

**MINUTES OF REGULAR MEETING,  
BOARD OF EDUCATION, SCHOOL  
DISTRICT #225, COOK COUNTY,  
ILLINOIS, JANUARY 27, 2020**

A regular meeting of the Board of Education, School District No. 225 was held on Monday, January 27, 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 (by phone), Shein, Sztainberg, Taub

Also present: Cummings, Etherton, Fagel, Finan, Geallis, Geddeis, Gravel, Johns, Pearson, Swanson, Williamson

**Approval of the Agenda for this Meeting**

Motion by Mr. Glowacki, seconded by Mrs. Hanley 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.

**Glenbrook Stories**

Ms. Geddeis presented a video about a GBN club, Kids 4 the Cure, known for their efforts to raise cancer awareness; the video told the story of a unique project called Special Places. Both the club leader and staff sponsor provided additional information on the club and their fundraising efforts. They shared the excitement the students felt with being able to see the direct impact they made in a person's life.

The Board thanked them for an inspiring story and for bringing the community together to support a wonderful cause.

**Recognition of Community Visitors**

Community members as well as past and present staff:

*GBE:*

- Shared their feelings regarding the Elimination of Board Policy 7040
- Questioned the reasoning for the proposal

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- Discussed the benefits of GBE
- Are concerned with the process and upset that GBE students and staff past and present were not involved
- Asked the Board and administration to support the needs of our students:
  - Who struggle with day school
  - Who have anxiety and depression
  - Who do not feel that they fit in
  - Who suffer from school aversion
- Would like GBE to “Evolve Don’t Dissolve”
- Stated GBE provides a place of belonging
- Noted that GBE was not recommended by the day school
- Explained the attention provided at GBE helps students feel supported and helps them succeed
- Stated GBE was a life-changing experience
- Questioned how students would be transported to proposed locations

#### *Placement*

- Shared her concerns with the placement process and shared her story:  
Asked to make sure we put students first

### **Board and Superintendent Reports**

The administration shared highlights of meetings and events at the schools and in the community.

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

Motion by Mr. Glowacki, seconded by Mrs. Hanley to approve the following items on the consent agenda:

- 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. January 13, 2020, Regular Board Meeting
  - b. January 13, 2020, Closed Board Meeting
- H. Gifts
- I. New Course Proposals
- J. Award a Bid for General Education Student Transportation for Service Between July 1, 2020, and June 30, 2023

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

nay: none

Motion carried 7-0.

**Discussion/Action: Glenbrook Evening High School & Proposal for  
Glenbrook Alternative Learning Program**

- 1. Alternative Learning Program Design presentation**
- 2. Elimination of Board Policy 7040:**

The administration:

- Explained why the change
  - Meet the needs of more students
- Noted their continued dedication to alternative learning and are expecting it to expand and evolve
- Shared the process to identify students who may need intervention
- Reviewed current practices
  - The team is proactive
- Outlined comprehensive resources and interventions
  - Guided Study
  - Tutoring Centers
  - College & Career Counselors
  - Clinical Team
  - Nurse's Office
  - Transition Services
  - Community Resources
  - Psychiatric Consultation
  - Special Education Case Managers
  - Homebound Coordinator
  - 504 Case Managers
- Delineated programs
  - Edgenuity Online Classes
  - Flexible Schedule
  - Individualized Learning Plan - Fluid and Monitored
  - Community Building Activities
  - Ombudsman
  - Work-Study
  - Evening High School provided by Oakton at Maine South
- Discussed the flexibility of the proposed program to best meet the unique social, emotional and academic needs of our students; a "One size fits one" approach
- Noted the educational philosophy, supported by research, of inclusion; which confirms the idea that children do better in general education with peers
- Heard the importance of supporting students to feel connected and have a sense of community

- Shared the next steps including a more detailed plan which still needs to be developed; an implementation team will be formed and will include GBE staff as part of this team

Board members discussed:

