

**TOWNSHIP HIGH SCHOOL DISTRICT 211
Palatine, Illinois**

**BOARD OF EDUCATION
REGULAR MEETING**

June 18, 2020

6:30 p.m.

Official

A regular meeting of the Board of Education, Township High School District 211, Cook County, Illinois was held remotely on June 18, 2020 at 6:30 p.m. by means of an electronic video-conferencing application known as Zoom for the express purpose of protecting public health and in compliance with state directives to avoid public gatherings. Access for the public to view the Board of Education meeting live on the Zoom application was available on the District's website: www.d211.org.

President LeFevre made the following remarks:

“Governor Pritzker recently extended the disaster declaration related to the COVID-19 pandemic for all Illinois counties to June 29, 2020. Based on the current public health concerns, I, Board President

Closed Session

Mrs. Klimkowitz made a motion, seconded by Mr. Rosenblum, that the Board of Education will enter closed session to discuss minutes of meetings lawfully closed under

Our remote summer school courses will continue as we are closing our first semester and beginning second semester next week. In accordance with the Illinois High School Association and the Illinois Department of Public Health, District 211 is currently designing safety protocols that would provide an opportunity for small numbers of athletes – up to 10 – to begin to exercise and to work out at our campuses. Our parents and student-athletes will be informed of the details for these opportunities as they are finalized. As guidelines change from both of these organizations, so will the opportunities that we offer our student-athletes this summer.

Like many of you, we are saddened by the recent events across our country during the past several weeks. As one of the largest high school districts in Illinois, District 211 has a very diverse student population. We see diversity as one of our strengths, and in each one of our schools, we want to afford all an opportunity to learn from each other's experiences. We remain committed to embracing our core values of not only diversity, but also respect, equality, and unity – and racism or disrespect in any form is not acceptable in our schoolhouse. We see our District not just as schools, but rather as a community where we can come together to learn and to grow in order to make a better future for all.

Our individual schools have systems and groups in place to focus on continuing to build equity within our buildings; but, as we continue to learn and grow, we look for new and exciting ways to express and embrace our differences. One of these ways will be the addition this fall of a District-wide committee comprised of students, staff, parents, and Board members who will analyze and make recommendations regarding equity and diversity. This group of varied stakeholders will come together to conduct a comprehensive analysis of our school and District practices and will ultimately make recommendations and set goals in the form of a District-wide plan to ensure high levels of equity across all of our schools. We believe that this will complement the work that has been happening within our individual schools in past years.

By continuing to listen to everyone in our school communities with an open mind and an open heart, District 211 can be an even better and stronger place where all students can be heard and all can be successful.

Thank you, Mr. LeFevre.”

Board member Mark Cramer requested that all of the public comment emails from the citizens in their entirety be forwarded to the Board members. Mr. LeFevre said he will forward all of the emails to the Board members.

Mr. LeFevre stated that he will begin reading the public comment emails to the Board members.

Steven Hansen submitted comments to the Board involving his concerns about comments made by a Palatine High School teacher, personnel action for the teacher involving the teacher's ideologies, and implementing racial and diversity courses for Palatine High School.

Mary Beth Grant submitted comments to the Board concerning the consequences if the Board accepts the resignation of the District 211 teacher and allows the teacher to receive a pension; the teacher's role in forming and informing young minds; and a recommended plan for District 211 to promote tolerance and diversity in its schools, to hire a diverse teaching staff, to set diversity and inclusion standards for staff and students, and to provide curriculum that embraces various cultures and experiences.

Rachael Rayas submitted comments to the Board about the school board taking action against a District 211 teacher and having a zero tolerance

Barbara Hedrich submitted comments to the Board concerning her relationship with the Palatine High school teacher under review and the teacher's relationship with students, the teacher's family members, and her hope for the Board to be brave.

Jill Anderson submitted comments to the Board involving a Palatine High school teacher and the Board's decision about the teacher's retirement; the teacher's social media posts and first amendment rights; questions about the investigation of the teacher and the teacher's record; and the District's call for equity, respect, unity, and diversity and a message of division.

Mike Kedrich submitted comments to the Board regarding a District 211 teacher and his family relationship with the teacher, the teacher's character, people having different political views, and having a fair and impartial hearing when considering a person's career.

Martin Hedrich submitted comments to the Board involving a District 211 teacher and his family relationship with the teacher, his yoga instruction at a District 211 school and the teacher's recruitment of students to his class, the teacher's character and student support for the teacher, the effects of the use of a social media platform, and the need for the District to have policies that protect the staff to prevent drama.

