

School District U-46
Elgin, Illinois

February 23, 2009

The regular meeting of the Board of Education was called to order at 7:10 p.m. at the Educational Services Center, 355 East Chicago Street, Elgin, Illinois. The following Board Members answered roll call: Maria Bidelman, Karen Carney, Joyce Fountain, Amy Kerber, Donna Smith, Dale Spencer and Ken Kaczynski. Also in attendance were Administrators: José Torres, Barbara Bonner, Patrick Broncato, Karen Fox, John Prince, Tony Sanders, Tom Donausky, Jeff King, Tina Radomsky, Susan Ali, Chris Dennison, Karla Guzman, John Heiderscheidt, Cathleen Hughes, Jeff Lake, Rickey Sparks and Wilma Valero. Media representatives included Amanda Marrazzo of the Chicago Tribune, Laura Nykaza of the Examiner, Erin Calandriello of the Courier, Pat Barcas of the Bartlett Press and Kerry Lester of the Daily Herald. Other guests and visitors were present.

I. Call to Order

Mr. Kaczynski led the Pledge of Allegiance to the Flag.

II. Accent on Achievement

A. Boys & Girls Club Distinguished Student of the Year Award.

Gustavo Diaz, a 14 year old student at Ellis Middle School, was recently named the 2008 Marisa Martinez Youth of the Year by the Boys & Girls Club of Elgin. Gustavo, an Elgin resident, is involved in National Junior Honor Society, volunteers in a variety of activities including food drives, and attends the “homework club” at the Elgin Boys & Girls facility. On behalf of the Board of Education and Superintendent Torres, Mrs. Smith presented a certificate of achievement.

B. All-State Musicians.

Mr. Sanders introduced seven students who were recognized for achieving All-State Musician status as declared by the Illinois Music Education Association (IMEA). They were: Gina Carlson (Bartlett High School) All State Chorus; Vince Pribble (Bartlett High School) All State Honor’s Choir; Eric Cooper (Bartlett High School) All State Honor’s Choir; Elizabeth Roe (Bartlett High School) All State Honor’s Choir; Kashev Dalmia (Elgin High School) All State Chorus; Kirsten Benson (Larkin High School) All State Chorus; Colin Clark (Larkin High School) Cello. Mrs. Smith presented each student with a certificate of achievement. The students’ parents and principals were also recognized. All-State musicians unable to attend were: Amy Budzicz (Larkin High School) Viola; Violet Deal (Larkin High School) Viola.

C. Introduction of New Administrative Staff, If Necessary

No new staff introductions.

III. District Improvement Plan Report

A. Middle School Review Update.

Dr. Donausky presented an update on recommendations from the 2007/2008 middle school review. Current planning and future planning were reviewed. A revised Middle School Philosophy statement has been proposed and one guidance counselor will be added at each middle school beginning in 2009-10.

Changes in curriculum and instructions include: all 6th grade SWAS students will transition to the middle school gifted program without being retested; AVID will be implemented; a world language program will be implemented; a waiver has been submitted to the Illinois State Board of Education asking for approval for students to earn high school graduation credit for Geometry taught at the Middle School site; consultants have been providing staff development with the goals of enhancing instruction in reading and writing; a .5 instructional coach is being provided at each Middle School; schools will be provided flexibility with regard to their Fresh Start position.

Local and nationwide research will help guide decisions on future planning including: reviewing the structure of the school day; upgrading infrastructures to address technology needs; training staff on a variety of instructional approaches that focus on the strengths of a diverse group of students, including touchback sessions.

B. AVID - Advancement Via Individual Determination.

Dr. Chris Dennison/Coordinator of Improvement Initiatives, Ms. Mary Ellen Jordt/Reading Teacher, Eastview MS, Shelly Hertzog/Principal, Abbott MS, and Mr. George Buss/Program Manager, AVID Central Region presented an overview of the AVID program.

Dr. Dennison reported that AVID will be implemented in the fall for 7th and 9th graders. Program Manager Mr. Buss first met with administration in January and met with Principals regarding implementation. AVID was presented to Instructional Council last week. Dr. Dennison and Ms. Hertzog attended an AVID Teacher training session and site visits to AVID schools have been conducted. Site team training will be held in August.

