

School District U-46
Elgin, Illinois

February 4, 2019

The video of the February 4, 2019 meeting can be found here:
[February 4, 2019, BOE Meeting](#)

The Regular Meeting of the Board of Education was called to order at 5:15 p.m. at the Educational Services Center, 355 East Chicago Street, Elgin, Illinois. The following Board members answered roll call: Phil Costello, John Devereux, Sue Kerr, Veronica Noland, Melissa Owens, Jeanette Ward, and Donna Smith.

President Smith requested a motion to move into closed session to discuss 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 5:17 p.m. by Ms. Noland, second by Ms. Kerr. Upon roll call, yes votes: Mr. Costello, Mr. Devereux, Ms. Kerr, Ms. Noland, Ms. Owens, Mrs. Ward, and Mrs. Smith. No votes: 0. The motion carried by a vote of 7-0.

A motion was made at 7:03 p.m. by Mrs. Ward, second by Mr. Costello, to reconvene into open session. Upon roll call, yes votes: Mr. Costello, Mr. Devereux, Ms. Kerr, Ms. Noland, Ms. Owens, Mrs. Ward, and Mrs. Smith. No votes: 0. The motion carried by a vote of 7-0.

The business session began at 7:06 p.m. Present for the business session of the meeting were the same Board members listed above, Student Board Member Jackson Teetor, Chief Executive Officer Tony Sanders, and Chief Legal Officer Miguel Rodriguez. The following administrators were also present: Steve Burger, Dr. Josh Carpenter, Ann Chan, Dr. Suzanne Johnson, Dr. Jeff King, Lela Majstorovic, Melanie Meidel, Ron Raglin, Dr. Ushma Shah, Kinasha Brown, Dale Burnidge, Christine Cagney, Francesca DiMaggio, Sheila Downs, Mary Fergus, Jaimie Giraldo, John Heiderscheidt, Laura Hill, Lisa Jackson, Melissa Lind, Brian Lindholm, Brian Moran, Bruce Phelps, Assistant Attorney Luis Rodriguez, Dr. Trisha Shrode, and Lauren Stewart. Also present were: media representative Seth Hancock of the Examiner, as well as other administrators, guests, and visitors. Mr. Teetor led the recitation of the Pledge of Allegiance.

A moment of silence was held in honor of Dominique Kamy, a former U-46 bus driver.

I. Accent of Achievement

A. Illinois Music Educators Association's (ILMEA) All-State Musicians

As part of the Board of Education's Accent on Achievement, the Board of Education recognized students who were named All-State and All-State Honors Musicians by the

Illinois Music Educators Association (ILMEA). These students include: Elianna Nielsen, All-State Orchestra-Viola, Larkin High School Student; Zach Wilder, All-State Orchestra-Clarinet, Larkin High School Student; Chloe Robbins, All-State Orchestra-Bassoon, Larkin High School Student; Jackson Teetor, All-State Orchestra-Trumpet, Larkin High School Student; Sara Pfeil, All-State Orchestra-Horn, South Elgin High School Student; Grace Ryan, All-State Honors Chorus-Alto 1, South Elgin High School; Kevin Johnson, All-State Chorus-Tenor 2, Bartlett High School; Ethan Montgomery, All-State Band-Clarinet, Larkin High School; and Kaitlin Dobbeck, All-State Band-Tuba, Larkin High School.

B. National School Counseling Week

In recognition of National School Counseling Week, the U-46 Board of Education presented a Proclamation of Appreciation to Lela Majstorovic, Assistant Superintendent, Secondary Schools, Instruction and Equity, on behalf of all U-46 high school guidance counselors. School District U-46 has 44 school counselors serving more than 17,500 students in five high schools, eight middle schools, and two alternative programs. The role of a school counselor is to support a student's academic, social, and emotional growth and assist them with establishing plans for their future. Counselors meet with students throughout the school year on both an individual and group basis to address social and emotional issues that arise in their lives and help them create academic plans that align with their post-high school goals.

2. Comments from the Audience

Tim Sheahan spoke about his concerns with the proposed change to Board policy 5.036 – Employee Probation and Tenure. Mr. Sheehan believes that the policy is flawed because it sets the value of a promoted employee equal to that of a new hire.

