

ARLINGTON HEIGHTS SCHOOL DISTRICT 25  
1200 S. Dunton Ave.  
Arlington Heights, Illinois 60005

School Board Meeting Minutes  
March 18, 2021

Brian Cerniglia, President of the Arlington Heights School District 25 Board of Education, called the meeting to order on March 18, 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); Security procedures, school building safety and security, 5 ILCS 120/2(c)(8).



Public Hearing: Reduction in Workforce



Regular Meeting

Brian Cerniglia, President of the Arlington Heights School District 25 Board of Education, called the meeting to order 7:34 p.m. on March 18, 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, Rich Olejniczak, and Anisha Ismail Patel

Board members excused: Erin Johannesen

Others Present: Dr. Lori Bein, Superintendent; Stacey Mallek, Assistant Superintendent for Business/CSBO; Dr. Brian Kaye, Assistant Superintendent for Personnel and Planning ; 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.

Recognitions and Presentations

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

Dr. Kaye, Assistant Superintendent of Personnel and Planning, stated that the Board of Education, district colleagues, and the community of Arlington Heights, thank the Food Services staff for all they have done to help feed the community during the pandemic. Since March of 2020 the Food Services staff has provided 781,452 free meals to the community!

Dr. Kaye introduced the Food Services staff, and Dr. Bein gave them certificates and a small token of appreciation.

Eileen Ackermann	Marie Lowenbein
Sharon Bain	Cheri Mack
Kathleen Benko	Lori McGuinnes
Geri Bolin	Rosa Mendoza
Kelly Cappellania	Christine Mitchell
Kim Cleven	Maria (Jocely) Moncada
Katie Coen	Vincenza Napoli
Robert Gable	Theresa Nishimura
Suzanne Grimm	Jacqueline Nitti
Marina Hewiyou	Sarah Ostberg
Jon Hill	Hasmig (Jasmin) Papazian
Coletta Hines-Newell	Michele Pio
Christine Kasprzak	Terry Privratsky
Tina Katsargiris	Maribel Real
Sofia Khan	Joann Rogus
Linda Koutris	Jessica Shook
Jennifer Kozurek	Caroline Simpson
Lesa Lawson	Barb Soderholm
Sharon Lialios	Silpa Thiyyagura

Dr. Bein noted that additional recognitions have been received in the past few days. Dr. Bein congratulated student, Samantha Griesmeyer, who was selected to receive one of the 2021 Outstanding Student Technology Awards from Infinitec Assistive Technology Coalition Center. A virtual awards ceremony will be held on April 22.

Dr. Bein received a letter from Dee Molinare, IASB Field Services Representative, who sent a certificate of appreciation to Ms. Anisha Patel for serving on the IASB Executive Committee for the 2019-2021 term. The certificate recognizes Ms. Patel's dedicated service to others, leadership, and striving to achieve the Association's mission of building excellence in local school governance.

### Secretary Pro Tem

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

Motion: S. Filipek moved and C. Conley seconded the motion to appoint A. Patel to serve as Secretary Pro Tem for the meeting. Mr. Cerniglia asked for any more nominations and there were none, so the nominations were closed.

Roll Call: B. Cerniglia, yes; C. Conley, yes; G. Faso, yes; S. Filipek, yes; R. Olejniczak, yes; A. Patel, yes. Motion carried 6/0.

### Community Input

- Stavros Polihronis, a 5<sup>th</sup> grader at Ivy Hill, stated that he loves school Tuesday through Friday, and is learning more each day to help him get ready for middle school. He asked to reconsider remote Mondays.
- Samantha Polihronis, a 1<sup>st</sup> grader at Ivy Hill, said her favorite subject is art because she gets to draw and paint, but it is hard to do art without her art teacher in-person on Mondays. She hopes for five days per week in-person.
- Beth O'Meara thanked the Board, Superintendent, teachers and staff for the work that was done to move to Phase 4. The district needs to consider five days per week in-person.
- Kim Dyer was a PTA president, volunteer, and then a substitute and last 16 years science teacher at South. She has sympathy for students as well as teachers, and noted that we all need consistency to thrive. Please keep Mondays remote so teachers will have the time to plan and collaborate.
- Maryann Zaleski thanked the Board for volunteering their time. She said the DEI initiative is very important and asked the Board to continue to work with it, and to work on getting to five days. She feels that everyone needs to know a detailed plan for next year.
- Jacalyn Derengowski has questions on Policy 1:32, Diversity, Equity, and Inclusion, and she does not know what the policy means. She feels that the policy can be weaponized against teachers, students, and parents.

For the remainder of the thirty minutes of public comment, Dr. Bein read several comments that were received electronically. All comments are given to the Board in full and posted on the website.

- Jennifer Hahne, a district parent, is pleased to see Diversity, Equity and Inclusion integrated throughout the 2021-2025 final Strategic Plan. She urges the Board to approve the Strategic Plan and hopes to see further efforts on collaborating with the community to advance DEI efforts in the future.
- Lindsay Nugent would like the district to add Mondays to in-person learning.
- Christine Organ, a district parent, is pleased to see Diversity, Equity and Inclusion integrated throughout the 2021-2025 final Strategic Plan. She urges the Board to approve the Strategic Plan and hopes to see further efforts on collaborating with the community to advance DEI efforts in the future.

- Kristen Dugan noted that other districts in the Chicago area are moving to five days in-person, and would like District 25 to do the same.
- Phee Gray-Rodriguez is glad as an African American parent, to see Diversity, Equity and Inclusion integrated throughout the 2021-2025 final Strategic Plan. She urges the Board to approve the Strategic Plan and hopes to see further efforts on collaborating with the community to advance DEI efforts in the future.
- Dr. Suchi P. Joshi, a district parent, is pleased to see Diversity, Equity and Inclusion integrated throughout the 2021-2025 final Strategic Plan. She urges the Board to approve the Strategic Plan and hopes to see further efforts on collaborating with the community to advance DEI efforts in the future.
- Kristen Heron, a district parent, is pleased to see Diversity, Equity and Inclusion integrated throughout the 2021-2025 final Strategic Plan. She urges the Board to approve the Strategic Plan and hopes to see further efforts on collaborating with the community to advance DEI efforts in the future.
- Rachael Hooker strongly encourages the Board to commit to the DEI plans outlined in the Strategic Plan, and hopes to see further efforts on collaborating with the community to advance DEI efforts.
- Karen Joseph, a district parent, is pleased to see Diversity, Equity and Inclusion integrated throughout the 2021-2025 final Strategic Plan. She urges the Board to approve the Strategic Plan and hopes to see further efforts on collaborating with the community to advance DEI efforts in the future.

Mr. Cerniglia thanked everyone that submitted comments electronically.

#### Consent Agenda

Motion: A. Patel moved and C. Conley 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; (E) Regular and Closed Session Meeting minutes of February 25, 2021

Roll Call: B. Cerniglia, yes; C. Conley, yes; G. Faso, yes; S. Filipek, yes; R. Olejniczak, yes; A. Patel, yes. Motion carried 6/0.

#### Communications:

The following reports were given:

- Dr. Bein read a statement from Ms. Johannesen. NSSEO students and their supporters have created several microbusinesses where items that include masks, soaps, pinatas, and pet treats can be purchased at NSSEO.org. The NSSEO Foundation is partnering with America's Shamrock Run to help fund NSSEO programs and projects. Please see the NSSEO website for more information on this virtual event.
- IASB – Ms. Patel reported that the North Cook Division meeting was the previous evening. Dr. Schuler, District 214 Superintendent, was the keynote speaker. He shared that all area Superintendents have been collaborating weekly, and he thanked them and the North Cook School Board members for the work they have

done during this time. His presentation will be uploaded to the IASB website for all Board members to view.

- Board Governance – Mr. Cerniglia noted that a copy of the signed Board Governance agreement will be at Board seats, and a portion of it will be discussed at each Board meeting going forward.

The following reports were received:

- PTA – Dr. Bein read a statement from Ms. Nierman, President of the PTA. The Kindergarten thru 8th grade Summer U By You Scholarship winners are posted on the PTA website and social media. The high school scholarship applications are currently being scored. District 25 had many students participate and advance in this year's National PTA Reflections art competition. This year's theme was "I Matter Because..." There were multiple state level honorable mentions from Thomas Middle School, which included 7th graders, Vivienne D. & Ryan F. and 8th graders, Sophia F. & Hansika M. Thomas 6th grader Devin J.'s film project advanced to the national level. His video was shown.
- ATA – Ms. Drevline read the missions of District 25 and the ATA. She stated that remote Mondays allow teachers to perform the missions of both. She explained the positives of why remote Mondays matter for all students, and thanked the Board for recognizing it at the February 25 Board meeting. She noted that 85% of the students will be back in-person after spring break. Because of the state mandate for remote learning, Mondays will ensure that the 15% of students don't become part of the background in the classroom.

There were no reports from:

- ED-RED
- ABC25

### **Committee of the Whole Reports**

Student Learning – No Report

Student Services - No Report

### **Business and Finance**

#### **Annual Report on Tax Exempt Bonds**

Ms. Mallek noted that, according to policy, she is required to review the District's contracts to determine whether the Tax Advantaged Obligations comply with the federal tax requirements applicable to each issue of the Tax Advantaged Obligations. She has reviewed all compliance matters with Elizabeth Hennessey of Raymond James, and believes the district is in compliance with all requirements. She stated that this is the final year we have to spend it. Ms. Mallek was thanked for all the work she does, as it is challenging.

### 2021-2022 Student Fees

Ms. Mallek reported that we are not recommending a change in any of the fees for next year, except for bus transportation. She is working on negotiating the bus company contract and will bring back an update on the contract in an upcoming meeting when the Board will vote on student fees. She noted that student fees are waived for students qualifying for the Free and Reduced Lunch Program, and families apply for it at the building level.

### Facilities Management

#### Award Thomas Middle School Roofing

Mr. Schulz reviewed the scope of work that is in the Thomas Middle School roofing replacement. The scope went out to bid and it will be completed this summer. The district has not worked with J.L Adler, but the roofing consultant has had good success with them.

There was a question regarding holding Summer U at Thomas while the roof was being replaced. Mr. Schulz stated that we will coordinate the work, but it is common to have work being done when the students are in session. He noted that it is a smaller, original section of the building from the 1960's and it is at the end of its life.

Motion: A. Patel moved and S. Filipek seconded the motion that the Board of Education award Thomas Middle School roofing replacement to J.L. Adler Roofing and Sheet Metal, Inc. in the amount of \$164,800.

Roll Call: B. Cerniglia, yes; C. Conley, yes; G. Faso, yes; S. Filipek, yes; R. Olejniczak, yes; A. Patel, yes. Motion carried 6/0.

#### Award of District Grass Cutting Service for 2021-2025

Mr. Schulz reviewed the scope of work for the grass cutting bid. The district has used Gilio Landscape Contractors, who was the lowest responsible bidder, for the past five years, and has had great success with them. Services are billed as they are incurred and not as a one-time lump sum payment.