AVID will be a graded elective where students will learn skills, such as Cornell note taking, to be used in every class. The AVID class period will be a time to get extra support and tutoring.

Dr. Dennison explained that MAP scores will identify students in the 20-80% range. AVID students would typically be B- or C students without attendance or discipline issues and are often first-generation college students. Student interviews may be used with students above or below the targets. Approximately 150 students per building will be included in the AVID program next year.

Mr. Buss reviewed characteristics of successful AVID site coordinators and teachers. He emphasized that AVID prepares students for post secondary education and explained that data shows no achievement gaps in racial subgroups. The middle 60% of students are targeted to participate in the program. There are three National Demonstration Schools in Illinois to visit plus on-site training will be provided.

Ms. Hertzog stated that all students could benefit from the AVID strategies and they will be especially helpful to the middle 60% of students.

Ms. Jordt explained that AVID students work in small groups to improve problem solving skills, higher order thinking, and to be responsible for their own learning. She noted that she was impressed with the college vision held by students she met at a recent classroom visit.

Dr. Torres noted that there will be an AVID line item in the budget with an approximate cost of \$93/student.

Student and teacher identification will be ongoing over the next few weeks to prepare for implementation in August. Information is being prepared for parent notification.

IV. Comments from the Audience

- A. Joyce McNeill, a parent, thanked the Board for responding to parents and lowering class ratios and eliminating the tier system for schools.
- B. Barbara Bettis and Lisa Whitmer, representatives from Instructional Council, informed the Board that, on February 19th, Instructional Council voted 13:1 to disapprove the AVID proposal based on the fact that the documents did not contain information requested by Instructional Council. Instructional Council requests the following prior to reconsideration of the AVID initiative: a complete proposal, more time for thorough review and discussion, clarification of implementation and cost, staffing clarification including site team and planning time, evidence of plans for evaluation of program, descriptions of AVID teachers and site team, clarification of AVID data systems, rigorous curriculum, and AVID methodology. They recommended that the conversations regarding AVID continue. A list of these recommendations will be forwarded to the Board.
- C. Tim Davis, ETA President, spoke of many concerns he's heard over the last 2 ½ weeks regarding the staffing involved with the Middle School changes. Mr. Davis spoke of his familiarity with the AVID implementation in Springfield and how it differs from the plan in U-46. In Springfield, AVID was added. In U-46, AVID students will be pulled from rotation classes causing disruption. The teachers have not had adequate time to prepare. He stated that there should be a thoughtful review so that teachers' questions can be answered. Mr. Davis hopes the program will be successful.

- D. LeAnna Christensen, a parent at Canton Middle School, asked that Special Ed students be included in the AVID program. She also stated that Dr. Hawkins will be deeply missed at Canton Middle School. She then spoke of emails she has sent to the Board and noted that she had invited Dr. Torres to attend meetings she has had with her son's teachers. She stated that she is appalled that the Board of Education and Mr. Broncato would have her son, who is in Special Ed, write a deposition and submit it to his Assistant Principal. She asked that Dr. Torres attend her next meeting with the Assistant Principal regarding bullying at the school.
- E. Sarah Hawkins, a teacher in the district and the first Golden Apple Scholar for U-46, spoke of her father's 30 year career in education and 19 year employment with the district. Ms. Hawkins shared accounts regarding her father, Dr. Hawkins, of Canton Middle School. She noted that in 1997 her father was named Special Educator of the Year in Kane County and has twice been honored with the ISBE Those Who Excel award. She pointed out that for 30 years her father had been told how amazing he was and is now falsely accused of things he would not imagine doing. She spoke specifically of his efforts after a recent hip surgery. She asked why her father was not notified sooner of changes that he needed to make. She questioned why administrative changes were made at Canton MS, which made AYP, and not implemented in other Middle Schools which have never made AYP. She asked the Board to consider what has changed since last year when the district wrote letters of recommendation for her father.
- F. Dr. Joel Montgomery, an ELL teacher at Canton Middle School, stated that he began working with Dr. Hawkins in 2007 on a study with ELL faculty in U-46. The study identified the need for social/emotional support for students. Dr. Montgomery spoke of Dr. Hawkins' support of ELL social emotional learning initiatives by individual teachers which is a critical need in the classroom.
- G. Jim Holinka, a U-46 graduate, spoke of how Dr. Hawkins impacted his life. He described the kind mentoring he received from Dr. Hawkins during the 1997 boundary changes affecting the high schools. Dr. Hawkins taught him critical items about being successful in life. Mr. Holinka stated that Dr. Hawkins teaches values that cannot be taught in text books or measured in tests. He stated that he is saddened by this decision and believes it is a disservice to the student, parents, and faculty of the district.
- H. Howard Krick, a parent and President of the Streamwood Park District, thanked Dr. Torres for helping with security issues at Streamwood High School. He noted that Streamwood HS is the school with the largest amount of theft in the district. He asked that new lockers be installed in the gym's locker rooms and estimated that this would solve 80% of the theft problems. Mr. Krick noted that, in 3 minutes, 9 lockers can be opened without even removing the locks. Daily occurrences of theft have resulted in \$30,000 of losses.

