

**School District U-46**  
Elgin, Illinois

November 7, 2016

The Regular Meeting of the Board of Education was called to order at 5:22 p.m. at the Educational Services Center, 355 East Chicago Street, Elgin, Illinois. The following Board members answered roll call: Phil Costello, Cody Holt, Sue Kerr, Veronica Noland, Jeanette Ward, and Donna Smith.

President Smith requested a motion to move into closed session to discuss information regarding individual student disciplinary matters; pending, probable or imminent litigation; the appointment, employment, compensation, discipline, performance or dismissal of specific employees; the purchase or lease of real property for the use of the School Board; the setting of a price for the sale or lease of real property owned by the School Board; collective negotiating matters between the School Board and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees; review of closed session minutes; and individual student matters. The motion was made at 5:23 p.m. by Ms. Noland, second by Mrs. Ward. Upon roll call, yes votes: Mr. Costello, Mr. Holt, Ms. Kerr, Ms. Noland, Mrs. Ward, and Mrs. Smith. The motion carried by a vote of 6-0. Traci O'Neal Ellis arrived at 5:34 p.m.

A motion was made at 6:54 p.m. by Ms. Noland, second by Ms. Kerr to reconvene into open session. Upon roll call, yes votes: Mr. Costello, Mrs. O'Neal Ellis, Mr. Holt, Ms. Kerr, Ms. Noland, Mrs. Ward and Mrs. Smith. The motion carried by a vote of 7-0.

The business session began at 7:03 p.m. Present for the business session of the meeting were the same Board members listed in the second paragraph above, Student Board Member Eric Loera, Chief Executive Officer Tony Sanders and Interim Superintendent Dr. Kenneth Arndt. The following administrators were also present: Miguel Rodriguez, Steve Burger, Dr. Suzanne Johnson, Dr. Jeff King, Dr. Terri Lozier, Melanie Meidel, Ron Raglin, Dr. Ushma Shah, Christopher Allen, Dale Burnidge, Randal Ellison, Mary Fergus, John Heiderscheidt, Laura Hill, Jackie Johnson, Bruce Phelps, Matt Raimondi, Trisha Shrode, and Rickey Sparks. Also present were media representatives, Seth Hancock of the Examiner and Megann Horstead of the Courier, as well as other administrators, guests, and visitors. Mr. Loera led the recitation of the Pledge of Allegiance.

1. Accent on Achievement

- A. American Education Week and Education Support Professionals Day  
In recognition of American Education Week, November 14-18, 2016, a Proclamation of Appreciation was presented to the Elgin Teachers Association, represented by Mr. Richard Johnson.

In recognition of National Education Support Professionals Day, November 16, 2016, annually falling on the Wednesday of American Education Week, a

Proclamation of Appreciation was also presented to Ms. Sara Moeller on behalf of the support unions.

B. Teacher of the Year Award from the Technology Education Association of Illinois

As part of the Board of Education's Accent on Achievement Program, the Board of Education recognized Gary Cotie, technology teacher at Bartlett High School, for being selected as the recipient of the Teacher of the Year Award from the Technology Education Association of Illinois (TEAI). Mr. Cotie teaches Electrical Fundamentals, Project Lead the Way (PLTW) Principles of Engineering, and PLTW Digital Electronics at Bartlett High School.

