

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

A special meeting of the Board of Education, School District No. 225 was held on Monday, July 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.\*

**\* It has been determined by the President of the Board of Education and the Superintendent that it is not practical or prudent to hold an in-person meeting because of the disaster declared by Governor Pritzker. This meeting will be conducted by audio conference using the Zoom webinar platform pursuant to [Public Act 101-0640 \(5 ILCS 120/7e\)](#)**

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

Doughty (in person), Glowacki (in person), Kim, Shein, Sztainberg, Taub

Absent: Hanley

Also present: Fagel, Geallis, Gravel (in person), Johns (in person), Markey, Pearson, Raffles, Swanson, Whipple, Williamson

**Approval of Agenda for this Meeting**

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

Upon calling of the roll:

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

nay: none

Motion carried 6-0.

**Recognition of Community Visitors**

Community members commented on:

- Reopening Plan

**Board and Superintendent Reports**

The administration:

- Noted that over the past weekend, our athletic camps at Glenbrook North experienced a significant number of athletes and coaches quarantined, per

7/27/20

Cook County Department of Health requirements, for 14-days, due to potential exposure to COVID

- Shared this comes on the heels of a similar situation that emerged at Glenbrook South two weeks ago, just as camps were about to begin
- Stated these circumstances highlight that even with so many precautions, such as face masks, outdoor air, and social distancing, potential outbreaks may still occur
- Thanked our families and staff who have let us know when they are experiencing symptoms, have been in contact with an infected person, or have themselves tested positive for COVID; explained this sharing of information allows the Cook County Health Department to engage in contact tracing and help to reduce the spread of the virus

**Motion to Approve Consent Agenda Items**

Motion by Mr. Glowacki, seconded by Dr. Sztainberg 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. Minutes
  - a. July 13, 2020, Regular Board Meeting
  - b. July 13, 2020, Closed Board Meeting
- D. Approval of Textbook Changes
- E. Retirement Declarations
  - a. Non-certified Staff

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

nay: none

Motion carried 6-0.

**Resolution to Approve the Learning and Operational Plan for the 2020-21 School Year**

- a. **Learning and Operational Plan for the 2020-21 School Year**
  - i. **Summary of the Learning and Operational Plan**
  - ii. **Presentation of the Learning and Operational Plan**

The Board president:

- Shared the goal of the plan is:
  - To navigate Covid-19 together
  - Getting our students back into the buildings
  - Keeping students and our staff healthy
- Thanked all those involved in this comprehensive plan
- Noted that cooperation even when not agreeing on all decisions are the hallmarks of our district's success
- Looks forward to working together to deliver a high-quality, meaningful and engaging academic and extracurricular experiences for all students throughout the 2020-2021 school year
- Stated we are committed to excellence in the 4 A's: Academics, Athletics, Activities, and the Arts

#### The administration:

- Reviewed the plan
  - Shared guiding principles
  - Learning Plan Continuum and Indicators
    - Step 1: All Students E-Learning with Extracurricular Activities
    - Step 2: E-Learning and Gradual Return of Groups
    - Step 3: AM/PM Hybrid Schedule
    - Step 4: All Students In-Person
    - Family Choice to Continue Full-Time E-Learning
  - Movement Along the Continuum
    - Based on advisory committee
    - Shared the timeline (Announcement Date and Possible Movement Date)
  - Learning and Operational Plan Resources

#### Board members:

- Asked that we share the matrix used to make the decision to move through the learning continuum
- Noted the teaching and learning experience during Step 1 will be significantly different from what took place in the spring, when state mandates limited our ability to deliver a high-quality e-learning experience
- Shared expectations for our teachers
- Suggested we try to help find childcare solutions for teachers (with no cost to the district)
- Discussed having teachers deliver e-learning from the buildings

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

- Commented that the governor said school districts that don't follow state public health guidance could face lawsuits and other liabilities
- Believes we will be able to follow state guidance over time, but we just received a new set of guidelines Thursday afternoon
- Shared challenges
  - Social distancing
  - Buildings resources

