

School District U-46
Elgin, Illinois

September 12, 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, Traci O'Neal Ellis, 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 Ms. Kerr. 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.

A motion was made by Ms. Kerr, second by Ms. Noland to reconvene into open session at 6:54 p.m. 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 7:02 p.m. Present for the business session of the meeting were the same Board members listed in the first 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, Melanie Meidel, Dr. Terri Lozier, Ron Raglin, Dr. Ushma Shah, Christopher Allen, Dale Burnidge, Randal Ellison, Mary Fergus, John Heiderscheidt, Jackie Johnson, 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.

A moment of silence was observed in honor of Jan Flentge and Greg Stout, two employees of School District U-46.

1. PUBLIC HEARING - 2016/2017 School District U-46 Budget
 - A. Opening of Public Hearing
 - B. Comments from the Public
There were no comments from the public.
 - C. Close of Public Hearing

2. Accent on Achievement

A. Summer Reading Challenge Winners

As part of the Board of Education's Accent on Achievement, the Board of Education honored Highland Elementary School and Sycamore Trails Elementary School for winning the 2016 U-46 Summer Reading Challenge. For the fifth year in a row, Highland Elementary School won for having the largest percentage of students who completed the summer reading program, with approximately 150 students participating in the program. Sycamore Trails Elementary School won for having the largest increase in summer reading finishers from last year, with 116 completing the challenge in 2016.

3. Comments from the Audience

Nick Miklusak, Bartlett High School teacher, challenged the members of The Walsh's Freedom Warriors to please be very careful of the words they choose to use while making comments. He believes that words can have severe consequences.

Tracy Kelly of Streamwood feels as though the Board's number one priority should be making sure that all students have access to quality educational programs. She believes that which locker room a person uses should not be the priority. Ms. Kelly asked the members of the Board to stop using their position as a personal political platform to incite controversy.

Heather Fodor, Larkin High School teacher, spoke about statistics on students that have suicidal thoughts. Ms. Fodor feels that it is the District's duty is to protect these students when they are vulnerable.

Rich Jacobs of Elgin spoke in support of Mr. Sanders and the policy supporting and protecting all students including transgender students. He feels the policy was already in place and is appropriate and needs no further action or consideration by the Board. Mr. Jacobs finds it reprehensible when Mrs. Ward was informed of the situation her first action was to ignore the child's legal right to privacy.

Mike Demovsky, Bartlett High School principal, is proud of the work the District has done. He feels that the District's students are light years ahead of the adults as far as patience and tolerance. Mr. Demovsky feels the problem is there are adults here driving self-serving agendas and forgetting where the real focus is.

Flo Perez of Carpentersville spoke about his experience as a transgender student. He attends Elgin Community College (ECC). Mr. Perez's biggest concern is the safety of his fellow transgender students. He was not able to use the bathroom or locker room that he identified with. He believes worrying about what bathroom to use has prevented him from focusing on the issues that mattered, his studies and his future. He feels that, because ECC instituted similar policy as U-46, he no longer has to worry. He can now focus on his personal goals.

Sandy Reeves of Hanover Park spoke about her concerns regarding a Board member sharing private information about a student on social media. She feels this information should not have been shared. Ms. Reeves believes that public humiliation and shaming is a form of bullying. She sends her support to whomever the student is.

John Koehler of Caledonia agrees that student equality is important. What about individuals that may not want to share a co-ed bathroom with someone of the opposite sex. He feels that it is the Board's responsibility to promote education as the number one priority. Mr. Koehler believes that resources are scarce and the cost of litigation from potential lawsuits could be substantial. He feels the Board should consider that when implementing the co-ed locker room policy. He also believes parents should absolutely be aware of what is happening and have a right to know.

John Kirkwood of Crystal Lake spoke about standing up for what you believe in. Mr. Kirkwood believes the only bullying he has seen is the bullying of Mrs. Ward and the people that stand for common sense accommodations. He feels that any child with different needs can be accommodated without compromising the rights of all the other children in the school. He feels two things were wrong, the process of not notifying parents and the use of a child as a shield to enforce your agenda.

Miguel Rogue, a former U-46 student, spoke in support of transgender students. He feels transgender students deserve to use the locker rooms in which they identify with. Mr. Rogue believes that people in the LGBT community also deserve more safety and respect in classrooms. He was treated with disrespect when he attended U-46 schools. Mr. Rogue would like to see more training of staff regarding this issue.

Brock Friedman of Hanover Park feels that the District secretly made a policy change that affects the safety and privacy of students. Mr. Friedman respects the rights of transgender students and feels if there were a plethora of private bathrooms this would be a non-issue. He believes that sexual violence is a reality that is often ignored and swept under the table by high schools. He feels the choice the District has made will invariably open the door to abuse. Mr. Friedman thinks the policy the District has put forth, guaranteeing the privacy of non-transgender students is unverifiable and unworkable. He believes the District has betrayed the vast majority of its stakeholders. Mr. Friedman asked if any students, that are not transgender, or any people of faith, were consulted before making this decision.

Dave Rediger of Elgin feels as though parents have the responsibility to protect their child's physical and emotional well-being. He believes this should not be undermined by a School Board for the sake of a confused individual. Mr. Rediger feels as though this Board has lost its moral compass. He thinks the dignity, privacy and emotional well-being of the children has been compromised and violated. Mr. Rediger feels as though parents should have been notified. He thinks the Board policy does not require a medical diagnosis so any student can say they feel like the opposite sex at any time and get into the opposite sex's bathroom. He stated there have been numerous lawsuits across the country and inevitably the District will face costly lawsuits as well. Mr. Rediger feels

there are other options available to accommodate students suffering from gender dysphoria that do not affect the rest of the students.

Kate Thommes of Elgin spoke in support of Tony Sanders and the District. She stated that an American Academy of Pediatrics study found that 75% of transgender students feel unsafe in a school setting. She feels proud to be a part of a community where a transgender student felt safe enough to request the usage of the locker room in which they identify. Ms. Thommes is appalled at the number of adults in the community that have made statements that this child is dangerous or that any child is unsafe because of this situation.

Gwen Cattron of Elgin stated that as a parent, if her children were in the District, she would want to know about this. She feels it is a breach of trust on the part of the School Board to not communicate this to parents so they can discuss this with their children. Parents have a right to know. She feels as though someone is misguided and people should help and pray for each other. She feels if the student previously used the nurse's office the practice should continue. She is grateful that Jeanette Ward let her know.

