

**KILDEER COUNTRYSIDE
COMMUNITY CONSOLIDATED SCHOOL DISTRICT 96**

**BOARD OF EDUCATION
COMMITTEE OF THE WHOLE MEETING
Minutes for August 4, 2020**

Call To Order

Mr. Tepper called the meeting to order at 7:04 p.m. via Zoom virtual meeting.

Roll Call

Present: Julie Schmidt, Superintendent of Schools

Remote: James Strezewski, Meg Woodman, Renee Klass, Michael Burns, Dina Manka, Cynthia Zarkowsky and Marc Tepper attended via Zoom virtual meeting.

Late: None

Absent: None

Welcome to Visitors

President Tepper welcomed members of the faculty, community, and press to the Zoom meeting. Mr. Tepper read public comments submitted to Superintendent Schmidt.

Administrative Reports

Status of Staffing and Enrollments

Dr. Dalton reported current enrollments total 3202 students, up 64 from the last meeting and 43 over our projections. Students continue to enroll in school.

Dr. Dalton added that at tonight's meeting there is a recommendation to hire 2 FTE teachers. Following this action, there remain 3 FTE openings and principals will continue to seek candidates for these positions.

Capital Projects Update

Mr. Miranda reported the solar panel project is progressing well. He visited the site today where he saw panels being installed and work to run electricity. The HVAC work at Kildeer is in its final stages and architectural work across all buildings is at the punch list phase and would be completed this week. The solar panel project should be completed in late September or early October.

Priority Items for Consideration and/or Action

Consideration of Reopening of School Rationale and Recommendation

Mrs. Schmidt started by thanking both her team and the community for their partnership. While tonight's recommendation will stir a range of emotions, the District will get through it together.

The reopening task force began their work in May 2020 with three subcommittees: Health & Safety, Teaching and Learning, and Social Distancing. The mission of these subcommittees was to design a school reopening plan that would keep everyone safe while minimizing risk and provide a robust learning program. As educators, the District must rely on the guidance of the Illinois Department of Public Health, the Illinois State Board of Education and the Lake County Health Department. District 96 is in Region 9 in Illinois and the State is currently in Phase 4. At the time the District surveyed families about their in-person or remote-learning preferences, it was the right thing to do. Since that time there has been an upward

trend in Lake County, especially among young people. The positivity rate has gone up from 3.6% on 7/17/20 to 5.5% on 8/1/20. In Buffalo Grove the positivity rate is 13.2% and in Long Grove it is 7.3%. This data comes from the Lake County Health Department and the Illinois Department of Public Health. The positivity and incidence rates continue to trend in the wrong direction.

The Lake County Health Department cannot guarantee a safe and clean return to school but they do guarantee that cases will increase. Protocols require that students may gather in groups of 50 or less, wearing face masks at all times and maintaining 6' social distancing, which greatly lowers the number of students per classroom. Another requirement is the removal of any student or staff member with any one symptom, including exclusion, isolation, and quarantine, which can severely limit the number of adults able to provide educational services and the number of students in school. Contact tracing will look for any "close-contact" individuals for a cumulative total of 15 minutes or longer within the last 2 days, which can affect 4 to 5 teachers and up to 30 students at the elementary level for **one** diagnosis; the numbers are higher at the middle school level.

We will also face work force issues with staff members entitled to request leaves, and a low number of substitutes willing to teach in person. The District's #1 concern is the safety and health of staff and students, and #2 the guidance of the IDPH, ISBE and LCHD. Based on this information, it is the recommendation that District 96 open with enhanced remote learning for most students at this time. This recommendation will be revisited in six weeks on October 5, 2020. If conditions allow, we would begin returning students to the classroom in phases, starting with the youngest learners first. If Illinois moves to Phase 5, all students would be welcomed back to full, in-person learning.

A motion was presented by Mrs. Manka and seconded by Mr. Strezewski to approve the reopening of school with enhanced remote learning for all students as presented. On a roll call vote, the motion carried:

Aye: Manka, Strezewski, Woodman, Klass, Burns, Zarkowsky and Tepper
Nay: None

Mrs. Schmidt will share her presentation with the entire community on August 5, 2020, and will provide an opportunity for families to submit questions, which she will address in a podcast on or around August 7, 2020.

Executive Session

Adjourn to Closed Session

A motion was presented by Mrs. Zarkowsky and seconded by Mr. Strezewski to adjourn to closed session for the purpose of:

- 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. However, a meeting to consider an increase in compensation to a specific employee of a public body that is subject to the Local Government Wage Increase Transparency Act may not be closed and shall be open to the public and posted and held in accordance with this Act. 5 ILCS 120/2(c)(1)

- The placement of individual students in special education programs and other matters relating to individual students. 5 ILCS 120/2(c)(10)
- 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. 5 ILCS 120/2(c)(11)

On a roll call vote, the motion carried:

Aye: Zarkowsky, Strezewski, Woodman, Klass, Burns, Manka and Tepper

Nay: None

The meeting adjourned to closed session at 8:40 p.m.

