

School District U-46
Elgin, Illinois

October 17, 2016

The Regular Meeting of the Board of Education was called to order at 5:17 p.m. at the Educational Services Center, 355 East Chicago Street, Elgin, Illinois. The following Board members answered roll call: Sue Kerr, Veronica Noland, Jeanette Ward, and Donna Smith.

A motion was made by Mrs. Ward, second by Ms. Noland to allow Phil Costello and Traci O'Neal Ellis to participate in the October 17, 2016, Regular Meeting via telephone. Upon roll call, yes votes: Ms. Kerr, Ms. Noland, Mrs. Ward, and Mrs. Smith. The motion carried by a vote of 4-0. Cody Holt arrived at 5:19 p.m.

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 5:19 p.m. by Ms. Noland, second by Mrs. Ward. Upon roll call, yes votes: Mr. Holt, Ms. Kerr, Ms. Noland, Mrs. Ward, and Mrs. Smith. The motion carried by a vote of 5-0.

Phil Costello joined closed session via telephone at 5:21 p.m. for approximately one hour.

A motion was made at 6:30 p.m. by Ms. Noland, second by Mrs. Ward to recess until 7:00 p.m. Upon roll call, yes votes: Mr. Holt, Ms. Kerr, Ms. Noland, Mrs. Ward and Mrs. Smith. The motion carried by a vote of 5-0.

The business session began at 7:01 p.m. Present for the business session of the meeting were the same Board members listed in the third paragraph above, Board members Phil Costello and Traci O'Neal Ellis participated via telephone beginning at 7:02 p.m. Also present were 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. Jeff King, Dr. Terri Lozier, Ron Raglin, Dr. Ushma Shah, Christopher Allen, Dale Burnidge, Mary Fergus, John Heiderscheidt, Bruce Phelps, Trisha Shrode, Rickey Sparks, and April Wells. 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.

A moment of silence was held in honor of Denise Albert, an employee of U-46, and Staff Sergeant Adam Thomas, a U-46 Larkin High School graduate.

Mr. Costello arrived at 8:00 p.m.

1. Strategic Plan Report

A. DREAM Academy

The following individuals were present to provide an update to the Board of Education on the DREAM Academy: Dr. Terri Lozier, Assistant Superintendent Secondary Schools & Equity, Ms. Lourdes Baker, DREAM Academy Principal, Mr. Aaron Butler, DREAM Academy Assistant Principal, and DREAM Academy teachers Mr. Joshua Zbinden, Ms. Sarah Borden, and Ms. Rhiannon Hunter. Also present were DREAM Academy students Monserrat Perez and Nichole Sanchez. The DREAM Academy mission is to promote an environment that is dedicated to challenging our students academically, while also meeting their social and emotional needs through meaningful and deliberate interactions in a safe and nurturing environment. The DREAM Academy was formerly known as Gifford Street High School. The former program (Gifford Street High School), emphasized credit recovery, had a history of fights at school, out of school suspensions and low attendance rates. In preparing for the transition, the team researched best practices and emerging trends in alternative education, visited local alternative programs, and recruited dedicated teachers and support staff. Teachers invested more than 60 hours of professional development with a staff emphasis on reaching struggling learners. The DREAM Academy focuses on weekly professional development to address the academic and behavioral needs of students, daily circle time, tutoring, and Individual Student Success Plans (SSP) to help students grow beyond high school. Programs available at the DREAM Academy are: DREAM Academy High School – 9th through 12th grade, DREAM Academy Middle School – 7th and 8th grade, regional Safe Schools Program – New Beginnings – Middle & High School, and RSSP CO-OP Program. The DREAM Academy goal is to return students to their home school, to a post-secondary program or to an adult education program. Additionally, the DREAM Academy provides a transition plan for each student that includes follow-up monitoring of each student for at least two semesters. The DREAM Academy evaluation metrics are student attendance, family engagement, transition success rate, graduation rate, college enrollment and job/career status. There will be an open house on November 7, 2016 beginning with breakfast from 8:15 a.m. – 8:50 a.m. and an informational meeting from 9:00 a.m. – 10:30 a.m.

2. Comments from the Audience

Phil Benshoof spoke in support of the District's decision to allow a transgender student access to the locker room that corresponds with their gender identity. Mr. Benshoof stated that he supports the idea that every single human being should have equal rights.

Joseph Strom, a senior at Larkin High School, spoke in support of the District's decision to allow a transgender student access to the locker room that corresponds with their gender identity. Mr. Strom stated that the students of U-46 reject the disrespect, bigotry, and fear mongering they have unfortunately come to hear at U-46 School Board meetings.

Aishwanya Jois, a senior at Bartlett High School, spoke in support of the District's decision to allow a transgender student access to the locker room that corresponds with their gender identity. Ms. Jois thanked the Board for adopting policies respecting the dignity and basic rights of the LGBTQ students and the students stand in solidarity with the LGBTQ community and the District.

