

**ARLINGTON HEIGHTS SCHOOL DISTRICT 25**

1200 S. Dunton Ave.  
Arlington Heights, Illinois 60005

School Board Meeting Minutes  
**February 25, 2021**

Brian Cerniglia, President of the Arlington Heights School District 25 Board of Education, called the meeting to order on February 25, 2021 to accept a motion to adjourn into closed session at 6:48 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); Collective negotiating matters, 5 ILCS 120/2(c)(2); Litigation when the public body finds that an action is probable, 5 ILCS 120/2(c)(11).



**Regular Meeting**

Brian Cerniglia, President of the Arlington Heights School District 25 Board of Education, called the meeting to order 7:36 p.m. on February 25, 2021. 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: 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; 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; Coletta Hines-Newell, Director of Food Services; Adam Harris, Head of Communications and Story Telling; Brad Katz, Information Technology Specialist; Lana O'Brien, Recording Secretary; staff; and community. Dr. Brian Kaye, Assistant Superintendent for Personnel and Planning attended the meeting via phone.

**Recognitions and Presentations**

Mr. Cerniglia, on behalf of the Board, and Dr. Bein thanked the Arlington Heights School District 25 Certified School Nurses and Registered Nurses for their commitment and contributions to our students, staff, and community.

Dr. Lasiewicki, Assistant Superintendent for Student Services, spoke about the Nurses. She stated that the guidance and leadership they provided in managing the COVID-19 pandemic have been outstanding. They have worked tirelessly to ensure all students and staff are provided with the best care and most up-to-date guidance from the Illinois Department of Public Health and the Cook County Department of Public Health. The entire District 25 community is grateful for their leadership and commitment.

Dr. Lasiewicki introduced the Nurses, and Dr. Bein gave them certificates and gifts of appreciation. Mr. Cerniglia stated that they have been our front-line essential workers and we are so appreciative of all that they have done, especially this year.

Darlene Carpenter  
Lori Cataldo  
Eve Chapin  
Tory Eitz  
Jamee Falknor  
Mindy Joyce  
Sarah Klancnik

Carol Meier  
Stephanie Musolf  
Kimberly Nylec  
Miranda Rixon  
Rhiannon Rose  
Debra Sutor  
Laura Toussaint

#### Community Input

The Board set aside sixty minutes for public comment.

- Sara Mungovan requested a concrete plan for the 2021-22 school year, with five full days in-person, and a remote academy.
- Katie Rausch requested clarity for families regarding Summer U, and asked questions about strategic planning goals, and supports the Diversity, Equity, and Inclusion (DEI) initiative.
- Brittany Polihronis thanked the Board, teachers and nurses. She would like the district to look at full day Kindergarten, as well as inclusion at all schools for special education.
- Maryann Zaleski thanked the Board for their time. She is passionate about the DEI Initiative and wants to know how that will look in District 25. She requested the plans for next year.
- Leah Ross feels that the district should not use six-foot distance for contact tracing. She feels that masks and a reasonable distance will work, and would like the district to consider a shorter quarantine time. She requested the plans for next year.
- Paul Simkus asked for the rationale for why the district is four days per week in-person learning.
- Kerri Hood would like five days per week in-person learning now that teachers are vaccinated. She requested the plans for next year, as well as less computer time for students next year.
- Marianne Corcoran spoke about children's mental health, and feels that the district is overestimating the resilience of children. She requested the plans for next year.

- Antonio Sasmitamanggala requested the plans for next year, with five full days in-person, and a remote academy. He suggested that the district plan for various scenarios that may occur.
- Jacalyn Derengowski has questions on Policy 1:32, Diversity, Equity, and Inclusion, and wants to know how the policy is going to benefit the students, retain and attract teachers, support personnel, parent organizations and the community. She would like a separate Board meeting to discuss this policy, and how it will impact and enhance curriculum.
- Erin Kalaway is thankful her children are back in school, and commended the district on the vaccine distribution. She requested students be in school five days per week, and asked about lunch for this year. She also asked about the potential for tax abatement for this year.
- Jennifer Huntzicker is thankful her children are back in school. She requested a well-defined plan for moving forward, and requested a remote academy, as well as less computer time for students.

For the remainder of the sixty minutes of public comment, Dr. Bein read several comments that were received electronically. Because of updated legal guidance there is a change in how public comments received electronically are read. In the past Dr. Bein would categorize the comments received, but the updated guidance is that the electronically received comments must be read verbatim within the time limit provided by the Board. Board members have access to submitted comments to read before the meeting. All comments are given to the Board in full and posted on the website.

- Gabby Fidanza requested that students are able to use their lockers because their backpacks are so heavy.
- Jeremy Glass asked if the district would reconsider the full in-person model because of the updated February 12, 2021 CDC guidelines.
- (Name withheld) feels that even though many teachers are vaccinated, there are more in-person students, and it is becoming more unsafe for children. They would like the district to go back to the hybrid model.
- Michelle C. does not want the district to spray chemicals around the children and teachers during school hours.
- B. Mazur does not want the district to spray chemicals around the children.
- Megan Worthington requested the plans for the rest of this school year, and next year, and would like students be in school five days per week.
- Kelly Janua would like students in school five days per week soon.
- Amanda Bhansali asked about the plans for the rest of the school year now that the CDC has updated guidance.
- Germano Franzoni would like students be in school five days per week.

### Consent Agenda

**Motion:** E. Johannesen moved and G. Faso 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 January 21, 2021; Special Closed Session Meeting minutes of February 11, 2021; (F) Hold Closed session minutes of July

1, 2020 through October 15, 2020, and October 29, 2020 through January 31, 2020 per Board Policy 2:220-E1; (F) Release Closed session minutes of October 26, 2020 and October 27, 2020 per Board Policy 2:220-E1; (G) Destroy Audiotapes of January 1, 2019 through June 30, 2019 per Board Policy 2:220-E1

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 reported that NSSEO is returning to full in-person school on March 1, and the teachers will be receiving the vaccine next week.
- IASB – Ms. Patel reported that IASB is hosting a virtual book club meeting tomorrow at noon that Board members can attend.
- ED-RED – Ms. Mallek reported that at the most recent meeting it was announced that the Executive Director, Sarah Hartwick, is leaving in April. The AASA representative talked about the CARES Act II funds that we are anticipating in the coming months. There are no legislative limitations on the spending of those funds.

The following reports were received:

- PTA – Dr. Bein read a statement from Ms. Nierman, President of the PTA. The PTA is awarding ten \$100 Summer U or park district scholarships to current Kindergarten through 8th grade students. The Summer U By You contest challenges students to design their own summer course, and the application deadline is March 15. The link to apply and additional information can be found on their Facebook page or website.
- ABC25 – Ms. Poyer stated that ABC25 works for a better community for District 25, and they are requesting that everyone support ABC25. She described the grants that the foundation has provided. South, Windsor, and Greenbrier have so far received grants, but several other schools are close. The Getburbed Challenge will be held on April 24 this year, either virtual or in person.
- ATA – Ms. Drevline introduced the other members of the ATA Executive Board, Corinne Duffy, Nancy Abruscato, Breanna Pustai, and John Dolniak. She thanked Dr. Bein, the administration, and the Nursing staff for the ability to vaccinate everyone that signed up. She noted that it has been a challenging year, but we also have things to feel good about. She described several of the things that teachers are doing for students both in-person and online. The executive board is proud of the stellar job that teachers are doing this year.

## Committee of the Whole Reports

### **Student Learning**

#### Assessment Update Fall 2020

Dr. FitzPatrick noted that the primary assessment focus during the pandemic has been on differentiating instruction and providing responsive instruction to meet all of our students' needs, and that data will look different than prior years as adjustments were made to the district assessment calendar last spring and this year to accommodate the multiple instruction modes. She reviewed how the various assessments were handled this past year. She stated that we are closely monitoring and allocating additional resources to the students that have shown the least amount of growth during the last two school years. Overall, most of the students continue to grow and learn in response to the continued partnership between the teachers, parents, and Board. She introduced Ms. Amanda Czerniuk, Assessment Coordinator, and Ms. Andrea Luessow, Rtl Coordinator, who also presented information.

Ms. Czerniuk reviewed the math and reading assessments that were administered this fall, which included Educational Software for Guided Instruction (ESGI) for Kindergarten; FastBridge for first and second grade; and NWEA MAP for third through eighth graders.

ESGI is not nationally normed, but this fall, district norms were created to help prioritize students who may need differentiation, and to aid in instructional planning. She showed the FastBridge results from both first and second grades in math and reading. MAP tests are state-aligned computerized adaptive assessments that provide information about student achievement and growth over time. The fall 2020 scores should be interpreted with caution due to some technical difficulties with remote testing and the variability in students' testing environments. Overall, the average percentile within grade-levels from winter 2019 to fall 2020 in reading increased or remained stable in all grades except for the current eighth graders. The average percentile within grade-levels from winter 2019 to fall 2020 in math increased or generally remained stable in all grades. Overall, students in District 25 performed above the national mean in reading and math. Ms. Czerniuk noted that national research shows that there are declines in performance from the prior year across Kindergarten through third grades. As a district, there was a slight dip with the first grade reading scores, although this dip was not "well below" grade-level expectations as has been observed nationally. She also discussed the MAP Fall 2020 national research findings as well as the data collected from District 25 fall MAP testing.

Ms. Luessow explained how the district is using the data to impact instruction across all grade levels, which includes supporting all students; strategic academic time; literacy and math interventionists supporting academic needs; advanced learners receiving differentiation opportunities; Advanced Math and ELA classes; and Student Learning Coaches collaborating with staff. The fall Data Day allowed Rtl teams to meet with grade levels and review fall data. Ms. Czerniuk reviewed the upcoming Winter and Spring assessment calendar.

Mr. Cerniglia left the meeting at 9:11 p.m. and returned at 9:14 p.m.

Board members asked questions and there was discussion regarding composite scores, and additional details on growth data. Ms. Czerniuk stated that we should have a growth metric when we get the data from the fall and upcoming spring assessments. Dr. Bein noted that there are always grades that have smaller growth than others.

There was also discussion on advanced placement, as well as reviewing the spring assessment data. Dr. FitzPatrick noted that May 28 will be a Data Day, and the assessment data will be reviewed at that time. The district will look at growth, and what intervention students might need in August, as well as for summer reading and math classes. Board members thanked the team for their presentation.

### **Student Services** - No Report

### **Business and Finance**

#### **Workers' Compensation Refund**

Ms. Mallek informed the Board that the district was presented a check in the amount of \$35,324 on February 3, 2021 from our workers compensation insurance carrier as a result of us completing the one-year "HELP" program. The district was identified as a member with a high loss ratio, and therefore asked to participate with the assistance of our loss control consultant in this program to meet their prescribed "Action Plan" requirements. The pandemic made some of the action plan steps difficult over the course of the past year, and not all of the identified high loss ratio members completed the program. With the continued support of Ryan Schulz and Daniel Mendoza in the Facilities Management Department, Coletta Hines-Newell in Food Service, and Beth Satera in the Business office, we were able to meet the requirements of the program and receive a rebate check in the amount of 10% of our worker compensation insurance premium. Dr. Bein commended Ms. Mallek and everyone involved that took the extra effort to follow through and complete the program.

### **Facilities Management**

#### **South Middle School Summer Renovations**

Mr. Schulz reviewed the scope of work that will be undertaken to improve various elements at South Middle School. The district has worked with both Monarch and Prospect and has had good success with both of them. The district has not worked with M.G. Mechanical, but Nicholas and Associates has had success with them. Mr. Schulz was thanked for the information and for the project coming in under budget.

**Motion:** E. Johannesen moved and C. Conley seconded the motion that the Board of Education award Bid Package #1, Base Bid and alternates #1, 2, 3, 4 for General Trades to Monarch Construction in the amount of \$566,300 for South Summer 2021 Renovations and immediately assign the Contract with the Contractor to Nicholas & Associates, Inc., as Construction Manager.

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:** E. Johannesen moved and C. Conley seconded the motion that the Board of Education award Bid Package #2, Base Bid and alternate #5 while rejecting alternate #4 for HVAC to M.G. Mechanical in the amount of \$1,017,400 for South Summer 2021 Renovations and immediately assign the Contract with the Contractor to Nicholas & Associates, Inc., as Construction Manager.