Reconvene in Open Session

A motion was presented by Mr. Strezewski and seconded by Mrs. Klass for the meeting to reconvene in open session. On a roll call vote, the motion carried. The meeting reconvened in open session at 8:50 p.m.

Aye: Strezewski, Woodman, Klass, Burns, Manka, Zarkowsky and Tepper

Nay: None

Approval of Closed Session Minutes

A motion was made by Mr. Strezewski and seconded by Mrs. Manka to approve the minutes of the closed session. On a roll call vote, the motion carried:

Aye: Strezewski, Woodman, Klass, Burns, Manka, Zarkowsky and Tepper

Nay: None

Action Items

Employment, Appointment and Dismissal – Certified Staff

i. Resignations

A motion was presented by Mr. Burns and seconded by Mrs. Klass to accept the resignation of the following individual(s):

<u>Name</u>	<u>Position</u>	<u>FTE</u>	<u>School</u>	<u>Effective Date</u>
Kothari, Nina	Psychologist	1.0	CM	05/29/20

On a roll call vote, the motion carried:

Aye: Burns, Manka, Zarkowsky, Strezewski, Woodman, Klass and Tepper

Nay: None

ii. Employment

A motion was presented by Mrs. Woodman and seconded by Mr. Strezewski to approve the employment of the following individual(s) for the 2020-2021 school year and placed appropriately on the salary schedule:

<u>Name</u>	<u>Position</u>	<u>FTE</u>	<u>School</u>	<u>Effective Date</u>
Moore, Sandra	Special Education	1.0	IH	8/10/2020
Charpentier, Erica	Grade 4	1.0	K	8/10/2020

On a roll call vote, the motion carried:

Aye: Woodman, Klass, Burns, Manka, Zarkowsky, Strezewski and Tepper

Nay: None

iii. Approval of Memorandum of Understanding

A motion was presented by Mr. Burns and seconded by Mr. Strezewski to approve the Memorandum of Understanding between Kildeer Countryside School District 96 and the Kildeer Educational Association Regarding COVID-19 Leave Days and COVID-19 Leaves of Absence as presented. On a roll call vote, the motion carried:

Aye: Burns, Manka, Zarkowsky, Strezewski, Woodman, Klass and Tepper

Nay: None

iv. Approval of Additional FTE – Special Education

A motion was presented by Mrs. Zarkowsky and seconded by Mrs. Klass to approve an additional 1.0 FTE special education teacher at Willow Grove Early Learning Center. On a roll call vote, the motion carried:

Aye: Zarkowsky, Strezewski, Woodman, Klass, Burns, Manka and Tepper

Nay: None

v. Approval of Leave of Absence Requests

A motion was presented by Mr. Strezewski and seconded by Mrs. Woodman to approve the COVID-19 leave of absence requests from the following individuals as presented:

12-Week Emergency Family Medical Leave Expansion (EFMLEA)

<u>Name</u>	<u>Position</u>	<u>School</u>
Elizabeth O'Toole	Special Education Teacher	Ivy Hall
Jennifer Didech	Math Teacher	Twin Groves
Kirsten Gillespie	Special Education Teacher	Willow Grove

COVID Leave of Absence

<u>Name</u>	<u>Position</u>	<u>School</u>
Elizabeth O'Toole	Special Education Teacher	Ivy Hall

On a roll call vote, the motion carried:

Aye: Strezewski, Woodman, Klass, Burns, Manka, Zarkowsky and Tepper

Nay: None

Employment, Appointment and Dismissal – Educational Support Personnel

i. Recommendations for Employment, Appointment and Dismissal

A motion was presented by Mrs. Manka and seconded by Mr. Burns to approve the revised memo presented by Dr. Dalton for the employment, appointment and dismissal of certain educational support personnel as presented. On a roll call vote, the motion carried:

Aye: Manka, Zarkowsky, Strezewski, Woodman, Klass, Burns, and Tepper

Nay: None

ii. Approval of Memorandum of Understanding

A motion was presented by Mrs. Woodman and seconded by Mr. Burns to approve the Memorandum of Understanding between Kildeer Countryside School District 96 and the Kildeer Educational Support Personnel Association Regarding COVID-19 Leave Days and COVID-19 Leaves of Absence as presented. On a roll call vote, the motion carried:

