

MINUTES

The Minutes of the Second Regular Meeting
of the Month of August of the Board of Education
Township High School District 214 held on August 13, 2020
at the Forest View Educational Center,
2121 S. Goebbert Road, Arlington Heights, Illinois
at 7:00 p.m.

President Petro called the meeting to order at 7:00 p.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; J. Wardle, principal, BGHS; K. Rogers, principal, specialized programs; J. Aponte, division head for student success, safety and wellness, specialized schools; E. Brooks, assistant director of community engagement and outreach; R. Knoepfle, executive assistant to the school board and superintendent; S. Koerner, director of business services; J. Laskowski, executive administrative assistant to the superintendent; M. McCullough, assistant director of operations; P. Mogge, director of community engagement and outreach; J. O'Neal, assistant principal, specialized schools; T. Schlorff, director of instructional technology and technology services; S. Scholten, assistant principal, specialized schools; C. Uhle, director of administrative services; 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 Kreutzer and seconded by Dussling that the Board of Education approve the minutes of the Regular Meeting of August 5, 2020.

Upon roll call, the motion carried.

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

Nays: None

3. PUBLIC HEARING – 2020-21 FINAL BUDGET

At 7:02 p.m., President D. Petro opened the public hearing to provide the public an opportunity to address the Board on the proposed 2019-20 Final Budget.

D. Schuler noted that the administration has proposed a balanced operating budget to the Board, and there have only been minor modifications to the proposed budget from the June 11, 2020 Board approved tentative budget.

No members of the Board offered comments.

No individuals requested to address the Board.

At 7:04 p.m., D. Petro announced that the public hearing was closed.

4. SUPERINTENDENT’S REPORT

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

- K. Ahn requested financial information.

D. Schuler reported that the Food and Nutrition Services department has developed a plan for serving the free and reduced meals to qualified families during the remote learning plan. The food service plan needs to be fluid this year as the district pivots between the remote and hybrid plans based on the number of students in the school buildings.

D. Schuler reported that the Board would be hearing more about the District’s diversity initiative in the next few days.

The teachers have returned this week and the district is off to a great start and D. Schuler, looking forward, anticipated that next week bringing students back will also have a great start, although unconventional, to the new school year.

5. PUBLIC COMMENTS

L. Woodland, an Arlington Heights resident, addressed the Board regarding the remote learning plan and athletic fields.

M. Frank, a Buffalo Grove resident, addressed the Board regarding the remote learning plan.

K. Ahn, an Elk Grove student, addressed the Board regarding diversity and equity initiatives.

G. Tsiampas, an Elk Grove student, addressed the Board regarding diversity and equity initiatives.

E. Bauer, an Arlington Heights resident, addressed the Board regarding the remote learning plan.

T. Bauer, a RMHS student, addressed the Board regarding the remote learning plan.

M. Price, a BGHS staff member, addressed the Board regarding the remote learning plan.

J. Arey, EA president and EGHS staff member, addressed the Board regarding the remote learning plan.

R. Galarza, an EGHS staff member, addressed the Board regarding the social justice initiative.

V. Mack, a Mount Prospect resident, addressed the Board regarding the remote learning plan.

J. Naughton, an Elk Grove resident, addressed the Board regarding diversity and equity in curriculum.

R. Cataldo, an Arlington Heights resident, addressed the Board regarding the remote learning plan.

S. Smith, an Arlington Heights resident, addressed the Board regarding the metrics for return to in-person instruction and the plan for facility utilization.

M. Pawelko, a Mount Prospect resident, addressed the Board regarding the remote learning plan.

6. BOARD MEMBER UPDATES

B. Dussling reported that the State Comptroller's office is approximately \$1.4 million behind in remitting Illinois State Board of Education approved funds to the district.

7. APPROVE CONSENT CALENDAR 2020-115 through 2020-117

Items 2020-115 through 2020-117 appearing on the Consent Calendar were presented for the Board's consideration.

