

MINUTES

STEGER SCHOOL DISTRICT 194 BOARD OF EDUCATION MEETING

Thursday, September 17, 2020

6:00 P.M.

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

The meeting was called to order at 6:04 p.m. by President Helsel. Members present Helsel, Page, Raymond, Edwards, Turner, Butkus and Sarek. Members absent: None.

Also present:

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

PLEDGE OF ALLEGIANCE

The Board and audience recited the Pledge of Allegiance.

PUBLIC PARTICIPATION

None

MINUTES

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

ACTION A. Approval of the minutes of the August 20, 2020, Special Board Meeting and Closed Session.

ACTION B. The Superintendent recommends the board review the minutes from the March 19, 2020, Closed Session meeting and they be kept closed.

Upon roll call all members voting aye:

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

Members voting nay: None. Members absent: None.

Members abstaining: Edwards Action A. Motion carried.

FINANCIAL ACCOUNTS

A motion was made by Mrs. Edwards and seconded by Mrs. Turner 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, Page, Raymond Edwards, Turner, Butkus and Sarek.

Members voting nay: None. Members absent: None.

Members abstaining: None. Motion carried.

SUPERINTENDENT'S REPORT

- **Meal Update:** We are continuing our free meal program. From 8/31/2020 through 9/14/2020, 669 free breakfasts and lunches have been provided to our families for children up to age 18.
- **Technology Update:** Our school district has deployed 922 mobile devices for students to use at home during remote learning. In addition, 45 hot spots have been provided to families, which include internet service. It has been “all hands on deck” working to get devices and internet services to our students and families. We continue to process help desk requests, and address concerns, as quickly as possible, serving our learning community. In addition, every student was provided classroom manipulatives and school supplies.
- We have started our 2020-2021 school year, but like many school districts, we have experienced monumental challenges and problems that we constantly work through, help students and families, and learn from on a daily basis.
- During our new teacher academy, our three Teacher Institute Days, and one Remote Learning Planning Day, and on a daily basis, our staff members have put in a lot of hard work, especially in the areas of technology, Google Classroom, the Google Suite of programs, and computer applications. They are living our SD 194 mission ***“To ensure all students, staff, and stakeholders learn and grow together as a community.”***
- I continue to meet (through zoom), every Monday morning, with around sixty South Cook County superintendents on matters related to school districts. A significant amount of school districts in South Cook County and Will County (near to us), are still remote learning. School districts are mapping out plans, or have begun, to start transitioning students back into their school buildings. Placing an emphasis on hybrid learning, students with special needs, English Language Learners, younger students, and transitional grades.
- As I visit our schools, and listening to, and observing our staff members, I continue to be amazed by everyone these first few weeks of the school. I am extremely proud of all of our educators, and I thank everyone for everything you are doing to keep our students safe, healthy, and learning.
- During Dr. Frusher’s report he mentioned articles regarding school districts in-person learning and bringing students back to classrooms.

BOARD MATTERS (Separate Action Item C and Consent Agenda D-K)

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

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| INFO | A. | Joint statement from the Illinois Education Association, Illinois Federation of Teachers, Illinois Association of School Administrators, and the Illinois Principals Association on Guidance to Illinois Schools Districts on managing Teacher Evaluation. |
| INFO | B. | Presentation of the 2020-2021 budget and public comment
Public Comment: None |

ACTION C. The Superintendent recommends the Board approve the 2020-2021 Budget, as presented.

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

A motion was made by Mrs. Turner and seconded by Mrs. Butkus to approve the following action items under Board Matters: D-K

ACTION D. Second reading of Board Policy changes as recommended by Press Plus and IASB.

1. 4:182 Face Coverings
2. 2:260 Uniform Grievance Procedure **QUESTION 1.**
3. 2:265 Title IX Sexual Harassment Grievance Procedure
QUESTIONS 1. 2. 3. 4.
4. 5:10 Equal Employment Opportunity and Minority Recruitment
5. 5:20 Workplace Harassment Prohibited
6. 5:100 Staff Development Program
7. 5:220 Substitute Teachers
8. 5:330 Sick Days, Vacation, Holidays, and Leaves
9. 7:10 Student Sex Equity, Sex Discrimination and Sexual Harassment/Intimidation Summary Policy Statement **QUESTION 1.**
10. 7:20 Harassment of Student Prohibited
11. 7:180 Prevention of and Response to Bullying, Intimidation, and Harassment
12. 7:185 Teen Dating Violence Prohibited

ACTION E. The Superintendent recommends the Board approve the Tieri & Son snow Removal contract, as presented.

ACTION F. The Superintendent recommends the Board approve the Absolute Best Cleaning contract, as presented.

ACTION G. The Superintendent recommends the Board approve the House of Light, LLC contract, as presented.

ACTION H. The Superintendent recommends the Board approve the 2020-2021 Fee Schedule, as presented.

ACTION I. The Superintendent recommends the Board approve the Administrator and Teacher Salary and Benefits report for the 2019-2020 school year, as presented.

ACTION J. The Superintendent recommends the Board approve the Resolution to Amend the Cafeteria Plan including a Health Flexible Spending Account and Dependent Care Flexible Spending Account effective October 1, 2020.

ACTION K. The Superintendent recommends the Board approve the amendment to the contract with Positive Connections, as presented.