- I. Rod Watson, a teacher at Gifford Street HS, spoke of the improvements in the lunches served at Gifford St. HS. More students are eating lunches as a result. He thanked the district for the improvement.
- J. Tina Pizzitola, DUEA President, spoke of the 283 positions impacted by RIFs and the message that many of those people will not be re-employed in the fall. The loss of these positions equates to a minimum of 310,734 direct contact hours with students. She spoke of her hope that the Board has a concrete plan for the success of all students.
- K. Kathy Kaminski, a 25 year employee in the district, spoke of the pink slip she has received and the worry and anxiety that accompany the unknown factors regarding her employment. She referred to newspaper articles regarding the elimination of positions and noted that many of the students she works with are below grade level. She stated that reducing 2% of the budget isn't the way to solve a financial problem. Putting a para-professional in each classroom would be the way to promote academic success for all. Ms. Kaminski stated that aides are the least paid group in the district and the most dedicated to the students.
- L. Jason Larson, a U-46 graduate, spoke about meeting Dr. Hawkins at Elgin High School after switching to the school due to boundary changes. He described himself as a troubled student and explained how Dr. Hawkins went beyond the call of duty to teach him that people in schools really help students. He stated that he owes his success to Dr. Hawkins. Mr. Larson said that Dr. Hawkins has had a proven record for 30 years. He stated that a more caring person could not be found.
- M. Chris Rees, a parent at Streamwood High School and Canton Middle School, stated that Dr. Hawkins has incredible character and she is disappointed and concerned about his firing since he has always been a great advocate. She also spoke about her concerns about Streamwood HS. She stated that it is shameful and ridiculous that the students cannot feel safe and are consistently being violated by having their belongings stolen during PE and after school activities. Ms. Rees stated that car keys have been stolen from lockers then belongings stolen from cars. She described it as absolutely unacceptable and suggested that security cameras be installed. She spoke of a meeting of approximately 100 parents and the help received from Mr. Heiderscheidt and Dr. Torres. Ms. Rees asked that the District make safety a priority.

V. Approval of Minutes

- A. Minutes of Regular Meeting – January 26, 2009 – Board of Education
Motion by Mrs. Smith, second by Mrs. Bidelman, to approve the Minutes of the Regular Meeting of the Board of Education on January 26, 2009 as presented. Upon roll call, yes votes: Mrs. Carney, Ms. Fountain, Mrs. Kerber, Mrs. Smith, Mr. Spencer and Mr. Kaczynski. No votes: 0. Present: Mrs. Bidelman The motion carried by a vote of 6-0.

- B. Minutes of Regular Meeting – February 2, 2009 – Board of Education
Motion by Ms. Fountain, second by Mrs. Smith, to approve the Minutes of the Regular Meeting of the Board of Education on February 2, 2009 as presented. Upon roll call, yes votes: Mrs. Bidelman, Mrs. Carney, Ms. Fountain, Mrs. Kerber, Mrs. Smith, Mr. Spencer and Mr. Kaczynski. No votes: 0. The motion carried by a vote of 7-0.

