

# SPECIAL EDUCATION DISTRICT OF LAKE COUNTY

18160 W Gages Lake Road, Gages Lake, Illinois 60030-1819

847-548-8470 Fax 847-548-8472 VP 224-207-8476

www.SEDOL.us



**Valerie M. Donnan, M.Ed.**  
Superintendent

## SEDOL GOVERNING BOARD MINUTES

December 2, 2020

The Governing Board meeting was structured to allow public viewing and public comment via webinar. Registration was through an agenda link provided and up to the start of the webinar. The public was able to register for public comment until 6:30 p.m. on December 2, 2020.

### Call to Order

At 7:00 p.m., a quorum being present, President McHugh called the meeting of the SEDOL Governing Board to order on Wednesday, December 2, 2020, at Gages Lake School in Gages Lake, Illinois. The following Executive Board members were in attendance: Dr. Jason Lind, Mrs. Carey McHugh, Mrs. Joanne Osmond, Mrs. Odie Pahl, and Dr. Christine Sefcik.

### ROLL CALL

#### Governing Board Members Present

Ms. Laurel Wilson, Dist. #1	Mr. Jose Lozada, Dist. #76
Ms. Marcia White, Dist. #3	Mr. Shawn Killackey, Dist. #79
Ms. Marge Taylor, Dist. #6	Mr. Scott Linn, Dist. #102
Mr. Sean Coleman, Dist. #24	Ms. Peg Larson, Dist. #116
Ms. Angie Baronello, Dist. #34	Ms. Ellen Ipsen, Dist. #117
Ms. Denise Quezada, Dist. #36 (7:33 p.m.)	Ms. Carey McHugh, Dist. #118
Ms. Vivian Kueter, Dist. #38	Mr. Tony DeMonte, Dist. #121
Ms. Joanne Osmond, Dist. #41	Mr. Kathy Kusiak, Dist. #124
Ms. Odie Pahl, Dist. #56	Ms. Patricia Stephen, Dist. #126
Ms. Cathie DeMoon, Dist. #68	Ms. Dora King, Dist. #187 (tech issues)
Ms. Amie Krummick, Dist. #70	

#### Governing Board Members Absent

Mr. Nathan Karasek, Dist. #33	Mr. Matt Jacobs, Dist. #73
Ms. Erika Cappert, Dist. #37	Ms. Alexandria Avila, Dist. #75
Dr. Stephen Mack, Dist. #46	Ms. Sara Davalos, Dist. #120
Ms. Jennifer Haack, Dist. #50	Mr. Hal Sloan, Dist. #127
Ms. Rita Benavides, Dist. #72	Ms. Karin Lundstedt, Dist. #128

### PLEDGE OF ALLEGIANCE

President McHugh asked everyone to stand and join her in the Pledge of Allegiance.

### ACCEPTANCE OF AGENDA

#### Motion to Accept Agenda

Ms. Cathie DeMoon, District #68, moved the agenda be accepted as presented; seconded by Mr. Jose Lozada, District #76.

ROLL CALL VOTE: Ayes: Districts #1, #3, #6, #24, #34, #38, #41, #56, #68, #70, #76, #79, #102, #116, #117, #118, #121, #124, #126  
Nays: None  
Tech Issues: #187  
Absent: Districts #33, #36, #37, #46, #50, #72, #73, #75, #120, #127, #128

MOTION CARRIED

### APPROVAL OF MINUTES

#### Motion to Amended Approve Minutes

Mr. Shawn Killackey, District #79, moved the minutes of August 26, 2020 be approved as presented; seconded by Ms. Ellen Ipsen, District #117.

ROLL CALL VOTE: Ayes: Districts #1, #3, #6, #24, #34, #38, #41, #56, #68, #70, #76, #79, #102, #116, #117, #118, #121, #124, #126  
Tech Issues: #187  
Nays: None  
Absent: Districts #33, #36, #37, #46, #50, #72, #73, #75, #120, #127, #128

MOTION CARRIED

### PUBLIC COMMENT

Public Comment was afforded to the general public via a web-conference registration link. There were no Public Comments.