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:** E. Johannesen moved and C. Conley seconded the motion that the Board of Education award Bid Package #3, Base Bid and alternates #1, 2, 3 for Electrical to Prospect Electric in the amount of \$300,800 for South Summer 2021 Renovations and immediately assign the Contract with the Contractor to Nicholas & Associates, Inc., as Construction Manager.

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.

### **Personnel and Planning**

#### **Memorandum of Understanding with Arlington Teachers Association**

Dr. Kaye submitted a request on December 1 to revise the MOU for Step 4. The current MOU was used as the guide. Dr. Kaye reviewed the areas that were changed since the November 12, 2020 MOU, and noted that it was a very collaborative process. Dr. Kaye was thanked for keeping the Board informed on the information.

**Motion:** E. Johannesen moved and C. Conley seconded the motion that the Board of Education approve the Memorandum of Understanding titled "Implementation of Transitional Model of Reopening, Step 4" with the Arlington Teachers Association as submitted.

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.

### **Superintendent Report**

#### **Board Governance Framework developed on November 30, 2020, December 9, 2020, and February 11, 2021 in the Self-Evaluation Workshops**

Mr. Cerniglia noted that the Board Governance Framework should be reviewed annually. Each Board member will sign the Board Governance Framework document.

**Motion:** E. Johannesen moved and C. Conley seconded the motion that the Board of Education approve the Board Governance Framework as developed on November 30, 2020, December 9, 2020, and February 11, 2021 during the Board's self-evaluation process, and have each Board member sign the document as commitment to uphold the Unity of Purpose, Working Agreements, Behavioral Expectations, Board Protocols, and Code of Conduct for Members of School Boards.

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.

### Board Meeting Structure

Dr. Bein noted that Board Governance was a great experience with the Board and there was good discussion. She is looking for guidance on several questions regarding the structure of future Board meetings. For each topic, Board members asked questions, discussed, and shared their thoughts.

**Livestreaming Meetings** - Due to the restrictions on attendance, we livestreamed Board meetings during the pandemic. We can continue this practice into the future if the Board would like. It would be best if we held all future meetings at Dunton so that the appropriate technology could be purchased and installed instead of staff having to transport and set up old technology each time. Additionally, we should consistently compensate staff needed to do this if they wouldn't typically be attending Board meetings. Should we plan for livestreaming future meetings? Yes, future meetings will be livestreamed.

**Meeting Location** - If we livestream meetings, it would be best to plan for all future meetings to be at Dunton. However, we could relocate meetings when we expect a larger than usual audience that would want to attend. Should we plan for future meetings to be held at the Dunton Administration Building? Yes, future meetings will be held at the Dunton Administration Building.

**Community Input** - Currently, public input is scheduled at the beginning of the meeting agenda. Some organizations offer a second public comment at the end in case audience members want to comment about anything they heard during the meeting. Should we add a second Community Input section? Yes, a second Community Input section will be added towards the end of the agenda.

**Electronic Public Comments** - Due to the restrictions on attendance, we have been accepting public comments electronically. Now that we cannot categorize them anymore, should we direct people to the Board's collective email for general emails and stop accepting public comments electronically? We can, as well, continue to host overflow rooms in case more people want to come and share input. Should we return to accepting community input in-person for Board meetings and advertise the Board's collective email for other comments? No, the Board will continue to receive public comments electronically.

**Future Agenda Topics** – A section can be added to the end of each Board meeting called "Future Agenda Topics" so that Board members can state topics they wish the Board consider for future discussion. This, then, is done consistently, and all Board members can discuss the priority of suggested topics. It is a consistent way for the Board to add items to the agenda. Should we add a section to the end of each Board meeting called "Future Agenda Topics"? Yes, "Future Agenda Topics" will be added towards the end each Board agenda.

**Agenda Item Labels** - We have been adding the word "Action" to items that the Board plans to vote on so that the community is aware of the Board's intent during a Board



meeting. This is not legally required as the Board may vote on any item that is listed on an agenda; a Board may discuss additional topics, but may not vote on them. This year we have had meetings where the Board has decided to not take action on an item as listed. Do we want to remove any labels from agenda items, or continue to add them so the community is aware of the Board's intent? It would be important to stick to the label if we continue to utilize them in order to provide transparency to the public. (An exception is policy adoption as a policy must be introduced at one meeting and approved at another.) Should we stop using labels (e.g. Action, Discussion, Information) for agenda items? No, we will continue using the labels.

Ms. Johannesen left the meeting at 10:10 p.m. and returned at 10:12 p.m.

Recommended Motion Language - Currently, when an item is expected to be an Action item, the Superintendent suggests the recommended motion to the Board. The Board may use that motion, edit the motion, or not vote to move on the item. Again, this language is not legally required as the Board may take action on any item on the agenda. It is common practice, however, for the Superintendent to make sure the necessary information is included and all laws are followed. Should we continue to include a recommended motion from the Superintendent on agenda items expected to be Action items? Yes, we will continue to include a recommended motion from the Superintendent on agenda items expected to be Action items.

Additional Community Engagement - The Board has been seeking additional ways to connect with the community and to engage in ongoing, two-way conversation with constituents about their aspirations for the education of the district's students. In addition to recent surveys (Strategic Plan, 5 Essentials), would the Board like to host informal Board coffees? At these, two Board members can attend at a time so that we do not violate the Open Meetings Act. Community can be invited to attend and share any comments or ideas. Because of the Open Meetings Act, we will only be able to have two Board members present. If there are three or more, we need to have an agenda. Should we schedule informal "Coffee with the Board" opportunities? Yes, but we are not sure how that will look at this point, and will look at possible formats.

Committee Assignments and Procedures - Currently, we have Board members assigned to the following roles/committees: ABC25 & Alternate; ED-RED; IASB & Alternate; Insurance Committee; NSSEO & Alternate; PTA & Alternate; and Negotiations. Are there other areas that the Board wants to add? For example, we could have a Policy Committee and those members would review the policy manual as well as updated policy recommendations in detail and provide thoughts at Board meetings. We could have an Equity position and that person would attend all Equity-related activities and report to the Board. We could have a Community Relations position that works with the Superintendent to schedule events and report to the Board. We could also add positions when needed. Are there additional areas that the Board wants to add as Board committee positions? Dr. Bein will review this and come back to the Board with suggestions.

Joint Board Meetings - Though the Board of Education only makes decisions specifically about the district, it can be helpful to meet annually with area Boards (park district, village, library) to connect with other community volunteers and to hear about their organizational goals and plans. Should we reach out to other Arlington Heights organizations to invite them to an annual joint board meeting? Dr. Bein will review this and come back to the Board.

Upcoming Board Meeting Dates - We have future meetings scheduled for March 18, April 8, April 22, May 6, and May 20. The canvass of election results, however, might not be transmitted to us before Tuesday, April 27, and the Board must reorganize by Tuesday, May 4. Therefore, we must hold a Reorganization meeting between April 27 and May 4. Should we add a Special Meeting for the Reorganization of the Board on Thursday, April 29 OR reschedule some of the existing meetings? Dr. Bein will communicate the updated dates next week.

#### Second Reading of Policy

Dr. Bein explained the policy. She noted that the change in the wording is based on legal counsel's recommendation. Board members discussed the change in the wording.

#### Misc:

2:230

Public Participation at Board of Education Meetings and Petitions to the Board

**Motion:** G. Faso moved and C. Conley seconded the motion that the Board of Education approve the policy as presented by the Illinois Association of School Boards. Roll Call: B. Cerniglia, yes; C. Conley, yes; G. Faso, yes; S. Filipek, yes; E. Johannesen, yes; R. Olejniczak, no; A. Patel, yes. Motion carried 6/1.

#### First Reading of Policy

Dr. Bein noted that this is an exhibit that goes along with a policy that was approved at the January 21, 2021 Board meeting. She asked the Board to contact her with any questions. It will be brought back at the next Board meeting for a second reading.

#### Press 106:

3:40-E

Checklist for the Superintendent Employment Contract Negotiation Process

#### Transitional Model of Reopening Update

Dr. Bein presented an update to the Board on the Transitional Model of Reopening. The Step 4 selection data by school was shown, and noted that there have been some changes of learning modality based on student or family need. Lessons learned from the outbreak at South Middle School were explained. Students who were positive in the previous 90 days could return immediately. Students who were already quarantined could return at the end of their individual quarantines. Students who were positive can return after their ten-day isolation. When the CCDPH recommends a quarantine, we can review individual situations. The metrics as of this morning were provided. She

also showed a dashboard update of the trend over time, which shows that we are seeing more exclusions because of the close contacts. We have seen a decline of cases in the past week.

A partnership with Jewel-Osco resulted in 650 staff receiving vaccines. Dr. Bein thanked the district community for supporting staff during this time. The district is continuing to provide information of other vaccination availability to staff that have not been vaccinated yet. District 214 is going to be a future vaccination site. The federal relief funding that was received, as well as what is anticipated was explained.

Dr. Bein provided highlights of the updated guidance that the CDC published on February 12. Regardless of the level of community transmission, all schools should use and layer mitigation strategies. Schools should prioritize the universal and correct use of masks, and physical distancing of at least six feet to the greatest extent possible. Families of students who are at increased risk of severe illness or who live with people at high risk should be given the optional for virtual instruction. In-person instruction should be prioritized over extracurricular activities, and schools are encouraged to use cohorts. The CDC Indicator and Threshold for Community Transmission table was shown, and Dr. Bein explained that these are similar metrics to what the district is using. Currently the district is orange in the first indicator, and blue in the second indicator, but we are operating in the blue/yellow area. We will continue to look at our mitigation strategies. Some sports have begun, but they have been using the mitigations.

Dr. Bein provided a timeline of this school year, as well as planning for the 2021-2022 school year. If Illinois remains in Phase 4 it is recommended that the district continue in the current Step 4 model for March 26 – June 11. Mondays will remain remote and continue to be used for small group instruction; differentiation; Tier 2, Tier 3, and 1:1 interventions; social emotional connections; student services, and keeping teachers with their students. If Illinois moves to Phase 5, we will revisit this if there is a no remote instruction requirement.

Dr. FitzPatrick explained that remote Mondays are important for student learning because of enhanced differentiation and targeted instruction through small group instruction; small groups and inquiry-based instruction is more easily facilitated with all students in the same modality; and a greater ability to provide crucial, interactive lessons, and more significant connections. They also provide an increased attention on, interaction with, and sense of belonging for remote students; additional collaboration time for teachers; and following existing schedules without the need to drop sections and re-enroll students. Teachers can also hold office hours for all students. Mondays will provide more opportunity for remote students to test in-person for ACCESS, IAR, and ISA because they do not have a remote testing option.

Dr. Lasiewicki explained that Mondays are important for Student Services because they maintain established schedules and routines for students with special education needs; Guest Teachers are not needed to cover for IEP and Team meetings; allow for small group instruction; and provide schedules to meet the mandated IEP minutes, and the

needs of their in-person and remote students. Dr. Bein noted that keeping Mondays remote allows for consistency. Other models were reviewed, and she explained their potential constraints.

It is recommended for Summer U and Extended School Year (ESY) that we return to our typical Monday through Friday schedule for half days; separate remote from in-person classes; and continue all mitigation strategies implemented at the end of the school year. Information will be going out in the principal newsletters, and Summer U registration will begin on March 1. We are in need of additional reading and math teachers for Summer U, and we may have to start with wait lists. She asked that the community reach out if they would like to teach. There will be no cost for the support classes, but there will be a tuition charge for the enrichment classes. EL students will attend for no cost, as the EL program is funded by a grant.

For the 2021-2022 school year, Dr. Bein is recommending a typical Monday – Friday school schedule. The district will separate remote classes from in-person classes where possible. We will determine how to handle sick/quarantining students, and continue all mitigation strategies that are suggested or required by the health department at that time.

Board members asked questions and there was discussion regarding Summer U details; middle school cohorts, quarantine requirements for teachers and students; federal relief funds; a remote academy, and additional students in-person after spring break. Dr. Bein noted that if we start to see more classes that don't have remote students, we can discuss revisiting other options.