Wendell Cattron of Elgin applauded the Board member that brought this issue to the light because he believes that parents have the responsibility to teach their children the difference between right and wrong. He feels parents have the responsibility to transmit their faith. He does not think the District should respond to the loud voice of radicalized minority groups. He is very concerned for the other kids and he feels they are being told to be quiet and acquiesce. Mr. Cattron believes that students should not be made to compromise their faith and agree that a certain lifestyle is anything other than sin. Mr. Cattron believes that President Obama overstepped his bounds in writing this kind of edict. He stated it is valid to fight this and stand up for the rights of the normal child that wants privacy and not be shocked at what they see when they go into a bathroom.

Roxanne Vick, the Vice President of SWANS – Students Who Are Not Silent, stated that SWANS is an LGBTQ Plus and an ally organization. Her middle school son does not care about who is in the locker room. She does not want people to just tolerate, she wants acceptance for all children and she will speak up.

Vicki Wilson of Palatine empathizes with everyone who suffers from gender dysphoria. She believes schools have a duty to protect the privacy and dignity of every child. She believes that children with gender dysphoria need help, love and compassion. Ms. Wilson has seen research that shows many people that report having these feelings as children no longer have them as adults. Ms. Wilson has also seen research of people that have mutilated their bodies and regretted it. She stated that research has shown the vast majority of children with gender dysphoria outgrow these feelings and eventually identify with their biological sex. She feels that, if it were her child, she would request a private space and not trample on the rights of other students. She believes that, regarding parental notification, there are no laws that prevent the District from informing parents that a policy has changed and that private spaces are being opened to the opposite sex. She feels this can be done without disclosing any personal information.

Representative Tom Morrison of Palatine stated that schools have a duty to protect the privacy, dignity and safety of all students. He supports common sense and not force boys and girls to undress together in shower rooms or locker rooms. He believes all school policies must respect all students. Representative Morrison feels schools can accommodate a small number of students with different needs without compromising the rights of every other child and their parents. He thinks there can be a compassionate common sense compromise approach. Representative Morrison has filed legislation, House Bill #4474, which gives every student the safety and privacy. His proposed legislation is for students that cannot use the facility that corresponds with their biological sex, it gives students a safe and private area without interfering with the safety and privacy of the majority of the students.

Lucas Kelly, a U-46 teacher, stated that he is happy the District is embracing diversity and addressed concerns of students that were having issues. Mr. Kelly does not agree that this is a safety issue. He believes most middle school kids do not want to hang out in the locker room; they want to get in and get out. He stated these are not co-ed locker rooms. These are students that identify with a gender that was not biologically assigned to them. He feels it is not just about letting boys and girls change in front of each other. He also feels saying it allows sexual predators in the locker room is also ridiculous.

Mike Meyer of Elgin feels as though this is dangerously close to sexual harassment. Mr. Meyer holds traditional values because they work in the long haul. He tells people to think two steps ahead and he asks kids where this will take you down the road. Mr. Meyer believes that rights carry with them corresponding responsibilities.

Jean McNamara of Bartlett spoke about hormones and endocrine disruption. She stated that endocrine hormones could cause serious mental aberrations. She feels that society has given up on transgender people. She thinks if testosterone, estrogen or progesterone is not causing the effect they are supposed to, instead of people saying why, society gives up on them and just accepts it. Sending them down a road of having sex change operations, which means they will never father a child. She believes there is a medical reason and people should continue to search for a cause.

Daniel McCarty of Elgin spoke about his belief in free will. He does not believe people are powerless against any thought that enters their minds. Mr. McCarty believes children are pliable and open to suggestion. He believes gender dysphoria is not normal or positive. He asked if this policy will teach children that gender dysphoria is a good thing, something to be encouraged. He stated that psychological research has shown that over 90% of children with gender dysphoria discard it as they grow into their teenage years. He believes that if parents encourage children, they could prevent normal transition from occurring. He stated transgenders suffer an attempted suicide rate of over 40% compared to 1% in the general population. Mr. McCarty believes that parents have a responsibility to encourage and protect modesty in children. He believes this policy goes against what many parents believe is correct. He feels that children today are living in a very destructive and difficult environment and this policy increases the danger that students

may face from criminal assault and rape, not so much from transgenders, but from normal males who may take advantage of the open door policy of U-46.

Rabbi Margaret Frisch Klein of South Elgin spoke about being an upstander and not a bystander. She feels people should champion the rights of the most marginalized. She feels the U-46 mission is clear, all means all. As a spiritual leader, she wants to create an atmosphere of respect. Rabbi Klein stated that all rabbis agree that according to Genesis, all humans were created in the image of God. She stated that some rabbis even argue that the initial human being was some kind of androgen, both male and female. Each of the major branches of Judaism have said similar views and have all embraced the rights of transgender people based on that idea. Rabbi Klein encouraged everyone to read the book, *Through the Doors of Life*.

Jennifer Shroder, a former U-46 School Board member, stated that a current Board member has put a target on the back of a student. She feels that this is unacceptable behavior for a Board member. Mrs. Shroder wants to tell the transgender students of U-46 that there are many members of the community that support them despite the hateful comments from this Board member. As for the Board member, Mrs. Shroder cannot imagine what provoked this hateful behavior, but it has to stop. She feels as though this Board member needs to resign. She believes it is abundantly clear that this Board member does not care for the children of U-46.

Mike Roder of Elgin asked if U-46 is saying that the only way to provide comfort for the few is to deny it for the many. He asked if this is the only solution the District can offer to this challenge. Mr. Roder thanked Jeanette Ward.

Debra Unti of Cary stated that her School Board, District 155 of Cary, voted in secret to change their policy regarding transgender students using the locker room and that is not the way it should be handled. She stated that U-46 is funded by Illinois taxpayers and secrecy is inappropriate and immoral. As a parent, she believes that no one wants their child harmed. She feels that people need to protect children from being uncomfortable dressing in front of the opposite sex. Ms. Unti stated that changing separately has been the way it has been done for many years, why change it now. She feels it is wrong, threatening and intimidating to children that do not want to have a public viewing. She thinks nakedness is awkward enough. Ms. Unti believes that all children are God's children; it is our moral responsibility to protect them.

Shannon Dunne of Elgin has been in U-46 schools since she was two years old and graduated from U-46 in 2009. She stated that U-46 taught her how to accept everyone. She supports this policy and agrees with it. She believes that trans students are disproportionately put at risk. She feels that being outed as trans can be a death sentence. Ms. Dunne believes that Mrs. Ward did not intend to put a target on a student's back but that is what has happened. She stated that there are many people here that do not have children in the District. She believes it is not their place to come to U-46 to argue about the District's policies. Ms. Dunne believes that the students of U-46 should be in this discussion. She feels that the message of fear and hate affects the students and the

District. She feels the District should be teaching kids how to love everyone regardless of their differences.