In addition, we occasionally need the landscaping contractor to trim shrubs on school grounds. This was bid as a unit price option within the bids to allow flexibility with when the service is needed. We have also received unit pricing for park district properties that are adjacent to District 25 grounds. The park district will decide if they would like our contractor to service those locations, and all costs for those portions of park district property will be their responsibility.

Motion: S. Filipek moved and A. Patel seconded the motion that the Board of Education award district-wide grass cutting services for 2021-2025 to Gilio Landscape Contractors in the amount of \$255,424 for the 5-year term.

Roll Call: B. Cerniglia, yes; C. Conley, yes; G. Faso, yes; S. Filipek, yes; R. Olejniczak, yes; A. Patel, yes. Motion carried 6/0.

### Personnel and Planning

#### Honorable Dismissal of Part-Time Clerical Assistant (Contract Tracers), Resolution A

Dr. Kaye noted that the district does its best to analyze its staffing plans based on a variety of factors, and is still planning our staffing needs for next year. As we move forward, we will attempt to recall as many staff as needed. The Board appreciates the work that the contract tracers have done for the district this year. Dr. Kaye noted that they have been invaluable this year because not only have they helped with contact tracing, but they have also helped with supervising and other duties at the schools.

Motion: A. Patel moved and C. Conley seconded the motion that the Board of Education adopt Resolution A authorizing the Honorable Dismissal of Part-Time Clerical Assistants (Contract Tracers).

Roll Call: B. Cerniglia, yes; C. Conley, yes; G. Faso, yes; S. Filipek, yes; R. Olejniczak, yes; A. Patel, yes. Motion carried 6/0.

#### Honorable Dismissal of Probationary Teachers, Resolution B

Dr. Kaye recommended that the Board of Education approve the Resolution for Honorable Dismissal of Probationary Teachers. Dr. Kaye stated that the district analyzes its staffing plans based on student enrollment projections, program needs, mandated state programming, student identified needs, and the goals of the district. Every effort is made to forecast the needs of our staff members and make decisions that will ensure our district is fiscally responsible. Staffing plans and evaluating student enrollments are still in progress. The Board thanked the teachers for their service, and hopes that they are able to be recalled.

Motion: A. Patel moved and C. Conley seconded the motion that the Board of Education adopt Resolution B authorizing the Honorable Dismissal of Probationary Teachers.

Roll Call: B. Cerniglia, yes; C. Conley, yes; G. Faso, yes; S. Filipek, yes; R. Olejniczak, yes; A. Patel, yes. Motion carried 6/0.

#### Superintendent Report

##### Transitional Model of Reopening Update

Dr. Bein presented an update to the Board on the Transitional Model of Reopening. Selection data for after spring break was provided and showed that across the district 85% will be in-person and 15% remote. There is a 10% increase choosing to go in-person, and a small number choosing to go from in-person to remote. At the last meeting the Board asked to look at the numbers through an equity lens. Low-income students account of 6% of our population, and 24% of them choose remote. Non-low-income students account for 94% of our population, and 14% of them choose remote. Racially diverse students account for 26% of our population, and 37% of them choose remote. White students account for 74% of our population, and 8% of them choose remote. The metrics as of March 11 were provided, as well as a dashboard update of the trend over time.

S. Filipek left the meeting at 8:51 p.m. and returned at 8:54 p.m.

The federal relief funds from the CARES Act and ESSER II were reviewed. The district applied for the funds for ESSER II, and the estimated allocation is \$675,390. The district plans to provide free Summer U math and reading courses, as well as additional supports. Round III was announced on March 17, and an additional \$800,000 is expected, but we do not have information at this time. Revised public health guidance for schools was received this month and include updated information on physical distancing, lunch, masks, quarantine, and remote learning.

Summer U registration continues through April 30. The waitlist is comparable to previous years. The district is working on teacher contracts, and continue to hire.

Staff is being surveyed about ideas to consider for 2021-2022 planning, and include serving students that are quarantined, isolated, sick or on vacation; small group instruction; subjects with only one teacher; minimizing contract tracing at middle schools; and if a remote academy is offered, how it might be structured. An updated plan will be provided to the Board at the April 8 meeting. A plan will be published to the community prior to registration, and regular updates presented to the Board and community.

Board members asked questions and there was discussion on spending of the federal relief funds; Summer U; and quarantine clarification. The Board discussed in detail moving to five days per week in-person learning, which included equity for all students across the district; supporting remote students; Social and Emotional Learning; and a possible late start or early dismissal on Mondays. Dr. Bein was asked how much time the district would need for a five-day school week. Dr. Bein stated that the district will need to reschedule some of the ACCESS testing for EL students; put staffing in place for recess and lunch; reschedule, or obtain guest teachers for IEP meetings; provide an opportunity for families to change their selection; reorganize small group instruction; and bargain the impact.

The Board did not make a motion on the agenda item. The intention of the Board is to have children back in school five days per week starting April 26. The district will reach out to teachers and work on the plan, as well as work creatively to will continue to support all students.

S. Fllipek left the meeting at 10:00 p.m.

#### Strategic Plan

Dr. Bein presented an update of the Strategic Plan. District 25 completed the action steps from the previous Strategic Plan, and embarked on a new process in the spring of 2020. The pandemic put the process on hold, until we started the process in the fall of 2020. A team of 36 people met via Zoom on ten occasions to work through a very detailed and robust Strategic Planning process. The process was facilitated by Dr. Perry Soldwedel from the Consortium for Educational Change. The team included parents, community leaders, teachers, staff, administrators, a Board of Education member, and high school students who had attended District 25 schools.

The steps of the process were reviewed and included an Orientation, Data Retreat, Vision Retreat, Setting Direction Retreat, and a Final Recommendation meeting. As a part of this process, feedback was received from the larger stakeholder groups on two occasions, and feedback was used to make final adjustments.

The Mission, Motto, Vision, Core Values, and Goals and Strategies were explained. Dr. Bein reviewed the five goals which include student achievement, learning environment, family and community relationships, high-quality staff, and stewardship of resources; and their corresponding strategies that need attention to achieve the goals at a higher level.

After Board discussion and possible approval in April, we would continue our work on the next steps, which include assigning a leader for each goal; determining beginning list of programs or actions that align with each goal; creating action teams for each goal; communicating a timeline of updates for the Board; and implementing a communications campaign for educating all constituents about the plan as well as updates. Dr. Bein thanked the Strategic Plan committee members, and noted that it was very collaborative effort for the group.

Board members asked questions and there was discussion on the positive experience of Board members on this and previous Strategic Plan Committees; the definition of each of the Core Values; and possibly having a Committee of the Whole meeting to go through the plan in detail. Dr. Bein noted that the plan will be brought back at the April 8 meeting for approval.

Board members thanked the Strategic Planning Committee for all the work that they have done.

Chad Conley left the meeting at 10:22 p.m. and returned at 10:26 p.m.

#### Kindergarten Research Plan

Dr. Bein noted that since Board members recently asked that we reignite the research we shared on Full-Day Kindergarten in 2017, she is interested in making sure we are gathering the information that the Board is interested in reviewing. The plan currently includes providing information on enrollment projection and needs; facilities; cost; and the estimated timeline. She requested the Board's input on any additional information they would like so that the research process can be designed moving forward.

Mr. Cerniglia left the meeting at 10:30 p.m. and returned at 10:32 p.m.

Board members would like information on the curriculum impact and expectations; other districts and private schools in the area; repurposing of older or vacant buildings; the real demand for full-day Kindergarten; and how much additional instruction the children will actually receive. Dr. Bein noted that by law any district that offers full-day Kindergarten must also offer half-day Kindergarten.

Second 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.

Press 106:

3:40-E Checklist for the Superintendent Employment Contract Negotiation Process

Motion: R. Olejniczak and G. Faso 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; R. Olejniczak, yes; A. Patel, yes. Motion carried 6/0.

Community Input

- Melissa Cayer hopes that the landscape company edges the sidewalks. She asked if there are attachments in BoardDocs for the Consent agenda items.
- Keri Hood thanked the Board, Dr. Bein, and the staff for having children in school. She feels that 85% of the children's needs are not being met.
- Jacalyn Derengowski is glad that there is a second community input agenda item. She is requesting an additional Board meeting to review and explain Policy 1:32 on Diversity, Equity, and Inclusion, and would like a hard stop on the Strategic Plan.

**Future Agenda Items**

Full Day Kindergarten

This topic will be added to a future Board agenda.

Community Member Request for Agenda Item – Policy 1:32

A community member requested that the Board add Policy 1:32, Diversity, Equity, and Inclusion as a topic on a future agenda, and that the policy be further discussed. Dr. Bein noted that the Board approved this policy at the August 13, 2021 regular meeting, and asked if the Board would like to have it on a future agenda.

After Board members asked questions and had further discussion, it was decided that it will be added to a future agenda.

The Board did not return to the closed session.

Motion: R. Olejniczak moved and G. Faso seconded that the Board of Education adjourn the meeting.

Roll Call: B. Cerniglia, yes; C. Conley, yes; G. Faso, yes; S. Filipek, yes; R. Olejniczak, yes; A. Patel, yes. Motion carried 6/0.

The meeting adjourned at 11:01 p.m.

Submitted,

Lana M. O'Brien  
Recording Secretary

Approved: April 8, 2021

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President  
Board of Education

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Secretary  
Board of Education

Date minutes available for public inspection: April 9, 2021

Date minutes posted on District website: April 9, 2021

Community Input Received Electronically

Name	Public Comment – March 18, 2021
Jennifer Hahne	<p>As a D25 parent, I am pleased to see Diversity, Equity and Inclusion (DEI) integrated throughout the 2021-2025 final Strategic Plan. Including DEI in the mission, vision and several goals is a positive step toward implementing the Board's approved DEI policy 1:32 and the Board's commitment to eliminate racial injustice. I urge the board to approve the Strategic Plan and hope to see further efforts on collaborating with the community to advance DEI efforts in the future. DEI initiatives will benefit ALL D25 students to grow and become successful citizens, ready for further education and life. DEI is proven to improve cognitive skills and critical thinking, promote creativity and empathy and a more inclusive community for all.</p> <p>I look forward to your continued support of Diversity, Equity and Inclusion and commend the district on their commitment.</p>
Lindsay Nugent	<p>Greetings,</p> <p>Thank you for your continued time and attention to our district. Please consider adding Mondays to in person. After reading the superintendent's 2/26 email with "Monday Matters" I am left feeling confused. Our family gets almost nothing out of Mondays, besides extra time to sleep in. It feels like we must really be missing something. Shouldn't in person Monday be a goal for this year? Are we not working towards anything else this school year? Friends and family in Naperville, Elmhurst and Wauconda have just found out they will be 5 full days in person after their respective spring breaks. Rolling Meadows/Palatine have been back. With 85% of the district choosing in person, this is significant enough to move Mondays to in person.</p>
Kristen Dugan	<p>Since ISBE updated it's recommendations for schools, and many schools in the Chicagoland area that were previously hybrid are going to 5 days of full in person learning, when is school district 25 going to get rid of Mondays remote and move to a full in-person 5-day schedule? Of my three children who are at Patton school, two of their classrooms have zero remote learners and the other classroom has 24 in person students and only two remote. It seems like a waste of time to not have the children in school on Monday when the teachers do not have to prepare on Monday for remote learning. I am very confused to why Mondays remote are even necessary at this point when very few students are not attending school in person. For the teachers that do not have any remote students and for those that only have one or two (looking at the enrollment shared today from Patton school that is the case across the vast majority classrooms), it seems apparent that returning instruction to in-person learning on Mondays is the best solution for the student population.</p>