Mr. Olejniczak made a motion, but after discussion it was determined that a motion did not need to be made at this time. The Board asked Dr. Bein to bring back a detailed plan for the next school year at an upcoming meeting because they would like the community to know what to expect. Dr. Bein agreed, and also noted that a communication will be emailed tomorrow regarding what was discussed at tonight's meeting.

**Motion:** R. Olejniczak moved and E. Johannesen seconded the motion to adjourn back into the closed session at 11:52 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:** R. Olejniczak moved and G. Faso 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 12:30 a.m. on Friday, February 26, 2021.

Submitted,

Lana M. O'Brien  
Recording Secretary

Approved: March 18, 2021

\_\_\_\_\_  
President  
Board of Education

\_\_\_\_\_  
Secretary  
Board of Education

Date minutes available for public inspection: March 19, 2021

Date minutes posted on District website: March 19, 2021

Community Input Received Electronically

First and Last Name	Public Comment – February 25, 2021
Toni Stuller	I propose the entire school board resign immediately to be replaced with a Spinning Wheel of Dumb Decisions. In lieu of board meetings, we can hold a lottery each week on whom gets to spin the wheel, and whatever decision the wheel lands on will guide school attendance policy during the pandemic. The wheel would be budget-friendly, it would do the same amount of research as the majority of the board members, it will have the same level of compassion as the majority of the board members, it is smarter than at least 3 of them, and, most importantly, it would lie to its constituents far less.
Carla Mejia	Student
Gabby Fidanza	Wondering if or when we can look towards letting the kids use their lockers in regards to books and their backpacks again? My daughters backpack is between 15-20lbs which seems pretty heavy and not good for the back in general. I know we want to maintain social distancing of 6 ft whenever possible but the CDC does state "COVID-19 spreads mainly among people who are in close contact (within about 6 feet) for a prolonged period." A key point being prolonged period of time and the kids in theory should not really be taking that long to drop off their backpack and/or exchange books if they wish. Thank you for your time.
Jeremy Glass	Wondering if the district is reconsidering the full in-person model given that the new CDC guidelines released on 2/12/21 still suggest a six foot distance between students and the fact that the entire 8th grade of South Middle School needed to be moved to remote learning. Hybrid seemed to be a better model with fewer disruptions/quarantines/close contacts.
Name Submitted, but Withheld	I do not wish for my name to be read out loud or shared. Although many teachers are being vaccinated, I do feel that because there are more students entering as in person, it is becoming more unsafe for our children. The classrooms and common areas and amount of students using restrooms etc is a concern. Although I would love to see schools reopen like they did pre-pandemic, I feel that right now - there is an increase of cases in our area and that is a high concern. As more public places open- more people are apt to dine indoors, take their children to indoor play areas, go on vacation, and are taking more risks to exposure. I feel like we should go back to the hybrid model to accommodate the students who are going to school. Many students have loose fitting masks, they fall down or off their noses/mouths. It's just a concern overall.
Michelle C	Please stop spraying chemicals around our children and teachers during school hours. It is enough to spray at night just like all private schools do. There is no research showing how much those chemicals are safe and how much is already cancerous. If you have to disinfect during school hours, please use plant-based solution.
B. Mazur	Stop using chemical sprays. Virex sprays when used in big amounts are not safe to our kids.
Megan Worthington	I would ask the board and the superintendent to share their plans for the rest of the school year and intentions for next school year. Are there plans to go 5 full days per week? My hope is that you are planning for 5 full days in person by August (though I wish that would be happening sooner). Private schools and preschools have already had registration for the next school year. Households with 2 working parents need to plan for next year as registrations for CAP, Private schools, and Private preschools have already happened to are happening soon. As a working parent I'm asking for your transparency in your plans about when you will move to 5 days per week and for the 21-22 school year. Thank you for your consideration.
Kellee Janua	We need peace of mind that D25 schools will be returning to full in-person soon. There is no reason to have one remote day per week. Please make this change soon as we are all very anxious.
Amanda Bhansali	Now that the CDC has updated their guidelines for schools and COVID-19, what plans (if any) does sd 25 have for the remainder of the year? Does the district feel the need to update their mitigation strategies and classroom distancing based on this new and changing information?  Link: <a href="https://www.cdc.gov/coronavirus/2019-ncov/community/schools-childcare/operation-strategy.html">https://www.cdc.gov/coronavirus/2019-ncov/community/schools-childcare/operation-strategy.html</a>

First and Last Name	Public Comment – February 25, 2021
	<p>Link: <a href="https://www.cdc.gov/coronavirus/2019-ncov/downloads/community/schools-childcare/Operational-Strategy-for-K-12-Schools-through-Phased-Mitigation.pdf">https://www.cdc.gov/coronavirus/2019-ncov/downloads/community/schools-childcare/Operational-Strategy-for-K-12-Schools-through-Phased-Mitigation.pdf</a></p>
Amanda Bhansali	<p>Given that COVID-19 is an ongoing pandemic and vaccines are not currently FDA approved for our children, nor available to many in the community, what is D25 planning for the 2021-22 school year? This is a problem that won't be solved by the end of summer and it behooves all stakeholders to prepare as much as they can in advance for another school year with COVID still impacting our lives.</p> <p>In my opinion, the district should explore using the increased government funds to lower class sizes so that in the event of community outbreak or the spread of a new COVID-19 variant in our community, schools can stay open in the future.</p> <p>I understand that many of our schools are at or close to capacity. I encourage the district to explore finding new venues to teach classes and recruit new teachers to teach smaller class sizes, especially at the elementary school level.</p>
germano franzoni	<p>I suggest the district to consider (if they are not already doing so) going to 5 DAYS IN PERSON (for the families who opted for in person). Teachers have been vaccinated, number of cases in IL are dropping significantly, the safety measures in place at school are proving to be effective. Plus, what is the difference between 4 days and 5 days?</p> <p>Thanks for all the efforts you have put and are still putting in this situation, I think it's time to move one step closer to normality. 5 days school!</p>
Shelby Menely	<p>In person school is working! It's time for five days a week. I encourage the Board to make this a priority.</p>
Phaona (Phee) Gray Rodriguez	<p>What specific tactics are being used to address diversity and inclusion in the schools?</p>
Amanda Bhansali	<p>Please respect and support our teachers. Preserve the 4-day in person schedule and let Mondays remain virtual to allow for teacher collaboration and work during this school year that is so obviously much more work than normal.</p>
Amanda Bhansali	<p>Please preserve the 4-day in person learning model.</p> <p>Monday is the only day that all students are instructed in the same place and in the same way. This provides remote learners increased socialization that they otherwise lack the rest of the week when most of their classmates are in person.</p>
Kerri Hood	<p>Now that our teachers are fully vaccinated, I hope to continue to take more steps towards a return to full in person learning 5 days per week. Monday's seem to have become even more asynchronous for my kids lately, which is the opposite of what they need. I still would like to know the plan for next school year NOW. I want to ensure in-person teachers are only teaching in-person students next year. ...no more mixed in-person/remote classes. I would also like to return to kids not needing to be on their device during class. Simple assignments on it are ok, but these should not be relied on as heavily next year as they are now.</p> <p>Also, with everyone in the building wearing masks at all times, contact tracing for probable cases should be eliminated. We have many levels of mitigations we are taking, but it should not be required to remove people that maybe met 2 out of the 3 levels. (i.e. If kids are wearing masks, washing hands and doing temperature checks and happen to come within 6' or less of a positive case, this should not grounds to remove them from school for 14 days. Just because they 'violated' one single level of mitigation does not mean they were totally unprotected.) Again, look at the data we should be collecting to see if any of these cases ended up becoming positive, or if this is just a severe step we are taking that has done nothing to reduce spread.</p>

First and Last Name	Public Comment – February 25, 2021
Melissa Van Buren	<p>I am so excited for the teachers of our district, they were all able to get the vaccine and have it all so organized for them. It is truly incredible.</p> <p>Now that the vaccine was made available to all the staff, can we please move forward with 5 days of school vs the 4 day hybrid plan that we currently have. My children love being in class and have improved so much since being allowed to be in person and connect with their teachers. Thank you!</p>
Nicole Mather	<p>While we are very grateful to be in person 4 out of 5 days a week. It is not fair to the Teachers &amp; Students to have both In-Person &amp; Zoom Students with the Same Teacher. I understand this is what we have to do for this school year. But it's not sustainable for next year. If there is an option for the next school year, then there needs to be a Remote Academy for each grade. The Kids in person are suffering when the teacher has to attend to the kids on Zoom. The kids on Zoom are missing the social aspect of school and are using Zoom to socialize with their classmates. And it takes so much more out of our teachers to manage the kids in the classroom and the Remote Kids. No one wins in this situation, our kids need to catch up and they can't when they are not getting in a full day of instruction. When will we know the plan for the next school year? We need to decide if we need to make other arrangements for our children's education.</p>
Alina Laurie	<p>Stop excluding healthy kids from school. Never once has a child at SD25 transmitted COVID19 within the four walls of the building. When children are excluded because they are told they are a "close contact" the exclusion takes a huge mental toll, they have anxiety. They see peers removed from school in the middle of the day. The desks are spread far enough apart and everyone is wearing masks. Inform close contacts and give them the CHOICE to quarantine. SD25 data has shown that exactly 0 kids have been infected with COVID as a "close contact." The exclusions of healthy kids from school are detrimental especially at our middle schools where kids are changing classes during the day so the numbers of healthy kids excluded is too high. The mental impact of isolating kids and removing their access to a quality education is much much higher than the risk of them being infected with COVID at school as a "close contact."</p>
Erin Wiggs	<p>Please address if SD25 will be in person, full time, for 21-22 school year. Be straightforward and honest with your answers. Parents and esp the children deserve total honesty in how the board and Bein intend to have the classrooms set up. Will the children be in person, full time, or are they still having to have Mondays off, and then still have to be on their computers while at school.</p>
Allison Keough	<p>The amount of work I see my general education and special education colleagues putting in to do both in-person and remote simultaneously is far greater than what members of the board and parents think. There should of been a remote academy from the beginning, but the district can't do that at this point. Taking away Monday plan time, but still expecting teachers to implement both models with rigor and fidelity is asinine to consider. The district should continue with the current model for the remainder of the year.</p>
Elizabeth Green	<p>In-school learning has been going very well. My kids have been hybrid/in-school since it began in October and have stayed healthy and love going on the days they are in-school. Let's keep the momentum going with the Board putting a plan in place NOW for FIVE DAY in-school learning for the 2021-2022 school year. Parents need to know the plan by the May registration. None of the back and forth, uncertainty we dealt with last summer/beginning of the school year. I appreciate what has been done so far, but it isn't enough for the students going forward. Thank you.</p>
Steve Zurek	<p>I am concerned for next school year. Has the planning begun to get students back in class five days a week next year. When will the community be made of aware of next years in person plan. Thank you for your time and continued work during this difficult time.</p>
Tiffany Marston	<p>Please do NOT move to get rid of the Monday remote schedule!</p> <p>I am a parent of a first grader at Dryden and also a teacher at South. From a parent perspective, I understand why some community members are feeling things are back to "normal" and wondering why we can't just send kids to school all 5 days. Certainly, having my son at school 4 days per week feels more normal than our remote start to the year or the 2-day hybrid.</p> <p>As a teacher, however, things are absolutely not normal! We are still teaching to students both in the</p>



