

**MINUTES OF REGULAR MEETING,
BOARD OF EDUCATION, SCHOOL
DISTRICT #225, COOK COUNTY,
ILLINOIS DECEMBER 14, 2020**

A regular meeting of the Board of Education, School District No. 225 was held on Monday, December 14, 2020, at approximately 7:00 p.m. the meeting was conducted electronically using the Zoom webinar platform pursuant to the Section 12 of the [Gubernatorial Disaster Proclamation dated November 13, 2020](#).

Zoom Meeting Information
[Click Here to Join Meeting](#)
Meeting ID: 860 0490 1541
Meeting Passcode: 3801

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: Bretag, Fagel, Geallis, Gravel, Johns, Markey, Muir, Solis, Swanson, Williamson

Approval of 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.

Recognition of Community Visitors

Community members commented on:

- The need to retain teachers, let them stay remote
- Appreciate having teachers back next semester
- Wanting a plan to get more students back in the classroom
- Finals, asked that they weight no more than 10%
- Wanting SRO's to be an agenda topic at the next meeting (ACORN Collective)
- Concern with the proposed tax levy and increased taxes

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- Teachers have the same goal as the community, we all want the best for our students (both educationally and emotionally), and we all face the same challenges as the community; teachers are working tirelessly to continue Glenbrook excellence; in order to be successful it means we need to remain safe, the pandemic will be behind us and we can find normalcy once again - GEA (Matt Whipple)

Board and Superintendent Reports .

The administration:

- Shared highlights of meetings, projects and events at the schools and in the community
- Thanked staff and are very proud of the amazing work that is being done during these unprecedented times
- Noted the many Glenbrook supports both emotionally and academically that are offered to our students
- Stated they are in the process of creating a survey to help bring more students back into the schools

A board member asked the following topics be added to a future agenda:

- A full report on SRO's (cost, benefits, etc)
- Policies and current laws regarding staff bias

Motion to Approve Consent Agenda Items

In response to a board member's question regarding summer school fees, the administration explained how the fees are determined. The decision on what courses are needed will be discussed by the administration in the future and is not part of the action requested at this meeting.

Motion by Mr. Glowacki, seconded by Mr. Taub 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. November 23, 2020, Regular Board Meeting
 - b. November 23, 2020, Closed Board Meeting

- H. Gifts
- I. Semi-Annual Review of Closed Session Minutes
- J. Summer 2021 Capital Projects and 3-Year Master Facility Plan
- K. 2020 Summer School Report and Approve 2021 Program Recommendation:
Calendar and Fees

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

nay: none

Motion carried 7-0.

Public Hearing: Truth in Taxation Hearing on the Estimated Levy

The board president opened the hearing on the proposed tax levy for 2020.

The board president stated that an estimated tax levy was made available to the community at the November 9, 2020 meeting. Information about the levy was also published in the Glenview Announcements and Northbrook Star on Thursday, December 3, 2020.

Questions or comments from members of the Board: None.

Questions or comments from the public that have been submitted through the public comment process:

- Concern about tax levy, asking for a tax increase is unacceptable
- Upset about the planned tax increase, especially due to hard economic times because of the COVID pandemic

Motion by Mr. Glowacki, seconded by Mr. Taub to close the public hearing on the proposed levy at 7:38 p.m.

Upon calling of the roll:

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

nay: none

Motion carried 7-0.

The Board president declared the hearing on the proposed levy for 2020 closed.

Resolution to Levy 2020 Taxes

The administration:

- Addressed the community's concerns regarding a tax increase
- Reviewed the process and explained the calculations
- Noted the levy is estimate with respect to new property growth

- Stated we publish a higher number (for full transparency purposes) and can only receive CPI plus new growth
- Explained to provide for the excellent Glenbrook education we need the CPI and noted we are continually looking for cost savings and shared some current examples including but not limited to reducing health insurance costs, refinancing debt and all existing debt will be paid by 2028; we continue to look for efficiencies

Board members commented that they are very conscientious in their role as the stewards of community monies.

In response to board members' questions, the administration:

- Explained that there are formulas that affect number of teachers based on enrollment and classes
- Stated there were COVID expenses that were budgeted although some expenses exceeded the anticipated budget
- Shared the challenge if the district did not approve the proposed tax levy and noted the district has been historically successful because of the long term planning and commented on how a change might affect long term programs (4 A's)

Motion to Approve the Resolution to Levy 2020 Taxes

Motion by Mr. Glowacki, seconded by Mr. Taub to approve the Resolution to Levy 2020 Taxes.

Upon calling of the roll:

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

nay: none

Motion carried 7-0.

Motion to Approve the Resolution Regarding Application of Loss and Cost Factor to 2020 Tax Levies

Motion by Mr. Glowacki, seconded by Mr. Taub to approve the Resolution Regarding Application of Loss and Cost Factor to 2020 Tax Levies

Upon calling of the roll:

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

nay: none

Motion carried 7-0.

Motion to Approve the Resolution to Instruct County Clerk How to Apportion 2020 Tax Levy Extension Required

Motion by Mr. Glowacki, seconded by Mr. Taub to approve the Resolution to Instruct County Clerk How to Apportion 2020 Tax Levy Extension Required

Upon calling of the roll:

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

nay: none

Motion carried 7-0.

Motion to Approve the Resolution Authorizing a Supplemental Property Tax Levy to Pay the Principal and Interest on Outstanding Limited Bonds

Motion by Mr. Glowacki, seconded by Mr. Taub to approve the Resolution Authorizing a Supplemental Property Tax Levy to Pay the Principal and Interest on Outstanding Limited Bonds

Upon calling of the roll:

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

nay: none

Motion carried 7-0.

