

School District U-46
Elgin, Illinois

March 12, 2018

The Special Meeting of the Board of Education was called to order at 5:31 p.m. at the Educational Services Center, 355 East Chicago Street, Elgin, Illinois. The following Board members answered roll call: Sue Kerr, Veronica Noland, Melissa Owens, and Donna Smith.

A motion was made by Ms. Owens, second by Ms. Noland to allow Mr. Costello to participate in the Special Meeting of March 12, 2018, via telephone due to a work related matter. Upon roll call, yes votes; Ms. Kerr, Ms. Noland, Ms. Owens, and Mrs. Smith. No votes: 0. The motion carried by a vote of 4-0. (Mr. Costello did not participate by phone. He arrived at 8:20 p.m.).

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 5:32 p.m. by Ms. Noland, second by Ms. Owens. Upon roll call, yes votes: Ms. Kerr, Ms. Noland, Ms. Owens, and Mrs. Smith. No votes: 0. The motion carried by a vote of 4-0. Mrs. Jeanette Ward arrived at the meeting at 5:35 p.m. Mrs. Traci, O'Neal Ellis arrived at the meeting at 5:38 p.m.

A motion was made at 5:57 p.m. by Ms. Kerr, second by Mrs. Ward to reconvene into open session. Upon roll call, yes votes: 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 6-0.

The business session began at 6:04 p.m. Present for the business session of the meeting were the same Board members listed in the first paragraph above, also present were Board members Ms. O'Neal Ellis, Mrs. Ward and Mr. Costello, 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. Jeff King, Dr. Terri Lozier, Melanie Meidel, Ron Raglin, Dr. Ushma Shah, Christopher Allen, Mary Fergus, John Heiderscheidt, Laura Hill, Lisa Jackson, Bruce Phelps, and Dr. Trisha Shrode. Also present were: media representative 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: Sadie Shalabi, a student at Heritage Elementary School; Linda Turnquist, a U-46 bus driver; Jackson Nicklen, a student at Wayne Elementary and Marklund Day School; Jonathan Duran, a student at Larkin High School; and Janet Korman, a past member of the Board of Education.

1. Comments from the Audience

Rick Newton spoke about his concerns with the subversive liberally biased efforts of the District to undermine the education of children. Mr. Newton feels that it is a flagrant abuse of freedom when personal ideological bias is disguised as wisdom.

Anthony Louis Troyke spoke about his strong disapproval of the District's decision on the National School Walkout. Mr. Troyke asked the Board to direct the CEO to rescind this decision.

2. Other Business - Board Member and CEO Update

A. Additional Information

Mrs. Smith thanked all of the police departments, villages, staff, and everyone that has worked with the District regarding recent threats. Mrs. Smith reported that Mr. Sanders was recognized by the Village of Streamwood for his years of service on the Community and Economic Development Commission.

Ms. Pearce reported that the interviews for the next Student Board member have begun.

Mrs. Ward reminded everyone that the organizers of the National School Walkout are powerful leftist adults finding kids that agree with them and then hiding behind the sentiment of listening to the children. Mrs. Ward asked if students organized demonstrations for conceal and carry, arming teachers, or the rights of the unborn would the District be establishing a plan to support those activities. Mrs. Ward questions administration regarding this activity and the answers to those questions are available on BoardDocs or her Facebook page. Mrs. Ward strongly disagrees with U-46 supporting and facilitating a walkout like this.

Mr. Sanders reported that Larkin High School made it to Super Sectionals which will be held on March 13, 2018, at Northern Illinois University. Also, the U-46 Talent Fest will be at Hemmens Auditorium on March 13, 2018.

B. FOIA Requests - 5

Mr. Sanders, Chief Executive Officer, reported on the requests for information under the Freedom of Information Act.

3. Consent Agenda

- A. Contract Renewal - Financial Operations - Annual Support & Update Licensing for Workforce Software
- B. Contract Renewal - Deputy Superintendent of Operations- Annual Support & Licensing for Baragar Planning Intelligence Software
- C. Bid - Plant Operations - Streamwood High School Air Handlers (Gym and Auditorium Wing) - Part 5
- D. Bid - Financial Operations - Information Services - E-Rate program - Uninterruptible Power Supply (UPS) Purchase
- E. Building Permit - Streamwood High School - Air Handlers (Gym-Auditorium)

Motion by Ms. Kerr, second by Mrs. O'Neal Ellis, to approve the Consent Agenda of March 12, 2018, items A, B, C, D, and E, as presented. Upon roll call, yes votes: 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 6-0.