Daniel Strom, a senior at Larkin High School, spoke in support of the District's decision to allow a transgender student access to the locker room that corresponds with their gender identity. Mr. Strom stated that laws that ban discrimination based on sexual orientation or gender identity exist to protect the rights of marginalized groups of people. These people cannot be discarded because someone's interpretation of scripture leads them to disagree with that person's lifestyle.

Ivana Bozic, a senior at Bartlett High School, spoke in support of the District's decision to allow a transgender student access to the locker room that corresponds with their gender identity. Ms. Bozic stated that the students of U-46 stand in solidarity with those in power that have chosen to denounce bigotry and promote respect and dignity for all human beings.

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

A. Mrs. Ward reported that she was at the opening football game for Bartlett High School and the dedication of the new field.

Ms. Kerr reported that she and Mr. Costello are holding a town hall meeting Wednesday, October 26, 2016 at 7:00 p.m. at the Hoosier Grove Barn in Streamwood. Everyone is welcome. The theme is exploring alternative education models with open discussion on any topic.

Mrs. Smith reported that everyone has been attending National Honors Society induction ceremonies at each of the high schools, which has been very exciting.

Mr. Sanders reported that U-46 hosted the 1st ever marching band competition. He was not able to attend but heard it was a great event. Mr. Sanders and Mrs. Smith attended the Boys and Girls Club Great Future Gala which was an incredible event. The Alignment Collaborative for Education is starting to delve into the Illinois Workforce Readiness Act and transform the high schools into career pathways. Mr. Sanders is looking forward to continued discussion on this and will bring it forward to the Board at a future meeting.

Mr. Loera reported that the first CEO Student Advisory Council Meeting was held on October 5, 2016. They discussed the current transgender controversy. The majority of students were in favor of allowing a transgender student access to the locker room that corresponds with their gender identity. Most students were concerned that transgender students might feel alienated because they were using a stall in the locker room. Students were open to allowing the transgender students to change where ever they were comfortable and hoped that administration would

politely ask the transgender students what they would like to do. Mr. Loera was happy to have input from students across the District.

B. Minutes of Board Committee Meetings

Motion by Ms. Noland, second by Ms. Kerr, to accept the September 19, 2016, Board of Education Legislation Committee Meeting 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 – 13

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

4. Consent Agenda

- A. Personnel Report and Workers' Compensation Cases
- B. Minutes of Board Meeting - September 26, 2016
- C. Contract - Curriculum & Instruction - Elgin Community College
- D. Contract - Specialized Student Services – Central Area Interpreter Referral Services (CAIRS)
- E. Termination of Dominic Bartucci, Level I Tech/Information Services
- F. Termination of Maria E. Marquez, Noon Hour Supervisor, Huff Elementary School

Motion by Mr. Holt, 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.

5. Discussion/Action

A. Approval of the ESSO Tentative Agreement

Dr. King, Chief Operations Officer/Chief School Business Official, presented a proposed four year Tentative Agreement with the Education Support Services Organization (ESSO). Administration recommended the Board of Education approve the Agreement.

Motion by Ms. Kerr, second by Mrs. Noland to approve the ESSO Tentative Agreement as presented.

Mr. Holt is opposed to this contract because the raise is above the cost of living increase and is unsustainable without statewide structural reforms. This contract is locking taxpayers into four years of pay increases. Contractual increases are the single greatest constraint in the budget. Mr. Holt is not voting against the hard working people that work for the District and he would be inclined to support a one year raise but objects to locking taxpayers into the remaining three years. Mr. Holt would like everyone to encourage the state legislature to pass pro-taxpayer

structural reforms. Taxpayers need property tax relief through a property tax freeze and this cannot happen with contractual obligations that include annual raises above the cost of living increase.

Mrs. Ward thanked Dr. King and his team for the work that they have put in to drafting the Tentative Agreement but she agrees with Mr. Holt and will be voting no.

Mrs. Smith asked Dr. King to thank the administrative bargaining team and ESSO's bargaining team for the hard work in coming to a fair contract for employees and taxpayers.

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 5-2.

B. Itemized Bills – October 17, 2016

Mr. Burnidge, Director of Financial Operations, presented the October 17, 2016, itemized bills. Administration recommended the Board of Education approve the List of Bills in the amount of \$8,104,730.06.

Motion by Ms. Kerr, second by Mr. Costello, to approve the Itemized Bills of October 17, 2016, in the amount of \$8,104,730.06, 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. Other Business - Employee Matters

A. Resolution Regarding the Suspension and Dismissal of Tenured Teacher Kevin Kwon

Motion by Mrs. Ward, second by Ms. Noland, to approve the resolution authorizing the suspension and dismissal of tenured teacher Kevin Kwon. 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 - Individual Student Matters

A. Student B

Motion by Ms. Noland, second by Ms. Kerr, to approve administration's recommendation to expel Student B for two semesters, the remainder of this semester and the 2nd semester of the 2016-2017 school year. While serving the expulsion Student B will have the opportunity to enroll in alternative education programs.

