

## **Minutes of**

**November 15, 2021**

1. Call to Order of Regular Board meeting at 6:00 p.m. by Mike Sterling

2. Roll Call

Mike Sterling, Kurt Thompson, Sue Berogan, Sharon Ranieri, Larry Smith, Jill Berogan

*Evelyn Meeks not present at roll call joined in progress at 6:03 p.m.*

Other Attendees:

Kris Arduino, Recording Secretary

Dr. Terrell Yarbrough, Superintendent

Dr. Michelle Erb, Assistant Superintendent for Curriculum & Instruction

Josh Aurand , Chief School Business Official

Dr. Shelley Wagner, Assistant Superintendent for Human Resources

3. Approval of Agenda

**Motion to approve Agenda with changes:**

**No Student Travel, No Facility Requests**

**1<sup>st</sup> Thompson 2<sup>nd</sup> J. Berogan**

**Thompson, S. Berogan, Ranieri, Smith, J. Berogan, Sterling – 6 ayes**

**Motion carried**

4. Pledge of Allegiance: Marquette Elementary students

**Presenter:** Principal Brock Morlan

Dr. Yarbrough read the Mission Statement

**Motion to appoint Sue Berogan as Secretary Pro Tem**

**1<sup>st</sup> S. Berogan 2<sup>nd</sup> Sterling**

**Smith, J. Berogan, Meeks, Sterling, Thompson, S. Berogan, Ranieri – 7 ayes**

**Motion carried**

**Note: (Sue is in place of Evelyn Meeks who is unable to speak but will use a sign for voting)**

5. Approval of Board Meeting Minutes:

**Motion to approve 10-25-21 Regular & Closed Minutes**

**1<sup>st</sup> S. Berogan 2<sup>nd</sup> Thompson**

**Ranieri, Smith, J. Berogan, Meeks, Sterling, Thompson, S. Berogan – 7 ayes**

**Motion carried**

6. Awards and Recognitions: National School Board Members' Day - November 15, 2021

**Presenter:** Jason Blume, Director of Equity & Community Engagement

7. Comments from the Community

Pamela Harding regarding Library. Mrs. Harding addressed the Board noting she has been in the Harlem District her whole life. She noted her great concern with the books that are in the libraries available to students. There is soft porn and pornography available at the high school level. As a taxpayer and former student and somebody who prays for the kids it matters to her. She accessed it online and hopes we are both on the same team.

8. Approval of Bills

8.A. Payables Summary \$ 1,174,095.94

8.B. Voided Checks \$14,251.35

8.C. Payroll Voucher(s) \$6,191,316.49

8.D. Accounts Payable Warrants \$7,365,412.43

Mr. Aurand reviewed the expenditure totals by fund equal to \$7,365,412.43

No questions

**Motion to approve bills**

**1<sup>st</sup> Thompson 2<sup>nd</sup> Ranieri**

**Ranieri, Smith, J. Berogan, Meeks, Sterling, Thompson, S. Berogan-abstain, 6 ayes 1 abstain**

**Motion carried**

9. Communications and Committee Reports

9.A. Michael Sterling, President

- Thanked Brock Morlan for the pledge video

- Thanked the Harlem Alumni and football team to support the team last Saturday with Harlem losing but the kids did well

- Thanked the Comment being made by Pam Harding

- Thanked the Community for their help with Thanksgiving Turkey Dinner filling up all the dinners and they will be delivered to families with the help of Board members and thanked the community for their help

9.A.1. Next Regular Board Meeting: December 13, 2021 @ 6:00 p.m.

9.A.2. CTE Board Committee Update

Mike noted that the CTE meetings have been canceled and we are waiting for more responses from DLA and more information and until we have that we will just continue with the Advisory Committee meetings.

9.A.3. CTE Advisory Committee (not a posted meeting): November 16, 2021 @ 4:00 p.m. (Harlem High School W 145)

- He reiterated his thank you to staff for all their hard work, loss of planning times, and to all administrators covering and for all the assistance that they do

9.B. Jill Berogan, Vice President

9.B.1. Next Policy Committee Meeting: December 20, 2021 @ 6:00 p.m.