Name	Public Comment – March 18, 2021
Christine Organ	As a D25 parent, I am pleased to see Diversity, Equity and Inclusion (DEI) integrated throughout the 2021-2025 final Strategic Plan. Including DEI in the mission, vision and several goals is a positive step toward implementing the Board's approved DEI policy 1:32 and the Board's commitment to advance racial justice. I urge the board to approve the Strategic Plan and I expect to see further efforts on collaborating with the community to advance DEI efforts in the future. DEI is proven to improve cognitive skills and critical thinking, promote creativity and empathy and a more inclusive community for all. DEI initiatives will benefit all D25 students to grow and become successful citizens, ready for further education and life. I look forward to your continued support of Diversity, Equity and Inclusion and commend the District on its commitment.
Andrea Patrick	As a D25 parent, I am pleased to see Diversity, Equity and Inclusion (DEI) integrated throughout the 2021-2025 final Strategic Plan. Including DEI in the mission, vision and several goals is a positive step toward implementing the Board's approved DEI policy 1:32 and the Board's commitment to eliminate racial injustice. I urge the board to approve the Strategic Plan and hope to see further efforts on collaborating with the community to advance DEI efforts in the future. DEI is proven to improve cognitive skills and critical thinking, promote creativity and empathy and a more inclusive community for all. DEI initiatives will benefit ALL D25 students to grow and become successful citizens, ready for further education and life. I look forward to your continued support of Diversity, Equity and Inclusion and commend the District on its commitment.
Phaona (Phee) Gray-Rodriguez	As an African American parent, I am pleased to see Diversity, Equity and Inclusion (DEI) integrated throughout the 2021-2025 final strategic plan. Including DEI in the mission, vision and several goals, is a positive step toward implementing the Board's DEI policy 1:32 and the Board's commitment to eliminate racial injustice. I urge the board to approve the strategic plan and hope to see future efforts on collaborating with the community to advance DEI efforts in the future. DEI initiatives will benefit ALL D25 students to grow and become successful citizens, ready for further education and life. I look forward to your continued support of Diversity, Equity and Inclusion and commend the District on their commitment.
Dr. Suchi P. Joshi	As a D25 parent, I am pleased to see Diversity, Equity and Inclusion (DEI) integrated throughout the 2021-2025 final Strategic Plan. Including DEI in the mission, vision and several goals is a positive step toward implementing the Board's approved DEI policy 1:32 and the Board's commitment to eliminate racial injustice. I urge the board to approve the Strategic Plan and hope to see further efforts on collaborating with the community to advance DEI efforts in the future.

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	<p>DEI is proven to improve cognitive skills and critical thinking, promote creativity and empathy and a more inclusive community for all. DEI initiatives will benefit ALL D25 students to grow and become successful citizens, ready for further education and life. I look forward to your continued support of Diversity, Equity and Inclusion and commend the District on its commitment.</p>
Sunil K. Soni	<p>As a D25 parent, I am pleased to see Diversity, Equity and Inclusion (DEI) integrated throughout the 2021-2025 final Strategic Plan. Including DEI in the mission, vision and several goals is a positive step toward implementing the Board's approved DEI policy 1:32 and the Board's commitment to eliminate racial injustice. I urge the board to approve the Strategic Plan and hope to see further efforts on collaborating with the community to advance DEI efforts in the future. DEI is proven to improve cognitive skills and critical thinking, promote creativity and empathy and a more inclusive community for all. DEI initiatives will benefit ALL D25 students to grow and become successful citizens, ready for further education and life. I look forward to your continued support of Diversity, Equity and Inclusion and commend the District on its commitment.</p>
Erika Devine	<p>As a D25 parent, I am pleased to see Diversity, Equity and Inclusion (DEI) integrated throughout the 2021-2025 final Strategic Plan. Including DEI in the mission, vision and several goals is a positive step toward implementing the Board's approved DEI policy 1:32 and the Board's commitment to eliminate racial injustice. I urge the board to approve the Strategic Plan without any delays and hope to see further efforts on collaborating with the community to advance DEI efforts in the future. DEI is proven to improve cognitive skills and critical thinking, promote creativity and empathy and a more inclusive community for all. DEI initiatives will benefit ALL D25 students to grow and become successful citizens, ready for further education and life. I look forward to your continued support of Diversity, Equity and Inclusion and commend the District on its commitment.</p>
Kristen Heron	<p>While not a D25 parent, my family lives in Arlington Heights and my children attend schools right next door in D23. As a member of the broader community, am pleased to see Diversity, Equity and Inclusion (DEI) integrated throughout D25's 2021-2025 final Strategic Plan. Including DEI in the mission, vision and several goals is a positive step toward implementing the Board's approved DEI policy 1:32 and the Board's commitment to eliminate racial injustice. I urge the board to approve the Strategic Plan without any delays and hope to see further efforts on collaborating with the community to advance DEI efforts in the future. DEI is proven to improve cognitive skills and critical thinking, promote creativity and empathy and a more inclusive community for all. DEI initiatives will benefit ALL D25 students to grow and become</p>

Name	Public Comment – March 18, 2021
	<p>successful citizens, ready for further education and life. These initiatives will benefit the students as they grow and enter D214 high schools alongside my own children. I look forward to your continued support of Diversity, Equity and Inclusion and commend the District on its commitment.</p>
Katie McAteer	<p>As a D25 parent, I am pleased to see Diversity, Equity and Inclusion (DEI) integrated throughout the 2021-2025 final Strategic Plan. Including DEI in the mission, vision and several goals is a positive step toward implementing the Board's approved DEI policy 1:32 and the Board's commitment to eliminate racial injustice. I urge the board to approve the Strategic Plan without any delays and hope to see further efforts on collaborating with the community to advance DEI efforts in the future. DEI is proven to improve cognitive skills and critical thinking, promote creativity and empathy and a more inclusive community for all. DEI initiatives will benefit ALL D25 students to grow and become successful citizens, ready for further education and life. I look forward to your continued support of Diversity, Equity and Inclusion and commend the District on its commitment.</p>
Rachael Hooker	<p>I strongly encourage our board to commit to the DEI plans outlined in the strategic plan. I hope to see further efforts on collaborating with the community to advance DEI efforts.</p>
Karen Joseph	<p>As a D25 parent, I am pleased to see Diversity, Equity and Inclusion (DEI) integrated throughout the 2021-2025 final Strategic Plan. Including DEI in the mission, vision and several goals is a positive step toward implementing the Board's approved DEI policy 1:32 and the Board's commitment to eliminate racial injustice. I urge the board to approve the Strategic Plan without any delays and hope to see further efforts on collaborating with the community to advance DEI efforts in the future. DEI is proven to improve cognitive skills and critical thinking, promote creativity and empathy and a more inclusive community for all. DEI initiatives will benefit ALL D25 students to grow and become successful citizens, ready for further education and life. I look forward to your continued support of Diversity, Equity and Inclusion and commend the District on its commitment.</p>
Michele Hilgart	<p>As a D25 parent, I want to applaud the district's efforts to integrate Diversity, Equity and Inclusion (DEI) throughout the 2021-2025 final Strategic Plan. Including DEI in the mission, vision and several goals is a positive step toward implementing the Board's approved DEI policy 1:32 and the Board's commitment to eliminate racial injustice. I am grateful to those who clearly took survey feedback into account and enhanced these initiatives in the final plan.</p> <p>While I was encouraged to see more than 45 public comments at the February 25 board meeting similarly supporting the district's DEI</p>

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	<p>initiatives, I was nonetheless troubled and frustrated to also see a community member not only questioning the initiative, but actually suggesting a pause and special board meeting to review the policy. While Ms. Derangowski appeared to have done a fair amount of homework ahead of her presentation and comments, she raised questions about how the DEI policy will benefit the students. Organizations such as the Century Foundation have compiled extensive research documenting the benefits of diversity in the classroom. (<a href="https://tcf.org/content/facts/the-benefits-of-socioeconomically-and-racially-integrated-schools-and-classrooms/?agreed=1">https://tcf.org/content/facts/the-benefits-of-socioeconomically-and-racially-integrated-schools-and-classrooms/?agreed=1</a>)</p> <p>DEI is proven to improve cognitive skills and critical thinking, promote creativity and empathy and a more inclusive community for all. I trust the Board was aware of these documented benefits when they so overwhelmingly approved the DEI policy in July. To call out a \$23,500 line item—a scant fraction of a percent of the district’s operating budget—and suggest a special board meeting to revisit this topic is, frankly, ludicrous.</p> <p>I urge the board to approve the Strategic Plan without delay and hope to see further efforts on collaborating with the community to advance DEI efforts in the future. DEI initiatives will help ALL D25 students to grow and become successful citizens, ready for further education and life. I look forward to your continued support of Diversity, Equity and Inclusion and commend the District on its commitment. Thank you!</p>
Lauren Rzepka	<p>As a D25 parent of a five year old, I am pleased to see Diversity, Equity and Inclusion (DEI) integrated throughout the 2021-2025 final Strategic Plan. Including DEI in the mission, vision and several goals is a positive step toward implementing the Board's approved DEI policy 1:32 and the Board's commitment to eliminate racial injustice. I urge the board to approve the Strategic Plan without any delays and hope to see further efforts on collaborating with the community to advance DEI efforts in the future. DEI is proven to improve cognitive skills and critical thinking, promote creativity and empathy and a more inclusive community for all. DEI initiatives will benefit ALL D25 students to grow and become successful citizens, ready for further education and life. I look forward to your continued support of Diversity, Equity and Inclusion and commend the District on its commitment.</p>
Will Stephens	<p>As a D25 parent, I am pleased to see Diversity, Equity and Inclusion (DEI) integrated throughout the 2021-2025 final Strategic Plan. Including DEI in the mission, vision and several goals is a positive step toward implementing the Board's approved DEI policy 1:32 and the Board's commitment to eliminate racial injustice. I urge the Board to</p>

