

## **MINUTES**

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

Others:

Kris Arduino, Recording Secretary

Dr. Terrell Yarbrough, Superintendent

Dr. Michelle Erb, Assistant Superintendent for Curriculum & Instruction

Graham Quinn, Board Attorney

Absent: Dr. Shelley Wagner, Assistant Superintendent for Human Resources

Mr. Josh Aurand, Chief School Business Official

3. Pledge of Allegiance: Maple Elementary students

**Presenter:** Emily Bork, Maple Assistant Principal

4. Approval of Agenda

Strike - 11B13 bid for garbage services and corresponding Action Item 13 Q,

2 more student travel under Dr. Erb are added

**Motion to approve Agenda with noted changes:**

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

**Thompson, S. Berogan, Ranieri, Smith, J. Berogan, Meeks, Sterling, - 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:

**Motion to approve Regular & Closed minutes of April 25, 2022**

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

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

**Motion carried**

## 7. Awards and Recognitions

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

none

## 8. Comments from the Community:

1. Megan Hastings addressed the Board as a parent of students at Loves Park Elementary, she was shocked as Harlem is inclusive and enrolled her children as a result and asked why the Board feels these subjects are inappropriate. Gender Queer is life-saving. She is non-binary with children. These are relevant things. It is a fear of hard conversations. She is a member of the LGBTQ community. She favors retention.

2. Jeremy Hisson addressed the Board regarding books, as it is about sexual situations portrayed through words and pictures. His concern is as a parent and an advocate for kids but he never used these types of materials to support them. One of the books regards a father raping his 11 year old daughter and he proceeded to read passages from the book. For him the verbiage is his issue as well as the policy for review with two librarians and two teachers which is one-sided. He wants more support to those that don't have support from home. He would like to speak to Dr. Yarbrough after the meeting.

3. Peter Nocacz addressed the Board as a teacher as his 17 year old self about being gay. He spoke to when he turned 21 which was when he came out. As a 31 year old self he has come to realize that he was not isolated and his journey took him long time as he didn't see himself. Now as an advocate for his students and educator he needs to know that the 8 books are there to allow minority students to see themselves in the curriculum and should not be erased. We need to hear multiple perspectives. He asked that the books be left on the shelves. He favors retention.

4. Paul Hoffman addressed the Board noting a parent told him that a concerned Harlem counselor reached out to them about a student and it worked in a positive direction and thanked those that are working daily to reach students. He noted that Boeing has decided to move corporate headquarters to attract engineering talent to Virginia from Chicago. All the job declines are trends due to low math and reading scores and it is trending bleakly. The 8 books reviewed will be voted on this evening and the decision to remove is a good decision. He has not seen any supporting facts that the materials have helped students. He supports removal.

5. Brad Shields addressed the Board addressing multiple concerns. Some of the recent on goings in the school have shown people operating under the radar. Harlem is the only taxing body in any of our regions that raised taxes this year out pacing all other school districts. Rockford took a 5% rate decrease, Hononegah took a 1.5% rate decrease. Harlem is 6% more expensive than Hononegah 10% more than Rockford and 20% more than Belvidere. We need to reign in the spending. The tax bills are much higher and you will continue to see more people until we see more changes, CRT, and other items not relevant to our curriculum. 30% to 50% of the teachers do not agree with these things. It is the parent's job to mold the child's value systems and not you. I will work to fill the School Board seats.

6. Kyra Newnam addressed the Board noting that she expressed her concern of the book challenge and the vote not to keep the books at the last meeting. It was shocking that the Board chose to ban these books from different perspectives as LGBTQ, people of color and other

marginalized communities. We need to continue to follow guidelines and retain these books in our library. She supports retention of the books. In 1982 the Court rules that schools cannot ban books because they dislike them or they are different from their own views.

7. Jaylynn Charles addressed the Board noting she was a student of the District at Rock Cut Elementary living a pretty normal life. She knew she was not normal and tried to suppress her feelings and was depressed and didn't know where she was in her space. She was allowed to read LGBTQ books in elementary which showed her she was normal and there were different people just like her. To deprive the children to read these is selfish. Supporting retention of the books.

8. Melissa Jordan addressed the Board noting she talks as a parent of an LGBTQ student and as a teacher, noting she and her husband both read it and allowed her student to read it and then had a nice discussion. They actually took away from the book a different message. Maybe that is something all parents could do when they have children reading controversial topics. Last week a senior girl wanted to practice her speech I am not your perfect Mexican Daughter. She told her teacher that she felt like that book represented her. When you ban books you are banning students. The wonderful diversity is dependent upon these books. She supports retention.

9. Seven Schoenherr addressed the Board noting he grew up in a house and he was never told anything and there was a clear expectation of what his parents wanted but nothing more. I had never heard a single thing, family and friends never said anything about than girls being with boys and people could only be what they were told they were. In middle school she came across media literature that portrayed different people and I would look at myself in the mirror for hours to ask who am I and I never knew. I would tell myself it didn't matter and I was who they told me I was and nothing would change. When I saw these different communities represented in media I finally didn't feel alone anymore and it was the best moment in my whole life and I know friends who also have been told it is okay to be who they were and it is always positive and going uphill. Erasing the literature is only going to make things worse for a lot of people where things were not talked about at all. Seven supports retention.

10. Laura Austin addressed the Board and noted she is not a book banner but there is a place for these books but not in the school library. If a parent wants their students to read them they can obtain from other sources. The schools' role is to set a positive example for our youth and not provide students with inappropriate sexual content. She read some of the text passages from the Bluest Eye, Gender Queer and I am Not your Perfect Mexican Daughter. She asked the Board members to continue to remove the material. She is in favor of removal.