- They were disappointed the process was not more inclusive
- Concerns:
  - Students who cannot attend school during the day for a number of different reasons
  - Regarding dissolving the program
- The evening school program supported students for 45 years
- The District's responsibility to provide services for students who need more support
- Considering other options and rethinking the proposed model
- The importance of a smaller environment
- The reason the program was under review had nothing to do with the finances, but rather is part of a program review
- Their past support of the program and attendance at GBE graduations
- Safety concerns
- The limited scope of the GBE program versus all of the services that can be offered during the day
- The idea of moving GBE back to GBS
- Why enrollment is down
- All agree that we want what is best for our students
- The possibility of policy modification and not elimination
- Appreciated the comments from the community and impressed with the presentation and all of the resources that have been developed to meet the needs of our students

In response to board members' questions, the administration:

- Explained the policy and the proposed evolution of an alternative learning program
- Noted we do not have a rigid policy for other programs
- Stated the implementation team should be able to meet and bring additional information in about a month
- Agreed the safety of students and staff of the evening school is a concern
- Clarified that a vast majority of GBE students did not need to attend evening school because they had to work during the day
- Provided an update on students who were attending evening school and have returned to day school
- Stated the goal is to help our students succeed
- Provided an estimate on how many of our students take on-line courses, and noted it is the exception, not the norm
- Shared that referrals to the student services team have increased, which is one of the reasons for the increase in FTE of school psychologist and social workers; noted mental health referrals have increased significantly

- Noted GBE enrollment decline may be due to the additional services available during the day as well as students desire to stay in their home school for the available electives
- Explained the changes in the law regarding students with social-emotional needs; reiterated the district's obligation to work with families and students to provide the support needed
- Provided clarification on transportation costs and noted GBE students were not provided transportation
- Shared the role North Shore Academy plays for the district and discussed the number of students the Glenbrooks place there

The board president:

- Stated the policy must be reviewed for possible changes versus the possible elimination of the policy
- Noted concern regarding 17 vs. 24 credits; and the rigor of any Glenbrook program
- Is looking forward to hearing ways to address any disparity for students
- Expressed the importance of collaboration with GBE staff
- Shared the need to work with the student services team to make sure our students' needs are being met
- Agreed with safety concerns of the evening program
- Noted the importance of having the students feel a sense of community

### **Discussion/Action: Board Policies and Procedures**

#### **1. 6100: Voluntary Termination Benefits for Administrators Policy**

The administration:

- Outlined the benefits for those retiring from the district
- Noted this policy pertains to administrators, but much of the same language will be reviewed with the unions for their policies
- Explained the 6% increases in the last four years prior to retirement
- Provided a distinction between licensed and non-licensed administrators and differences in retirement benefits
- Language in policy is consistent with GEA agreement

In response to a board members' questions, the administration:

- Provided clarification on Tier 1 and Tier 2
- Stated the policy would need to be revised when Tier 2 employees begin to retire, but that is a long way away
- Noted there are 3 similar policies for GESSA, GESPA and GEA which will be brought forward after conversations with the unions

#### **2. 6040: Professional Leave Policy**

#### **3. 6040: Professional Leave Procedures**

The administration:

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- Noted this policy and procedure relates primarily to costs associated with professional development
- Explained the language changes are much cleaner
- Stated the critical importance of providing professional development to all of our staff not just licensed or certified staff
- Outlined procedure changes

In response to board members' questions, the administration:

- Stated the tax-exempt number is shared with employees on our p-card
- Reviewed expense process

### **Review and Summary of Board Meeting**

The board president summarized the meeting and shared future meeting dates.

### **Possible Topics for Future Board Meetings**

A board member asked how the legislation changes in requirements for standardized testing will impact the district.

Future Regular Meeting Dates:

Monday, February 10, 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 10:08 p.m.

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 11:46 p.m.

### **Adjournment**

Motion by Mr. Glowacki, seconded by Dr. Sztainberg to adjourn the meeting at approximately 11:47 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

CERTIFIED TO BE CORRECT:

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PRESIDENT - BOARD OF EDUCATION

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SECRETARY - BOARD OF EDUCATION