufer Melissa Fasuna Jennifer Mckown Peggy Delwo Gary Delwo Toni Stuller Craig Stuller Maureen Pajerski Charles Richardt Jerry Oakes Nicole Oakes Lisa Oakes Max MacCready Lauren MacCready Shannon Hull Tom Wuich Erin Matray Maria Caruso Katie Cosgrove Fred DeMarco Stacy Marini Kelly Ellsworth Allison Vercimak Angelica Andrews Kelly OSullivan Steven Andrews ALODIA C. KENDAL Terri D'Acquisto Lisa Parciak Holly Schafer Kelly DeRosa Jennifer Leigh Diva Pagnotto Ellie Hicks Susan Weres Mr and Mrs R Fraser Alice Dahl Sue Villanova Sean Conroy Sarah Galla Katherine Scortino Lauren Gonke Michelle Brinson Cynthia Mc Intyre Nick Larse</p>

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	Michael McIntyre Ken & Sue Kowols Talia Dohman Dr. Matthew Kinney Carol Vittore J Gerdes Kristen Cordell Sharon Korb Melissa Conroy Jeremy Fischer Sarah Dempsey Kelly McMillen Douglas Hammond Sarah Ivy Tracy Bauman Carol Hrejsa Cary Dohman Kara Bolf Christina Dastice Mariam Ghaith Christine Bishop Patrick Braun Molly siegel Karen Galazka Michele Hilgart Bridget Schank Alexis Christensen Amanda Sharpe Mercedes Ritchey Michelle Kasprzak Lisa Groh Bruce Adlon Marjorie Kinney Holly Furman Nancy Sudlow Summer Sander Matt Sander Samantha Brex Nicole hildebrandt Josh Sharpe Herb Musolf Ann Musolf Jason Ivy Linda Norris Deanna Amelio Sue Thomson Scott Corbett Amy Graziano Jim Graziano Bob Andrews Susan Petersen Amy Doman James Doman

First and Last Name	Public Comment
	<p> Karen Joseph David Petersen Lisa Ragone Peters James D Jones Janet Reed Colleen Kave AJ Draut Randi Lamb Jamee falknor Jennifer Nebel Sridevi Ganesan Todd Cordell Kevin & Cindy Vander Klay Taylor Lindsey Anthony Pagnotto Kate Limbers Laura Zoumboulis Lauren Stump Timothy Schank Kristin Allen Anne Porto Greg Domsten Tricia Hasan Phil Copersmet Kimberly Bolaños Mary Kate Schoenbeck Ann Gemmel Amy Kalkwarf Ben Kalkwarf Shobha Gupta Sophia Vassos Mary Vassos Dian Davis Charles P. Davis Elaine Vassos Dominick Vassos Dawn Frenzel Bryan Frenzel Lynn Kaniff Joseph Impastato Alexis Rabe Elizabeth Wolff David Peterson Sharon Anderson Chris Fries Terry Peterson Heather Doman Jessica Mitilineos Michelle Felde Rachel Hendrickson Caryn Solvsberg Pattie Manning Laurie Ford </p>

First and Last Name	Public Comment
	Brian Cosgrove Kristine Miller Thomas Serritella Michael Kuehl Kelly Loch Steve Rish Martie Salemi Anne Ingratta Chris Stahlmann Lawrence E. Rhyner Danielle Rubel Zachary Novick Kathryn Coughlin Sharon Lee Gabriela Porras Clara Nesvacil Nick Rubel Judy Newman Laura Ondrovic Kaitlin Fajks Tina Fries Ethan Williams Lisa A. Jones Cristina Small Tara Houx Brad Houx Richard Watson Sandra Scharff Heidi Sliwinski Amanda Lace Graham Lace Prajkta Maindarkar Amanda Forssander Marissa Mannella Steven Mannella Diane Thompson Maria Bauer Krista Weil Maureen Stukenberg Ashley Almdale Nancy Wielondek Judy Schoenfeld Michelle Petersen Diana Sayavongsa Chant Sayavongsa Brian Bates Chris Hooker Paul Schoenbeck Erik Poyer Kim Thoma Ryan Hrejsa Mike Bauer Stephanie Luzio

