

MINUTES

1. Call to Order of Regular Board meeting at 6:00 p.m. by President at 6:05 p.m.

2. Roll Call School Board Members:

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

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
Josh Aurand, Chief School Business Official

3. Pledge of Allegiance: Machesney Elementary students

Presenter: Abigail Edwards, Principal

Five bowlers from Machesney who made it to State led the Pledge for Machesney Elementary.

4. Approval of Agenda

Change: No Student Travel, 11 A 1 and Consent Item 12 A

Motion to approve Agenda with Change:

1st Thompson 2nd Smith

Thompson, S. Berogan, Ranieri, Smith, Meeks, Sterling – 6 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. Motion to approve Board Meeting Minutes: Regular & Closed Minutes of April 11, 2022

1st Smith 2nd S. Berogan

S. Berogan, Ranieri, Smith, Meeks Sterling, Thompson – 6 ayes

Motion carried

7. Awards and Recognitions

Presenter: Jason Blume, Director of Equity & Community Engagement

Harlem Bowlers, both Elementary and Middle School, with Coach Kelly Nimtz thanked coaches as well, Ken Roberts, Jim Brian Jr., Scott Dolly, Nick Papini, Sr.

Thanked the Harlem Athletic Director, Rebecca Hoffman as well.

Coach Kelly Nimtz presenting:

Harlem Girls State Champions !!! Breaking the IESA Record by 411 pins !! They won the tourney by 511 pins and their total bested the Boys Championship Team by 1003 pins !!!

All 4 Starters made All State

Ashlin Teves State Individual Champion with 2126(212 avg)

Allison Roberts 2nd with 2017(201 avg)

Addison Brien 6th with 1806(180 avg)

Alexis Born 9th with 1720(172 avg)

First time a team from Harlem had all 4 all state - 2 other times we had a State Champion with 3 all staters .

Machesney/Olson Park girls were the youngest team there and started day 2 in 9th and climbed their way to a beyond respectable 5th place in the state finish !!!

Hailey Semenchuk (Olson Park) finished 16th over all with 1607 just missing All State by 3 pins !!

Sara Wilson(Machesney) finished 17th overall with 1586 missing All State by 24 pins !! My other two Machesney gals bowled their hearts out !! Natalie Abruzzo and Siren Anderson finishing 55th and 68th .

Harlem Boys finished 7th in the State and that's honestly a great finish due to us only having 4 boys and 2 of them very inexperienced in bowling. But at one point they were in first place Friday!!

Masen Evans All State 3rd place with 1975(197 avg) started his tourney with a 266 game !!!

Kaiden Sisler 30th place with 1661 total

Brayden Adkins 63rd place with 1287

Nick Papini Jr 64th place with 1263.

Ben Dahle (Machesney) bowled day one with his team made it to day two as an individual and placed 9th All State !!! He had 1835(183 avg)

I'm beyond proud of ALL these kids !!!!

I'm excited for the 8th graders moving on to High School bowling!!

I'm excited for next season with the amazing bowlers I still have.

On Harlem Girls side Addison Brien,Kaylee Martins(was rostered as a sub),Hailey Semenchuk,Sara Wilson, Natalie Abruzzo and Jazlyn Steward (who I tried to get teammates for this year but didn't from her school Windsor)

These girls will have a legitimate chance to Repeat for Harlem!!!

On the boys side NEED MORE BOYS !!! In 2 years I have a group of 5 coming up will be in 5th-6th by then these boys are already bowling 180's !!!

8. Comments from the Community - none

9. Approval of Bills

9.A. Payables Summary \$455,138.09

9.B. Voided Checks

9.C. Payroll Voucher(s) \$3,836,930.83

9.D. Accounts Payable Warrants \$4,292,068.92

Mr. Aurand reviewed the expenditures by Fund totaling \$4,292,068.92

No Questions

Motion to approve bills as reviewed

1st S. Berogan 2nd Thompson

Ranieri, Smith, Meeks, Sterling, Thompson, S. Berogan – 6 ayes

Motion carried

10. Communications and Committee Reports

10.A. Michael Sterling, President

- Golden Apple Event with a Teacher and Principal both winning Golden Apples awards. Melissa Yuska for Principal and Ashley VanSickle for Teachers.

- Congratulated the Bowling Teams and Coaches

10.A.1. Next Regular Board Meeting: May 16, 2022 @ 6:00 p.m.