Upon roll call all members voting aye:
Helsel, Page, Raymond Edwards, Turner, Butkus and Sarek.
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. Sarek to approve the following action items under Personnel.

- ACTION** A. The Superintendent recommends the Board approve the retirement of Beth Apostolas, 5th grade Teacher at Columbia Central, effective August 20, 2020.
- ACTION** B. The Superintendent recommends the Board approve the retirement of Mary Hires, RTI Teacher at Columbia Central, effective at the end of the 2021-2022 school year.
- ACTION** C. The Superintendent recommends the Board approve the resignation of Renee Mills, Science & Social Studies Teacher at Columbia Central, effective August 20, 2020.
- ACTION** D. The Superintendent recommends the Board approve the resignation of Joseph Hartung, Paraprofessional at Columbia Central, effective August 20, 2020.
- ACTION** E. The Superintendent recommends the Board approve the resignation of Kelsey Cavanaugh, Cross Categorical Teacher at Columbia Central, \ effective August 19, 2020.
- ACTION** F. The Superintendent recommends the Board approve the resignation of Heather Reynolds, CNA at Steger Primary Center, effective September 1, 2020.
- ACTION** G. The Superintendent recommends the Board approve the resignation of David Rawske, Special Education Teacher at Columbia Central, effective August 20, 2020.
- ACTION** H. The Superintendent recommends the Board approve the resignation of Lucky Collins, Paraprofessional at Columbia Central, effective September 8, 2020.
- ACTION** I. The Superintendent recommends the Board approve the employment of Jessica Bromund as a 3rd Grade Teacher at Steger Intermediate Center at MA Step 0, effective for the 2020-2021 school year.
- ACTION** J. The Superintendent recommends the Board approve the employment of Nia Butler as a Special Education Teacher at Columbia Central at BA Step 0, effective for the 2020-2021 school year.
- ACTION** K. The Superintendent recommends the Board approve the employment of Haleigh Kuhn as a CNA at Steger Intermediate Center at \$15.00 an hour, effective for the 2020-2021 school year.
- ACTION** L. The Superintendent recommends the Board approve the employment of Samuel Kessler as a Physical Education Teacher at Steger Primary Center at BA Step 1, effective for the 2020-2021 school year.
- ACTION** M. The Superintendent recommends the Board approve the employment of Katie Castro as a CNA at Steger Primary Center at \$15.00 an hour, effective for the 2020-2021 school year.

Upon roll call all members voting aye:

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

Members voting nay: None. Members absent: None.

Members abstaining: None. Motion carried

ADMINISTRATIVE REPORTS

Jan Lenci, Director of Teaching and Learning addressed the Board of Education regarding the status of Remote Learning over the past few weeks. Over the summer, many of our teachers were receiving professional development to prepare for Remote Learning. Every week the systems in place are getting better for students, parents and staff. Everyone is learning together. Technology calls are going down, student attendance is growing, data on pre-assessments are being collected and reviewed, ordering supplies for remote learning, and problem solving is happening on a daily basis. We are also working on a Return to School Plan and will come to the October meeting with information to share with the Board of Education.

Mrs. Helsel responded the Board of Education wants to thank the Principals, Food Service, Custodians, Secretaries, Teachers, Paraprofessionals, and Technology for all of their hard work on a daily basis. "Every day we appreciate the hard work everyone does for the students of District 194".

Mr. Sarek asked Jan Lenci if the plan would allow students to return to school on a slow transition before the 2nd trimester starts. Mrs. Lenci stated the team will start to work on the plan and student and staff safety will be a top priority.

INFORMATIONAL ITEMS

- A. New Business
- B. Old Business
- C. Correspondence
- D. PTA Report
- E. Upcoming Dates

Mrs. Helsel spoke about the September 30, 2020 Movie Night. The Movie Night was a joint effort with the Village of Steger and Steger-South Chicago Heights Public Library. The night had a great turnout of over 150+ cars, and excellent weather. A huge thank you to Tim Tufts, Melissa Cunha, Rachael Diehl, Steger Public Works and Steger EMA. Steger School District has offered to purchase lunch for Steger Public Works for all their hard work and is donating 100 cases of water to Steger EMA. The next movie night will be in October and will be a double feature centered on a Halloween theme.

CLOSED SESSION

The open meeting recessed at 6:53 p.m., a motion was made by Mr. Sarek and seconded by Mrs. Raymond.

Upon roll call all members voting aye:

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

Members voting nay: None. Members absent: None.

Members abstaining: None. Motion carried

The Board went into closed session at 7:12 p.m., a motion was made by Mrs. Turner and seconded by Mrs. Page to go into Closed Session to discuss the following.

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

Also present:
Dr. David Frusher, Jan Lenci, Kim Mahoney 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

The Board adjourned closed session at 8:03 p.m., a motion was made by Mrs. Page and seconded by Mrs. Edwards to adjourn Closed Session.

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

RETURN TO OPEN SESSION

The open meeting reconvened at 8:04 p.m. a motion was made by Mrs. Edwards and seconded by Ms. Butkus to return to Open Session.

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

PERSONNEL

A Motion was made by Ms. Butkus 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.

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

ADJOURNMENT

At 8:05 p.m. a motion was made by Mrs. Edwards and seconded by Mr. Sarek to adjourn the meeting.

Upon roll call all members voting aye:

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

Members voting nay: None. Members absent: None.

Members abstaining: None. Motion carried

Secretary, Board of Education

President, Board of Education