

MINUTES

STEGER SCHOOL DISTRICT 194 BOARD OF EDUCATION MEETING

Thursday, September 16, 2021

6:00 P.M.

Columbia Central School – Practice Gym
Enter through the East Activity Entrance Doors

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

Also present:

Dr. David Frusher, Eric Diehl, Jan Lenci, Bruce Nieminski, Tom Aguirre, Adam Schoff, Tim Tufts, Janet Inglese, Jeff Nelson, Venus Smith, Rachael Diehl, and Melissa Cunha.

PLEDGE OF ALLEGIANCE

The Board and audience recited the Pledge of Allegiance.

PUBLIC PARTICIPATION

Mr. Nieminski lead the meeting into a moment of silence for Columbia Central 2021 graduate Maury Gracida. Mr. Nieminski describe Mary as a loving, kind, happy, and cheerful young man.

Mrs. Helsel spoke about Cherie Kiepura Garza who passed away due to Covid 19. Mrs. Kiepura Garza was a District 194 graduate, went on to become a graduate of Marian Catholic High School, and was a teacher at Crete-Monee School District. A moment of silence was conducted in her memory.

A parent spoke to the Board of Education regarding bus transportation. The parent stated she lives 1.3 miles from the school and needed bus transportation. The board referred to Mr. Diehl to speak with the parent.

A parent spoke about positive Covid cases in the schools. The parent wanted to know the actual plan if the school went remote due to Covid. Mr. Diehl responded that all adaptive pauses come from the local health department. Mrs. Lenci, Director of Teaching and Learning responded that plans are in place and ready to go for an adaptive pause or snow days. Another parent attending the meeting stated SD 194 has good communication when cases arise. They answer all questions, technology is ready, and everything goes as planned.

MINUTES

A motion was made by Mr. Sarek and seconded by Mrs. Turner to approve the following items:

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| ACTION | A. | Approval of the minutes of the August 19, 2021, Board Meeting and Closed Session. |
| ACTION | B. | The Superintendent recommends the board review the minutes from the March 18, 2021, Closed Session meeting and they be kept closed. |
| ACTION | C. | The Superintendent recommends the board approve the destruction of the recording from the February 20, 2020, March 4, 2020, March 10, 2020, and March 12, 2020, Closed Session meetings. |

Upon roll call all members voting aye:

Helsel, Sarek, Edwards, Raymond, Turner, Page, and Butkus.

Members voting nay: None. Members absent: None.

Members abstaining: Page from item C. 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 September bills

Upon roll call all members voting aye:

Helsel, Sarek, Edwards, Raymond, Turner, Page, and Butkus.

Members voting nay: None. Members absent: None.

Members abstaining: None. Motion carried.

