

**KILDEER COUNTRYSIDE  
COMMUNITY CONSOLIDATED SCHOOL DISTRICT 96**

**BOARD OF EDUCATION  
REGULAR MEETING  
Minutes for August 18, 2020**

**Call To Order**

Mr. Tepper called the meeting to order at 7:02 p.m. via Zoom virtual meeting.

**Roll Call**

Present: Julie Schmidt, Superintendent of Schools

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

Late: None

Absent: James Strezewski

**Welcome to Visitors**

President Tepper welcomed members of the faculty, community, and press to the Zoom meeting. Mr. Tepper confirmed that no comments were submitted by the public.

**Approval of Minutes**

**July 2020**

A motion was presented by Mrs. Woodman and seconded by Mrs. Manka to approve the minutes of July 14, 2020, as presented. On a roll call vote, the motion carried.

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

Nay: None

**Financial Statements**

Mr. Hitcho presented the financial reports noting that all reports were in order. The District was able to invest in a municipal bond fund for Boone, McHenry & DeKalb Cos. C.U.S.D.100 at 40 basis points, and has earned \$49,000 in interest in other investments thus far for the month of August 2020. With no questions or comments forthcoming, Mr. Tepper directed the business office to place the following Financial Statements for the month of August 2020 appropriately on file in the business office: Treasurer's Report, Budget Reports and Activity Fund Report.

**Board Reports**

**Finance Committee**

Mrs. Manka reported the finance committee reviewed the monthly financial statements and the Lake County CARES Intergovernmental Agreement, which they recommend be approved on tonight's consent agenda.

**Policy Committee**

None at this time

### Legislative Update

Mr. Tepper reported he will be attending an IASB meeting in Springfield next week where they will discuss virtual options for necessary action items associated with the 2020 IASB/IASBO/IASA Conference. The III conference will provide some virtual speakers and sessions for members. Mr. Tepper asked that all administrators hold Friday, November 20, 2020, for a long term planning session.

### ELC Update

Mrs. Klass reported the ELC met on July 16, and August 6, 2020. The Board addressed resignations, leave requests, new hires, policy, calendar amendment, and budget issues. Camp ELC took place over the summer and brought specific students on site for a very well planned program. Mrs. Klass attended the Staff Welcome where one half of the faculty were in person and one half were remote. The ELC has provided TEACCH Autism training to ELC faculty and staff, and sold seats in the training to other districts. The food bank continues and donations are being accepted.

### Thought Exchange Partnership Update

Mrs. Spiller explained that the TEP is working on membership for the 2020-21 school year and she anticipates meetings taking place virtually once the team is confirmed.

### Guiding Coalition on Interculturalism Update

None at this time.

### Space/Facilities/Innovation Committee

Mr. Burns stated he looks forward to restarting committee meetings now that we are in our new "normal." Mr. Hitcho will provide a date for the first meeting in September.

### Human Capital and Adult Leadership Committee

Mrs. Klass noted that the committee will meet again in September.

### Other

None at this time.

## **Administrative Reports**

### Enrollments and Staffing Plan Update

Dr. Dalton reported 3211 students have registered for the 2020-21 school year, which does not include those students who had signed up for the tuition-based early childhood program. This is approximately 100 students over projections. While enrollments continue, there have been some families who have withdrawn as well. With approval of employment at this meeting, the only remaining certified opening is the Title 1 Interventionist. The School Psychologist position will be filled using an agency until we find an appropriate candidate. Eight support staff aides have been shifted to the Buffalo Grove Park District for their Remote Learning Hub program, and some instructional aides have been moved temporarily to special education aides. There remain some special education and intensive special education aide openings and principals continue to search for candidates.

### Summer Projects Update

Mr. Miranda reported facility improvement punch lists are wrapping up with 80% of punch list items completed. The Regional Office of Education inspection was today and all projects passed inspection. The

Solar project has completed the fencing and is working on installing panels and electrical work. Mr. Hitcho reported that work on Buffalo Grove Road should be completed before students are back in school and the work is going smoothly.

### Opening Update

Mrs. Schmidt reported that some draft metrics were shared by the Illinois Department of Public Health and by the Northern Illinois Public Health Consortium and the Lake County Health Department. She will meet with the Lake County Superintendents group on Wednesday morning to discuss the metrics.

