

MINUTES

**STEGER SCHOOL DISTRICT 194
BOARD OF EDUCATION MEETING
Thursday, August 18, 2022
6:00 P.M.
Columbia Central School – Cafeteria
Enter through the East Entrance Doors**

The meeting was called to order at 6:01 p.m. by President Helsel. Members present Helsel, Raymond, Hutchison, Edwards, Turner, and Butkus. Members absent: none.

Also present:
Dr. David Frusher, Eric Diehl, Lindsey Coffey, Dr. Steve Canes, Tom Aguirre, Adam Schoff, Janet Inglese, Jeff Nelson, Tim Tufts, Anthony Graziani, Rachael Diehl, and Melissa Cunha.

PLEDGE OF ALLEGIANCE
The Board and audience recited the Pledge of Allegiance.

PUBLIC PARTICIPATION
Mrs. Helsel stated she has missed a few board meeting and the retirement of Steger Deputy Chief Gerald Ruff. The Board of Education recognized Gerald Ruff for his years of service to the Steger community. Mrs. Helsel then announced Steger School District 194 has hired Gerald Ruff to be the School Security Official for the district starting on Monday, August 22, 2022. Mr. Ruff will be throughout all buildings, property, and attending extra-curricular activities throughout each day.

The Steger Education Association President and Members spoke about pay, SD 194 morale of staff, remote learning, MOU for Learning Coaches, movement of pay, movement of staff, being involved in the movement of staff, teachers scared about new positions, class stipends, staff retention, exit interviews, student discipline, ISS, Classroom Management, de-escalation, class sizes, SD 194 family, education is changing, voice of students, relationships with students, family life of students, the district, the Board of Education, children are the future, pay moving to competitive salary, teams, working together, better feedback, better communication, ideas to raise money, equity, retaining teachers, destructive cycle, reactive and not proactive, pay to stay, teachers receiving more responsibility, contracted staff, teacher shortage, students succeeding, attracting teachers to SD 194, substitute teaching, contacting other universities to get teachers to work as substitute teachers, Mentors, worried staff, new curriculum, online programs, reducing subscriptions, and, teachers making up their own classroom work.

The Board of Education spoke about having an open door policy with any staff members that wanted to speak with them. Mrs. Helsel stated the teacher shortage is all over not just in the state of Illinois, and everyone is seeing larger class sizes. Mrs. Helsel explained we want to do what is right for the staff and students and want happy staff. Administrators have been working many hours, days, and weeks on the plans and waited to the last minute because they were still trying to hire staff to fill all the open positions. Mrs. Helsel explained we understand people do not like change, and people will be moved back once positions are filled. There also has been situations where people apply that have worked for SD 194 in the past and for reasons cannot be rehired by the district because we have to do what is good for the kids. The Board is watching class sizes and the hiring of contracted staff. The pay is low at SD 194 because we are a small community with a low revenue. Student discipline has been a problem and the Board and District is hoping with the hiring of the new School Security Official that will help with students. Mrs. Raymond asked teachers to brainstorm and bring ideas to them. They are open to listen and to work with any staff on any ideas.

The Board thanked all of them for coming and speaking at the meeting and welcomed them back anytime to a meeting.

MINUTES
A motion was made by Mrs. Edwards and seconded by Mr. Hutchison to approve the following items:

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| ACTION | A. | Approval of the minutes of the June 7, 2022, Board Meeting and Closed Session. |
| ACTION | B. | Approval of the minutes of the June16, 2022, Board Meeting and Closed Session. |
| ACTION | C. | Approval of the minutes of the June 27, 2022, Board Meeting and Closed Session. |
| ACTION | D. | The Superintendent recommends the board review the minutes from the January 6, 2022, January 20, 2022, and February 7, 2022, Closed Session meetings and they be kept closed. |
| ACTION | E. | The Superintendent recommends the board approve the destruction of the recordings from the January 21, 2021, January 28, 2021 and August 18, 2021, Closed Session meetings. |

Upon roll call all members voting aye:
Helsel, Raymond, Hutchison, Edwards, Turner and Butkus
Members voting nay: None. Members absent: None.
Members abstaining: None. Motion carried.