2020-2021 Goals and Initiatives

The administration:

- Stated the goals and initiatives for this school year fall into three categories:
 1. Communications
 2. Diversity Equity and Inclusion
 3. Student Safety and Well-being
- Outlined steps we have already begun to accomplish these goals

The Board:

- Asked for updates throughout the year and make reference on the report how they relate to these goals and initiatives
- Noted they want a full report on Student Resource Officers (SRO)
- Shared the importance of having all our students feel a sense of inclusiveness and these must be an important goal

- Discussed the need for enhanced communication to the community about what is being discussed at the board meeting; the newsletter does not capture enough of what is being discussed

A brief discussion regarding some changes to the website in January which would help with the communication needs.

Academic Integrity - Best Practice

The administration:

- Commented that academic dishonesty is not something new and there is no guaranteed way to prevent it completely
- Noted that in light of remote learning there is an elevated awareness and concern for this behavior among teachers, students and parents
- Stated the district has taken measures to reduce academic dishonesty through professional development and best practices for assessment in the remote environment
- Highlighted examples that illustrate the work that has been done to curtail academic dishonesty that has been ongoing since the spring
- Noted examples may vary depending on the specific content area or type of assessment given and all examples would not necessarily apply to all assessments a teacher administers

In response to board members' questions, the administration:

- Stated all teachers have access to these tools which have been stressed through professional development activities
- Explained teachers use a variety of assessments to help better capture a measurement of student learning
- Provided examples of ways teachers can and do discover academic dishonesty
- Noted concerns regarding academic dishonesty can be addressed with school administration

Board members discussed how academic dishonesty hurts all students.

Accommodations Update

The administration:

- Noted conversations have been going on for weeks
- Announced a change in the accommodation structure for second semester
 - Childcare accommodation is removed
 - Family medical accommodation (only for those living in the household)
 - Personal medical will need a new form and resubmission
- Stated the final day of submission was Friday, December 11
- Explained that all those seeking accommodations have turned in requests,

but some final backup paperwork is still coming due to the quick turnaround time

- Shared they are working to fill any necessary positions
- Provided an update on the accommodation requests for teachers
 - Family:
 - 42 submitted
 - 28 satisfy requirements
 - 14 waiting for documentation
 - 8 have submitted request for FMLA
 - 6 may not take a leave of absence
 - Noted in November there were 64 submitted family accommodation requests
 - Personal Medical:
 - 102 submitted
 - 70 satisfy requirements
 - 32 waiting waiting for documentation
 - 9 have submitted a request for FMLA
 - 6 have submitted paperwork for unpaid leave
 - Noted in November there were 90 submitted personal medical requests
- Reviewed the next step will be talking to Instructional Supervisors so they can review applicants for possible open staffing positions
- Noted generic teaching job descriptions have been posted in 12 different locations, and we are already working on the applicant pool

In response to board members' questions, the administration:

- Estimated approximately 535 certified staff members and we will need to fill all approved leave requests
- Agreed we will need to discuss plans if the vaccine rolls out, but discussion at this time would only be speculative, so will keep our eyes on this, but not appropriate to discuss at this time
- Stated they expect to have all missing paperwork this week, but the deadline is January 4th
- Noted an encouraging response to our job postings
- Provided an explanation of the process needed if an applicant does not have a teaching certificate but noted that hopefully that will not be needed

Class of 2025 Chromebook Purchase

The administration:

- Reviewed the breakdown of the Chromebook fee budget
- Noted that as a result of the pandemic, there has been a global shortage of technology equipment, including Chromebooks
- Is seeking approval at tonight's meeting due to concerns with the supply chain

In response to board members' questions, the administration:

- Provided clarification on fees and the self-insurance fund

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- Noted that actual fees will be shared at a February board meeting and at that time other options for fees will be addressed
- Shared an estimate of what was budgeted

Motion to Approve the Class of 2025 Chromebook Purchase

Motion by Mr. Glowacki, seconded by Mr. Taub to approve the purchase of 1,400 Lenovo 500e Chromebooks with the Google Chrome Management License from Computer Drive at a cost of not to exceed \$439,600.

Upon calling of the roll:

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

nay: none

Motion carried 7-0.

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, January 11, 2021 - 7:00 p.m. - Regular Board Meeting

Monday, January 25, 2021 - 7:00 p.m. - Regular Board Meeting

Motion to Move into Closed Session

Motion by Mr. Glowacki, seconded by to move into closed session at approximately 9:38 p.m. to consider 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, and discussion of minutes of meetings lawfully closed under this Act, whether for purposes of approval by the body of the minutes or semi-annual review of the minutes as mandated by Section 2.06. (Section 2(c) (2), (11) and (21) of the Open Meeting 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 10:47 p.m.

Motion Regarding Settlement and Release Agreement Between Northshore University Healthsystem and the Board of Education of School District Nos. 28, 31, and 225 (Section 2(c) (11) of the Open Meeting Act).

Motion by Mr. Glowacki, seconded by Mr. Taub to authorize the settlement agreement with Northshore and other districts mentioned as discussed in closed.

Upon calling of the roll:

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

nay: none

Motion carried 7-0.

Adjournment

Motion by Mr. Glowacki, seconded by Dr. Kim to adjourn the meeting at approximately 10:49 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:

PRESIDENT - BOARD OF EDUCATION

SECRETARY - BOARD OF EDUCATION