### Student Schedules

On Monday, August 24, 2020, school will open remotely for MOST students, with 10 classrooms of the neediest students in person. This constitutes the first phase of a hybrid model. Mrs. Schmidt noted how proud she is of the special education team, who have come together to provide a hands-on program for these students with the greatest needs while following all guidelines and protocols.

Mrs. Sheridan reviewed the Kindergarten schedule for both AM and PM students. She explained that the AM and PM programs will focus on the core subjects of literacy and math. Students will be able to participate in specials opposite their core subjects. Parent office hours are scheduled every morning for all elementary grade levels. The elementary school day schedule will be both synchronous and asynchronous with breakout sessions in a 6-hour day, including core subjects and specials. Lunch will be at the same time for all students in grades 1 – 5. Mr. Keenon reviewed the middle school schedule, which mirrors a regular middle school day. Core classes will be 40 minutes, followed by a 15 minute teacher support/student work time. Students will also participate in specials, Exploratory and FLEX programming. The after-school activity period will be 2:30 – 3:15 pm and opportunities for band, orchestra, clubs and sports will be provided at that time.

Once schedules have been running for a few weeks, Board members will be invited to visit the virtual classrooms.

### Professional Learning Opportunities

Howard Frishman introduced the iCoaches that have been working with teachers to provide professional learning opportunities to enhance their remote teaching skills. Over 400 faculty members participated across all sessions over the summer, which included PlayPosit (very popular), Zoom, Schoology, Seesaw, LETRS, KAGAN and book study opportunities. Twenty-three new teachers were provided with professional opportunities in the same subjects plus classroom environment and technology. Opening week began Monday, August 17, 2020, for all teachers and professional learning opportunities are being provided in enhanced remote learning, Zoom, classroom environment and relationships, SEL and signs of trauma. As the school year continues, so will the professional learning opportunities for both teachers and parents. Support for parents will be shared in the principal blogs. I-Coaches will meet with teachers and will co-teach as well in order to increase teachers' confidence and professional learning.

**Priority Items for Consideration and/or Action**

**Approval of Board Goals for 2020-21 School Year**

With no changes forthcoming since the goals were introduced on August 4, 2020, a motion was presented by Mrs. Woodman and seconded by Mrs. Manka to approve the Board Goals for the 2020-21 school year as presented. On a roll call vote, the motion carried:

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

Nay: None

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

Based on conversations at the August 4 Board meeting, Mrs. Schmidt presented the topics for the 2020-21 school year committee of the whole meetings:

August 4, 2020	Preliminary Goals Discussion
September 8, 2020	Sixth Day Enrollment and Remote Learning Experience
October 22, 2020	Reopening Plan Status and Check-In
November 17, 2020	Social Emotional Learning: Standards, Needs, and Services
December 15, 2020	College and Career pathways: Exploration and Application
January 19, 2021	Mid-Year Update on Goal Activity
February 2, 2021	Long Range and 2020-21 SY Enrollment Projections and Search Firm Interviews
February 16, 2021	PMA Financial Projections
March 2, 2021	Staffing/Class Size Projections and Multi-Tiered Systems of Intervention
April 6, 2021	Guiding Coalition on Interculturalism and Equity
May 4, 2021	Search Firm Visioning Discussion
June 15, 2021	Goals Update and Summary of Progress

These topics are fluid and may change as needs present themselves. The Board directed the administration to proceed with this schedule of topics.

**Executive Session**

**Adjourn to Closed Session**

A motion was presented by Mrs. Zarkowsky and seconded by Mrs. Klass 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)

On a roll call vote, the motion carried:

Aye: Zarkowsky, 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 Mrs. Manka 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 9:00 p.m.

