

## MINUTES

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

2. Roll Call: Board Members

Mike Sterling, Kurt Thompson, Aaron McKnight, Rebecca Carlson, Larry Smith, Megan Hastings, Evelyn Meeks

Other Attendees:

Kris Arduino, Recording Secretary

Dr. Terrell Yarbrough, Superintendent

Dr. Shelley Wagner, Assistant Superintendent for Human Resources

Dr. Michelle Erb, Assistant Superintendent for Curriculum & Instruction

Jason Blume, Assistant Superintendent for Communications & Community Relations

Josh Aurand, Assistant Superintendent for Business & Operations

3. Pledge of Allegiance: Maple Elementary Students

**Presenter:** Tammy Poole, Principal

Mrs. Core and six first grade students

4. Approval of Agenda

1<sup>st</sup> McKnight 2<sup>nd</sup> Hastings

Sterling, Thompson, McKnight, Carlson, Smith, Hastings, Meeks – 7 ayes

Motion carried

5. The Mission of the Harlem Consolidated School District, as a vital part of the community, is to help diverse learners realize their unlimited potential by providing an educational program dedicated to academic excellence and the development of strong character in a safe and respectful learning environment.

**Presenter:** Dr. Terrell Yarbrough, Superintendent

6. Approval of Board Meeting Minutes: January 13, 2025

1<sup>st</sup> McKnight 2<sup>nd</sup> Hastings

McKnight, Carlson, Smith, Hastings, Meeks, Sterling, Thompson – 7 ayes

Motion carried

7. Jason Blume, Assistant Superintendent for Communications & Community Relations

## 7.A. Awards and Recognitions

**Presenter:** Jason Blume, Assistant Superintendent for Communications & Community Relations

**Staff members that received the Golden Apple grant were introduced for receiving over \$17,000 in grants.** Some of the recipients appeared Christine Franklin, Olson Park, for “Ozobots: Coding and Robotics”, students visit Challenger Learning Center and Stem Lab using little robots and coding with color and movement, and then they will use codes for the robots on a mapping trail received \$2,400; Mindy Rice with Erin Schutt from Loves Park Life Skills received a \$230 grant called a Toniebox, to engage students in multisensory ways by taking figurines to play stories for children with physical disabilities, grant was received from the Blazer Foundation; Machesney Art Teacher, Ingrid Hyde, received the Golden Apple grant, making a collaborative mosaic mural for the front area of the school to include all students welcoming people to the school, receiving \$450 from Sam’s Club.

**Other staff recipients are as follows:** Chris Noble, \$2500 STEM grant from Collins Aerospace for “Waste Less, Inject More” for high school manufacturing classes; Nate Green HMS for “Adaptive P.E. Equipment” for special education physical education class participation for \$2,500 from Blazer Foundation; Jody Graber, \$2500 from Blazer Foundation for “Enhancing Early Childhood Special Education through Sensory Play” so that 80 special education students can explore texture, sound and movement; Jennifer Bell, HMS, \$450 STEM grant for materials from Collins Aerospace for project “Engineers Without Borders”, for researching renewable energy resources; Rohini Gupta \$450 Stem grant from Collins Aerospace for digital camera, microphone and headphones; Jennifer Loy of HMS, \$439 STEM grant from Collins Aerospace for calculators, headphones, scissors and math games; Jenny Moss at Olson Park \$338 from Meg and Rob Hodge for books to enhance digital citizenship unit in the library; Brittany Carr, HMS, a literacy grant from Meg and Rob Hodge for subscription to interactive learning platform Quizizz; Kaylyn Hill, Ralston Elementary, \$450 special education grant from the Blazer Foundation for standing desks; John Polemikos, HHS, \$110 for special education grant from Blazer Foundation for access to version of Natural Readers to embed MP3 files into assignments, for read-aloud accessibility; Cheryl Zarn, HMS, \$120 for special education from the Blazer Foundation for Screencastify subscription; Mary Hunter, Donald Parker Center, \$377 special education grant from the Blazer Foundation for Apple iPad, case and gift card for apps to enhance learning; Allison Rhyner, Donald Parker Center, special education grant for \$450 for snow fort building blocks, obstacle course, balancing stilts, wobbledisk and climbing dome for special education students for gross motor time; Michaelle Jaeger, Brad Brown, Ramona Drozek and Benjamin DeWitt, HMS, \$948 STEM grant from Collins Aerospace for “Husky Hounds” Weather Watchers.