Jean Crocco of Harvard (Illinois) believes that a man can never become a woman and a woman can never become a man. She believes that when a child asks to be identified as the opposite gender people should find out what is going on with the child. She believes that gender dysphoria is a mental illness that needs to be treated. Children who suffer from gender dysphoria do not benefit from having people lie to them and tell them they can become whatever they want to be. Ms. Crocco feels that even though someone can mutilate their body and take hormones to change their voice they cannot change their DNA. She feels these children need to be told that they are loved and they should grow up to be the person God created them to be.

Reverend Calvin Lindstrom of Arlington Heights spoke in support of Jeanette Ward. He realizes this is a controversial issue but he believes Mrs. Ward has come under attack very unfairly. He read both Mrs. Ward's and Mr. Sanders' Facebook posts and he does not feel that there was any identifying information released. He feels what Mrs. Ward posted was not an agenda it was just information. Reverend Lindstrom does not believe there is any confusion as to what scripture teaches. He stated that man was made male and female. He believes that God has given objective truth related to creation and the central truth of Christianity is the sacrifice of Jesus Christ. He stated the one thing all people have in common is Jesus Christ died for our sins and that people are sinners, people need a savior, and Jesus Christ is that savior.

Ray Stalker of Harvard (Illinois) stated children do not belong to the State or the school. He is concerned when he hears of a school violating the rights of a parent to be informed or consulted. Mr. Stalker stated the school and the School Board answer to parents not the other way around. He implored the District not to violate the parents of the District.

Sue Johnson of Crystal Lake thanked Jeanette Ward for shining the light of truth on this controversy. She feels that Jeanette Ward is not a bully and telling the truth is not hate speech. She believes the truth is needed and necessary to evaluate failed policies and decisions. She had three children in U-46 schools at one point and she is disappointed at the recent immoral decisions made. She feels parents and students need to know when policies fail to protect the safety and privacy of all students. Ms. Johnson believes that no child should be forced into an intimate setting, like a locker room, with someone of the opposite sex. She stated that according to the Alliance Defending Freedom, 24 states agree that the Department of Education's threat to take away federal funding if public schools do not open locker rooms to members of the opposite sex is an abuse of its authority. She stated that these states are calling on the Obama administration to stop imposing its agenda on students. She asked the Board and Tony Sanders to do the same.

Pastor Mark Bestul of Elgin spoke about the concerns of religious leaders and this issue. He stated that while he has concerns about the locker room decision he understands the conundrum the District has been put in trying to juggle all the opinions of the public. What concerns him the most is the perception the District did not want to have the

parents involved. He feels that it needs to be reinforced over-and-over again that parents need to be involved in these decisions. Pastor Bestul believes it is not the government's duty, but the parents', to raise their child in a particular worldview and ideology. He does not know all the details or facts but he does not believe that Mrs. Ward has outed any individual.

Rozzie Decker of Wayne stated that she supports Jeanette Ward. She feels girls have a right to have their privacy not invaded. Ms. Decker feels there are accommodations that could be made for everyone and this goes against common sense. She feels that is not only safety from violence but from all aspects including invasion of privacy. She feels someone could feel violated when a person of the opposite sex is in the locker room. The rights of this person to feel included does not trump the rights of girls modesty and privacy. She does agree children should not be bullied and they should be taught to have compassion for all, and still allow for privacy and modesty.

Donna Miller of St. Charles thanked Jeanette Ward for representing the students of faith and traditional values.

Cedra Crenshaw of Wheaton spoke in support of her friend Jeanette Ward. She believes this issue is not just about U-46, but has statewide and national implications. She supports Board Member Ward's principled decision to expose U-46's unlawful co-ed locker room and restroom policy. She believes every student's safety and privacy matters and no child should be forced into an intimate setting at school with another child of the opposite sex. She feels parents have a right to protect their children and school districts have an obligation to listen to the parents they serve. Ms. Crenshaw asked why the District moved forward with this reckless social experiment. She spoke about Mr. Sanders' statement that the District was in compliance with federal guidelines from the Department of Education's Office for Civil Rights however a federal judge recently ruled that those guidelines violated the Administrative Procedures Act and are contrary to federal law. She stated schools are the wrong place for social experiments. She believes the obvious solution is to rescind the policy and continue to allow transgender students to change in a nurse or staff restroom, if they choose, and maintain locker rooms and restrooms according to biological sex.

Ellie Alvarado, a U-46 teacher, is proud of U-46's commitment to all students regardless of race, language ability, or gender identity. She is tired of people singling out children based on things they cannot change. Ms. Alvarado asked who will be targeted next. Her heart goes out to all the students and adults who are watching this meeting and being told that they are sick and not normal. She believes that they are not sick and no one is normal. She is proud to be a part of such a diverse and inclusive District.

Carissa Means believes that to compare this to racism is bullying. She feels as though we live in an age where children struggle with body image and self-worth. She believes that pornography is rampant and pop culture tells children the only way they can be accepted is by being sexually active. Ms. Means believes children are sexually active earlier and earlier which spreads disease. She feels that now the school is going to set the example

that there should be no prohibition about undressing in front of the opposite sex. At a time when a child's body goes haywire as they enter puberty, privacy is being taken away. Ms. Means stated that this is about telling children it is ok to want privacy and be modest. She feels that if the District denies privacy to and it is old fashioned to be modest then it is the District who is bullying. She believes the District should respect the LGBT community and protect the LGBT community but not at the expense of all the other children. She feels the District should make other accommodations.

Wayne Lela of Downers Grove stated that disorders do exist, from claustrophobia to pedophilia. He feels that people with disorders should conform themselves to society's norms. Mr. Lela believes that the male mind in a female body and vice versa is a textbook example of a disorder. He stated that to say this is not a disorder is malpractice and the Board is basing its policy on this malpractice. He believes that the approach to people with disorders should be to help them learn how to live with them happily without enabling, immoral, irrational or controversial behavior.

Cassie Diehl of South Elgin spoke on behalf of the younger generation that still hold traditional values. She works with many kids that are part of the U-46 community at her church and they try to help them with many different struggles. She stated that if someone came to them with a gender identity problem they would try to help them. She believes they are confused. Ms. Diehl feels as though a lot of the problem is what children watch on TV and the music they listen too. She believes kids are looking for direction, not to be catered to. She wonders if the school is not giving them a solid foundation and direction then where will they get direction from.