Mrs. Ward stated that she is very uncomfortable with random searches as a practice constitutionally. Her comment is not necessarily about Student B, Student C or Student D.

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. Student C

Motion by Ms. Kerr, second by Ms. Noland, to approve administration’s recommendation to expel Student C for two semesters, the remainder of this semester and the 2nd semester of the 2016-2017 school year. While serving the expulsion Student C 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.

C. Student D

Motion by Ms. Noland, second by Ms. Kerr, to approve administration’s recommendation to expel Student D for two semesters, the remainder of this semester and the 2nd semester of the 2016-2017 school year. While serving the expulsion, Student D 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.

8. Other Business - Mr. Sanders

A. Approval of Closed Session Minutes and Disposal of Closed Session Recordings Prior to April 16, 2015

A Motion was requested that the need for confidentiality still exists as to all or part of closed session minutes and, therefore, "all closed session minutes, with the exception of the minutes already released, including audio recordings, remain confidential. In addition, all audio recordings more than 18 months old having been put into writing and approved, may be destroyed, with the exception of the audio recording of January 25, 2014 Board meeting." Board Policy #2.201 - Closed Sessions. The following closed session minutes have been reviewed for approval: April 11 & 25 – 2016, May 2 & 16 – 2016, June 2, 6, 20 & 25 – 2016, July 18, 2016 and August 1, 2016. The following closed session audio may be destroyed: November 17, 2014, December 15, 2014, January 12, 24 & 26 – 2015, February 9, 23 – 2015, March 2, 16 – 2015, April 6 & 13 – 2015.

Motion by Ms. Noland, second by Ms. Kerr, to approve the closed session minutes for the following meetings: April 11 & 25 - 2016, May 2 & 16 – 2016, June 2, 6, 20 & 25 – 2016, July 18, 2016 and August 1, 2016. It is requested that the need for confidentiality still exists as to all or part of closed session minutes and, therefore, all closed session minutes, with the exception of the minutes already released, including audio recordings, remain confidential. In addition, all audio recordings more than 18 months old having been put into writing and approved, may be destroyed, with the exception of the audio recording of the

January 25, 2014 Board meeting. The recordings included are from November 17, 2014 through April 13, 2015.

Mrs. Ward stated that she would like there to be a conversation about destroying recordings before they are destroyed. She does not think they have really delved into that and she is not comfortable destroying more recordings. Mrs. Ward indicated that she would be voting no.

Upon roll call, yes votes: Mrs. O’Neal Ellis, Ms. Kerr, Ms. Noland, and Mrs. Smith. No votes: Mr. Costello, Mr. Holt and Mrs. Ward. The motion carried by a vote of 4-3.

B. Investment Report for the First Quarter

Dr. King, Chief Operations Officer/Chief School Business Official, presented the Investment Report for the first quarter. Currently there is approximately \$270 million invested. The current yield is about .636 and the interest yielded to date is about \$191,000. Dr. King added that most of the investments are less than one year.

9. Other Business - CAC Update

Melissa Owens presented the CAC update. The Specialized Student Services Committee will be co-hosting with the Gail Borden Library *Holiday Harmony: Strategies to Guide Families through the Holidays*. This event will be held at the library on October 25, 2016 at 6:30 p.m. The next general CAC meeting will be on November 10, 2016 at 7:00 p.m. at South Elgin High School. Benjamin Boer and Teresa Ramos from Advance Illinois will be the guest speakers.

10. Work Session - Bids/Proposals

A. Bid - Plant Operations - Lockdown Hardware Phase 2

Mr. Sparks, Director of Business Services, Mr. Heiderscheidt, Director of School Safety and Culture, and Mr. Allen, Director of Plant Operations, presented the bid. Administration recommended award of the low bid meeting specifications to Anderson Lock Company for the total amount of \$609,500.00 and requested authorization for District administration to execute related documents. This expenditure will be charged to the Educational Fund.

11. Work Session - Contracts over \$25,000.00

A. Contract - Multi-Tiered Systems of Support (MTSS) – AIMSWEB

Mr. Sparks, Director of Business Services and Ms. Shrode, Director of Curriculum & Instruction, presented the contract proposal. Administration recommended that the Board of Education approve the one-year renewal to purchase AIMSWEB Progress Monitoring Systems in the amount of \$82,550.00 and Professional Development in the amount of \$9,000.00 for a total of \$91,550.00 as submitted by Pearson Learning Assessments, and requested authorization for District administration to execute related documents. This

expenditure will be charged to Title I and Title II grant funds. The cost is included in the budget for the 2016-2017 school year.

- 12. Work Session - Mr. Sanders
 - A. Board Policy Update
Mr. Rodriguez, Chief Legal Officer, along with Board members Noland and Ward presented the revised Board Policy #2.201 - Closed Sessions.
 - B. 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 was approved by the City of Elgin.

- 13. Adjournment
Motion by Mrs. Ward, second by Ms. Kerr, to adjourn the Regular Board Meeting of October 17, 2016, at 8:50 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 _____ 21st _____ day of _____ November _____, 2016.



President



Secretary