First and Last Name	Public Comment
	<p>Ellyn Ward Ryan Berry Michelle Eidle Joseph Luzio Asako Hoichi Phyllis Koclanis Andrew Rabe Jason Ksiazk Mark Nebel Jim Small Mark Allison Matt Hrtanek Cassie Hrtanek Valerie Pajerski Sarah Armsey Shannon Diederich Roopa Prasad Lisa Rottenberg Lisa Doty Christina Perez Judy L Pozdol Jon Jacobson Spiro Anagnostakos Daniel Lillie Lucy Lillie Amy Kuehl Gayle Hassan Lauren Mucha Joan Redmon Mike Haefliger Jacqueline Raitano Virginia Coglianese Calvin Bell Traci Sara Erin Lakomski Blair Christensen Jurgita Andrisiunaite Heather Kral John Chlopowicz Chris Chlopowicz Ryan Chlopowicz Jennifer Skilbeck Steve Skilbeck Heather Garrard Nancy Webber Charles Thompson Kari Ugent Michelle Burke Carleen Swanberg Troy Swanberg Jill Helmann Tony Gibbs Clayton Kalweit</p>

First and Last Name	Public Comment
	Melissa Gibbs
	Katie Bagg
	Beth Miller
	Matt Burns
	Nicole LaBeau
	Joann Langley
	Pete Burns
	Jack Lockhart
	Patrice Treleaven
	Michael Treleaven
	Ben Dodge
	Carrie Hagan
	Bethany Larson
	Natalie Malley
	Anna Maria Scatena
	Lisa Welch
	Ryan Malley
	Donna Hynek
	Katherine Redmon
	Cindy Wilson
	Randall Warren
	Tara Zapatka
	Patrice Costello
	Dave Zapatka
	Katie Wilson
	Rebecca Fahnoe
	Noleen Nelson
	Autumn Valencia
	Myles Wilson
	Anthony Kuch
	Todd Slowinski
	Lindsey Pearl
	Danielle Schuh
	Egan Malley
	Michael Gogliotti
	Jim Valentine
	Heather Martin
	Susan Gogliotti
	Patti Schulstad
	Wendy Danley
	Vicki Proffitt
	Nancy Richardson
	Julianna Cucci
	Marc Sporcich
	Linda Bearden
	Betty Nichols
	Stephanie Lazzari
	John Lazzari
	Aimee Hall
	Julia Piontek
	John Piontek
	Bruce Braun
	Allison Kulla

First and Last Name	Public Comment
	<p>Ian Wilson Nancy Velasco Jennifer Lundeen Gary Parciak Stacey Bratek Michael Andrews James Tobin Chris Deiter Deborah Freudenberger Mary Fey Larry Andrews Sal D'Acquisto Sal D'Acquisto Jr Sal L D'Acquisto Sr Kelly Fox Tom Lakomski Ayah Jaber Roger Sharpe Maribeth O'Dell Amanda Taylor Dan Bratek Lance Schulstad Katherine Pozniak Ellen Sharpe Deb Artman Colleen Engle Raymond Siebert Margaret Short Anna Lange Nicole Barbieri Jackie Hallmark Ann Genmel Kathleen Wohlbrandt Daniel Puccini Michele Lara Ana Kecman Emily Morrison Debra Kowalczyk Joanne Kohn Beatrice O'Donnell Holly Schafer</p>
Katherine May	<p>We beg of you. We implore you.</p> <p>We plead with you to have mercy on our teachers. They are spread far too thin, working an obscene amount of hours, and struggling to meet the needs of their students. This is not the work environment that lends itself to quality employee retention.</p> <p>We moved to Arlington Heights 16 years ago because of the schools and because this community attracted and retained quality individuals. As a teacher myself in another district, I can tell you, the talk amongst the professional community...is that you absolutely do not want to work in school district 25. What a joke.</p> <p>This district has become a time bomb waiting to explode. The trigger pulled by noisy,</p>