FINANCIAL ACCOUNTS

A motion was made by Mrs. Turner and seconded by Mrs. Raymond to approve the following item under Financial Accounts:

ACTION E. Payment of Bills - Approval of July and August bills

Upon roll call all members voting aye:
Helsel, Raymond, Hutchison, Edwards, Turner and Butkus
Members voting nay: None. Members absent: None.
Members abstaining: None. Motion carried.

SUPERINTENDENT'S REPORT

- On June 24th, I attended the presentation portion (1/2 day) of the Beacon Training Group's School Safety & Security Training at Chicago Heights Middle School, sponsored by Chicago Heights School District 170. This advanced active threat program trains school faculty and staff in threat assessment, violence prevention, active shooter response, weapons familiarization, and immediate trauma care. Staff members are trained the EBRs model (E – Escape the building, B – Barricade the classroom, R – Resist if directly confronted, and S – Survive). EBRs empowers teachers to take a proactive approach when confronted with an active threat by providing an in-depth explanation and hands-on experience. I would like to continue to have a further discussion about this program; bring a Beacon Strategies representative in to a board meeting to present, have a discussion, and answer any questions that you may have. Beacon Strategies is very busy and many of their training dates are booked. We could get all off our staff trained in EBRs, using two institute days at the start of the 2023-2024 school year.
- On June 29th, we held our first annual community cookout luncheon at the Ad Center. We had over 70 attendees, with many of you attending. It was nice to see everyone come together, relax, have conversations, eat a lot of delicious food, and have a great time. Thank you to our board of education for supporting this event.
- On August 4th and 9th we held our Administrator Kick Off Meeting/Workshop to the 2022-2023. Items that were covered, and that we worked through, included: the feedback survey questions and how we're going to develop our STAC/STIL norms collaboratively; first day of school planning/early release (getting the message out); school security official (job description, events, and district events calendar); Beacon Training Group (decisions moving forward); student accident forms; staff attendance and monitoring; reviewing lock down and other safety procedures and drills; update on the new facility use application (including the SSO); iVisions budget software updates; staff evaluations, notifications, informal observations, and Evaluwise software training; classified staff work calendar; contracted services/employees; stipends; the student handbook; social work services in SD 194; the professional development plan for the 2022-2023 school year; mandated trainings; 504 training by Attorney Cindy Baasten; and our Department of Teaching and Learning updates. Coming out of this meeting, we have our STAC/STIL meetings twice a month as a team through June 2023.
- On August 8th, I met with our Principals and Associate Principals to explain and answer questions for the Principal/Associate Principal evaluation framework for the 2022-2023 school year. Goals meetings will occur, and goals will be finalized, before October 1st. Goals are in the areas of professional practice and student growth (on assessments). Observations are already being scheduled. All PERA laws are being followed.
- On August 11th, our instructional leaders team had a workshop/professional learning session with our PLC Coach (Deb Bamforth) from Solution Tree. This is a big part of our instructional leaders professional learning. The objectives were: Review a growth vs. fixed mindset, Visit and refresh the tenants of the PLC process, Understand the work of collaborative teams, Explore the role of **LEADING a PLC AT THE SCHOOL LEVEL**, and making a plan for the 2022-2023 school year incorporating a **PLC GUIDING COALITION** (shift from our current School Improvement Teams) at each school and the work that they'll do to continue to do to grow our PLC, which must be led by our principals.
- On August 18th, this morning, I attended the SPEED (our special education cooperative) Operating Committee. Items that were shared and voted on included that SPEED has openings for teachers paraprofessionals, and related services; SPEED had to do a realignment of current staff to fill their open positions; the Administrator Retreat and Leadership Academy on communication strategies, they hired four new administrators (they have a full team); staff institute days were on August 11th and 12th; the students are back (in-person); summer school went well (177 students, largest group ever); budget presentation – 2022-2023 (revenue, expenditures, and \$18.7 million dollar budget); budget summary – 2021-2022 (still waiting on some district payments, not us); SPEED will be hosting a TRS presentation in September (we'll get the information out to our staff members); last year of the CBA (negotiations will be starting); speed enrollment is remaining almost full.