Christinna H. Corle of Elgin believes that God created humanity as a man and a woman. She believes it is wrong if a man chooses to believe he is a woman. She cannot control what is in his mind but she can refuse to allow his imagination to dictate her future and the future of her children. Ms. Corle asked if children in the District fancy themselves unicorns would the District decorate the school as a magical forest to make them feel comfortable. She stated that tolerance is to accept but it is not to cater to someone. She asked about tolerance for those that do not want to be exposed to something that is against their beliefs.

Mackenzie Chudzik, a student at Elgin High School, spoke about her experiences growing up as a lesbian. She has been bullied most of her life because of her sexuality and believes that her transgender friends are also being bullied. She believes that it is wrong to compare a transgender child to a unicorn because unicorns do not exist and transgender people are real. She stated that growing up kids are told they can be whatever they want to be as long as they have passion. She asked why this is any different. Ms. Chudzik feels that the high suicide rates among transgender people are because they are told that they are worthless and have no rights, not because they do not like the decision they have made about their bodies. She feels that it is wrong for anyone to listen to anyone but transgender students about this because only they are the one's going through this.

Bruce Boorom of Peoria feels that his friend, Jeanette Ward is being bullied, humiliated, and slandered and he is sick of it. He believes that the Board is hypocritical. He feels that Mrs. Ward's posts on Facebook have been diplomatic, respectful, and have served a vital public function. He stated that the Board members are all publicly elected officials and do not work for President Obama. Mr. Boorom stated that he worked as a day trader and in that business the SEC would occasionally come out with new policies, it was customary for these policies to undergo a six-month comment period. He believes that you cannot force anything on people, whose livelihood is at risk, without allowing them to comment on it. He feels it is astonishing that the children, who are more important than the money on Wall Street, have been treated in this way. He believes they are being subjected to a policy that turns 2000 years of western civilization on its head because of politics. He feels that this policy must be rescinded. He thanked Jeanette and told her to keep up the good work.

Denise Logan of Palatine stated that she has been an educator for the last 23 years and she is a parent of a transgender son. She thanked the Administration and the School Board for their leadership in creating an inclusive environment for all students. She believes it is important for all students to be able to come to school, learn, participate in activities, and have their gender identities respected and affirmed. Ms. Logan feels that U-46's example is very important as one of the largest school districts in the State. She believes people will find, as they look across the State, that many districts have and are implementing policies that allow transgender students to use the facilities that match their gender identity without incident. She strongly believes this will be the case for U-46 as well.

Heather Mathews of Bartlett stated that she is dismayed by a Board member, that she believes, chooses to repeatedly alienate and marginalize minority groups in the District. She feels that several months ago this Board member alienated black students and families of the District and is now alienating transgender students. Ms. Mathews believes this Board member is intentionally inviting controversy instead of collaborative community problem solving. She asked that every Board member resist the temptations of politics, fame, and fear and instead lead with wisdom. She stated that each board member took an oath to represent all School District constituents honestly and equally. She stated that each Board member swore to; refuse to surrender responsibilities to special interest groups, avoid conflicts of interest, the appearance of impropriety, or to not use their membership for personal gain or publicity. She stated that each Board member swore to take no private action that might compromise the Board or Administration and respect confidentiality of privileged information. She stated that if any elected official is not willing or able to keep their word and abide by that oath they have a responsibility to resign in order to protect the integrity of the institution they took an oath to protect. She challenged each of the Board members to use facts and evidence to back up claims. She stated that if there are concerns about whether transgender students have ever posed a risk to students in the past, do not run to the media, do some research instead. She believes it is time for this childish drama to stop and for the leaders to lead together with wisdom and grace. She asked that each Board member to please

remember, when they step into this room or begin a Facebook post on their Board member page, that they represent everyone in the District.

Steve Johnson of Elgin believes that there has always been male and female. To not teach children that there is distinction between the two is doing harm. He feels that one of the big misunderstandings is that the adults have not gone through this. He feels that listening to both sides and coming to reasonable solutions is a good thing and the conversations at this meeting are a good thing. He asked that everyone please be patient with everyone and please love everyone.

L. Dean Hufsey of Elgin spoke about the meaning of legacy. He asked the Board if this was the best that they could do as their legacy, to say to the residents of U-46 that they fought hard so that boys could go pee in the girls' bathroom. He commended Mrs. Ward for the stand she has taken and he is on her side.

Gary Lorber, a teacher at Bartlett High School, spoke about a speaker at the August 1, 2016 meeting and the subsequent article by Seth Hancock in the Examiner. He feels Mr. Hancock, two Board members, and others, have done their best over the past few months to portray U-46 educators, administrators, and other U-46 Board members as sinister agents of indoctrination. Mr. Lorber stated that he is in attendance to confront this group. He stated that when kids are attacked because of race religion ethnicity, gender, or sexual orientation, he would be there. He asked how this group has become so lost and so hateful. He imagined that once they were young and did not look out into the world to find so much to attack. He stated his students make his day and he loves all of them for who they are not for whom he wants them to be.

Nancy Hayhurst of Geneva stated she is standing up for Christians. She praised God that Mrs. Ward let the community know about this. She feels that this affects her even though she does not live in the District because it will eventually affect her children and grandchildren. Ms. Hayhurst stated that what was passed down has tied the Board's hands. She would prefer that the District fight it anyway and stand up for all children. She stated that some Districts have tried to create safe spaces and have been told that they cannot do that and they have to allow gender dysphoric children into other spaces. Her fear is for all children's safety, privacy, and modesty. She stated that she did some research and found how other districts have handled this.

Pam Murdoch of Bartlett stated that she has three children in the District. She and her husband have attended church on a regular basis. She has shielded her children from the news and TV when they were younger. She stated that as issues arose, she talked to her kids about the issues trying to be non-judgmental allowing them to process the information and ask questions. She did not want any of her fears to be transferred to her kids. Ms. Murdoch stated that last year when District 211 made the decision to allow transgender kids to use the locker room they identify with she discussed it with her high school aged children. She asked them how they felt about it and if they would be uncomfortable and they said no. She stated they said they would be more uncomfortable for a student that did not look like their gender to be in the locker room or bathroom. She

stated that recently she had this conversation with their middle school student and her daughter said she would be fine with it. She told her daughter that if anyone was uncomfortable they should tell a teacher everyone deserves to be comfortable. She cannot say what it is like to be transgender but as a parent, she does know what it is like when your child feels scared, sad, or left out. She stated that no parent wants their child to feel like that, sometimes it is unavoidable, but not this time. Ms. Murdoch approves and commends the U-46 policy to be an intentionally inclusive to all students, and commands Tony Sanders and the way he handled the recent disclosure to the School Board only. She stated that if she was concerned she would have looked in the student hand book before school started. She hopes that the issues can stay focused on the students and not on parental views and fears.