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	<p>selfish, and narrow minded adults. How are you allowing yourselves to be pushed around?! This resistance to factual data and due diligence for public safety coupled with a complete lack of big picture focus has handicapped any hope of growth our students had for this year.</p> <p>Their failings rest on your shoulders. Yours. Not our teachers. Yours. You did this. Its vile and reprehensible to treat our community with such disregard.</p> <p>Only you can change this. Sincerely, Kate May and Daniel Puccini</p>
Whitney Simon	<p>I am once again calling on the school board to follow Dr. Bein's recommendation for an adaptive pause until January 19th. Our metrics are simply too high to support safe in-school learning. The cases reported in our community amount to 1 in every 10 residents of Arlington Heights. As a point of clarification, leading health experts and scientists such as Dr. Anthony Fauci stated that schools are the best place for children IF bars and restaurants are closed. We currently have businesses staying open in flagrant violation of the current mitigation strategies, and we still have nonessential stores open for business. As long as these places remain open, and as long as we are experiencing significant community spread, it is simply not safe to have kids and teachers in classrooms. I am in disbelief over the fact that despite Dr. Bein's presentation, despite the guidance of the health department, despite the metrics (which HAVE increased since last week) the school board has voted against an adaptive pause. We are so close to the end of this horrific pandemic; the vaccine is imminent for our community. Any positive cases in teachers, students and staff at this point would be absolutely in vain. Please take the responsible course of action and put our schools on an adaptive pause until January 19th, a date which accounts for community quarantining after holiday travel. Thank you for your time.</p>
Brittany Polihronis	<p>Thank you to the board of education for voting No to an adapted pause and for allowing parents to have a choice of what they think is right for their families. The countless hours you have spent is unbelievable and much not even seen by the public, thank you to your families as well for supporting you through this time.</p> <p>I would like to ask the community to begin to heal and be understanding of everyone's opinions and feelings, we need to stop the hate and divisiveness this issues has caused. Whatever your choice is right now, I respect your decision and hope that you respect my families and others.</p> <p>Let's move forward with a clear path of what the next 6 months of education will look like for our children. I would like to see a plan from Dr. Bein that illustrates how we will begin to move children, who choose back in to school, and a robust plan to make remote learners have the same valuable education. Here are the next steps:</p> <p>1) All students with IEPs and 504 where space is available should be back in school by Monday (I have heard from families that this is not actively happen, so please ensure parents are given the option)</p> <p>1) Provide selection for parents starting on Jan. 19th that include the new information regarding 6 feet to the best extend possible as voted on. Once we have the numbers you can plan accordingly and move forward.</p> <p>2) Consider an online academy - this will allow remote students to have a better connection and education. Allows for teachers who want to teach online to have that option (have teachers apply for these roles). Yes this would create a change but if it is in our children's best interest we need to consider this.</p>

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	<p>3) Adjust metrics to focus on positivity rate within school as the highest priority, followed by positivity rate only in AH (60004 & 60005), remove the new case metrics as this is a followed way to look at the data.</p> <p>We have now learned more about this virus and what is happening within schools and how education in person needs to be prioritized, please do not miss out on this chance to make a change for the best for D25.</p> <p>Thank you again for your countless hours and work you have done. Brittany Polihronis</p>
Kathryn Coughlin	Please let the PhD make timely and appropriate decisions about her schools.
Maryann Zaleski	<p>Dear Board Members,</p> <p>Please know that the parents who are supportive of their children receiving in-person instruction are NOT looking for "babysitters". As an educator, I am offended by the commentary made at the last Board meeting by Board members who insinuated these parents are just looking for ways "to get their kids out of the house". What a terrible statement to make, and what a slap in the face to all educators.</p> <p>Teachers are professionals. Teachers are experts in their field. And educators are some of the most essential people we have in this world. Education helps people understand the world around them, and it provides children with the tools they will need to navigate our world successfully. As Board members, you should never imply educators are anything less than experts in their field.</p> <p>You do realize that the group of parents asking for in-person instruction have been forced to advocate for their children, correct? These parents are trying to HELP their children who are academically and mentally struggling with remote instruction. Research has shown that children absorb and process information differently, and it is UNREALISTIC to believe that remote instruction currently meets the needs of each and every student in this district. I am thankful the district has recently started to bring students with needs back to school four days a week, but it took almost 9 months to get here. Do you know how long that is in the educational world? There is no doubt that these children have regressed. And there is still a considerable amount of children who are currently regressing, staying stagnant, or not receiving the differentiated instruction needed to make educational gains. By continuing to force all students to receive remote instruction in the hybrid model, we are doing an injustice to these children who are regressing. It is time to fully and safely bring children back into their classrooms with the educational experts. Academic loss is not a good look for our district.</p> <p>Also, please stop wasting time. We know in-person instruction can happen safely and responsibly with the right mitigations. Dr. Fauci has said so himself, in addition to multiple other health experts. Are we no longer considering the medical experts? Do not continue to delay these decisions about how we should proceed by pushing decisions back another week, and another week, and another week. Decisions need to be made NOW about what January and the rest of the year will look like for our students. Consider that there will be a spring break, and start planning on how that will be addressed. I understand the importance of teacher input, and student input, and parent input- but, you will never be able to accommodate everyone's preferences here if you keep surveying the crowd. There will be no perfect plan. There will only be a plan that has more benefits than drawbacks. Please come together as the LEADERS you are expected to be and provide the district with a plan. Please make the decisions that need to be made as soon as possible.</p>