Grady Hauser spoke about his concerns with rising property taxes. Mr. Hauser asked the Board to stop focusing on social issues and focus on getting budgets down and test scores up.

3. Other Business – Board Member and CEO Update

A. Additional Information

Ms. Kerr thanked the employees of the District that got the schools up and running on Friday after the inclement weather. Ms. Kerr reported that the District applied for a property tax grant and did not receive it. Ms. Kerr raised concerns with the process of how Districts were chosen by the State.

Mr. Sanders agreed with Ms. Kerr and hopes there can be a change in the General Assembly.

Ms. Owens stated that the intent of the law was to address the vast inequity that is occurring in the State. Ms. Owens noted that not only did this process not address inequity, it is exacerbating inequity.

Mrs. Ward stated that the District could have granted property tax relief for residents by reducing property taxes correspondingly to the amount that the District received from the State. Instead, the District relied on this grant and now will not receive it.

Mr. Sanders stated that U-46 is funded at 55% adequacy target which requires the District to rely on raising funds locally to survive.

Mr. Costello announced that he will be hosting two town hall meetings on February 20, 2019, and March 20, 2019. The focus of the town hall meetings will be identifying the key issues that challenge School District U-46's success and how can the District can improve voter turnout for School Board elections.

Ms. Noland reported that the Board held its self-evaluation, and she found it to be very helpful.

Mrs. Ward stated that she attended the Board self-evaluation.

B. FOIA Request – 6

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 - December 17, 2018
- C. Termination of Craig L. DeKnight, Custodian Head
- D. Termination of James Duck, Bus Driver
- E. Termination of Michael S. LaPrairie, Para Educator
- F. Termination of Donald O. Smith, Bus Driver
- G. Bid - Information Services – 2019 Voice over Internet Protocol (VoIP) Session Initiated Protocol (SIP) Services
- H. Proposal - Plant Operations – Chiller Control Panel Replacement
- I. Change Order - Plant Operations - New Food Service Commissary Renovation Work - Project #2039
- J. Building Permits - 2

Mrs. Ward requested Item A, Personnel Report and Workers' Compensation Cases, be removed from the Consent Agenda for further discussion.

Motion by Ms. Kerr, second by Ms. Owens, to approve the Consent Agenda of February 4, 2019, items B-J, as presented. Upon roll call, yes votes: Mr. Costello, Mr. Devereux, Ms. Kerr, Ms. Noland, Ms. Owens, Mrs. Ward, and Mrs. Smith. No votes: 0. The motion carried by a vote of 7-0.

5. Discussion/Action

- A. Personnel Report and Workers' Compensation Cases

Motion by Ms. Kerr, second by Ms. Noland, to approve the Personnel Report and Workers' Compensation Cases as presented.

Mrs. Ward stated that the Personnel Report contains a new position and that is expanding operations which she is against. Mrs. Ward indicated she would be voting no.

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

B. Itemized Bills – February 4, 2019

Mr. Burnidge, Director of Financial Operations, presented the List of Bills. Administration recommended the Board of Education approve the List of Bills in the amount of \$14,499,794.80.

Motion by Mr. Costello, second by Ms. Owens, to approve the list of itemized bills of February 4, 2019, in the amount of \$14,499,794.80 as presented. Upon roll call, yes votes: Mr. Costello, Mr. Devereux, Ms. Kerr, Ms. Noland, Ms. Owens, Mrs. Ward, and Mrs. Smith. No votes: 0. The motion carried by a vote of 7-0.

C. Revised School District U-46 Retirement Committee Charter - January 2019

Administration requested this item be pulled from the agenda to be brought forward at a future Board meeting.

D. Board Policy Section 5 - Human Resources

Chief Legal Officer Miguel Rodriguez, Assistant Attorney Luis Rodriguez, and Ms. Ann Chan, Assistant Superintendent of Human Resources, were available to answer any Board of Education questions.

Motion by Ms. Noland, second by Ms. Owens, to approve Board Policy Section 5 – Human Resources, as presented.