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	<p>approve the Strategic Plan without any delays and hope to see further efforts on collaborating with the community to advance DEI efforts in the future. DEI is proven to improve cognitive skills and critical thinking, promote creativity and empathy and a more inclusive community for all. DEI initiatives will benefit ALL D25 students to grow and become successful citizens, ready for further education and life. I look forward to your continued support of Diversity, Equity and Inclusion and commend the District on its commitment.</p>
Monica Hinchey	<p>As a D25 parent, I remember very profoundly when the board decided to include Diversity Equity and Inclusion education in the curriculum. I remember Anisha speaking about the importance for all children to see and be able to identify with what they are learning, having pictures and teachings that make kids say “hey, they look like me!” I was overjoyed to see Diversity, Equity and Inclusion (DEI) integrated throughout the 2021-2025 final Strategic Plan. Including DEI in the mission, vision and several goals is a positive step toward implementing the Board's approved DEI policy 1:32 and the Board's commitment to eliminate racial injustice. In light of increased racial violence (Asian woman targeted tonight in Atlanta, the BLM movement etc) I urge the Board to approve the Strategic Plan without any delays and hope to see further efforts on collaborating with the community to advance DEI efforts in the future. DEI is proven to improve cognitive skills and critical thinking, promote creativity and empathy and a more inclusive community for all. DEI initiatives will benefit ALL D25 students to grow and become successful citizens, ready for further education and life beyond Arlington Heights. I look forward to your continued support of Diversity, Equity and Inclusion and commend the District on its commitment.</p>
Erin Kalaway	<p>Thank you to those of you on the board who continue to advocate for our children's wellbeing, looking beyond just infection control, and paying attention to the mental health and developmental challenges that are seriously impacting them today.</p> <p>3 questions:</p> <ol style="list-style-type: none"> <li>1. Has there been any discussion of proposing a tax abatement for District 25 taxpayers for this year?</li> <li>2. Will hot lunch be served in schools next year? If not, will the board suggest an overhaul in budgeting for food service? The lunch service in D25 has deteriorated significantly over the last 10 years we have had kids in the schools. The options for lunch are neither nutritious nor appetizing.</li> <li>3. When will kids have the opportunity to be at school 5 days a week in-person again?</li> </ol>
Jennifer Black-Foltin	<p>As someone who lives within District 25's boundaries, I am happy that Diversity, Equity and Inclusion (DEI) is integrated throughout the District's 2021-2025 final Strategic Plan. Including DEI in the District's</p>

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	<p>mission, vision and goals is a positive step toward implementing the Board's approved DEI Policy 1:32 and the Board's commitment to eliminate racial injustice. I urge the Board to approve the Strategic Plan without any delays and hope to see further efforts on collaborating with the community to advance DEI efforts in the future. DEI is proven to improve cognitive skills and critical thinking; and promote creativity, empathy, and a more inclusive community. The District's DEI initiatives will benefit all D25 students and the greater community. I look forward to your continued support of Diversity, Equity and Inclusion and commend the District on its commitment.</p>
<p>Tricia and Tony Montesano</p>	<p>As a D25 parent, we are pleased to see Diversity, Equity and Inclusion (DEI) integrated throughout the 2021-2025 final Strategic Plan. Including DEI in the mission, vision and several goals is a positive step toward implementing the Board's approved DEI policy 1:32 and the Board's commitment to eliminate racial injustice. I urge the Board to approve the Strategic Plan without any delays and hope to see further efforts on collaborating with the community to advance DEI efforts in the future. DEI is proven to improve cognitive skills and critical thinking, promote creativity and empathy and a more inclusive community for all. DEI initiatives will benefit ALL D25 students to grow and become successful citizens, ready for further education and life. I look forward to your continued support of Diversity, Equity and Inclusion and commend the District on its commitment.</p>
<p>Kathleen Murray</p>	<p>As a D25 parent, I am pleased to see Diversity, Equity and Inclusion (DEI) integrated throughout the 2021-2025 final Strategic Plan. Including DEI in the mission, vision and several goals is a positive step toward implementing the Board's approved DEI policy 1:32 and the Board's commitment to eliminate racial injustice. I urge the Board to approve the Strategic Plan without any delays and hope to see further efforts on collaborating with the community to advance DEI efforts in the future. DEI is proven to improve cognitive skills and critical thinking, promote creativity and empathy and a more inclusive community for all. DEI initiatives will benefit ALL D25 students to grow and become successful citizens, ready for further education and life. I look forward to your continued support of Diversity, Equity and Inclusion and commend the District on its commitment.</p>
<p>Angie Hamada</p>	<p>As a parent of biracial District 25 students, I am happy that Diversity, Equity and Inclusion (DEI) is integrated throughout the District's 2021-2025 final Strategic Plan. Racism cannot be ignored in our society. Providing teachers and students with the tools they need to help combat racism, address bias, and be more inclusive is beneficial not only to their education but to society as a whole. Students and teachers will continue using those important tools throughout their lives and our entire community will benefit as a result. Moving forward, it is important</p>

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	<p>to realize that not everyone understands what bias is or why addressing it is important, and the District 25 community might benefit from D25 having DEI "town halls," as the Village of Arlington Heights recently had, both for the purpose of providing information to the D25 community, but also to answer questions.</p> <p>Including DEI in the District's mission, vision and goals is a positive step toward implementing the Board's approved DEI Policy 1:32 and the Board's commitment to eliminate racial injustice. I urge the Board to approve the Strategic Plan without any delays and hope to see further efforts on collaborating with the community to advance DEI efforts in the future. DEI is proven to improve cognitive skills and critical thinking; and promote creativity, empathy, and a more inclusive community. The District's DEI initiatives will benefit all D25 students and the greater community. I look forward to your continued support of Diversity, Equity and Inclusion and commend the District on its commitment.</p>
Karen Johl	<p>Please continue the DEI plan. We clearly have bias we do not realize, and we need to acknowledge all people in our district and their learning styles.</p>
Kathy Dieringer	<p>Monday's need to be in person after spring break. Having one day in which kids are on their laptops an entire day is not an education. There is no teacher interaction or interaction among students either. The numbers for in person option has significantly increased. Do the right thing and give the students an education they deserve.</p>
April Berry	<p>As a D25 parent, I am pleased to see Diversity, Equity and Inclusion (DEI) integrated throughout the 2021-2025 final Strategic Plan. Including DEI in the mission, vision and several goals is a positive step toward implementing the Board's approved DEI policy 1:32 and the Board's commitment to eliminate racial injustice. I urge the Board to approve the Strategic Plan without any delays and hope to see further efforts on collaborating with the community to advance DEI efforts in the future. DEI is proven to improve cognitive skills and critical thinking, promote creativity and empathy and a more inclusive community for all. DEI initiatives will benefit ALL D25 students to grow and become successful citizens, ready for further education and life. I look forward to your continued support of Diversity, Equity and Inclusion and commend the District on its commitment. Thank you for all you do.</p>
Kiat Tang	<p>As someone who lives within District 25's boundaries, I am happy that Diversity, Equity and Inclusion (DEI) is integrated throughout the District's 2021-2025 final Strategic Plan. Including DEI in the District's mission, vision and goals is a positive step toward implementing the Board's approved DEI Policy 1:32 and the Board's commitment to eliminate racial injustice. I urge the Board to approve the Strategic Plan without any delays and hope to see further efforts on collaborating with the community to advance DEI efforts in the future. DEI is proven to</p>

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	improve cognitive skills and critical thinking; and promote creativity, empathy, and a more inclusive community. The District's DEI initiatives will benefit all D25 students and the greater community. I look forward to your continued support of Diversity, Equity and Inclusion and commend the District on its commitment.
Lisa Nason	Please consider full 5 days of in person school so Mondays can matter to the kids who want to learn.
Beth Deiter	As a D25 parent, I am pleased to see Diversity, Equity and Inclusion (DEI) integrated throughout the 2021-2025 final Strategic Plan. Including DEI in the mission, vision and several goals is a positive step toward implementing the Board's approved DEI policy 1:32 and the Board's commitment to eliminate racial injustice. I urge the Board to approve the Strategic Plan without any delays and hope to see further efforts on collaborating with the community to advance DEI efforts in the future. DEI is proven to improve cognitive skills and critical thinking, promote creativity and empathy and a more inclusive community for all. DEI initiatives will benefit ALL D25 students to grow and become successful citizens, ready for further education and life. I look forward to your continued support of Diversity, Equity and Inclusion and commend the District on its commitment.
Erin Zurek	Please re-open schools for a full 5 days a week. With ~85% not choosing remote it is not fair to them. Remote students interact with students on a screen whether it's Monday or another day in the week. The connection is the same. Please give those students who want to be in 5 full days the choice. Also not fair to teachers having to create new remote lessons. Please implement the right things to do a remote academy to lessen the strain on our teachers and provide the best education for students. The application process to become a teacher and sub in the district needs to be reviewed and changed.
Betty Levinsky	Please bring children back to school on Mondays. I don't see a benefit of kids staying at home and for Mondays to matter kids should be at school.
Erin Felten	Big shout out to all of our wonderful teachers at Dryden! Mrs. Quick has been the most proactive teacher during this trying year-she deserves a BIG shout out. Secondly, I would love to see a big push for 5 days in person for THIS school year, and confirmation that it will be 5 FULL days in 2021/2022 school year. We have shown that we can do this and our district is proactive in vaccinating our staff. Now we know one extra day CAN and WILL work. Also, let's make Arlington Heights more desirable-let's add in FULL-DAY kindergarten for our wonderful families. My son will be a kindergarten this coming fall, but due to NO full-time option, we will be going the private school route. I would have loved for him to start full-

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	<p>time at Dryden, and be able to utilize CAP, but half-day is just not feasible for this family.</p> <p>Also, please update on the waitlist for the FREE summerU programs. My son qualifies for the free LIT program, but we are currently waitlisted. Thank You for your continued support.</p>
Melissa Van Buren	<p>Monday's matter for my children. Monday's matter for their education and Monday's matter for their mental health. Even my sons teacher included in his report card, how much better his anxiety is now that he is in person and how he benefits from being in person as much as possible. Please! Let's get our children in 5 days a week! Thank you!</p>
Meghan Wood	<p>I feel like this year has been a complete disaster. Our kids need school 5 days a week and anything less than that is completely unacceptable.</p>
Karen Mukhopadhyaya	<p>Dear School Board Members and Dr. Bein,</p> <p>As a District 25 parent, I am very happy that Diversity, Equity and Inclusion have been included in the 2021-2025 Strategic Plan's values, goals and strategies. Enhancing Diversity, Equity and Inclusion in our schools will help to create a better learning environment for all students, will help reduce achievement gaps, and will help our students become competent global citizens. I encourage the Board to approve and implement the Strategic Plan, and to continue its commitment to Diversity, Equity and Inclusion.</p>
Julia Johnson	<p>As someone who lives within District 25's boundaries, I am happy that Diversity, Equity and Inclusion (DEI) is integrated throughout the District's 2021-2025 final Strategic Plan. Including DEI in the District's mission, vision and goals is a positive step toward implementing the Board's approved DEI Policy 1:32 and the Board's commitment to eliminate racial injustice. I urge the Board to approve the Strategic Plan without any delays and hope to see further efforts on collaborating with the community to advance DEI efforts in the future. DEI is proven to improve cognitive skills and critical thinking; and promote creativity, empathy, and a more inclusive community. The District's DEI initiatives will benefit all D25 students and the greater community. I look forward to your continued support of Diversity, Equity and Inclusion and commend the District on its commitment to keep it's head out of it's rear end.</p>
Jennifer Borrell	<p>As a D25 parent, I am pleased to see Diversity, Equity and Inclusion (DEI) integrated throughout the 2021-2025 final Strategic Plan. Including DEI in the mission, vision and several goals is a positive step toward implementing the Board's approved DEI policy 1:32 and the Board's commitment to eliminate racial injustice. I urge the board to approve the Strategic Plan without any delays and hope to see further efforts on collaborating with the community to advance DEI efforts in the future. DEI is proven to improve cognitive skills and critical thinking,</p>