First and Last Name	Public Comment – February 25, 2021
	<p>classroom and at home every day. This still requires countless hours of additional work to prepare and adapt materials to a digital format. The workload has NOT decreased at all from the beginning of the year. Actually, everything is more complicated and more stressful now, as we are balancing this workload with the inconsistencies of student attendance due to quarantines. From a teacher perspective, this school year is not becoming easier.</p> <p>Removing the Monday remote day would remove opportunities for planning, collaboration, and the creation/adaptation of lessons and activities. It will also remove opportunities for teachers to work with students to close instructional gaps from learning loss due to school closures last spring. Ultimately, the loss of the Monday remote schedule will decrease the quality of instruction for students across the district and increase the exhaustion and burnout of teachers.</p> <p>The community and the board have pushed and pushed so that our students are in school for 4 full days per week, which is already much more being offered compared to any surrounding district. As a parent and as a teacher, I realize the high expectations this community has for quality instruction, and if that is to continue, the Monday plan time is an absolute necessity. Please support our teachers so we are able to best support the students by keeping the remote Monday model for the duration of the school year.</p>
Christy Witherow	Please continue to work towards opening all 5 days.
Jennifer Huntzicker	<p>First of all, I'm so thankful that we have enough members on our board who saw the necessity and importance of getting students back in person. Also, that those same school board members trusted in the science that says schools are safe and that children in school aren't superspreaders. Now that our teachers are vaccinated and that cases are lower than when this whole thing first started last March, we need a well defined plan for moving forward. Everything has been a fight this year. It has done nothing but divide our community and hold our kids back from the academic and social growth that they deserve. Our board must hold Dr. Bein accountable for bringing forth a plan that fully details what school will look like next school year. We must get back to five days in person. We must not require that our teachers teach to both in person and remote students. As a sub, I've seen firsthand how difficult it is to ensure that both types of students get the attention they need. And I'm only there for such small snippets of time! If the state or federal government are going to legally require school districts to provide remote learning into the next school year, the current mode of teaching needs to change. Teachers CANNOT effectively teach to in person and remote students at one time. It is asking too much and it is short changing all. It also is requiring students to do a large portion of their work on a device which is not optimal. Every single pediatrician and doctor out there tell parents to limit screen time; that the effects of too much screen time is damaging. Please use devices on a limited basis going forward. I also want to make note of Schaumburg District 54's decision that students and staff will no longer need to quarantine for two weeks after traveling. To me, that is a district who is looking to keep kids and staff IN school. Our district continues to look for ways to keep kids OUT. With cases at record lows, all teachers vaccinated (those who chose it), and science proving that schools are safe, our board must continue to adapt and truly look at who we're excluding and why. I found this quote by Peter Hilton extremely apropos: "Adaptability to change is itself a hallmark of a successful education."</p>
Kathy Dieringer	When will students go to school 5 full days? When will students not use computers during the school day while at school? What is the plan in regards to eliminating the need to send healthy kids home for 14 day quarantine due to a probable case? What is the plan for next school year? How many 8th grade students at South tested positive while you had entire grade to remote?
Tara Tinsley	Please make plans to get our students back in school FULL time (meaning 5 days a week) this school year. They deserve nothing less than having the choice to attend full time. Four days a week is not full time. Thank you!
Erika Devine	As a D25 parent, I have been pleased to see the Board begin to advance efforts on furthering Diversity, Equity and Inclusion (DEI) in all D25 schools. This summer, the Board voted and approved

First and Last Name	Public Comment – February 25, 2021
	<p>a declaration of commitment to eliminate racial injustice and the Board also wrote and approved DEI Policy 1:32. This declaration and this policy need to be integrated into the mission and vision of D25 and also need to be integrated throughout all the goals of the strategic plan that is in progress. The Board MUST continue to advance the important DEI initiatives you started. DEI initiatives will benefit ALL D25 students to grow and become successful citizens, ready for further education and life.</p> <p>I am extremely disappointed and concerned to hear that you are being compelled by others to do the opposite. The fact that there are others who do not see or understand the benefits of DEI for ALL students is precisely the reason you MUST continue to do the work, to implement the DEI policy, and to integrate DEI actions into the strategic plan</p>
Christine Organ	<p>As a D25 parent, I am encouraged to see the Board begin to advance efforts on furthering Diversity, Equity and Inclusion (DEI) in all D25 schools. This summer, the Board voted and approved a declaration of commitment to eliminate racial injustice and the Board also wrote and approved DEI Policy 1:32. This declaration and this policy need to be integrated into the mission and vision of D25 and also need to be integrated throughout all the goals of the strategic plan that is in progress. Without integrating the DEI commitment and policy into the mission and vision, the commitment is merely words on the paper.</p> <p>The Board MUST continue to advance the important DEI initiatives you started. DEI initiatives will benefit ALL D25 students to grow and become successful citizens, ready for further education and life. I understand there are others asking you to do the opposite. The fact that there are others who do not see or understand the benefits of DEI for ALL students is precisely the reason you MUST continue to do the work, to implement the DEI policy, and to integrate DEI actions into the strategic plan.</p> <p>The status quo only serves to protect those in power, not promote equity. Please take the necessary action and integrate DEI into the mission and vision of D25.</p>
Andrea Miller	<p>As a D25 parent, I have been pleased to see the Board begin to advance efforts on furthering Diversity, Equity and Inclusion (DEI) in all D25 schools. This summer, the Board voted and approved a declaration of commitment to eliminate racial injustice and the Board also wrote and approved DEI Policy 1:32. This declaration and this policy need to be integrated into the mission and vision of D25 and also need to be integrated throughout all the goals of the strategic plan that is in progress. The Board MUST continue to advance the important DEI initiatives you started. DEI initiatives will benefit ALL D25 students to grow and become successful citizens, ready for further education and life. I understand there are others asking you to do the opposite. The fact that there are others who do not see or understand the benefits of DEI for ALL students is precisely the reason you MUST continue to do the work, to implement the DEI policy, and to integrate DEI actions into the strategic plan.</p>
Stacey Cooke	<p>Hi, and thank you for your continued efforts. I'm pleased our D25 children have four full days of school. Yet there is still room for improvement to best support our kids, the students — the reason we are here.</p> <p>I have a few areas of concern that I'd like to see the board address...</p> <ol style="list-style-type: none"> <li>1. Please allow masks as the primary mitigation to work. It seems like the hang up on 6ft distancing completely disregards their effectiveness at protecting against asymptomatic spread?</li> <li>2. These experts provide sound epidemiological and medical advice for why 6 feet is not necessary to maintain a healthy school: Joseph G. Allen, associate professor and director of the Healthy Buildings program at Harvard University's TH. Chan School of Public Health and Dr. Benjamin P. Linas, epidemiologist, infectious diseases doctor and associate professor at Boston University. 6 feet was a recommendation nearly a year ago for adults to maintain a safe distance BEFORE we even had mask mandates. 6 feet was a "slow the spread" guideline for adults without masks. It doesn't</li> </ol>

First and Last Name	Public Comment – February 25, 2021
	<p>apply to children and it isn't necessary for schools' safe functioning while children wear masks. When we have a CDC taking stakeholder advice from unions and altering guidelines to support political games, disproven fears and measures of control, you can no longer take that guidance as unbiased and for the best for our children. If you want to look for reasons to keep kids in, you can and will find them. If you want to look for reasons to keep kids out, you will find those most LIMITING guidelines too. If you are still following 6 feet as science, you are wrong. And it's sending healthy kids home from school.</p> <p>3. What is the end goal? Our teachers are protected now thanks to your vaccine efforts. This is a tremendous accomplishment that should be celebrated logically with forward movement toward more in school time for our children. Never before has removing healthy children from their school building been a condoned practice, which is currently the result of contact tracing. Even when far more violently spreading stomach viruses and influenza strains and strep have plagued the schools, you are not expected by families to send large groups of kids home to prevent more cases. Why doesn't the IDPH require groups of children to go home to quarantine for influenza? Will they eventually? It's such a dangerous precedent that I don't even want to think about the slope it sends us down. A district should never, ever be able to remove healthy children who are following rules from the building. If your justification of this is to blame the higher guidance from the IDPH, then I will tell you that I believe as a school board and superintendent that you should ALL be pushing back against any guidelines that don't lead to as much in person school time as possible for the students you are in a position to serve.</p> <p>I'd like to highlight this quote from the Harvard public health expert I referred to earlier:</p> <p>"Six feet is not a magical cutoff. It has a weak scientific basis, coming from a fundamental misunderstanding going back decades that the tiny droplets we exhale when we breathe and talk will fall to the ground within six feet. The reality is that while some large droplets do fall out of the air, most are tiny and will stay aloft for a hour or more, traveling well beyond six feet. There is no bright-line cutoff"</p> <p>Please stop trying to completely control the invisible. Please trust the masks to work if you are going to continue to make kids wear them. Please stop thinking you are in control or can be in control of a human contracting a virus. Please stop thinking you can promise teachers and parents that a virus will never float through the air beyond 6 feet in a school classroom. This is all absurd. This is arrogant and its killing joy in children and the classroom experience. We never should have been in the position of proving to you why our kids need to be IN school. Stop looking for reasons to keep them out. Thank you.</p>
Wojtek Gil	<p>As a D25 parent, I have been pleased to see the Board begin to advance efforts on furthering Diversity, Equity and Inclusion (DEI) in all D25 schools. This summer, the Board voted and approved a declaration of commitment to eliminate racial injustice and the Board also wrote and approved DEI Policy 1:32. This declaration and this policy need to be integrated into the mission and vision of D25 and also need to be integrated throughout all the goals of the strategic plan that is in progress. The Board MUST continue to advance the important DEI initiatives you started. DEI initiatives will benefit ALL D25 students to grow and become successful citizens, ready for further education and life. I understand there are others asking you to do the opposite. The fact that there are others who do not see or understand the benefits of DEI for ALL students is precisely the reason you MUST continue to do the work, to implement the DEI policy, and to integrate DEI actions into the strategic plan.</p>
Monika Tietz	<p>As a D25 parent, I have been pleased to see the Board begin to advance efforts on furthering Diversity, Equity and Inclusion (DEI) in all D25 schools. This summer, the Board voted and approved a declaration of commitment to eliminate racial injustice and the Board also wrote and approved DEI Policy 1:32. This declaration and this policy need to be integrated into the mission and vision of D25 and also need to be integrated throughout all the goals of the strategic plan that is in progress. The</p>

First and Last Name	Public Comment – February 25, 2021
	<p>Board MUST continue to advance the important DEI initiatives you started. DEI initiatives will benefit ALL D25 students to grow and become successful citizens, ready for further education and life. I understand there are others asking you to do the opposite. The fact that there are others who do not see or understand the benefits of DEI for ALL students is precisely the reason you MUST continue to do the work, to implement the DEI policy, and to integrate DEI actions into the strategic plan.</p> <p>Thank you,</p>
Sara Organ	<p>As a D25 parent, I have been pleased to see the Board begin to advance efforts on furthering Diversity, Equity and Inclusion (DEI) in all D25 schools. This summer, the Board voted and approved a declaration of commitment to eliminate racial injustice and the Board also wrote and approved DEI Policy 1:32. This declaration and this policy need to be integrated into the mission and vision of D25 and also need to be integrated throughout all the goals of the strategic plan that is in progress. The Board MUST continue to advance the important DEI initiatives you started. DEI initiatives will benefit ALL D25 students to grow and become successful citizens, ready for further education and life. I understand there are others asking you to do the opposite. The fact that there are others who do not see or understand the benefits of DEI for ALL students is precisely the reason you MUST continue to do the work, to implement the DEI policy, and to integrate DEI actions into the strategic plan.</p>
Karen Joseph	<p>As a parent of three D25 students, I have been pleased to see the Board begin to advance efforts on furthering Diversity, Equity and Inclusion (DEI) in all D25 schools. This summer, the Board voted and approved a commitment to eliminate racial injustice and the Board also wrote and approved a DEI Policy. This declaration and this policy need to be integrated into the mission and vision of D25 and also need to be integrated throughout all the goals of the strategic plan that is in progress. The Board MUST continue to advance the important DEI initiatives you started. DEI initiatives will benefit ALL D25 students to grow and become successful citizens, ready for further education and life. I understand there are others asking you to do the opposite. The fact that there are others who do not see or understand the benefits of DEI for ALL students is precisely the reason you MUST continue to do the work, to implement the DEI policy, and to integrate DEI actions into the strategic plan.</p> <p>I would like to see the Board truly engage in the DEI efforts and gain a true understanding of the need for this work and how it benefits all students and families.</p>
Michele Hilgart	<p>As a D25 parent, I have been pleased to see the Board begin to advance efforts on furthering Diversity, Equity and Inclusion (DEI) in all D25 schools. This summer, the Board voted and approved a declaration of commitment to eliminate racial injustice and the Board also wrote and approved DEI Policy 1:32, which holds all members of the school community responsible for advancing an understanding of and cultivating respect for the dignity and uniqueness of every individual--regardless of ability, race, sexual orientation, gender, gender identity, religion, ethnicity, and culture--and for fostering an inclusive environment. No other action of the board has made me prouder or more hopeful to be a taxpayer and parent in this district.</p> <p>This declaration and this policy need to be integrated into the mission and vision of D25 and also need to be integrated throughout all the goals of the strategic plan that is in progress. The Board MUST continue to advance the important DEI initiatives you started. DEI initiatives will benefit ALL D25 students to grow and become successful citizens, ready for further education and life.</p> <p>I understand there are others asking you to do the opposite. The fact that there are others who do not see or understand the benefits of DEI for ALL students is precisely the reason you MUST continue to do the work, to implement the DEI policy, and to integrate DEI actions into the strategic plan.</p> <p>Thank you for the important work you have already done in this area, and for your continued focus on this critical initiative.</p>
Allison Mortland	<p>As a D25 parent, I have been pleased to see the Board begin to advance efforts on furthering Diversity, Equity and Inclusion (DEI) in all D25 schools. This summer, the Board approved a declaration of commitment to eliminate racial injustice and the Board also wrote and approved DEI Policy 1:32. This declaration and this policy need to be integrated into the mission and vision of D25</p>