- Congratulated Boys' Bowling for finishing second place
- Congratulated the football team for a great season
- Thanked the alumni for their show of support
- Thanked Mr. Morlan and the Marquette students
- Thanked staff and students for the video for Board members
- Thanked the person for the Comment
- Noted the great artwork in the Board room

9.C. Evelyn Meeks, Secretary

9.C.1. Next Equity & Social Justice Meeting:

Dr. Yarbrough read a statement on behalf of Evelyn Meeks to dissolve the Equity & Social Justice Meetings after much feedback with Dr. Yarbrough reporting out on Equity at Board members to inform everyone about our equity work

9.D. Kurt Thompson, Board member

- Thanked the Pledge students and Mr. Morlan
- Thanked everyone for the video for Board members
- Congratulated the Boys' Bowling and Football team
- Hopes that everyone will enjoy Thanksgiving and that the weather holds out nicely for the Light Up the Parks Parade on Sunday

9.D.1. Next Business Services Committee meeting: December 8, 2021 @ 6:00 p.m.

9.E. Larry D. Smith, Board member

- Thanked the Comments made
- Thanked the Pledge students and Mr. Morlan

- Thanked Mr. Stanley and Mr. Blume for the Board Member message and thanked his fellow Board members noting his appreciation of the work they all do and it is a blessing to be part of this School Board and wished Happy Veteran's Day

9.E.1. Next Education Committee meeting: December 7, 2021 @ 6:00 p.m.

9.F. Sue Berogan, Board member

- Welcomed everyone
- Ditto on everything that has been said
- Thanked Mr. Morlan
- Thanked everyone involved in the videos
- Congratulated the Boys' Bowling Team and Football team
- Thanked Mr. and Mrs. Sterling for a full meal for Thanksgiving for 40 meals and the Board members who have volunteered to deliver
- Mrs. Berogan thanked everyone on the Board for service on the Board
- Looking forward to Light Up the Parks Parade and knows that the bus will be decorated to the max
- Thanked the Veterans and their families for giving us our freedoms

9.G. Sharon Ranieri, Board Member

- Thanked Mr. Morlan and the Marquette students
- Noting she is proud to represent Harlem and she has a lot to learn but she is willing to give her time as she loves this community
- Thank you for the video with her grandchildren in the video

## 10. Administrative Reports

10.A. Dr. Michelle Erb, Assistant Superintendent for Curriculum & Instruction

10.A.1. Recommendation to approve Student Travel Requests: none

10.A.2. Presentation and Recommendation to approve Illinois Empower School Improvement Plans

They are presenting the Harlem Middle School and Windsor tonight. Every building has to develop two Smart Goals with both schools moved from targeted to commendable

Jennifer Curless, Associate Principal presented for the Middle School. We were identified as a targeted school as IEP students did not meet their academic performance. The State gave us money to make changes in order to achieve student academic performance. The next year we were rated as commendable.

Kasie Kosinski, Assistant Principal and Melissa Yuska, Principal from Windsor also presenting noted that they have made changes to move from targeted to commendable for Hispanic/Latino students

## Harlem Middle School Goals:

This is a new process this year and two different SMART Goals were written for students with IEPs. Ms. Curless noted that she likes this as it is an accountability piece. Students will spend 45 minutes per week focused on their own deficits online. The lessons are designed to help students improve in the skills they are lacking.

Strategies include Second Step time for iReady Thursdays for 20 minutes per week with Math or Reading. Teachers also meet with students and talk about the student data to get to the next level. There are also some competitions built into this.

Subject matter teachers rotate weekly for 25 minutes.

Second Goal is that by the end of the school year to have 80% with IEPs to meet their overall growth in a year, moving from 4 to 18 scale points for growth for one year.

Strategies used to meet is to progress monitor every two to three weeks to make sure on track, data checks and to make sure students know where they are at. #3 or more below grade level students will be invited to attend after school programming, with tutors providing instruction on skill deficits and we will use another program to identify the deficits as well.

Sue asked about students with IEP's or all students. Jen clarified it is all students. Kurt asked how long we have been doing this previously. Jen noted that by spending an average of 45 minutes per week 70% of students should pass for their skills. The tutoring has provided a baseline but are students falling behind with iReady. By doing the online lessons we are hoping to show more gain by the end of the year. Kurt noted we need to keep a line on this to make sure that we know at the end of the year.

