

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

March 20, 2023

**The video of the March 20, 2023 meeting can be found here:**  
[March 20, 2023, BOE Meeting](#)

The Regular Meeting of the Board of Education was called to order at 5:30 p.m. at the Educational Services Center, 355 E. Chicago Street, Elgin, Illinois. The following Board members answered roll call: John Devereux, Veronica Noland, Melissa Owens, Eva Porter, Kate Thommes, and Sue Kerr.

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; an internal audit, control weaknesses, 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 5:31 p.m. by Ms. Noland, second by Mrs. Porter. Upon roll call yes votes: Mr. Devereux, Ms. Noland, Ms. Owens, Mrs. Porter, Ms. Thommes, and Ms. Kerr. No votes 0. The motion was carried by a vote of 6-0.

A motion was made at 6:43 p.m. by Ms. Owens, second by Ms. Noland, to move to open session. Upon roll call, yes votes: Mr. Devereux, Ms. Noland, Ms. Owens, Mrs. Porter, Ms. Thommes, and Ms. Kerr. No votes: 0. The motion carried by a vote of 6-0.

The Board recessed until the start of business session at 7:00 p.m.

Present for the business session were Board members John Devereux, Veronica Noland, Melissa Owens, Eva Porter, Kate Thommes, and Sue Kerr, Student Board member Angelica Harris, Interim Superintendent Dr. Suzanne Johnson, and Chief Legal Officer Trisha Olson. The following administrators were also present at the District's central office: Dr. Josh Carpenter, Dr. Teresa Lance, Brian Lindholm, Lela Majstorovic, and Dr. Ann Williams. 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. Accent of Achievement - Dr. Johnson

A. National Board Certified Teachers

As part of the Board of Education's Accent on Achievement, the Board of Education recognized School District U-46 teachers who have recently renewed their National Board Certification. This is the highest credential in the teaching profession and may be the most powerful professional development experience available to teachers.

The Board of Education recognizes renewing National Board Certified Teachers:

- Meagen Balzer - English Teacher at Streamwood High School
- Christine Bowen - Math Teacher at South Elgin High School
- Nicole Fernstrom - English Teacher at Streamwood High School
- Caridad Garcia - Assistant Principal at Creekside Elementary School
- Anna Hallock McEvilly - Social Studies and AVID Teacher at Canton Middle School
- Laura Ocampo - English Language Learners (ELL) Language Arts Teacher at Ellis Middle School
- Kimberly Stancl - Instructional Coach at Creekside Elementary School

B. Illinois High School Association Girls State Wrestling Championship

As part of the Board of Education's Accent on Achievement, the Board of Education recognized Emma Engels of Bartlett High School for earning first place in the Girls State Wrestling Championship and for being named the 2023 Illinois State Girls Wrestling Champion in the 100-pound weight class by the Illinois High School Association.

2. Strategic Plan Report - Dr. Johnson (Board Policy 2:20 - Powers and Duties of the Board of Education; Indemnification)

A. Equity Update

Dr. Lance, Assistant Superintendent of Equity and Innovation, Ms. Jackson, Director of Diversity, Equity, and Inclusion, and Ms. Roberts, Teacher Leader of Educational Pathways, provided the Board of Education with an update on equity.

3. Public Comments.

Chase Hopkins commented on the automotive program at Bartlett High School, and asked the Board to reconsider the plan to remove the program from BHS.

Trey Holly commented on the automotive program at Bartlett High School, and asked the Board to reconsider the plan to remove the program from BHS.

Robert Zacher commented on the automotive program at BHS, and asked the Board to reconsider the plan to remove the program from BHS.

Anthony Metallo thanked students for coming out to speak, and commented on the automotive program at BHS and how moving the program would take opportunities away from students. Mr. Metallo asked the Board to reconsider the plan to remove the program from the school.

Dan Mejdrich stated that removing the automotive program from Bartlett would be removing access to the program for students, and stated that the decision to close program at Bartlett is not in the best interest of BHS students.

John Norkus commented on removal of the automotive program from BHS, and stated that this type of work is needed and taking it out of the school limits the opportunity for some students.

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

A. Additional Information

Ms. Harris stated that last week she had the opportunity to visit all U-46 High Schools, and it was a great experience, and she learned a lot about each school.

Ms. Owens thanked Anna Moeller for inviting Board members to a community advisory meeting. Ms. Owens stated that the meeting included good discussion regarding current bills in legislature.

Mr. Devereux stated that last week he attended a group interpretation at Bartlett High School which is a condensed group of plays, and the students did a great job. Mr. Devereux encouraged the community to attend the musicals and plays at District high schools this coming spring.

Ms. Kerr stated that she attended the U-46 Years of Service awards, and it was a wonderful ceremony. Mr. Kerr stated that she attended a luncheon at Elgin High School for Alignment Collaborative, and the event was catered by culinary students.

