

## MINUTES OF THE REGULAR MEETING, AUGUST 24, 2020

The meeting of the Board of Education, School District 123, Cook County, Illinois, convened at 6:00 p.m. on Monday, August 24, 2020 at Oak Lawn Hometown Middle School, 5345 W. 99<sup>th</sup> Street, Oak Lawn, IL 60453.

Members Present: Peter DeRousse, Jennifer Fortier, Jackie Lichter, Julie Misner, Jay Lurquin, Theresa Roche and Brian Nichols.

Members Absent: None

Administrators Present: Dr. Enderle, Dr. Loftin, Dr. Gavin, Mrs. Riha, Ms. Goetz, Mr. Cassidy and Dr. Macchia

Also Present: Community members, parents and staff

It was moved by Mr. DeRousse seconded by Mrs. Lichter to adjourn to closed session for the purpose of discussing: the appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body 5 ILCS 120/2(c)(1); Discussion of minutes of meetings lawfully closed under the Open Meetings Act, whether for purposes of approval by the body of the minutes or semi-annual review of the minutes as mandated by section 2.06. 5 ILCS 120/2(c)(21). Student disciplinary cases. 5 ILCS 120/2(c)(9); security procedures, school building safety and security and the use of personnel and equipment to respond to an actual, a threatened, or a reasonably potential danger to the safety of employees, students, staff, the public, or public property. 5 ILCS 120/2(c)(8).

Closed session discussions were completed at 7:05 p.m. and it was unanimously agreed to return to open session.

Open Session The meeting was called to order at 7:23 p.m. by the President and upon the roll call, Brian Nichols, the President and the following members were physically present at said location: Peter DeRousse, Jennifer Fortier, Jackie Lichter, Julie Misner, Jay Lurquin, Theresa Roche and Brian Nichols.

Admin Present: Dr. Enderle, Dr. Loftin, Dr. Gavin, Mrs. Riha, Mrs. Goetz, Mr. Cassidy and Dr. Macchia.

The Pledge of Allegiance was said.

Mr. Nichols read the Mission Statement.

Public Comment President Nichols stated that citizen comments were allowed to address the Board. Public comment would be limited to 30 minutes with each person being limited to five minutes.

- Alma Rivera, PTP Instructional Aide, commented on concerns regarding district reopening.
- Colleen Uzandenis, staff, commented on concerns regarding the district reopening.
- Kaitlyn Orloff Teacher/Parent, commented on concerns regarding the district reopening.
- Amber Woods, staff, commented on concerns regarding the district reopening.
- Samantha Karczewski, Covington, commented on concerns regarding the district reopening.

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- Monica Estand, Covington, commented on concerns regarding the district reopening.
- Deborah Zweig, staff, commented that the district should not return to full remote until necessary.
- Kristy Underwood, staff, commented on concerns regarding the district reopening.
- Elizabeth Nemsick, Covington, commented on concerns regarding the district reopening.
- Morgan Miller, OLHMS Teacher, commented on concerns regarding the district reopening.
- Laura Munoz, D123 Community Member, commented on concerns regarding the district reopening.
- Alyssa Gravelle, D123 parent, thanked the district for reopening and commended the district on their safety and organization.
- Rebecca Hemminger commented that the district schools need to remain open.
- Megan Monroy, staff, commented on concerns regarding the district reopening.
- Sandra Swanson, district resident, commented on how happy she is with the district's handling safety and feels that having children in school is best.
- Colleen Koch, Kolmar Teacher, commented on concerns regarding the district reopening.
- Marylou Herr commented that schools should remain open.
- Krystal Schmidt, Covington, commented on concerns regarding the district reopening.
- Sandy Rizzo, Sward Teacher, expressed her gratitude for all the efforts demonstrated by the superintendent and administration. She hopes to continue on with hybrid learning.
- Kathy Budewitz, Sward Teacher, commented that she feels safe with all the precautions put in place.
- Jean Roth, Sward Teacher, thanked Dr. Enderle and the administration for all their hard work planning the return to school. She feels live instruction is best and hopes in-person learning will continue.
- Lisa Beatty, Covington, commented on concerns regarding the district reopening.
- Jenna Pronger, staff, commented on concerns regarding the district reopening.
- Kathy Ogean, OLHMS Teacher, commented on concerns about students not wearing masks.
- Olah Abdellatif, staff, commented on concerns about the district reopening.
- Lauren Deneufbourd, Covington Teacher, commented on concerns about remote teaching as well as concerns about the district reopening.
- Candace Hines, OLHMS Teacher, expressed that she feels safe at work and thanked the district for all of their efforts in reopening

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the schools.

