

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

January 22, 2018

The Regular Meeting of the Board of Education was called to order at 5:34 p.m. at the Educational Services Center, 355 East Chicago Street, Elgin, Illinois. The following Board members answered roll call: Phil Costello, Traci O'Neal Ellis, Sue Kerr, Veronica Noland, Melissa Owens, Jeanette Ward, 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 5:35 p.m., by Ms. Noland, second by Mrs. Ward. Upon roll call, yes votes: Mr. Costello, Mrs. O'Neal Ellis, Ms. Kerr, Ms. Noland, Ms. Owens, Mrs. Ward and Mrs. Smith. The motion carried by a vote of 7-0.

A motion was made at 6:52 p.m. by Mr. Costello, second by Mrs. Ward to reconvene into open session. Upon roll call, yes votes: Mr. Costello, Mrs. O'Neal Ellis, Ms. Kerr, Ms. Noland, Ms. Owens, Mrs. Ward, and Mrs. Smith. No votes: 0. The motion carried by a vote of 7-0.

The business session began at 7:03 p.m. Present for the business session of the meeting were the same Board members listed in the first paragraph above, Student Board Member Casey Pearce, Chief Executive Officer Tony Sanders, and Chief Legal Officer Miguel Rodriguez. The following administrators were also present: Steve Burger, Dr. Suzanne Johnson, Dr. King, Dr. Terri Lozier, Melanie Meidel, Ron Raglin, Dr. Ushma Shah, Dr. Annette Acevedo, Christopher Allen, Beth Berg, Kinasha Brown, Dale Burnidge, Mary Fergus, John Heiderscheidt, Laura Macias, Bruce Phelps, and Dr. Leatrice Satterwhite. Also present were: media representatives Rafael Guerrero of the Courier and Seth Hancock of the Examiner, as well as other administrators, guests, and visitors. Ms. Pearce led the recitation of the Pledge of Allegiance.

A moment of silence was held in honor of Frank Bexes, a U-46 teacher, Barbara Weiss, a U-46 teacher, and Erin Fako, a U-46 bus driver.

1. Strategic Plan Report

A. District Safety and Security Update

Mr. Heiderscheidt, Director of School Safety and Culture, presented to the Board of Education an update on school safety and security. Safety, as measured by students, has shown an increase since 2014. Safety, as measured by teachers, stayed the same since last year. School security checks at schools are continuing to make progress. Phase 1 and 2 of lockdown lock installations are complete,

phase 3 is pending, and phase 4 will be done in the future. The annual safety drills are going great. Professional development continues. There has been an increase in school offenses at all schools due to better and easier reporting options.

**B. Equity Update**

Mr. Burger, Assistant Superintendent Elementary Schools Instruction and Equity, Mrs. Meidel, Assistant Superintendent of Human Resources, Dr. Johnson, Deputy Superintendent of Instruction, Dr. Lozier, Assistant Superintendent Secondary Schools Instruction and Equity, Mr. Raglin, Assistant Superintendent of Support Programs and Alignment, and Dr. Shah, Assistant Superintendent Elementary Schools Instruction and Equity, provided the Board of Education with an update on equity. The purpose of this presentation was to update the Board of Education on past actions, current efforts, and future plans regarding equity awareness and training in School District U-46. The State of Illinois recently passed the Illinois State Implicit Racial Bias Training Law. The District began equity training in 2012. The current equity professional development (PD) series will continue. There are over 450 staff, administrators, teachers and community members that attended the District's equity PD series. The AVID Culturally Relevant Teaching (CRT) strands will continue this summer. The CRT strands are the highest attended. In addition to the PD days, the District also sponsored over 30 individuals to attend the Northern Illinois University Social Justice Camp last summer and will again sponsor attendees at this summer's camp. There will be two days of PD at the start of the 2018-2019 school year that will include imbedded practices around standards, resources, curriculum, instruction, content, and pedagogy. Another large component around these PD days will be reviewing specific resources to meet the needs of the District's large diverse community. Additionally, part of the PD is helping teachers identify and understand the points of access for students to some of the District's programs. Another component of the PD days is data and review.

