

**MINUTES OF REGULAR MEETING,
BOARD OF EDUCATION, SCHOOL
DISTRICT #225, COOK COUNTY,
ILLINOIS, August 9, 2021**

A regular meeting of the Board of Education, School District No. 225 was held on Monday, August 9, 2021, 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, O'Hara (remotely), Seguin, Taub

Absent: Glowacki, Shein, Sztainberg

Also present: Gravel, Johns, Markey, Swanson, Williamson

Approval of Agenda for this Meeting

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

Upon calling of the roll:

aye: Doughty, O'Hara, Seguin, Taub

nay: none

Motion carried 4-0

Recognition of Community Visitors

Community members spoke regarding:

- FOIA
 - Shared feelings of sadness and disgust in response to the FOIA document and stated it is time for a change
 - Spoke in support for TPUSA organization and offered to be a community sponsor
 - Commented on all of the texts and questioned the team in place; stated the school Board is complicit in this scandal and stated the need for an immense overhaul of hiring procedures
- Glenbrook Aquatics
 - Would like the audit results to be reviewed with families
 - Shared examples of concerns about the proposal coming this evening

- Concerns with the Glenbrook Aquatics leadership team and shared examples
- Request to postpone the vote until further investigation
- Masking
 - Believe masking is important
- GCAN
 - Aware of the hostile messages sent to staff from GCAN and stated most feel threatened and concerned by this group

Board and Superintendent Reports

The Board president:

- Commented on the materials released in the FOIA response and cited the types of messages released
- Explained that FOIA requires public bodies to release information according to state law
- Acknowledged that many are shocked, saddened, and hurt by these messages
- Noted there might be further Board action
- Declared the district is committed to providing a safe, respectful environment

The superintendent:

- Echoed the Board president's comments and described the due process followed
- Stated doing what is best for students is our focus
- Commented that this is not representative of who we are
- Shared examples of the strength of the district and how people work to provide what is best for the district
- Noted the focus on the core values of the mission statement
- Explained improving the workplace culture will be a focus

Motion to Approve Consent Agenda Items

Motion by Mr. Glowacki, seconded by Mr. Taub to approve the following items on the consent agenda removing item K :

- 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. July 26, 2021, Regular Board Meeting
 - b. July 26, 2021, Regular Closed Board Meeting
- H. Gifts
- I. Resolution Authorizing Intervention in Property Tax Assessment Proceedings
- J. Resolution Authorizing Permanent Interfund Transfer for Capital Project
- K. Resolution Authorizing Commencement of Vaping Litigation
- L. 2021-22 Certified Staff Lane Adjustment(s)
- M. 2021-22 Certified Staff FTE Adjustment(s)
- N. Debate Schedules
 - a. GBN
 - b. GBS

aye: Doughty, O’Hara, Seguin, Taub

nay: none

Motion carried 4-0.

Public Hearing: School District’s Plan to Resume In-Person Instruction for the 2021-22 School Year in Partial Fulfillment of Requirements to Receive American Rescue Plan Funds

The Board president:

- Opened the hearing on the school district’s plan to resume in-person learning for the 2021-22 school year
- This public hearing is intended to fulfill the requirements under the American Rescue Plan for the school district to receive funding to support all-day, in-person learning for all students beginning Wednesday, August 18, 2021.
- Noted the Board of Education discussed the plan for the next school year at the July 26th regular meeting
- Stated that this evening, the Board of Education will receive additional updates from the administration, continue to discuss the plan, and consider taking action to approve the plan
- Asked if there were any questions or comments from members of the Board or members of the community

Motion by Mr. Glowacki, seconded by Mr. Taub to declare the hearing on the plan to resume in-person learning for the 2021-22 school year closed.

Upon calling of the roll:

aye: Doughty, O’Hara, Seguin, Taub

nay: none

Motion carried 4-0.

Preparations for the 2021-22 School Year

The administration:

- Gave examples of mitigations to be followed for the school year including masking, remote instruction only for students who cannot be vaccinated and are under quarantine by CCDPH
- Stated certain things will remain in place from last year; students will still swipe in, but not complete the questionnaire
- Explained there is still a requirement for everyone to wear a mask on the bus
- Discussed testing
 - Asked the Board to weigh in on the question of testing
 - Commented that the Shield test will be provided to all school districts
 - Considering using the Shield test in the co-curricular programs
 - Stated the district will conform to the state's recommendations for testing but will begin with an incremental process for testing
 - Provided background regarding last year's testing, the type, and who was tested
 - Noted that as students became vaccinated, they were exempt from testing
 - Described the Shield testing process and compared it to the testing last spring
 - Stated there is no charge for the testing, and it will be offered to all students and staff, vaccinated and unvaccinated, and they may opt-out of testing if they wish

Mr. Shein arrived at 7:31 p.m.

Mr. O'Hara joined remotely, 7:35 p.m.