SUPERINTENDENT'S REPORT

- **Meal Update:** The free breakfast and lunch program was extended and expanded by the United States Federal Government. Every student has access to a free breakfast and lunch while in school, participating in in-person learning.
- As a reminder from last month, as we've closed out the pre-ordering program, in our school district, from August 3, 2020 through August 18, 2021; 30,312 free breakfasts and lunches were provided to our families for children up to age 18.
- **Technology Update:** Every student has access to a personal device, dedicated to themselves, while in school for in-person learning. At Columbia Central, we are running a 1:1 program, where the student takes the device home every night and brings it back to school the next day.
- On August 26th, Illinois Governor JB Pritzker announced a vaccine mandate for certain workers and entities, with a very short deadline for compliance, which was September 5th. The deadline for compliance was extended to September 19th. Our principals and Eric have been working very hard to verify vaccination status and to implement our testing program for staff members that have not been vaccinated. This mandate has been very challenging for school districts all across the State of Illinois.
- Our Staff Institute Days on August 23rd and August 24th were very successful. August 23rd was the "district day" where our focus was on Reigniting the PLC Framework along with breakout sessions and Leveraging Collaborative Teams to Advance Student Achievement along with breakout sessions. August 24th was an individual "school day", where our principal's focused on building level initiatives. A heavy emphasis was on our new curriculum's, meeting our student's needs, and the opening of the 2021-2022 school year (processes, practices, and any last minute reminders).
- Our school open houses on August 23rd and 24th were VERY well attended. It was awesome to see and welcome so many students and their parents.
- On September 1st, Eric, Jan, Melissa, and I met with SCISC for our Compliance Visit Orientation. A Compliance Visit is conducted every four years to ensure that as a school district we are in compliance with all state and federal rules and regulations. This year we have our Compliance Visit, Health/Life Safety Visit/Audit, and our Professional Development Audit all combined together and is scheduled for January 26, 2022. We'll keep you updated on our progress on these very important audits.
- On September 7th, we held our first STAC/STIL administrator council meeting for this school year. Items on our agenda included: Administrator Academy, Principal Evaluations, License Renewal, Substitute Teachers, Truant Students, Communication, Opening of the School Year Review and Updates, Vaccine Requirement, Testing Requirement, Vaccine Verification Process, Remote Learning Guidance, Quarantined Students, Google Classroom, E-Learning Plan, MAP Testing, and Anything the team can support one another with. We will continue to meet twice a month as a team through June 2022.

- Our Principals, Associate Principals will be having goals meetings for the 2021-2022 school year next week. Goals are in the areas of professional practice and student growth (on assessments). Observations are being scheduled. All PERA laws are being followed.
- Every Monday morning, I continue to meet (through zoom) with the 66 south cook county superintendents. Recent topics that we've worked through are the mandates on masking, vaccinations, testing, outbreaks, isolations, quarantines, teacher shortages, substitute teacher shortages, bus driver shortages, and the opening of the 2021-2022 school year.
- All three of our schools have successfully conducted their annual lockdown drill; which is a required drill in the State of Illinois.
- As I talk with individuals, and as I see it with my own eyes as I visit our schools. Across the district, all of us are working extremely hard doing the very best job that we can in our respective positions. I am pleased to share that we are off to a very good start to the 2021-2022 school year. Thank you for your continued support.

COVID-19 Metrics - August 19, 2021

- **Region 7 (Will and Kankakee Counties)**

- Region 7 Tier status
 - 1/18/21 Tier 1
 - 2/14/21 Phase 4
 - 3/18/21 Bridge Phase to Phase 5
 - 4/12/21 Phase 4
 - 5/20/21 Bridge to Phase 5
 - 6/17/21 Phase 5
 - 7/26/21 Phase 5
 - 8/19/21 Phase 5
 - 9/16/21 Phase 5
- Test Positivity 7-Day Rolling Average -
 - 1/18/21 11 consecutive days under 12% threshold - Last four days have been at, and are now below, the 8.0% threshold. (Trending in the right direction)
 - 2/14/21 11 consecutive days under 8% threshold - Last eleven days have been below the 8.0% threshold.
 - 3/15/21 11 consecutive days under 8% threshold - Last eleven days have been below the 8.0% threshold.
 - 4/12/21 11 consecutive days under 8% threshold - Last eleven days have been below the 8.0% threshold.
 - 5/16/21 11 consecutive days under 8% threshold - Last eleven days have been below the 8.0% threshold.
 - 6/17/21 11 consecutive days under 8% threshold - Last eleven days have been below the 8.0% threshold.
 - 7/11/21-7/17/21 - Will County = 2.5% - Kankakee County = 1.6%
 - 8/1/21-8/7/21 - Will County = 6.8% - Kankakee County = 3.3%
 - 8/29/21-9/4/2021 - Will County = 5.6% - Kankakee County = 6.7%