Mike noted that especially with students going on with Covid are we tracking Thursdays. Jen noted that we are averaging 37.4 online iReady and we are tracking all of that.

Melissa Yuska and Kasie noted that we are focusing on a positive and safe environment and making sure we are all using the same tools. Three times during the school year we will remind students as well as everyone feeling safe and welcome. Through strategies we will spend time on working on the program, Kasie will facilitate and get input from classroom facilitators and GPA's to assist students with schoolwork. They are the staff interacting with students.

Kasie noted that the second goal is focused on chronic absenteeism measured through the attendance rate. Last year it was 11%, 2019 it was 21% and last year 16% so we want to bring this done.

Strategies used will be to identify our students in November or December already missing 7 or more days and teachers will be reaching out to families to see the reason for missed days. We will also discuss importance of attendance and come up with a plan and will send a document to families to show how it impacts achievement. Kids missing 12 or more days Melissa and Kasie will reach out personally to these families.

We will use research-based tools as well as a parent tool kit to monitor attendance as well.

Dr. Erb noted we will be asking for approval for these SMART Goals

Mike asked of both schools how they came up with the Goals, and whether it is from ISBE and you pick and choose or is it school specific for teams to decide. Melissa noted it is specific as did Jen.

Kurt asked when submitted are they automatically accepted. Dr. Erb noted that these are specific for the State. Kurt asked if we don't meet the goals what happens. Dr. Erb noted that if we don't meet them there is no action from the State but we will revisit and submit new goals next year. We will present out to the Board at the end of the year to advise whether or not they met the goals.

Larry asked how many people are on the PBIS Team – Melissa said 7. Kasie started out with PBIS and she facilitates these meetings and is able to show them the PBIS framework.

Larry asked if something is in place for positive reinforcement for good attendance. Melissa noted that we do not because of the Covid piece as we didn't want to place a high mark on that with the number of Covid quarantines. Larry asked how many perfect attenders were in 2019 or 2020 to which Melissa noted we will pull that data and get it to him. Kasie noted that there are other things that reward positive behavior used at the school.

#### 10.B. Josh Aurand, Chief School Business Official

10.B.1. Recommendation to approve Resolution Declaring Surplus Property: Maple, Windsor, Harlem Middle School and Administrative Center

10.B.2. Recommendation to approve Facility Requests: none

10.B.3. Recommendation to approve 2021 Certificate of Tax Levy

10.B.4. Recommendation to approve 2021 Tax Levy Resolution

10.B.5. Recommendation to approve Resolution to Levy 2021 Taxes for Certain Purposes

No questions from the Board except adding additional years to the rate

10.B.6. Recommendation to approve Resolution Authorizing Purchase of Property, 345 River Park Rd., Loves Park, IL, from private owner for \$2,500.

This is a vacant lot right next to the parking lot and the owner is now ready to sell. Larry asked if a search had been done. Counsel did run a search on the property and the property is clean with no liens.

10.B.7. Recommendation to approve Property Tax Relief Grant application

Every year the State puts money in and this year we are 56 on the list with \$47.9 million dollars in the pot so if some ahead do not apply, we may have a chance at it. We would get \$4.4 million and he needs the Board to approve the application. There is a district ahead of us at \$18,000 but you never know who will apply.

10.B.8. Recommendation to approve the award of bid to purchase two (2) buses for a net cost of \$143,386 with Central States Bus Sales

Kurt asked if we could have the information on this and Josh said he would do that when the bids are completed.

10.C. Dr. Shelley Wagner, Assistant Superintendent for Human Resources

10.C.1. Recommendation to approve Personnel Agenda & Addendum

Reviewed as 17 Employments, 6 Transfers, 1 request for unpaid leave and 2 requests to the Federation Sick Bank 1 New Position for a Nurse due to an IEP

10.C.2. Informational only: Resignations

Kurt asked about the numbers and Shelley noted she will be bringing something to the Board in the next few weeks and paras do not need to pay out of pocket with ROE as it is a voucher

17 Resignations

10.D. Dr. Terrell Yarbrough, Superintendent

10.D.1. Alumni Program Update

**Presenter:** Jason Blume, Director of Equity & Community Engagement & Alex Gary

**Alumni Relations Plan**

Mr. Blume noted that we are focusing on building a data base to allow us to connect with our Alumni. Alex has been working for a year and six months and is now a permanent sub.

