

**MINUTES OF REGULAR MEETING,
BOARD OF EDUCATION, SCHOOL
DISTRICT #225, COOK COUNTY,
ILLINOIS, FEBRUARY 14, 2022**

A regular meeting of the Board of Education, School District No. 225 was held on Monday, February 14, 2022, 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, O'Hara, Seguin, Shein, Sztainberg, Taub

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

Approval of Agenda for this Meeting

Motion by Mr. Glowacki, seconded by Dr. Sztainberg to approve the agenda with item #9 moving up to after item #5 on the agenda.

Upon calling of the roll:

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

nay: none

Motion carried 7-0.

Recognition of Community Visitors

Community members commented on:

- Making masks optional and/or unmasking students
- Their wish to have the District continue the mask mandate
- The need for all in the community to care about our community
- Concerns about lifting the mask mandate too soon
- Their support for the teachers and their desire to keep the schools open
- Wanting to know what metrics the District will use to make the decision to allow masks to come off
- Their concerns regarding the impact Spring Break may have on COVID numbers
- The need to have special accommodations for students who have disabilities
- The Sangamon County Circuit Judge Raylene Grischow's ruling
- The mental health crisis for our students and the need for a plan to help our students who are struggling

Board and Superintendent Reports

The Board president:

- Stated the actions of the Board are in accordance with the law
- Explained that we will continue to follow the Governor's mandate
- Commented that when the Board has the legal authority to have discretion on what action our District can take regarding masking, the Board will review our options at that time

The administration:

- Stated that we are all eager to get to the point where we don't have to wear masks, but all the pieces need to be in place before that can happen
- Commented that we hope to hear from the appellate court on Thursday, which should hopefully provide some clarity on how the District can proceed
- Noted that the Governor has said that he is looking at hospitalization numbers as a metric, and thankfully hospitalizations are declining
- Anticipates that we will be in a mask-free environment, the question is when?
- Is planning and preparing for mitigation strategies for when masks mandates are lifted
- Commented that we have one more scheduled testing event after spring break
- Shared highlights of meetings and events at the schools and in the community
- Stated that this year is the 40th anniversary of the GBS radio station
- Shared a video interview with Dr. Johns done at the GBS radio station

Board members shared their experiences visiting the schools and encouraged other members to visit the schools.

Motion to Approve Consent Agenda Items

Motion by Mr. Glowacki, seconded by Mr. Taub to approve the following items on the consent agenda with the revised document that has been provided to all board members (Resignations/Terminations, Support Staff):

- A. Appointments
 - a. Certified
 - b. Support Staff
- B. Resignations/Terminations
 - a. Certified
 - b. Support Staff - Revised
- C. FOIA
- D. Approval of Accounts Payable Bills
- E. Approval of Payroll Disbursements
- F. Approval of Revolving Fund Reimbursement
- G. Minutes
 - a. January 24, 2022, Regular Board Meeting
 - b. January 24, 2022, Regular Closed Board Meeting
 - c. January 29, 2022, Special Board Meeting
 - d. January 29, 2022, Special Closed Board Meeting

- H. Gifts
- I. Revision of Retirement Date

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

nay: none

Motion carried 7-0.

In response to a board member's question, the administration stated that at this time we are not seeing a lot of resignations, but we are keeping an eye on the situation.

COVID-19 Mitigation Strategies

The administration:

- Reiterated the update on the Governor's comments regarding the metrics he is looking at to determine a possible change to the mask mandate
- Explained the Sangamon County case ruling does not apply to us (which has been mutually agreed upon by multiple law firms)
- Commented that the judge issued a TRO (Temporary Restraining Order), so this is simply a temporary decision and is being appealed
- Noted that we should have a decision from the appellate court on Thursday
- Shared the implications if we do not follow the law
- Discussed that it would be harder for students to stop wearing masks and then have to make them wear them again
- Stated that if we do not follow the law we will lose our integrity
- Explained that if we don't like the law, we cannot simply ignore it; we need to work through the process to have the laws changed, and the process would begin with speaking to our legislators
- Noted that we may be walking different paths, but we must all treat each other with kindness

Mr. Petrarca added that wearing masks in schools is viewed as the most universally applicable and successful way to combat COVID, and wearing masks is the recommendation from the CDC, IDPH, the American Association of Pediatrics, and all of the local county health departments.