- Jamie Slowinski, School Psychologist, commented on concerns regarding the district reopening.
- Lisa Opiola, Sward Teacher, commented that she feels safe returning to school and feels confident with the hybrid schedule.
- Martha Barajas, staff, commented on concerns regarding the district reopening.
- Mary Greco, staff, commented she feels administration has done an excellent job keep staff/ students safe and hopes to continue with hybrid learning.
- Kathy Capriola questioned if a lunchroom or gym is considered a classroom in regards to the definition of an outbreak.
- Kathy Capriola asked if the district considered a four hour attendance day with the final hour of instruction done remotely after lunch at home.
- Kathy Capriola asked if D123 researched other practices being adopted by districts outside of Illinois and in Europe.
- Mary Doran, staff, commented on concerns regarding the district reopening.
- The District 123 Council of Teachers and PSRP's Executive Board commented on concerns regarding the district reopening.
- Elaine Barlos, staff, asked the Board to strongly consider the letter submitted by the D123 Council of Teachers.
- Jennifer Reidl, staff, expressed concerns regarding the district reopening.
- Juan Gallegos, staff, expressed the need for help to clean buildings properly.
- Heather Hozzian, staff, expressed concerns regarding the reopening of the schools.
- John Jensen, OLHMS Teacher, expressed concerns regarding the reopening of the schools.
- Nuhie Faheem, staff, expressed concerns regarding the reopening of the schools.
- Jamie Stahulak, staff, expressed concerns regarding the reopening of the schools.
- The CASE team expressed concerns regarding the reopening of the schools.
- Vicki Conner, Hannum Teacher, stated she can't wait to come to work every day and is happy with the hybrid classes.
- Colleen Safka, OLHMS Teacher, expressed concerns regarding the reopening of the schools.
- Becky McNaughton-Smith, staff, expressed concerns regarding the reopening of the schools.
- Kittrick Dignan, OLHMS Teacher, expressed concerns regarding the reopening of the schools.
- Katherine Guerrero wrote in support of the statement from the D123 union council co-presidents.

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- Bridgette McAuliff, staff, expressed concern about class size for remote learning.
- Rosalind Reyes, OLHMS Teacher, wrote in support of the statement from the D123 union council co-presidents.
- Theresa Shane, D123 parent, thanked everyone for their hard work and planning and stated her children were very happy to be back in school.
- David Dare, staff, expressed concern regarding the reopening of the schools.
- Elizabeth Nemscik, staff, expressed concerns about the cleanliness of the schools and students not wearing masks.
- Kathy Blanchard, staff, feels we belong in school but the hybrid plan needs to be altered.
- Irma Donohue stated support of in-person education.

### President's Report

President Nichols stated we are experiencing unfamiliar times and we are going to have to find a way to co-exist with the covid-19 virus. The district will not dismiss or ignore anyone's concerns or needs. Approximately 70% of the district families feel safe enough to send their children back into the buildings. The beginning of the school year has started without any incident.

### Superintendent's Report

- A. Superintendent Enderle's report included
- We received one FOIA regarding the Hometown Parking Lot project.
  - Dr. Enderle reviewed the district re-entry plan.
  - The situation in Illinois still remains fluid.
  - The district is four days into the start of the school year and so far we have had a successful and safe start.
  - Conditions will be assessed on a day to day basis.
  - Many area school districts have turned to fully remote learning due to the new guidance from the IDPH.
  - We believe our plan is the right plan although it's not the easiest.
  - The district provided classroom assignments and bussing on August 12.
  - There was a district wide chromebook exchange.
  - The district is using a new social/emotional learning program called Second Step.
  - Staff has been involved in professional development, IXL training, Foundations training for kindergarten and grade 1 staff, Stem Scope training for the OLHMS science teachers and four covid trainings for all staff.
  - We continue to improve our inventory of PPE.
  - The district is working hand in hand with Arbor for food distribution.

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- District administration recommends to continue with the current plan in place.
- B. Business Office – Mike Loftin
- C. Curriculum & Family Engagement – Kathy Gavin
- D. Technology & Communications – Joe Macchia
- E. Operations – Leo Cassidy
- F. Student Services – Cynthia Riha
- G. English Learner Program – Angela Goetz

Consent Agenda

It was moved by Mrs. Fortier, seconded by Mr. Lurquin, to approve/adopt the Consent Agenda that included the following items:

MINUTES

Minutes of June 22, 2020; July 8, 2020; and July 21, 2020.