2. Strategic Plan Report - Mr. Sanders

A. State of Illinois 2016 Report Card Data

Ms. DeRoo, Principal of Glenbrook Elementary, Ms. Hill, Director of Assessment and Accountability, Dr. Johnson, Assistant Superintendent of Teaching and Learning, Dr. Lozier, Assistant Superintendent of Secondary Schools Instruction and Equity and Mr. Raimondi, Coordinator of Assessment and Accountability presented an overview of the 2016 U-46 Report Card Data. Ms. Hill stated that the U-46 ethnicity population continues to change with the Hispanic population at an all-time high of 52%. The white population continues to decrease, similar to the State of Illinois, at 28.5% of U-46. This year the District's low income students decreased to 58%, which is the lowest it has been in three years. The percentage of students in the District that are Limited English Proficient (LEP) is 28% which is double the percentage for the State of Illinois. In 2016, PARCC was administered to all students in grades three through eight in Mathematics and English Language Arts (ELA). U-46 students met or exceeded standards at a rate of 29% and 28% are approaching readiness for the next level. The majority of students perform at or above grade level norms in the categories of approached, met and exceeded. Twenty-two schools ranked in the top 50% of the State on the PARCC ELA exam, eight schools ranked in the top 25% of the State, and two schools ranked in the top 10% of the State. Twenty-two schools ranked in the top 50% of the State on the PARCC Mathematics exam, ten schools ranked in the top 25% of the State, and one school ranked in the top 10% of the State. In the 2016 testing period 6,029 students completed AP courses, 3,515 exams were given, 1,715 tests passed and 1,074 unique students scored a 3 or higher. The dropout rate has decreased over the past eight years to 2%. The U-46 graduation rate is 86% in four years and 88% in five years. The next steps are continued support of rigorous standards-based curriculum via professional development and assessment monitoring, academic interventions implemented via multi-tiered systems of support, collaboration with the state on Every Student Succeeds Act (ESSA) to improve operations and advocate for equitable instructional and assessment systems for all students, and career pathways alignment.

3. Comments from the Audience

Larry Bury spoke about his concerns with Mr. Costello's quote in an article published by the Bartlett Examiner regarding the use of emails in the 2015 campaign. Mr. Bury feels that Mr. Costello, Mrs. Ward and Mr. Holt benefited from unsolicited emails that may have exploited unauthorized access to U-46 servers and abused U-46 funded resources on behalf of their campaigns.

4. Other Business – Board Member and CEO Update, If Necessary

A. Additional Information

Ms. Kerr reported that she and Mrs. O'Neal Ellis were given a tour of the new DREAM Academy and it was wonderful. Ms. Kerr also attended a couple of State funding presentations and plays at both Elgin and Larkin High Schools.

Mr. Costello spoke about the town hall he and Ms. Kerr held. He thanked everyone for coming out. He also thanked the Hoosier Grove Barn for allowing the use of the facility. Mr. Costello proposed another town hall regarding promoting the student voice in the District. Mr. Costello also stated that he did not receive any benefit from the email and meeting which Mr. Bury was referring.

Mrs. Smith reported that she, Ms. Kerr, Mr. Sanders and Mr. Loera attended the Hanover Township Leadership in Education event. She thanked Hanover Township for recognizing U-46 leaders.

Mr. Loera reported that he attended the second CEO Student Advisory meeting. Mr. Loera reported on the discussion at the meeting.

B. Minutes of Board Committee Meetings

Motion by Ms. Kerr, second by Mr. Costello, to accept the October 17, 2016 Board of Education Finance Committee Minutes, as presented. Upon roll call, yes votes: Mr. Costello, Mrs. O'Neal Ellis, Mr. Holt, Ms. Kerr, Ms. Noland, Mrs. Ward, and Mrs. Smith. No votes: 0. The motion carried by a vote of 7-0.

C. FOIA Requests – 2

Mr. Sanders, Chief Executive Officer, reported on the requests for information under the Freedom of Information Act.

D. Report to the Membership - 2016 IASB Delegate Assembly

Administration recommended the same position as the IASB Resolutions Committee. Mr. Costello agreed to be the IASB delegate this year.

5. Consent Agenda

- A. Personnel Report and Workers' Compensation Cases
- B. Minutes of Board Meeting – October 3, 2016 - Mr. Sanders
- C. Bid - Plant Operations - Lockdown Hardware Phase 2
- D. Contract - Multi-Tiered Systems of Support (MTSS) – AIMSWEB
- E. Termination of Colin M. Greshock, Office Support/Transportation

- F. Building Permit - Administration recommended the Board of Education approve the application for submission to the Kane County Regional Office of Education for issuance of a building permit for the following project:  
Lockdown Hardware - Phase 2 - Eight Middle Schools

Motion by Ms. Kerr, second by Mrs. Ward, to approve the Consent Agenda Items A, B, C, D, E, and F as presented. Upon roll call, yes votes: Mr. Costello, Mrs. O'Neal Ellis, Mr. Holt, Ms. Kerr, Ms. Noland, Mrs. Ward, and Mrs. Smith. No votes: 0. The motion carried by a vote of 7-0.

