

MINUTES

1. Call to Order of Regular Board meeting at 6:00 p.m. by Vice President Jill Berogan in place of President Michael Sterling who was absent

2. Roll Call

Kurt Thompson, Sue Berogan, Larry Smith, Jill Berogan, Evelyn Meeks

Absent: Mike Sterling and Sharon Ranieri

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. Approval of Agenda

Motion to approve Agenda with no changes:

1st Thompson 2nd Smith

Thompson, S. Berogan, Smith, Meeks, J. Berogan – 5 ayes

Motion carried

Dr. Yarbrough asked for a moment of silence for an employee who recently passed away, Christine Licari, a former Transportation employee

The Mission Statement was read by Dr. Yarbrough

4. Approval of Board Meeting Minutes:

Motion to approve November 15, 2021 Regular & Closed Meeting Minutes

1st S. Berogan 2nd Smith

S. Berogan, Smith, Meeks, J. Berogan, Thompson – 5 ayes

Motion carried

The Pledge of Allegiance was led by Windsor Elementary students presented by Melissa Yuska, Windsor Elementary School

5. Awards and Recognitions

Presenter: Jason Blume, Director of Equity & Community Engagement

5.A. Fill the Bus

Presenter: Dr. Jason Blume, Director of Equity & Community Engagement

Tammy Stanley from the Sheriff's Office was introduced for both events with 113 students shopping. Target and Meijer could not come tonight but did donate gift cards and we had the first guest bartender at Fozzi's for more donations.

Every year the bus gets packed higher with items

5.B. Shop with a Cop

Presenter: Dr. Jason Blume, Director of Equity & Community Engagement

5.C. Board Members - Turkey dinner delivery

Presenter: Dr. Jason Blume, Director of Equity & Community Engagement

Recognized Board members including Michael Sterling for delivering 40 turkey meals for Thanksgiving, many Rascal staff and community members as well as Dr. Yarbrough and Board members

Ana Luisa Dominguez recognized a former graduate for obtaining her Seal of Biliteracy Recognition to Maxine Hall who is the first Harlem graduate to earn this in English and German. They must show proficiency in two languages. She is now attending Beloit College to become a history teacher.

6. Comments from the Community

1. Lynette Hoffman addressed the Board regarding to address the Board regarding lack of constructive communication proposing that the School Board sponsor a town hall meeting for open and respectful discussion to develop a productive and the second issue is the pornographic material which is available to high school students and proposes that a parental advisory board to conduct a review of reading materials placed in the library

7. Approval of Bills

7.A. Payables Summary \$ 3,392,272.40

7.B. Voided Checks

7.C. Payroll Voucher(s)

7.D. Accounts Payable Warrants

Mr. Aurand reviewed the expenditures by Fund totaling \$ 6,396,180.98

No questions

Motion to approve bills as reviewed:

1st S. Berogan 2nd Thompson

Smith, Meeks, J. Berogan, Thompson, S. Berogan-abstain - 4 yes, 1 abstain

Motion carried

8. Communications and Committee Reports

8.A. Michael Sterling, President given by Jill Berogan

8.A.1. Next Regular Board Meeting: Tuesday, January 18, 2022 @ 6:00 p.m.

8.B. Jill Berogan, Vice President

8.B.1. Next Policy Committee Meeting: December 20, 2021 @ 6:00 p.m. canceled to February

- Thanked Mrs. Yuska and Windsor Students for leading the Pledge
- Thanked the comment from the community individual
- Thanked all of the people involved in the shopping events
- Congratulated Maxine Hall
- Noted the Boys' Bowling Team took first JV taking 1st and 2nd
- Noted the Boys' Freshman Basketball team

8.B.2. Recommendation to approve Second Readings from October 25, 2021 First Readings of Policy Updates

8.C. Evelyn Meeks, Secretary

- Thanked Mrs. Yuska and the pledge students
- Thanked individuals for their work on the shopping events
- Congratulated Maxine Hall
- Attended the Tri Conference last month and enjoyed this event with other Board members

8.C.1. Next Equity & Social Justice Meeting: January 27, 2022 at 6:00 p.m. (HHS W - 145)

- Wished everyone a safe and merry Christmas and Happy New Year hoping that our District can grow
- Noted the comment made and noted she hopes that 2022 will bring people closer

8.D. Kurt Thompson, Board member

- Thanked everyone as mentioned above
- Noted that it is the first time since he has been on the Board to see students leading the Pledge in person
- Thanked the comment for the community individual
- Congratulated Maxine Hall
- Recognition of everyone stepping up in the District and that it is so cool to see Terrell the Superintendent leading a class and doing things to help in the District

8.D.1. Recommendation to change Business Services Committee meeting from January 5, 2022 to January 12, 2022 at 6:00 p.m.