4. Discussion/Action

A. HR Resolutions

In order to follow state guidelines that allow for staff dismissal up until 45 days before the end of the school year, the Assistant Superintendent of Human Resources annually presents personnel categories that are eligible for possible dismissal. Depending on the budget situation and when programs and classes are determined for the next school year, some of these individuals may be rehired providing they have proper licensure. While the Board of Education takes this action very seriously, dismissal consideration is customary at this time of year in order to follow state requirements.

Teachers

Resolution #1819 - Authorizing Non-Renewal of First, Second and Third Year Probationary Teachers

Motion by Ms. Owens, second by Ms. Kerr, to approve Resolution 1819 Authorizing Non-Renewal of First, Second, and Third Year Probationary Teachers, as presented. Upon roll call, yes votes: 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 6-0.

Resolution #1821 - Authorizing Honorable Dismissal of Teachers

Motion by Ms. Kerr, second by Ms. Owens, to approve Resolution 1821 Authorizing Honorable Dismissal of Teachers, as presented. Upon roll call, yes votes: 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 6-0.

Classified Staff

Resolution #1823 - Authorizing Honorable Dismissal of Educational Support Personnel - DUEA

Motion by Ms. Owens, second by Ms. Kerr, to approve Resolution 1823 Authorizing Honorable Dismissal of Educational Support Personnel – DUEA, as presented. Upon roll call, yes votes: 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 6-0.

Resolution #1828 - Authorizing Honorable Dismissal of Educational Support Personnel - Non-Union Personnel

Motion by Ms. Owens, second by Ms. Noland, to approve Resolution 1828 Authorizing Honorable Dismissal of Educational Support Personnel – Non-Union Personnel, as presented. Upon roll call, yes votes: 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 6-0.

Resolution #1829 - Authorizing Honorable Dismissal of Educational Support Personnel - Funded Project Personnel

Motion by Ms. Noland, second by Ms. Owens, to approve Resolution 1829 Authorizing Honorable Dismissal of Educational Support Personnel - Funded Project Personnel, as presented. Upon roll call, yes votes: 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 6-0.

Resolution #1837 - Authorizing Reduction in Force of Educational Support Personnel - Reduction in Hours

Motion by Ms. Kerr, second by Ms. Owens, to approve Resolution 1837 Authorizing Reduction in Force of Educational Support Personnel - Reduction in Hours, as presented. Upon roll call, yes votes: 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 6-0.

- B. Resolution of School District U-46 Supporting the Proposed Extension of Hanover Park Tax Increment Financing (TIF) District Number 3, Village Center
Dr. King reviewed the Resolution of School District U-46 Supporting the Proposed Extension of Hanover Park Tax Increment Financing (TIF) District Number 3, Village Center. Administration recommended the Board of Education approve the Resolution.

Motion by Mrs. O’Neal Ellis, second by Ms. Owens to approve the Resolution of School District U-46 Supporting the Proposed Extension of Hanover Park Tax Increment Financing (TIF) District Number 3, Village Center, as presented.

Mayor Craig reviewed the TIF and its importance to Hanover Park.

Ms. Ward stated that in general, she is not supportive of TIFs. Mrs. Ward believes that TIFs tend to facilitate crony capitalism. Mrs. Ward also stated that this TIF started 17 years ago with an available EAV differential of almost \$12 million and now there is a \$6 million deficit. The request is to continue the TIF for another 12 years. This appears as though poor municipal planning is being rewarded to the further detriment of other taxing bodies. Mrs. Ward indicated that she would be voting no.

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

5. Work Session – Contracts Over \$25,000.00

A. Contract Renewal - Secondary Education- HERO Software Renewal High and Middle School

Mr. Phelps, Senior Business Official and Dr. Lozier, Assistant Superintendent of Secondary Instruction and Equity, presented the proposal summary.

