

School District U-46
Elgin, Illinois

March 18, 2019

The video of the March 18, 2019 meeting can be found here:
[March 18, 2019, BOE Meeting](#)

The Regular Meeting of the Board of Education was called to order at 5:16 p.m. at the Educational Services Center, 355 East Chicago Street, Elgin, Illinois. The following Board members answered roll call: Phil Costello, Sue Kerr, Veronica Noland, Melissa Owens, 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, Ms. Kerr, Ms. Noland, Ms. Owens, and Mrs. Smith. No votes: 0. The motion carried by a vote of 5-0.

Board member Devereux was not present for this meeting.

Board member Ward arrived at the March 18, 2019 meeting at 5:22 p.m.

A motion was made at 6:57 p.m. by Mrs. Ward, second by Ms. Kerr, to reconvene into open session. Upon roll call, yes votes: Mr. Costello, Ms. Kerr, Ms. Noland, Ms. Owens, Mrs. Ward, and Mrs. Smith. No votes: 0. The motion carried by a vote of 6-0.

The business session began at 7:02 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, Dale Burnidge, Sheila Downs, Mary Fergus, John Heiderscheidt, Jeffrey Prowell, Assistant Attorney Luis Rodriguez, Dr. Trisha Shrode, and Shaun Terranova. 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.

I. Accent of Achievement

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 achieved or renewed 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 recognized new National Board Certified Teacher Gisselle Moreira of Garfield Elementary School and renewing National Board Certified Teacher Julie Denz of Streamwood High School.

B. National Merit Scholarship Program

As part of the Board of Education's Accent on Achievement, the Board of Education recognized Riya Kumar of Elgin High School as well as Alexa Mogan and Rachel Montesano of Bartlett High School. These students were recently named finalists in the prestigious 64th Annual National Merit Scholarship Program. Their selection keeps these students in the competition for approximately 7,500 scholarships that will be offered in Spring 2019. To qualify, the students took the 2017 Preliminary SAT/National Merit Scholarship Qualifying Test. Only the highest scoring entrants in each state advance to the finalist round.

2. Comments from the Audience

Keith Goins, President of the Coalition for a Safe & Healthy Elgin, spoke about reducing underage drinking and substance abuse among minors in Elgin by promoting a safe and healthy Elgin that is free of violence and substance abuse.

Freddy Laureano spoke about a letter he received stating that he will no longer be employed with the District at the end of the 2018/2019 school year. Mr. Laureano stated that he has asked several administrators why his contract will not be renewed and has not gotten a response from anyone.

3. Other Business – Board Member and CEO Update

A. Additional Information

Ms. Kerr reported that she and Ms. Owens attended the Realtors Breakfast and it was well attended.

Mr. Costello announced that his scheduled town hall meeting on March 20, 2019 is canceled due to a scheduling conflict.

Mr. Sanders reported that he and several Board members attended the District Years of Service Awards ceremony. Mr. Sanders thanked the employees for their service. Mr. Sanders also attended the District Talent Fest where all five high schools competed. Larkin High School won best performance and the all-around category. Mr. Sanders congratulated all the performers.

B. FOIA Request – 10

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 - February 25, 2019

- C. Termination of Kathryn E. Centena - Para Educator
- D. Termination of Shamara Harvey - Driver's Assistant
- E. Building Permits - 4

Administration recommended the Board of Education approve the application for submission to the Kane County Regional Office of Education for issuance of building permits for the following projects:

- Intercom-Clock-Fire Alarm System - Abbott Middle School
- Intercom-Clock-Fire Alarm System - Clinton Elementary School
- Intercom-Clock-Fire Alarm System - Willard Elementary School
- Intercom-Clock System - Elgin High School

Administration removed item C. Termination of Kathryn E. Centena – Para Educator from the Consent Agenda.

Motion by Ms. Kerr, second by Ms. Noland, to approve the Consent Agenda of March 18, 2019, items A, B, D, and E, as presented. Upon roll call, yes votes: Mr. Costello, Ms. Kerr, Ms. Noland, Ms. Owens, Mrs. Ward, and Mrs. Smith. No votes: 0. The motion carried by a vote of 6-0.

