

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

September 13, 2021

**The video of the September 13, 2021 meeting can be found here:**  
[September 13, 2021, BOE Meeting](#)

The Regular Meeting of the Board of Education was called to order at 5:03 p.m. at the Educational Services Center, 355 E. Chicago Ave, Elgin, Illinois. The following Board Members answered roll call: John Devereux, Dawn Martin, Veronica Noland, Melissa Owens, Eva Porter, Kate Thommes, and Sue Kerr.

Ms. Olson noted that Covid-19 Executive Order 86, which extends modifications to the Open Meetings Act and permits public bodies to meet remotely through electronic means, is still in effect.

President Kerr 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, specific individuals who serve as independent contractors in a park, recreational, or educational setting, or specific volunteers of the public, or legal counsel for the public body; 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 5:05 p.m. by Ms. Noland, second by Ms. Owens. Upon roll call yes votes: Mr. Devereux, Ms. Martin, Ms. Noland, Ms. Owens, Mrs. Porter, Ms. Thommes, and Ms. Kerr. No votes 0. The motion was carried by a vote of 7-0.

A motion was made at 6:57 p.m. by Ms. Noland, second by Ms. Thommes, to move to open session. Upon roll call, yes votes: Mr. Devereux, Ms. Martin, Ms. Noland, Ms. Owens, Mrs. Porter, Ms. Thommes, and Ms. Kerr. No votes: 0. The motion carried by a vote of 7-0.

Present for the business session were Superintendent Tony Sanders, Board members John Devereux, Dawn Martin, Veronica Noland, Melissa Owens, Eva Porter, Kate Thommes, and Sue Kerr, Chief Legal Officer Trisha Olson, and student Board member Jessica Pearce. The following administrators were also present at the District's central office: Dr. Josh Carpenter, Ericka Brown, Ann Chan, Dr. Suzanne Johnson, Dr. Teresa Lance, Lela Majstorovic, Brian Lindholm, and Bruce Phelps. Present for the meeting via Zoom were other administrators and members of the public.

Ms. Kerr led the recitation of the Pledge of Allegiance.

1. PUBLIC HEARING - 2021/2022 School District U-46 Budget (Board Policy 4.004 Budget Adoption Procedures)

A. Opening of Public Hearing

The Board President declared the hearing open. The budget has been on display at the District office since August 24, 2021.

B. Comments from the Public

There were no public comments.

C. Close of Public Hearing

The Public Hearing was closed.

2. Public Comments

Tammy Reicha, a district teacher, stated her concerns with the beginning of this school year. Ms. Reicha stated that last year, students were not fully engaged in distance learning and have forgotten how to be in a classroom setting. Ms. Reicha stated general education sessions are overcrowded with class sizes ranging from 30-35 students. Ms. Reicha stated the skills needed for attending school need to be addressed if teachers want to enhance learning for students, instead, teachers are dealing with the threat of being evaluated by outside consultants. Ms. Reicha stated there needs to be built in time to address the social emotional needs of students and teachers, and class sizes need to be lowered. Teachers feel as if they are not being heard.

James Krambeer, a teacher in the district, stated that he is retiring this year, and has taught at all grade levels and has served in many district-wide positions throughout his 34 years with the district. Mr. Krambeer stated he knows about collaborative teams, has always embraced collaborative change, and that the pandemic has taught teachers how to assess situations and collaboratively problem solve. Mr. Krambeer stated that this year should have marked a reset - where teachers acknowledge the loss of learning and the areas of trauma faced by students and staff. Mr. Krambeer stated there was not a collaborative rollout of LSI, and he has found the chastisement of teachers by cabinet leadership reprehensible in this situation.

Carla Chatman stated that more and more teachers are quitting special education positions, leading students to be placed in other schools that are already short staffed. Ms. Chatman noted that vaccine and weekly testing requirements make it possible for students to be put in a situation of losing even more teachers. Ms. Chatman stated there needs to be a plan for addressing staffing shortages, and that placing district employees away from their own jobs is not a good enough solution to this problem. Ms. Chatman stated that all of the talk about equity and equality is not being displayed in this situation.

Ariana Oldenburg, a 4<sup>th</sup> grade student, stated that she did not understand why students have to wear something that makes it hard to breathe, and did not understand why face shields were not allowed. Ms. Oldenburg stated masks make her feel sick, and she is scared of sneezing or coughing in school because she does not want people to think she is sick.

Agnieszka Bajorek stated that she has two students with medical mask exemptions, and has received multiple phone calls from school nurses asking for an updated exemption letter. Ms. Bajorek stated that nothing has changed for her children, and the previous note should be sufficient. Ms. Bajorek stated she received another phone call from a nurse informing her that her 1<sup>st</sup> grader was being taught to wear a mask. Ms. Bajorek stated that no one is authorized to make this decision but the parent, and there is space for improvement on how to treat kids with disabilities.

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

A. Additional Information

Mr. Sanders congratulated John Devereux, Sue Kerr, Eva Porter, and Kate Thommes for renewing their Master Board Member status for professional learning.