10.A.2. Graduation Ceremony: May 28, 2022 @ 10:00 a.m. (BMO Harris Center)

10.B. Jill Berogan, Vice President – absent, given by Mike Sterling

10.B.1. Next Policy Committee Meeting: June 20, 2022 @ 6:00 p.m.

10.C. Evelyn Meeks, Secretary

- Thanked Mrs. Edwards and the Machesney Park pledge students

- Thanked the bowlers for such a wonderful way to represent Harlem and is proud of all of the students

- Attended a Legislator meeting last Wednesday

- Helped with the Career Fair at Sportscore on Riverside and thanked Patti Lawrence, all administrators and to Dr. Bois and the counselors. She also thanked all the students as well as it was an amazing fair. A big thankyou to Erin Watson and the culinary staff as professionals. They made sure her food allergies were taken care of.

- Attended Golden Apple and congratulated Ashley Van Sickle and Mrs. Yuska for their awards. Thanked Mrs. Gupta for the \$2,500 grant for 3 D printer and MacBook

- Thanked everyone for making this District great

10.C.1. Next Equity & Social Justice Meeting: May 26, 2022 @ 4:30 p.m. (W-145, Harlem High School)

10.D. Kurt Thompson, Board member

- Thanked the bowlers and Kelley's amazing job as well as amazing parents
- 10.D.1. Next Business Services Committee meeting: May 11, 2022 @ 6:00 p.m.

10.E. Larry D. Smith, Board member

- Thanked the bowlers and community for coming out and the parent involvement that was demonstrated at the Career Fair

10.E.1. Next Education Committee meeting: June 21, 2022 @ 6:00 p.m.

Noting that the administrators working on the Education committee are very talented

10.F. Sue Berogan, Board member

- Thanked the Machesney student for leading the pledge
- Congratulated the bowling teams
- Thanked the parents and community that supports our students
- Attended the Golden Apple Awards and it was a great event, having a whole room for Harlem except for four other school district members
- Congratulated both Golden Apple Award winners
- Noted that she is looking forward to the Staff Recognition event in May

10.G. Sharon Ranieri, Board Member

- Thanked Machesney students for leading the Pledge
- Noted she is so excited about the bowling teams
- Attended the Career Fair with 54 business and every pathway for college with over 1,000 students attending and the food was excellent
- Attended the Golden Apple awards and were very proud of our two recipients and they both gave wonderful speeches

11. Administrative Reports

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

11.A.1. Recommendation to approve Student Travel Requests: NONE

11.A.2. DLA Architects Presentation on CTE Planning

DLA Attendees: Steven Wright, Principal, Matthew Lowe, Director of Design, Tracy Biederstadt, Project Architect, and Heather Juhl, Lead Designer

Matthew Lowe presenting:

Past Visioning/Programming Workshops – November 16, 2021 regarding Educational Delivery Goals, December 9, 2021, Facility Goals, January 12, 2022, Case Studies & Inspiration Images, February 25, 2022, Building Program Review

We looked at virtual tours on a national level and local area schools. We discussed all career pathways and endorsement areas. We held virtual and in person engagement meetings. We wanted to reflect everyone's greatest hopes and desires. We learned what was important.

CTE is at the top of the list, Real World Learning, Social Emotional Learning

Essential 21st Century Skills, Social Skills, Creative Communication, we want to have our kids be able to adapt as things change

Guiding Principles: Flexibility, Accessibility/Integrated Curriculum, Comfort, Safety, Access to Technology

A booklet was created which will be shared with the Board and District.

Spaces that best support the Vision for the future and Goals of the District with the top Priorities.

Being located in one facility would be the best way to promote integrated curriculum and to promote collaboration outside CTE

So bringing the automotive close to the high school

Heather Jewel, Lead Designer walked through the Plan which will change as we go further. The addition will house all new CTE spaces in violet. The automotive space is greatly expanded with 5 bays, storage and classroom, greatly expanding welding space, flex class rooms, and fabrication and construction trade space. They can be noisy spaces so there is a commons area buffer space to help with this but connects to the school, a learning stair so students can gather for presentations, in yellow is a health clinic for staff and a future health science and learning lab. In the future for medical programming. Moving into the renovated areas, are areas that need to be addressed in orange is an expanded culinary arts space, possible café in the future, childhood space and outdoor play area, and athletic training space. Renovating the communications area and some of the business area. Moving into the addition as it is being developed is the entry where you can access the clinic off to the right or construction off to the left, with parking, and then the welding and automotive area.