6. Discussion/Action

A. Itemized Bills – November 7, 2016

Mr. Burnidge, Director of Financial Operations, presented the November 7, 2016, itemized bills. Administration recommended the Board of Education approve the List of Bills in the amount of \$11,190,231.59.

Motion by Mr. Costello, second by Ms. Kerr, to approve the Itemized Bills of November 7, 2016, in the amount of \$11,190,231.59, as presented. Upon roll call, yes votes: Mr. Costello, Mrs. O'Neal Ellis, Mr. Holt, Ms. Kerr, Ms. Noland, Mrs. Ward, and Mrs. Smith. No votes: 0. The motion carried by a vote of 7-0.

B. Termination of Current Chief Executive Officer Anthony Sanders' Current Multi-Year Performance Based Employment Contract and Approval of a New Multi-Year Performance Based Employment Contract Between Chief Executive Officer Anthony Sanders and the Board of Education of School District U-46

Motion by Ms. Kerr, second by Mrs. O'Neal Ellis, to approve the termination of current Chief Executive Officer Anthony Sanders' current multi-year performance based employment contract and approval of a new multi-year performance-based employment contract between Chief Executive Officer Anthony Sanders and the Board of Education of School District U-46, as presented.

Mr. Holt asked why this was being brought to the Board now. Mrs. Smith responded that the Board had been discussing this since last May. Ms. Kerr added that the Board was working on developing goals which took some time.

Mrs. O'Neal Ellis responded that the Board and the community are satisfied with Mr. Sanders' performance and the Board does not have the desire to spend \$50,000.00 on a search for a CEO/superintendent. There is no reason to arbitrarily wait until April or May to approve this contract.

Mrs. Ward stated that by not voting on this now does not mean the Board needs to go searching for a CEO or superintendent now. She feels that it is not wise to tie the hands of the next Board by approving the contract now. Mr. Sanders' current contract is good until June 2018.

Mrs. O'Neal Ellis stated that there will always be new Board members.

Mr. Holt indicated that he would be voting no on the contract. He feels that Mr. Sanders is doing a great job but he feels the Board is jumping the gun by approving the contract now.

Mr. Costello feels that it is incumbent on this Board and any Board not to wait until the next election. Mr. Costello indicated that he will be voting in favor of the new contract.

Mrs. O'Neal Ellis also reminded everyone that this decision is also to keep Mr. Sanders with the District. She feels that he is marketable and that it would be a loss to the U-46 community to not lock him down.

Mrs. Smith clarified that the law allowing Mr. Sanders to be the CEO/superintendent does not go into effect until June 2017, so the District will continue to work with Dr. Arndt until then.

Upon roll call, yes votes: Mr. Costello, Mrs. O'Neal Ellis, Ms. Kerr, Ms. Noland, and Mrs. Smith. No votes: Mr. Holt and Mrs. Ward. The motion carried by a vote of 5-2.

C. Inter-Governmental Agreement - Video Integration Agreement with the City of Elgin

Mr. Heiderscheidt, Director of School Safety & Culture, presented to the Board of Education the Inter-Governmental Agreement - Video Integration Agreement with the City of Elgin. This agreement was presented to the Board of Education after it has been approved by the City of Elgin.

Motion by Ms. Kerr, second by Mr. Costello to approve the Inter-Governmental Agreement – Video Integration Agreement with the City of Elgin, as presented.

Mrs. Ward stated that she has concerns with how this will train students to become used to being watched by those in power and become more accepting of this loss of privacy. She believes that diluting privacy rights in the name of safety and security is an overreaction. She does appreciate the addition of the line in the contract that states that the police department will not be monitoring the cameras on a continual basis but there is no safeguard in place to prevent that. Regardless of case law and current policy she personally believes our founders did not intend us to give up the privacy of our children and ourselves in exchange for security. Mrs. Ward indicated she would be voting no.

Ms. Kerr asked when the cameras would be available to the police for monitoring.