VI. Consent Agenda

- A. Itemized Bills
1. February 23, 2009
- B. Personnel Reports – February 23, 2009
1. Retirements, Resignations, Leaves and Extensions of Leaves
2. Resolutions for Dismissal
3. Employment of Personnel in Various Categories
- C. Approved Settlement Agreements, If Necessary
- D. Construction Change Orders
1. Heritage Elementary – Parking Lot Replacement & Expansion/#1 Final, Schroeder Asphalt Services, Inc.
2. Mobile Relocation 2008 – Package C/#1 Final, Hargrave Builders, Inc.

Motion by Mrs. Smith, second by Mrs. Carney, to approve Consent Agenda Items A, B, C, and D, and E as presented. Upon roll call, yes votes: Mrs. Bidelman, Mrs. Carney, Ms. Fountain, Mrs. Kerber, Mrs. Smith, Mr. Spencer and Mr. Kaczynski. No votes: 0. The motion carried by a vote of 7-0.

VII. Discussion/Action

A. Resolutions.

Administration presented the resolutions below in order to follow state guidelines that allow for staff dismissal up until 60 days before the end of the school year. The following personnel categories are eligible for dismissal. Depending on the budget situation and program needs, some of these individuals may be re-hired provided they have proper certification. While the Board takes this action very seriously, it is customary at this time of year in order to follow state requirements.

Teachers

• Authorizing Honorable Dismissal of Non-Tenured Teachers

Motion by Mrs. Smith second by Ms. Fountain, to adopt the Resolution Authorizing Honorable Dismissal of Non-Tenured Teachers, as amended. Upon roll call, yes votes: Mrs. Bidelman, Mrs. Carney, Ms. Fountain, Mrs. Kerber, Mrs. Smith, Mr. Spencer and Mr. Kaczynski. No votes: 0. The motion carried by a vote of 7-0.

• Authorizing Non-Renewal of Part Time Non-Tenured Teachers

Motion by Mrs. Bidelman second by Mrs. Carney, to adopt the Resolution Authorizing Non-Renewal of Part Time Non-Tenured Teachers, as presented. Upon roll call, yes votes: Mrs. Bidelman, Mrs. Carney, Ms. Fountain, Mrs.

Kerber, Mrs. Smith, Mr. Spencer and Mr. Kaczynski. No votes: 0. The motion carried by a vote of 7-0.

- Authorizing Non-Renewal of Permanent and Building Substitute Teachers
Motion by Mrs. Carney second by Mrs. Bidelman, to adopt the Resolution Authorizing Non-Renewal of Permanent and Building Substitute Teachers, as presented. Upon roll call, yes votes: Mrs. Bidelman, Mrs. Carney, Ms. Fountain, Mrs. Kerber, Mrs. Smith, Mr. Spencer and Mr. Kaczynski. No votes: 0. The motion carried by a vote of 7-0.

- Authorizing Dismissal of Teachers Lacking Proper Certification
Removed from the agenda

Classified Staff

- Authorizing Non-Renewal of Educational Support Personnel - District U-46 Educational Assistants (DUEA)

Motion by Mrs. Smith second by Mrs. Carney, to adopt the Resolution Authorizing Non-Renewal of Educational Support Personnel - District U-46 Educational Assistants (DUEA), as amended. Upon roll call, yes votes: Mrs. Bidelman, Mrs. Carney, Ms. Fountain, Mrs. Kerber, Mrs. Smith, Mr. Spencer and Mr. Kaczynski. No votes: 0. The motion carried by a vote of 7-0.

- Authorizing Non-Renewal of Educational Support Personnel - Funded Project Personnel

Motion by Mrs. Bidelman second by Mrs. Carney, to adopt the Resolution Authorizing Non-Renewal of Educational Support Personnel - Funded Project Personnel, as presented. Upon roll call, yes votes: Mrs. Bidelman, Mrs. Carney, Ms. Fountain, Mrs. Kerber, Mrs. Smith, Mr. Spencer and Mr. Kaczynski. No votes: 0. The motion carried by a vote of 7-0.