- Hospital Bed Availability 7-Day Rolling Average -
 - 1/18/21 11 consecutive days over 20% availability for ICU beds - 25%-29% range.
 - 2/14/21 11 consecutive days over 20% availability for ICU beds - 26%-29% range.
 - 3/15/21 11 consecutive days over 20% availability for ICU beds - 32%-37% range.
 - 4/12/21 11 consecutive days over 20% availability for ICU beds - 22%-25% range.
 - 5/18/21 11 consecutive days over 20% availability for ICU beds - 23%-28% range.
 - 6/17/21 11 consecutive days over 20% availability for ICU beds - 24%-26% range.
 - 7/11/21-7/17/21 - Will County = 24.1% - Kankakee County = 24.1%
 - 8/1/21-8/7/21 - Will County = 24.4% - Kankakee County = 24.4%
 - 8/29/21-9/4/21 - Will County = 24.8% - Kankakee County = 24.8%
- COVID-19 Patients in the Hospital 7-Day Rolling Average -
 - 1/18/21 9 Days of COVID-19 Hospital Patient Equal or Decreases.
 - 2/14/21 6 Days of COVID-19 Hospital Patient Equal or Decreases.
 - 3/15/21 9 Days of COVID-19 Hospital Patient Equal or Decreases.
 - 4/12/21 3 Days of COVID-19 Increases.
 - 5/18/21 9 Days of COVID-19 Hospital Patient Equal or Decreases.
 - 6/17/21 10 Days of COVID-19 Hospital Patient Equal or Decreases.
 - 7/11/21-7/17/21 - Will County = 21-Target - Kankakee County = <5-Target
 - 8/1/21-8/7/21 - Will County = 72-Target - Kankakee County = 10-Target
 - 8/29/21-9/4/21 - Will County = 120-Target - Kankakee County = 28-Target
- Test Positivity 7-Day Rolling Average
 - 1/18/21 7.6% (Trending in the right direction)
 - 2/14/21 4.5%
 - 3/15/21 3.4%
 - 4/12/21 6.0%
 - 5/16/21 3.6%
 - 6/17/21 1.3%
 - 7/11/21-7/17/21 - Will County = 2.5% - Kankakee County = 1.6%
 - 8/1/21-8/7/21 - Will County = 6.8% - Kankakee County = 3.3%
 - 8/29/21-9/4/21 - Will County = 5.6% - Kankakee County = 6.7
- Test Positivity 7-Day Rolling Average
 - Will County
 - 1/18/21 8.2%
 - 2/14/21 4.8%
 - 3/15/21 3.4%
 - 4/12/21 6.4%
 - 5/16/21 3.6%
 - 6/17/21 1.1%
 - 7/17/21 2.5%
 - 8/7/21 6.8%
 - 9/4/21 5.6%
 - Kankakee County
 - 1/18/21 5.0%
 - 2/14/21 3.4%
 - 3/15/21 3.0%
 - 4/12/21 4.1%
 - 5/16/21 3.4%

- 6/17/21 2.3%
- 7/17/21 1.6%
- 8/7/21 3.3%
- 9/4/21 6.7%

▪ Cook County

- 1/18/21 7.9%
- 2/14/21 4.1%
- 3/15/21 3.5%
- 4/12/21 5.7%
- 5/16/21 3.4%
- 6/17/21 1.2%
- 7/10/21 1.2%
- 7/17/21 1.9%
- 8/7/21 4.4%
- 9/4/21 4.1%

▪ School Level Metrics - 8/29/21-9/4/21

- New cases (Target: Decreasing or Stable)
 - Will County - 1333 Cases - Minimal
 - Kankakee County - 303 Cases - Minimal
 - Cook County - 3751 Cases - Minimal
- Youth Cases Increase (Target: Decreasing or Stable)
 - Will County - 427 Cases - Moderate
 - Kankakee County - 110 Cases - Substantial
 - Cook County - 1067 Cases - Minimal

• Northwestern University Dashboard by Zip Code - 7 day positivity rate - Through 8/17/2021

