

AGENDA  
The Second Meeting of the Month of August  
of the Board of Education of Township High School District 214  
will be held on Thursday, August 13, 2020  
in Room D100/101 of the Forest View Educational Center  
2121 S. Goebbert Road, Arlington Heights, IL  
at 7:00 p.m.

- I. CALL TO ORDER  
President Petro
- II. ROLL CALL  
Mrs. Knoepfle
- III. PLEDGE OF ALLEGIANCE
- IV. PUBLIC HEARING – 2020-21 FINAL BUDGET
- V. APPROVAL OF MINUTES  
Regular Meeting of August 5, 2020
- VI. SUPERINTENDENT’S REPORT  
Freedom of Information Act Report  
Food and Nutrition Services Update
- VII. PUBLIC COMMENTS
- VIII. BOARD MEMBER UPDATES
- IX. CONSENT CALENDAR  
2020-115 Accounts Payable  
2020-116 Personnel Transaction Report  
2020-117 2020-2021 Pay Rates for Substitute Teachers
- X. ACTION ITEM (The public may comment on each item after Board discussion.)  
2020-118 2020-21 Final Budget  
2020-119 Remote and Blended Remote Learning Plan
- XI. CLOSED SESSION
  - 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 body or legal counsel for the public body, including hearing testimony on a complaint lodged against an employee, a specific individual who serves as an independent contractor in a park, recreational, or educational setting, or a volunteer of the public body or against legal counsel for the public body to determine its validity. However, a meeting to consider an increase in compensation to a specific employee of a public body that is subject to the Local Government Wage Increase Transparency Act may not be closed and shall be open to the public and posted and held in

accordance with [the Open Meetings Act]. 5 ILCS 120/2(c)(1), amended by P.A. 101-459;

- The placement of individual students in special education programs and other matters relating to individual students. 5ILCS 120/2(c)(10);
- Collective negotiating matters between the district and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees. 5ILCS 120/2(c)(2).

## XII. RECONVENE IN OPEN MEETING

Immediately following the Closed Session, the Board of Education will reconvene in Open Session and may take action deemed necessary as a result of the Closed Session discussions.

- 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 body or legal counsel for the public body, including hearing testimony on a complaint lodged against an employee, a specific individual who serves as an independent contractor in a park, recreational, or educational setting, or a volunteer of the public body or against legal counsel for the public body to determine its validity. However, a meeting to consider an increase in compensation to a specific employee of a public body that is subject to the Local Government Wage Increase Transparency Act may not be closed and shall be open to the public and posted and held in accordance with [the Open Meetings Act]. 5 ILCS 120/2(c)(1), amended by P.A. 101-459;
- The placement of individual students in special education programs and other matters relating to individual students. 5ILCS 120/2(c)(10);
- Collective negotiating matters between the district and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees. 5ILCS 120/2(c)(2).

## XIII. ADJOURNMENT

## MINUTES

The Minutes of the First Regular Meeting  
of the Month of August of the Board of Education  
Township High School District 214 held on August 5, 2020  
at the Forest View Educational Center,  
2121 S. Goebbert Road, Arlington Heights, Illinois  
at 7:36 a.m.

President Petro called the meeting to order at 7:36 a.m. and R. Knoepfle called the roll. The following members were present:

William Dussling	Vice President
Mark Hineman	Member
Alva Kreutzer	Member
Mildred Palmer	Member
Dan Petro	President
Leonard Walker	Member
Todd Younger	Member

Absent at roll call:

None

Also present at the meeting were: D. Schuler, superintendent; C. Johnson, associate superintendent for finance and operations; K. Kraft, associate superintendent for human resources; L. Lopez, associate superintendent for teaching and learning; E. Holmes, assistant director of community engagement and outreach; S. Koerner, director of business services; P. Mogge, director of community engagement and outreach; K. Roiland, director of operations; T. Schlorff, director of instructional technology and technology services; R. Knoepfle, executive assistant to the school board and superintendent; staff members; parents; students; and citizens.

### 1. PLEDGE OF ALLEGIANCE

President Petro led the Board and audience in the Pledge of Allegiance.

### 2. APPROVAL OF MINUTES

It was moved by Dussling and seconded by Hineman that the Board of Education approve the minutes of the Regular Meeting of July 9, 2020 and the Closed Session of July 9, 2020.