What is Next?

Alex Gary presenting noting that there are 1,047 email addresses since October 1, with a form on the website to sign up for Alumni so we are increasing.

Top Tags are through yearbooks and listing everything people were involved in

Videos will be made of alumni in their jobs

11. Consent Agenda

11.A. Approve Personnel Agenda & Addendum

11.B. Approve Student Travel Request(s): NONE

11.C. Approve Facility Request(s) NONE

**Motion to approve Consent Agenda Items 11 A**

**1<sup>st</sup> J. Berogan 2<sup>nd</sup> Thompson**

**Smith, J. Berogan, Meeks, Sterling, Thompson, S. Berogan, Ranieri – 7 ayes**

**Motion carried**

12. ACTION ITEMS

**12.A. Motion to Approve Illinois Empower School Improvement Plans**

**1<sup>st</sup> J. Berogan 2<sup>nd</sup> Smith**

**J. Berogan, Meeks, Sterling, Thompson, S. Berogan, Ranieri, Smith – 7 ayes**

**Motion carried**

**12.B. Motion to Approve Resolution Declaring Surplus Property**

**1<sup>st</sup> S. Berogan 2<sup>nd</sup> J. Berogan**

**Meeks, Sterling, Thompson, S. Berogan, Ranieri, Smith, J. Berogan – 7 ayes**

**Motion carried**

**12.C. Motion to Approve 2021 Certificate of Tax Levy**

**1<sup>st</sup> S. Berogan 2<sup>nd</sup> Thompson**

**Sterling, Thompson, S. Berogan, Ranieri, Smith, J. Berogan, Meeks – 7 ayes**

**Motion carried**

**12.D. Motion to Approve 2021 Tax Levy Resolution**

**1<sup>st</sup> S. Berogan 2<sup>nd</sup> Thompson**

**Thompson, S. Berogan, Ranieri, Smith, J. Berogan, Meeks, Sterling – 7 ayes**

**Motion carried**

**12.E. Motion to Approve Resolution to Levy 2021 Taxes for Certain Purposes**

**1<sup>st</sup> S. Berogan 2<sup>nd</sup> J. Berogan**

**S. Berogan, Ranieri, Smith, J. Berogan, Meeks, Sterling, Thompson – 7 ayes**

**Motion carried**

**12.F. Motion to Approve Resolution Authorizing Purchase of property, 345 River Park Rd., Loves Park, IL from private owner for \$2,500**

**1<sup>st</sup> Thompson 2<sup>nd</sup> S. Berogan**

**Ranieri, Smith, J. Berogan, Meeks, Sterling, Thompson, S. Berogan – 7 ayes**

**Motion carried**

**12.G. Motion to Approve Property Tax Relief Grant application**

**1<sup>st</sup> S. Berogan 2<sup>nd</sup> Smith**

**Smith, J. Berogan, Meeks, Sterling, Thompson, S. Berogan, Ranieri – 7 ayes**

**Motion carried**

**12.H. Motion to Approve the award of bid to purchase two (2) buses for a net cost of \$143,386 with Central States Bus Sales**

**1<sup>st</sup> Smith 2<sup>nd</sup> S. Berogan**

**J. Berogan, Meeks, Sterling, Thompson, S. Berogan, Ranieri, Smith – 7 ayes**

**Motion carried**

13. Announcements and Discussion: Jill asked to circle back to Equity & Social Justice Committee's dissolution. She asked if she missed something. Dr. Yarbrough noted that staff who were on the Equity teams and at the Equity & Social Justice Committee gave feedback. Jill noted she was confused. Last year when we canceled a meeting there was a big uproar. We had students coming and they were happy to be there. She does not feel it is a good idea for us to dissolve the Board Committee as it was just getting off the ground and we are shutting students out. Dr. Yarbrough noted that students are working with staff and their voices are being heard and we are now also including elementary students. So, the goal would be to do under Terrell's report he would report out on all entities so all the community can hear it. The feedback he received was that there was a select few coming and not a lot of community was involved but



doing it the new way and being video taped the community will hear it. It won't be as isolated in one setting but more open for discussion. Ultimately the goal with the equity work is for everyone to know. Jill agreed but the committee's goal was also to add more people to come.