First and Last Name	Public Comment – February 25, 2021
	and also need to be integrated throughout all the goals of the strategic plan that is in progress. The Board MUST continue to advance the important DEI initiatives you started. DEI initiatives will benefit ALL D25 students to grow and become successful citizens, ready for further education and life. I understand there are others asking you to do the opposite. The fact that there are others who do not see or understand the benefits of DEI for ALL students is precisely the reason you MUST continue to do the work, to implement the DEI policy, and to integrate DEI actions into the strategic plan. Thank you!
Ann Vogel	As a D25 parent, I have been happy to see the Board beginning to prioritize Diversity, Equity and Inclusion (DEI) in all D25 schools. This summer, the Board voted and approved a declaration of commitment to eliminate racial injustice and the Board also wrote and approved DEI Policy 1:32. This declaration and this policy need to be integrated into the mission and vision of D25 and also need to be integrated throughout all the goals of the strategic plan that is in progress. The Board MUST continue to advance the important DEI initiatives you started. DEI initiatives will benefit ALL D25 students. I believe diverse communities are healthy communities. I want my children to grow up in a diverse community. For the life of me I cannot understand the motivation behind anyone asking you to deprioritize these imperatives. The fact that you are receiving ANY pushback is the very reason you MUST continue to do the work, to implement the DEI policy, and to integrate DEI actions into the strategic plan. To be frank, we are considering leaving AH due to the lack of diversity. Please honor your commitment. Honor our students. Honor our community and advance the DEI initiatives you started.
William Boyce	I encourage the board to not only continue their Diversity and Inclusion training but to renounce calls to halt it. Simply staying silent is not acceptable and will only encourage hate speech in our community.
Sarah Van Huis	As a D25 parent, I have been pleased to see the Board begin to advance efforts on furthering Diversity, Equity and Inclusion (DEI) in all D25 schools. This summer, the Board voted and approved a declaration of commitment to eliminate racial injustice and the Board also wrote and approved DEI Policy 1:32. This declaration and this policy need to be integrated into the mission and vision of D25 and also need to be integrated throughout all the goals of the strategic plan that is in progress. The Board MUST continue to advance the important DEI initiatives you started. DEI initiatives will benefit ALL D25 students to grow and become successful citizens, ready for further education and life. I understand there are others asking you to do the opposite. The fact that there are others who do not see or understand the benefits of DEI for ALL students is precisely the reason you MUST continue to do the work, to implement the DEI policy, and to integrate DEI actions into the strategic plan.
dawn frenzel	In regards to DEI education, I support SD 25 efforts to eliminate racial injustice by approving a DEI policy. I believe these initiatives are beneficial to our schools, children and the whole community. It is important to continue this work to implement DEI policy and integrate these actions throughout the strategic plan. Thank you.
April Berry	The Board MUST continue to advance the important DEI initiatives you started. DEI initiatives will benefit ALL D25 students to grow and become successful citizens, ready for further education and life. I understand there are others asking you to do the opposite. The fact that there are others who do not see or understand the benefits of DEI for ALL students is precisely the reason you MUST continue to do the work, to implement the DEI policy, and to integrate DEI actions into the strategic plan.
April Berry	Please keep 4 day per week hybrid.
Kristin Allen	As a D25 parent, I have been pleased to see the Board begin to advance efforts on furthering Diversity, Equity and Inclusion (DEI) in all D25 schools. This summer, the Board voted and approved a declaration of commitment to eliminate racial injustice and the Board also wrote and approved DEI Policy 1:32. This declaration and this policy need to be integrated into the mission and vision of D25 and also need to be integrated throughout all the goals of the strategic plan that is in progress. I understand there are others asking you to do the opposite. The kind of message this sends to our neighbors speaks volumes about our community. Our schools need to uphold its principles on ensuring the safety and well-being of its children, and that includes a robust DEI program.

First and Last Name	Public Comment – February 25, 2021
Colleen pha	<p>As a D25 parent, I have been pleased to see the Board begin to advance efforts on furthering Diversity, Equity and Inclusion (DEI) in all D25 schools. This summer, the Board voted and approved a declaration of commitment to eliminate racial injustice and the Board also wrote and approved DEI Policy 1:32. This declaration and this policy need to be integrated into the mission and vision of D25 and also need to be integrated throughout all the goals of the strategic plan that is in progress. The Board MUST continue to advance the important DEI initiatives you started. DEI initiatives will benefit ALL D25 students to grow and become successful citizens, ready for further education and life. I understand there are others asking you to do the opposite. The fact that there are others who do not see or understand the benefits of DEI for ALL students is precisely the reason you MUST continue to do the work, to implement the DEI policy, and to integrate DEI actions into the strategic plan.</p>
Erin Wyatt	<p>As an Arlington Heights community member, I have been pleased to see the Board begin to advance efforts on furthering Diversity, Equity and Inclusion (DEI) in all D25 schools. This summer, the Board voted and approved a declaration of commitment to eliminate racial injustice and the Board also wrote and approved DEI Policy 1:32. This declaration and this policy need to be integrated into the mission and vision of D25 and also need to be integrated throughout all the goals of the strategic plan that is in progress. The Board MUST continue to advance the important DEI initiatives you started. DEI initiatives will benefit ALL D25 students to grow and become successful citizens, ready for further education and life. I understand there are others asking you to do the opposite. The fact that there are others who do not see or understand the benefits of DEI for ALL students is precisely the reason you MUST continue to do the work, to implement the DEI policy, and to integrate DEI actions into the strategic plan.</p>
Maurice Finnegan	<p>Dear members of the Board,</p> <p>As a member of the Arlington Heights community, and as a D25 parent, I was very happy with the school district's initiatives on furthering diversity and inclusion (D&amp;I). While I would like to see more, this is a welcome and needed start. The Board's mission has been, and must continue to be, the education and betterment of ALL of our students, and these long-overdue efforts are fundamental to that goal. The Board MUST continue to advance the important D&amp;I initiatives it has started. To do otherwise would be to shirk that most important mission.</p> <p>It has come to my attention that there are others asking you to do the opposite. This small, small-minded, white (and I say that as a white, straight, male member of this community) group of fanatics does not speak for our community, and they do not have our students' interests or needs at heart. Rather, they are attempting to spread their ignorant, racist agenda under the guise of "fiscal responsibility. The fact that these commenters do not see or understand the benefits of D&amp;I for ALL students is precisely the reason the Board MUST continue to do the work, to implement and broaden the D&amp;I policy, and to continue to incorporate more and more D&amp;I actions into the strategic plan.</p>

<b>First and Last Name</b>	<b>Public Comment – February 25, 2021</b>
Elizabeth Kelsey	<p>As a D25 parent, I have been pleased to see the Board begin to advance efforts on furthering Diversity, Equity and Inclusion (DEI) in all D25 schools. This summer, the Board voted and approved a declaration of commitment to eliminate racial injustice and the Board also wrote and approved DEI Policy 1:32. This declaration and this policy need to be integrated into the mission and vision of D25 and also need to be integrated throughout all the goals of the strategic plan that is in progress. The Board MUST continue to advance the important DEI initiatives you started. DEI initiatives will benefit ALL D25 students to grow and become successful citizens, ready for further education and life. I understand there are others asking you to do the opposite. The fact that there are others who do not see or understand the benefits of DEI for ALL students is precisely the reason you MUST continue to do the work, to implement the DEI policy, and to integrate DEI actions into the strategic plan.</p>
Lindsay Nugent	<p>2021 in District 25 seems to have been off to a good start. Organizing and providing vaccinations for teachers and staff was the best news! A million "thank you's" to those who made this possible. Feels good to be proud of our district! Moving to 4 days full time and away from hybrid has transformed our family's mental and academic states (while making Mondays worse, but I'll take the tradeoff). Thank you for moving forward with this as cases have decreased and the population has begun to be vaccinated. It was the right decision. Also, thank you to the brave Board members who voted against numerous adaptive pauses, which again, was the right decision.</p> <p>With only a few months left of the school year, families in District 25 need to know the plan for 2021-2022. Our family will potentially have 3 children at Dryden next year. I say potentially because we are considering enrolling our family in private school if District 25 does not offer 5 full days of in person learning. We cannot do another year of any type of hybrid. The vast majority of District 25 families are choosing in person, and it seems like that number is increasing. Families who choose to stay remote should be offered a remote academy so teachers aren't teaching both in person and remote. If the plan is for 5 full days, Dr. Bein and The Board need to be held to their word. No more last minute changes like last summer.</p> <p>Finally, and I hate writing this, because we are in uncharted territory and I am totally sympathetic to choosing what's best for one's family, but, I feel this is important for consideration next year - teachers need to be doing instruction from inside their classrooms, not remotely. My daughter's teacher went remote once all students were invited back full time in January. This was a shock to the students and their parents. Lucky for us, my daughter's teacher is a very effective remote elementary school teacher and my daughter is an excellent student. I worry though if one of my other daughters, or another student who needs more in person support, was put in this situation. What if this was to happen to my daughter next year too? These scenarios, though unlikely, cause additional stress when thinking about next year. Please continue to find ways to move forward. Thank you for your time.</p>
Brian Larson	<p>As a future D25 parent, I am very encouraged by the board taking steps to adopt strong Diversity, Equity, and Inclusion (DEI) policies. Taking steps to integrate these policies into D25's strategic plans and goals is necessary for our children to know that their community supports and cares about them. I know that I wish I had a similarly supportive school environment when I was a child. I support your efforts to implement every step of these policies that welcome every student.</p>