Upon roll call, the motion carried.

Ayes: Dussling, Hineman, Kreutzer, Palmer, Walker, Younger, Petro

Nays: None

### 3. SUPERINTENDENT'S REPORT

D. Schuler reported that the district responded to the following Freedom of Information Act requests consistent with Illinois School Code:

- Wallace requested business contract information.
- G. Pennington requested Intergovernmental Agreements and student information.

- T. Asta requested personnel information.

D. Schuler introduced a restart school plan via a video presentation and a pamphlet for the Board to review prior to any discussion on the plan.

4. PUBLIC COMMENTS

B. Janu, EGHS staff member, addressed the Board regarding diversity, equity and staff and student voices;

K. Bergman, RMHS staff member, addressed the Board regarding equity and staff voices;

D. Chapman, RMHS staff member, addressed the Board regarding equity and staff voices;

D. Burrier, EGHS staff member, addressed the Board regarding equity and staff voices;

R. Christie, EGHS staff member, addressed the Board regarding equity and staff voices;

L. Stenzel, BGHS staff member, addressed the Board regarding equity and staff voices;

L. Schillmoeller, parent, addressed the Board regarding the restart of school plan;

D. McCall, parent, addressed the Board regarding the restart of school plan;

G. Meyer, parent, addressed the Board regarding the restart of school plan;

M. Gradek, parent, addressed the Board regarding the restart of school plan;

S. Johlle, parent, addressed the Board regarding the restart of school plan;

C. Kearne, parent, addressed the Board regarding the restart of school plan;

R. Caataldo, parent, addressed the Board regarding the restart of school plan;

K. Woodland parent, addressed the Board regarding the restart of school plan;

A. Prantner, parent, addressed the Board regarding the restart of school plan;

S. Lifka, parent, addressed the Board regarding the restart of school plan;

K. Luczak, parent, addressed the Board regarding the restart of school plan;

K. Ahn, EGHS student, addressed the Board regarding the newly installed audio system;

N. Johnson, parent, addressed the Board regarding the restart of school plan;

N. Anderson, a RMHS staff member, addressed the Board regarding equity and the restart of the school plan.

D. Petro thanked the speakers and noted that the video and new plan documentation would be on the website later today.

5. APPROVE CONSENT CALENDAR

2020-108 through 2020-112

Items 2020-086 through 2020-112 appearing on the Consent Calendar were presented for the Board's consideration.

It was moved by Dussling and seconded by Kreutzer that the Board of Education approve Items 2020-108 through 2020-112 appearing on the Consent Calendar as presented.

Upon roll call, the motion carried.

Ayes: Dussling, Hineman, Kreutzer, Palmer, Walker, Younger, Petro

Nayes: None

A. Approve Accounts Payable

2020-108

Actual July 9, 2020 listing:

Educational Fund Listing

\$572,551.42

Operations and Maintenance	114,934.86
Transportation Fund	1,152.76
TOTAL	\$688,639.04

Checks Dated: July 9, 2020  
Check Numbers: 737017 through 737129

Transfers Dated July 1-31, 2020 listing:	
Educational Fund Listing	\$2,312,321.06
Operations and Maintenance	4,620.20
Capital Projects	237.79
TOTAL	\$2,317,179.05

Actual July 23, 2020 listing:	
Educational Fund Listing	\$649,186.03
Operations and Maintenance	289,084.49
Transportation Fund	506.25
Capital Projects	3,570,608.23
TOTAL	\$4,509,385.00

Checks Dated: July 23, 2020  
Check Numbers: 737135 through 737612

B.     Personnel Transaction Report 2020-109

Approved Personnel Transaction Report attached to these minutes.

C.     Destruction of Closed Meeting Audio Recordings 2020-110

Approved the destruction of closed session audio recordings for the following meetings:

January 17, 2019

D.     Board of Education Policy Manual Revisions – PRESS Editions 2020-111

Approved the recommended policy revisions from PRESS as presented:

PRESS and Administration Recommended revised or new policies:			
2:220	5:20	7:180	8:30
2:260	6:135	7:190	
4:180	7:20	7:340	
5:10	7:40	7:345	

E.     New Job Description 2020-112

Approved the Health Services Assistant job description.

6. PERSONNEL TRANSACTION REPORT II 2020-113

It was moved by Kreutzer and seconded by Hinemen that the Board of Education approve Personnel Transaction Report II.