A. Kreutzer requested that item 2020-117 be considered separately.

It was moved by Kreutzer and seconded by Palmer that the Board of Education approve Items 2020-115 and 2020-116 appearing on the Consent Calendar as presented.

Upon roll call, the motion carried.

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

Nays: None

A. Approve Accounts Payable 2020-115

Actual August 6, 2020 listing:	
Educational Fund Listing	\$640,643.54
Operations and Maintenance	250,099.39
Transportation Fund	5,821.21
Capital Projects 62	128,421.93
TOTAL	<u>\$1,024,986.07</u>

Checks Dated: August 6, 2020

Check Numbers: 737619 through 738215

B. Personnel Transaction Report 2020-116

Approved Personnel Transaction Report attached to these minutes.

8. 2020-21 PAY RATES FOR SUBSTITUTE TEACHERS 2020-117

It was moved by Kreutzer and seconded by Dussling that the Board of Education approve Item 2020-117 appearing on the Consent Calendar as presented.

A. Kreutzer requested that this item be pulled from the Consent Agenda to inquire about the ability of the district to secure enough substitute teachers. D. Schuler agreed that the concern is there due to the fact that many substitutes are retired teachers who are currently not interested in working in an in-person setting during the pandemic due to their age and risk factors. He noted that the district had anticipated that this could be an issue and, therefore, the human resources department staff have been actively recruiting substitute teachers and posting job openings for some generalist teaching positions. A.

Kreutzer also asked where this proposed pay rate would fall in relation to other area districts. D. Schuler noted that this proposed rate would align the district in the middle of the range of other districts.

There was no further discussion.

There were no comments from the public.

Upon roll call, the motion carried.

Ayes: Dussling, Hineman, Kreutzer, Palmer, Walker, Younger, Petro
Nays: None

Approved the salary increase for substitute teachers effective August 17, 2020.

9. 2020-21 FINAL BUDGET 2020-118

It was moved by Dussling and seconded by Kreutzer that the Board of Education approve the 2020-21 Final Budget.

D. Schuler indicated that the Board approved tentative budget was a balanced operating budget, as is in this final budget proposal.

Discussion included:

- the capital projects expenditures are to continue the maintenance and upgrading of the building envelopes, parking lots and sidewalks, and tennis courts;
- the administration has to build a budget faced with uncertainty regarding revenues from the State and federal governments and on the uncertainty of expenditures needed due to the pandemic and the remote learning plan. The budget assumptions presented last winter for this year's budget are used as the basis for building the overall budget and the administration then must adjust accordingly and remain nimble, while still complying with all of the State and federal rules;
- the district has been very fortunate with maintaining a balanced operating budget for its communities.

There were no comments from the public.

Upon roll call, the motion carried.

Ayes: Dussling, Hineman, Kreutzer, Palmer, Walker, Younger, Petro
Nays: None

10. REMOTE AND BLENDED REMOTE LEARNING PLAN 2020-119

D. Schuler acknowledged the comments made from the public this evening and at the last Board meeting. He noted that the district has consulted with legal counsel and its liability insurance provider and if the district were to not follow the guidance from the State it could decrease its tort immunity status. The newest guidance from the Illinois Department of Public Health (IDPH) contradicts the guidance from the Illinois State Board of Education (ISBE), and in consultation with legal counsel, they have confirmed that the IDPH guidance takes precedence. This newest guidance requires school nurses to have N-95 fit-tested respirators when assessing anyone reporting COVID symptoms and also for anyone cleaning areas used by a suspected or known COVID case. The district currently cannot comply with this guidance for in-

person instruction as the district does not have the equipment/supplies nor the fit-testing capability. D. Schuler noted that as transparent as the district wants to be with its plans, the guidance continually changes, so the plans must continually evolve to accommodate the latest guidance.