First and Last Name	Public Comment – February 25, 2021
Danielle Schindlbeck	<p>As a D25 parent, I have been pleased to see the Board begin to advance efforts on furthering Diversity, Equity and Inclusion (DEI) in all D25 schools. This summer, the Board voted and approved a declaration of commitment to eliminate racial injustice and the Board also wrote and approved DEI Policy 1:32. This declaration and this policy need to be integrated into the mission and vision of D25 and also need to be integrated throughout all the goals of the strategic plan that is in progress. The Board MUST continue to advance the important DEI initiatives you started. DEI initiatives will benefit ALL D25 students to grow and become successful citizens, ready for further education and life. I understand there are others asking you to do the opposite. The fact that there are others who do not see or understand the benefits of DEI for ALL students is precisely the reason you MUST continue to do the work, to implement the DEI policy, and to integrate DEI actions into the strategic plan.</p>
Ikbal Koseli	<p>As a D25 parent, I have been pleased to see the Board begin to advance efforts on furthering Diversity, Equity and Inclusion (DEI) in all D25 schools. This summer, the Board voted and approved a declaration of commitment to eliminate racial injustice and the Board also wrote and approved DEI Policy 1:32. This declaration and this policy need to be integrated into the mission and vision of D25 and also need to be integrated throughout all the goals of the strategic plan that is in progress. The Board MUST continue to advance the important DEI initiatives you started. DEI initiatives will benefit ALL D25 students to grow and become successful citizens, ready for further education and life. I understand there are others asking you to do the opposite. The fact that there are others who do not see or understand the benefits of DEI for ALL students is precisely the reason you MUST continue to do the work, to implement the DEI policy, and to integrate DEI actions into the strategic plan.</p>
Amanda Bhansali	<p>As a D25 parent, I have been pleased to see the Board begin to advance efforts on furthering Diversity, Equity and Inclusion (DEI) in all D25 schools. My own children are bi-racial, it is a cause close to my heart.</p> <p>This summer, the Board voted and approved a declaration of commitment to eliminate racial injustice and the Board also wrote and approved DEI Policy 1:32. This declaration and this policy need to be integrated into the mission and vision of D25 and also need to be integrated throughout all the goals of the strategic plan that is in progress. The Board MUST continue to advance the important DEI initiatives you started. DEI initiatives will benefit ALL D25 students to grow and become successful citizens, ready for further education and life. I understand there are others asking you to do the opposite. The fact that there are others who do not see or understand the benefits of DEI for ALL students is precisely the reason you MUST continue to do the work, to implement the DEI policy, and to integrate DEI actions into the strategic plan.</p>
Beth Deiter	<p>As a D25 parent, I have been pleased to see the Board begin to advance efforts on furthering Diversity, Equity and Inclusion (DEI) in all D25 schools. This summer, the Board voted and approved a declaration of commitment to eliminate racial injustice and the Board also wrote and approved DEI Policy 1:32. This declaration and this policy need to be integrated into the mission and vision of D25 and also need to be integrated throughout all the goals of the strategic plan that is in progress. The Board MUST continue to advance the important DEI initiatives you started. DEI initiatives will benefit ALL D25 students to grow and become successful citizens, ready for further education and life. I understand there are others asking you to do the opposite. The fact that there are others who do not see or understand the benefits of DEI for ALL students is precisely the reason you MUST continue to do the work, to implement the DEI policy, and to integrate DEI actions into the strategic plan.</p>



<b>First and Last Name</b>	<b>Public Comment – February 25, 2021</b>
Lori Martin	<p>As a D25 parent, I have been pleased to see the Board begin to advance efforts on furthering Diversity, Equity and Inclusion (DEI) in all D25 schools. This summer, the Board voted and approved a declaration of commitment to eliminate racial injustice and the Board also wrote and approved DEI Policy 1:32. This declaration and this policy need to be integrated into the mission and vision of D25 and also need to be integrated throughout all the goals of the strategic plan that is in progress. The Board MUST continue to advance the important DEI initiatives you started. DEI initiatives will benefit ALL D25 students to grow and become successful citizens, ready for further education and life. I understand there are others asking you to do the opposite. The fact that there are others who do not see or understand the benefits of DEI for ALL students is precisely the reason you MUST continue to do the work, to implement the DEI policy, and to integrate DEI actions into the strategic plan.</p>
William O'Brien	<p>Just wanted to write in support of the Diversity, Equity and Inclusion (DEI) efforts in D25. I have heard that some parents are opposed to them in some form. While I don't know all of the details of this opposition, I think this is a great initiative and critically important for our kids.</p>
Alexis Christensen	<p>As a D25 parent, I have been pleased to see the Board begin to advance efforts on furthering Diversity, Equity and Inclusion (DEI) in all D25 schools. This summer, the Board voted and approved a declaration of commitment to eliminate racial injustice and the Board also wrote and approved DEI Policy 1:32. This declaration and this policy need to be integrated into the mission and vision of D25 and also need to be integrated throughout all the goals of the strategic plan that is in progress. The Board MUST continue to advance the important DEI initiatives you started. DEI initiatives will benefit ALL D25 students to grow and become successful citizens, ready for further education and life. I understand there are others asking you to do the opposite. The fact that there are others who do not see or understand the benefits of DEI for ALL students is precisely the reason you MUST continue to do the work, to implement the DEI policy, and to integrate DEI actions into the strategic plan.</p>
Kim Spaid	<p>As a parent, I have been pleased to see the Board begin to advance efforts on furthering Diversity, Equity and Inclusion (DEI) in all D25 schools. This summer, the Board voted and approved a declaration of commitment to eliminate racial injustice and the Board also wrote and approved DEI Policy 1:32. This declaration and this policy need to be integrated into the mission and vision of D25 and also need to be integrated throughout all the goals of the strategic plan that is in progress. The Board MUST continue to advance the important DEI initiatives you started. DEI initiatives will benefit ALL D25 students to grow and become successful citizens, ready for further education and life. I understand there are others asking you to do the opposite. The fact that there are others who do not see or understand the benefits of DEI for ALL students is precisely the reason you MUST continue to do the work, to implement the DEI policy, and to integrate DEI actions into the strategic plan.</p>
Tricia and Tony Montesano	<p>As a D25 parent, I have been pleased to see the Board begin to advance efforts on furthering Diversity, Equity and Inclusion (DEI) in all D25 schools. This summer, the Board voted and approved a declaration of commitment to eliminate racial injustice and the Board also wrote and approved DEI Policy 1:32. This declaration and this policy need to be integrated into the mission and vision of D25 and also need to be integrated throughout all the goals of the strategic plan that is in progress. The Board MUST continue to advance the important DEI initiatives you started. DEI initiatives will benefit ALL D25 students to grow and become successful citizens, ready for further education and life. I understand there are others asking you to do the opposite. The fact that there are others who do not see or understand the benefits of DEI for ALL students is precisely the reason you MUST continue to do the work, to implement the DEI policy, and to integrate DEI actions into the strategic plan.</p>

<b>First and Last Name</b>	<b>Public Comment – February 25, 2021</b>
Jennifer Hahne	<p>As a D25 parent, I have been pleased to see the Board begin to advance efforts on furthering Diversity, Equity and Inclusion (DEI) in all D25 schools. This summer, the Board voted and approved a declaration of commitment to eliminate racial injustice and the Board also wrote and approved DEI Policy 1:32. This declaration and this policy need to be integrated into the mission and vision of D25 and also need to be integrated throughout all the goals of the strategic plan that is in progress. The Board MUST continue to advance the important DEI initiatives you started. DEI initiatives will benefit ALL D25 students to grow and become successful citizens, ready for further education and life. I understand there are others asking you to do the opposite. The fact that there are others who do not see or understand the benefits of DEI for ALL students is precisely the reason you MUST continue to do the work, to implement the DEI policy, and to integrate DEI actions into the strategic plan.</p>
Sarah Hunt	<p>As a D25 parent, I have been pleased to see the Board begin to advance efforts on furthering Diversity, Equity and Inclusion (DEI) in all D25 schools. This summer, the Board voted and approved a declaration of commitment to eliminate racial injustice and the Board also wrote and approved DEI Policy 1:32. This declaration and this policy need to be integrated into the mission and vision of D25 and also need to be integrated throughout all the goals of the strategic plan that is in progress. The Board MUST continue to advance the important DEI initiatives you started. DEI initiatives will benefit ALL D25 students to grow and become successful citizens, ready for further education and life. I understand there are others asking you to do the opposite. The fact that there are others who do not see or understand the benefits of DEI for ALL students is precisely the reason you MUST continue to do the work, to implement the DEI policy, and to integrate DEI actions into the strategic plan.</p>
Andrea Patrick	<p>As a D25 parent, I have been pleased to see the Board begin to advance efforts on furthering Diversity, Equity and Inclusion (DEI) in all D25 schools. This summer, the Board voted and approved a declaration of commitment to eliminate racial injustice and the Board also wrote and approved DEI Policy 1:32. This declaration and this policy need to be integrated into the mission and vision of D25 and also need to be integrated throughout all the goals of the strategic plan that is in progress. The Board MUST continue to advance the important DEI initiatives you started. DEI initiatives will benefit ALL D25 students to grow and become successful citizens, ready for further education and life. I understand there are others asking you to do the opposite. The fact that there are others who do not see or understand the benefits of DEI for ALL students is precisely the reason you MUST continue to do the work, to implement the DEI policy, and to integrate DEI actions into the strategic plan.</p>
Kristin Keil	<p>I want to thank all the District 25 employees who were involved in the planning, organizing, and scheduling of the vaccine dates for our district; as a parent I am so relieved our staff is now vaccinated. That being said now that our teachers and staff are vaccinated I believe it is time to get our students back in the buildings 5 days a week. We are almost 1 year into this pandemic and numerous studies have shown in person education is more effective than remote learning. The mental health of our students drastically increases when they are able to be in person every day, seeing their peers and teachers. I ask the Board to please focus on a concrete plan that will get our students back in the building 5 days a week as soon possible. Thank you.</p>

<b>First and Last Name</b>	<b>Public Comment – February 25, 2021</b>
Colleen Burke Kave	<p>I am a D25 parent, and I was thrilled when the Board approved the declaration of commitment to eliminate racial injustice and DEI Policy 1:32 this summer. I am imploring the Board to continue moving forward in its DEI efforts by integrating this declaration and policy into the mission and vision of D25 and into the goals of the strategic plan that is in progress. It is imperative, at this time in our nation's history, that we as a community continue to advance these critical DEI initiatives, not only to best serve each student's social, emotional, physical, and educational needs while they are learning here in our schools, but also to prepare our children to function as successful, effective, and empathetic adults in our very diverse world. The fact that there are some in our community who apparently do not see or understand the benefits of DEI for ALL students is precisely the reason you MUST continue to do the work, to implement the DEI policy, and to integrate DEI actions into the strategic plan. Thank you.</p>
Blair Christensen	<p>As a D25 parent, I have been pleased to see the Board begin to advance efforts on furthering Diversity, Equity and Inclusion (DEI) in all D25 schools. This summer, the Board voted and approved a declaration of commitment to eliminate racial injustice and the Board also wrote and approved DEI Policy 1:32. This declaration and this policy need to be integrated into the mission and vision of D25 and also need to be integrated throughout all the goals of the strategic plan that is in progress. The Board MUST continue to advance the important DEI initiatives you started. DEI initiatives will benefit ALL D25 students to grow and become successful citizens, ready for further education and life. I understand there are others asking you to do the opposite. The fact that there are others who do not see or understand the benefits of DEI for ALL students is precisely the reason you MUST continue to do the work, to implement the DEI policy, and to integrate DEI actions into the strategic plan.</p>
Alexandra Gillies	<p>As a community member, I am really happy to see that the Board began to bring forth their efforts on improving Diversity, Equity and Inclusion in all D25 schools. Over the summer you as a Board voted and approved a "declaration" to commit to eliminate racial injustice and you approved one DEI Policy. This declaration and this policy need to be integrated into the mission and vision of D25 and also need to be integrated throughout all the goals of the strategic plan that is in progress. The Board MUST continue to advance the important DEI initiatives you started. DEI initiatives will benefit ALL D25 students to grow and become successful citizens, ready for further education and life. In turn this will benefit the entire community!!! Not everyone agrees with this- which is why it is of the utmost importance that you do make these policies integrate into the entire D25 ethos. Racial injustice and intolerance has no place ANYWHERE. Student deserve to live and go to school in a place that has inclusion, racial justice, and justice for all marginalized groups. You must continue to to the work and to implement the Diversity, Equity and Inclusion policy and integrate it into your strategic plan.</p>
Virginia McDonnell	<p>As a D25 parent, I have been pleased to see the Board begin to advance efforts on furthering Diversity, Equity and Inclusion (DEI) in all D25 schools. This summer, the Board voted and approved a declaration of commitment to eliminate racial injustice and the Board also wrote and approved DEI Policy 1:32. This declaration and this policy need to be integrated into the mission and vision of D25 and also need to be integrated throughout all the goals of the strategic plan that is in progress. The Board MUST continue to advance the important DEI initiatives you started. DEI initiatives will benefit ALL D25 students to grow and become successful citizens, ready for further education and life. I understand there are others asking you to do the opposite. The fact that there are others who do not see or understand the benefits of DEI for ALL students is precisely the reason you MUST continue to do the work, to implement the DEI policy, and to integrate DEI actions into the strategic plan.</p>