Mr. Sanders stated that the District has a lot to be proud of but there is also a lot of work to do. The District should be proud of the Dual Language Program, access to gifted programs is available to all students, the invitation to the White House because the District has reduced the separation of white and black students in regards to discipline, and the fact that the District was 20<sup>th</sup> in the largest school districts in the country for student growth, according to a Stanford research study. The District has a perception problem. The perception is that the District does not suspend or expel black students. If that were true the data would reflect that. Unfortunately, the data shows that black students are overwhelmingly suspended more often than any other student groups.

Mrs. Ward stated that her interpretation of the law is that implicit bias training be provided and not that it be mandatory and asked for more information on that. Ms. Meidel responded that when the State issued the list of mandated tutorials for all employees the racial bias tutorial was one of them. Ms. Owens read the law,

which stated that the Board is required to provide racial bias training to all employees.

Ms. Pearce asked in what way is the District looking into the communities and home lives of the students that are receiving more than average referrals and suspensions. Mr. Raglin responded that the District is involved with several community groups having those conversations and encouragements.

Mrs. Ward asked if the slide portraying students and their level of needed support wasn't racist because the child in the picture needing the most support was black. When the District portrays the idea that certain students, specifically minorities, need special treatment to succeed how does that affect the student population isn't that sending the message that they are not as good as other students isn't that destructive and isn't it destructive to imply that girls need assistance to compete with men.

Mr. Raglin stated that any of the images in the slide could be rotated, the point is around equity and equity is supporting each student according to their need. Ms. Ward asked what evidence was there that implicit bias training has any positive effect. She has found evidence that states the opposite. Mr. Raglin stated that research could be found to validate any opinion on that. He suggested that the District has to act on the premise that looking at students individually is how you equip teachers with the means they need to meet the needs of every student.

Mrs. Ward asked if there were any cultural differences or norms that would be considered wrong or better or worse than others such as, laws in China that only allow one child per family or cultures that believe in female mutilation. Mr. Sanders stated that this presentation is in regards to cultural proficiency within a school system. This presentation is about racial diversity and understanding cultures of other races within the District, not specific laws developed in other countries.

Mrs. O'Neal Ellis stated that, in reference to the slide showing the black child needing more support, the black child was used because that is what the data in the District has shown. Typically, in U-46 it is not the white male child that needs the most support. The black child was not randomly assigned the child needing the most support, there is data showing that in U-46 and across the country to show that typically speaking black children are performing the lowest. Mrs. O'Neal Ellis also stated that she is concerned with any narrative that is portraying that there is a problem with black male students, as opposed to there, is a problem with the system as it relates to black male students. This data is telling the District to look at systemically how the District is identifying students for referrals and what behaviors are being considered discipline behaviors visa vie different populations of students. Mrs. O'Neal Ellis appreciates this presentation and the work being done around PD but the presentation did not address what she asked for, which was, what the District is doing around referrals and discipline

specifically. Mrs. O'Neal Ellis asked why the data presented was only on referrals and suspensions, where is the data on expulsions. Mrs. O'Neal Ellis stated that this work is Board work that is mandated in Board Policy and she has many more questions about this policy that still need to be addressed and she would like to see detailed updates with data from administration on a regular basis.

Mr. Costello asked if there was any funding for HB3869 and if there was any cost attributed yet to this training. Mr. Costello also asked if there is a cost if it could be reported back to the Board.

Mr. Sanders replied that the mandate is not funded and at this time there is no cost associated with this training.

Dr. Lozier stated that the equity training will be embedded into training that is already going on so there will be no extra cost.

Ms. Owens stated that she agrees with Mrs. O'Neal Ellis on the importance of this work and she would like to make sure that the District does not lose sight of the fact that this is not just about discipline but also about the achievement gap. Ms. Owens asked how the District is looking into all the components, not just race, of the achievement gap.