- Authorizing Non-Renewal of Educational Support Personnel - Non-Union Personnel

Motion by Mrs. Carney second by Mr. Spencer, to adopt the Resolution Authorizing Non-Renewal of Educational Support Personnel - Non-Union Personnel, as amended. Upon roll call, yes votes: Mrs. Bidelman, Mrs. Carney, Ms. Fountain, Mrs. Kerber, Mrs. Smith, Mr. Spencer and Mr. Kaczynski. No votes: 0. The motion carried by a vote of 7-0.

- Authorizing Non-Renewal of Educational Support Personnel - Part Time Non-Union Personnel

Motion by Mrs. Bidelman second by Mr. Spencer, to adopt the Resolution Authorizing Non-Renewal of Educational Support Personnel - Part Time Non-Union Personnel, as presented. Upon roll call, yes votes: Mrs. Bidelman, Mrs. Carney, Ms. Fountain, Mrs. Kerber, Mrs. Smith, Mr. Spencer and Mr. Kaczynski. No votes: 0. The motion carried by a vote of 7-0.

Administrators

- Authorizing Notice of Proposed Reclassification of a Principal – Canton Middle School

Motion by Ms. Fountain second by Mrs. Smith, to adopt the Resolution Authorizing Notice of Proposed Reclassification of a Principal – Canton Middle School, as presented. Upon roll call, yes votes: Mrs. Bidelman, Mrs. Carney, Ms. Fountain, Mrs. Kerber, Mrs. Smith, Mr. Spencer and Mr. Kaczynski. No votes: 0. The motion carried by a vote of 7-0.

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

Motion by Mrs. Bidelman second by Mrs. Carney, to adopt the Resolution Authorizing Non-Renewal of Administrative Contracts and Re-Assignment of Tenured Administrators, as presented. Upon roll call, yes votes: Mrs. Bidelman, Mrs. Carney, Ms. Fountain, Mrs. Kerber, Mrs. Smith, Mr. Spencer and Mr. Kaczynski. No votes: 0. The motion carried by a vote of 7-0.

- Authorizing Notice of Dismissal to Final-Year Probationary Administrators
Removed from the agenda.

B. Appointment of Hearing Officers/2009-2010 School Year

Dr. Torres reported that the appointment of hearing officers will be done on an annual basis. Administration recommends the appointment of Mr. Broncato, Mr. Kleiman, Dr. Klein, Mr. Majka, Mr. Doug Moeller, and the law office of Franczek Sullivan as hearing officers for student disciplinary matters for the 2009/2010 school year.

Motion by Mrs. Carney, seconded by Mrs. Kerber, to approve the appointment of hearing officers for student disciplinary matters for the 2009/2010 school year, as presented. Upon roll call, yes votes: Mrs. Bidelman, Mrs. Carney, Ms. Fountain, Ms. Kerber, Mrs. Smith, Mr. Spencer and Mr. Kaczynski. No votes: 0. The motion carried by a vote of 7-0.

VIII. Other Business

A. Individual Student Disciplinary Matters

1. Student SR5

This agenda item was withdrawn.

2. Student 3K

This agenda item was continued.

3. Student 3E

Motion by Mrs. Smith, second by Mrs. Bidelman, to uphold the administrative recommendation to expel Student 3E for the remainder of the 2008-09 school year and the first semester of the 2009-10 school year. Upon roll call, yes votes: Mrs. Bidelman, Mrs. Carney, Ms. Fountain, Mrs. Kerber, Mrs. Smith

and Mr. Kaczynski. No votes: 0. Present: Mr. Spencer. The motion carried by a vote of 6-0.

4. Student 3I

Motion by Mrs. Carney, second by Mrs. Smith, to uphold the administrative recommendation to expel Student 3I for the remainder of the 2008-09 school year and the first semester of the 2009-10 school year. Upon roll call, yes votes: Mrs. Bidelman, Mrs. Carney, Ms. Fountain, Mrs. Kerber, Mrs. Smith and Mr. Kaczynski. No votes: 0. Present: Mr. Spencer. The motion carried by a vote of 6-0.