8.E. Larry D. Smith, Board member

- Thanked Lynette for her comments but noted that he has not felt disrespect and he has never felt that but has felt disagreement, noting he believes it is a wonderful School District

He noted that the Mission Statement does drive everything here at Harlem and appreciates Jason Blume developing the long-range plan with this Mission Statement

8.E.1. Next Education Committee meeting: February 16, 2022 @ 6:00 p.m.

8.F. Sue Berogan, Board member

- Wished everyone a good evening

- Piggybacked on congratulations on Windsor students, shopping events, turkey dinners, sports teams, Maxine Hall and thanked Jason for all of his hard work with 195 students attending the Shop with a Cop event

Noted her condolences to the family of Christine Licari

Asked people to take a moment for victims of school shootings and condolences to families

Noted her condolences to the victims

Noted that the Board needs to review everything with our Discipline Policy to make sure it aligns with current times and social media to keep both students and staff safe

- Attended Tri Conference and a cyber bullying session at Tri Conference and is amazed at what is taking place

- Some of the stories she has heard from families are horrible and we need to come together to look at policies together as a Board

8.G. Sharon Ranieri, Board Member – not present

9. Administrative Reports

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

9.A.1. Recommendation to approve Student Travel Requests: In anticipation for State Competition, Boys' Bowling, Competitive Dance, and State Cheer

9.A.2. Education Committee Report from December 7, 2021

Recapped the Education Committee meeting, thanking people that were involved in this as well as people that attended the Education Committee meeting

Referrals – Behavior Data

For the entire school year from current to the full year, trending with more this year than last year but last year 1/3 of students were remote learning and now they are all back

Middle and High School shows differently, with the biggest increase at the high school when 9th grade campus joined the high school for the first time. Students have attended 2 days per week last year so this year it is similar to having two sets of students attending the school for the first time. This is also seen at the middle school has well.

The dark blue on referrals by student group and light blue lines should be even, but there is an over representation of students receiving reduced lunch and students with IEP's and our males. 504's are a bit high but much lower than where they were so steps are being made in the right direction.

Race shows that we have an over representation for students of color and our equity work as a District has helped with the lines being closer

Elementary Updates:

All buildings have PBIS celebrations going on

Attendance rates show 92 to 96%

All buildings are working with the Truancy Officer and she works with families and schools

TSS – Target Support Specialists, one building is waiting for someone to start

Grades 6-10

Supporting Staff with Professional Development, each building has offered PD for both certified and support staff

MTSS

Up and running at each elementary building and many are talking about enrichment opportunities

Secondary Updates

PBIS

The high school focused on seniors who need all credits and getting all kids involved

Check in and Check out is running

Attendance is at 89.13% to 93.8% and Students are working with truancy

Tutoring shows that students have been signing up with great turnouts

Over 900 times students signed in for tutoring

Student mentors are currently working with students

Support Staff Professional Development with ongoing activities for both certified and support staff.

New Courses at Harlem High School FY'23

Many dual-credit opportunities in Art, English, FACS and New opportunities

Performing Arts have seen big changes with acting, directing and technical theatre and the other area is Social Students, intro to Mass Communications and Physical Education with Adaptive PE

Illinois Report Card

Much of the data may be skewed due to Covid. We did take a bump in mobility rate

Attendance – Overall attendance in 2016 was at 93.9 and last year 90.9. Chronic absenteeism is student that are absent over 10% of the time which we focus on to get back to school

Graduation Rate shows that over the past several years by race for average of all students we want to see all students close and graduation rate as a whole is even with no large discrepancies. We do have English Learners that our team is working on as their graduation rate declined as well as students with IEP's.

Remediation Rates in Community College show that Harlem students compared with the State overall, we have the same amount needing remediation in Reading we are slightly higher and Math more. Communications show below the State average.

5 Essential Data

Families, students and staff fill out the surveys and there is a formula. We are average implementation of four of five areas, effective leadership, program coherence, teacher principal trust, instructional leadership all improved. Collaborative teachers, school commitment went up as well. Professional development and collaborative practices went down as it was difficult last year with Covid. Family involvement shows an increase in parent teacher trust. Support of environment shows the greatest growth is peer academic work and safety.

Larry pointed out MTSS at the elementary the things that each school represented it is worth reviewing the presentation at the Education Committee as we wanted to monitor the interventions that schools are doing to assure that any loss of learning caused by the pandemic that we are identifying it and putting interventions in place. The teachers and administrators have taken this on and it is represented in the slides as to the amount of students that are being identified and provided services. It is very promising to see results. We want students ahead of the curve and not left behind or falling through the cracks.