Ms. Kerr state that after looking at MAP data she was really struck by the achievement gap and she stated that the District still has a lot of work to do.

Mrs. O'Neal Ellis stated that the Board has not been receiving updates on the achievement gap and she would like to see that again.

Ms. Noland stated that she agrees with Mrs. O'Neal Ellis's that this is mandated Board work and she supports Mrs. O'Neal Ellis's request to have these updates regularly on the Board's agenda. Ms. Noland also feels that the hard-charging politically motivated questions to staff are designed to be zingers for attention and are inappropriate. Ms. Noland thanked the staff for all their hard work.

Ms. Pearce stated that she is glad for this update and she thinks it is very important for people to try to reduce racial bias whether they believe it is there or not. She believes that having these conversations is more valuable than doing nothing.

Mr. Sanders stated that a lot of the data Mrs. O'Neal Ellis is requesting is already available and administration would be bringing this to a Board meeting again soon.

2. Comments from the Audience

Mrs. Smith announced that there are 25 public speakers speaking about non-agenda items and one public speaker speaking on an agenda item, Board guidelines allow the Board to

move all but the one public speaker to the second public comment section of the agenda and to limit the time allotted to two minutes per speaker.

A motion was made by Mrs. Ward, second by Mr. Costello, to suspend the Board guidelines and allow all public speakers to speak in this section of the agenda and to allow each public speaker to speak for three minutes.

Ms. Noland stated that she does not support that motion. Ms. Noland stated that everyone will have their chance to speak after the Board business is completed

Ms. Owens agreed with Ms. Noland and stated that everyone will be free to speak after the Board business is conducted.

Mrs. Ward stated that because the Board is shortening the public comment time from three minutes to two minutes that that is limiting public comment.

Mrs. O'Neal Ellis stated that this has been discussed and voted on and this is the Board's process.

Upon Roll call, yes votes: Mr. Costello and Mrs. Ward. No votes: Mrs. O'Neal Ellis, Ms. Kerr, Ms. Noland, Ms. Owens, and Mrs. Smith. The motion was denied by a vote of 2-5.

Andre Allen spoke in support of the District and its stance on equity training. Mr. Allen stated that the more the country recognizes its racial issues the better the country will be.

3. Other Business – Board Member and CEO Update

A. Additional Information

Mr. Sanders reported that Mrs. O'Neal Ellis gave the update at the CAC meeting last week. Mr. Sanders congratulated Mrs. O'Neal Ellis on being selected for the MLK Humanitarian award.

Mrs. O'Neal Ellis reported that she is deeply grateful and she shares the award with Mr. Raglin and the cabinet and all the people of U-46 living out the values of Dr. King in seeking educational equity for all.

Ms. Pearce reported that she also attended that event and it was very beautiful and inspiring. Ms. Pearce also reported that the CEO Advisory Board has begun the process of selecting the next Student Board Member.

Mrs. Ward acknowledged that this week is National School Choice Week.

B. Board Self Evaluation Update

Mrs. Smith reported that the Board Self-Evaluation will be held on Saturday, February 3, 2018, at 8 a.m.

C. FOIA Requests – 6

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. Termination of Catherine A. Chacon, Secretary/Health Services
- C. Minutes of Board Meeting - November 20, 2017
- D. Minutes of Board Meeting - December 4, 2017
- E. Proposal - Plant Operations - A&O Vehicle Replacement

Motion by Ms. Kerr, second by Mr. Costello, to approve the Consent Agenda of January 22, 2018, items A, B, C, D, and E, as presented. Upon roll call, yes votes: Mr. Costello, Mrs. O'Neal Ellis, Ms. Kerr, Ms. Noland, Ms. Owens, Mrs. Ward, and Mrs. Smith. No votes: 0. The motion carried by a vote of 7-0.

5. Discussion/Action

A. Itemized Bills – January 22, 2018

Mr. Burnidge, Director of Financial Operations, presented the itemized bills of January 22, 2018. Administration recommended the Board of Education approve the List of Bills in the amount of \$16,210,011.13.