First and Last Name	Public Comment – February 25, 2021
Eric Coval	As a D25 parent I am enthusiastic about the district advancing effort in regards to Diversity, Equity and Inclusion. The district must continue to advance the important DEI initiatives you have started. With the current passing of the Culturally Responsive teaching standards it is vital to our student learning and growth that the district is out at the forefront leading this work. There are community members who will disagree with these initiatives but that only shows how essential they are. As an educator and an equity facilitator I have seen the impact on both students and faculty that initiatives in DEI can have in order to truly understand our identity, our history, and each other. Thank you for your time and consideration.
Jennifer Haefliger	As a D25 parent, I have been pleased to see the Board begin to advance efforts on furthering Diversity, Equity and Inclusion (DEI) in all D25 schools. This summer, the Board voted and approved a declaration of commitment to eliminate racial injustice and the Board also wrote and approved DEI Policy 1:32. This declaration and this policy need to be integrated into the mission and vision of D25 and also need to be integrated throughout all the goals of the strategic plan that is in progress. The Board MUST continue to advance the important DEI initiatives you started. DEI initiatives will benefit ALL D25 students to grow and become successful citizens, ready for further education and life. I understand there are others asking you to do the opposite. The fact that there are others who do not see or understand the benefits of DEI for ALL students is precisely the reason you MUST continue to do the work, to implement the DEI policy, and to integrate DEI actions into the strategic plan. Thank you!
Penni L Sauer	As Arlington Heights and communities around it grow more and more diverse in terms of ethnicity, race, religion, differing abilities, gender identity, etc., it's vitally important that our schools are seen as welcoming, safe spaces. Our curriculum needs to catch up with the times and include everyone so that all our children see themselves and their own potentials in what they're reading. We also have a responsibility to teach children who may seem more mainstream that those children who are different from them are also to be appreciated and valued. There's a lot to be unwrapped in this package. I would hope the goal is to help raise kind, accepting, compassionate humans.
Christina	Please send kid back to school in person full time 5 days a week.
Kristina Heaton	With all district teachers having had the opportunity to take the vaccine, d25 needs to resume 5 days in person as soon as possible. After spring breaks seems like a great time to start. Also, when will we know the plan for the fall? There are a lot of families who will unenroll if there is no district commitment for 5 days full time in person. Parents and students need assurance that the new school year will resume in August 5 days full time in person, parents need this commitment from the district in writing and need assurance that the teachers union will not interject at the 11th hour and cause Dr. Bein, the administration and the BOE to scramble to come up with a plan. Please also create a zoom academy for those who might still not be comfortable being in person. For in-person families trying to limit technology use in this time, it is not necessary for children who are in person to be on technology devices so much.
Rachel Betancourt	I want to thank the teachers and staff at Westgate for the consistency and hard work they put in every single day. I know it has to be exhausting to be the ultimate multitasker. I am so thankful for the kindness and can do attitude provided to my kids and their peers.

First and Last Name	Public Comment – February 25, 2021
Jennifer Borrell	<p>As a D25 parent, I've been pleased to see the Board begin to advance efforts on furthering Diversity, Equity and Inclusion (DEI) in all D25 schools. This summer, the Board voted and approved a declaration of commitment to eliminate racial injustice and the Board also wrote and approved DEI Policy 1:32. This declaration and this policy need to be integrated into the mission and vision of D25 and also need to be integrated throughout all the goals of the strategic plan that is in progress. The Board MUST continue to advance the important DEI initiatives you started. DEI initiatives will benefit ALL D25 students to grow and become successful citizens, ready for further education and life. I understand there are others asking you to do the opposite. The fact that there are others who do not see or understand the benefits of DEI for ALL students is precisely the reason you MUST continue to do the work, to implement the DEI policy, and to integrate DEI actions into the strategic plan.</p>
Julie Talbot	<p>The Arlington Heights community deserves an apology from School Board President about his suicide joke at the 4Dec2020 board meeting. The Daily Herald did you a great favor by not mentioning that line in their article the following day but parents in D25 have not forgotten. It was unprofessional, insensitive and the community deserves an apology.</p>
Julie Talbot	<p>Thank you very much Board members Gina, Rich, Chad and Scott for doing everything you can to get the children in school full-time! Now is the time to move forward to 5 days a week with the teachers vaccinated. Remote learning is always an option, and as Mayor Lightfoot said, "to deny parents this option [in person learning] is irresponsible and just wrong". Thank you!</p>
Julie Talbot	<p>Please return to 5 days a week immediately! The teachers are vaccinated so what are the roadblocks? None! A remote learning day is a waste with too much free time. The time to step up is now and return to the classroom 5 days a week. Please provide a plan for the 2021-22 school year, which includes 5 days a week and a separate remote academy. Please do not make these teachers do both in-person and online as this negatively impacts their workload and rolls downward to the children.</p>
Nancy Arazan Weber	<p>As a D25 parent, I have been pleased to see the Board begin to advance efforts on furthering Diversity, Equity and Inclusion (DEI) in all D25 schools. This summer, the Board voted and approved a declaration of commitment to eliminate racial injustice and the Board also wrote and approved DEI Policy 1:32. This declaration and this policy need to be integrated into the mission and vision of D25 and also need to be integrated throughout all the goals of the strategic plan that is in progress. The Board MUST continue to advance the important DEI initiatives you started. DEI initiatives will benefit ALL D25 students to grow and become successful citizens, ready for further education and life. In fact, the DEI initiatives can truly benefit our community as a whole, beyond our student population, for years to come. Let's keep this momentum going on the right direction! Thank you.</p>

First and Last Name	Public Comment – February 25, 2021
Leah Ross	<p>Thank you for your continued efforts. I'm pleased our D25 children have four full days of school. But the "6 feet" standard is removing large groups of students from their buildings for 14 days at a time, thus drastically limiting fully open schooling for the excluded groups of contact traced students. My two middle school children have been home a combined total 32 school days since the January transition to four days due to contact excluding. They also have not shown a single symptom nor have they tested positive as predicted they might when they got "traced"(one has been contact traced twice and the other once). I really don't care that they can access school remotely from the comfort of our home. The reliance upon remote learning is entirely the problem. Grades and motivation plummet when these middle schoolers are sent home. And the anxiety inducing worry of being removed again for another 14 days due to NO fault or control of their own is completely sad, frustrating, and also totally avoidable.</p> <p>I have a few points to make regarding contact tracing today and I have sent the board a couple articles from professionals that support my assertions.</p> <ol style="list-style-type: none"> <li>1. Please allow masks as the primary mitigation to work. What is the point of the masks if exclusion policies completely disregard their effectiveness in preventing asymptomatic spread? Children have complied with every change that has been asked of them this year. But if they diligently wear a face covering daily, and you STILL send them home for 14 days for being within 6 FEET of a PROBABLE or positive case, then, I ask you, why should THEY believe that wearing them works?</li> <li>2. Please consider these experts' advice for why 6 feet is not necessary to maintain a healthy school: Joseph G. Allen, associate professor and director of the Healthy Buildings program at Harvard University's TH. Chan School of Public Health and Dr. Benjamin P. Linas, epidemiologist, infectious diseases doctor and associate professor at Boston University. 6 feet was a "slow the spread" guideline for adults without masks before mask mandates. It shouldn't apply to children and it isn't necessary for schools' safe functioning while children wear masks. If you want to look for reasons to keep kids in the classroom, you can and will find them. If you want to look for reasons to keep kids out, you will find those most LIMITING guidelines too. Please consider investigating how successfully other districts are using 3 feet as a safe and healthy distance and you can also find the documented professional studies that support this as well. At the very least consider a shorter quarantine time for the healthy children you are excluding.</li> <li>3. Please prioritize progress over obsession with control. Our teachers are protected now thanks to your vaccine efforts. This is a tremendous accomplishment that should be celebrated logically with forward movement toward more in school time for our children. Never before has removing healthy children from their school building been a condoned practice. Even when far more violently spreading stomach viruses and influenza strains and strep have plagued the schools, you were not expected by families to send large groups of kids home to prevent more cases. Why doesn't the IDPH require groups of children to go home to quarantine for influenza? Will they eventually? It's such a dangerous precedent. And I know the board didn't set this standard...the IDPH did. But YOU can question it. The perspective of the Illinois Department of Public Health, that is responsible for putting out health GUIDELINES (not laws) for an entire state, does not take into account the psychological, emotional, academic, and social consequences of removing healthy adolescents from their school environment for 14 days at a time without notice. I am asking you to consider all of this. I know the district feels beholden to these guidelines to guarantee the health of the students and families of D25. But these guidelines don't put you in better control of a virus. Nothing puts anyone in total control of a virus. What you do have control over is questioning if these guidelines serve adolescents productively, are they really helping or hurting, and are they really preventing Covid spread in schools or are masks and 3 feet working? Also, we need data specifically on these exclusion group students. Do they come down with symptoms? If so, how soon? Do any of them ever become "positive cases"? Is this information being collected and reported? Or are all of these excluded students just home in their pajamas feeling disconnected and depressed? But physically perfectly healthy?</li> </ol> <p>I'd like to highlight this quote from the Harvard public health expert I referred to earlier:  "Six feet is not a magical cutoff. It has a weak scientific basis, coming from a fundamental misunderstanding going back decades that the tiny droplets we exhale when we breathe and talk will</p>

First and Last Name	Public Comment – February 25, 2021
	<p>fall to the ground within six feet. The reality is that while some large droplets do fall out of the air, most are tiny and will stay aloft for a hour or more, traveling well beyond six feet. There is no bright-line cutoff”</p> <p>Our school leaders have never been able to promise teachers and parents that a virus will not float through the air beyond 6 feet in a school classroom. Attempting to live up to an impossible level of control is ineffective leadership. 6 feet is only an arbitrary and proven false guideline that will continue to limit in person days for healthy children in an already compromised school year. If the change in policy cannot occur this year, it certainly should by the 21-22 school year. We need to be able to count on a full and complete in person school year for our children without a reliance on remote and exclusions. Thank you.</p>
<p>Laura Sommer O'Brien</p>	<p>I am writing in support of the Diversity, Equity and Inclusion (DEI) initiatives. I feel these are valuable and important to our community as a whole.</p>
<p>Katie Rausch</p>	<p>Hello! I came here and spoke in January regarding the urgency for a plan of action as to what our school year will look like in the fall. I was pleased to see Dr. Bein’s presentation about the district’s Summer U program. I have seen the classes offered online. I know March 1st starts registration for these classes and I would like the district to clarify some information. Right now Summer U information is on the SD25 website but when will principals share this information with their families? Do teachers decide who qualifies for the free programs that focus on catching students up to grade level performance? What assessments are used to base these decisions? Please provide more information to parents because this is a wonderful opportunity for our families.</p> <p>I have reviewed the Strategic Plan Team goals regarding student performance knowing that as we move forward, we will face an achievement gap for many of our D25 students.</p> <p>One strategy to support the district’s student achievement goal are “Refine and expand our continuum of services to better meet the needs of all students and reduce performance gaps for low income, Black, Hispanic, and Students with Disabilities”</p> <p>I’m glad to see our district’s focus here because in 2019 the Illinois Report Card data showed that in District 25 there was 48% difference in academic performance between IEP and Non IEP students, meaning students with IEP’s are performing significantly less than their peers without IEP’s. As a comparison, the state of Illinois has 34% difference in academic performance between IEP and Non IEP students. We have a larger gap between these two student groups, we need to fix that. How will this be addressed next year?</p> <p>The strategic plan also created goals for the learning environment of our children. This is extremely important and directly connected to student achievement. The plan states “we must foster a sense of belonging and mutual understanding by cultivating diversity, equity, and inclusion in the pursuit of social justice, global citizenship, economic and environmental partnership”. I fully support the DEI initiative and believe it will aid in reducing the performance gaps for many of our student groups.</p> <p>Thank you for your efforts to move our district forward.</p> <p>Thank you for your time</p>

