

**MINUTES OF REGULAR MEETING,  
BOARD OF EDUCATION, SCHOOL  
DISTRICT #225, COOK COUNTY,  
ILLINOIS, OCTOBER 12, 2021**

A regular meeting of the Board of Education, School District No. 225 was held on Tuesday, October 12, 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, Glowacki (arrived at 7:43 p.m.), O'Hara (arrived at 9:30 p.m.), Seguin, Shein (remote), Sztainberg, Taub

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

**Approval of Agenda for this Meeting**

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

Upon calling of the roll:

aye: Doughty, Seguin, Shein (remote), Sztainberg, Taub

nay: none

Motion carried 5-0.

**Recognition of Community Visitors**

Community members commented on:

- Mandatory testing for student safety (pros and cons)
- Pros and cons of wearing masks
- Allowing travel for Debate
- Concerns with lunch capacity with the weather changing
- Votes for the IASB 2021 Resolutions Delegate Assembly Meeting on November 20, 2021
  - Asked the Board to vote no on Resolution 2: Student Safety and Protection Plan which would allow employees to carry guns
  - Asked the Board to vote yes on Resolution 15: Child Safe Gun Storage which strengthens child safe gun storage laws in the state of Illinois, requiring gun owners to store firearms, whether they are loaded or unloaded, in a securely locked container, if a person under the age of 18 is likely to gain access to the weapon without permission

- Wanting the administration to gather feedback from students on the Mental Health training and continue learning from what we learn
- Continuing to review staffing of homebound tutoring and ease of access to the tutoring

**Board and Superintendent Reports**

The administration:

- Provided information on AllState’s decision to sell their Northbrook location
- Recognized Mr. Doughty for receiving IASB Master Board Member Level I designation
- Provided highlights of events and celebrations at the schools

Mr. Glowacki arrived at 7:43 p.m.

**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 removal of 5.I. (Facility Rental Agreements with GBN Feeder Basketball) for further discussion.

- 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. September 27, 2021, Regular Board Meeting
  - b. September 27, 2021, Regular Closed Board Meeting
- H. Gifts
- I. ~~Facility Rental Agreements with GBN Feeder Basketball~~
- J. Facility Rental Agreement with Glenbrook South Jr. Titans Basketball
- K. GBS Poms National Competition

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

nay: none

Motion carried 6-0.

**Facility Rental Agreements with GBN Feeder Basketball**

The administration:

- Explained that the GBN Feeder basketball program has submitted its paperwork for 501c3 status and that we have a copy
- Recommends that the Board approve the rental, with the non-for-profit rate reduction, with a deadline of January 13, 2022, for 501c3 paperwork and if not approved at that point we can ask for a situation update and evaluate then

In response to board members' questions, the administration:

- Stated the Feeder program is for both boys and girls
- Explained the policy change requires not only the not for profit status but the additional paperwork for a 501c3: Charitable designation; and this is our first cycle since the policy change

### **Motion to Approve the Facility Rental Agreements with GBN Feeder Basketball**

Motion by Mr. Glowacki, seconded by Dr. Sztainberg to authorize the administration to enter into facility rental agreements with the GBN Feeder Basketball during the winter and spring of the 2021-22 school year subject to achieving and providing adequate proof that they are a 501c3 status by January.

aye: Doughty, Glowacki, Seguin, Shein (remote), Sztainberg, Taub

nay: none

Motion carried 6-0.

### **Search Firm for GBS Principal**

The administration:

- Provided an update on the search
- Reviewed the process
  - A committee of a board member(Ms. Seguin), administrators, staff (including union representation), and a parent met with the five search firms that were invited to submit an RFP for the principal search process
  - Each firm was interviewed by the committee and evaluated on a number of objectives
  - Reviewed feedback and there was a near-unanimous agreement
- Recommended Ray and Associates as the search firm for the next principal
- Stated the cost for this search is below the \$25,000 threshold, so Board approval is not necessary
- Outlined the next steps in the principal search process

In response to board members' questions, the administration:

- Noted there is a nationwide shortage in all educational leadership positions, but we were recently ranked #2 Best School District in the

country and people aspire to work here; so we are sure we will have a good candidate pool

- Stated the firm has a lot of experience, good relationships, and a broad network of connections to bring forward qualified candidates
- Discussed the role of the Board in the process
- Will address the importance of communication to all stakeholders with Ray and Associates

**Healthcare Premium Rates from Plan Year January 1, 2022 - December 31, 2022**

The administration:

- Commented that the Finance Committee met on October 6 to review the recommendation
- Stated the Cost Containment Committee has reviewed additional measures to contain the cost of the health benefits and will implement additional programs for the new plan year
- Shared some additional benefits Aetna is providing the Glenbrooks
- Noted that we were able to reduce District cost and increase benefits for employees
- Recommended the premium equivalent rates for the 2022 health plan year
- Asked the Board to take action tonight

**Motion to Approve the Healthcare Premium Rates from Plan Year January 1, 2022 - December 31, 2022**

Motion by Mr. Glowacki, seconded by Mr. Taub to accept the premium rates for the 2022 health plan year as presented in the memo.