Aye: Woodman, Klass, Burns, Manka, Zarkowsky, Strezewski and Tepper

Nay: None

Discussion Items

Review of Recommended Goals for the 2020-21 School Year

Mrs. Schmidt reviewed the recommended Goals for the 2020-21 school year:

Elementary Only Goal: Early Literacy

In grades K-2, all students will meet (Green) or exceed (Blue) growth expectations (ECRA MAP) and overall grade-level proficiency will increase from Winter 2019 to Spring 2021. *Winter MAP 2019 for current (Remote consideration) to Spring MAP 2021

Elementary and Middle Goal: Remote Learning and Return to In Person Learning

With the opening of school remotely, all staff will have the capacity to provide rigorous and meaningful instruction based on students' current knowledge and skills, to design learning opportunities, and to build a sense of community and connections with students. All staff will have the capacity to fluidly resume in person learning either through a phase in hybrid approach or for a full return in Phase 5.

Elementary and Middle: Ensure high quality Tier I instruction through High Leverage Instructional Strategies

By the end of the 2022 school year, there will be a reduction in the percentage of students that require Tier 2 and Tier 3 literacy and math intervention, all students will meet (Green) or exceed (Blue) growth expectations (ECRA MAP), and overall grade-level proficiency will increase from Winter 2019 to Spring 2022 through the embedding of identified high leverage instructional practices EC through grade 8. (Level of implementation)

Elementary and Middle: Tier 2 and Tier 3 Systems of Intervention

After initial screening and qualification, increase the number of students exiting Tier 2 or Tier 3 intervention through effective implementation of our practices and procedures. Currently, 173 students receive tier 2 intervention in reading and 130 students receive tier 2 intervention in math. Forty-seven additional students receive tier 3 reading intervention and 17 students receive tier 3 math intervention.

Elementary and Middle: SEL

By the end of the 20-21 SY, an increased percentage of staff will report that they have the capacity to be proactive and responsive to student needs through embedded SEL instructional practices and in specific responses to identified student needs as measured by a baseline survey in fall 2020 and a follow-up survey in spring 2021. Currently, 59-65% of teacher and student ratings of student Grit on Winter Panorama surveys were favorable. Through the activities below, favorable ratings will increase to 75% across raters.

Capacity Building: Equity

Using Maslow's Hierarchy of Needs as a conceptual framework, over the next 3 school years (20-21 through 22-23) audit and refine practices to create a more equitable learning environment for all students given baseline perception data from students collected when in-person school resumes.

Capacity Building: Video Library

By the end of the 2020-2021 school year the video library will contain videos on each topic identified as a priority by leadership and will have been shared with the community.

Middle Only: Capacity Building

By the end of the 2020-2021 school year, 100% of middle school students (6th, 7th and 8th graders) will participate in exploring college & career pathways.

Board members should send any suggestions to Mrs. Schmidt. These goals will be presented to the Board for action on August 18, 2020

Identification of Potential Committee of the Whole Topics for 2020-21 School Year

Besides the annual topics for committee of the whole meetings, suggestions included: New Educational Services Staff Members and Roles, Technology Related to Remote Learning, Dual Language Update, GCI Update, and Student Engagement, Voice and Leadership. Please send any other suggestions to Mrs. Schmidt. A full list will be presented to the Board for consideration on August 18, 2020.

Information Items

New Teacher Orientation Update

Dr. Dalton reported the new teacher orientation program will begin August 10, 2020. The entire program has been revised to be on a completely virtual platform. New teachers will have access to their teaching locations daily. We have approximately 24 new teachers in the program and expect to add 3 more.

Opening Institute Day

Opening Institute Day will be held August 17, 2020, and will be completely virtual. The program will include a welcome to new faculty and staff, and a keynote presented by Tina Boogren, author of Take Time for You. Teachers will undergo training all week in full day sessions, Monday thru Friday. There will also be a virtual Meet The Teacher event and materials pick up day for students.

Board Comments

Mrs. Schmidt expressed her appreciation to the Board of Education members for their commitment to the District and its families and students, and the hours and hours of time given on behalf of the students of KCSD96.

Adjournment

With no further business before the Board of Education, a motion was presented by Mrs. Zarkowsky and seconded by Mrs. Klass to adjourn the meeting. On a roll call vote, the motion carried:

Aye: Zarkowsky, Strezewski, Woodman, Klass, Burns, Manka and Tepper

Nay: None

Mr. Tepper adjourned the August 4, 2020 regularly scheduled meeting of the Kildeer Countryside Community Consolidated School District 96 Board of Education at 9:06 p.m. The next meeting of the Board of Education is scheduled for August 18, 2020.

Date Minutes Approved

September 22, 2020



President, Board of Education



Secretary, Board of Education

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