- Supervision resources
- Provided possible options for dealing with possible teacher shortages or quarantined teachers
- Strongly encourage teachers who would like to use classroom or building resources to do so
- Explained the reasoning for the possible divide by alpha vs grade levels
- Stated a transition to a hybrid model would come only when ALL the following indicators are met:
  - Compliance with Local Health Guidance
  - Implemented Contact Tracing Protocol and Measures to Support Contact Tracing
  - Implementation of 6 Foot Social Distancing Strategies
  - Implemented Cleaning Protocol and Supplies
  - Sufficient Inventory/Access to Required PPE
  - Sufficient Staff to Provide Supervision (Including Substitute Availability)
  - Pedagogical Considerations (Instructional Integrity and Stability for All)
- Noted that if there were an emergency, the scheduled possible movement date may need to be adjusted without previous notice
- Is still examining other scheduling models, but noted the reasoning behind the AM/PM hybrid schedule model
- Briefly shared ideas for Freshman Orientation being discussed
- Stated our nurses are the point of contact with the CCDPH
- Outlined employee's benefits with paid sick leave or expanded family and medical leave for specified reasons related to COVID-19 including but not limited to; Families First Coronavirus Response Act (FFCRA or Act), Americans with Disabilities Act (ADA) and the Rehabilitation Act (which include the requirement for reasonable accommodation and non-discrimination based on disability, and rules about employer medical examinations and inquiries)
- Provided clarification and expectations on recording class sessions
- Noted exact guidance has not been provided for teacher evaluations, but noted, as was done in summer school, IS's will drop in to provide informal feedback (not part of the formal evaluation process)
- Reviewed professional development opportunities as well as instructional coaching for teachers who are struggling with e-learning
- Stated they have received positive feedback from summer school and the quality of teaching
- Provided clarification on contact tracing protocols

Mrs. Hanley was not able to join the meeting, but asked her comments be read, she noted:

- In favor of the proposed plan
- The importance of keeping the safety of students and staff as a priority
- The crucial importance of open communication

**Resolution to Approve the Learning and Operational Plan for the 2020-21 School Year**

Motion by Mr. Glowacki, seconded by Dr. Kim to approve the learning and operational plan for the 2020-21 school year with the following amendments:

- The Superintendent is directed to further define the criteria for movement from one step to another, whether quantitative or qualitative, and share the updated criteria with the Board and community by the start of the school year as part of the first scheduled announcement.
- All staff are strongly encouraged to be present and teach from the school building. If this is not practical, given the unique circumstances of the staff member, they will provide their services in an appropriate, remote environment that has been approved by their supervisor. Additionally, all staff will participate in e-learning and remote work training, appropriate for their position, so that they can be fully engaged and available to students during the school day.

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

nay: none

Motion carried 6-0.

**Approval to Make Available the FY Tentative Budget and to Schedule a Public Hearing on the FY Budget**

The administration:

- Stated the FY 2020-21 tentative budget and supporting materials were presented to the Finance Committee on Thursday, July 23, 2020
- Shared key findings
- Noted the tentative budget is a balanced budget
- Recommends that the Board of Education make available the FY 2020-21 Tentative Budget for public inspection on Wednesday, July 29, 2020, and to schedule a public hearing on the adoption of the FY2020-21 budget on Monday, September 14, 2020

In response to board members' questions the administration:

- Provided an estimate of final salaries
- Stated health insurance savings are included in the tentative budget
- Commented that salaries are not all posted yet and because of Covid-19 there are additional savings on salaries
- Explained that purchased services reduction will be recorded differently once the budget is audited

**Revised 2020-2021 School Year Calendar for Review**

The administration stated:

7/27/20

- Recent state legislation mandates that Election Day (November 3) is a school holiday
- We are not permitted to hold class nor hold a teacher institute day
- As a result, we need to change the calendar
- The day is being made up by removing the Emergency Day (March 29)

### **Revised 2020-2021 School Year Calendar for Review**

Motion by Mr. Glowacki, seconded Dr. Sztainberg by to approve the revised 2020-2021 school year calendar as discussed.

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

nay: none

Motion carried 6-0.

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

Update on e-learning and any stats on how students are doing.

Future Regular Meeting Dates:

Monday, August 10, 2020 - 7:00 p.m.-Regular Board Meeting

### **Adjournment**

Motion by Mr. Glowacki, seconded by Dr. Sztainberg to adjourn the meeting at approximately 10:31 p.m.

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

Motion carried 6-0.

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

CERTIFIED TO BE CORRECT:

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PRESIDENT - BOARD OF EDUCATION

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SECRETARY - BOARD OF EDUCATION