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	<p>promote creativity and empathy and a more inclusive community for all. DEI is an important skill for students to learn early to prepare them to be global citizens. I personally have benefitted from utilizing DEI in my professional career and can speak to its importance. I look forward to your continued support of Diversity, Equity and Inclusion and commend the District on its commitment.</p>
Jennifer Haefliger	<p>As a D25 parent, I am pleased to see Diversity, Equity and Inclusion (DEI) integrated throughout the 2021-2025 final Strategic Plan. Including DEI in the mission, vision and several goals is a positive step toward implementing the Board's approved DEI policy 1:32 and the Board's commitment to eliminate racial injustice. I urge the board to approve the Strategic Plan without any delays and hope to see further efforts on collaborating with the community to advance DEI efforts in the future. DEI is proven to improve cognitive skills and critical thinking, promote creativity and empathy and a more inclusive community for all. DEI initiatives will benefit ALL D25 students to grow and become successful citizens, ready for further education and life. I look forward to your continued support of Diversity, Equity and Inclusion and commend the District on its commitment. Thank you!</p>
Gayle S Hassan	<p>As a community member as well as the wife and mother of persons of color in this community, I am pleased to see Diversity, Equity and Inclusion (DEI) integrated throughout the 2021-2025 final Strategic Plan. As a student not that long ago, my child saw, heard and experienced things at South Middle School that he should have not have been exposed to in his school or community. I urge the Board to approve the Strategic Plan without any delays and hope to see further efforts on collaborating with the community to advance DEI efforts in the future. Thank you for doing the hard work so that everyone in the D25 community receives the education and treatment that they deserve.</p>
Dawn Frenzel	<p>As someone who lives in District 25 I am very glad to see DEI integrated throughout the 2021-2025 strategic plan. By implementing DEI in our mission and goals we will take an important and positive step towards the commitment to eliminate racial injustice. I hope the board will have the insight to approve the Strategic Plan as well as further the efforts needed to collaborate with the community to do the valuable work DEI represents. I strongly feel DEI initiatives will be a positive benefit for all students and the community we live in. I very much appreciate the boards continued support and commitment of DEI. Thank you.</p>
Kristine Gruzewski	<p>As someone who lives within District 25's boundaries, I am happy that Diversity, Equity and Inclusion (DEI) is integrated throughout the District's 2021-2025 final Strategic Plan. Including DEI in the District's</p>

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Leah Ross	<p>Please consider Mondays as in person days to get us back to full time, especially as percentages of in person are at or near 100 percent for many classrooms and schools overall.</p> <p>Please consider the increasing evidence that 3 feet is a safe distance and masked children do not need to be contract traced and excluded from school when probable or positive cases are reported to schools. Please provide as soon as possible the detailed plans for the day one opening of elementary and middle schools for the 2021-22 school year. Thank you.</p>
Kathryn Sidereas	<p>As a D25 parent, I am pleased to see Diversity, Equity and Inclusion (DEI) integrated throughout the 2021-2025 final Strategic Plan. Including DEI in the mission, vision and several goals is a positive step toward implementing the Board's approved DEI policy 1:32 and the Board's commitment to eliminate racial injustice. I urge the board to approve the Strategic Plan without any delays and hope to see further efforts on collaborating with the community to advance DEI efforts in the future. DEI is proven to improve cognitive skills and critical thinking, promote creativity and empathy and a more inclusive community for all. DEI initiatives will benefit ALL D25 students to grow and become successful citizens, ready for further education and life. I look forward to your continued support of Diversity, Equity and Inclusion and commend the District on its commitment.</p>
Agnes Kowal	<p>Please explain why remote Monday's are still needed with majority of kids back in person. Please send our kids back 5 full in person days to school.</p>
Wojtek Kowal	<p>Our children deserve to be back 5 full days. Remote Monday's should not be a thing anymore as majority are back in person. Figure out a solution for those that need remote so the teachers can teach in person 5 full days.</p>
ATA Member	<p>Monday's Matter</p>
Nicole Huntenburg	<p>As a D25 family member, I am pleased to see Diversity, Equity and Inclusion (DEI) integrated throughout the 2021-2025 final Strategic Plan. Including DEI in the mission, vision and several goals is a positive step toward implementing the Board's approved DEI policy 1:32 and the</p>

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Rachel Hendrickson	As a D25 parent, I am pleased to see Diversity, Equity and Inclusion (DEI) integrated throughout the 2021-2025 final Strategic Plan. Including DEI in the mission, vision and several goals is a positive step toward implementing the Board's approved DEI policy 1:32 and the Board's commitment to eliminate racial injustice. I urge the Board to approve the Strategic Plan without any delays and hope to see further efforts on collaborating with the community to advance DEI efforts in the future. DEI is proven to improve cognitive skills and critical thinking, promote creativity and empathy and a more inclusive community for all. DEI initiatives will benefit ALL D25 students to grow and become successful citizens, ready for further education and life. I look forward to your continued support of Diversity, Equity and Inclusion and commend the District on its commitment.
Gabriela Porras	Please keep Mondays as a remote day for students and teachers. It helps equalize the learning opportunities students have no matter their learning choice this year.
Ata Member	Mondays Matter- our remote students are just as important as our in-person students!
ATA member	Mondays Matter
ATA member	Mondays matter! ALL students matter!
ATA member	Mondays Matter. As a teacher I am there for all students. Mondays are for all students. We are one class on Mondays. Remote students and their families have a voice as well. There is a reason they are learning remotely, and that needs to be respected. Mondays are for breakout rooms, so all can talk and share easily .Mondays are for all students. We are all one on Mondays.
ATA member	Mondays matter most for our fully remote students. If Mondays are taken away, there needs to be a plan in place to transition the fully remote students to a remote academy immediately.
ATA Member	Monday's matter!
ATA Member	Mondays Matter
ATA Member	Monday's Matter
ATA Member	Mondays Matter because it's what's best for learning.

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ATAmember	Mondays Matter!!
Alexis Christensen	<p>As a D25 parent, I am pleased to see Diversity, Equity and Inclusion (DEI) integrated throughout the 2021-2025 final Strategic Plan. Including DEI in the mission, vision and several goals is a positive step toward implementing the Board's approved DEI policy 1:32 and the Board's commitment to eliminate racial injustice. I urge the board to approve the Strategic Plan without any delays and hope to see further efforts on collaborating with the community to advance DEI efforts in the future. DEI is proven to improve cognitive skills and critical thinking, promote creativity and empathy and a more inclusive community for all. DEI initiatives will benefit ALL D25 students to grow and become successful citizens, ready for further education and life. I look forward to your continued support of Diversity, Equity and Inclusion and commend the District on its commitment.</p>
Blair Christensen	<p>As a D25 parent, I am pleased to see Diversity, Equity and Inclusion (DEI) integrated throughout the 2021-2025 final Strategic Plan. Including DEI in the mission, vision and several goals is a positive step toward implementing the Board's approved DEI policy 1:32 and the Board's commitment to eliminate racial injustice. I urge the board to approve the Strategic Plan without any delays and hope to see further efforts on collaborating with the community to advance DEI efforts in the future. DEI is proven to improve cognitive skills and critical thinking, promote creativity and empathy and a more inclusive community for all. DEI initiatives will benefit ALL D25 students to grow and become successful citizens, ready for further education and life. I look forward to your continued support of Diversity, Equity and Inclusion and commend the District on its commitment.</p>
Susan Myers	Mondays Matter!
Tara Tinsley	<p>An overwhelming majority of families in this district have requested in-person learning. It is past time to get students back in school 5 days a week. Please make a plan now to get our students back in school full time.</p>
ATA Member	Mondays Matter
ATA Member	<p>Let's not kid ourselves. Full-in does not mean teachers are no longer teaching hybrid. Those faces on our screen everyday, whether it is 25 or only one, are as equally deserving of our attention as every one in person. We wanted to provide our families with choice. Choice means that equal attention is given to all. That. Takes. Work.</p> <p>The time needed to prepare each and every lesson is multiplied as thought and planning needs to be put into how to reach those that are remote. First, how can I be sure to reach those kids so that, while not the same, their experience with the lesson is at least similar? What</p>

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	<p>hardware will be needed, what platform should be used for them to show their thinking? How can I make sure, within each lesson, that their voice is heard? As a teacher, it is natural to want to give my attention to those in front of me in person. However, as a teacher, I will also work tirelessly to be sure that every face on my screen gets what they need as well. Mondays provide one fewer day for which we need to do this dual planning and also allows us to steal some extra time in which to prepare for those days we are hybrid.</p> <p>Mondays also allow us time as a team to plan. Throughout the week, so much time is put into managing a hybrid day that team time is nearly impossible. It also allows us time to organize materials needed by those that are remote, planning also for how and when parents can pick up these supplies.</p> <p>Yet more time is given to making sure that those that are remote can be adequately assessed. Since turning in work as one would in person is not an option, teachers have pivoted to digital platforms such as Google Docs and Seesaw. Creating assessment materials for both a live group and an in person group adds to the work we do. Creating feedback for assessments in dual platforms for both live and remote kids adds to the work we do. Mondays provide opportunity to look at this work.</p> <p>Here is a rough idea of what a typical start to a teacher's day looks like: 8:50: Open up my Zoom so that it will be ready when I return from picking up my class. This involves checking all of the hardware to make sure it is working properly. Is my extra monitor positioned so I'll be able to see the kids? Is the camera set up so that they will be able to see their classmates? Is the speaker/microphone functioning? I make sure the waiting room is set. On a smooth day (ha!), this takes about 5 minutes. 8:55: Pick up my class from outside. Once inside, I immediately take everyone's temperature and ask them to wash their hands. Frequent reminders are already given to keep a safe distance. I try to do a quick check in with each student. 9:05: Around this time, I can get back to the Zoom and check the waiting room. This is usually when I open the room. As I do with the live group, I greet my Zoom kids and check in with each. As I am doing this, more live kids trickle in. This means I have to stop that interaction to take a temperature and give the hand washing reminder. 9:10: Most have arrived by this time, both live and on my screen, and I work to take attendance. Attendance now is not as simple as present/absent, as there are now designations for live but remote, quarantined, absent, present (I think I'm forgetting something!). So this</p>