Laurie Asquith submitted comments to the Board concerning the use of a social media venue to encourage people to email the Board and the consideration of the health and safety of students, faculty, and support staff involving their return to school.

Melissa Ortega submitted comments to the Board involving having full-time remote e-learning for students in August and not having students return to school on a full-time basis.

Hallie Cohen submitted comments to the Board regarding a Palatine High School teacher's posts on social media, reports about the teacher's conduct in the classroom, a suggested personnel action against the teacher, hiring of POC teachers, and having anti-bias training for staff.

Claire Latourette submitted comments to the Board concerning a Palatine High School teacher and past personnel actions against the teacher, social media posts made by the teacher, implications if the teacher's retirement request is accepted by the Board or if the teacher is allowed to return to the classroom, suggested personnel action for the teacher, inclusivity of student learning for District 211, and the Board and racism or disrespect not being tolerated.

Abby Cohen submitted comments to the Board regarding a Palatine High School teacher and remarks made by the teacher, stories about the teacher's behavior, a suggested personnel action against the teacher, the hiring of more diverse and POC teachers at District 211, and having ethnic study classes at District 211.

Bernice and Chris Giebelhaus submitted comments to the Board involving District 211 providing full-time, in-school learning in August 2020 that ensures safety of students and faculty and providing a remote e-learning option for families with health and safety concerns.

Denise Grevas submitted comments to the Board concerning the Palatine High School teacher's social media posts, people and their

Hannah Ban submitted comments to the Board about the Palatine High School teacher's posts on social media and the District's response to them, personnel action for the teacher, diversifying District 211's curriculum, increasing mental health professionals instead of police presence, anti-bias training for teachers and staff, hiring more POC teachers, and the District serving as an anti-racist institution.

Soojin Jung submitted comments to the Board involving District 211 and hiring more POC teachers; comments by a Palatine High School teacher; implications if the teacher is allowed to retire; District 211 and racism, offering cultural and ethnic studies curriculum, and racial bias staff training.

Megan Beach submitted comments to the Board regarding her equity and diversity conversations as a high school teacher; the District 211 teacher's social media posts and the District's response to the posts; the curriculum at District 211 when this citizen was a student; personnel action against the District 211 teacher; and District 211 and anti-bias training, hiring of POC teachers, and ethnic studies classes.

Melinda Gronen submitted comments to the Board concerning religious accommodations when planning District 211 academic calendars and school events; the discussion of historical events related to discrimination in District 211 classrooms; remarks about religious and ethnic identity; a District 211 teacher and racial discrimination; a recommended personnel action against the teacher and other teachers engaged in hate toward students; and District 211 and anti-bias and cultural humility training for staff, hiring POC teachers and staff, and anti-racist curriculum.

Barb Vojack submitted comments to the Board regarding the District 211 teacher and her personal relationship with the teacher, the teacher's character and teaching approach, and political division in our country.

Nay: None

The motion carried unanimously.

***Financial Report As of May 31, 2020**

Mrs. Klimkowitz made a motion, seconded by Mr. Yung, that the Statement of Revenues, Expenditures, Other Financing Sources (Uses), and Changes in Fund Balance for the period ending May 31, 2020 be approved and placed on file.

On which motion a roll call vote was held with the following results:

Aye: Kimberly Cavill
Mark Cramer
Peter Dombrowski
Anna Klimkowitz
Steven Rosenblum
Edward Yung
Robert LeFevre

Nay: None

The motion carried unanimously.

***Investment Report As of May 31, 2020**

Mrs. Klimkowitz made a motion, seconded by Mr. Yung, that the investment report for the period ending May 31, 2020 be approved and placed on file.

On which motion a roll call vote was held with the following results:

Aye:

On which motion a roll call vote was held

***Acceptance of Donations**

Mrs. Klimkowicz made a motion, seconded by Mr. Yung, that the Board of Education formally accepts the donations of \$1,000 from the Women’s Club of Inverness and \$1,000 from Palatine Township; further, that letters of appreciation be sent, on the Board’s behalf, by the Superintendent.

On which motion a roll call vote was held with the following results:

Aye: Kimberly Cavill
Mark Cramer
Peter Dombrowski
Anna Klimkowicz
Steven Rosenblum
Edward Yung
Robert LeFevre

Nay: None

The motion carried unanimously.