5. Discussion/Action

A. Itemized Bills – March 18, 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 \$4,939,262.57.

Motion by Ms. Noland, second by Ms. Owens, to approve the list of itemized bills of March 18, 2019, in the amount of \$4,939,262.57 as presented. Upon roll call, yes votes: Mr. Costello, Ms. Kerr, Ms. Noland, Ms. Owens, Mrs. Ward, and Mrs. Smith. No votes: 0. The motion carried by a vote of 6-0.

B. Minutes of Board Committee Meetings

Motion by Ms. Owens, second by Ms. Kerr, to accept the minutes of the February 25, 2019, Board of Education Section 8 (School and Community Relations) Committee meeting, as presented. Upon roll call, yes votes: Mr. Costello, Ms. Kerr, Ms. Noland, Ms. Owens, Mrs. Ward, and Mrs. Smith. No votes: 0. The motion carried by a vote of 6-0.

C. HR Resolution

In order to follow state guidelines that allow for staff dismissal up until 45 days before the end of the school year, the Assistant Superintendent of 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. Ms. Chan, Assistant Superintendent Human Resources, presented an overview and was available for questions from the Board.

Classified Staff

- Authorizing the Non-Renewal of Administrative Contracts and Honorable Dismissal of Non-Certified Administrators

Motion by Ms. Noland, second by Ms. Kerr, to approve the HR Resolution #2019-3-18 M authorizing the non-renewal of administrative contracts and honorable dismissal of non-certified administrators, as presented. Upon roll call, yes votes: Mr. Costello, Ms. Kerr, Ms. Noland, Ms. Owens, Mrs. Ward, and Mrs. Smith. No votes: 0. The motion carried by a vote of 6-0.

Teachers

- Authorizing Non-Renewal of Administrative Contracts and Re-Assignment of Tenured Administrators

Motion by Ms. Noland, second by Ms. Owens, to approve the HR Resolution #2019-3-18 P authorizing the non-renewal of administrative contracts and re-assignment of tenured administrators, as presented. Upon roll call, yes votes: Mr. Costello, Ms. Kerr, Ms. Noland, Ms. Owens, Mrs. Ward, and Mrs. Smith. No votes: 0. The motion carried by a vote of 6-0.

D. Board Policy Section 7 – Students

Mr. Miguel Rodriguez, Chief Legal Officer, and Mr. Luis Rodriguez, Assistant Attorney, were available to answer any Board of Education questions regarding Board Policy - Section 7.

Motion by Ms. Owens, second by Ms. Noland, to approve Board Policy Section 7 - Students as presented.

Mrs. Ward stated that she appreciates the addition of allowing participation in U-46 sports by students that do not attend the District full time. Mrs. Ward stated that while she understands tonight's vote is for changes to the policy, she cannot vote for this policy because she does not agree with many of its provisions. Mrs. Ward stated that bullying should be prohibited without the necessity to call out every disparate group of people. Mrs. Ward also raised concerns that the policy prohibits bullying outside of school and requires school officials to prosecute bullying occurring outside of school. Mrs. Ward stated she feels that this is problematic on many levels. Mrs. Ward stated that Administration admitted that this policy may allow for the participation of biological males in women's sports. Mrs. Ward also stated that this policy refers to the student code of conduct with which she profoundly disagrees. Mrs. Ward indicated she would be voting no.

Mr. Costello indicated that he would also be voting no. Mr. Costello believes that all means all. Mr. Costello believes the District should be looking at the crime, not the victim, a crime is a crime and it shouldn't matter who the victim is, all victims should be protected. Mr. Costello stated that any type of bullying or any act of aggression should be the focus point.

Upon roll call, yes votes: Ms. Kerr, Ms. Noland, Ms. Owens, and Mrs. Smith. No votes: Mr. Costello and Mrs. Ward. The motion carried by a vote of 4-2.