There was no further discussion by the Board.

Upon roll call, the motion carried.

Ayes: Dussling, Hineman, Kreutzer, Palmer, Walker, Younger, Petro

Nayes: None

7. REMOTE AND BLENDED REMOTE LEARNING PLAN UPDATE 2020-114

D. Petro asked for comments or questions from the Board regarding the presentation from Dr. Schuler earlier in the meeting.

Board discussion included:

- that no changes were made to curriculum courses being offered even in a remote setting;
- all dual-credit courses will still run;
- how criteria will be decided for the return to school process and determining the timeline;
- guidance, not mandates, adds to the exposure of the district if not followed;
- the burden of responsibility of the Board is for all the community;
- the steps being taken by the district for the emotional health of students and staff;
- how the logistics of providing meals and transportation impact the decisions of returning students and staff. The requirements for the National School Lunch Program limit the options of what can and can't be provided and when, so the district is researching various options for delivery of food to families of free and reduced meals;
- the decision to send students to school when that option becomes available will be up to the families, as long as the students continue to meet the registration requirements, such as immunizations required by the State of Illinois;
- the installation of the new cost-effective intercom, bell and audio enhancement system allows for teachers to solely control the cameras in the classroom for instruction;
- the need for substitutes is critical, so the district is reaching out to secure additional substitutes;
- the district has been working closely and collaboratively with the bargaining units, the EA, ESPA and CMA, all summer to help shape the restart plans;
- mental health challenges are being addressed with expanded opportunities for the Problem Solving Teams to address individualized plans for students;
- how the information regarding the plans will be communicated to staff and parents;
- the guidance coming from the County, the State and the Federal governmental agencies continues to change and is not always consistent;
- the Board has always placed its highest priority on the safety and security of students, which includes the health of students, now impacted by the concerns from the COVID virus. It is the Board's responsibility to the community to maintain that priority;
- by delaying the return for students, is the plan putting off the inevitability that many individuals will still contract COVID later?
- the risks for students of high school age from other causes of death are more likely, so should we lead from fear or continue to lead as we have;
- should the Board derail the start of the school year over some unknown?

- freshmen on-boarding is a concern as well as servicing the needs of seniors as they transition to post-secondary programs and schools;
- the teaching and learning team is doubling down on Redefining Ready opportunities and making sure students get the required seat-time/hours for hands-on credentialed programs;
- how the district will work with students who are struggling with remote learning.

D. Schuler thanked everyone for their perspectives, noting that this is why the district has to plan this correctly for the greater good of all students, and that time is needed to slowly develop the protocols and habits that provide the safety for all and relieve the anxiety of returning to school.

D. Petro thanked the Board for their discussion, noting it was gratifying to hear the comments from parents on the original plan, which was always subject to change based on ongoing circumstances. He noted that the Board will try to do as they have always done by doing what they feel is best for students, staff and the community, of which only 20% of the households have students. Students are the first concern, but not the only concern. The need is for a robust education and accountability and having students in the schools is not taken lightly. However, the way this is done is to keep us from having to be shut down later in the year.

D. Petro also expressed concerns for the families of poverty and what resources are needed for those students and how the district can meet those needs. D. Schuler noted that the technology team has found a way to basically serve as the district's own cell phone provider system, so any student can access high speed internet as long as their district-provided device is within the district boundaries. Academic interventionists in each school will be working with students of poverty. It is crucial to the administration and staff that the lack of access, opportunities or educational gaps is not exacerbated for those students.

D. Schuler asked that the Board members give him direction as to whether or not the administration should continue planning for this suggested slow-return to the hybrid flexible model. Board members indicated that they would continue to provide additional comments to D. Schuler, however, he should continue with the administration's planning process prior to next week's Board meeting.

13. ADJOURNMENT

It was moved by Dussling and seconded by Kreutzer to adjourn. The motion carried.

The meeting adjourned at 10:14 a.m.