Closed Minutes of June 22, 2020.

Destruction of the following closed session audio recordings, as per P.A. 93-523: August 20, 2018.

The release of minutes for the following closed session meetings as they no longer require confidential treatment: January 21, 2020; February 18, 2020; March 16, 2020; April 20, 2020; May 26, 2020.

APPROVAL OF BILLS

Bill List Report

August 24, 2020	
\$ 581,291.08	Education Fund Payroll, June 30 <sup>th</sup> ; July 2 <sup>nd</sup> ; July 17 <sup>th</sup> ; July 31 <sup>st</sup> ; and August 14 <sup>th</sup>
\$ 48,209.26	Teacher Pension Fund Bills, June 30 <sup>th</sup> ; July 2 <sup>nd</sup> ; July 17 <sup>th</sup> ; July 31 <sup>st</sup> ; and August 14 <sup>th</sup>
\$1,093,632.92	Education Fund Bills
<b>\$1,723,133.27</b>	<b>Total Education Fund Expenditures</b>
\$ 238,690.52	Operations & Maintenance Fund Payroll, June 30 <sup>th</sup> ; July 2 <sup>nd</sup> ; July 17 <sup>th</sup> ; July 31 <sup>st</sup> ; and August 14 <sup>th</sup>
\$ 306,118.13	Operations & Maintenance Fund Bills
<b>\$ 544,808.65</b>	<b>Total Operations &amp; Maintenance Fund Expenditures</b>
\$ 872.12	Transportation Fund Payroll, June 30 <sup>th</sup> ; July 2 <sup>nd</sup> ; July 17 <sup>th</sup> ; July 31 <sup>st</sup> ; August 14 <sup>th</sup>
\$ 179,498.54	Transportation Fund Bills
<b>\$ 180,370.66</b>	<b>Transportation Fund</b>
\$ 71,899.71	FICA/Medicare & IMRF Fund Bills, June 30 <sup>th</sup> ; July 2 <sup>nd</sup> ; July 17 <sup>th</sup> ; July 31 <sup>st</sup> ; August 14 <sup>th</sup>
\$	Construction Fund
\$ 11,109.10	Debt Services
\$ 304,743.98	Tort & Judgement Fund
\$	Municipal Retirement Fund
<b>\$2,836,065.37</b>	<b>TOTAL ALL EXPENDITURES</b>

Summary of and Board Approved Payables by Fund

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ACCEPTANCE OF FINANCIAL REPORTS

Imprest Fund-Category Summary Report  
Fund Balances  
Revenue Recap Summary  
Expense Recap Summary

PERSONNEL

Retirement

Barbara Ellingsen – Teacher, Kolmar/Covington, effective 6/4/2020  
Sandra Rizzo – Teacher, Sward, effective 6/2021

Resignation

Blair Anderson	Teacher Aide	OLHMS
Julie DeRuiter	Teacher	OLHMS
Cassie Doyle	Teacher	OLHMS
Guadalupe Gasca-Guzman	Instructional Aide	Hometown
Caren Hennessy-Wild	Instructional Aide	Hometown
Linda Prince	Instructional Aide	Kolmar
Sarah Reed	Teacher Aide	Hometown

Certified Staff Recommendations

Andrew Baird – Bachelor of Science in Middle Level Education from Trinity College in December 2011. Solutions Encore Teacher at OLHMS for the 2020-2021 school year, effective 8/17/2020 at a salary of \$5,466.00.

Malik Curtis – Bachelor of Science in Music Education from Northern Illinois University. Music Teacher at COV/KOL for the 2020-2021 school year, effective 8/17/2020 at a salary of \$45,466.00.

Calie Edwards – Bachelor of Science in Middle Level Education from Illinois State University in May 2020. ELA Teacher at OLHMS for the 2020-2021 school year, effective 8/17/2020 at a salary of \$45,466.00.

Christopher Elliott – Bachelor of Science in Physical Education from Illinois State University in May 2017. Physical Education Teacher at OLHMS for the 2020-2021 school year, effective 8/17/2020 at a salary of \$46,827.00.

Ashley Lettiere – Bachelor of Science in Elementary Education from Illinois State University in May 2020. English Learner Teacher at Sward, for the 2020-2021 school year, effective 8/17/2020 at a salary of \$45,466.00.

Anne Simpson – Master of Science in Speech Language from St. Xavier University in May 2001. Speech Pathologist at Kolmar for the 2020-2021 school year, effective 8/17/2020 at a salary of \$36,285.00.