Dr. Johnson stated that she also attended the Alignment luncheon, and thanked Nicor and United Way for their partnership with the District.

B. FOIA Requests – 2

Dr. Johnson stated there were two (2) FOIA requests that the District has responded to since the previous Board meeting, and the responses were available on the Board book and would be made available on the District's website.

5. Other Business – CAC Update (Board Policy 2:152 - Advisory Committees to the Board)

A. Community Advisory Council (CAC) Update

Mr. Hovey stated that CAC hosted the Board of Education Candidate forum on March 9<sup>th</sup>, and the forum is available to view on the District's website. Upcoming CAC meetings include the Instructional Initiatives committee (3/22) and Executive committee (3/23).

6. Consent Agenda – Dr. Johnson

- A. Personnel Report and Workers' Compensation Cases
- B. Minutes of Board Meeting – March 13, 2023
- C. Board Policy Updates
- D. Bid - Plant Operations - Larkin High School North Parking Lot Reconstruction - Project #272
- E. Bid - Plant Operations - Streamwood High School Pathways Phase 2 - Asbestos Abatement - Project #321
- F. Bid - Plant Operations - Landscape Maintenance Services
- G. Bid - Office of Schools - 2023 Summer Programming
- H. Proposal - Assistant Superintendent of Schools - Instructional Empowerment
- I. Contract - Educational Pathways - Veterinary Assistant Regional Pathway Invoice
- J. Contract - Specialized Student Services - Talent Assessment, Inc. Contract
- K. Contract Renewal - Secondary Education - APEX Contract Renewal
- L. Contract Renewal - Plant Operations - Trane Service Contract
- M. Building Permits - 1

Motion by Ms. Thommes, second by Ms. Noland, to approve the consent agenda items A-M, as presented. Upon roll call, yes votes: Mr. Devereux, Ms. Owens, Ms. Noland, Mrs. Porter, Ms. Thommes, and Ms. Kerr. No votes: 0. The motion carried by a vote 6-0.

7. Discussion/Action – Dr. Johnson

A. Itemized Bills – March 20, 2023

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 \$4,738,929.81.

Motion by Ms. Noland, second by Mr. Devereux, to approve the list of bills, as presented. Upon roll call, yes votes: Mr. Devereux, Ms. Noland, Ms. Owens, Mrs. Porter, Ms. Thommes, and Ms. Kerr. No votes: 0. The motion carried by a vote 6-0.

B. HR Resolutions

In order to follow state guidelines that allow for staff dismissal up until 45 days before the end of the school year, Human Resources, annually presents personnel categories that are eligible for possible dismissal. Depending on the budget situation and when programs and classes are determined for the next school year, some of these individuals may be rehired providing they have proper licensure. While the Board of Education takes this action very seriously, dismissal consideration is customary at this time of year in order to follow state requirements. Administration recommended approval of the following Resolutions:

Teachers (Board Policy 5:200 - Terms and Conditions of Employment and Dismissal)  
- Authorizing the Honorable Dismissal of Teachers (2318)  
- Authorizing the Notice of Dismissal to Tenured Teachers without an Illinois Professional Educator License (2338)

Motion by Ms. Noland, second by Mrs. Porter, to approve the Resolution Authorizing the Honorable Dismissal of Teachers (2318), as presented. Upon roll call, yes votes: Mr. Devereux, Ms. Noland, Ms. Owens, Mrs. Porter, Ms. Thommes, and Ms. Kerr. No votes: 0. The motion carried by a vote 6-0.

Motion by Ms. Noland, second by Mrs. Porter, to approve the Resolution Authorizing the Notice of Dismissal to Tenured Teachers without an Illinois Professional Educator License (2338), as presented. Upon roll call, yes votes: Mr. Devereux, Ms. Noland, Ms. Owens, Mrs. Porter, Ms. Thommes, and Ms. Kerr. No votes: 0. The motion carried by a vote 6-0.

C. Board Policy Update - 5:20 Workplace Harassment Prohibited

Ms. Olson, Chief Legal Officer, was available to discuss the proposed changes to Policy 5:20 Workplace Harassment Prohibited. Administration recommended adoption of the proposed changes to Policy 5:20 Workplace Harassment Prohibited.

Motion by Ms. Noland, second by Ms. Thommes, to approve changes to Board policy, as presented. Upon roll call, yes votes: Mr. Devereux, Ms. Noland, Ms. Owens, Mrs. Porter, Ms. Thommes, and Ms. Kerr. No votes: 0. The motion carried by a vote 6-0.

D. Minutes of Board Committee Meetings

Administration recommended the Board of Education approve the minutes from the December 12, 2022 Board of Education Finance Committee meeting.

Motion by Ms. Noland, second by Ms. Thommes, to approve the minutes, as presented. Upon roll call, yes votes: Mr. Devereux, Ms. Noland, Ms. Owens, Mrs. Porter, Ms. Thommes, and Ms. Kerr. No votes: 0. The motion carried by a vote 6-0.