8. Comments from the Community – none

9. Approval of Bills

9.A. Payables Summary \$ 453,240.34

9.B. Voided Checks

9.C. Payroll Voucher(s) 3,506,678.01

9.D. Accounts Payable Warrants 3,959,918.35

Mr. Aurand reviewed the expenditures from each fund totaling \$ 3,959,918.35

No questions

Motion to approve bills

1<sup>st</sup> McKnight 2<sup>nd</sup> Hastings

Carlson, Smith, Hastings, Meeks, Sterling, Thompson, McKnight – 7 ayes

Motion carried

## 10. Communications and Committee Reports

### 10.A. Michael Sterling, President

- Thanked Mrs. Poole for bringing the students to lead the Pledge and their school motto
- Recognized the staff receiving the Golden Apple grants and going above and beyond
- The new year has been cold with one snow day so the new date is May 29 for the last day of school
- Noted he will ask the Board to go into closed session to discuss Negotiations

10.A.1. Next Regular Board Meeting: February 10, 2025 @ 6:00 p.m.

10.A.2. Next Policy Committee Meeting: February 5, 2025 @ 4:30 p.m. – no policies

### 10.B. Aaron McKnight, Board member

- Thanked Mrs. Poole for bringing students to lead the Pledge
- Recognized the teachers for going above and beyond and the great things that are going on as a result is wonderful as it is a lot of work to search and find the grants and then come up with the good programs. He also noted that our District is being recognized all over the area for positive things and we need to keep talking about that and if anyone has positive things to say about the District send him an email

### 10.C. Rebecca Carlson, Board member

- Thanked Mrs. Poole and the Maple Mustangs for leading the Pledge and their school motto
- Noted we will have a great year and things are good
- Noted that she was so excited to see the grants for special education
- Noted she wants to see the robot soccer game

### 10.D. Larry Smith, Board member

- Thanked Mrs. Poole and the Maple Mustangs and bringing selected students
- Thanked the teachers that go above and beyond and the members of the community who make the grants possible as well the teachers that take advantage of the grants
- Cold days are not safe for some students to be outside waiting for the bus, but would like to see the use of the remote learning devices when these days occur to keep students engaged

- Wished everyone a wonderful Groundhogs Day and enjoy it

10.E. Megan Hastings, Board Member

- Thanked Mrs. Poole and Ms. Core

- Thanked the teachers that were awarded Golden Apple grants and for going above and beyond as well as the community organizations that know how important early education opportunities are which is incredible

- Shout out to Ms. Frisella who was honored by ZOK, nominated by a parent at Loves Park Elementary

- Harlem Horizon launched and it is super cool as a journalism buff, with so many different backgrounds and friendships forming and congratulated the teacher and students

- Alumni and logistics, networked with a Harlem Alum, Sam, graduating in 2017, who has built a fulfillment business in the Parks with a facility and staff and a very cool warehouse she has seen. He is kind and looking to give back to the community and has given him the CTE information and wished him to grow bigger and bigger

- She is proud Harlem put out a statement on Immigration as some of the problems students and families face and the stresses they carry and so much is safety and really appreciated the District taking the steps to support students and families

10.E.1. Next Education Committee meeting: February 5, 2025 @ 4:30 p.m.

10.F. Kurt Thompson, Vice President

- Noted it was great having the pledge students

- Noted Golden Apple grants and that support is wonderful and the teachers that write for these grants are so dedicated in securing these unique tools to help their students, thanking the community for giving to these grants

- Noted Freshman Transition Night is tomorrow night

- Bus schedules and all the feedback given to him is appreciated but there is no magic that can be done on this but the administrative team will work on this

- Dance going to State, Boys' Bowling is going to State as Conference Champs

- Noted Terrell calling the snow day first out of the Luda Districts

10.F.1. Next Business Services Committee meeting: February 5, 2025 @ 4:30 p.m.

10.G. Evelyn Meeks, Secretary

- Wished everyone a good evening

- Apologized for the delay on roll call

- Thanked Mrs. Poole and everything she does for the students

- Congratulations and thank you to the teachers writing for grants and receiving these funds for students' programs, thanking the community for providing these opportunities

- Noted her granddaughter who is a coaching Junior Huskies after coming back from California
  - We will keep moving forward at Harlem and keep our feet standing straight and you don't know until you actually work in Harlem instead of criticizing
  - We all need to take time to talk to each other and we will continue to be at the top
- 10.G.1. Next Equity & Social Justice Meeting: February 5, 2025 @ 4:30 p.m.