Mr. Heiderscheidt replied that the control center is at plant operations. That is where the police would have to go to access the live feed, there would also have

to be staff there available to flip the switches to live feed. Currently the monitoring is inside the building and if the building is unsafe there might not be access to the live feed.

Upon roll call, yes votes: Mr. Costello, Mrs. O’Neal Ellis, Ms. Kerr, Ms. Noland, and Mrs. Smith. No votes: Mr. Holt and Mrs. Ward. The motion carried by a vote of 5-2.

D. Board Policy Update

Mr. Rodriguez, Chief Legal Officer, Ms. Noland and Mrs. Ward presented the revised Board Policy #2.201 - Closed Sessions.

Motion by Ms. Noland, second by Mrs. Ward to approve the Board Policy #2.201-closed session, as presented. Upon roll call, yes votes: Mr. Costello, Mrs. O’Neal Ellis, Mr. Holt, Ms. Kerr, Ms. Noland, Mrs. Ward, and Mrs. Smith. No votes: 0. The motion carried by a vote of 7-0.

E. Maynard v. Stout and U-46

Administration recommended the Board of Education approve the settlement agreement in the matter of Maynard v. Stout and U-46.

Motion by Ms. Kerr, second by Ms. Noland to approve the settlement agreement in the matter of Maynard vs. Stout and U-46. Upon roll call, yes votes: Mr. Costello, Mrs. O’Neal Ellis, Mr. Holt, Ms. Kerr, Ms. Noland, Mrs. Ward, and Mrs. Smith. No votes: 0. The motion carried by a vote of 7-0.

7. Other Business

A. September 30, 2016 Enrollments

Dr. King, Chief Operations Officer/Chief School Business Official, presented the September 30, 2016 Enrollments. Total enrollment is down by 426 students. Early childhood enrollment is down by 35 students. Private placement, Center House, CSP, DCFS, Home Hospital, ROE and DREAM Academy enrollment is down by 226 students. Elementary enrollment is down by 342 students. Middle school enrollment is up by 282 students. High school enrollment is down by 175 students. About 16% of classrooms are above staffing standards, 7% are at staffing standards, and 77% are below staffing standards.

B. June, July, August and September Financial Reports

Mr. Burnidge, Director of Financial Operations, reviewed the Financial Reports. As of June 30, 2016, total fund balances were \$236,129,963.00, which is a \$13.7 million increase for the year. The District had a \$14.8 million surplus in Operating Funds, which brings the cumulative operating funds balance to \$102.7 million. Budgeted expenditures for operating funds of \$445.7 million makes the ratio of fund balances to expenditures 23%. July and August are the lowest two months for revenue and expenses. September 30 total fund balances were \$301,156,680.00 which is an increase of \$65 million from the June 30, 2016,

balances. September is the high point for cash balances for the year. As of September 30, 2016, the District has received 46.5% of annual property tax receipts. At the end of September, the state owed the District \$17.9 million in categorical payments.

C. Secondary Schools Financial Report for the First Quarter

Mr. Burnidge, Director of Financial Operations, reviewed the Secondary Schools Quarterly Financial Report. The balances have increased at every school during the quarter. The increase is due to the collection of instructional material fees, athletic fees, and other activity fees collected at the beginning of the year. These funds will be spent throughout the year. The total balance for all high and middle schools was \$3,960,855.00. For the quarter the balance increased \$697,556.00.

D. Capital Projects Update

Mr. Allen, Director of Plant Operations, presented the capital projects update. The capital projects are on track for completion and final payments.

8. Other Business - Individual Student Matters

A. Student E

Motion by Mrs. Ward, second by Ms. Kerr, to approve administration's recommendation to expel Student E for two semesters, the remainder of this semester and the 2<sup>nd</sup> semester of the 2016-2017 school year. While serving the expulsion Student E will have the opportunity to enroll in alternative education programs. Upon roll call, yes votes: Mr. Costello, Mrs. O'Neal Ellis, Mr. Holt, Ms. Kerr, Ms. Noland, Mrs. Ward, and Mrs. Smith. No votes: 0. The motion carried by a vote of 7-0.