Upon calling of the roll:

aye: Doughty, Glowacki, Seguin, Shein (remote), Sztainberg, Taub

nay: none

Motion carried 6-0.

**Newmedical Technology, Inc. 6(b) Request**

The administration:

- Provided background on Newmedical Technology, Inc.
- Stated that given the economic benefits to the community, the Village of Northbrook supports providing a Class 6(b) designation on the proposed facility
- Asked the Board to direct them to submit a letter of support for the Cook County 6(b) designation for Newmedical Technology

In response to board members' questions, the administration:

- Provided clarification on the tax revenue impact
- Stated there have been multiple 6(b) requests and explained the process to get approval

There was a consensus of the Board to write a letter of support.

### **Covid Testing**

The administration:

- Shared D225 metrics
  - Metric 1 - 7 Day Rolling New Cases per 100,000 Residents
  - Metric 2 - 7 Day Positivity Rate
  - District Positive Cases
- Reviewed the numbers of both students and staff who are required to test
- Explained the current testing program, Option 1 - Status Quo
- Developed a tiered system of testing options for the board to consider
  - Expanded Testing Options
    - 1: Status Quo
    - 2: Post-Holiday
    - 3: Substantial Transmissions
    - 4: Weekly for All
- Recommended Option 2 (Post-Holiday) and explained the reasoning
- Shared three options for students who do not test and recommended Option 3: Permit parent opt-out; follow-up with parents to complete testing or opt-out as needed which was recommended by Shield and our attorneys
- Explained that this information was shared to gather feedback from the Board and action will be taken at a future board meeting after additional information is gathered and shared

Matt O'Hara joined the meeting at approximately 9:30 p.m.

In response to board members' questions, the administration:

- Stated there are approximately 48% who have not submitted vaccinations, but that does not mean that additional students are not vaccinated, but they may not have submitted vaccination status yet
- Discussed the complexity of the situation
- Provided clarification on what is considered an outbreak
- Explained that with this tiered approach we can pivot to different options
- Noted that we have a very low number of the opt-out and explained possible reasons
- Commented that we have not, at this point, questioned religious exemptions
- Explained concerns with mandating that substitutes need to be vaccinated
- Discussed possible challenges with going against legal advice
- Provided clarification on Option 3 of vaccinated students
- Stated we are mandated to offer free education for all students and there are exemptions for all vaccinations

Board members discussed

- We cannot convince all students to be vaccinated
- Personal choice/own beliefs
- Pros and cons of different options
- Getting a count of students who are vaccinated
- Wanting to make sure that everyone is complying with the rules
- What we can do so that students who do not feel well aren't still coming to school because they don't want to miss school
- Verifying religious exemptions for COVID is consistent with other vaccines
- The District's responsibility for the medical bills of employees who are not vaccinated and get ill with COVID
- Asking for clarification from attorneys on why we cannot mandate employees be vaccinated
- Concern with opt-out options
- Need to discuss when COVID mitigations can end
- Defining triggers to move between different options
- Gathering additional data points in order to make informed decisions
- Everyone's goal is to not have COVID impact our students' education
- Possibly offering incentives to get vaccination data
- Consequence of non-compliance
- What percentage of testing compliance is acceptable

Another report will be brought forward at the October 25, 2021 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, October 25, 2021 - 7:00 p.m. - Regular Board Meeting

Possible Topics for Future Meetings:

- Resolutions
- How to use Technology for Education Going Forward

### **Motion to Move into Closed Session**

Motion by Mr. Glowacki, seconded by Dr. Sztainberg to move into closed session at approximately 10:31 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. (Section 2(c) (2) 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 11:14 p.m.

**Adjournment**

Motion by Mr. Glowacki, seconded by Mr. Taub to adjourn the meeting at approximately 11:16 p.m.

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

Motion carried

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

CERTIFIED TO BE CORRECT:

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PRESIDENT - BOARD OF EDUCATION

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SECRETARY - BOARD OF EDUCATION