Attendance is also very noteworthy at elementary with one school coming in at 96% which is extremely good.

9.B. Josh Aurand, Chief School Business Official

9.B.1. Recommendation to accept FY21 Audit by Baker Tilly

Bound copies of the Audit were at Board member places, along with the CAFR which we have received 27 years as a District.

9.B.2. Recommendation to approve Resolution Declaring Surplus Property:

Parker Center

- 9.B.3. Recommendation to approve Facility Requests: Girls Freshman Basketball
- 9.B.4. Recommendation to accept July & August 2021 Treasurer Reports
- 9.B.5. Recommendation to approve an agreement with Gordan Flesch for one copier at Harlem Middle School at a cost of \$10,862
- 9.B.6. Recommendation to approve the Memorandum of Understanding with DLA Architects to provide architectural services for the design and working drawings for the 2022 summer building projects– playground repaving at Windsor and Olson Park
- 9.B.7. Recommendation to approve the Memorandum of Understanding with DLA Architects to provide architectural services for the high school wall repair project 9.B.8.
- 9. B 8. Recommendation to approve award of bid to purchase thirteen (13) school buses for a cost of \$1,725,659 with a trade in value of \$121,300 for a net cost of \$1,604,359 with Central State Bus Sales. State reimbursement needs to be taken into consideration with these vehicles as well per Kurt Thompson
- 9.B.9. Recommendation to renew a one-year contract with Pepsi Cola of Rockford effective January 1, 2022 to December 31, 2022
- 9.B.10. Recommendation to approve Independent Contractor Agreement with Ms. Favela for bilingual speech and language evaluations at a cost of \$1,000 per student up to 15 students, paid with IDEA funds
- 9.B.11. Recommendation to approve agreement with Istation for literacy development in Spanish for the HoLA program funded by Title II & III for a cost of \$4,200
- 9.B.12. Recommendation to approve agreement with Chartwell Agency to design a visioning process that will provide structure for meaningful sessions at a cost not to exceed \$2,250
- 9.B.13. Recommendation to approve agreement with Chartwell Agency for survey development for the long-range planning process at a cost not to exceed \$2,450
- 9.B.14. Recommendation to approve Resolution to Amend Intergovernmental Agreement between Harlem School District # 122 and Career Education Associates of North Central Illinois (CEANCI)
- 9.B.15. Recommendation to approve an agreement with Valley Expo & Displays for rental of exhibitor booths for career fair (50 tables and 100 chairs delivered and torn down) Larry Smith asked for a note with invoices to give a brief detail
- 9.C. Dr. Shelley Wagner, Assistant Superintendent for Human Resources
 - 9.C.1. Recommendation to approve Personnel Agenda & Addendum
 - Reviewed 13 employments and 6 Transfers
 - 1 Leave of Absence for unpaid leave
 - 3 Requests for the federation sick bank
 - 9.C.2. Informational only: Resignations

10 since the last meeting as one Jeffrey DeBeare has withdrawn his resignation

Larry thanked Dr. Wagner for her updates on the fill rates

9.D. Dr. Terrell Yarbrough, Superintendent

He publicly thanked staff and administrators and students for weathering the complications of Covid and thanked all for how hard everyone is working to continue to keep our schools open and enjoy school

The amount of support for kids and families that need help is overwhelming and when you can be a part of something it is phenomenal.

10. Consent Agenda

10.A. Motion to Approve Personnel Agenda & Addendum

1st S. Berogan 2nd J. Berogan

S. Berogan, Smith, Meeks, J. Berogan, Thompson – 5 ayes

Motion carried

10.B. Motion to Approve Student Travel Request(s)

10.C. Approve Facility Request(s)

1st Smith 2nd Thompson

Smith, Meeks, J. Berogan, Thompson, S. Berogan – 5 ayes

Motion carried

Motion to Approve Consent Agenda Item C Facility Requests

1st S. Berogan 2nd J. Berogan

Thompson, S. Berogan, Smith, Meeks, J. Berogan – 5 ayes

Motion carried

11. ACTION ITEMS

11.A. Motion to Approve Resolution Declaring Surplus Property

1st S. Berogan 2nd Thompson

S. Berogan, Smith, Meeks, J. Berogan, Thompson – 5 ayes

Motion carried

11.B. Motion to Approve Second Reading of Policy Updates from October 25, 2021 First Readings

1st Smith 2nd Thompson

Smith, Meeks, J. Berogan, Thompson, S. Berogan – 5 ayes

Motion carried

11.C. Motion to Approve change of date for Business Services Committee meeting from January 5, 2022 to January 12, 2022 at 6:00 p.m.