In response to board members' questions, the administration:

- Discussed the communication plan on decisions regarding masks
 - We need to know the moving parts before we can share information
 - We are hoping the Governor gives us some time so that we can prepare accurate communications
- Will continue to update the metrics online
- Stated that we will have to proactively reach out to our students falling under the Americans with Disabilities Act (ADA) and the Rehabilitation Act and meet with families on a case by case basis
- Will communicate to families that may have ADA concerns on steps they should

take

Policies and Procedures

- a. [Revised] 3020 Procedures - Administrative Personnel
- b. [Revised] 6070 Policy - Educational Support Personnel Tuition Reimbursement Program
- c. [Sunset] 6070 Procedures - Educational Support Personnel Tuition Reimbursement Program
- d. [Revised] 6110 Policy - Voluntary Termination Benefits for Teachers
- e. [Revised] 6150 Policy - Mileage Reimbursement
- f. [Sunset] 6150 Procedures - Mileage Reimbursement
- g. [Revised] 6220 Policy - Jury Duty
- h. [Sunset] 6220 Procedures - Jury Duty
- i. [New] 6295 Policy - Educational Support Personnel
- j. [New] 6295 Procedures - Educational Support Personnel
- k. [Sunset] 6330 Policy - Educational Support Personnel Sick Leave
- l. [Sunset] 6330 Procedures - Educational Support Personnel Sick Leave
- m. [Sunset] 6360 Policy - Educational Support Personnel Fringe Benefits
- n. [Sunset] 6360 Procedures - Educational Support Personnel Fringe Benefits
- o. [Sunset] 6380 Policy - Educational Support Personnel Emergency/Personal Leave
- p. [Sunset] 6380 Procedures - Educational Support Personnel Emergency/Personal Leave
- q. [Sunset] 6410 Policy - Educational Support Personnel Vacations
- r. [Sunset] 6410 Procedures - Educational Support Personnel Vacations
- s. [Revised] 6430 Procedures - Senior Educational Support Personnel
- t. [Sunset] 7050 Policy - Educational Travel Experiences
- u. [Sunset] 7050 Procedures - Educational Travel Experiences
- v. [Revised] 7110 Policy - Education of Students with Disabilities
- w. [New] 7110 Procedures - Education of Students with Disabilities Services Animal Access
- x. [Sunset] 7230 Guidelines - Student Trips
- y. [Revised] 7230 Policy - Student Trips
- z. [Sunset] 7230 Procedures - Student Trips
- aa. [Revised] 8230 Policy - Free and Reduced-Price Food Services and Waiver of Student Fees
- bb. [Revised] 8230 Procedures - Free and Reduced-Price Food Services and Waiver of Student Fees

The administration:

- Noted there are 28 policies and procedures being brought forward for discussion and action
- Explained that many of the policies and/or procedures are being sunset or consolidated
- Shared a renewed commitment to revise policy and procedures in a more timely fashion
- Thanked Mr. O'hara and Mr. Doughty for being part of the policy committee and for their work to bring all of these policy recommendations to the entire Board
- Outlined the proposed changes

In response to board members' questions, the administration:

- Explained the travel insurance procedures and explained cost-saving opportunities being reviewed going forward
- Noted that whether or not a job is an administrative position (either certified or non-certified) will be included in a job description
- Provided clarification on how flex/fringe benefits have been embedded into the salaries and the reasoning
- Explained what flex and fringe benefits are
- Stated that we currently do not have any flex or fringe benefits
- Stated that they will work on a process to communicate to all stakeholders what policies are changing and how those changes may affect them, as well as including a date the policy will be implemented
- Stated this item will be brought back on the consent agenda at the February 28, 2022 Board meeting

School Operating Budgets

The administration:

- Provided a brief overview of the school operating budget for 2022-2023
- Recommended an increase of 3% based on inflation
- Noted that an accounting adjustment needs to be made, but the adjustment does not result in an increase in expenditures
- Stated this item will be brought back on the consent agenda at the February 28, 2022 Board meeting

In response to board members' questions, the administration:

- Provided clarification on the reasoning for the accounting adjustment
- Commented that the 3% is below inflation, but we do believe this is a sufficient increase to meet the needs of the schools
- Will include an addendum to this memo to explain the historical change on the document before it comes back for action
- Noted that Federal funding is not included in the school operating budgets, it will be accounted for in the district office budget
- Stated that our staffing formula will be shared during the discussion of the next agenda item
- Spoke about amazing enhancements to our learning spaces which will be

discussed at the next facility meeting; these enhancements will not be covered by the school budgets, but rather through our district budget

Certified General Education Staffing Authorization

The administration:

- Stated current student enrollment, as well as course registrations, drive the staffing formula which calculates a proposed FTE for the next school year
- Recommended a total staffing level of 169.90 at GBN and 231.70 for GBS and 395.60 FTE for the entire district
- Reviewed
 - Table 1: all staff (including administration)
 - Table 2: student to staff ratio
- Noted that this item will be brought back on the consent agenda at the February 28, 2022 board meeting.