B. IASB PRESS Plus

Ms. Kerr asked if the Board had any comments or questions regarding the memorandum on IASB PRESS Plus. Ms. Kerr noted IASB would work with the Board on updates, and the Board would be able to keep policies that are specific to U-46.

Ms. Olson stated the Board would be able to keep every aspect of their current policies that the Board chooses to keep. IASB will work with the district to build the policy platform, align the numbering system, and align policies with the appropriate legal updates. Ms. Olson stated it would be up to Board on what items to update, outside of the legally required updates. Ms. Olson stated there is a one-time set up cost, and a cost to attend various Board meetings.

Mr. Devereux stated he wanted to clarify the process, as there has been some public misconception about the policy process. Mr. Devereux noted that the existing process would involve U-46 assistant counsel, and proposed edits would be made section by section with Board committees and would require multiple meetings to finalize edits. Final edits would be voted on with the full Board. Mr. Devereux stated that the revised process would use existing IASB resources to work with U-46 counsel to make updates, saving many hours of internal labor. Policies will still be specific to U-46 and will be the responsibility of the Board – who review and adopt any changes.

Ms. Owens noted the process with IASB would be a realignment of resources, and would directly use people familiar with the legislation to make updates to policy, freeing up district counsel to focus on other matters. Ms. Owens noted the Board should keep in mind what the process should be moving forward, and should consider how future updates will be presented. Ms. Owens stated it would be helpful to have standardization so it aligns with other professional development that Board members attend.

The Board was in agreeance to proceed with the implementation of IASB PRESS Plus.

C. FOIA Responses

Mr. Sanders stated there were thirteen (13) FOIA requests that the District has responded to since the previous Board meeting, and the responses are available on the Board book and would be made available on the District's website.

D. Presentation by Elgin Teachers Association (ETA) President Barbara Bettis (ETA Requested Item)

Ms. Bettis, Elgin Teachers Association President, requested time on the Board Agenda pursuant to Section 2.52 of the Elgin Agreement to discuss the start of the school year for teachers.

Ms. Bettis was joined by Scott Sternal, and other ETA officers, and stated she wanted to discuss how the start of the school year has been for teachers and their students. Ms. Bettis stated there was no true welcome to teachers, unless planned by parent groups. Ms. Bettis noted there has been confusion about initiatives, and the task of teachers has been contradictory from one school to another. Ms. Bettis stated that teachers are trying to get to know their students, and that she has repeatedly heard from members that students do not know how to engage in school anymore as they are used to having their phone, food, breaks on their own time, and being in their own school environment. Ms. Bettis stated students have not had to deal with the daily concerns of peer pressure in over 18 months. Ms. Bettis stated there is currently no systemic approach to dealing with remnants of the pandemic, and that trauma informed care is no longer discussed. Ms. Bettis noted MTSS is nonexistent, and teachers are no longer asked what support is needed for students.

Ms. Bettis stated that teachers are told to turn in work that exhibits mastery, that more rigor is expected in curriculum, but the meaning of rigor is not defined. Ms. Bettis stated teachers are looking to serve students the best they can, but the demands and lack of support is making teachers feel emotionally spent, and it is only September. Ms. Bettis stated she is constantly asked what ETA is going to do to make sure teachers are heard. Ms. Bettis noted absent codes are not understood or consistent, and quarantine protocols are not clear. Ms. Bettis stated if teachers are continually overloaded, students will not receive the best instruction. Ms. Bettis stated the district is continually seeing that test scores are declining, but it is not discussed how this measurement is being taken from two different tests. Ms. Bettis stated she does not want to be perceived as working against district initiatives, but administration is pushing teachers away from the table. Ms. Bettis stated that making decisions without teachers is setting the district up for failure and further setbacks. Ms. Bettis stated that any successful initiative requires teacher buy-in, and she hopes the district will abide by its mission statement to be a great place for all students to learn, all teachers to teach, and all employees to work. All means all.

4. Consent Agenda – Mr. Sanders

- A. Personnel Report and Workers' Compensation Cases
- B. Minutes of Board Meeting – August 23, 2021
- C. Contract Renewal - Information Services – Footprints
- D. Termination of Carmen Serna - Noon Hour Supervisor

- E. Contract - Specialized Student Services - NIU Contract
- F. Change Order - Plant Operations - Business Services HVAC Replacement Project #2060
- G. Change Order - Plant Operations - Larkin High School Track Reconstruction Project #261

Motion by Ms. Noland, second by Ms. Owens, to approve the consent agenda items A-G, as presented. Upon roll call, yes votes: Mr. Devereux, Ms. Martin, Ms. Noland, Ms. Owens, Mrs. Porter, Ms. Thommes, and Ms. Kerr. No votes: 0. The motion carried by a vote 7-0.

5. Discussion/Action – Mr. Sanders

A. Itemized Bills – September 13, 2021

Mr. Burnidge, Director of Financial Operations, was available to respond to questions from the Board of Education regarding the itemized bills. Administration recommended the Board of Education approve the List of Bills in the amount of \$12,832,100.13.