9. Other Business - Financial Audit and Related Reports - Fiscal Year Ended June 30, 2016

A. School District U-46

Mr. Burnidge, Director of Financial Operations, Mr. Lyons, Financial Coordinator and Mr. George from RSM, an independent certified public accounting firm, reviewed the School District U-46 FY 2016 Annual Financial Report. The audit report will be posted on the District's website, [www.u-46.org](http://www.u-46.org).

B. Northern Kane County Regional Career and Technical Education System

Mr. Burnidge, Director of Financial Operations, Mr. Lyons, Financial Coordinator and Mr. George from RSM, reviewed the Northern Kane County Regional Career and Technical Education System FY 2016 Annual Financial Report.

10. Other Business - CAC Update

Melissa Owens presented the CAC update. The Specialized Student Services Committee held their Holiday Harmony Strategies program. Attendance was a little lower than expected due to the Cubs game but they were very happy with the event. They have a meeting coming up in November and then they will get back to programs in January, February and March. The FACE committee had their first parent network group gathering and had very good discussions regarding fundraising and volunteering. Ms.

Owens represented CAC at the ACE Community Partners meeting which was a really good meeting. The next general CAC meeting will be on November 10, 2016, at 7:00 p.m. at South Elgin High School with speakers from Advance Illinois. The curriculum committee is meeting tomorrow night with a presentation on the District's technology plan.

11. Work Session – Mr. Sanders

A. Curriculum & Instruction – School-Wide Title I Plan - Creekside Elementary School

Ms. Shrode, Director of Curriculum and Instruction, presented the school-wide Title I plan for Creekside Elementary School. Title I has two models: Targeted Assistance and School-Wide. Currently, twenty-one elementary schools, five middle schools and three high schools are school-wide programs. For the 2016-2017 school year, Creekside Elementary School is planning to become a Title I school-wide program. Administration recommended approval of the Title I school-wide plan for Creekside Elementary School.

B. High School English Language Arts Communications Curriculum Proposal

Dr. Johnson, Assistant Superintendent, Teaching and Learning, Ms. Johnson, Coordinator of Secondary Literacy, Ms. Shrode, Director of Curriculum and Instruction, along with teachers Ms. Fernstrom, Streamwood High School and Mr. Zoubek, Bartlett High School, provided the Board of Education with information relating to the High School Language Arts Communications Curriculum proposal. The presentation includes proposals to adopt three courses under the umbrella of "Communications." The three courses include curriculum frameworks aligned to state standards with a 21<sup>st</sup> century focus on essential communication skills. The following courses are part of the proposal: Speech Communications, Argumentation and Leadership in Action. This proposal provides standards-based curriculum frameworks for two courses that currently exist and introduces a new communications-based course. The Speech Communications course is a semester course, open to all students, students may choose to enroll more than once, and the classroom resource is the Art of Public Speaking. The Argumentation course is a semester course, open to all students, students may choose to enroll more than once and the classroom resource is They Say, I Say. The Leadership in Action course is a year-long course, open to all students, students may choose to enroll more than once and the classroom resources are; 15 Invaluable Laws of Growth, 25 Ways to Win People, and Leadership for Students. Curriculum implementation will begin in spring of 2017 and continue into the 2017-2018 school year. The total cost will be \$38,156.75. The next steps are to provide curriculum professional development and teacher collaboration time along with rubric and assessment implementation and to provide technology as a communication tool support.

C. High School English Language Arts Publications Curriculum Proposal

Dr. Johnson, Assistant Superintendent, Teaching and Learning, Ms. Johnson, Coordinator of Secondary Literacy, Ms. Shrode, Director of Curriculum and

Instruction along with teachers Ms. Batz, Bartlett High School, Ms. Sternal, Elgin High School, and Ms. Fernstrom, Streamwood High School, provided the Board of Education with information related to the High School Language Arts Publications Curriculum proposal. The presentation includes proposals to adopt three courses under the umbrella of “Publications.” The three courses include curriculum frameworks aligned to Illinois State Standards with a focus on writing and publishing using 21<sup>st</sup> century skills. The following courses are part of the proposal: Creative Writing, 21<sup>st</sup> Century Media, and Publications I and II. This proposal provides standards-based curriculum frameworks for two courses that currently exist and introduces a new media rich course. The Creative Writing course is a yearlong course, open to all students, students may enroll multiple times and students will have access to laptops on a regular basis. The 21<sup>st</sup> Century Media course is a semester long course, open to all students, students may choose to enroll more than once and students will have access to technology and studio. The Publications I & II course is a yearlong course, open to all students, students may choose to enroll more than once and students will have access to technology to publish. Curriculum implementation will begin in the spring of 2017 and continue into the 2017-2018 school year. The total cost will be \$333,365.00. The next steps are to provide curriculum professional development and teacher collaboration time along with rubric and assessment implementation, provide technology as a communication tool support, and promote publications across the District by establishing a District publication.