Support Staff Recommendation

Bailey McCaw – Temporary Custodian, Hometown, for 2020-2021 School year, effective 8/10/2020 at a salary of \$35,917.00.

Jeanne Padron – Custodian, Sward for 2020-2021 school year, effective 8/19/2020 at a salary of \$35,917.00.

Rosemary Scanlon – Teacher’s Aide, Hometown, for 2020-2021 school year, effective 8/17/2020 at a salary of \$13.50 per hour x 6.5 hours per day.

Unpaid Leave

Diala Kawash                      Paraprofessional      Hometown

MOU

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MOU Support Staff Evaluation  
MOU Teacher Evaluation

Voting aye: Mrs. Fortier, Mr. Lurquin, Mr. DeRousse, Mrs. Lichter, Mrs. Misner, Ms. Roche, and Mr. Nichols. Nay: None Absent: None. The motion passed.

Discussion I: Resolution to Include Cash Payments Related to Health Insurance as IMRF Earnings  
Dr. Loftin stated that the district recently underwent a routine IMRF audit. The district passed the audit but it was recommended that the district formalize this process. It was noted that this was not a new practice but had never been formalized. It was confirmed that this practice is already documented in the collective bargaining agreement and that it only pertains to health insurance.

Action II: It was moved by Mrs. Lichter, seconded by Mrs. Misner, to approve the Resolution to Include Cash Payments Related to Health Insurance as IMRF Earnings. Voting aye: Mrs. Lichter, Mrs. Misner, Mrs. Fortier, Mr. DeRousse, Mr. Lurquin, Ms. Roche and Mr. Nichols. Nays: None. Absent: None. The motion carried.

Discussion II: Tentative Budget FY21 Presentation  
Dr. Loftin gave the FY21 Tentative Budget presentation. This has different budget projections than the presentation in June. Collection rates for property taxes is uncertain. State funding is up in the air. The current tentative budget shows a \$1,000,000 deficit. It was discussed what could be done to prevent this. No changes were recommended at this time since things are so questionable at this time. The budget can be amended with changes at a later date.

Action III: It was moved by Mr Lurquin, seconded by Mr. DeRousse, to approve the second reading of the Tentative Budget FY21. Voting aye: Mr. Lurquin, Mr. DeRousse, Mrs. Fortier, Mrs. Lichter, Mrs. Misner, Ms. Roche and Mr. Nichols. Nays: None. Absent: None. The motion carried.

Discussion III: First Reading of Select School Board Policies: 2:220; 7:190; 7:340; 2:20-E9; 7:345; 2:125-E1; 2:125-E2; 2:160-E; 4:180; 5:60-E1; 5:60-E2; 2:260; 5:10; 5:20; 5:100; 5:220; 5:330; 7:10; 7:20; 7:180; 2:265.  
Dr. Enderle reviewed the policy updates for the school board policies mentioned.

Discussion IV: First Reading of Select School Board Policies Undergoing a Five-Year Review: 7:40.  
Dr. Enderle reviewed the policy undergoing a five-year review. No changes are recommended.

Future Meeting Previews Committee of the Whole Meeting – September 15, 2020 at Hannum  
Business Meeting –September 28, 2020 @ OLHMS

- Summer School Report
- Lane Changes
- FY21 Final Budget

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\*These items are not to be intended as all inclusive

Board Comments:

There were no board comments at this time.

At 10:35 p.m., it was moved by Mrs. Fortier, seconded by Mr. DeRousse to reconvene closed session for the purpose of discussing: the appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body 5 ILCS 120/2(c)(1); Discussion of minutes of meetings lawfully closed under the Open Meetings Act, whether for purposes of approval by the body of the minutes or semi-annual review of the minutes as mandated by Section 2.06. 5 ILCS 120/2(c)(21). Student disciplinary cases. 5 ILCS 120/2(c)(9); Security procedures, school building safety and security and the use of personnel and equipment to respond to an actual, a threatened, or a reasonably potential danger to the safety of employees, students, staff, the public, or public property. 5 ILCS 120/2(c)(8).

Adjourned – 11:58 p.m.

The next COTW of the Board of Education will be held at Hannum Elementary School on September 15, 2020. The next regular meeting of the Board of Education will be held on September 28, 2020 at Oak Lawn Hometown Middle School, 5345 W. 99<sup>th</sup> Street, Oak Lawn, IL 60453.

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Secretary

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President

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*Brian Nichols*  
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