E. Termination of Current Chief Executive Officer Anthony Sanders' Current Multi-Year Performance Based Employment Contract Effective June 30, 2019, and Approval of a New Multi-Year Performance Based Employment Contract Between Chief Executive Officer Anthony Sanders and the Board of Education of School District U-46 to begin on July 1, 2019, through June 30, 2024

On March 4, 2019, the Board of Education voted to approve a multi-year Performance Based Chief Executive Officer (CEO) Employment Contract between Anthony Sanders and the Board of Education. The contract is to begin July 1, 2019 through June 30, 2024.

However, prior to the vote there should have been a resolution read into the record in order to terminate the current multi-year Performance Based (CEO) Employment Contract between Mr. Sanders and the Board of Education effective June 30, 2019 so the new multi-year Performance Based (CEO) Employment Contract can begin on July 1, 2019.

Some of the key terms of the contract approved by the Board on March 4 include:

- Five year agreement.
- 2018-19 salary of \$234,639.97 increases by 3% effective July 1, 2019 to \$241,679.17.
- Once certified, Mr. Sanders will be moved into the Teachers Retirement System with the Board paying 9.89% towards pension rather than approximately 14.5% paid annually toward Illinois Municipal Retirement System (a decrease in expenditures totaling approximately \$11,000 per year for the Board).
- Tuition reimbursement towards a superintendent endorsement and doctoral degree for Mr. Sanders. Should Mr. Sanders not achieve his superintendent endorsement within the timeframe established by law, the contract terminates and Mr. Sanders must reimburse the Board the cost of tuition. Further, if Mr. Sanders leaves voluntarily during the contract, the tuition cost will be repaid.
- Performance goals that are very clear with outcomes required annually.

Motion by Ms. Noland, second by Ms. Kerr to approve the following Resolution:

BE IT RESOLVED, by the Board of Education of School District U-46, Kane, Cook, and DuPage Counties, Illinois, as follows: 1. The Board hereby finds and determines that its Chief Executive Officer (CEO), Anthony Sanders, has met the goals of the current November 1, 2016, through June 30, 2020 Multi-Year Performance Based Employment Contract (the "Current Contract") between Mr. Sanders and the Board and that the Board is therefore authorized by law to enter into a new Multi-Year Performance Based Employment Contract with Mr. Sanders as CEO. 2. The Board hereby approves, and authorizes the President and Secretary to sign, an agreement with Mr. Sanders terminating the Current Contract, substantially in the form of the attached Exhibit A, and establishing a new Multi-Year Performance Based Employment Contract with Mr. Sanders, substantially in the form of the attached Exhibit B, for the period July 1, 2019 through June 30, 2024. 3. This Resolution shall be in full force and effect upon its adoption.

Mrs. Ward stated that since she voted no on the contract and she would be voting no on the resolution.

Upon roll call, yes votes: Mr. Costello, Ms. Kerr, Ms. Noland, Ms. Owens, and Mrs. Smith.
No votes: Mrs. Ward. The motion carried by a vote of 5-1.

6. Other Business – CAC Update

There was no updates from the CAC.

7. Other Business

A. February Financial Report

Mr. Burnidge, Director of Financial Operations, reviewed the Financial Report. At the end of February, the total fund's balance was \$276,216,695.00 which is an increase of \$829,000.00 from January. The District received \$16.7 million for Evidence-Based Funding, \$16.7 million in property taxes, and \$45,000.00 in catagoricals. At the end of February, the State owed the District \$7 million. The District received \$3.2 million in Federal revenue. Total revenue was 9.85% higher than last year at this time and expenditures were 2.8% higher but in line with the budget.

B. Age & Obsolescence Plan for Bus Replacement 2019

Mr. Prowell, Director of Transportation, presented the updated Age and Obsolescence Plan, adopted in December 2001. The recommendations for 2019 are to purchase 19 new large diesel buses, 2 new large gasoline buses, 22 small diesel buses, and 5 multi-function activity buses.