### MEMORANDUM OF UNDERSTANDING WITH THE STU

Dr. Lynch presented the Memorandum of Understanding reached with the SEDOL Teachers' Union regarding items relating to COVID-19. The MOU addresses the following:

1. Families First Coronavirus Response Act
2. Paid Administrative Leave
3. COVID Sick Leave Bank
4. Performance Evaluations
5. Substitutes for Paraprofessionals
6. Suspension of Attendance Bonus
7. Technical
8. Retroactivity

The Memorandum of Understanding is non-precedential. Unless specifically noted, the Memorandum of Understanding will not modify, amend or supersede the terms or conditions in the 2018-2021 Collective Bargaining Agreement between the Parties. The Memorandum of Understanding will expire upon the last day of the 2020-2021 school year.

"Teacher" in the SEDOL Teachers' Union is defined as all classroom and itinerant teachers, Certified School Nurse, SLP, SW, School Psychologist.

#### Motion to Approve Memorandum of Understanding

Ms. Patricia Stephen, District #126, moved approval of the Memorandum of Understanding with the STU be approved as presented; seconded by Ms. Ellen Ipsen, District #117.

ROLL CALL VOTE: Ayes: Districts #1, #3, #6, #24, #34, #38, #41, #56, #68, #70, #76, #79, #102, #116, #117, #118, #121, #124, #126, #187

Nays: None  
Absent: Districts #33, #36, #37, #46, #50, #72,  
#73, #75, #120, #127, #128

MOTION CARRIED

**MEMORANDUM OF UNDERSTANDING WITH THE SSSA**

Dr. Lynch presented the Memorandum of Understanding reached with the SEDOL Teachers' Union regarding items relating to COVID-19. The MOU addresses the following:

1. Families First Coronavirus Response Act
2. Paid Administrative Leave
3. Performance Evaluations
4. Suspension of Attendance Bonus
5. Addition of Retention Bonus
6. Technical

The Memorandum of Understanding is non-precedential. Unless specifically noted, the Memorandum of Understanding will not modify, amend or supersede the terms or conditions in the 2018-2021 Collective Bargaining Agreement between the Parties. The Memorandum of Understanding will expire upon the last day of the 2020-2021 school year.

Motion to Approve Memorandum of Understanding

Ms. Joanne Osmond, District #41, moved approval of the Memorandum of Understanding with the SSSA be approved as presented; seconded by Ms. Marge Taylor, District #6.

<u>ROLL CALL VOTE:</u> Ayes:	Districts #1, #3, #6, #24, #34, #38, #41, #56, #68, #70, #76, #79, #102, #116, #117, #118, #121, #124, #126, #187
Nays:	None
Absent:	Districts #33, #36, #37, #46, #50, #72, #73, #75, #120, #127, #128

MOTION CARRIED

**HUMANeX**

Svetlana Popovich from HUMANeX presented on SEDOL's culture and climate. She shared results from the August, 2020 staff survey and provided a comparison of the results from the initial survey taken in January, 2020. Results from SEDOL's January 2020 survey when compared with the August 2020 results revealed an increase in rating for all fifteen dimensions!

In addition, she updated the board on goal setting action steps that guide the SEDOL Leadership Teams. SEDOL Leadership Teams are comprised of administration, certified, non-certified and specialist staff for each building/program. Each team reviewed their own program data and selected one dimension from the top five and two from the bottom five and set goals for working on improving the culture and climate in those areas. A focus on these goals will continue with the teams creating and completing action steps throughout the rest of this school year and into the summer months.

In August of 2021, SEDOL employees will be asked to take the survey again and the SEDOL Leadership Teams will analyze the data to select dimensions to focus on for the next year.

**OPEN FORUM**

Mrs. McHugh asked the Board members to consider serving on the Executive Board as a vacancy currently exists for a Governing Board member.

**ADJOURNMENT**

Motion to Adjourn

At 8:01 p.m., Ms. Joanne Osmond, District #41, moved the meeting be adjourned; seconded by Ms. Odie Pahl, District #56.

ROLL CALL VOTE: Ayes: Districts #1, #3, #6, #24, #36, #38, #41, #56, #68, #70, #76, #79, #116, #117, #118, #121, #124, #126, #187  
Nays: None  
Tech Issues: #102  
Absent: Districts #33, #34, #37, #46, #50, #72, #73, #75, #120, #127, #128

MOTION CARRIED

Respectfully submitted by,

Sara Martinez  
Recording Secretary

Approved by:

\_\_\_\_\_, President of the Board

\_\_\_\_\_, Secretary of the Board