In response to board members' questions, the administration:

- Stated that we are not recommending an increase in student services at this time
- Noted that we are working on data tools with screening capabilities to gather the Social-Emotional data necessary to see what we need, allow us to have the correct systems in place, and then we can hire accordingly
- Is also working on tapping into community resources
- Explained that one of the themes from our strategic planning work is Wellness so more projects will be coming from that work
- Commented that Off-Campus staffing is not included in these numbers because we need further analysis; IEP meetings happen in the Spring so those numbers will be brought to the Board at a later date
- Will update our website with information on the many resources we have for students
- Stated that we need to get our systems in place, in order to gather the data needed to drive our decisions

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, February 28, 2022 - 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 10:05 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, Security procedures and the use of personnel and equipment to respond to an actual, a threatened, or a reasonably potential danger to the safety of employees, students, staff, the public, or public property; The placement of individual students in special education programs and other matters relating to individual students; 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), (8), (10) and (11) of the Open Meeting Act).

Upon calling of the roll:

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

nay: none

Motion carried 7-0.

The Board returned to the open session at 11:10 p.m.

Motion Regarding Special Education Settlement Agreement(s)

Motion by Mr. Glowacki, seconded by Dr. Sztainberg to approve the settlement agreement and release with student 2.14.22.01 per conditions and terms discussed in the closed session.

Upon calling of the roll:

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

nay: none

Motion carried 7-0.

Motion Regarding Special Education Settlement Agreement(s)

Motion by Mr. Glowacki, seconded by Mr. O'Hara to approve the settlement agreement and release with student 2.14.22.02 per conditions and terms discussed in the closed session.

Upon calling of the roll:

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

nay: none

Motion carried 7-0.

Motion Regarding Termination Charges and Bill of Particulars Against a Tenured Teacher

Motion by Mr. Glowacki, seconded by Dr. Sztainberg move to suspend Paul Castelli without pay until further notice.

Upon calling of the roll:

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

nay: none

Motion carried

Motion Regarding Memorandum of Understanding with the Glenbrook Education Association

Motion by Mr. Glowacki, seconded by Dr. Sztainbrg to approve the Memo of Understanding with the GEA regarding the specific retirement agreement with Alan Greensburg, one of their members.

Upon calling of the roll:

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

nay: none

Motion carried 7-0.

Motion Regarding Collective Bargaining: Negotiated Agreement Between the Board of Education and the Glenbrook Education Support Staff Association (GESSA)

Motion by Mr. Glowacki, seconded by Dr. Sztainberg to approve the agreement with GESSA as discussed in closed.

Upon calling of the roll:

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

nay: none

Motion carried 7-0.

Motion Regarding Collective Bargaining: Negotiated Agreement Between the Board of Education and the Glenbrook Education Support Personnel Association (GESPA)

Motion by Mr. Glowacki, seconded by Mr. O'Hara to approve the collective bargaining agreement with GESPA as discussed in the closed session.

Upon calling of the roll:

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

nay: none

Motion carried 7-0.

Motion Regarding Non-Union, Non-Licensed Salaries for the 2022-23 Fiscal Year

Motion by Mr. Glowacki, seconded by Dr. Sztainberg to approve the Non-Union, Non-Licensed Salary projections for the 2022-2023 school year.

Upon calling of the roll:

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

nay: none

Motion carried 7-0.

Motion Regarding Administrative Salaries for the 2021-22 Fiscal Year

Motion by Mr. Glowacki, seconded by Mr. Taub to approve the adjusted licensed and unlicensed administrative salaries schedule for the 2021-2022 fiscal year.

Upon calling of the roll:

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

nay: none

Motion carried 7-0.

Motion Regarding Administrative Salaries for the 2022-23 Fiscal Year

No action.

Adjournment

Motion by Mr. Glowacki, seconded by Mr. Taub to adjourn the meeting at approximately 11.15 p.m.

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

Motion carried 7-0.

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

CERTIFIED TO BE CORRECT:

PRESIDENT - BOARD OF EDUCATION

SECRETARY - BOARD OF EDUCATION