Motion by Mrs. Ward, second by Ms. Kerr, to approve the itemized bills of January 22, 2018, in the amount of \$16,210,011.13 as presented. Upon roll call, yes votes: Mr. Costello, Mrs. O'Neal Ellis, Ms. Kerr, Ms. Noland, Ms. Owens, Mrs. Ward, and Mrs. Smith. No votes: 0. The motion carried by a vote of 7-0.

B. 2018-2019 Board of Education Meeting Schedule

Mr. Rodriguez, Chief Legal Officer, reviewed the 2018-2019 Board of Education Meeting Schedule. Administration recommended the approval of the 2018-2019 Board of Education Meeting Schedule.

Motion by Mrs. Ward, second by Ms. Kerr, to approve the 2018-2019 Board of Education meeting schedule, as presented. Upon roll call, yes votes: Mr. Costello, Mrs. O'Neal Ellis, Ms. Kerr, Ms. Noland, Ms. Owens, Mrs. Ward, and Mrs. Smith. No votes: 0. The motion carried by a vote of 7-0.

C. Proposal - Teaching and Learning/ELL Department - ESL Textbook Purchase (Update)

Mr. Phelps, Senior Business Official, Dr. Suzanne Johnson, Deputy Superintendent of Instruction, and Dr. Acevedo, Director of English Language Learners, reviewed the proposal. Administration recommended approval of the proposal from Houghton Mifflin Harcourt in the amount of \$442,953.91 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 2017-2018 School Year.

Motion by Ms. Owens, second by Ms. Kerr, to approve the proposal – Teaching and Learning/ELL Department – ESL textbook purchase, as presented. Upon roll call, yes votes: Mr. Costello, Mrs. O’Neal Ellis, Ms. Kerr, Ms. Noland, Ms. Owens, Mrs. Ward, and Mrs. Smith. No votes: 0. The motion carried by a vote of 7-0.

6. Other Business - CAC Update

Sarah Thompson reported that the January CAC meeting topic was the new Let’s Talk system. Ms. Thompson reported that tomorrow night the Specialized Student Services will host its third program. The program is about talking to your special needs teen about puberty. The next program will be on February 27, 2018, at the Poplar Creek Library and the topic will be challenges resulting from continued social deficits.

7. Other Business - Mr. Sanders

A. December Financial Report

Mr. Burnidge, Director of Financial Operations, reviewed the Financial Report. Total fund balance at the end of December 2017, was \$273,929,938.00, which was a decrease of \$20.9 million from the November 2017, balance. During the month of December, the District received \$0.7 million in property tax payments and \$3.4 million from the state for categoricals. The state currently owes the District \$12.4 million. The District received \$2.9 million in federal funds. Total revenue is \$6.8 million higher than last year and expenditures are 0.7% higher but in line with the budget. The cash balance without working cash is \$197.8 million or 138 days cash on hand.

B. Investment Report for the Second Quarter

Mr. Burnidge, Director of Financial Operations, presented the Investment Report for the second quarter. The total invested funds as of December 31, 2017, are \$233,978,481.00. The current yield is 1.15% and the accrued interest at the end of December is \$783,291.00.

8. Other Business - Employee Matters

A. Notice to Remedy - Teacher A

Motion by Mrs. Ward, second by Ms. Kerr to adopt the notice of remedy for teacher A. Upon roll call, yes votes: Mr. Costello, Mrs. O’Neal Ellis, Ms. Kerr, Ms. Noland, Ms. Owens, Mrs. Ward, and Mrs. Smith. No votes: 0. The motion carried by a vote of 7-0

9. Work Session – Bids/Proposals

A. Proposal - Secondary Education - Free First Advance Placement (AP) Exam Proposal

Mr. Phelps, Senior Business Official, and Dr. Lozier, Assistant Superintendent of Secondary Schools Instruction and Equity, presented the proposal. Administration recommended that the Board of Education approve the Free First Advance Placement (AP) Exam Proposal in the amount of \$224,894.00 as submitted by College Board, and requested authorization for District administration to execute

related documents. This expenditure will be charged to the Education Fund. The cost is included in the budget for the 2017-2018 school year.