B. District Improvement Plan Update.

Dr. Torres reported on highlights from the monthly progress report. Students across the district celebrated Abraham Lincoln's 200th Birthday on February 12. Title I funding will be expanded; administration is working closely with Principals to clarify resources. Dr. Torres has been updating employees via e-mail to clarify recent budget cuts and seek input. A reception was held recognizing National Board Certified Teachers and encouraging others to begin the process. There is a new section of the district's web site featuring district-level and school-based partnerships. The next brown bag lunch with Dr. Torres will be on April 16; there will be an opportunity for two-way conversations with Dr. Torres on March 12 preceding the CAC meeting.

C. January Financial Report.

Mr. Prince announced that he continues to monitor leading financial indicators. There has been a lag in spring property tax collections. State distributions are down \$14 million to date and cash-on-hand is monitored daily. The district is behind in revenue and trending up in medical claims. Natural gas and electricity bills are about the same as last year. Federal funds are lagging similarly to last year. In regards to the new federal stimulus package, current federal rules will continue to apply to Title I funds. Special Education rules are unclear at this time; any increase would be temporary. The Governor will present the State budget recommendations in March.

D. CAC Advisory Report Update, if Necessary.

Natalie Olsen reported that a recent CAC meeting was held at Bartlett High School and complimented the school for doing a fine job hosting. The March 12 meeting will be a candidates' forum at South Elgin High School.

E. Board Member Update, if Necessary.

Mrs. Smith will be going to Springfield on Wednesday. Mrs. Kerber asked for more information on the function and process of Instructional Council.

- IX. Work Session Items for Action March 2, 2009 (May be voted on earlier, if necessary)
- A. Tentative Budget Timeline for 2010 Budget.
Mr. Prince reviewed the 2010 Budget Calendar. Public comments will be solicited at the beginning of the budget process with the first public hearing to be held on March 12. The audit will be complete before the budget is approved. Mrs. Bidelman commented that she appreciates the transparency in the process.
- B. Resolution.
1. Directing the Superintendent to Prepare the 2009/2010 Budget
Administration presented the above annual resolution for approval as required by law.
- C. Bid.
1. Bartlett High School – Aluminum Bleachers
Administration presented the bid to replace Aluminum Bleachers for Bartlett High School. Administration recommended the low bid meeting specifications submitted by J&D Enterprises in the amount of \$42,449.00. This expenditure will be charged to the Construction Fund.
- D. Construction Change Orders.
1. Abbott Middle School – Library Carpet/Tile Replacement/#1 Final, Rockford Carpetland USA
Administration presented Change Order # 1 Final for Abbott Middle School, Library Carpet/Tile Replacement, to the contract with Rockford Carpetland USA., in the amount of minus \$5,000.00 as credit for the unused allowance. The amount of this change order will be credited to the Construction Fund and revises the total contract amount to \$36,750.00.
2. Installation of Emergency Generators at 12 Schools/#1 Final, Lohbauer Electric.
Administration presented Change Order # 1 Final for the Installation of Emergency Generators at 12 Schools, to the contract with Lohbauer Electric, in the amount of minus \$3,858.00 as credit for the unused allowance. The amount of this change order will be credited to the QZAB Fund and revises the total contract amount to \$924,169.00.
- E. Board Policy Review – Section 8.
The Board Policy has been reviewed and is being presented for approval. The Board subcommittee (Mrs. Smith and Mrs. Kerber) propose a notable change with the addition of Draft Code 8.010 pertaining to parent and community outreach. This proposed policy was developed in conjunction with the CAC's new Parent and Community Engagement Committee. It was agreed that the word guardians should be included with the mention of parents.

F. April 2009 – June 2010/Board of Education Meeting Schedule.
Mr. Broncato presented a proposed Board of Education Meeting Schedule for the 2009/20010 school year. There was a consensus to approve the schedule after the upcoming School Board elections.

X. Adjournment
Motion by Mrs. Carney, second by Mrs. Kerber, to adjourn the Regular Board Meeting of February 23, 2009, at 10:00p.m. Upon roll call, yes votes: Mrs. Bidelman, Mrs. Carney, Ms. Fountain, Mrs. Kerber, Mrs. Smith, Mr. Spencer and Mr. Kaczynski. No votes: 0.
The motion carried by a vote of 7-0.

Approved this 13th day of April, 2009

//Ken Kaczynski//
President

//Patrick Broncato//
Secretary