Avery Harmon of Genoa stated that he struggled in high school and had seriously considered suicide. He knows what it is like to be told daily that he does not deserve to exist or that he is a danger. He is LGBT and he is a member of the Elgin SWANS group. He stated that SWANS completely overhauled his view on education. Mr. Harmon felt that in high school there were adults that did not do anything to help him. He stated that SWANS has taught him to value himself. He feels that emotions are running high and he is sorry to hear some unintended ignorance. He stated that psychologists all over the world affirm that gender dysphoria or transgender is no longer considered a disorder. He is glad that the people who have taught him respect and self-love can now be respected and shown that they are cared for in U-46.

Jennifer Zold of Palatine stated that she is from District 211 where parents in that District are legally opposing the loss of privacy. She stated that the parents are advocating that self-dignity and privacy should be for all students, transgender or not. She believes that open access to locker rooms takes away privacy for all students. Ms. Zold stated that, according to the CDC, 20% of girls have been sexually abused by the time they are 18. She asked who is speaking for them. She feels that comingling locker rooms puts these young victims in a very naked and vulnerable position and can trigger flashbacks and panic attacks. She also asked everyone to consider the very high suicide rate of this population of young abused women. She feels that the District is entering a very slippery slope of variables and she does not believe they are being considered carefully enough. She asked that the District please consider the rights of these young traumatized sexually abused women and protect all children.

Phil Cavanaugh of Elgin stated that he is a father of four in the District. He is here to support a Board member that was willing to take a stand and bring to the forefront an important issue. He believes that if you go back 40, 50 or 60 plus years you start to realize what brings us here tonight is not an accident. He believes that when you remove God from the lives of individuals this is the end result. Mr. Cavanaugh believes that God created everyone male and female and as a pastor, he cannot accept that God accepts this behavior because that is contrary to the word of God. He believes that God created man in a specific image and it is not who you determine God is, it is definitive and it is the basis for all truth. He feels that opposition to harmful behavior is not bigotry. He stated that, on a daily basis, his church works with the community and reaches out to try to

make a difference in their lives. He stated that people come to him hurting and confused, for various reasons, but ultimately the only thing that is going to bring them hope, the only thing that is going to bring them relief in their lives, is to stop living contrary to God and to yield to the way he planned them to be. He implored everyone that there are spiritual issues here at work and those issues need to be taken into account. He believes that the future of young people that are affected by this, need help and they can get help. He believes that that truth comes from the word of God.

Fred Rehters of Elgin stated that he was completely taken by surprise by the announcement on the radio regarding transgender students using the locker rooms of the gender they identify with. He feels this is not acceptable in any form and his children are not going to be subjected to some social experiment. Mr. Rehters stated the District works for the public and the District cannot make rules and expect everyone to bow down.

Joel Szwarga of Elgin stated that he works with many teenagers at his church and teaches them the word of God, help them with issues they are struggling with at home, and try to be a help to families. They have had teenagers from District 211 come to them with concerns regarding this issue. A young lady came to them and said she is scared to death to go in the locker rooms and bathrooms because of this. He just wants to be her and all other young lady's voice. He heard tonight that we should take policy from the kids but he thought that the point of education was for the adults to teach the kids. We tell them how things work. He appreciates that they have viewpoints but at the end of the day it is up to the adults to teach them the truth.

Joe Bermea of Elgin stated that, from personal experience when he was involved with the PTO and CAC, and from seeing how the District treated the students, he knows the District has the student's interests at heart. He stated that Jeanette Ward got him out of retirement. He does not know what her agenda is or what her opinion on this is but the District has a responsibility to stand up for the right thing to do. He feels that they should not get pushed by anyone, just because the President says this is what he wants. Mr. Bermea stated that the District represents the community and the traditions that he fought for years ago. He asked the Board to put personal agendas aside, move forward, and do what they need to do. He knows that the process works and that given time, the right decision will come out, he trusts in the Board to do the right thing for the kids.

Mark Ahrens of Elgin stated that he appreciates the Boards concern for the safety of each student and at the same time, he appreciates Jeanette Ward's concern that the whole community gets in on the process. He asked the Board to really think about Representative Morrison's common sense legislation. He feels that this is something that will protect each student and at the same time value what everyone in the community values.

Talbott Behnken of Elgin stated that he was a part of District 211's administration when they went through this same process and he understands that this is a real difficult issue. He understands that the Board is under intense pressure and this is not just a local issue.

He feels there are a decent number of people that are going to go home disappointed with the Board's decision. He stated that for him it was a difficult thing to reconcile, what he personally believed and what his Board believed was right. He respectfully suggested to the people that leave the meeting feeling disappointed, that there are other alternatives in the community.

Margaret Lesniak of Streamwood spoke about her concerns with the expansion of the gifted program in the middle schools. She feels there is a lack of academic equity in the gifted education program across the District's middle schools. She believes that the decision was made hastily to expand the program to all the middle schools and no effort was made to prepare the sites for implementing the gifted program in the classrooms. She feels there is no equity because some teachers were ready to start the year teaching gifted students with a well-developed gifted curriculum, a wealth of resources and an understanding of gifted students while other teachers across the District began the school year without that knowledge, curriculum, or resources. Ms. Lesniak reviewed an example of the enormous discrepancies in two different gifted classrooms from two different middle schools. She feels that it is irresponsible for U-46 to expand the gifted program to the middle school sites without first providing the gifted teachers at each school with the support that needed to make such a program a success. She believes by overlooking the essential ingredients of a high quality education, the District has privileged a group of students, who were fortunate enough to be placed in a well-functioning gifted program, where their needs are being met, has discriminated against her daughter and her peers and possibly other groups of students who are being deprived of the services that they were promised when they qualified for the program. She stated that for the first time she has sincerely lost faith in the District's mission statement and that this program does not provide success for all, just for the lucky ones.