In response to board member questions, the administration:

- Stated that if the positivity rate increases, we would move to test all students until the percent drops back down; testing should stay in place for two 14-day cycles
- Noted that the test does qualify as a PCR test and would be offered at no charge, and the school will continue offering onsite nasal swabs
- Is working to resolve the question about testing vaccinated individuals
- Hopes to get additional clarification from ISBE soon
- Needs to be sure we get supplies to get testing up and running soon
- Commented that timing on communication strategies will have to be a multi-tiered approach; a letter will go out tomorrow morning
- Explained their reasoning for not baseline testing all once they come in the door
- Stated the district has the authority to demand participation in the testing program
- Discussed operational challenges and suggested starting incrementally with higher risk programs
- Stated Shield tests have fewer false-positive issues
- Provided the survey responses so far
- Would defer the decision on mandatory vaccinations at this time
- Is already exploring the facilitation of vaccination for younger siblings and the community when that is possible

- Noted there is a lot to be learned about a booster shot, and we will work to make sure everyone is safe
- Explained mandatory vaccinations would need to be impact bargained with our union groups
- Discussed consequences if one does not participate in mandatory testing
- Noted that the CCDPH will tell us who and how long one will have to quarantine, and there are a lot of factors they consider when making their decisions
- Stated the 3-foot distances, masking and testing checks all of the boxes to keep our students in-person learning as much as possible
- Will provide follow-up information on testing at the August 23 board meeting
- Continues to monitor conditions and will adjust as necessary
- Stated remote support will only be available to students who are ineligible for vaccine and quarantined by CCDPH; these students will be provided homebound services

Glenbrook Aquatics Structure for 2021-22

The Board president stated there would be no vote on this topic tonight.

The administration:

- Stated that it is unique for a public school district to manage a program like the Glenbrook Aquatics program, with a club format that provides aquatic opportunities for young children and older individuals
- Provided background information regarding the program
- Stated the organization's growth has had an impact on the oversight of the program
- Noted the organization does not meet the organizational standards of the district; we must have a program with integrity top to bottom
- Discussed the audit
 - Provided the timeline and critical components
 - Reviewed the structure of the interviews
 - Identified concerns and recommendations
 - Four audit recommendations were made
 - Implement a revised organizational structure
 - Review and revise the structure of the leadership team
 - Outline all roles and responsibilities
 - A formal annual performance review of all employees
 - Address toxicity and team culture
 - Reset roles and recommendations
- Spoke to the importance of Glenbrook Aquatics and the positive impact on the community
- Stated Glenbrook Aquatics is a wholly-owned entity of the Glenbrook High School District
 - Does not operate with its own bank account and fund
 - The program must be self-sufficient
 - Step one is to define the staffing level and user rates and fees to support the program on a break-even basis

- Noted there are operating expenses to the program regarding repair and maintenance, as well.

In response to Board members' questions, the administration:

- Stated last year the program had four full-time employees
- Noted that Matt Purdy and Bob Pieper have served in stipend roles
- Clarified that we are one of a few school districts that offer this program
- Explained we would need to ask the taxpayers if they want to support this program if we are going to shift the cost to taxpayers rather than on the users
- Shared that the group has been financially self-sufficient
- Stated that based upon an external audit, changes have to be made
- Suggested that the Board consider separating itself from the organization and shifting it to another entity such as the park district
- Discussed the quality of the program
- Explained the audit included conversations with all full-time employees and hourly adult coaches, student workers were not interviewed as part of the audit

Board members asked for:

- A mini-budget of revenues and expenses
- A 5-year look back to include members and longevity of the members
- Any issues with scheduling conflicts with the school teams and contribution to facility maintenance by the organization
- A breakdown of in-district and out-of-district participants
- Recommended changes from previous financial audits
- A follow-up regarding liabilities and risks to the school district

The administration will prepare a memo to address questions raised by the Board for our next Board meeting.

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

Future Regular Meeting Dates:

Monday, August 23, 2021 - 7:00 p.m. - Regular Board Meeting

Monday, September 13, 2021 - 7:00 p.m. - Regular Board Meeting

Motion to Move into Closed Session

Motion by Mr. Glowacki, seconded by Mr. Taub to move into closed session at approximately 9:00 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; and 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) and (11) of the Open Meeting Act).

Upon calling of the roll:

aye: Doughty, Glowacki, O'Hara, Seguin, Shein, Taub

nay: none

Motion carried 6-0.

The Board returned to open session at 10:39 p.m.

Adjournment

Motion by Mr. Glowacki, seconded by Mr. Taub to adjourn the meeting at approximately 10:40 p.m.

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

Motion carried 6-0.

* Doughty, Glowacki, O'Hara, Seguin, Shein, Taub

CERTIFIED TO BE CORRECT:

PRESIDENT - BOARD OF EDUCATION

SECRETARY - BOARD OF EDUCATION