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	<p>takes some careful work. The numbers fluctuate almost daily, as kids needing to do a quick switch to remote happens frequently. Not to mention the need to report lunches every day (even if the count is zero).</p> <p>9:13: Our math time begins at 9:15, so those having their desks used by others take time to spray and wipe down their desks. We've got a pretty good routing going, but this still takes a few minutes. At this time, while trying to make sure all desks are sprayed, I do a last check in with my remote group to make sure that they know the schedule and where to be at what times.</p> <p>9:15: The kids leaving my room for math depart and those joining arrive. This happens both in person as well as hearing the familiar Zoom "DING" when those working remotely arrive. I check in on both ends, typically doing a sound check with the remote group, as the sound can often be a challenge.</p> <p>9:20-10:05: This is the lesson time. This is where the daily challenges of technology often kick in. To accommodate those at home, I will share my screen on most days. While this often goes well, there is often a glitch needing to be remedied. Of course, while sharing the screen, those in person need to see the screen as well so the same screen needs to be projected for all to see. A document camera is also frequently used in math, as using the whiteboard to work out problems is a challenge for those remote to be able to see. This extra layer of hardware also is frequently a challenge. As well, the frequent, "we can't hear you" or "you're glitchy" or "could you say that again" happen throughout every lesson.</p> <p>Of course this time comes with all of the typical challenges of teaching and all of the unexpected surprises of any day. That is to be expected and part of what makes teaching a unique challenge. In the chaos of what is a hybrid day, these little things are magnified.</p> <p>10:05: I begin to wrap up the lesson, knowing that we need to clean desks. I make sure that both the remote and live kids know the assignment, and that I've posted it on Seesaw for all to see. Desks are again cleaned as I do I final check in with my remote kids to make sure all was understood, and that I will be available to help if anything was missed.</p> <p>10:10: Math kids are dismissed.</p> <p><b>**EXHAUSTED YET? IT'S ONLY 10:10!</b></p> <p>Teachers need Mondays to simply be able to maintain this pace. I've never, ever, seen teachers work this hard, at this pace, to reach each and every student. Having Mondays NOT be hybrid allows a much</p>

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	<p>more peaceful and less stressful setting, if only for a day.</p> <p>Monday allows all to be together, without masks. This can not be overstated. Live and remote always seem to be 2 separate groups and those remote struggle to feel a part of what is happening in school. Mondays allow us to be one happy family. This unique time to connect and feel as one is so important to our week. As well, not having to be masked means we can see each other's smiles and laughs (yes, your teacher DOES have a mouth, as do your classmates!).</p> <p>We are teetering. The emotional (and physical!) toll on teachers right now is unprecedented. The usual upbeat passing in the hallway of peers is now replaced by a knowing hello and "I'm hanging in there". Mondays continue to allow for a chance to ease into the week.</p> <p>As long as we continue to have even ONE student remote, we are hybrid, and all of the above challenges remain. That being said, I ultimately respect the decision of those choosing to remain at home, and don't want to put an ounce of blame at their feet. As long as this remains the case, our remote Mondays are a necessity.</p>
ATA Member	Mondays Matter
Paula Slome: ATA Member	<p>Mondays Matter</p> <p>As a board you made the choice not to have separate in person and remote classes. Now, please do what is right and back that choice with keeping Mondays fully remote for the remainder of the school year. Thank you.</p>
ATA Member	Please continue the remote Monday format. I believe it is the best way to meet the needs of the individual learners in this COVID environment.
Kristy Harvey	I want to thank my sons South 7th grade east teachers and his social worker. If it weren't for them I don't know if I would have stayed in sd25. Now let's get back in school 5 days a week.
ATA Member	Mondays Matter
ATA member	Monday matters
ATA Member	Mondays Matter
ATA Member	Mondays Matter
ATA Member	Mondays Matter.
ATA Member	Mondays are important to stay remote so that remote students do not feel isolated. Additionally, you have put the teachers inn the position to teach from two modes and need to give us the time to prepare the best instruction for both in class and remote lessons.
Sarah Tipperreiter	As a community member, I am grateful that the District 25 board is working to include the Diversity, Equity, & Inclusion Initiative into the district's 2021-2025 strategic plan and hope it is approved to move forward. DEI will surely benefit all D25 students as well as the

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	community as a whole and set a strong, positive example for other schools in the area. Thank you!
ATA Member	<p>Mondays Matter. Mondays are needed for classroom teachers to plan, adapt, and prepare quality lessons for their students in reading, writing, math, social studies, science, social-emotional learning, and word study - among other things. Mondays matter for specials teachers, who plan and adapt lessons for multiple sections of different grade levels in ways that remote-learners can participate equitably. Mondays matter for resource teachers and specialists, who plan for current and new caseloads, all while balancing scheduling for specific student needs for remote and in-person learners from multiple classes, and ensuring through paperwork, meetings, and tons of communication to ensure in-person and remote learners receive their required intervention minutes. Mondays are for all teachers to constantly reinvent the wheel in every subject area, because previous tried and true methods and resources aren't conducive to hybrid teaching. Mondays are for preparing and adapting multiple slide decks so that remote learners have a clear and quality education experience and in-person learners can see content projected while safely, and necessarily, spaced out in the classroom. Mondays are for pulling students into breakout rooms to do informational and necessary check-ins and assessments that must be done one-on-one but are understandably, not safe to complete in this current in-person model. Mondays are for validating remote learners by providing more opportunities for peer-to-peer interaction with their whole class that they can not otherwise effectively have Tuesday through Friday. Mondays are for building classroom community without face masks because though face masks are essential to in-person learning, face masks create communication barriers between students and teachers. Mondays matter because the current model of teaching is not changing, therefore the current workload is not decreasing. Without Mondays, teachers will not have the necessary time to plan, prepare, check-in, and build true face-to-face connection with their students. Without Mondays, the current quality of education is compromised due to teachers having a larger workload with less time. As long as teachers must teach both in-person and on zoom, Mondays absolutely matter.</p>
ATA Member	Mondays Matter! We need the time/day to be remote.
ATA Member	Mondays Matter
ATA Member	Please keep Mondays remote as teachers need the additional time to plan for two teaching models.
ATA Member	In support of remote Mondays-Mondays Matter
Monika Tietz	<p>As a D25 parent, I am pleased to see Diversity, Equity and Inclusion (DEI) integrated throughout the 2021-2025 final Strategic Plan. Including DEI in the mission, vision and several goals is a positive step toward implementing the Board's approved DEI policy 1:32 and the</p>

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	<p>Board's commitment to eliminate racial injustice. I urge the board to approve the Strategic Plan without any delays and hope to see further efforts on collaborating with the community to advance DEI efforts in the future. DEI is proven to improve cognitive skills and critical thinking, promote creativity and empathy and a more inclusive community for all. DEI initiatives will benefit ALL D25 students to grow and become successful citizens, ready for further education and life. I look forward to your continued support of Diversity, Equity and Inclusion and commend the District on its commitment.</p>
Wojtek Gil	<p>As a D25 parent, I am pleased to see Diversity, Equity and Inclusion (DEI) integrated throughout the 2021-2025 final Strategic Plan. Including DEI in the mission, vision and several goals is a positive step toward implementing the Board's approved DEI policy 1:32 and the Board's commitment to eliminate racial injustice. I urge the board to approve the Strategic Plan without any delays and hope to see further efforts on collaborating with the community to advance DEI efforts in the future. DEI is proven to improve cognitive skills and critical thinking, promote creativity and empathy and a more inclusive community for all. DEI initiatives will benefit ALL D25 students to grow and become successful citizens, ready for further education and life. I look forward to your continued support of Diversity, Equity and Inclusion and commend the District on its commitment.</p>
Nora Fergus	<p>Mondays. Please stick with your decision regarding Remote Mondays because the experts, teachers and administrators, are telling you that is needed. It is necessary. It would seem board members must have no idea what it takes to keep a school operational in these times; really no sense of the maneuvers, negotiations, and stratagems building administrators undertake on a daily basis just to get the schools operational. Teachers continue to be in survival mode. We survive, we get through the day, but we continue to be submerged. We continue to gasp for air. We are broken. It was so upsetting and disappointing to learn the board is reconsidering it's most recent decision regarding Remote Mondays. All the well enumerated reasons for keeping Mondays remote still exist. We are telling you it is in the best interest of the students. Reversing course on this will have a demoralizing and adverse impact on staff along with a decline in learning outcomes. If Mondays mattered before, they still matter today.</p>
ATA Member	Mondays Matter
ATA member	<p>Mondays Matter - they matter especially for our remote students who are very often ELs and IEP students. How fair is it for these students social emotional health when their needs are not addressed? Make their education slightly more equitable by keeping Mondays remote. Mondays Matter for their education. Mondays Matter to my remote students who are partially finished taking</p>

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	<p>their EL tests, when they feel safest coming in to take them - on Monday. They want to come in and take the MAP tests and IAR tests when it's safest for their family. Mondays Matter</p>
ATA Member	Mondays Matter
ATA member	Mondays matter
ATA Member	Mondays Matter. Please be respectful of the teaching professionals in this district. They know what is best for their students.
ATA Member	<p>Mondays matter!! Remote Mondays are so important for students and staff. They allow for whole classrooms to be together in one place and strengthen their classroom community. Remote Mondays allow for teams to plan and collaborate, and adapt lessons and activities for hybrid learning. They allow for important small group and one on one instruction and differentiation. Remote Mondays matter!!</p>
Maryann Zaleski	<p>Dear Board members, As a hopeful D25 parent, I am pleased to see Diversity, Equity and Inclusion (DEI) integrated throughout the 2021-2025 final Strategic Plan. I commend the District on its commitment to the DEI initiatives and see the inclusion of DEI in the mission, vision and several goals as a positive step toward implementing the Board's approved DEI policy 1:32 and the Board's commitment to eliminate racial injustice.</p> <p>DEI is proven to improve cognitive skills and critical thinking, as well as promote creativity, empathy, and a more inclusive community for all. The long-term impact of DEI initiatives will benefit ALL D25 students to grow and become successful citizens, ready for further education and life.</p> <p>I urge the board to review and approve the Strategic Plan without any delays, and I hope to see further efforts on collaborating with the community to advance DEI efforts in the future.</p>
ATA Member/Educator	<p>The AHSD25 community must want to support ALL children, am I correct? We cannot pick and choose which to support. In order to support our students learning remotely, we should continue learning together online on Mondays. Should Mondays become "in person" days, learning is even LESS equitable for our students who still, for whatever reason, need to continue to learn from their homes. They deserve respect and fair treatment, and I write this because I feel the need to be a voice for those parents.</p>
ATA Member	Mondays Matter
ATA member	Mondays matter.
ATA Member	<p>Mondays Matter. Mondays allow teachers to see their students whole faces for one day a week without a mask. Mondays allow teachers to see how their students are feeling and how they are learning by reading</p>

