

**MINUTES OF REGULAR MEETING,  
BOARD OF EDUCATION, SCHOOL  
DISTRICT #225, COOK COUNTY,  
ILLINOIS, SEPTEMBER 29, 2020**

A regular meeting of the Board of Education, School District No. 225 was held on Monday, September 29, 2020, at approximately 7:00 p.m. at Glenbrook District Office Public Meeting Room 100A, pursuant to due notice of all members and the public.

The president called the meeting to order. Upon calling of the roll, the following members answered present:

Doughty, Glowacki, Hanley, Kim, Shein, Sztainberg, Taub

Also present: Fagel, Geallis, Gravel, Johns, Markey, Rafloros, Swanson, Williamson

**Approval of Agenda for this Meeting**

Motion by Mr. Glowacki, seconded by Dr. Kim to approve the agenda for this meeting.

Upon calling of the roll:

aye: Doughty, Glowacki, Hanley, Kim, Shein, Sztainberg, Taub

nay: none

Motion carried 7-0.

**Recognition of Community Visitors**

Community members commented on:

- The hybrid model
  - Concern with students and teachers returning to the building
  - Support of the plan
  - Concern with the district's readiness to return
  - Concern for lack of staff
- The administration, teachers and Board's hard work during these unprecedented times
- Wanting:
  - Names of advisory committee members on the website
  - Additional members to be added to the advisory committee
  - Teachers in the classroom with students
  - Concise communication
  - Corrected data
  - To know the reasons teachers are allowed to opt out of being in the building

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- Teachers and education are essential
- Not agreeing with allowing teachers to teach remotely for child care issues
- Their disappointment in the amount of teachers asking for accommodations
- The safety of the community
- Taxpayers being asked to pay for Instructional Assistants so teachers can work remotely
- The intent of the ACORN Collective to make D225 a welcoming place as well as asking questions regarding SRO's
- Communication, not only what or how to communicate, but concerns with interaction between staff and students, including political views

The board president provided clarification, the messages from the last meeting were played in the order they were received.

Thanked the community for their comments.

### **Board and Superintendent Reports**

Nothing at this time.

### **Motion to Approve Consent Agenda Items**

Motion by Mr. Glowacki, seconded by Mr. Shein to approve the following items on the consent agenda with the amended minutes:

- A. Appointments
  - a. Certified
  - b. Support Staff
- B. Resignations/Terminations
  - a. Certified
  - b. Support Staff
- C. FOIA
- D. Approval of Accounts Payable Bills
- E. Approval of Payroll Disbursements
- F. Approval of Revolving Fund Reimbursement
- G. Minutes
  - a. September 14, 2020, Regular Board Meeting
  - b. September 14, 2020, Closed Board Meeting
- H. Gifts
- I. Miscellaneous Stipends
- J. Retirement Declarations: Certified Staff
- K. Certified FTE Adjustments

aye: Doughty, Glowacki, Hanley, Kim, Shein, Sztainberg, Taub

may: none

Motion carried 7-0.

### **Progress Updates Regarding the Learning and Operational Plan for the 2020-21 School Year**

The board president stated that our focus is to bring our students back into the schools, and we are using multiple criteria to make the best decision to keep our students and staff safe. He noted that students are allowed to work remotely during the hybrid model if they choose.

The administration:

- Shared their excitement about students returning Oct. 5
- Commented that school will not be the same when students return, but it will be the first step in the process to getting back to some sort of normalcy
- Discussed moving from step 2 to step 3
- Provided an update on preparations for hybrid
  - Communication has been shared with parents and students
  - Students have been assigned to cohorts and will allow some flexibility
  - Cohort will be reflected in PowerSchool and students will have the option to opt-out of in-person learning
  - Q&A sessions available and will be posted on our websites
  - Teachers are participating in professional development to prepare for hybrid
  - Students will receive a customized PDF that will have the student's schedule and the most recent room supervision plan
  - Reminder: students and parents can change their decision on method of learning (e-learning or hybrid)
- Provided highlights of both the health and operation metrics
  - Health Metric (4 different geographic regions)
    - 3 regions remain in the moderate level
    - 1 region has moved to the minimal level
    - Discussed the volatility of local data
    - Test positivity is at a minimal level
    - Explained the increased cases - rolling 7 day average
    - Shared the increased youth cases - rolling 7 day average
  - Operations Metric
    - Noted we have sufficient inventory or access of PPE for multiple months
    - Continue to improve based on feedback
    - Final modifications to implement 6 foot radius for learning spaces
    - Personnel
      - 237 Certified staff on accommodation
      - Designed and scheduled training experience to prepare short-term Instructional Assistants (I.A.) and reviewed the backup plan
    - COVID Testing Update

- Shared testing survey results
- Learning more and gathering additional information
- Not confident at this time that we would be able to administer testing before November

Both the Board and the administration stated the key to a successful return to school will be for everyone to take this responsibility seriously and have the same goal of keeping our community healthy. Noted the importance of washing hands, wearing a mask, social distancing, staying home when sick, sharing information with the schools if exposed.