- Every other Monday morning, I continue to meet (through zoom) with the 66 south cook county superintendents. Recent topics that we've worked through are the school calendar, Evidence Based Funding calculations, e-Learning Plans, teacher licensure, what's going on with the Illinois State Board (still no new President named), SCISC has a new truancy officer, crisis plans and teams, threat assessment plans and teams, the IL school report card, grants, and expenditure reports, to name a few.
- We've had many trainings, workshops, and meetings through the summer, centered on our school improvement plans, personnel matters, our 1 to 1 device program for our students, state reports, grants, then new (upcoming) Title 9 regulations, staff evaluations, PLC's, instructional leadership, and much, much, more.
- Our Staff Institute Days are next week on August 22rd and August 23th. I will welcome the then entire staff back at breakfast. It going to be awesome to see them! We have two very full days planned, with lots of learning. Items on the agenda include: updates to the Restraint Time Out laws, building meetings, CPR refresher course, PLC Keynote: Reigniting the PLC, Bringing the 4 PLC Critical Questions to Life, and Classroom Management and Behavior.
- Our school open houses are on August 22rd (Steger Primary Center and Columbia Central) and 23th (Steger Intermediate Center). It's going to be great to welcome back our students along with their parents.
- Our first day of school is on August 24th, our schools look great, and we're all extremely excited for the school year to begin!
- Thank you very much, and I would be happy to answer any questions that you may have.

BOARD MATTERS (Consent Agenda)

A motion was made by Ms. Butkus and seconded by Mrs. Edwards to approve the following item under Board Matters:

INFO	A.	Presentation by Eric Diehl, Assistant Superintendent of Finance and Operations		
INFO	B.	Steger School District 194 was recognized by the Illinois State Board of Education for Early Childhood for the Circle of Quality for the Preschool for All Program. Steger Primary Center achieved the Gold Circle of Quality rating.		
ACTION	C.	The Superintendent recommends the Board approve the contract with the Illinois Principals Association (IPA), as presented.		
ACTION	D.	The Superintendent recommends the Board approve the contracts with Pro Care Therapy, as presented for the following positions for the 2022-2023 school year.		
		RTI-Paraprofessional	Prisma Arevalo	Steger Primary Center
		1:1 School Nurse	Micella Bell	Columbia Central
		Paraprofessional	Rafena Davis	Steger Intermediate Center
		Paraprofessional	Carol Holliday	Columbia Central
		SEL Coach	Tracey Honsbruch	Steger Intermediate Center
		Paraprofessional	Steven Manns Sr.	Columbia Central
		Special Education Teacher	Mary Polk	Columbia Central
		Paraprofessional	Starlin Tyms	Steger Primary Center
		Bilingual Aide	Ema Vargas	Columbia Central
		Special Education Teacher	David McLin	
		Special Education Teacher	Nicole Worthy-Temple	
		Certified Nursing Assistant	Wilnesha Booker	Steger Intermediate Center
ACTION	E.	The Superintendent recommends the Board approve the Steger School District 1:1 Plan.		

Upon roll call all members voting aye:
Helsel, Raymond, Hutchison, Edwards, Turner and Butkus
Members voting nay: None. Members absent: None.
Members abstaining: None. Motion carried.

PERSONNEL (Consent Agenda)

A motion was made by Mrs. Raymond and seconded by Mr. Hutchison to approve the following action items under Personnel.