E. Hazard, Young, Attea, and Associates (HYA) Superintendent Search Proposal and Letter of Agreement

Mr. Flynn, HYA Senior Associate, Mr. Adams, HYA Associate, and Ms. Sullivan, HYA Associate, presented the Superintendent Search Proposal and Letter of Agreement and were available to respond to questions from the Board of Education. Ms. Kerr, Board of Education President, recommended approval of the Hazard, Young, Attea, and Associates (HYA) Superintendent Search Letter of Agreement.

Motion by Ms. Noland, second by Mrs. Porter, to approve the agreement, as presented. Upon roll call, yes votes: Mr. Devereux, Ms. Noland, Ms. Owens, Mrs. Porter, Ms. Thommes, and Ms. Kerr. No votes: 0. The motion carried by a vote 6-0.

8. Other Business – Dr. Johnson

A. Hazard, Young, Attea, and Associates (HYA) Superintendent Search Plan of Action  
Mr. Flynn, HYA Senior Associate, Mr. Adams, HYA Associate, and Ms. Sullivan, HYA Associate, presented the Superintendent Search Plan of Action and were available to respond to questions from the Board of Education.

B. February Financial Report

Mr. Burnidge, Director of Financial Operations, reviewed the February Financial Report and was available to respond to questions from the Board of Education.

9. Work Session – Dr. Johnson

A. High School Science Curriculum Proposal

Ms. McMullen, Coordinator of K-12 Science and Planetarium, and Ms. Valenzia, Science Instructional Coach, provided the Board of Education with information relating to the High School Science Curriculum Proposal.

10. Work Session - Bids/Proposals (Board Policy 4:60 - Purchases and Contracts)

A. Bid - Plant Operations - Streamwood High School Installation of Fiber Cabling to Press Box Project #322

Ms. Waldau, Director of Plant Operations, presented the proposal summary and was available to respond to questions from the Board of Education. Administration recommended award to the lowest responsible bidder, Low Voltage Solutions, Inc., in the amount of \$88,696.00 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 2022-2023 through 2023-2024 fiscal years.

B. Bid - Plant Operations - Educational Service Center Interior Renovation Phase Two Project #332

Ms. Waldau, Director of Plant Operations, will present the attached proposal summary and will respond to questions from the Board of Education. Administration recommends award to the lowest responsible bidder, Bear Construction Company, in the amount of \$3,195,500.00 and requests authorization for district administration to execute related documents. This expenditure will be charged to the Operations and Maintenance Fund and the Health Life Safety Fund. The cost is included in the budget for the 2022-2023 through 2023-2024 fiscal years.

C. Proposal - Secondary Education - RFP College and Career Planning Platform

Dr. Lance, Assistant Superintendent of Equity and Innovation, Ms. Chapman, Director of Post-Secondary Success, and Mrs. Charsha-Hahn, U-46 Lead Counselor, will present the attached proposal summary and will respond to questions from the Board of Education. Administration recommends approval of the three-year proposal from SchoolLinks in the total amount of \$371,474.48, and requests 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 2023-2024 through 2025-2026 fiscal years.

11. Work Session - Contracts Over \$25,000.00 (Board Policy 4:60 - Purchases and Contracts)

A. Contract Renewal - Human Resources - Frontline Absence and Substitution Management

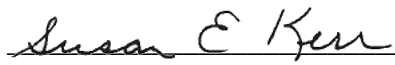
Mr. Burnidge, Director of Financial Operations, and Mr. Moore, Assistant Superintendent of Human Resources, presented the proposal and were available to respond to questions from the Board of Education. Administration recommended approval of the contract renewal with Frontline Education in the amount of \$42,313.59, 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 2022-2023 fiscal year.

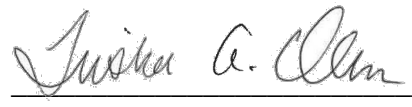
B. Contract - Teaching and Learning/Multilingual and Multicultural Education Department - Northern Illinois University Bilingual/English as a Second Language Teacher Cohort V

Mrs. Pirtle, Director of the Multilingual and Multicultural Education Department, presented the proposal and was available to respond to questions from the Board of Education. Administration recommended approval of the contract with Northern Illinois University (NIU) not to exceed the amount of \$144,000.00, and requested authorization for district administration to execute related documents. This expenditure will be charged to the Title III Grant. The cost is included in the budget for the 2022-2023 through the 2024-2025 fiscal years.

Motion by Ms. Noland, second by Ms. Thommes, to adjourn the Regular Board Meeting of March 20, 2023 at 9:50 p.m. Upon roll call yes votes: Mr. Devereux, Ms. Owens, Ms. Noland, Mrs. Porter, Ms. Thommes, and Ms. Kerr. No votes: 0. The motion carried by a vote of 6-0.

Approved this 10th day of April, 2023

  
President

  
Secretary