Mrs. Ward stated that the changes reflected in the policy include adding gender identification to the list of attributes for which employees may not be harassed and adding gender identification to the list of attributes for which employees may not be discriminated against for teacher transfers. Mrs. Ward's concerns are that peer to peer teachers could be compelled to use language that violates their deeply held convictions and first amendment rights. Mrs. Ward is also concerned that adding language to the policy that prohibits discrimination based on gender identity in teacher transfers could mean that a biologically male teacher who identifies as female could be allowed to supervise female students in locker rooms and vice versa. Mrs. Ward believes these policy changes could set the District up for profound legal challenges. Mrs. Ward stated her responsibility is to perform her fiduciary duty in assessing and warning of risks that changes in policy may bring about. Mrs. Ward indicated that she would be voting no.

Ms. Owens stated that this policy complies with the Equal Employment Opportunity Commission (EEOC). Ms. Owens feels that it would be a disservice to the District to try and limit this policy in a way that is narrower or that does not comply with EEOC. Ms.

Owens stated that these are the current laws, and the Board policies need to be in compliance with the law. Ms. Owens stated that she feels there is language still missing from this policy including what governs a case of retaliation and what enforcement looks like. Regarding the policy for teacher assignments, Ms. Owens was unsure of why this language needed to be in this policy. The Illinois School Code does not require it. Ms. Owens wanted to be abundantly clear that she is not saying this because of the issue Mrs. Ward raised. Ms. Owens stated that she firmly rejects the idea that a class of persons are automatically assumed to be pedophiles or sexual criminals, but she does wonder why this language needs to be in this policy.

Mr. Luis Rodriguez stated that the language in the policy regarding assignments and transfers is there because the committee wanted to be consistent not only with hiring practices and how the District treats harassment, but also with respect to the workplace. An assignment or transfer is an action that is taken to an employee in the workplace.

Mr. Sanders stated that there is a policy regarding retaliation for reporting discrimination.

Mrs. Ward stated that she is not assuming that a certain class of people is presumed to be sexual criminals. She does believe that parents would not want their child to be supervised in a bathroom or locker room by someone of the opposite sex.

Mr. Costello indicated that he would also be voting no. Mr. Costello believes that the nondiscrimination policy is enough. He feels that "all means all" and each sector does not need to be identified.

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

6. Other Business – CAC Update

Mr. Larry Bury presented the CAC update. Mr. Bury announced three upcoming events: the Specialized Student Services committee will host an event on February 19, 2019 on building self-esteem, self-awareness, and self-advocacy in your special needs child; the CAC general meeting will be on February 21, 2019, and the topic will be keeping your kids safe in cyberspace; and the CAC will be hosting a Board candidate forum on March 14, 2019.

7. Other Business

A. December Financial Report

Mr. Burnidge, Director of Financial Operations, reviewed the Financial Report. As of December 31, 2018, the total fund's balance was \$330,705,508.00 which is a decrease of \$18.3 million from November. The District received \$16.1 million for Evidence-Based Funding, \$500,000.00 in property taxes, and \$1.5 million in categoricals. At the end of December, the State owed the District \$12 million. The District received \$4.8 million in Federal revenue. Total revenue was 2.7% higher than last year at this time and expenditures were 8.8% higher but in line with the budget.

B. Investment Report for the Second Quarter

Mr. Burnidge, Director of Financial Operations, presented the Investment Report for the second quarter. The total invested funds as of December 31, 2018 were \$299,394,720.00. The current yield is 2.285% and the accrued interest from October 1, 2018, to December 31, 2018, was \$1,925,146.00. The yield on the savings deposit accounts is 2.33%.

C. Secondary Schools Financial Report for the Second Quarter

Mr. Burnidge, Director of Financial Operations, reviewed the Secondary Schools Quarterly Financial Report. The second quarter was October 1, 2018, to December 31, 2018. The total balance for all secondary schools has increased by 1.7% to \$4,029,447.00. These funds will be spent in the 3rd and 4th quarters.

8. Other Business - Student Disciplinary Cases

A. Student F

Motion by Mrs. Ward, second by Ms. Kerr, to approve administration's recommendation to expel Student F for two calendar years, to conclude two calendar years from the date of expulsion. While serving the expulsion, Student F will have the opportunity to enroll in alternative education programs. Upon roll call, yes votes: Mr. Costello, Mr. Devereux, Ms. Kerr, Ms. Noland, Ms. Owens, Mrs. Ward, and Mrs. Smith. No votes: 0. The motion carried by a vote of 7-0.