She believes we will do a disservice to students if the committee is dissolved and she is not in favor of it. For so long the Board was not aware but this committee shows that we are a part of it. Terrell noted that everything that Jill would like can be done at the Board table under his report so all the community will be included. Kurt asked what the format would be for reporting. Terrell noted that the same people Jill is referring to are the same people that reached out to say it is not necessary. Terrell noted that the negativity surrounding was that staff feeling that the work that was being done was going to go away and they thought we were replacing the work we have been doing for the past 11 years was being replaced with the committee. Sue noted that this was to be in addition to. Sue believes that there is a bigger picture with restorative justice being added into it. She noted equity and social justice is a huge barrel and last year we just focused on minute parts. If people don't want to be involved anymore that is fine. We need to put it out there for everybody. Terrell noted that we can get a whole lot more done if we do it with a report at the Board meeting. He will leave it there.

Jill noted she would like to see the Committee continue. Mike noted that we have to have Board approval to dissolve a committee. Kurt noted maybe we can have the rationale list of why to dissolve and refocus it possibly. Kurt noted we need to review the committee and the arguments on both sides. Mike noted that Dr. Yarbrough brought it up and there is no future date. It is easier for us to go forward with a refocus if that is what we want to do. Possibly we need to reach out to the groups and see what the thought process is. Jill noted that everybody at the table needs to attend an Equity & Social Justice Committee to see what is being done and hear our students. Mike noted we will bring it back up.

**Motion to go into Executive session to discuss Employment of Personnel (5 ILCS**

**120/2(c)(1) at 7:30 p.m.**

**1<sup>st</sup> S. Berogan 2<sup>nd</sup> J. Berogan**

**Meeks, Sterling, Thompson, S. Berogan, Ranieri, Smith, J. Berogan – 7 ayes**

**Motion carried**

*The Board took a brief recess and went into closed session at 7:38 p.m.*

14. Executive Session to discuss Employment of Personnel (5 ILCS 120/2(c)(1), Negotiations (5 ILCS 120/2(c)(2), Selection of a Person to Fill a Public Office (5 ILCS 120/2(c)(3), Pending Litigation (5 ILCS 120/2(c)(11), Student Discipline (5 ILCS 120/2(c)(9), Placement of Individual Students in Special Education Programs and Other Matters Relating to Individual Students (5 ILCS 120/2(c)(10), Purchase or Lease of Real Property for the Use of the District (5 ILCS 120/2(c)(5), Setting of a Price for Sale or Lease of Property Owned by the District (5 ILCS 120/2(c)(6), Self-Evaluation, Practices and Procedures or Professional Ethics (5 ILCS 120/2(c)(16), Sale or Purchase of Securities, Investments or Investment Contracts (5 ILCS 120/2(c)(7), Security Procedures (5 ILCS 120/2(c)(8), Establishment of Reserves or Settlement of Claims as provided in Local Government and Governmental Employees Tort Immunity Act (5 ILCS 120/2(c)(12), and Discussion of Lawfully Closed Meeting Minutes (5 ILCS 120/2(c)(21).

15. ACTION ITEMS AFTER CLOSED SESSION

*The Board returned to open session at 7:45 p.m.*

**15.A. Motion to approve the revised Memorandum of Understanding regarding Incentives with Harlem Council of Support Staff (HFSS)**

**1<sup>st</sup> J. Berogan 2<sup>nd</sup> Thompson**

**Thompson, S. Berogan, Ranieri, Smith, J. Berogan, Meeks, Sterling – 7 ayes**

**Motion carried**

**15.B. Motion to approve the revised Memorandum of Understanding regarding Incentives with the Harlem Food & Nutritional Services Employee Group**

**1<sup>st</sup> S. Berogan 2<sup>nd</sup> J. Berogan**

**S. Berogan, Ranieri, Smith, J. Berogan, Meeks, Sterling, Thompson – 7 ayes**

**Motion carried**

**16. Motion to adjourn**

**1<sup>st</sup> J. Berogan 2<sup>nd</sup> Smith**

**All aye, Motion carried**

The meeting adjourned at 7:48 p.m.

Respectfully submitted,

*Kris Arduino,*

Recording Secretary

ATTEST:

\_\_\_\_\_  
President

\_\_\_\_\_  
Secretary

Dated: \_\_\_\_\_