<b>First and Last Name</b>	<b>Public Comment – February 25, 2021</b>
matthew organ	I'm a D25 parent and very happy to know that the Board has taken a real interest in Diversity, Equity and Inclusion (DEI) initiatives. I'm disappointed to hear that there is any opposition to further investing in those initiatives. Quite obviously, there is much more to be done. Please have the courage to not compromise, go half-way, or worse, change course.
Julie Mueller	<p>1. I'm very happy that the district was able to get our teachers vaccinated. Thank you for the effort to make this happen. Can you share what percentage of teachers have gotten the vaccine?</p> <p>2. Does the vaccine rollout change any plans for the rest of the year. Is there an opportunity for 5 days a week? Or...would you consider using that remote day only when there are already 4 in-person days that week? For example, conferences or emergency day or institute days all reduce the number of in-person days of that week. Could we switch Monday to in-person in weeks with other days off to help keep kids in school as much as possible?</p> <p>3. Can you share any data related to students that have had to quarantine due to "probable exposure" or "close contact"? Have these students in fact contracted covid? Or have they remained healthy? I believe this is important to have an understanding about this so we can learn from it. If these students do not show likelihood of getting covid under these circumstances, then they are being quarantined without benefit to the school staff or peers. I'm hopeful the policy to quarantine under these situations can be adjusted if it brings no benefit and only harm to those students. The risk of spreading with a mask is very low, and the difference of sitting 3 ft vs 6 ft is not scientific.</p> <p>4. When can you share plans for next school year? I understand there are still unknowns. But what can we expect based on the learnings from this year related to in-person, hybrid, full remote? Would this be combined in single classes again, with teachers expected to cover both in-person and zoom? I think this is stressful for all involved and would like to hear the teacher and administrators position on it. If it was the best way to make it work this year, I understand there are benefits of flexibility and staffing with this model. But is there another option for next year? Or is it not possible logistically to change it? Or is this model the preference of staff? Please share insight here. Thank you.</p>



<b>First and Last Name</b>	<b>Public Comment – February 25, 2021</b>
Todd Witherow	<p>I would like to comment on the 5-year draft strategic plan posted to the D25 website. I applaud the district for the process undertaken to solicit input and develop a revised strategic plan. I see consistent messages from the prior plan and new innovative thought in the draft plan. The plan addresses “time, space and aging facilities” and “enhance staff competitiveness with salaries, benefits and innovative staff incentives.” Further, the inclusion of a goal to “develop new financial strategies to respond to the changing nature of school funding and prepare for future budget projections” is critical.</p> <p>Currently, D25 residents see 67% of their annual property taxes support education. More specifically, 37% of the annual property taxes fund D25 operations. Property taxes are the single greatest source of revenue for D25, representing 83% of the district revenues in 2020. This is 16% higher than the average across elementary districts in Illinois. We need to be very innovative, thoughtful and prepared to make hard decisions in implementing the strategic plan while not furthering the burden on our community members. We must solicit input from all community members, with or without children in the district schools to ensure we understand their desires and priorities as it relates to new financial strategies. Irrespective of the upcoming Board election, I am willing and look forward to supporting the effort to develop strategies against the goal as it is a critical piece of ensuring our strong community only grows stronger.</p>
Tricia Fuglestad	<p>Please use the government grants to improve the ventilation, air purity, and monitoring of air exchanges per hour in every space of the buildings now that it is confirmed that COVID is primarily spread through airborne aerosols that linger in stagnant spaces.</p> <p>The district’s univents do not operate at the recommended MERV-13. Please supplement this by purchasing HEPA air filters that clean virus laden air and increase the air exchange quotient. The ideal air exchange rate per hour is six. Univents are currently at 4 with a maximum of MERV-8.</p> <p>Please also consider purchasing CO2 monitors for each room. These monitors would indicate how fresh the air is which directly correlates to the likelihood of infection transmission. The monitor would signal when the windows need to be opened more for fresh air or other mitigations are necessary. The cost of both the air purifiers and the CO2 monitors would be approximately \$300 per room.</p>

First and Last Name	Public Comment – February 25, 2021
Laura Culley	<p>To the board and superintendent: As SD 25 parents start planning for fall including myself, I think the following in writing to all SD 25 parents would be helpful to increase transparency and trust:</p> <ol style="list-style-type: none"> <li>1. Is the plan for Fall 2021 5 days in person with remote academy?</li> <li>2. Are there any metrics that would cause you not to be able to provide 5 days in person?</li> <li>3. Are there any staffing issues that would prevent you from being able to provide a remote academy? If so, are you willing to go across school borders or do third party remote academies for families that need or want remote in Fall 2021?</li> <li>4. During the 2021 year, if vaccines are available for children at some point, will they be required for in person learning?</li> <li>5. Will covid-19 testing of children be required for in person learning in 2021?</li> <li>6. Will teachers be expected to provide hybrid learning at any point during 2021-2022 school year? If so, under what conditions?</li> <li>7. Are there any metrics or operational issues that would have us go back to asynchronous learning like spring 2020 or remote learning like Fall 2020?</li> <li>8. Are there any air filtration improvements to the buildings needed or have our improvements over the last few years included sufficient air filtration improvements to meet the needs for COVID mitigations for this school year and 2021-2022?</li> <li>9. Should we expect for students to still be always wearing masks for 2021-2022, including gym like 2020-2021 school year?</li> </ol> <p>For summer planning, could we get some information on the following:</p> <ol style="list-style-type: none"> <li>1. Is it the case that some Summer U free classes are only for kids referred by teachers due to not being at grade level? Should parents already know from their teachers if they fit that category or will parents have to be proactive and ask?</li> <li>2. It looks like some Summer U free math and English classes are for all kids regardless if referred by teachers. Is that correct? If so, can we get a full list of English and math topic descriptions? How comprehensive are these topics as compared to what was taught in 2020-2021 school year? Do these math and English topics include concepts that were dropped from the 2020-2021 school year due to the late start and hybrid learning environment?</li> </ol>
Erin Felten	<p>Will school be back full 5 days for 2021/2022 school year? Close contact quarantine days need to be looked at again-as the exclusion list is not good for students and continuity of learning. Why can we not have 5 full days NOW?</p>
Katherine May	<p>Please explain to the community why a Board Meeting for our Arlington Heights School District 25 is currently being advertised and hosted through a pack of individuals hoping to obtain a position on the Board in the upcoming election. Explain to the community why Board Members in particular have been allowed to accept anonymous campaign donations. Explain to the community why there are current long standing members of this Board who, to date, have not completed their mandatory trainings... Explain yourselves.</p>

First and Last Name	Public Comment – February 25, 2021
Maryann Zaleski	<p>As a D25 resident, I am grateful our district and city have began to advance efforts on furthering Diversity, Equity and Inclusion (DEI) in all D25 schools.</p> <p>This summer, the Board voted and approved a declaration of commitment to eliminate racial injustice and the Board also wrote and approved DEI Policy 1:32. Please take the time to educate our community on what this policy is, why we are implementing it, and how it will be integrated into the mission and vision of D25.</p> <p>The Board needs to continue to advance the important DEI initiatives you started last school year. These initiatives will benefit ALL D25 students to grow and become successful citizens, ready for further education and life. If others ask you to do the opposite, consider why they are asking you to stop and makes collective decision on whether you want to side with their reasoning. The fact that there are others who do not see or understand the benefits of DEI for all students is precisely the reason you MUST continue to do the work, implement the DEI policy, and to integrate DEI actions into the strategic plan.</p> <p>Thank you for all you do, and let's get to work.</p>
Nicole Mather	<p>2nd comment, post subbing! I sent my 1st comment before I did 2nd day of subbing. After subbing in 2 different schools, both elementary &amp; middle schools. As well as in 2 different roles, Special Ed TA and Floating Teacher. I have a bigger appreciation for our Teachers. Teaching itself is difficult, doing it with kids on Zoom is difficult, doing it with kids in the classroom &amp; on Zoom is even more difficult. This is just unacceptable! My heart was breaking for the kids on Zoom, they wanted to be part of the class but it's hard to navigate between the 2. No one is receiving the Education they are entitled to. And the Teachers are doing everything they can to ensure Our Children receive the Best Education they can give them. We have to have a Plan for the 2021-22 School Year Now! Let the In Person Teachers teach the kids in class. If there are certain circumstances that prevent Teachers &amp; Students from being in person. Have them teach/enroll in a District Wide Remote Academy! When ia am asked how was your day of Subbing, I am Happy &amp; Sad...Sad for the kids who are not able to get the best Education possible &amp; Sad for the teachers who are having to do 2x the work. I had to carry a laptop around with me while assisting kids in the classroom &amp; remotely. I was Happy to see the smiling eyes of the kids when I entered their classrooms and helped to make their day a successful one. I spoke to you all a few months ago, I asked that Math tests not be on Zoom, Yay they are now done in person. You asked for more Subs, I am now Subbing. Let's Work Together to DO BETTER FOR OUR CHILDREN &amp; TEACHERS!!! Other Districts are Watching Us, let's make sd25 a Positive Example for other Districts to Follow. Thank You for Your Time &amp; Commitment!</p>
Karen Johl	<p>If you are following CDC recommendations, please follow those for exposure to probable cases. The probable case quarantines, and those possibly exposed symptom check for 10 days. Rather than forcing whole grades home, keep the probable case home until a negative test or 14 days post-symptom. If they test positive, then quarantine those possibly exposed. Considering the lack of transmission at school from any positive case, and the number of probable cases that ended up negative, the overkill of quarantine is beyond frustrating.</p>
Liz osterhues	<p>Thank you to the district for working hard to protect our teachers and staff, and ultimately our students, by helping our teachers get vaccinated. Now that they are fully vaccinated, and positivity rates continue to decline, we need to look ahead at next year. What is the plan? I understand the 4 day week this year, but we need to move ahead to 5 days. When will we see a plan for next year and will it include 5 day weeks?</p> <p>Thank you for the incredible efforts you have made to keep our teachers, staff and students safe and healthy and making in person learning our reality.</p>

First and Last Name	Public Comment – February 25, 2021
Heather Kelley	<p>1) Now that teachers are fully vaccinated, we need kids back the full 5 days. Ideally after spring break or at least 2 weeks after spring break.</p> <p>2) Please change with quarantine timeframe after a close contact with another student in class when less than 6 feet to CDC guidelines of 7-10 days vs district 25's 14 day requirement. The 14 days is not required, especially if a negative covid test provided. Plus they are wearing masks, so the like hood of getting covid due to less than 6 feet is highly unlikely.</p>
Lauren Rzepka	<p>As a D25 parent, I have been pleased to see the Board begin to advance efforts on furthering Diversity, Equity and Inclusion (DEI) in all D25 schools. This summer, the Board voted and approved a declaration of commitment to eliminate racial injustice and the Board also wrote and approved DEI Policy 1:32. This declaration and this policy need to be integrated into the mission and vision of D25 and also need to be integrated throughout all the goals of the strategic plan that is in progress. The Board MUST continue to advance the important DEI initiatives you started. DEI initiatives will benefit ALL D25 students to grow and become successful citizens, ready for further education and life. I understand there are others asking you to do the opposite. The fact that there are others who do not see or understand the benefits of DEI for ALL students is precisely the reason you MUST continue to do the work, to implement the DEI policy, and to integrate DEI actions into the strategic plan.</p>
Emily	<p>As a D25 parent, I have been pleased to see the Board begin to advance efforts on furthering Diversity, Equity and Inclusion (DEI) in all D25 schools. This summer, the Board voted and approved a declaration of commitment to eliminate racial injustice and the Board also wrote and approved DEI Policy 1:32. This declaration and this policy need to be integrated into the mission and vision of D25 and also need to be integrated throughout all the goals of the strategic plan that is in progress. The Board MUST continue to advance the important DEI initiatives you started. DEI initiatives will benefit ALL D25 students to grow and become successful citizens, ready for further education and life. I understand there are others asking you to do the opposite. The fact that there are others who do not see or understand the benefits of DEI for ALL students is precisely the reason you MUST continue to do the work, to implement the DEI policy, and to integrate DEI actions into the strategic plan.</p>
Amanda Antell	Please allow the kids back in school 5 days a week!
Adam Antell	There is no reason the children should not be back 5 days! Get them back 5 days a week!
Colleen DeGeorge	4 days in-person at school per week is going very well. Please move to 5 days, the kids need it.
Kelly Causero	Could you please revise the close contact quarantine down from 14 to 7 days with a negative test ... A child with no symptoms and a negative COVID test has zero reason to be home alone in isolation
Melissa Cayer	Please include hyperlinks or attachments for the Consent Agenda items, as well as, the other agenda items.