In response to board members' questions, the administration:

- Provided clarification on COVID testing
- Shared that the focus of summer training was on e-learning and explained that e-learning is critical because it also serves as the backbone of hybrid since up to 50% of students will alternate being in remote learning; the focus on hybrid began in earnest once school started, and tomorrow teachers will have time on the institute day to see which model will work best for them
- Discussed challenges in moving to hybrid and asked for patience and flexibility while we learn together
- Explained accommodations
  - Personal medical, family medical for primary caregiver, and childcare due to schooling being closed because of COVID
  - Explained ADA
  - Reviewed the value of providing accommodations
  - Stated FFCRA does cover child care
- Stated that it is very important to manage expectations; it will not be back to school as normal
  - Science labs will not be happening for the first 2 weeks
- Explained the staffing that will be in place on Oct. 5
- Does not have information on national numbers of teachers who are granted accommodations, but stated provided general district information
- Is exploring plans for using multiple entrances and multiple kiosks
- Discussed the process of gathering information regarding testing, items that are being worked on and shared possible challenges
- Shared items that have been implemented and are continuing to be put into place to purify air
- Reviewed different options for staff to take leave (FMLA, FFCRA, sick time, sick bank, etc.)
- Provided clarification on child care accommodation and discussed documentation needed and noted information is updated on a two week basis
- Stated that the district purchased a new product so we will be able to provide surveys and forms through PowerSchool
- Shared information on how low income families can get help with getting internet access
- Noted we do not have a legal opinion on if teachers are considered essential workers

- Stated assigned seating is happening to ensure COVID tracing

Board members:

- Commended teachers who are teaching from the classroom
- Are interested in both national and local numbers for accommodations
- Discussed the challenges the district would face if we were not to provide teachers accommodations
- Noted the importance of clear and concise communication
- Want us as a district to focus on a “We Can” attitude
- Shared that they value our teachers and want to support them
- Stated the importance of following safety protocols and working together to keep students, staff and the community safe

**Adoption of the 2020-21 Fiscal Year Budget  
Budget in Brief**

The administration:

- Shared the budget process
- Thanked the team for their hard work
- Noted that State Code requires that the board adopt an operating budget for the school year by the end of September
- Commented that the only substantive changes from tentative to final are auditing entries and finalized staffing
- Explained the purpose and reasoning of the on-behalf line in the budget
- Shared the new Budget in Brief document for the public to provide a snapshot of the budget that we will be publishing on a yearly basis
- Encouraged feedback on the Budget in Brief document

In response to board members’ questions, the administration:

- Shared information regarding the collection rate
- Provided an explanation for overspending on certain budget lines
- Explained the accelerated payments for the Allstate payments
- Reviewed savings from last year due to COVID and noted this year there will be additional COVID expenses

Board members:

- Thanked the team for the new Budget in Brief document and stated it is an easy to understand communication that should be shared not only on our website, but throughout the community
- Stated the budget is a good reminder of how much the entire community contributes to support our schools, not just those with school aged children
- Commented that the district has been doing a good job of being a steward of the community's monies which will help us during these unprecedented times

**Motion to Adopt the 2020-21 Fiscal Year Budget**

Motion by Mr. Glowacki, seconded by Mrs. Hanley to approve the budget for the 2020-21 fiscal year.

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aye: Doughty, Glowacki, Hanley, Kim, Shein, Sztainberg, Taub

nay: none

Motion carried 7-0

**Health Plan Premium Rates for Plan Year January 1, 2021 - December 31, 2021**

**Education Session I**

**Education Session II**

The administration:

- Thanked the unions for their hard work and willingness to move to the Aetna plan
- Will continue to work to identify pathways to significant annual savings and will provide health updates to the Board

Board members shared their reflections on the process and the benefits it has brought for the district and the employees.

**Motion to Approve the Health Plan Premium Rates for Plan Year January 1, 2021 - December 31, 2021**

Motion by Mr. Glowacki, seconded by Mr. Taub to accept the recommended premium equivalent rates for the 2021 health plan year as presented by our health insurance consultant, the Horton Group, resulting in year-over-year projected savings to the Board and plan participants of \$1,749,949.

aye: Doughty, Glowacki, Hanley, Kim, Shein, Sztainberg, Taub

nay: none

Motion carried 7-0

**Proposed Committee Meeting Dates**

The administration provided the proposed committee dates to accomplish the district's goals. The administration asked board members to review the dates and let Dr. Gravel know if any changes are needed.

**Review and Summary of Board Meeting**

The board president summarized what happened at the meeting and future meeting dates.

**Possible Topics for Future Board Meetings**

Will discuss Equity at a future meeting, but right now we need to get students in the classroom.

Future Regular Meeting Dates:

Tuesday, October 13, 2020 - 7:00 p.m. - Regular Board Meeting

Monday, October 26, 2020 - 7:00 p.m. - Regular Board Meeting

### **Motion to Move into Closed Session**

Motion by Mr. Glowacki, seconded by Dr. Sztainberg to move into closed session at approximately 10:10 p.m. to consider:

- the appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body or legal counsel for the public body, including hearing testimony on a complaint lodged against an employee of the public body or against legal counsel for the public body to determine its validity;
- collective negotiating matters between the public body and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees;
- Litigation, when an action against, affecting or on behalf of the particular public body has been filed and is pending before a court or administrative tribunal, or when the public body finds that an action is probable or imminent, in which case the basis for the finding shall be recorded and entered into the minutes of the closed meeting.
- (Section 2(c) (1) , (2) and (11) of the Open Meetings Act).

Upon calling of the roll:

aye: Doughty, Glowacki, Hanley, Kim, Shein, Sztainberg, Taub

nay: none

**Motion carried 7-0.**

The Board returned to open session at 12:32 p.m.

### **Adjournment**

Motion by Mr. Glowacki, seconded by Dr. Sztainberg to adjourn the meeting at approximately 12:34 p.m.

Upon call for a vote on the motion, all present voted aye.\*

**Motion carried 7-0.**

\* Doughty, Glowacki, Hanley, Kim, Shein, Sztainberg, Taub

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CERTIFIED TO BE CORRECT:

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PRESIDENT - BOARD OF EDUCATION

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SECRETARY - BOARD OF EDUCATION