He noted that the district administration wants everyone back in the school buildings. Even with the original hybrid plan there would have been some students learning remotely, so the district has used the summer months preparing for a robust remote learning program that will look very different from the spring. The social and emotional needs of students is of utmost concern as students are brought back for the new school year, and the district executive council has developed plans for the Problem Solving Teams in each of the buildings to address the needs as well as utilizing the physical education staff members to develop wellness plans with each individual student.

With regard to reopening the schools for in-person instruction, D. Schuler noted that it is challenging for educators to create metrics to reopen. He and other local area superintendents are sending a letter to Cook County to ask the local health officials to provide the area schools with consistent metrics that can be followed reliably by school districts to begin bringing the student populations back into the facilities in a safe manner. That adds another level of responsibility and manpower needs onto local area schools that doesn't exist elsewhere in the state. The positivity rate is now 5.9% in region 10 and the number of cases in the last two weeks has jumped between 24-50% more in our local communities.

Although this plan is not what families want, nor what the district wants, D. Schuler thanked the public for the discussion.

Board discussion included:

- could cohorts be used and have teachers move between classrooms? That works more effectively in elementary districts, but by high school student elective courses involve students from all level of classes;
- the school facilities are not large enough to accommodate every student returning if 6' distancing is required;
- the guidance on the use of masks and face shields has changed and impacts working with students with IEPs who can't wear masks;
- the current Illinois High School Association guidance for athletics and competitions will allow all sports a 20-day conditioning period beginning September 7th, which will be a strain on facilities, and currently only golf, tennis, swimming and cross-country may have competitions this fall;
- the new bell, intercom, and emergency alert system has been installed over the summer, and it includes cameras that teachers can use to live-cast if they choose to do so, especially for labs and other hands on demonstrations, and it synchs with Zoom;
- the HR department has been working with individuals who need accommodations through FCCRA or FMLA;
- the purpose of the Board meetings is to conduct the business of the Board, it is not an open forum such as a town hall meeting, yet the Board takes into account the comments from the public and their words are impactful;
- the desire for metrics and transparency is complicated by the number of organizations providing guidance, the conflicting guidance and the rapidly changing guidance. Working with Representative Morrison's office, the area superintendents hope their letter to Cook County will result in consistent, county-wide metrics. The challenge for the administration is also not knowing what we don't know;
- communication with parents and students regarding the introduction of students back into the schools will be sent as soon as the district can possibly do so;

- the summer was spent working with teachers on a robust learning hybrid model that included some students being remote, and as such the pivot to all students being remote will continue to be robust. There will be a learning curve for teachers, but everyone is working to make Day 1 a great day and Day 2 should be better than Day 1, as we learn from it;
- all teachers are considered essential workers;
- there is no foreseeable need to furlough teachers as the budget this year was built based on existing staff returning, however, some open positions at the end of last year have not been filled;
- the district and the Board have always responded to security and safety issues and tackled them, yet this is the Board's first pandemic and there is no clear answer. However, from the vantage point of a veteran Board member, the Board's primary concern is the safety, security and health of staff and students;
- the district will use its collective brainpower and make this happen. Although everyone is impatient, the district administration should be applauded for their efforts;
- for the district and Board to focus on what is needed right now, support from the parents, staff and community is needed to do right by the students to make them successful.

There were no comments from the public.

Upon roll call, the motion carried.

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

Nays: Younger

11. CLOSED SESSION

It was moved by Petro and seconded by Dussling that the Board of Education convene in Closed Session for the purpose of discussing:

- 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).

Upon roll call, the motion carried.

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

Nays: None

The Board convened in Closed Session at 8:51 p.m.

12. RECONVENE IN OPEN SESSION

It was moved by Kreutzer and seconded by Hineman that the Board of Education reconvene in Open Session.

Upon roll call, the motion carried.

Ayes: Dussling, Hineman, Kreutzer, Palmer, Walker, Younger, Petro
Nays: None

The Board reconvened in Open Session at 9:12 p.m.

13. ADJOURNMENT

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

The meeting adjourned at 9:16 p.m.

F. Daniel Petro, president

William J. Dussling, vice president