9. Work Session

A. 2019-2020 School Calendar

Mr. Sanders provided the Board of Education with an update on the proposed calendar for the 2019-2020 school year. Ms. Meidel was available to answer questions from the Board.

B. 2019-2020 School Fees

Dr. King, Chief Operations Officer/Chief School Business Official, presented the proposed school fees. The change requested for the 2019-2020 School Year is an increase of \$25.00 for 4th Grade Ignite Programs students as well as for Grades 5-12 (Chrome Book repair insurance). The Optional Student Insurance costs are listed as "TBD" because the insurance company does not publish new rates until April or May. Administration recommended approval of the School Fees for the 2019-2020 School Year.

C. School Improvement Plans

Ms. Hill, Assessment and Accountability Director, Ms. Jackson, Assessment and Accountability Coordinator, Mr. Lindholm, Strategic Initiatives Coordinator, Dr. Bunker, Garfield Elementary School Principal, Ms. Catavu, Grades 3 & 4 General Education Teacher, and Ms. Moreira, Grade 4 Dual Language Teacher, presented a Powerpoint relating to School Improvement Plans (SIP). This year, each school's SIP data will be reviewed. Every school will be visited and reviewed by early May 2019. Garfield Elementary school presented their SIP.

D. Secondary Art Curriculum Proposal and DREAM Academy Music Production Curriculum Proposal

Ms. Abney-Giraldo, Fine Arts Coordinator, Dr. Josh Carpenter, Assistant Superintendent for Teaching and Learning, Dr. Trisha Shrode, Director of Curriculum and Instruction, Ms. Zappia-Eickmeier, Bartlett High School Art Teacher, and, Ms. Addams, Ellis Middle School Art Teacher, provided the Board of Education with information relating to the Secondary Art Proposal. The purpose of this proposal is to recommend the adoption and implementation of the revised Secondary Art Curriculum in school year 2020-2021 and the new DREAM Music Production course in school year 2019-2020. With the new curriculum adoption, all existing secondary visual art courses will be twilighted with the following exceptions: Fine Arts Studio, AP Studio Art (LHS only), and AP Art History. The initial cost of the Secondary Art curriculum will be \$11,800.00. The annual cost will be \$550.00. The initial cost of the Dream Academy Music Production curriculum will be \$28,675.46. The annual cost will be \$1,020.00.

10. Work Session - Contracts Over \$25,000.00

A. Contract - Educational Pathways Magnet Schools of America (MSA) Project Initiative

Mr. Phelps, Senior Business Official of Business Services, and, Ms. Brown, Director of Educational Pathways, and Ms. Majstorovic, Assistant Superintendent of Secondary Schools, Instruction and Equity, presented the proposal summary. Administration recommended approval of the contract with Magnet Schools of America (MSA) for two years in the amount of \$44,700.00 and requested authorization for District administration to execute related documents. This expenditure will be charged to the Educational Fund. The cost is included in the budget for the 2018-2019 and 2019-2020 School Years.

11. Work Session – Bids/Proposals

A. Bid - Plant Operations - Wireless Access Point Installation at Plant Operations/Business Services Project #2053

Mr. Phelps, Senior Business Official of Business Services, and Ms. Downs, Director of Plant Operations, presented the bid. Administration recommended approval of the low bid meeting specification to Applied Communications Group in the amount of \$60,449.00 and requested authorization for District administration to execute related documents. This expenditure will be charged to the Operations and Maintenance Fund. The cost is included in the budget for the 2018-2019 School Year.

B. Bid - Plant Operations - Tefft Middle School - Chiller Replacement Project #529

Mr. Phelps, Senior Business Official of Business Services, and Ms. Downs, Director of Plant Operations, presented the bid. Administration recommended approval of the low bid meeting specification to Mechanical Concepts in the amount of \$1,491,000.00 and requested authorization for District administration to execute related documents. This expenditure will be charged to the Operations and Maintenance Fund. The cost is included in the budget for the 2018-2019 School Year.