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| • 1/20/21 | 60475 (Steger) | 11.74% | 3-5 cases a day |
| • 2/17/21 | 60475 (Steger) | 2.78% | 1-2 cases a day |
| • 3/17/21 | 60475 (Steger) | 13.64% | 1-3 cases a day |
| • 4/14/21 | 60475 (Steger) | 6.01% | 1-2 cases a day |
| • 5/18/21 | 60475 (Steger) | 5.76% | 1-2 cases a day |
| • 6/17/21 | 60475 (Steger) | 0.00% | 0.1-0.3 cases a day |
| • 7/23/21 | 60475 (Steger) | 2.28% | 0.0-0.3 cases a day |
| • 8/17/21 | 60475 (Steger) | 11.81% | 2-3 cases a day |
| • 9/15/21 | 60475 (Steger) | 8.86% | 2-3 cases a day |
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| • 1/20/21 | 60411 (Chicago Hts.) | 5.92% | 22-30 cases a day |
| • 2/17/21 | 60411 (Chicago Hts.) | 2.58% | 6-8 cases a day |
| • 3/17/21 | 60411 (Chicago Hts.) | 3.56% | 3-7 cases a day |
| • 4/14/21 | 60411 (Chicago Hts.) | 4.33% | 10-12 cases a day |
| • 5/18/21 | 60411 (Chicago Hts.) | 3.80% | 11-12 cases a day |
| • 6/17/21 | 60411 (Chicago Hts.) | 1.05% | 1-5 cases a day |
| • 7/23/21 | 60411 (Chicago Hts.) | 4.83% | 0.7-4.9 cases a day |
| • 8/17/21 | 60411 (Chicago Hts.) | 6.51% | 9-12 cases a day |
| • 9/15/21 | 60411 (Chicago Hts.) | 5.54% | 12-14 cases a day |

- 1/20/21 60475 + 60411 6.45% 26-35 cases a day
 - 2/17/21 60475 + 60411 2.60% 7-10 cases a day
 - 3/17/21 60475 + 60411 4.46% 4-10 cases a day
 - 4/14/21 60475 + 60411 4.48% 11-14 cases a day
 - 5/18/21 60475 + 60411 3.97% 12-14 cases a day
 - 6/17/21 60475 + 60411 0.91% 1-5 cases a day
 - 7/23/21 60475 + 60411 4.56% 1-5 cases a day
 - 8/17/21 60475 + 60411 7.00% 11-15 cases a day
 - 9/15/21 60475 + 60411 5.88% 14-17 cases a day
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- 1/20/21 60466 (Park Forest) 6.46% 8-10 cases a day
 - 2/17/21 60466 (Park Forest) 2.17% 2-3 cases a day
 - 3/17/21 60466 (Park Forest) 2.75% 2-3 cases a day
 - 4/14/21 60466 (Park Forest) 6.36% 4-7 cases a day
 - 5/18/21 60466 (Park Forest) 2.89% 4-5 cases a day
 - 6/17/21 60466 (Park Forest) 1.91% 0.3-1 cases a day
 - 7/23/21 60466 (Park Forest) 2.72% 0.9-1.1 cases a day
 - 8/17/21 60466 (Park Forest) 7.25% 3-5 cases a day
 - 9/15/21 60466 (Park Forest) 5.56% 2-5 cases a day
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- 1/20/21 60417 (Crete) 4.31% 4-7 cases a day
 - 2/17/21 60417 (Crete) 2.00% 2-4 cases a day
 - 3/17/21 60417 (Crete) 2.42% 2-3 cases a day
 - 4/14/21 60417 (Crete) 2.63% 2-3 cases a day
 - 5/18/21 60417 (Crete) 1.83% 1-2 cases a day
 - 6/17/21 60417 (Crete) 1.07% 0.3-1 cases a day
 - 7/23/21 60417 (Crete) 0.94% 0.1-0.4 cases a day
 - 8/17/21 60417 (Crete) 6.19% 1-3 cases a day
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- 9/15/21 60417 (Crete) 6.72% 2-3 cases a day

BOARD MATTERS (Item F and Items G-K)

A motion was made for Action F by Mr. Sarek and seconded by Mrs. Edwards to approve the following action items under Board Matters. A motion was made for Action items G-K by Ms. Butkus and seconded by Mrs. Raymond to approve the following action items under Board Matters.