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F. Daniel Petro, president

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William J. Dussling, vice president

## CLASSIFIED PERSONNEL TRANSACTION REPORT

**EMPLOYMENT OF CUSTODIAL MAINTENANCE PERSONNEL 2020 - 2021****CHANGE OF STATUS**

<u>Name:</u>	<u>Assignment</u>	<u>Salary</u>	<u>Hrs./Week</u>
<b>VERDUZCO, JOSE</b>	<b>Custodian I - 3rd Shift (WHS)</b>		
<b>Remarks:</b>	Resignation		
	Effective: August 14, 2020		

**EMPLOYMENT OF EDUCATIONAL SUPPORT PERSONNEL 2020 - 2021****CHANGE OF STATUS**

<u>Name:</u>	<u>Assignment</u>	<u>Salary</u>	<u>Hrs./Week</u>
<b>COCHRANE, SUSAN</b>	<b>Technology Assistant - Help Desk (BGHS)</b>		
<b>Remarks:</b>	Grade 5, Row 44	\$32.79	37.5
	From: 40 Hrs./Week		
	Effective: August 10, 2020		
<b>KUFFEL, ROSE ANN</b>	<b>Division Assistant (RMHS)</b>		
<b>Remarks:</b>	Resignation		
	Effective: August 7, 2020		



ITEM NO: 2020-117  
DATE: August 13, 2020  
FILE: Substitute Teachers

Subject: **2020-2021 Pay Rates for Substitute Teachers**

**BACKGROUND INFORMATION:**

One key piece in providing a high quality education for students is to secure qualified substitute teachers to cover when a member of the teaching force is unable to be at work. During these unprecedented times, school districts are experiencing difficulty finding coverage for teacher absences due to the pandemic and the national shortage of substitute teachers. Compounding the problem is our current substitute rate of pay. A survey was conducted for substitute teacher pay rates and the data showed that neighboring districts have out-paced District 214 in increasing their substitute pay rates. The last substitute teacher rate increase was in 2009 when the rate was changed from \$0.36 to \$0.40 per minute for day-to-day substitute teachers and from \$250 to \$175 per day for substitutes serving in long-term positions.

**ADMINISTRATIVE CONSIDERATIONS:**

The Administration believes that the following differentiated rates would improve our competitiveness in securing substitutes and encourage qualified individuals to apply and serve as substitutes for District 214.

In an effort to attract and retain substitute teachers, the District proposes the following pay rate increases for substitute teachers effective August 17, 2020:

- Day to Day substitute teacher pay rate increase from \$0.40/minute to \$50.00 per block.
- Long Term substitute teacher pay rate increase from \$175 to \$200 per day. The long-term rate is applied to substitute teachers who work full time for 21 days or more in the same assignment.

Increasing the pay rate will help our District attract and retain new substitute teachers, assist in filling all absences when teachers are absent from work and provide continuity of learning for students

**RECOMMENDED ACTION:**

It is recommended that the Board of Education approve the salary increase for substitute teachers effective August 17, 2020.

ITEM: 2020-118  
DATE: August 13, 2020  
FILE: Budget

**Subject: 2020-21 Final Budget**

**BACKGROUND INFORMATION:**

On June 11, 2020, the Board of Education reviewed and approved the tentative budget for 2020-21. It also called for a public hearing on the proposed budget to be held at 7:00 p.m. on August 13, 2020, in the Board Room of the Forest View Educational Center. The budget has been available for public inspection since July 13, 2020.

During the past few weeks, minor adjustments were made from the tentative budget to the final budget. The District 214 budget contains state funding which is contingent on sufficient funds being appropriated through a final approved Illinois State Budget. The 2020-21 operating budget with transfers is balanced.

By law, the final budget is required to be adopted by roll call vote prior to the end of the first quarter of the fiscal year. The resolution adopting the budget should be incorporated into the official minutes of the Board of Education.

**ADMINISTRATIVE CONSIDERATIONS:**

The Final Budget for 2020-21 and attached resolution are recommended for approval and adoption.

**RECOMMENDED ACTION:**

That the Board of Education approve the Final Budget for 2020-21 and adopt the Budget of Township High School District 214 County of Cook, State of Illinois, For the Fiscal Year Beginning July 1, 2020, and Ending June 30, 2021 Resolution.

Att.