C. Bid - Plant Operations - Elgin High School - Main Electrical Service Replacement Project #235

Mr. Phelps, Senior Business Official of Business Services, and Ms. Downs, Director of Plant Operations, presented the bid. Administration recommended approval of the low bid meeting specification to Associated Electrical Contractors, LLC in the amount of \$867,000.00 and requested authorization for District administration to execute related documents. This expenditure will be charged to the Operations and Maintenance Fund and the Life Safety Fund. The cost is included in the budget for the 2018-2019 School Year.

D. Bid - Plant Operations - Kenyon Woods Middle School - Chiller Replacement Project #451

Mr. Phelps, Senior Business Official of Business Services, and Ms. Downs, Director of Plant Operations, presented the bid. Administration recommended approval of the low bid meeting specification to AMS Mechanical Systems Inc. in the amount of \$849,597.00 and requested authorization for District administration to execute related documents. This expenditure will be charged to the Operations and Maintenance Fund. The cost is included in the budget for the 2018-2019 School Year.

E. Bid - Plant Operations - Clinton Elementary - Boiler Replacement Project #651

Mr. Phelps, Senior Business Official of Business Services, and Ms. Downs, Director of Plant Operations, presented the bid. Administration recommended award of the low bid meeting specification to AMS Mechanical Systems Inc. in the amount of \$479,597.00 and requested authorization for District administration to execute related documents. This expenditure will be charged to the Operations and Maintenance Fund and the Life Safety Fund. The cost is included in the budget for the 2018-2019 School Year.

F. Bid - Plant Operations - Elgin High School - Domestic Water Piping Replacement Phase 2 #233

Mr. Phelps, Senior Business Official of Business Services, and Ms. Downs, Director of Plant Operations, presented the bid. Administration recommended approval of the low bid meeting specification to Northwest Contractors Inc. in the amount of \$972,839.00 and requested authorization for District administration to execute related documents. This expenditure will be charged to the Operations and Maintenance Fund. The cost is included in the budget for the 2018-2019 School Year.

G. Proposal - Plant Operations - Streamwood High School - Emergency Replacement of Pool Circulation Pump, Volute and Accompanying Piping

Mr. Phelps, Senior Business Official of Business Services, and Ms. Downs, Director of Plant Operations, presented the proposal. Administration requested authority to pay for emergency repair work performed by Thomas Pump Company, Inc. in the amount of \$34,647.00. This expenditure will be charged to the Operations and Maintenance Fund.

H. Proposal - Career and Technical Education - Precision Manufacturing Kits

Mr. Phelps, Senior Business Official of Business Services, Ms. Brown, Director of Educational Pathways, and Ms. Stewart, Coordinator of Career & Technical Education, presented the proposal. Administration recommended approval of the proposal from Snap-on Industrial in the amount of \$65,951.56 and requested authorization for District

administration to execute related documents. This expenditure will be charged to the Career and Technical Education Improvement Grant Fund. The cost is included in the budget for the 2018-2019 School Year.

12. Work Session - Change Orders

A. Change Order - Plant Operations - DREAM Academy and Tefft Middle School Elevator Retrofit Project #328

Mr. Phelps, Senior Business Official of Business Services, and Ms. Downs, Director of Plant Operations, presented the change order. Administration recommended approval of the change order with K.R. Miller Contractors, Inc. in the amount of minus \$3,722.55. This amount will be credited to the Operation and Maintenance Funds.

13. Work Session – Resolutions

A. RESOLUTION abating a portion of the tax heretofore levied for 2018 to pay debt service on the \$54,500,000 School Bonds, Series 2002, of School District Number 46, Kane, Cook and DuPage Counties, Illinois

Dr. King, Deputy Superintendent of Operations/Chief School Business Official, reviewed the resolution. Administration recommended the Board adopt the Resolution abating a portion of the tax heretofore levied for 2018 to pay debt service on the \$54,500,000 School Bonds, Series 2002, of School District Number 46, Kane, Cook and DuPage Counties, Illinois.

14. Adjournment

Motion by Mrs. Ward, second by Ms. Owens, to adjourn the Regular Board Meeting of February 4, 2019, at 9:45 p.m. Upon roll call, yes votes: Mr. Costello, Mr. Devereux, Ms. Kerr, Ms. Noland, Ms. Owens, Mrs. Ward, and Mrs. Smith. No votes: 0. The motion carried by a vote of 7-0.

Approved this 4th day of March, 2019.



President



Secretary