INFO

- A. First reading of Board Policy changes as recommended by Press Plus and IASB.
1. 1:10 School District Legal Status
 2. 1:20 District Organization, Operations and Cooperative Agreements
 3. 1:30 School District Philosophy
 4. 2:10 School District Governance
 5. 2:30 District Elections
 6. 2:130 Board-Superintendent Relationship
 7. 2:40 Board Policy Development
 8. 2:120-E1 Exhibit – Guidelines for Serving as a Mentor to a New School Board Member
 9. 2:120-E2 Exhibit – Website Listing of Development and Training Completed by Board Members
 10. 2:125-E3 Resolution to Regulate Expense Reimbursements
 11. 2:220-E4 Exhibit – Open Meeting Minutes

12. 2:220-E7 Exhibit – Access to Closed Meeting Minutes and Verbatim Recordings
13. 2:240E1 Exhibit – PRESS Issue Updates
14. 2:240E2 Exhibit – Developing Local Policy
15. 3:30 Chain of Command
16. 5:10 Equal Employment Opportunity and Minority Recruitment
17. 6:100 Using Animals in the Educational Program
18. 6:145 Migrant Students
19. 6:160 English Learners
20. 6:170 Title I Programs
21. 6:235 Access to Electronic Networks
22. 6:255 Assemblies and Ceremonies
23. 6:260 Complaints About Curriculum, Instructional Materials, and Programs
24. 7:220 Bus Conduct
25. 7:230 Misconduct by Students with Disabilities
26. 7:280 Communicable and Chronic Infectious Disease
27. 8:90 Parent Organizations and Booster Clubs

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| INFO | B. The Illinois Association of School Boards (IASB) certifies Steger School District 194 is an Active Member and is entitled to all the rights, benefits and services for the 2021-2022 school year. |
| INFO | C. The Illinois State Board of Education (ISBE) completed its annual district LEA Determination review of the Individuals with Disabilities Education Act (IDEA) for FFY 2020 and our district Meets Requirements. |
| INFO | D. The 2021-2022 K-8 Curriculum Guides, as presented. |
| INFO | E. Eric Diehl, Assistant Superintendent of Finance and Operations presented the 2021-2022 budget and public comment. |
| ACTION | F. The Superintendent recommends the Board approve the 2021-2022 Budget, as presented. |
| ACTION | G. The Superintendent recommends the Board approve the Estimated Expense Approval Form including the Expense Advancement Voucher for \$350 for the following Board Members to attend the 2021 IASB Conference: Helsel, Sarek, Raymond, Page, Edwards, Turner, and Butkus. |
| ACTION | H. The Superintendent recommends the Board approve the Tieri & Son Snow Removal contract for the 2021-2022 school year, as presented. |
| ACTION | I. The Superintendent recommends the Board approve the signature changes on the checking accounts for 2021-2022, as presented |
| ACTION | J. The Superintendent recommends the Board approve the Box Cars and One- Eyed Jacks Inc. contract for the 2021-2022 school year, as presented. |
| ACTION | K. The Superintendent recommends the Board approve the Dr. Hempen contract for the 2021-2022 school year, as presented. |

PERSONNEL (Consent Agenda)

A motion was made by Mr. Sarek and seconded by Mrs. Edwards to approve the following action items under Board Matters.