Administration recommended that the Board of Education approve the one-year contract renewal with HERO Software in the amount of \$64,225.00 and requested authorization for District administration to execute related documents. This expenditure will be charged to the Educational Fund. The cost is included in the budget for the 2017-2018 school year.

6. Work Session - Bids/Proposals

A. Bid - Plant Operations - Canton Middle School HVAC Replacement Part 2

Mr. Phelps, Senior Business Official, and Mr. Allen, Plant Operations Director, presented the bid. Administration recommended award of the low bid meeting specifications to F.E. Moran, Inc. in the amount of \$1,830,000.00 and requested authorization for District administration to execute related documents. This expenditure will be charged to the Capital Projects Fund and the Life Safety Fund. The cost is included in the budget for the 2017-2018 school year.

7. Works Session - Mr. Sanders

A. School Improvement Plans

RJ Bartlett, Student at Elgin High School, Mr. Burger, Assistant Superintendent of Elementary Instruction and Equity, Ms. Cabrera, Teacher at Elgin High School, Mrs. Hill, Director of Assessment and Accountability, Ms. Jackson, Coordinator of Assessment and Accountability, Ms. Sabrina Langlois, Teacher at Elgin High School, Dr. Lozier, Assistant Superintendent of Secondary Instruction and Equity, Mr. Jonathon Miquelon, Teacher at Elgin High School, Dr. Shah, Assistant Superintendent of Elementary Instruction and Equity, Dr. Shrode, Director of Curriculum and Instruction, Ms. Katie Sternal, Teacher at Elgin High School, Mrs. Krystal Thomas, Principal of Elgin High School, presented a PowerPoint relating to School Improvement Plans. All U-46 schools have a School Improvement Plan in place and documented on a Google site. At the high school level, three goals were identified: standards-based learning; safety; and family and community engagement. The middle school Plans are backward mapped from the high school metric with the same goals identified. The elementary Plans also identified three goals: standards-based learning and assessment; early learning and early intervention; and family and community engagement. Title I schools also have a Title I schoolwide plan.

B. Equity Update

Mr. Heiderscheidt, Director of School Safety and Culture, Dr. Johnson, Deputy Superintendent of Instruction, Dr. Lozier, Assistant Superintendent of Secondary

Instruction and Equity, Mrs. Meidel, Assistant Superintendent of Human Resources and Mr. Raglin, Assistant Superintendent of Support Programs and Alignment, provided the Board of Education with an update on Equity in School District U-46. Dr. Johnson provided an overview of curriculum and instruction and the efforts around standards-based learning and assessment and how it relates to all students in U-46. Dr. Lozier provided an update on the U-46 gifted program and its work identifying under-served subgroups and aligning with the strategic plan and school improvement plan to better serve those subgroups. Dr. Johnson reviewed the data around active Individual Educational Plans (IEP). There has been a slight increase in IEPs due to the District's increase in its abilities to identify students in need of additional support at an earlier age. Through finding students at a younger age and providing interventions and support to them, students will be more successful. The next steps within the areas of educational programming include: ongoing review of eligibility criteria; professional development and training for teachers and administrators; examine and review support structures for students; collaboration with community partners; increased access to early intervention; and documentation of work within the equity plan. Mr. Heiderscheidt reviewed student discipline and support data. The next steps for student discipline and support are: continue to raise awareness regarding race and ethnicity and the disproportionality in discipline; build more interventions that differentiate for all student needs, and training in trauma-informed care with the Alignment Collaborative for Education. Mrs. Meidel presented an overview of student and teacher ethnicity and their populations. The next steps are to update the U-46 Human Resources recruitment plan to align with the District's strategic plan and focus on diversity recruitment, employment branding, talent acquisition processes, professional partnerships, and updating key performance indicators and timelines. Mr. Raglin reported on the equity training sessions that were offered at the last professional practice day.

Mrs. O'Neal Ellis stated that she is deeply frustrated but she is not angry with U-46. Mrs. O'Neal Ellis stated that equity work is about recognizing the disproportionality and then disrupting it. Mrs. O'Neal Ellis stated that while the District has recognized it she does not see the disruption to it. Mrs. O'Neal Ellis asked what is being done to disrupt the implicit bias that is clearly implicated in the discipline data presented. Mrs. O'Neal Ellis also asked the Board to agree to direct administration to create an equity plan to address the implementation of the policy. Mrs. O'Neal Ellis stated that a component of that plan needs to be crisis level intervention.