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	<p>With that being said, please take the Remote Academy instructional model into serious consideration for the 2021 semester of school. Local schools in the area have been able to implement this instructional model, and I do think it would alleviate many of the issues both teachers and parents are reporting. The expectation of teachers to simultaneously teach in-person students and remote students has been pushing teachers to the brink of burnout. They cannot continue to be expected to successfully teach in this model. By implementing a Remote Academy, teachers would be alleviated of the stresses hybrid teaching presents and focus on delivering high quality instruction once again. Also, with a Remote Academy, parents who want to opt for remote instruction would be accommodated as well. Their children would be able to continue learning with others remotely without being forced to return to classrooms. Finally, those children who benefit most from in-person learning would be able to do so. Please think about how this would work for all stakeholders and use a "can-do" mentality as you consider the ways this model can be implemented.</p> <p>Finally, and simply, thank you for all you do. Our community does seem divided currently, but we are very much aware of the time and effort you put forth in your roles as Board members and are grateful for it. Hang in there. We will all get through this somehow. Sincerely, Maryann Zaleski</p>
Kate Murray	<p>Please set up and follow parameters for what our district is following for remote, hybrid, and full return. We have a right to know that the board is following through on commitments to science and safety.</p> <p>We moved here for solid education not warm bodies sitting in a classroom. Can the school internet even support full Zooms? Do that homework before moving forward please.</p>
Renee Schlenhardt	<p>Student enrollment in district 25 is down as parents have elected to send their children to private school. This will more likely continue with D25 having a permanent decrease in enrollment.</p> <p>2020 CPI through November is .9% and projected to come in at 1% for the year, projected expenditures for the coming year should be based on actual expenses for the year ended June 2020 This data is not available on the website.</p> <p>Current year expenses should be down with the decrease in in-person teaching and services. For example, transportation is nearly non-existent as few students need to be bused. Actual expenses for the current year could be down dramatically and this needs to be examined and factored into projections for the new year. An increase in Levy is not necessary.</p>
Michael Tumilty	Request that the Board consider implementing an adaptive pause that allows special education students to continue to attend in-person.
Beth Kovacic	We should be in an adaptive pause. Choose safe metrics and finalize a plan.
Katie Rausch	<p>Thank you to everyone's hard work! You have put in so many hours and it's greatly appreciated! Please continue with IN person til winter break. Things are going well and sub issues don't seem to be so needed as once stated. Also a plan for January needs to be happening now. No more pushing it back. You have decided to change the 6 foot rule at earlier meetings so now we need updated metrics, please figure this out now.</p> <p>Remote academy...should have been don't in august but sadly it wasn't and now our teachers have to struggling with teaching in two environments at the same time. Consider it please</p>
Jeanne Coughlin	Thank you Dr Lori Bein for fervently working for what is best for students of all ability levels, learning styles, including the vulnerable and at risk. Please continue to pursue qualified staff at all times. Thank you for recognizing that IEPs are legally binding.

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The following comments were received after the submission deadline and were not included in the December 10, 2020 Board meeting.	
Erin Kalaway, RN	<p>Thank you to the board for acting on facts versus fear. Please continue working with Dr. Bein to develop a plan for those teachers and students who want to be fully in person at school.</p> <p>For those who continue to say "school isn't safe," please show us your evidence. Emotions, accusations and assumptions do not suffice.</p> <p>As a healthcare professional, I place great emphasis on scientific data, and I have yet to see anything that shows me school is unsafe for teachers or children. In fact, there is evidence to the contrary showing more harm being done by depriving children of socialization, physical activity and other resources that are unique to in-person learning. Teachers are not catching COVID from their students. Remove emotions from this process. Give families the choice to send their children to school.</p>
Peter Gripper	<p>Regardless of one's thoughts on remote/hybrid/in person, everyone should support the tax levy. At a minimum, the district has seen massive unforeseen costs with new iPads, increased bandwidth, and purchase of Zoom & other technology licenses. Please support the levy.</p>