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| ACTION | A. | The Superintendent recommends the Board approve the retirement of Geoffrey Page, Day Custodian at Steger Primary Center, effective September 24, 2021. |
| ACTION | B. | The Superintendent recommends the Board approve the resignation of Octavia Burnett, Paraprofessional at Columbia Central, effective September 22, 2021. |
| ACTION | C. | The Superintendent recommends the Board approve the resignation of Jennifer Seifert, Certified Nursing Assistant (CNA) at Steger Intermediate Center, effective August 24, 2021. |
| ACTION | D. | The Superintendent recommends the Board approve the resignation of Marcela Ramirez, EL Paraprofessional at Columbia Central, effective August 20, 2021. |
| ACTION | E. | The Superintendent recommends the Board approve the resignation of Ashaunta Bivins, Paraprofessional at Columbia Central, effective August 18, 2021 |
| ACTION | F. | The Superintendent recommends the Board approve the resignation of Christine Maxwell, Paraprofessional at Columbia Central, effective August 17, 2021. |
| ACTION | G. | The Superintendent recommends the Board approve the resignation of Joanna Rodriguez, EL Paraprofessional at Columbia Central, effective August 16, 2021. |
| ACTION | H. | The Superintendent recommends the Board approve the employment of Lorinda Gaines, Kindergarten Teacher at Steger Primary Center at BA Step 4, effective for the 2021-2022 school year. |
| ACTION | I. | The Superintendent recommends the Board approve the resignation of Lorinda Gaines, Kindergarten Teacher at Steger Primary Center, effective September 4, 2021. |
| ACTION | J. | The Superintendent recommends the Board approve the employment of Charese Howard, Lunch/Recess Supervisor at Steger Intermediate Center at \$11.00 an hour, effective for the 2021-2022 school year. |
| ACTION | K. | The Superintendent recommends the Board approve the employment of Nicole Schmidt, Social Worker at Columbia Central at MA30 Step 0, effective for the 2021-2022 school year. |

Upon roll call all members voting aye:

Helsel, Sarek, Edwards, Raymond, Turner, Page, and Butkus.

Members voting nay: None. Members absent: None.

Members abstaining: None. Motion carried.

ADMINISTRATIVE REPORTS

- A. Ms. Rachael Diehl, Director of Food Service spoke about menu changes, food shortages, and the USDA waiver to loosen food restrictions.

INFORMATIONAL ITEMS

- A. New Business
 - a. Remembering Steger.... The Early Years! 125th Anniversary
- B. Old Business
- C. Correspondence
 - a. Excellence among us email received
 - b. Thank you from Terry Fiorenzo
 - c. Thank you from Sue Edwards & Family
- D. PTA transitioning to PTO
 - a. August 18, 2021 received audit information.
- E. Freedom of Information Act (FOIA) Request
 - a. August 29, 2021, SteepSteel LLC, Angel Tormis
 - i. Copies of all active leases/licenses for cell towers, rooftop antennas or other wireless installations on Steger School District 194 property.
- F. Upcoming Dates
 - a. September 20 SPC & SIC Picture Day
 - b. September 21 CC Picture Day
 - c. October 11 Columbus Day No School
 - d. October 14 Progress Reports

CLOSED SESSION

The Open Meeting recessed at 7:02 p.m. a motion was made by Mrs. Turner and seconded by Mrs. Page.

Upon roll call all members voting aye:

Helsel, Sarek, Edwards, Raymond, Turner, Page, and Butkus.

Members voting nay: None. Members absent: None.

Members abstaining: None. Motion carried.

The Board went into Closed Session at 7:16 p.m. a motion was made by Mrs. Turner and seconded by Mr. Sarek to go into Closed Session to discuss the following.

Upon roll call all members voting aye:

Helsel, Sarek, Edwards, Raymond, Turner, Page, 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.

ACTION B. Motion to adjourn Closed Session.

The Board adjourned Closed Session at 8:41 p.m. a motion was made by Mr. Sarek and seconded by Mrs. Raymond.

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

ACTION C. Motion to return to Open Session.

The Board returned to Open Session at 8:41 p.m. a motion was made by Mrs. Page and seconded by Ms. Butkus.

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

ADJOURNMENT

At 8:42 p.m. a motion was made by Mrs. Page and seconded by Mrs. Raymond to adjourn the meeting.

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

Secretary, Board of Education

President, Board of Education