Motion by Ms. Noland, second by Ms. Thommes, to approve the itemized bills in the amount \$12,832,100.13. Upon roll call yes votes: Mr. Devereux, Ms. Martin, Ms. Noland, Ms. Owens, Mrs. Porter, Ms. Thommes, and Ms. Kerr. No votes: 0. The motion carried by a vote of 7-0.

B. Contract Renewal - School Safety and Culture - School Resource Officers (SRO)

This item was tabled until the September 27, 2021 Board of Education meeting, as the District was engaged in work to comply with the Governor’s Executive Order regarding vaccinations and school staff.

C. Minutes of Board Committee Meeting

Administration recommended the Board of Education accept the minutes from the August 23, 2021 Board of Education Finance Committee meeting.

Motion by Mr. Devereux, second by Ms. Noland, to approve the minutes from the August 23, 2021 Board of Education Finance Committee meeting, as presented. Upon roll call yes votes: Mr. Devereux, Ms. Martin, Ms. Noland, Ms. Owens, Mrs. Porter, Ms. Thommes, and Ms. Kerr. The motion carried by a vote of 7-0.

D. Proposal - Business Services - Picnic Tables

Mr. Phelps, Director of Business Services, presented the proposal and was available to respond to questions from the Board of Education. Administration recommended payment to Uline in the amount of \$41,000.00 and requested authorization for district administration to execute related documents. This expenditure will be charged to the Elementary School Emergency Relief Grant. The cost is included in the budget for the 2021-2022 fiscal year.

Motion by Ms. Noland, second by Ms. Martin, to approve the Proposal - Business Services - Picnic Tables, as presented. Upon roll call yes votes: Mr. Devereux, Ms. Martin, Ms. Noland, Ms. Owens, Mrs. Porter, Ms. Thommes, and Ms. Kerr. The motion carried by a vote of 7-0.

Ms. Martin thanked administration for providing information regarding specific schools and number of tables provided.

6. Other Business – CAC Update (Board Policy 2.152 – Advisory Committees to the Board

A. Additional Information

Chanda Schwartz stated the CAC General Committee meeting on September 9, 2021 was held via Zoom, and was well attended. Ms. Schwartz thanked Mr. Sanders and Mrs. Porter for providing updates to the attendees. Ms. Schwartz noted that the CAC Specialized Student Services and CAC Instructional Council meetings would be held on Tuesday via Zoom, and the information could be found on the CAC website and district calendar. Ms. Schwartz noted that if anyone was interested in joining CAC, they could contact her directly.

7. Work Session - Resolutions

A. Resolution Adopting School District U-46 Budget, July 1, 2021 - June 30, 2022

Mr. Burnidge, Director of Financial Operations, presented the resolution and was available to respond to questions from the Board of Education. Adoption of the budget resolution will be requested at the September 27, 2021 Board of Education Meeting. Administration recommends the Board of Education approve the Resolution Adopting the School District U-46 Budget, July 1, 2021 - June 30, 2022.

8. Work Session - Contracts Over \$25,000.00 (Board Policy 4.060 - Purchasing/Purchasing Authority)

A. Contract – Specialized Student Services – Co:Writer

Mr. Phelps, Director of Business Services, Dr. Satterwhite, Director of Specialized Student Services, and Ms. Kinshaw, Assistant Director of Specialized Student Services-Operations, presented the proposal and were available to respond to questions from the Board of Education. Administration recommended approval of the contract with Don Johnston in the amount of \$37,872.36, and requested authorization for district administration to execute related documents. This expenditure will be charged to the Federal IDEA Grant. The cost is included in the budget for the 2021-2022 fiscal year.

President Kerr 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, specific individuals who serve as independent contractors in a park, recreational, or educational setting, or specific volunteers of the public, or legal counsel for the public body; 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

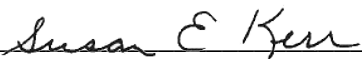
by the School Board; collective negotiating matters between the School Board and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees; review of closed session minutes; and individual student matters.

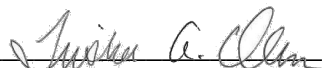
The motion was made at 7:56 p.m. by Ms. Noland, second by Ms. Martin. Upon roll call yes votes: Mr. Devereux, Ms. Martin, Ms. Noland, Ms. Owens, Mrs. Porter, Ms. Thommes, and Ms. Kerr. No votes 0. The motion was carried by a vote of 7-0.

A motion was made at 9:36 p.m. by Ms. Owens, second by Ms. Noland, to move to open session. Upon roll call, yes votes: Mr. Devereux, Ms. Martin, Ms. Noland, Ms. Owens, Mrs. Porter, Ms. Thommes, and Ms. Kerr. No votes: 0. The motion carried by a vote of 7-0.

Motion by Ms. Owens, second by Ms. Noland, to adjourn the Regular Board Meeting of September 13, 2021 at 9:37 p.m. Upon roll call yes votes: Mr. Devereux, Ms. Martin, Ms. Noland, Ms. Owens, Mrs. Porter, Ms. Thommes and Ms. Kerr. No votes: 0. The motion carried by a vote of 7-0.

Approved this 27th day of September, 2021

  
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President

  
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Secretary