Larry Bury of Bartlett congratulated Mrs. Ward for winning. He stated the count for the evening was 35 to 20 in support of Mrs. Ward. He feels that her efforts to bring in people from outside the District were successful. He stated that it was good to see so many community members of U-46 show up. He reported there was a bit of a contrast between the two groups of speakers, 20 people spoke in favor of the policy, almost all of them were from the U-46 community. Mr. Bury reported that on the other side of the equation there was quite a bit of discourse. He feels things were said that he was appalled with. He stated he heard that the Board and the CEO are sexual fascists, that they have lost their moral compass and put the safety of the students at risk. He stated that he heard that the students of U-46 are misguided, crazy, and mentally ill. He believes it was implied that their choice was equivalent to choosing to be a dog and that they should be thrown to the depths of the sea. He feels that this is what Mrs. Ward has brought into the District. He asked each Board member how they feel about this. He asked how does this support the students and their achievements, how does this protect the District's most vulnerable students. He asked if the Board supports the words of Mrs. Ward's speakers or do they support the District's parents, students and educational professionals.

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

Mrs. Ward stated she appreciated everyone who spoke, especially her supporters. She stated that free speech is a hallmark of our constitutional republic and she reminded everyone that no one controls the press. She stated this is not about her; this is about ideas and what is good for students. Mrs. Ward offered a chronology of how this all began. She stated that on the Friday before Labor Day, she was informed of a change in practice that was going to begin the day after Labor Day. The same night she asked for specific details about how would this be communicated to parents. She did not receive an answer at that time. She stated that instead, on Sunday, she received a piece titled Schools in Transition written by The National Center for Lesbian Rights and Gender Spectrum. The reply stated that experts do not recommend notifying parents and at this time, there would be no parent communication because it might violate The Family Educational Rights and Privacy Act. On Sunday night, she replied that that was not acceptable and she asked for details on what was communicated to staff and parents. Mrs. Ward stated that by Monday, she had not received a reply, and in light of the fact that this new practice was to begin the next day, she alerted the public via her public Facebook page. She stated that Mr. Sanders followed with his own Facebook post a few hours later. She stated when asked if students were uncomfortable with this new practice, it was responded that students who feel uncomfortable for any reason should speak to the school principal. She thinks that asking a child who feels uncomfortable with someone of the opposite sex in their locker room to speak to the principal can be intimidating and that is not an acceptable way to proceed. Mrs. Ward believes that parents have a right to know if their sons or daughters are sharing locker rooms with members of the opposite sex and they should not be kept in the dark when it comes to the privacy and safety of their children. She stated that privacy begins at the locker room door.

Mrs. O'Neal Ellis stated that Mr. Sanders notified each Board member individually about this matter in advance, she thought the Board would have the opportunity to discuss the current student situation and the related decisions as a Board, with administration, in closed session, before talking publicly about the existing anti-discrimination policy. Closed session is where such discussion about the details of handling a student situation belong, as individual student privacy must be accorded the maximum protection. Instead, she feels the board was unilaterally robbed of that ability in favor of having this issue "tried in the media." Discussing school board policies publicly is always appropriate, but not student matters. She wants Mr. Sanders and administration to know that she fully supports the course of action they took with regards to this situation. She firmly believes that Mr. Sanders and administration handled this situation with appropriate discretion and due diligence, seeking legal advice and the advice of respected experts on this matter. She is basing her support for his decisions on what the right thing to do is in this situation for students – all of them. Mrs. O'Neal Ellis pointed out that School District U-46's policy has not changed. The District has always handled transgender students on a case by case basis, meeting the unique needs of each individual student. The District staff confidentially deals with students with all manner of personal situations. Parents are not notified of

anything concerning the LGBTQ status of students or the criminal records of students or of many other things the District knows about students. Mrs. O'Neal Ellis has heard it suggested that the rights of the majority should prevail over the minority. She feels that is a slippery slope for those who would rest on that argument. If the status of the majority is the barometer by which decisions in the District will be made she feels a whole lot of things would change. Mrs. O'Neal Ellis stated that she would like the students of U-46 to know that if they are straight, bisexual, gay, lesbian, transgender, gender non-conforming, queer, questioning, white, black, Latino, Asian, Native American, bi-racial, or any other racial, ethnic or national origin...if they score a perfect score on the SAT and are headed to Harvard, or they graduate dead last in their class, if they are able-bodied, or disabled, if you are low income or the child of the most affluent family in this district; if you have one, two, or no parents, if they are Christian, Jewish, Muslim, Scientologist, atheist, agnostic or of any other belief...however they show up in U-46, when they cross the threshold of a U-46 school, they are welcomed. And because you are welcome here, that means that this District, has to work to meet their unique needs and well-being, while balancing others' needs and well-being.

Mr. Costello stated when Mr. Sanders notified him of this situation he felt that he lacked a sense of the process. He still believes that the District is lacking with a process and that there might have been a policy but it was never referred to. He feels that this was an incident that raised reaction and the way the District handled it is what concerned him the most. He did not want to know anything about this individual. He only wanted to know that there was a process that was sensitive and was known to the students and to the parents. Mr. Costello thinks that parents should be able to find this information on the website and he doesn't think that is the case. He thought that the District simply went into this situation, so he faulted administration for that. He has learned that there is a process and policy and he was naive, he did not know about it. That is what his concern was about this issue. Mr. Costello stated that it is terrific that there are a lot of people here and he hopes everyone listens to each other because everyone needs to learn from this and move forward. He feels that is the critical thing tonight that everyone moves forward in a positive direction for U-46.

Ms. Noland stated that the recent accommodation made in U-46 for a transgender student to use the locker room of their gender identity instead of their birth assigned gender has unleashed a maelstrom of fear mongering and hate filled dialogue that leaves her ashamed for many in her community. She feels it is an insult to these vulnerable individuals to suggest that they would do this because of a perverse or violent desire to prey upon others. She pointed out it has been suggested, in social media and elsewhere, that allowing transgender individuals to self-identify which facilities they wish to use will open the door for rapists and predators to attack women and girls. Ms. Noland stated in over 17 states and 225 municipalities with transgender friendly bathroom policies, there has not been a single sexual assault where the rapist used the transgender legal cover to attack a