Larry asked on the culinary area where it is bumped out in orange, he asked if that was an existing walk and it is and Heather noted that there may be an outdoor component to the café.

Josh passed out costing options.

Kurt asked for the packet to be emailed.

Sue asked about timeline. Tracy noted that the addition would be ready for the 2024-2025 school year but anticipating we would utilize both summer of 23 and 24 to do renovations and it is separate from the school can be constructed in an 18 month time period while school is ongoing and that is what we are planning for.

Josh noted that the clinic is in the Options but we would provide more information and find out from staff what they would like to see with this before we plan more.

Mike Sterling noted he has reviewed this significantly. Mike noted that we have bathrooms which are accessible in the front, the top portion will be a big enough space or can be retrofitted as needed for other manufacturing things, and it resembles Elk Grove High School which is where we visited. But this plan is much bigger than Elk Grove's. It will provide for future things as well as things we can do now. We have also talked about hiring a Construction Manager and will check into this and bring it back if it is a recommendation for the Board to consider.

Larry asked if there is adequate storage. Tracy noted that in all work shops storage was a top priority and that is taken into account with overhead doors to the outside for delivery and for welding and fabrication lab. There will be more storage added in as we go. 480 square feet of storage, 523 square feet and smaller storage areas as well, when we send you the drawings you will see all of the square footages. There is potential for additional mezzanine storage as well. Dr. Yarbrough noted that we wanted to have a nice facility but that it would grow with our curriculum needs. Dr. Bois is here, Mr. Hubert is here and Dr. Erb is also here to answer questions. Larry asked if it was looked at in regards to fitting it into ingress and egress and scheduling for maintenance and personnel. Josh noted that it will be factored in and will make sure it is included.

Josh thanked guide this process and kept us on the right track. It is important that it attaches to the buildings. This meets the needs of staff and kids and hopefully what the Board has been looking for. Dr. Yarbrough noted all staff have spent time in giving input.

Kurt asked the differences of the two Options.

The first option is the highest priorities or Phase I and then the additional renovation can be added to expand the scope to Option II. In Option II you have a telecommunications pathway. We will also have some alternates and fundraising to consider and the flexibility of continuing the design and inflation per Josh. So there can be multiple phases. Kurt noted he liked it being brought back to the high school and was there a cost savings. Swanson Road is far out so part of the piece was to have student on site. There is also a referendum piece that states you must have it attached. Josh noted we will need to figure out the additional practice field piece but it is not a large issue.

There could be some going out to the public for fund raising but between businesses and CEANCI we hope to have some things going in that direction as well.

Sue noted she does not want to tie our hands to just the current program. Kurt noted that it is nice to have flexibility. Mike noted that it is a very flexible plan and fluid for the next 20 years.

Josh noted the plan would be to come back to the Board in early June with an MOU to request to move forward so we can start the Phase I of the project.

Mike asked how much the numbers can change. Will the prices be close to the 13,000,000. Josh thought it was solid but there is some things such as the bond people putting it in a bit higher to do the bond after the bid. Kurt asked if we can get a worse case scenario. We would rather know rather than to find out later. Tracy noted that throughout the design process we have more and more detail through design development and during each phase we will have touchbacks to cost estimates. We are also carrying a contingency based on the

current economy and we will have checkpoints and milestones before going out to bid. There are several different ways we can account for this. A program can be an alternate as well per Josh and DLA does put an extra amount in as well. As we get further down the road we can narrow it down more. If we need to make changes will we have plans in place and Josh said the additional square footage and culinary renovations. Terrell noted that there are conversations about prioritizing. Josh noted we will need to have the conversation of the MOU and plans are done in December and some bids may be a year behind. Josh noted we will have the recommendation in May or June with the Construction Manager as well.

11.A.3. Recommendation to approve Intergovernmental Agreement with Rock Valley College for the Running Start Program

Mr. Hubert noted that there are a couple of changes is that it is a single year contract rather than a multiple year and they want to go through things with students and schools in the area to look at criteria. House Bill 3950 relates to providing special education services and they want to make sure for any student attending the Running Start Program is worked into their transition plan. The other two things are about communication with students not meeting academic standards they will let the schools know and the school counselor at RVC and student need to come up with a success plan to share with both RVC and Harlem.