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	<p>their face and expressions. Mondays allow teachers to assess student progress individually. Mondays allow teachers to work with small groups. Mondays allow students to have a real conversation with a classmate in a breakout room. Mondays allow students to collaborate with each other and read together. Mondays allow the whole class to participate and have a true class discussion that everyone can share in and hear. Mondays allow students to work together and learn from each other. Mondays allow teachers to teach one day a week without wearing a mask. Mondays allow students to see their teachers whole faces for one day a week. Mondays allow teachers to speak in a regular speaking voice without needing to shout in order to be heard from the back of the classroom, which still isn't enough through a mask. Mondays give teachers time to prepare lesson plans to be shared both in-person and remotely. Mondays bring students and teachers and learning together.</p>
ATA member	<p>Mondays matter! As I look at the small group of students that are staying remote, I see students that are perhaps the most emotionally fragile. They are staying remote for serious reasons or decisions they are not a part of in many cases. These students thrive on our remote days as they can interact with all of their classmates, enjoy small group experiences, and receive more teacher support. ALL students matter, and in this last part of our school year we should stay committed to the learning, growth, and social-emotional development of ALL of our students. Many students are back in person because we feel that time with their teacher and each other is critical. Let's not ignore this when it comes to our remote students.</p>
ATA member	Monday's Matter
Sara Mungovan	<p>Dear members of the board: Now that 85% of our families will be in person, it is ridiculous to waste 20% of our instruction time per week remote. It is unfair and frankly, shameful at this point in the pandemic, when none of Dr. Bein's reasons for Mondays mattering have to do with Covid precautions. I could go on and on...you are all aware of the reasons for my argument and the argument of 85% of our families. Four days a week in person was NEVER a thing. Please get the children whose parents CHOOSE to be in person back to school FULL TIME. Thank you.</p>
ATA Member	Mondays Matter
ATA Member	<p>I am writing this comment to the board but also to the parents of the children in District 25 and the Arlington Heights community. It is with great pride in the work that my colleagues and I, along with our administration, have been doing during this unprecedented school year combined with the passion I have for teaching and meeting the needs of all of my students. I agree with Dr. Bein's comments and reasons for</p>

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	<p>why “Mondays Matter” that she previously communicated, but I also firmly believe that Mondays Matter for the simple reason that I hope all of you on the board and in our community would agree---that every child in our school district matters. We as a community and a nation are experiencing something we have never experienced before, and with all the unknowns and the things that feel out of our control it can be very scary, but we can all certainly agree that our children matter.</p> <p>Sometimes it can be very difficult to take a step back and away from our own experiences and perspectives to see the bigger picture. I have seen statements on social media referring to the 85% of families that are in favor of sending their children to school in-person after spring vacation and that should warrant sending children back to school in-person 5 days a week because it would be less strain on teachers and students, however, that line of thinking is very put that parent’s child first, but it does not acknowledge the perspective that all of the children in District 25 matter. It also does not acknowledge how important Mondays are, especially to our remote learners. This year has definitely taken a toll on all of our children’s social emotional well-being, so it’s important for us as a community to see the bigger picture and recognize the importance of Mondays for the emotional well-being not only for our remote learners, but for all students. Mondays are the only day the students get to see each other without masks on, which some may think is trivial, but as an educator, I know that being able to see faces and emotions is an important part of social emotional learning for all students. Unfortunately, I have seen comments on social media from parents who have stated they are no longer going to be supportive on Mondays in the hopes that the district will be forced to institute 5 full days of in-person learning. This mindset is completely counterproductive and not in the best interest of all students. Finally, it also does not recognize the fact that the majority of classrooms will still have at least 1 remote learner, which matters not only for that child, but also for the planning and preparation that go into teaching in-person students and Zoom students simultaneously. I have appreciated the comments I have seen on social media from some of our guest teachers about how difficult it is to teach both groups of students at the same time, and I would completely agree, but I would also like to add that the delivery of the instruction that is carried out by our dedicated guest teachers is only a portion of what goes into a single day of teaching. From planning lessons to preparing those lessons to accommodate both in-person and remote students, we find it necessary to create many of our lessons from scratch. For the vast majority of our teachers, this will remain even with 85% of our families returning to in-person learning after spring vacation. I know I have seen parents on social media who have been making light of and even making fun of Dr.</p>

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	Bein’s reasons for why “Mondays Matter,” however, in the most recent staff survey, 90% of teachers agreed that Mondays truly do Matter for our students, and it is my hope that the board recognizes that 15% of the student population matters just as much as the 85% and that this is no laughing matter!
ATA Member	Monday’s Matter
John Hamada	As a D25 parent, I am pleased to see Diversity, Equity and Inclusion (DEI) integrated throughout the 2021-2025 final Strategic Plan. Including DEI in the mission, vision and several goals is a positive step toward implementing the Board's approved DEI policy 1:32 and the Board's commitment to eliminate racial injustice. I urge the Board to approve the Strategic Plan without any delays and hope to see further efforts on collaborating with the community to advance DEI efforts in the future. DEI is proven to improve cognitive skills and critical thinking, promote creativity and empathy and a more inclusive community for all. DEI initiatives will benefit ALL D25 students to grow and become successful citizens, ready for further education and life. Providing teachers and students with the tools they need to help combat racism, address bias, and be more inclusive is beneficial not only to their education but to our entire community. Moreover, a commitment to DEI will attract new teachers and families to this community. I look forward to your continued support of Diversity, Equity and Inclusion and commend the District on its commitment.
ATA Member	Mondays Matter
ATA Member	Mondays Matter
Sheri Meehan	During this time we need to extra plan time. All our materials have to be available online and in person as we continue to teach on Zoom and in person. We need extra time to prepare materials and plan our instruction! Thanks!
ATA Member	Mondays Matter. Ivy Hill has many classrooms that are split evenly between remote students and in-person students. Mondays matter for those remote students. They need individualized instruction. We lead Guided Reading groups on Mondays. Please do not take that incredibly important instruction away from those remote students.
STACI CRONIN	Remote Monday’s have been wonderful . It gives teachers the time to plan, work one on one with students, attend meetings and have all the kids together without masks! It sets a great tone for the week.
Mairin Gradek	Thank you to the administration and staff that ensured all the employees that wanted to be vaccinated received it. The 80% hybrid has been successful since January without school based exposures giving us further data supporting that the mitigation works. Remote was created because of safety concerns. Those that need to stay home for

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	safety reasons can continue to do so. Our schools need to be open 100% for thos choosing in person learning.
Stephen Zurek	With the numbers that the district received about students returning to in person after spring break isn't it time to talk about five day in person instruction. We are doing a disservice to our community by not having these students in our buildings full time. We can't make excuses any more with what the numbers have shown.
ATA member	Mondays Matter
Kelly O'Kelly	Time has always been a precious commodity to teachers. That is even more true this school year. Our current Monday schedule allows for time to readjust, revamp, and reinvent learning experiences for our students in this year's environment. Mondays matter!!!
Lisa Sasso	Mondays are essential to us in so many ways. In order to teach both the students in front of us and the students on zoom, all activities and lesson plans need to be revised. In addition, in class activities need to be reformatted so zoom students can access them. This takes an enormous amount of time. To do this well, we need to meet with our colleagues to plan and the only time available is on Mondays! We also are going to meetings on Mondays due to the lack of sub availability. Please understand that this day is used by us all from the moment we walk in in the morning until we leave. This day is vital to us, so please keep it so we can continue offering the best quality education our students deserve.
Laura Culley	I support 5 days in person. The teachers are vaccinated, covid cases are down, and a high percentage of parents are choosing in person, in some cases over 90% in a school. We should not have 20% of our children's education remote as the administration agrees that in person education is in the best interests of our children.
Jennifer Sia	I support a return to full 5 days in school. With 90% of the children back to in person learning, the reasons for Monday matters is no longer valid. Mondays have been a wasted day and cause so much emotional stress on our children. Please let our amazing teachers teach them in the classroom where they belong.
Melissa Newkirk	Please get our kids back in school 5 days a week. There is absolutely NO reason for them to be home on Mondays. I NEVER thought my child would cheat, but then I caught her cheating on a Monday. When asked why, she said because everybody is. Teachers are vaccinated, it's safe for them to be in school, the school week has always been Mon-Fri. GET THEM BACK ON MONDAYS. MONDAYS MATTER TO BE IN SCHOOL
maureen schmidt	I support 5 days in person. The teachers are vaccinated, Covid cases are down, and a high percentage of parents are choosing in person, in some cases over 90% in a school. We should not have 20% of our

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	children’s education remote as the administration agrees that in person education is in the best interests of our children.
Carly Lisinski	I would like to ask the board and Dr. Bein to allow the students in district 25 to finish out the school year full time, 5 days a week. Mondays are important for our children to be in school.
Ken Brogni	Mondays Matter!
Melisa Andrews	I want to say thank you to the administration for not getting rid of Remote Monday the last meeting. As a remote parent I feel it is the only time our kids are learning in the same way. With a remote kiddo I see a difference of how he acts on Monday vs Tuesday thru Friday. He is engaged. The other days it is hard for him to stay focused and is isolated because of the 2 different ways of school being taught. The teachers are doing a great job with what they have been handed. Not to mention it would have been completely disrespectful to our teachers. They need Monday to hold meetings and have plan time. You are already asking them to teach remote and in person which means double planning. In talking with other parents that have kids in person, their kids love remote Mondays for the downtime. Even though they have an actual day of learning it gives them a break of having to get up earlier and they love that everyone is learning the same way. Even though the number of kids that are staying remote are decreasing, the reasons that were presented at the last board meeting still matter to remote families and to teachers. Please keep Mondays for the next 10 weeks, it only equals to 10 more days for the remainder of the year.
Melisa Andrews	As a D25 parent, I am pleased to see Diversity, Equity and Inclusion (DEI) integrated throughout the 2021-2025 final Strategic Plan. Including DEI in the mission, vision and several goals is a positive step toward implementing the Board's approved DEI policy 1:32 and the Board's commitment to eliminate racial injustice. I urge the board to approve the Strategic Plan without any delays and hope to see further efforts on collaborating with the community to advance DEI efforts in the future. DEI is proven to improve cognitive skills and critical thinking, promote creativity and empathy and a more inclusive community for all. DEI initiatives will benefit ALL D25 students to grow and become successful citizens, ready for further education and life. I look forward to your continued support of Diversity, Equity and Inclusion and commend the District on its commitment.
Ata member	Monday’s matter
ATA Member	Mondays Matter
Lisa Peterson	At this time, students should be in person 5 days a week. The teachers are vaccinated, covid cases are down and a high percentage of parents are choosing in person, 97% will be in person at Olive after Spring Break. We should not have 20% of our children’s education remote when almost 100% are choosing to be back at school. Please consider