woman in a bathroom. She feels those that are perpetuating this notion are just plain fear mongering. A group of 250 Sexual Assault and Domestic Violence organizations, led by the National Task Force to End Sexual and Domestic Violence Against Women, condemned legislation that forces transgender people to use the wrong bathroom. Specific to the claims that the proposed legislation is necessary for public safety and to prevent sexual violence against women and children, they responded with a quote, "As rape crisis centers, shelters, and other service providers who work each and every day to meet the needs of all survivors and reduce sexual assault and domestic violence throughout society, we speak from experience and expertise when we state that these claims are false." Ms. Noland pointed out the American Academy of Pediatrics or AAP has led a coalition in urging Governors around the country to reject policies that target transgender students by forcing them to use the bathroom which does not correspond to their gender identity, saying such policies actually harm students. On the positive side, rather, studies have shown that when children and youth have a supportive environment and are allowed to socially transition to their gender identity, they fare much better than those without such support. The President of the AAP, Dr. Benard Dreyer in his August 3 letter to fellow pediatricians, quoted a supportive parent of a transgender student who said "I will not be my child's first bully." Dr. Dreyer went on to urge fellow physicians to pledge that they not be their patients' first bully. Ms. Noland urged fellow Board members to do all that they can to ensure that we do not act as our students' first bullies. She feels as Board members, they took an oath to serve all students and communities in U-46 and she does not take that oath lightly. When presented with ideologies different from her own, she listens with respect to the information presented, and then make a decision that she feels is in the best interest of all the children, families, and employees of this District. Ms. Noland stated she will not stand for students of this District to be victimized by fear mongering or religious ideologists. She feels this type of behavior only serves to bolster the flawed ideology of a narrow-minded subset of this community, or worse, the political ambitions of certain individuals on the Board. Ms. Noland stated unequivocally, she supports the District's transgendered students' right to self-identify and use the facilities of their choice, and for accommodations to be made for those students who are uncomfortable with the situation. She supports CEO Tony Sanders and the staff of U-46 as they continue to follow the law and the policies of this District with professionalism, and understanding.

Mr. Holt thanked everyone for speaking. He felt that State Representative Tom Morrison hit the nail on the head. He feels that all students and their parents deserve to know their rights and that the District should be able to provide alternative accommodations. He believes this should be paramount in how the District moves forward and he looks forward to addressing this issue with common sense and listening to the public.

Ms. Kerr thanked everyone for speaking. She has been giving this issue a lot of thought and has learned a lot. She stated that one thing she learned was that it is

not just an issue for this District. Schools throughout Illinois are also dealing with this. One thing she learned is that IHSA recognizes transgender students. Transgender students can play on the team with which they identify. She also discovered that this issue also goes beyond schools; the Illinois Association of Park Districts is holding a transgender rights workshop tomorrow. Ms. Kerr stated that when she was growing up she did not know anyone gay or transgender, that is not to say there were not gay people, they just did not come out. Her children have had a very different experience. They have known gay people all their lives. They have a very different view. Society changes it is not always easy but we have to work together and make these changes work for everyone. She encouraged the District to work and do what is best for all students. Ms. Kerr stated that she supports administration because she believes they have done what they feel is best for the students.

Mrs. Smith stated that she supports the way in which this issue was handled by Mr. Sanders and administration. This was not an off the cuff decision. Administration took into consideration the needs of all students while following policy and law and this was still being discussed when it was made public. Mr. Sanders kept each Board Member updated as they were working through this. Mr. Sanders gives them the time to voice concerns and he does his best to address those concerns within parameters, which she greatly appreciates. Mrs. Smith will personally continue to direct her time and efforts on the big picture by following the law, policy, and the Board of Education's code of conduct. Supporting student's success in their education and supporting staff to optimize student success. As a leader she will continue to try and balance the ability for each Board member to have a voice while also keeping the focus on continuing the work to move the District forward.

Mr. Costello added that he would be attending the park district forum on transgender rights. He also shared that as a former CFO for the Girl Scouts of Northern Illinois he is proud to know a former student and Girl Scout that will be making a pilgrimage to the Dominican Republic and Haiti to discuss immigration issues. Mr. Costello feels that someone like Alexandra is what comes out of a great school District.

Mrs. Ward added that she was careful to say that the practice had changed not the policy. She stated that this was the first case in which the practice was in place. She stated that this was going to happen very quickly and even though it was still being discussed, it was going to happen the next day. She is concerned that this is broader than one school, it is precedent setting, and that is what concerned her. She stated that as far as preying upon others, it has happened and has been in the news. She stated that in Minnesota, a transgender person was in the locker room with girls and was making lewd gestures and so on and the parents are now suing that District. Mrs. Ward stated that the group of doctors that do not agree on transgender issues are not fringe groups they just disagree. She also stated that the

Southern Poverty Law Center calls anyone who disagrees with them a hate group so getting on their hate group list is actually a badge of honor.

Mr. Sanders thanked the administrative staff, especially the staff at the school that is home to the student they are working to support. He stated there are over 40,000 students in the District and 28,000 families. In every one of the high schools, many middle schools, and even some elementary schools there are transgender students. He stated that the issue of a student requesting access to the locker room of their identity had not come up before. Mr. Sanders stated that, typically the students that come before them, facing a challenge that he cannot fathom, just want their privacy. They want to go into their own changing room and to be left alone. Mr. Sanders stated that a few years ago he had the honor of visiting three of the District's high school Gay, Straight, Alliance Clubs and got to know several transgender students. He feels that if everyone would get to know other people, if they meet and talk to a student from one of the District's high schools or middle schools who is transgender or gay or straight, if they spend time to get to know people, they would find out that they are not out to hurt another person, they are not out to seek locker room access for their own deviant thoughts. They just want to be a normal kid. He thinks the decision the District has made to provide access to this student was the right decision and that having adult supervision in the locker room has always been the norm. He is proud of the decision they made.

Mr. Loera stated that he was elected to represent the students of this District. He within population has many different kinds of religions, races, genders he thinks it is his position to advocate for anyone that comes and stands for what they believe in. He stated that today he saw many transgender students speaking about something that they really believe in and he thinks he could not ask for anything better from a student voice, he stands by them and he supports and advocates for them as well. He feels their needs should be considered no matter what accommodations they need and the District should try to make everyone feel welcome and make sure they can learn just like everyone else. Mr. Loera also reported that he attended the ribbon cuttings at three elementary schools and it was great. He also volunteered at the Oak Hill ice cream social where they had an anti-bullying speaker that was nice and he enjoyed helping out and playing with the kids. Mr. Loera reported that he and the Key Club attended a Bill's Friends event and he really enjoyed it. He stated also volunteered at Feed My Starving Children and that was incredible. He volunteered at a bingo night at the Victory Center Retirement Home and that was great. Last Saturday, Mr. Loera volunteered at the Kiwanis fishing derby, with some members of the Key Club, packing up worms. He stated that it was an amazing event. Mr. Loera reported that after he attended the Hispanic Month celebration at the Gail Borden Library and he was asked to speak, which was very enjoyable. The president of ECC was so impressed that he gave him a scholarship right there on the spot. He really enjoyed the festivities.