8. Other Business - Student Disciplinary Cases

A. Student J

Motion by Ms. Noland, second by Ms. Owens, to approve administration's recommendation to expel Student J for two semesters, the remainder of the 2018-2019 school year and the first semester of the 2019-2020 school year. While serving the expulsion Student J will have the opportunity to enroll in alternative education programs. Upon roll call, yes votes: Mr. Costello, Ms. Kerr, Ms. Noland, Ms. Owens, Mrs. Ward, and Mrs. Smith. No votes: 0. The motion carried by a vote of 6-0.

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

A. Contract - Instruction - Leadership Development Plan

Mr. Phelps, Senior Business Official of Business Services, and Dr. Johnson, Deputy Superintendent of Instruction, presented the contract. Administration recommended approval of the contract from the University of Illinois at Chicago for three years not to exceed the amount of \$96,000.00 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 2019-2020, 2020-2021 and 2021-2022 fiscal years.

10. Work Session – Bids/Proposals

A. Bid - Plant Operations - Asbestos Abatement 1019 East Chicago Street Project #2054

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 DEM Services, Inc. in the amount of \$87,900.00 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 fiscal year.

B. Bid - Plant Operations - Asbestos Abatement Elgin High School Domestic Water Piping Replacement Phase 2 Project #236

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 Holian Asbestos Removal in the amount of \$124,000.00 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 fiscal year.

C. Proposal - Plant Operations – Ellis Middle School Replacement of Building Automation Equipment

Mr. Phelps, Senior Business Official of Business Services, and Ms. Downs, Director of Plant Operations, presented the proposal summary. Administration recommended approval of the proposal from Trane U.S. Inc. in the amount of \$56,367.00 and requested authorization for District administration to execute related documents. This expenditure will be charged to the Operations and Maintenance Fund. This cost is included in the budget for the 2018-2019 School Year.

D. Proposal - Plant Operations – Kenyon Woods 400 Ton Chiller Rental

Mr. Phelps, Senior Business Official of Business Services, and Ms. Downs, Director of Plant Operations, presented the proposal summary. Administration recommended approval of the proposal from Trane Rental Services in the amount of \$44,000.00 and requested authorization for District administration to execute related documents. This expenditure will be charged to the Operations and Maintenance Fund. This cost is included in the budget for the 2018-2019 School Year.

E. Proposal - Curriculum and Instruction/Title One Chromebook - Interactive Display and Interactive Display Stand

Mr. Phelps, Senior Business Official of Business Services, Dr. Carpenter, Assistant Superintendent for Teaching and Learning, and Dr. Shrode, Director of Curriculum and Instruction, presented the proposal. Administration recommended approval of the proposal from Dell EMC in the amount of \$49,177.60 (Chromebook), as well as the proposal from Dell EMC in the amount of \$72,000.00 (Interactive Display), and the proposal from PACE Systems in the amount of \$67,375.00 (Interactive Display Stand) for a total purchase of \$188,552.60 and requested authorization for District administration to execute related documents. This expenditure will be charged to the Title I Fund. The cost is included in the budget for the 2018-2019 School Year.

11. Closed Session

President Smith requested a motion to move into closed session to discuss 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. The motion

was made at 7:55 by Ms. Noland, second by Ms. Owens. Upon roll call, yes votes: Mr. Costello, Ms. Kerr, Ms. Noland, Ms. Owens, Mrs. Ward, and Mrs. Smith. No votes: 0. The motion carried by a vote of 6-0.

12. Reconvene to Open Session

A motion was made at 9:32 p.m. by Mrs. Ward, second by Ms. Noland to reconvene to open session. Upon roll call, yes votes: Mr. Costello, Ms. Kerr, Ms. Noland, Ms. Owens, Mrs. Ward, and Mrs. Smith. No votes: 0. The motion carried by a vote of 6-0.

13. Adjournment

Motion by Mrs. Ward second by Ms. Noland, to adjourn the Regular Board Meeting of March 18, 2019, at 9:34 p.m. Upon roll call, yes votes: Mr. Costello, Ms. Kerr, Ms. Noland, Ms. Owens, Mrs. Ward, and Mrs. Smith. No votes: 0. The motion carried by a vote of 6-0.

Approved this 15th day of April, 2019.



President



Secretary