- D. High School English Language Arts Theatre Curriculum Proposal  
Dr. Johnson, Assistant Superintendent, Teaching and Learning, Ms. Johnson, Coordinator of Secondary Literacy, Ms. Shrode, Director of Curriculum and Instruction, along with teacher Mr. Hernandez, Streamwood High School, provided the Board of Education with information relating to the High School Language Arts Theatre Curriculum proposal. The presentation includes proposals to adopt three courses under the umbrella of “Theatre.” The three courses include curriculum frameworks aligned to National Theatre Standards with a focus on creating, performing, responding and connecting. The following courses are part of the proposal: The Theatre Experience, Actor’s Workshop and Advanced Theatre. This proposal provides standards-based curriculum frameworks for two courses that currently exist and introduces a new introductory theatre course. The Theatre Experience is a semester course, open to all students, students may enroll only once, and the classroom resource is Theatre Library. The Actor’s Workshop course is a semester course, open to all students, students may choose to enroll more than once, and the classroom resource is Theatre Library. The Advanced Theatre course is a year-long course, open to all students, students may choose to enroll more than once, and the classroom resource is Theatre Library. Curriculum implementation will begin in spring of 2017 and continue into the 2017-2018 school year. The initial cost will be \$27,789.36; the yearly costs are \$2,200.00. The next steps are to provide curriculum professional development and teacher collaboration time along with rubric and assessment implementation and promote

courses for students to participate and sites to enjoy the performance opportunities.

12. Work Session - 2016 Tax Levy

A. Determination of 2016 Tax Levy

Dr. King, Chief Operations Officer/Chief School Business Official, and Mr. Burnidge, Director of Financial Operations, presented the Determination of the 2016 Tax Levy. The following steps are required when filing a tax levy:

1. The Board of Education determines the amount of the tax levy at least 20 days prior to taking action on the particular levy.
2. The tax levy must be filed with the County Clerk's office by the last Tuesday in December.

At the November 21, 2016 meeting, administration will ask for the adoption of the proposed levies and the determination of tax levy resolution. On December 12, 2016, administration will ask for the adoption of the tax levy resolution and the Certificate of Tax Levy. At the November 21, 2016, meeting administration will present the resolution of Intent to Abate. On December 12, 2016, the Board will vote on resolution of Intent to Abate. On January 23, 2016, administration will present the Resolution to Abate and transfer funds from the Education Fund to the Bond and Interest Fund to cover the abatement amount. On February 6, 2016, the Board will vote on the Resolution to Abate.

B. Resolution Regarding Proposed 2016 Levies

Dr. King, Chief Operations Officer/Chief School Business Official, and Mr. Burnidge, Director of Financial Operations, presented the Resolution regarding the Proposed 2016 Levies. The Certificate of Tax Levy and the Tax Levy Resolution will be presented on November 21, 2016 and adoption will be requested on December 12, 2016. The tax levy must be filed with the counties by the last Tuesday in December. Administration recommends adoption of the proposed levy resolution at the November 21, 2016 Board of Education meeting.

13. Adjournment

Motion by Mrs. Ward, second by Ms. Noland, to adjourn the Regular Board Meeting of November 7, 2016, at 10:10 p.m. Upon roll call, yes votes: Mr. Costello, Mrs. O'Neal Ellis, Mr. Holt, Ms. Kerr, Ms. Noland, Mrs. Ward, and Mrs. Smith. No votes: 0. The motion carried by a vote of 7-0.

Approved this 12<sup>th</sup> day of December, 2016.



President



Secretary