- B. Minutes of Board Committee Meetings
Motion by Ms. Kerr, second by Mrs. Ward, to accept the August 29, 2016, Board of Education Legislation Committee Meeting Minutes, as presented. Upon roll call, yes votes: Mr. Costello, Mr. Holt, Ms. Kerr, Ms. Noland, Mrs. Ward, and Mrs. Smith. No votes: 0. The motion carried by a vote of 6-0.
- C. FOIA Requests - 9
Mr. Sanders, Chief Executive Officer, reported on the nine requests for information under the Freedom of Information Act.

(There was a 10-minute recess at this point of the meeting.)

5. Consent Agenda

- A. Personnel Report and Workers' Compensation Cases
B. Minutes of Board Meeting - August 1, 2016
C. Minutes of Board Meeting - August 15, 2016
D. Termination of Martha Machuca Camargo, Ellis Middle School, Monitor

Administration requested item B. Minutes of Board Meeting – August 1, 2016 be moved from the consent agenda to discussion/action for a correction.

Motion by Mr. Holt, second by Mrs. Ward, to approve the Consent Agenda Items A, C, and D 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. Minutes of Board Meeting - August 1, 2016
Motion by Mrs. Ward, second by Mr. Holt, to approve the Consent Agenda Items B. Minutes of Board Meeting – August 1, 2016, as amended.

The amendment is as follows: Mrs. Ward commented that she feels it is acceptable for the public to address her and others by name. The Board members agreed. Mr. Costello added that as long as the comments are constructive this is a good way to deliberate facts and share opinions.

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. Itemized Bills – September 12, 2016
Mr. Burnidge, Director of Financial Operations, presented the Itemized Bills of September 12, 2016, to the Board of Education. Administration recommended the Board of Education approve the List of Bills in the amount of \$18,484,358.65

Motion by Ms. Kerr, second by Mr. Costello, to approve the Itemized Bills of September 12, 2016, totaling \$18,484,358.65, 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. Emergency Action Plans for Concussion Protocol

Dr. Lozier, Assistant Superintendent of Secondary Schools Instruction and Equity, reviewed the emergency action plans for concussion protocol pursuant to Board Policy #7.290 - Student Athletes: Concussion and Head Injuries.

Motion by Mrs. Ward, second by Ms. Kerr, to approve the emergency action plans for concussion protocol, 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.

7. Other Business - CAC Update

Melissa Owens presented the CAC update. The first CAC General Membership meeting was last week and it was fantastic. There was a split program so that long time members did not need to sit through orientation again. Veteran members were given an update on full day kindergarten instead and it was very well received. The next General meeting will be on October 1, 2016, at the Elgin Community College Explore 2016 Curriculum and Career Expo. The CAC program will be held from 9:00 a.m. to 10:00 a.m. in the Spartan Auditorium. The November program will be on educational funding. The December program will be the annual round table. The January program will be on AVID. The February program will be a curriculum update. The March program will be the Board candidate forum. The April program will be on the District's plant operations.

8. Work Session - Mr. Sanders

A. School Resource Officer Contracts for all Secondary Schools with the Bartlett, Elgin, South Elgin and Streamwood Police Departments

Mr. Heiderscheidt, Director of School Safety & Culture, presented to the Board of Education the four police School Resource Officer (SRO) Contracts for full-time services in each middle and high school, from police departments in Bartlett, Elgin, South Elgin and Streamwood. These contracts are presented to the Board of Education annually, as a package, after the Contracts have been approved by their respective municipalities.

9. Work Session – Resolutions

A. Resolution by the Board of Education of School District U-46 Regarding Public Act 099-0604 (Local Government Travel Expense Control Act)

Dr. King, Chief Operations Officer/Chief School Business presented the resolution and travel guidelines. Adoption of the resolution will be requested at the September 26, 2016 Board of Education Meeting. Administration recommended the Board of Education adopt the Resolution by the Board of Education of School District U-46 Regarding Public Act 099-0604 (Local Government Travel Expense Control Act).

- B. Resolution Adopting School District U-46 Budget, July 1, 2016 - June 30, 2017
Dr. King, Chief Operations Officer/Chief School Business Official and Mr. Burnidge, Director of Financial Operations, presented the resolution. Adoption of the budget resolution will be requested at the September 26, 2016 Board of Education Meeting. Administration recommended the Board of Education approve the Resolution Adopting the School District U-46 Budget, July 1, 2016 - June 30, 2017.

10. Work Session – Bids/Proposals

- A. Bid - Elgin High School & Streamwood High School - Library Remodeling
Mr. Sparks, Director of Business Services, Dr. Suzanne Johnson, Assistant Superintendent of Teaching and Learning, Mr. Allen, Director of Plant Operations, and Ms. Jackie Johnson, Coordinator of Secondary Literacy and Libraries, presented the bid. Dr. Suzanne Johnson and Ms. Jackie Johnson gave a brief presentation highlighting the advantages of providing learning space where students can engage in cross-curricular learning and collaboration using inquiry and critical thinking practices suited for today's careers and colleges. Administration recommended award of the low bid meeting specifications to HAPP Builders, Inc. for the total contract sum of \$1,140,000.00. This expenditure will be charged to the Educational Fund. The cost is included in the budget for the 2016-2017 school year.

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

- A. Contract Renewal - Financial Operations/Distribution Center – Annual Maintenance and User Renewal for School Books & Tracks Software
Mr. Sparks, Director of Business Services and Mr. Burnidge, Director of Financial Operations, presented the proposal contract summary. Administration recommended that the Board of Education approve the one-year contract renewal in the amount of \$52,102.00 as submitted by Active Network/Bluebear Software. This expenditure will be charged to the Educational Fund. The cost is included in the budget for the 2016-2017 school year.
- B. Contract Renewal - Information Services - Infinite Campus Application
Mr. Sparks, Director of Business Services, and Dr. King, Chief Operations Officer/Chief School Business Official, presented the proposed contract. Administration recommends approval of the three-year contract renewal for Infinite Campus in the total amount of \$1,008,416.00 as submitted by Computer Information Concepts (CIC). This expenditure will be charged to the Educational Fund. This cost is included in the budget for the 2016-2017 school year.
- C. Contract Renewal - Transportation – School Bus GPS Units
Mr. Sparks, Director of Business Services and Mr. Martin, Director of Transportation presented the proposal contract summary. Administration recommended approval of the three-year contract renewal in the total amount of \$225,460.00 as submitted by Tyler Technologies, Inc. This expenditure will be

charged to the Transportation Fund. The cost is included in the budget for the 2016-2017 school year.


12. Adjournment

Motion by Ms. Noland, second by Mrs. Ward, to adjourn the Regular Board Meeting of September 12, 2016, at 11:28 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 3rd day of October, 2016.



President



Secretary