***Personnel Recommendations**

Mrs. Klimkowicz made a motion, seconded by Mr. Yung, that the personnel recommendations be accepted as presented.

Full-Time Teacher Employment:
(Effective 2020-2021 School Year)

Balicki, Sharon; science, Schaumburg High School
Festenstein, Jacob; social studies, North Campus
Jacobsen, Ryan; special education, Higgins Education Center
Klatka, Joseph; science, Schaumburg High School
Leno, Machaela; art, Hoffman Estates and Schaumburg High Schools
Morgan, Julia; science, Palatine and William Fremd High School
Vuckovich, Milan; special education, Palatine High School

Part-Time Teacher Employment First Semester:
(Effective 2020-2021 School Year)

Brownley, Brenton; social studies, Palatine High School

On which motion a roll call vote was held with the following results:

Aye: Kimberly Cavill
Mark Cramer
Peter Dombrowski
Anna Klimkowitz
Steven Rosenblum
Edward Yung
Robert LeFevre

Nay: None

The motion carried unanimously.

***Bids for Consideration**

Mrs. Klimkowitz made a motion, seconded by Mr. Yung, that for the bids listed below, the Board of Education award the business to the lowest responsible bidders, as listed in the attached administrative bid recommendation dated May 21, 2020 (attached to official minutes):

Freedom of Information Act Requests

The Board of Education received and reviewed a report on Freedom of Information Act requests and responses.

Graduation Dates for the Class of 2021 and Class of 2022

The Board of Education received and reviewed a report on graduation dates for the Class of 2021 and Class of 2022.

On which a roll call vote was held with the following results:

Aye: Anna Klimkowicz
Edward Yung
Peter Dombrowski
Steven Rosenblum
Mark Cramer
Kimberly Cavill
Robert LeFevre

Nay: None

The motion carried unanimously.

Resolution Appointment of School Treasurer and Assistant School Treasurer

Mr. Rosenblum made a motion, seconded by Mrs. Klimkowicz, that the Board of Education adopt the resolution to reappoint Barbara Peterson as School Treasurer and Lauren Hummel as Assistant School Treasurer of Township High School District 211, effective July 1, 2020; and further, secure treasurer bonds as presented for a combined total of \$30,496 (attached to official minutes).

On which motion a roll call vote was held with the following results:

Aye: Peter Dombrowski
Kimberly Cavill
Edward Yung
Steven Rosenblum
Mark Cramer
Anna Klimkowicz
Robert LeFevre

Nay: None

The motion carried unanimously.

Proposed Policy Revision: Prevention of and Response to Student Bullying

The Board of Education received, reviewed, and discussed the proposed policy revision to Board Policy JFCH Prevention of and Response to Student Bullying.

Health and Dental Program Claims Administration

Mrs. Klimkowicz made a motion, seconded by Mr. Yung, that the Board of Education continue the self-insured program for health and dental benefits for 2020-2021 and retain Blue Cross and Blue Shield to provide claims administration services for medical, dental, and utilization review; and further, to purchase aggregate and specific stop-loss insurance from Blue Cross and Blue Shield at a level of \$350,000 as presented.

After discussion, a roll call vote was held with the following results:

Aye: Steven Rosenblum
Kimberly Cavill
Anna Klimkowicz
Mark Cramer
Edward Yung
Peter Dombrowski
Robert LeFevre

Nay: None

The motion carried unanimously.

Athletic Training Services Agreement Extension

Mr. Rosenblum made a motion, seconded by M

Nay:

None

The motion

Budget and

Acceptance of Retirement Requests

Mrs. Klimkowicz made a motion, seconded by Mr. Rosenblum, that the Board of Education accepts the retirement requests of Kirsten Coakley, effective December 2024 according to the Master Contract of the District 211 Teachers' Union; Elizabeth DiPrima, effective May 2024 according to the Master Contract of the District 211 Teachers' Union; Kimberly Filian, effective May 2024 according to the Master Contract of the District 211 Teachers' Union; Robert Gatti, effective June 2021 according to the Master Contract of the District 211 Operations Maintenance Group; Kenneth Harris, effective

President LeFevre asked if Board members wished to share their feedback about the evening's Board of Education meeting. Mr. Cramer thanked President LeFevre for his perseverance and great effort in reading the public comments aloud to the Board members for an hour.

Adjournment

There being no further business to come before the Board of Education, President LeFevre thereupon declared the meeting adjourned at 10:00 p.m.

Respectfully submitted,

Secretary, District 211

President, District 211