## 11. Administrative Reports

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

#### 11.A.1. Recommendation to approve Student Travel Requests:

### 11.B. Josh Aurand, Assistant Superintendent for Business & Operations, Chief School Business Official

#### 11.B.1. Recommendation to approve Resolution Declaring Surplus Property: Windsor Marquette and Harlem High

#### 11.B.2. Recommendation to approve Facility Requests: AP testing in May

### 11.C. Dr. Shelley Wagner, Assistant Superintendent for Human Resources

#### 11.C.1. Recommendation to approve Personnel Agenda & Addendum

1 Transfer, 2 Employments, 1 Federation Bank request

#### 11.C.2. Resignations – 4 since last meeting

### 11.D. Dr. Terrell Yarbrough, Superintendent

11.D.1. Freedom of Information Act Request submitted by Illinois Retired Teachers Association on January 15, 2025, requesting information on 2025 Retirees and the District's Response dated January 18, 2025 with responsive information included.

#### 11.D.2. Equity and Social Justice Update

Awareness given by Rock Cut Elementary Assistant Principal, Gloria Martinez

How Biases Affect Teacher Perceptions with Confirmation Bias and Implicit Bias

Highlighted the Intention Action Gap

He noted that our teachers do a phenomenal job when it comes to biases

Final Thoughts – Teachers have a responsibility to mitigate these biases for all students to thrive

Jason noted that one of the greatest impacts on students is a teacher's beliefs

Parker Center's Building Equity Team was highlighted, by selecting materials and toys to reflect diverse tools and different cultures so that a child feels seen and valued. Many community organizations are watching what we are doing and following along as they see the benefit. We now have 44 languages.

Olson Park – A Wax Museum where students research individuals that they want to represent and you have conversations with the person they chose, Rosa Parks, Helen Keller, Martin Luther King, Jr, Leonard Da Vinci. They actually memorized speeches about the figures and it will be an annual event as it was a great success

Marquette – Ways to celebrate different cultures

Loves Park – Music note boards were created with kids doing it together and supporting each other, with the them that even though we are different notes when we come together we make beautiful music

Megan shouted out to Jason and Terrell noting it was great to see how they implement equity and actually it is very cool

## 12. Consent Agenda

### 12.A. Approve Personnel Agenda & Addendum

1<sup>st</sup> Carlson 2<sup>nd</sup> Thompson

Smith, Hastings, Meeks, Sterling, Thompson, McKnight, Carlson - 7 ayes

Motion carried

### 12.B. Approve Student Travel Request(s) none

### 12.C. Approve Facility Request(s)

1<sup>st</sup> McKnight 2<sup>nd</sup> Hastings

Hastings, Meeks, Sterling, Thompson, McKnight, Carlson, Smith – 7 ayes

Motion carried

## 13. ACTION ITEMS

### 13.A. Motion to Approve Resolution Declaring Surplus Property

1<sup>st</sup> Carlson 2<sup>nd</sup> Sterling

Meeks, Sterling, Thompson, McKnight, Carlson, Smith, Hastings – 7 ayes

Motion carried

14. Announcements and Discussion: Mike asked pursuant to the Board Agreements since it will take more than thirty (3) minutes, for a consensus to have the HAC team get three years data on where our students come from (elementary schools they finish) that are in the advanced classes at the high school, in other words, going back on those students to track their elementary schools to see where the majority are coming from – No Rush – Michelle Erb said it will take time as each student will need to be tracked. Mike agreed that we can start with AP and Dual Credit and not Honors. He would just like a snapshot of where the students come from.

Consensus - Unanimous

Motion to go into closed session to discuss Negotiations

1<sup>st</sup> McKnight 2<sup>nd</sup> Thompson

Sterling, Thompson, McKnight, Carlson, Smith, Hastings, Meeks – 7 ayes

Motion carried

*The Board took a five minute break at 6:56 p.m.*

15. 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).

16. ACTION ITEMS AFTER CLOSED SESSION

17. Adjournment

Motion to adjourn

1<sup>st</sup> McKnight 2<sup>nd</sup> Thompson

All voted aye, Motion carried

The meeting adjourned at 7:48 p.m.

Respectfully submitted,

*Kris Arduino,*

Recording Secretary

ATTEST:

\_\_\_\_\_  
President

\_\_\_\_\_  
Secretary

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