- B. Proposal - Career & Technical Education - BEACON Academy Laptop Purchase  
Mr. Phelps, Senior Business Official, Ms. Brown, Coordinator of CTE, Northern Kane Vocational System, and Ms. Macias, Director of Information Services, presented the proposal. Administration recommended that the Board of Education approve the BEACON Academy Laptop Purchase in the amount of \$152,146.40 as submitted by Dell Marketing, LP, and requested authorization for District administration to execute related documents. This expenditure will be charged to the Carl D. Perkins Career and Technical Education Grant Fund. The cost is included in the budget for the 2017-2018 school year.
  - C. Proposal - Specialized Student Services/Information Services-Technology Purchase  
Mr. Phelps, Senior Business Official, Dr. Leatrice Satterwhite, Director of Specialized Student Services, and Ms. Macias, Director of Information Services, presented the proposal. Administration recommended that the Board of Education approve the technology purchase in the amount of \$677,980.00 as submitted by Dell Marketing, LP, and requested authorization for District administration to execute related documents. This expenditure will be charged to the IDEA Part B Flow-Through Grant. The cost is included in the budget for the 2017-2018 school year.
  - D. Proposal - Human Resources - Healthcare Consultant  
Mr. Phelps, Senior Business Official, Ms. Berg, Coordinator of Employee Benefits, presented the proposal. Administration recommended that the Board of Education approve the contract for healthcare consulting in the amount of \$945,840.00 as submitted by Grant Thornton, LLP, 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 2017-2018 school year.
10. Work Session - Change Orders
- A. Change Order - Tefft Middle School - Paving Parking Lots and Drives  
Mr. Allen, Director of Plant Operations, presented the change order. Administration recommended the Board of Education approve the change order from Orange Crush, LLC in the amount of minus \$22,764.72.
11. Work Session – Resolutions
- A. RESOLUTION abating a portion of the tax heretofore levied for 2017 to pay debt service on the \$18,300,000 School Bonds, Series 1999, of School District Number 46, Kane, Cook and DuPage Counties, Illinois.  
Dr. King, Deputy Superintendent of Operations/Chief School Business Official, presented the resolution. Administration recommended the Board adopt the Resolution abating a portion of the tax heretofore levied for 2017 to pay debt



service on the \$18,300,000 School Bonds, Series 1999, of School District Number 46, Kane, Cook and DuPage Counties, Illinois.

12. Work Session - Application for Approval of Ten-Year Safety Survey Reports and Certification of Need for Fire Prevention and Safety Funds.

Dr. King provided the Board an overview of the Health/Life Safety Ten Year Survey process. Once approved by the Board, the architect/engineer reports are sent to the regional office for approval. Level "A" concerns need to be completed within a year, level "B" within five years; and level "C" is discretionary. Dr. King presented the following Reports and Certifications. Administration requested approval to submit the Ten-Year Safety Survey Reports and related Health/Life Safety Amendments to the Regional Office of Education for approval.

- A. Centennial Elementary School/ Amendment #5 - \$1,838,520
- B. Hawk Hollow Elementary School/ Amendment #3 - \$45,000
- C. Hilltop Elementary School/ Amendment #3 - \$7,800
- D. Liberty Elementary School/ Amendment #3 - \$21,840
- E. Lincoln Elementary School/ Amendment #3 - \$52,800
- F. Otter Creek Elementary School/ Amendment #3 - \$85,680
- G. Prairieview Elementary School/ Amendment #5 - \$1,898,460
- H. Spring Trail Elementary School/ Amendment #3 - \$2,019,360
- I. Sycamore Trails Elementary School/ Amendment #5 - \$1,916,040
- J. Timber Trails Elementary School/ Amendment #3 - \$106,080
- K. Kenyon Woods Middle School/ Amendment #3 - \$44,400
- L. South Elgin High School/ Amendment #2 - \$335,040

13. Comments from the Audience

Several speakers spoke against the Newsela Language Arts Curriculum resource used by a teacher which expressed the secular view that the God which Christians, Muslims, and Jews believe in is the same God.