1st Thompson 2nd Smith

J. Berogan, Thompson, S. Berogan, Smith, Meeks – 5 ayes

Motion carried

11.D. Motion to Approve acceptance of July & August 2021 Treasurer Reports

1st Smith 2nd S. Berogan

Thompson, S. Berogan, Smith, Meeks, J. Berogan – 5 ayes

Motion carried

11.E. Motion to Approve acceptance of FY21 Audit by Baker Tilly

1st S. Berogan 2nd Thompson

Smith, Meeks, Thompson, J. Berogan, S. Berogan - 5 ayes

Motion carried

11.F. Motion to Approve an agreement with Gordon Flesch for one copier at Harlem Middle School at a cost of \$10,862

1st S. Berogan 2nd Smith

J. Berogan, Thompson, S. Berogan, Smith, Meeks – 5 ayes

Motion carried

11.G. Motion to Approve the Memorandums of Understanding with DLA Architects to provide architectural services for the design and working drawings for the 2022 summer building projects

1st S. Berogan 2nd Thompson

Thompson, S. Berogan, Smith, Meeks, J. Berogan – 5 ayes

Motion carried

11.H. Motion to Approve the Memorandum of Understanding with DLA Architects to provide architectural services for the high school wall repair project

1st S. Berogan 2nd J. Berogan

S. Berogan, Smith, Meeks, J. Berogan, Thompson – 5 ayes

Motion carried

11.I. Motion to Approve award of bid for thirteen (13) school buses for a cost of \$1,725,659 with a trade in value of \$121,300 for a net cost of \$1,604,359 with Central States Bus Sales

1st S. Berogan 2nd Thompson

Smith, Meeks, J. Berogan, Thompson, S. Berogan – 5 ayes

Motion carried

11.J. Motion to Approve renewal of one-year contract with Pepsi Cola of Rockford effective January 1, 2022 to December 31, 2022

1st S. Berogan 2nd Thompson

Meeks, J. Berogan, Thompson, S. Berogan, Smith – 5 ayes

Motion carried

11.K. Motion to Approve Independent Contractor Agreement with Ms. Favela for bilingual speech and language evaluations at a cost of \$1,000 per student up to 15 students, paid with IDEA funds

1st Thompson 2nd S. Berogan

J. Berogan, Thompson, S. Berogan, Smith, Meeks – 5 ayes

Motion carried

11.L. Motion to Approve agreement with Istation for literacy development in Spanish for the HoLA program funded by Title II & III for a cost of \$4,200

1st Smith 2nd S. Berogan

Thompson, S. Berogan, Smith, Meeks, J. Berogan – 5 ayes

Motion carried

11.M. Motion to Approve agreement with Chartwell Agency to design a visioning process that will provide structure for meaningful sessions at a cost not to exceed \$2,250

1st Smith 2nd S. Berogan

S. Berogan Smith Meeks, J. Berogan, Thompson – 5 ayes

Motion carried

11.N. Motion to Approve agreement with Chartwell Agency for survey development for the long-range planning process at a cost not to exceed \$2,459

1st S. Berogan 2nd Thompson

Meeks, J. Berogan, Thompson, S. Berogan, Smith – 5 ayes

11.O. Motion to Approve Resolution to amend Intergovernmental Agreement between Harlem School District # 122 and Career Education Associates of North Central Illinois (CEANCI)

1st S. Berogan 2nd Thompson

J. Berogan, Thompson, S. Berogan, Smith, Meeks – 5 ayes

Motion carried

11.P. Motion to Approve an agreement with Valley Expo & Displays for rental of exhibitor booths for career fair

1st Smith 2nd S. Berogan

J. Berogan, Thompson, S. Berogan, Smith, Meeks – 5 ayes

Motion carried

12. Announcements and Discussion: None

Motion to go into Executive Session to discuss Employment of Personnel (5 ILCS 120/2(c)(1))

At 7:12 p.m.

1st S. Berogan 2nd Thompson

S. Berogan, Thompson, Smith, Meeks, J. Berogan – 5 ayes

Motion carried

The Board took a brief recess at 7:12 p.m.

13. 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).

14. ACTION ITEMS AFTER CLOSED SESSION

15. Adjournment

Motion to adjourn

1st S. Berogan 2nd Thompson

All Aye

Motion carried

The meeting adjourned at 8:10 p.m.

Respectfully submitted,

Kris Arduino,

Recording Secretary

ATTEST:

President

Secretary

Dated: _____