Ms. Kerr stated that what strikes her with the discipline data is that when children are having referrals in the 1st and 2nd grade they get into a system that seems doomed. Ms. Kerr stated that trying to reach kids early is so important.

Mr. Heiderscheidt stated that the District's interventions are not working and the District is taking a significant look at how to address that right now. Mr.

Heiderscheidt also stated that he believes the Trauma-Informed Care training that is happening now will help.

Mr. Sanders stated that working with the Large Countywide and Suburban District Consortium, most of districts are moving towards Career Pathways. The large comprehensive high school does not serve all kids well, in fact, it serves some students very poorly. The District needs to build a model where every kid feels connected and in a smaller learning environment.

Mr. Raglin stated that his experience has shown that having more black, male, role models will help, as well as more black authors being read in the schools. Mr. Raglin also stated that another issue to consider is that African American males are sometimes feared. Mr. Raglin stated that a lot of the District's equity training goes beyond just awareness.

Mrs. Ward stated that according to the data Asian students are the best behaved. Mrs. Ward stated that she does not believe that Asian students are reading more Asian authors and she also does not think there are very many Asian teachers in the District. Mrs. Ward asked, what can the District learn from their discipline rates being so low.

Mr. Raglin stated that he taught Asian students in California and Asian students are reading Asian authors. Asian families embrace their culture and work very hard to make sure that this generation does not lose the connection with their culture.

Mr. Costello asked about the barriers Dr. Johnson and Dr. Lozier mentioned in their presentations and the differentiation Mr. Heiderscheidt mentioned in his presentation.

Dr. Johnson presented examples of barriers at the early childhood level and elementary levels. Dr. Lozier presented examples of barriers in regards to AP and Honors classes. Mr. Sanders presented examples of barriers in the community. Mr. Heiderscheidt presented examples of differentiation in discipline.

Ms. Kerr asked how AVID students compare in the AP data presented and if the District has considered piloting the AVID program in an elementary school.

Mr. Raglin stated that he did not have the data broken down by race but overall AVID students in AP classes out-paced the District.

Mr. Sanders states that he and Mr. Raglin have discussed the AVID program at the elementary level but have not made that commitment at this time.

Mrs. O'Neal Ellis asked if Title I funds could be used to increase access and opportunity for black children to the gifted program.

Dr. Johnson stated that as a system the District could set aside Title I funds to provide access for students.

Mrs. O'Neal Ellis requested that the Board direct administration to create an Equity Plan.

Mrs. Smith suggested the Board further discuss and develop an equity plan at a special open board meeting.

Mrs. O'Neal Ellis asked if the Board feels the District should have an equity plan that supports the Board policy. Mrs. Smith agreed there should be an equity plan in place. Mrs. Smith again suggested public workshop/special board meetings to further develop a plan. Ms. Noland agreed with Mrs. O'Neal Ellis in that an equity plan is needed. Mrs. Smith clarified that the workshop/special board meetings should be a continuous process to not only address the equity plan but all aspects of the Strategic Plan. Mrs. O'Neal Ellis agreed and reiterated that the equity plan should come first. Ms. Owens agreed that a plan should be developed.

Mrs. Ward added that if a plan is developed she would also like to see data on what makes a student successful.

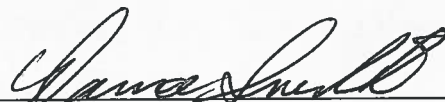
After further discussion, Mrs. O'Neal Ellis requested that Administration revise the Equity Policy by adding a requirement that Administration develop an equity plan and report to the Board on the plan. Mrs. Smith spoke further about the Board developing a continuous process, on a regular basis, to review all of the Strategic Plan including the development of an equity plan.

Mr. Sanders summarized that the Board agreed with the Equity Policy that the District should have an equity plan in place.

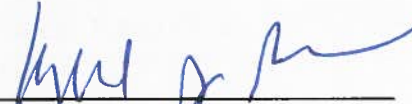
8. Adjournment

Motion by Mrs. Ward second by Ms. Noland, to adjourn the Special Board Meeting of March 12, 2018, at 9:30 p.m. 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 23rd day of April, 2018.



President



Secretary