Gary Hauser spoke in support of Mrs. Ward. Mr. Hauser asked the Board to please cut the Newsela curriculum resource.

L. Dean Hufsey spoke in support of Mrs. Ward. Mr. Hufsey believes that Mrs. Ward has done a great service to all the 6<sup>th</sup> graders and their parents by bringing this issue to light.

Jerry Cortes spoke in support of Mrs. Ward. Mr. Cortes thanked Mrs. Ward.

Sheila Cortes spoke in support of Mrs. Ward. Ms. Cortes strongly objects to the Newsela resource.

Pastor Art Ellingsen spoke in support of Mrs. Ward. Pastor Ellingsen urged the Board to drop this resource.

Dr. Roy Oksnevad spoke in support of Mrs. Ward. Dr. Oksnevad feels that this resource has little feeling for the belief and teachings of these three religions.

Sue Johnson spoke in support of Mrs. Ward. Ms. Johnson thanked Mrs. Ward for exposing this article.

Usama K. Dakdok spoke in support of Mrs. Ward. Mr. Dakdok presented the Board with his translation of the Quran.

Rev. Mark Bestul spoke in support of Mrs. Ward. Rev. Bestul pointed out that the Coalition of Faith Leaders did agree that this article was wrong and asked that it be removed from the curriculum.

Rev. Mark Frusti spoke in support of Mrs. Ward. Rev. Frusti asked the Board to listen to the people speaking.

Bill Ward spoke in support of Mrs. Ward. Mr. Ward believes that this article has no place in a secular school.

Dan Rak spoke in support of Mrs. Ward. Mr. Rak believes that the author of this article has a rather insufficient understanding of the subject matter.

Norm Maw spoke in support of Mrs. Ward. Mr. Maw stated that children need truth not someone's opinion and he asked who picked this book.

David Hallberg spoke in support of Mrs. Ward. Mr. Hallberg completely disagrees with the article presented.

Nicole Hermann spoke in support of Mrs. Ward. Ms. Hermann asked the Board to remove this material.

David Ryburn spoke in support of Mrs. Ward. Mr. Ryburn thanked Mrs. Ward for standing up for the right.

Christy Corle spoke in support of Mrs. Ward. Ms. Corle thanked Mrs. Ward for bringing this article to the attention of parents and asked the Board to remove it from the curriculum.

Esther Green spoke in support of Mrs. Ward. Ms. Green hopes that the District will work hard to address this issue.

Hunter Borgers spoke in support of Mrs. Ward. Mr. Borgers believes that there is only one God and this article is wrong.

Joshua Gamaluada spoke in support of Mrs. Ward. Mr. Gamaluada believes that there is only one God and he is not equal with any other God.

14. Adjournment

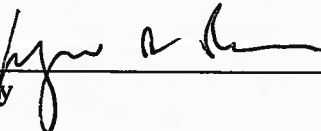
Motion by Mrs. O'Neal Ellis, second by Ms. Kerr, to adjourn the Regular Board Meeting of January 22, 2018, at 10:16 p.m.

Mrs. Ward thanked everyone for coming out to speak. Mrs. Ward stated that it is interesting to hear how some like to claim separation of church and state unless a Godless view of religion is taught. Mrs. Ward stated that this isn't an isolated incident. This idea that Muslims, Jews, and Christians all worship the same God is pervasive in U-46 curriculum and she has pointed it out repeatedly. Mrs. Ward stated that that is why she posted it on her Facebook page and she hopes that it will now be addressed.

Upon roll call, yes votes: Mr. Costello, Mrs. O'Neal Ellis, Ms. Kerr, Ms. Noland, Ms. Owens, Mrs. Ward, and Mrs. Smith. No votes: 0. The motion carried by a vote of 7-0.

Approved this 5<sup>th</sup> day of March, 2018.

  
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President

  
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Secretary