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| ACTION | A. | The Superintendent recommends the Board approve the resignation of Kayla Perkins, Paraprofessional at Steger Primary Center, effective July 8, 2022. |
| ACTION | B. | The Superintendent recommends the Board approve the resignation of Gina Anaclerio, English Teacher at Columbia Central School, effective July 11, 2022. |
| ACTION | C. | The Superintendent recommends the Board approve the resignation of Ashley Bloom, Fifth Grade Teacher at Columbia Central, effective July 11, 2022. |
| ACTION | D. | The Superintendent recommends the Board approve the resignation of Sarah Daly, Second Grade Teacher at Steger Intermediate Center, effective June 29, 2022. |
| ACTION | E. | The Superintendent recommends the Board approve the resignation of Sara Tesmond, Intervention Specialist at Columbia Central School, effective June 29, 2022. |
| ACTION | F. | The Superintendent recommends the Board approve the resignation of Amanda Mizaur, Third Grade Teacher at Steger Intermediate Center, effective August 10, 2022. |
| ACTION | G. | The Superintendent recommends the Board approve the resignation of Alexandra Overland, Music Teacher at Columbia Central School, effective July 13, 2022. |
| ACTION | H. | The Superintendent recommends the Board approve the resignation of Brian Kraficisin, Choir Teacher at Columbia Central School, effective July 26, 2022. |
| ACTION | I. | The Superintendent recommends the Board approve the resignation of Darlene Blakely, Special Education Co-Teacher at Columbia Central School, effective July 26, 2022. |
| ACTION | J. | The Superintendent recommends the Board approve the resignation of Jessica Bromund, Third Grade Teacher at Steger Intermediate Center, effective August 8, 2022. |
| ACTION | K. | The Superintendent recommends the Board approve the resignation of Tyler Hires, Food Service Cook at Steger Intermediate Center, effective August 9, 2022. |
| ACTION | L. | The Superintendent recommends the Board approve the resignation of Angela Guadiana, Paraprofessional at Steger Intermediate Center, effective August 19, 2022. |
| ACTION | M. | The Superintendent recommends the Board approve the resignation of Brianna Aceves, Custodian at Steger Primary Center, effective August 26, 2022. |
| ACTION | N. | The Superintendent recommends the Board approve the employment of Joseph Hartung, Physical Education Teacher at Columbia Central School at BA Step 0, effective for the 2022-2023 school year. |
| ACTION | O. | The Superintendent recommends the Board approve the employment of Kelly Durkin, Kindergarten Teacher at Steger Primary Center at BA Step 4, effective for the 2022-2023 school year. |
| ACTION | P. | The Superintendent recommends the Board approve the employment of Gerald Ruff II, School Security Official at All buildings and property for Steger School District 194, \$36.71 per hour, effective for the 2022-2023 school year. |
| ACTION | Q. | The Superintendent recommends the Board approve the employment of Breanna Crubaugh, Fifth Grade Teacher at Columbia Central School at BA Step 1, effective for the 2022-2023 school year. |
| ACTION | R. | The Superintendent recommends the Board approve the employment of David Weil, Fifth Grade Teacher at Columbia Central School at MA15, effective for the 2022-2023 school year. |
| ACTION | S. | The Superintendent recommends the Board approve the employment of Diane Brackman, Kindergarten Teacher at Steger Primary Center at BA Step 4, effective for the 2022-2023 school year. |
| ACTION | T. | The Superintendent recommends the Board approve the employment of Holly Schwider, Choir Teacher at Columbia Central School at BA Step 2, effective for the 2022-2023 school year. |
| ACTION | U. | The Superintendent recommends the Board approve the employment of Renata Meyer, Food Service Cook at Steger Intermediate Center, \$15.00 an hour, effective for the 2022-2023 school year. |
| ACTION | V. | The Superintendent recommends the Board approve the employment of Arturo Aceves, Custodian at Steger Primary Center, \$15.00 an hour, effective for the 2022-2023 school year. |

Upon roll call all members voting aye:
Helsel, Raymond, Hutchison, Edwards, Turner and Butkus
Members voting nay: None. Members absent: None.
Members abstaining: None. Motion carried.