They did go up by \$5.00 more per credit. Mike asked how many students have a 504. Dr. Erb would have to check. Typically we send 12 students every year. Kurt asked if the 12 can grow. Mr. Hubert said there are three steps Harlem has in place for students to go through and by the time they are completed there are 12 students that stand out. Larry asked if there is a maximum. Mr. Hubert noted that it is at 17 now. Mr. Hubert noted one student came back during the pandemic and another student chose not to continue at semester. Dr. Erb noted that most students that attend are successful.

11.B. Josh Aurand, Chief School Business Official

11.B.1. Recommendation to approve Resolution Declaring Surplus Property: Marquette Elementary

11.B.2. Recommendation to approve Facility Requests: Stateline Amateur Soccer for Sunday

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

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

Reviewed – 17 Employments – Ms. Stephanie Wick has done a great job subbing and her start date will be August 15, 2022, 15 Transfers, 1 request for 20 days of Federal Bank, 3 Leaves of Absence

11.C.2. Informational only: Resignations

9 Resignations and one is a revisit and a date was changed from June 7 to June 1

Hope Suggs resignation date is March 30, 2022.

11.D. Dr. Terrell Yarbrough, Superintendent

11.D.1. Subcommittee Recommendation

This recommendation was presented to the Education Committee. You should all have the information back to January, so this is in reference to Policy 6:231, when a parent challenged 8 books in the library. He read the books:

“Lawnboy a Novel”

“Monday’s Not Coming, a Novel”

“Gender Queer, a Memoir”

“Beyond Magenta, Transgender Teens Speak Out”

“The Bluest Eye”

“Out of Darkness”

“I am Not Your Perfect Mexican American Daughter”

“The Opposite of Innocent”

We have policy to go through things such as this. That is good. Within the process you have the challenge, filed with the Librarian and the Librarian talks to the parents after reading all eight books and came to the conclusion that the books are appropriate. We can offer to restrict access for the child of the parent that challenged but the parent did not accept this. Dr. Yarbrough also met with the parents and that was not accepted. The final piece is to form a committee and we had eight staff members, 6 high school and two librarians, one at the Middle School and one at Ralston. We could not have the original librarian involved. We presented the information to the Education Committee and Dr. Yarbrough read the Committee’s Recommendation verbatim:

“In summary, this committee does not recommend removing any of these challenged books from our high school library. While these books do discuss and depict mature topics, we believe each of them has value for our students. Many of them are authored by diverse voices and provide students with unique perspectives that would otherwise be missing from our catalogue. Furthermore, these texts offer students the opportunity to see themselves represented in the authors and/or characters, an important function of literature. A number of these books also provide resources for struggling students. We do not believe that any of the concerning material in these texts is presented without merit or purpose, nor do any of these texts glamorize or glorify harmful behavior. Removing these books from our library would be a disservice to our students, particularly those who are most in need of reaffirming or representative literature.”

Dr. Yarbrough noted that each committee member read two books and per policy he was not a part of the process, but the committee appointed a chairman, who gathered all the comments of the members and then made the recommendation.

The books are being challenged by one parent.

Larry noted that due process has been followed and the Education SubCommittee Recommendation is what the Board will vote on.

12. Consent Agenda

12.A. Approve Personnel Agenda & Addendum

1st S. Berogan 2nd Thompson

Sterling, Thompson, S. Berogan, Ranieri, Smith, Meeks – 6 ayes

Motion carried

12.B. Approve Student Travel Request(s) NONE

12.C. Motion to Approve Facility Request(s)

1st S. Berogan 2nd Thompson

Thompson, S. Berogan, Ranieri, Smith, Meeks, Sterling – 6 ayes

Motion carried

13. ACTION ITEMS

13.A. Motion to Approve Resolution Declaring Surplus Property

1st S. Berogan 2nd Thompson

S. Berogan, Ranieri, Smith, Meeks, Sterling, Thompson – 6 ayes

Motion carried

13.B. Motion to approve Intergovernmental Agreement with Rock Valley College for the Running Start Program

1st Smith 2nd S. Berogan

Ranieri, Smith, Meeks, Sterling, Thompson, S. Berogan – 6 ayes

Motion carried

13.C. Motion to approve Subcommittee Recommendation

1st Thompson 2nd Smith

Sterling no, Thompson – yes, S. Berogan – no, Ranieri, no, Smith, yes, Meeks – no

Motion fails 4 to2

The Board held some discussion as to the status of this item as it failed. They asked Kris Arduino what the next step is and she said she would check with the Board Attorney but they were only voting on approving the Subcommittee Recommendation.