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

Nay: None

Approval of Closed Session Minutes

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

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

Nay: None

**Action Items**

Employment, Appointment and Dismissal – Certified Staff

i. Resignations

None at this time.

ii. Employment

A motion was presented by Mrs. Manka and seconded by Mrs. Klass 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>
Davis, Kimberly	Special Ed	1.0	Ivy Hall	8/10/2020

On a roll call vote, the motion carried:

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

Nay: None

iii. Approval of Memorandum of Understanding-Certified Professionals Evaluation System

A motion was presented by Mrs. Manka and seconded by Mrs. Zarkowsky to approve the Memorandum of Understanding between the Board of Education and the Kildeer Education Association regarding the Certified Professionals Evaluation System as presented. On a roll call vote, the motion carried:

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

Nay: None

iv. Approval of Memorandum of Understanding-Stipends

A motion was presented by Mrs. Klass and seconded by Mrs. Woodman to approve the Memorandum of Understanding between the Board of Education and the Kildeer Education Association regarding payment of extra-curricular duties, clubs and activities as presented. On a roll call vote, the motion carried:

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

Nay: None

Employment, Appointment and Dismissal – Educational Support Personnel

i. Recommendations for Employment, Appointment and Dismissal

A motion was presented by Mrs. Woodman and seconded by Mrs. Zarkowsky 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: Woodman, Klass, Burns, Manka, Zarkowsky and Tepper

Nay: None

ii. Approval of Leave of Absence Requests

Union Members

A motion was presented by Mrs. Klass and seconded by Mrs. Woodman to approve the COVID-related EFMLEA leave of absence requests for ESPA union member(s) as presented.

**12-Week Emergency Family Medical Leave Expansion (EFMLEA)**

Bhargavi, Kota

Haryoung, Jessica Rhee

**COVID Leave of Absence**

Bhargavi, Kota

On a roll call vote, the motion carried:

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

Nay: None

Non-Union Members

A motion was presented by Mrs. Zarkowsky and seconded by Mrs. Manka to approve the COVID-related EFMLEA leave of absence request for non-union member(s) as presented.

**12-Week Emergency Family Medical Leave Expansion (EFMLEA)**

LaPointe, Sara

On a roll call vote, the motion carried:

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

Nay: None

Consent Agenda

A motion was presented by Mrs. Zarkowsky and seconded by Mrs. Manka to approve the consent agenda as follows:

Presentation of Bills – August 2020 - to approve the August 2020 bills as presented in the following amounts:

Education	\$2,920,254.32
Operations	\$648,977.63
Debt Service	\$0.00
Transportation	\$15,181.22
IMRF	\$0.00
Social Security	\$0.00
Capital Projects	\$2,202,623.63
Working Cash	\$0.00
Tort Immunity	\$200.00
<u>Life Safety</u>	<u>\$0.00</u>
Totals	\$5,787,236.80

Approval of Approval of Lake County CARES Act Intergovernmental Agreement – to approve the agreement allowing District 96 to secure additional CARES Act funds for expenses related to the COVID-19 pandemic;

Approval of Policy – to approve policy, which has been on public review:

- 2:220 School Board Meeting Procedure
- 4:180 Pandemic Preparedness: Management; and Recovery
- 7:40 Nonpublic School Students; Including Parochial and Home Schooled Students
- 7:190 Student Behavior
- 7:340 Student Records
- 7:345 Use of Educational Technologies; Student Data Privacy and Security.

On a roll call vote, the motion carried:  
Aye: Zarkowsky, Woodman, Klass, Burns, Manka and Tepper  
Nay: None

**Discussion Items** – None at this time.

**Information Items**

New Teacher Week Recap

The entire New Teacher Week was conducted virtually. New teachers were given access to their classrooms where they received a lot of information focusing on the District 96 culture, learning priorities, and curriculum. There are 23 new teachers in this group bringing years of experience to our district.

Institute and Opening Schedule: Week of August 17, 2020

The District is currently in its opening week schedule for all teachers. Over 50% of teachers have indicated they will teach from their classroom. We are looking forward to a successful school year.

FOIA Requests

The District received one (1) FOIA request(s) since July 14, 2020, which will be responded to appropriately.

**Board Comments** – None at this time.

**Adjournment**

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

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

Nay: None

Mr. Tepper adjourned the August 18, 2020 regularly scheduled meeting of the Kildeer Countryside Community Consolidated School District 96 Board of Education at 9:09 p.m. The next meeting of the Board of Education is scheduled for September 8, 2020.

Date Minutes Approved

September 22, 2020



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President, Board of Education



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Secretary, Board of Education

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