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	<p>reevaluating "Mondays Matter." In my 4th graders opinion, "Mondays DON'T matter."</p> <p>Also, at the last meeting it was shared that Summer U was going to be available to help so many students that are behind as a result of missing in person instruction. On the first day on registration, I submitted my form at 9:08 am and was placed on the waitlist. When will more sections be opened and parents notified that their child/children got in? Thank you!</p>
Christine Naunheimer	<p>I support 5 days in person. The teachers are vaccinated, covid cases are down, and a high percentage of parents are choosing in person, in some cases over 90% in a school. We should not have 20% of our children's education remote as the administration agrees that in person education is in the best interests of our children.</p>
ATA Member	<p>Mondays Matter. In order to provide the most robust instruction possible, while also being notified of a child being a quarantined an hour before school starts, Monday planning time allows for me to digitize my assignments for students. If Mondays are taken away, then tasks will not be digital, which means I will be doing it at the last minute OR unavailable to any student who is at home or in class because I am trying to scramble to get the assignment online in the moment. Please help set our students up for success by keeping Mondays remote.</p>
ATA Member	<p>Monday's matter for our remote students. For a board that has made decisions this year citing social emotional needs, it is necessary to recognize and think about our remote students at this time. These students are not numbers (although I know many just look at percentages). These students need to have peers nearby and Monday's are the ONLY day of the week that they have this and feel like they are part of our full class. Let's think about our children--not numbers.</p>
Eileen Ryan	<p>I support 5 days in person. The teachers are vaccinated, covid cases are down, and a high percentage of parents are choosing in person, in some cases over 90% in a school. We should not have 20% of our children's education remote as the administration agrees that in person education is in the best interests of our children.</p>
ATA member	<p>Mondays Matter</p>
Beth O'Meara	<p>Please consider transitioning to 5 days of in-person learning for those who choose. With 85% of students choosing in-person after Spring Break, including some elementary classes at 100% of in-learning, we should be looking for solutions and creative ways to have kids in school 100% of the time, not 80% of the time as the current model allows. The experts and this administration have stated that children learn best in-person so we should shift to this model rather than waiting until</p>

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	Summer U (for those attending) and/or the start of the 21/22 school year.
ATA Member	Mondays Matter
Katy Murray	Please make Mondays an in person day instead of remote. It is disappointing to hear that some staff believe we are currently “full in person” when we are clearly very much still a hybrid model. Remote Mondays are devastating and detrimental to our students. They have zero motivation to participate at all- which makes Mondays not matter at all. Listen to the CDC and Dr. Fauci, strive for 3 feet of social distancing, and lets being the process of catching our children up on the HOURS of wasted instructional time during remote learning.
Teacher	As a middle school teacher I wanted to point out the importance of Monday Matters. Our remote students deserve attention just as much as the in person, and remote Monday’s is the one day of the week where teachers can get that one on one time every student deserves with them in class. I’ve used that the last several weeks to use a breakout room to check in with the full remote students that day of the week to reinforce the teacher student relationship. That won’t be doable with 5 days a week and could potentially make the remote students feel more like second class citizens which is something we never want for any student.
Maria Zeller Brauer	My daughter will be a first grader at Ivy Hill School for the 2021-22 school year, and as a District 25 parent, I am encouraged to see the Board actively take up issues of Diversity, Equity and Inclusion (DEI). In light of the recent hate crimes, particularly those most recently against Asian Americans, it is more important than ever that our community work toward eliminating racial injustice. I am grateful that the Board has included DEI in the mission, vision and goals of the 2021 - 2025 Strategic Plan and urge you to approve this plan without delay. I chose to live in District 25 specifically to send my daughter to its wonderful schools. Thank you for taking these DEI initiatives seriously as they will be of benefit to ALL of our children to help them grow to be successful and empathetic adults. I look forward to your continued work to provide an educational environment where our children can grow and feel that they belong.
Christina Barbaric	Please consider keeping our remote Mondays. Whether it is 100 or 2 students, it doesn’t change preparation time. So many teachers still need our Mondays to be remote. Until there is no logging into Zoom, our teaching is not normal, so please don’t expect teachers to have normal days. We need these Mondays. The bottom line is we have students at home and in the classroom. This will not change after spring break. This means that every lesson we plan has to be created with this in mind. Here are a few examples of what we have to do to make this experience meaningful for all students:

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	<ul style="list-style-type: none"> <li>• We have to create assessments that students can take at home. This means we must transfer and change assessments to a digital format like Schoology along with making paper copies. Two formats take time and effort.</li> <li>• Every presentation we give needs to be planned, so those at home can get the same experience as in-person. We cannot wing it and write on the whiteboard.</li> <li>• We cannot play learning games where students move around the classroom; these must be on a digital platform. These games don't create themselves.</li> <li>• We must prepare packets and books for remote students to come pick-up at school, so they have the same materials and everything is not digital.</li> </ul> <p>On Mondays, our team at South meets with students for every class, but I, personally, do use some of that time for students to work asynchronously. This is wonderful because I can prepare all of the above and work with individual students who are falling behind or need extra help.</p> <p>This is not a typical year by any means. Please don't expect our days to be normal. Until we are not teaching both remote and in-person, do not take away the option to teach asynchronously on Mondays.</p>
Karen Jones	<p>Monday's matter!!! Remote students will lose out on so much if remote Monday's are taken away. Please consider all students when making big decisions like this. Monday's matter!!!</p>
Michelle Casillas	<p>Schools should be open 5 full days, the districts around us that were remote and hybrid are opening up full 5 days and we are still at 4 full days.atter. Mondays matter for All children, kids need to be in school full time not on a laptop. Lets work on getting them in full time. Also we need a plan set in place for next year now, 5 full days in person, those that want remote will have a remote academy set up. Many are waiting for this to decide whether they will enroll this year once registration comes out. We plan to move and this will be a big deciding factor whether in district or elsewhere where my child comes first. Also would like the district to focus on children in special ed, making them more inclusive, empathy from other children so they don't feel discriminated against if they look or act differently.</p>
heidi steinike	<p>MONDAYS MATTER which is why almost 90% of families have chosen to be IN school. 7 of 21 classes at Patton have ZERO remote learners.</p>

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	<p>17 of 21 classrooms have 2 or less remote learners! 5 FULL DAYS needs to happen now and should have happened long ago. Remote Mondays has NOTHING to do with Covid, NOTHING to do with "planning and collaborating for teachers" and NOTHING to do with "remote kids needing to feel connected." It has EVERYTHING to do with the UNION. Do what is right for the kids. It is your job to look out for what is best for the children. Renegotiate with the Union because it is the right thing to do. Renegotiate with the Union if you care about D25 families. Please do the job we are all relying on you to do.</p>
Catherine Gripper	<p>Dear Board Members, I am asking that you please resume 5 days a week in person learning. With most of the students returning to full in person it makes sense to let these kids be back full 5 days a week. All the teachers that want to be are fully vaccinated, community spread is low, etc. Now is the time to to be back. Please do not allow these children to finish the school year without every actually going full time all year. Thank you.</p>
Ata Member	Monday's matter
ATA Member	Monday's Matter
Mary Moussa	<p>Hi, I believe remote Mondays are important for teachers and students. When all the students are remote the teachers are able to create more collaboration between remote and in-person students. Also, teachers are able to work/meet with students individually to provide support in breakout rooms. In addition, remote Mondays allow teachers to plan/collaborate for continued hybrid classes. Please remember, teachers will continue to have students that are remote AND in-person.</p>
Hope Tokarczyk	<p>Please get our children back in school full time. If Mondays actually mattered, they would be in school where they belong. 85% of the student population in district 25 is in person. Please make the right decision to let our children go back to school full time after spring break. Thank you to Gina and Rich for fighting for our children, but I would like to hear the rest of you explain why you feel remote Mondays are still necessary when so many surrounding districts are opening up full time. Planning and remote students should be not an excuse. Please make our children your priority and get the back to school full time.</p>
ATA Member	Mondays Matter. Please keep Mondays as remote learning days for the benefit of ALL students.
Antonio Sasmitamanggala	<p>Mondays also matter for the young siblings of D25 students. Asynchronous learning forces the young siblings to be stuck inside all day. This is shameful given that all of the elementary classes have less than 4 students opting for remote after spring break, with many having 1 or 2 remote students. There are even some classes with 0 remote students after spring break. There needs to be collaboration with the union to get students in person 5 days a week instead of finding excuses to keep students home.</p>

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Julie Talbot	<p>With the teachers and staff fully vaccinated and Olive at 97% in person, "mondays matter" to my kids being in school, off-screens and fully engaged in the classroom. One remote day a week serves zero purpose. None of the "monday matters" reasons presented by Lori Bein have anything to do with the pandemic, which was the original reason for being remote. All students who choose in-person learning are better served in the classroom. Thank you.</p>
Kristina Finch	<p>As a D25 parent, I am pleased to see Diversity, Equity and Inclusion (DEI) integrated throughout the 2021-2025 final Strategic Plan. Including DEI in the mission, vision and several goals is a positive step toward implementing the Board's approved DEI policy 1:32 and the Board's commitment to eliminate racial injustice. I urge the Board to approve the Strategic Plan without any delays and hope to see further efforts on collaborating with the community to advance DEI efforts in the future. DEI is proven to improve cognitive skills and critical thinking, promote creativity and empathy and a more inclusive community for all. DEI initiatives will benefit ALL D25 students to grow and become successful citizens, ready for further education and life. I look forward to your continued support of Diversity, Equity and Inclusion and commend the District on its commitment.</p>
Sue Lambert	<p>Mondays matter - to students and staff alike, in order to provide the best instruction while we are teaching both in-person and on Zoom. Mondays DO matter!</p>
Heather Lepold	<p>I speak on behalf of my children who are 9 and 11 years old. I support 5 days in-person learning for all K-5 students who choose in-person. With updated joint guidance from IDPH &amp; ISBE (March 2021) supporting "...the return to in-person instruction as soon as practicable..." and the low rate of transmissions linked to in-person elementary schools in our community, I believe it is now time to prioritize 5 days of in-person learning for our youngest learners. Thank you for making it possible for teachers and staff to be fully vaccinated and for implementing layered mitigation strategies in schools to safely deliver in-person instruction.</p>
Julie Paxson	<p>I teach first grade in the district and I am asking you to keep Mondays remote. They are very important to my students both academically and emotionally/socially. I read with three small groups of students on Mondays in breakout rooms. These groups each have too many students for me to meet with them in my classroom. If Mondays are in person, I would not be able to meet these students specific reading needs in small groups anymore. I also will have 3 students who are remote still after Spring Break. Having all my students on Zoom on Mondays is the only time those 3 students will be able to interact with their classmates. Without remote Mondays, those 3 students will not</p>

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	have a chance to talk to the other students in the room. Remote Mondays are important.
ATA Member	Monday's Matter
ATA Member	Mondays Matter. Our remote children deserve to feel like they are part of a group, and that can only happen on Monday. Taking remote Mondays away makes those kids feel like they aren't important.
ATA Mentor	Mondays Matter: It is the one day where all of our students are in the same position. I will still continue to have kids who are remote and you need to take into consideration ALL of our students.
Kerri Hood	Please move forward with 5 full days in-person for those that choose. Still today, those who want our children in school only have 80% of our choice. We started at 0% choice, moved to 40% choice, and now sit at 80% choice. Remote families started and still sit at 100% choice. My children should not be forced to continue giving up more of their in-person attendance just because other families prefer remote for their children. That was their CHOICE. They did not make their decision to go remote with the disclaimer that all other kids would also be home 1 day per week. The removal of choice last July is what created the distrust in this district. The moving goalposts continue to build on that distrust. A good first step to rebuild and re-earn that trust would be to move to 5 full days ASAP.
Nota Marinos	I support 5 days in person. The teachers are vaccinated, covid cases are down, and a high percentage of parents are choosing in person, in some cases over 90% in a school. We should not have 20% of our children's education remote as the administration agrees that in person education is in the best interests of our children.
Carol Nelms	Please keep Mondays remote!