14. Approve Annual Organizational Action Items:

14.A. Approve establishment of current Board Policies as the 2022-2023 Board Policies until said policies are changed by the Board

14.B. Approve Robert's Rules of Order, Newly Revised 12th Edition as a procedural guide pursuant to Board Policy 2:220

14.C. Approve Acknowledgement of Board Member Mandated Reporter Status

14.D. Approve appointment of Joshua Aurand as District Treasurer

14.E. Approve appointment of Due Process Hearings Officer: Becky Girard

14.F. Approve appointment of Residency Hearing Officer: Becky Girard

14.G. Approve appointment of Food & Nutritional Hearing Officer: Becky Girard

14.H. Approve appointment of Health Insurance Portability and Accountability Act of 1992 (HIPAA) Chief Privacy Officer: Assistant Superintendent for Human Resources

14.I. Approve appointment of Illinois Municipal Retirement Fund (IMRF) Agent: Assistant Superintendent for Human Resources

14.J. Approve appointment of Fair Labor Standards Act (FLSA) Compliance Official: Assistant Superintendent for Human Resources

14.K. Approve appointment of Employer Equal Opportunity Commission (EEOC) Officer: Superintendent

14.L. Approve appointment of Nondiscrimination Coordinator: Assistant Superintendent for Human Resources

14.M. Approve appointment of District Complaint Managers: Chief School Business Official and Assistant Superintendent for Curriculum & Instruction

14.N. Approve appointment of Appeals Officer for Free & Reduced Meals: Chief School Business Official

14.O. Approve appointment of District Activity Accounts Manager: Chief School Business Official

14.P. Approve and adopt Policy 2:105 (Ethics and Gift Ban) Resolution in Compliance with State Officials and Employees Ethics Act (5 ILCS 430/1-1 et seq.) as added by P.A. 93-615 and 93-617

14.Q. Approve Freedom of Information Act (FOIA) Officials: Dr. Terrell Yarbrough, Dr. Shelley Wagner, Josh Aurand, Kris Arduino, Pam Cook

14.R. Approve District Bullying Policy 7:180 to be submitted to IASB

14.S. Approve Resolution Authorizing Designated Depositories

No objections to approving in bulk were made by members.

Motion to approve Organizational Items 14 A – 14 S

1st Smith 2nd S. Berogan

S. Berogan, Ranieri, Smith, Meeks, Sterling, Thompson – 6 ayes

Motion carried

15. Announcements and Discussion: None

16. 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).

**Motion to go into executive session to discuss Employment of Personnel, (5 ILCS 120/2(c)(1), Negotiations (5 ILCS 120/2(c)(2), and Pending Litigation (5 ILCS 120/2(c)(11)
1st Thompson 2nd Sterling
Ranieri, Smith, Meeks, Sterling, Thompson, S. Berogan – 6 ayes
Motion carried**

A brief break was taken at 7:48 p.m. and the Board went into closed session at 7:58 p.m.

17. ACTION ITEMS AFTER CLOSED SESSION

17.A. Consideration and Possible Action on Grievance 2021-2022-4

No action taken on this item

**17.B. Motion to Approve the 2022-2025 Collective Bargaining Agreement between Harlem Board of Education and Harlem Federation of Support Staff Council Local 540
1st S. Berogan 2nd Sterling
Thompson, S. Berogan, Ranieri, Smith, Meeks, Sterling – 6 ayes
Motion carried**

**17.C. Motion to Approval of Memorandum of Understanding with Harlem Federation of Support Staff related to bonuses for remainder of 2021-2022 school year
1st S. Berogan 2nd Smith
S. Berogan, Ranieri, Smith, Meeks, Sterling, Thompson – 6 ayes
Motion carried**

**18. Motion to adjourn at 9:37 p.m.
1st Thompson 2nd S. Berogan
All voted aye, Motion carried
Meeting adjourned.**

The meeting adjourned at 9:37 p.m.

Respectfully submitted,
Kris Arduino,
Recording Secretary

ATTEST:

President

Secretary

Dated: _____