ADMINISTRATIVE REPORTS

Mr. Jeff Nelson presented a wrap up of the Summer School program. There were 200 learners total which were broken into 60 STEM students and 140 students for Math and Reading. The staff was excellent this year and need a round of applause. Mr. Nelson said it was great seeing the students learning and having fun at the same time. Parents responded that they were very happy with the program. This program helps staff and students prepare for the start of school.

INFORMATIONAL ITEMS

- A. New Business
- B. Old Business
- C. Correspondence
- D. Freedom of Information Act (FOIA) Request
 - a. Illinois Retired Teachers Association, July 14, 2022
 - 1. Requesting a list of upcoming retired teachers for the 2022-2023 school year.
- E. Upcoming dates
 - a. Aug. 22-23 Institute Days No student attendance
 - b. Aug. 22 SPC Open House 5:00 - 6:30 p.m.
 - c. Aug. 22 Columbia Central Open House 6:00 - 7:30 p.m.
 - d. Aug. 23 SIC Open House 6:00 - 7:30 p.m.
 - e. Aug. 24 First day of student attendance
 - f. Sept. 5 Labor Day No school
 - g. Sept. 15 Board Meeting

CLOSED SESSION

The Open Meeting recessed at 7:47 p.m. a motion was made by Mrs. Raymond and seconded by Mrs. Turner.

Upon roll call all members voting aye:
Helsel, Raymond, Hutchison, Edwards, Turner and Butkus
Members voting nay: None. Members absent: None.
Members abstaining: None. Motion carried.

The Board went into Closed Session at 8:41 p.m. a motion was made by Mrs. Turner and seconded by Mr. Hutchison to go into Closed Session to discuss the following.

Upon roll call all members voting aye:
Helsel, Raymond, Hutchison, Edwards, Turner and Butkus
Members voting nay: None. Members absent: None.
Members abstaining: None. Motion carried.

Also, present Dr. David Frusher, Eric Diehl and Melissa Cunha.

- ACTION**
- A. The Superintendent recommends that the Board go into Closed Session to discuss:
 - 1. The appointment, employment, compensation, discipline performance, or dismissal of a specific employee of the public body.
 - 2. Student disciplinary matters.
 - 3. Collective negotiating matters between the public body and its employees or their representatives.
 - 4. The purchase or lease of real property for the use of the public body, including meetings held for the purpose of discussing whether a particular parcel should be acquired.
 - 5. The setting of a price for sale or lease of property owned by Steger School District 194.

ACTION

- B. Motion to adjourn Closed Session.

The Board adjourned Closed Session at 9:56 p.m. a motion was made by Mrs. Turner and seconded by Mr. Hutchison.

Upon roll call all members voting aye:
Helsel, Raymond, Hutchison, Edwards, Turner and Butkus
Members voting nay: None. Members absent: None.
Members abstaining: None. Motion carried.

ACTION C. Motion to return to Open Session.
The Board returned to Open Session at 9:56 p.m. a motion was made by Ms. Butkus and seconded by Mrs. Edwards.

Upon roll call all members voting aye:
Helsel, Raymond, Hutchison, Edwards, Turner and Butkus
Members voting nay: None. Members absent: None.
Members abstaining: None. Motion carried.

PERSONNEL (Consent Agenda)
A motion was made by Mrs. Edwards and seconded by Mrs. Turner to approve the following action items under Personnel.

- ACTION** A. The Superintendent recommends the Board approve the Memorandum of Understanding, as presented.
- ACTION** B. The Superintendent recommends the Board approve the Updated Staff Assignments, as presented.

ADJOURNMENT
At 9:57 p.m. a motion was made by Mr. Hutchison and seconded by Mrs. Edwards to adjourn the meeting.

Upon roll call all members voting aye:
Helsel, Raymond, Hutchison, Edwards, Turner and Butkus
Members voting nay: None. Members absent: None.
Members abstaining: None. Motion carried.

Secretary, Board of Education & Date

President, Board of Education & Date