ITEM: 2020-118  
DATE: August 13, 2020  
FILE: Budget, page 2

BUDGET OF TOWNSHIP HIGH SCHOOL DISTRICT 214  
COUNTY OF COOK, STATE OF ILLINOIS, FOR THE  
FISCAL YEAR BEGINNING JULY 1, 2020, AND  
ENDING JUNE 30, 2021

WHEREAS the Board of Education of Township High School District 214, County of Cook, State of Illinois, caused to be prepared in tentative form a budget, and the Secretary of this Board has made the same conveniently available to public inspection for at least thirty days prior to final action thereon;

AND WHEREAS a public hearing was held as to such budget on the 13th day of August, 2020, notice of said hearing was given at least thirty days prior thereto as required by law, and all other legal requirements have been complied with;

NOW, THEREFORE, Be it resolved, by the Board of Education of said district as follows:

Section 1: That the fiscal year of this School District be and the same hereby is fixed and declared to be beginning July 1, 2020, and ending June 30, 2021.

Section 2: That the following budget containing an estimate of amounts available in each Fund, separately, and of expenditures from each be and the same is hereby adopted as the budget of this school district for the said fiscal year.

Adopted this 13th day of August, 2020, by a roll call vote of \_\_\_ Yeas and \_\_\_ Nays to-wit:

Members Voting Yea:

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Members Voting Nay:

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President, Board of Education

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Secretary, Board of Education

STATE OF ILLINOIS )  
  )  
COUNTY OF COOK   )

C E R T I F I C A T E

I DO HEREBY CERTIFY that I am the duly elected, qualified and acting Chief Fiscal Officer of Township High School District 214, Cook County, Illinois (the "School District"), and as such, am the keeper of the fiscal records of the School District.

I DO HEREBY CERTIFY that attached hereto is a true and correct copy of the Budget for the Fiscal Year 2020-21, adopted by the Board of Education of the School District at a public meeting on August 13, 2020.

I DO FURTHER CERTIFY that the following is an estimate of revenues by source, anticipated to be received by the School District in Fiscal Year 2020-21.

REVENUE BY SOURCE  
2020-21

Property Taxes	\$226,990,000
Corporate Taxes	\$5,000,000
Investment Earnings	\$1,500,000
Other Local	\$12,912,875
<b>Total Local</b>	<b>\$246,402,875</b>
Evidence Based Funding	\$10,100,000
Transportation Aid	\$5,000,000
Other Categorical	\$2,221,654
<b>Total State Aid</b>	<b>\$17,321,654</b>
<b>Total Federal Aid</b>	<b>\$6,275,471</b>
<b>Total Revenue</b>	<b>\$270,000,000</b>

DATED: August 13, 2020

\_\_\_\_\_  
Cathy Johnson  
Associate Superintendent for Finance and Operations

ITEM: 2020-119  
DATE: August 13, 2020  
FILE: Remote Learning

**SUBJECT: Remote and Blended Remote Learning Plan Update**

**BACKGROUND**

In late 2019, a new and significant outbreak of Coronavirus Disease 2019 (COVID-19) emerged and by March 9, 2020 Governor J.B. Pritzker declared the State of Illinois as a disaster area, requiring all public and private schools in Illinois serving pre-kindergarten through 12th grade students close on March 17, 2020 for educational purposes. In subsequent executive orders, schools remained closed for the remainder of the 2019-20 school year. The requirement pursuant to 10 ILCS 5/10-20.56(b) for Illinois school districts to receive approval by the school board before establishing and maintaining a program for the use of electronic-learning (e-learning) was suspended during the effect of the Gubernational Disaster Proclamation, however, the District approved a resolution for an e-learning plan at its March 19, 2020 meeting to provide remote e-learning for the remainder of the 2019-20 school year following the guidance and requirements of the Illinois State Board of Education (ISBE).

P.A. 101-0643 requires that school districts adopt a Remote and Blended Remote Learning Day Plan approved by the district superintendent. Furthermore, the legislation stipulates that “Remote Learning Day or Blended Remote Learning Day may be met through a district's implementation of an e-learning program under Section 10-20.56.

**ADMINISTRATIVE CONSIDERATION**

Although the Board has approved the March 19, 2020 resolution, due to the 2019-20 school year guidance from ISBE the remote learning provided at the end of the school year did not allow for the introduction of new materials and limited instructors in assessing students. With the start of the 2020-21 school year the expectations for the Standard grading practices, attendance requirements, policies and procedures will be enforced with any remote learning or blended remote learning that students partake in.

**RECOMMENDATION**

That the Board of Education approve the remote and blended learning updated plan that may be implemented and utilized that includes Standard grading practices and attendance requirements.