11. Kaity Hardy addressed the Board noting she has talked twice to the Board about equity and had helped on the banner put up within the District. Although some do not see these books as equity they are. All beliefs are valued and the sexual aspects of these books are being taken out of context. The point of the book is totally different. Not everything has to do with white people but the most voices in the room are not always the most right. She supports retention.

12. John Lieske addressed the Board and also did so last summer. He asked how many sexes are there and it is male and female and God doesn't change this. If we have transsexuals relate to ramifications and there is more involved about the issue of pornography. You will be held accountable for your vote and Satan is the author of confusion. He supports removal.

13. Kera Beatty addressed the Board noting she is a licensed social worker and she is here tonight as she noted that she was compelled to speak to the Board as we need to represent diverse voices but these particular books contain trafficking, abuse, grooming and they are child abuse. Your role here is to eliminate the books from the campus. She supports removal.

14. Geoffrey Beatty addressed the Board as he is a registered nurse for 22 years with many certifications. Most important to this he has had a lot of DCFS training and is a SANE nurse. He has done rape exams on all kinds of people and it gives him the expert ability to discuss this. This isn't anti-black, anti-LGBTQ or anything anti we want to remove books from vulnerable children. DCFS notes if an allegation is raised to the board during a meeting the school board will direct the superintendent to file a DCFS investigation. He supports removal.

15. Rebecca Carlson addressed the Board stating that having these books is against Federal and State law to have any books that show any type of sexual acts in illustration or text 1466A Title 18 US Code. The School District has no place offering anything sexual to minors. She supports removal.

16. Tracy Fenton addressed the Board noting that diversity and gender should be put aside. She feels bad for the children who have spoken about their trauma because of gender or race. It is not about the gender and race in these books but these books are causing trauma for other children. This is pornography in the library, a naked child performing an act on an adult which constitutes illegal child pornography. It is illegal for a child under the age of 18. These books are uncomfortable and embarrassing to me. Please ban these books. She supports removal.

17. Heather Sharp addressed the Board with pictures. They can be placed in the community library but not in school to teach her child. She supports removal.

18. Eden Brown addressed the Board regarding books and censorship. You need to follow what you teach. She read each of the eight books. These are the only ones on the list but there are many others in the others. Beyond Magenta helped her personally. It seems that the District is taking steps back. Please make sure Leum Burdick's work is not in vain as Leum committed suicide on this day. She supports retention.

9. Approval of Bills by Dr. Yarbrough

9.A. Payables Summary \$ 1,405,400.01

9.B. Voided Checks \$ 7,066.84

9.C. Payroll Voucher(s) \$5,641,783.10

9.D. Accounts Payable Warrants

Motion to approve total expenditures \$7,047,183.11 as reviewed by fund

No questions were asked.

**Motion to approve bills as reviewed**

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

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

**Motion carried**

## 10. Communications and Committee Reports

### 10.A. Michael Sterling, President

10.A.1. Next Regular Board Meeting: June 13, 2022 @ 6:00 p.m.

10.A.2. Recommendation to approve 2022-2023 Board & Committee Meeting Calendar

*Larry asked if Education Committee could start at 4:30, Thompson said he would not be able to attend and Mr. Smith dropped it.*

10.A.3. Recommendation to rescind the Motion made at the 4-25-22 Board meeting as to the Subcommittee Recommendation and for more discussion.

Attorney Quinn reminded the Board that this Motion would have to come from someone that who voted against it at the last board meeting

1<sup>st</sup> Sterling 2<sup>nd</sup> J. Berogan

*Larry noted that at that board meeting we talked about this in open meeting that we would continue to follow policy so is that what you are saying then I the recommendation is that we start the process over and follow policy?*

*Mike Sterling said this is recommending that we take the vote that was taken two weeks ago and rescind it.*

*Larry said so we are going to start the process again. Mike said the next vote is on this agenda. Some discussion followed to clarify Mr. Smith's confusion as to what the Motion was for and what the Board was doing this evening on that original Subcommittee Recommendation.*

*Jill explained we are voting book by book rather than as a whole. Kurt noted that what we were actually voting on was not clear but after legal review we banned all books and we need to rescind that vote so we can have open discussion Kurt noted that the Board did not know what was actually done by that vote and we have decided to do this.*

*Larry did not believe we were following the policy; however several members and Dr. Yarbrough explained that we are following policy. Kurt asked if there is a tool in the process for parents to exclude a student to which Dr. Yarbrough stated there was.*

*After further discussion about policy. It was ultimately determined that the Board can ban or not ban the books from the library and a vote on a book to book basis is the right way to do this. Kris Arduino clarified the vote from last meeting and the incorrect assumption that all books needed to be voted on as one vote. Kris noted we did check with legal and we are rescinding to give all a chance to vote book by book and follow policy.*

*The vote is to allow the Board to vote on book by book.*

*Consensus to rescind the 4-25-22 Motion to approve Subcommittee Recommendation under Action Item 11 (D) (1)*

*Caucus: Sue Berogan-no, Thompson, Sterling, J. Berogan, Meeks, Smith, Ranieri – all yes*

*1 No, 6 Yes, to rescind*

Larry noted that at the open meeting we continue to follow process. We did follow the policy so if the recommendation was on all the books. We would start it over again.

Kurt noted that we need to review the policy and do these things book by book and we need to rescind and go back and do to the policy and if we need to pause it we can do this. Policy needs to be followed.

Larry asked if we are following policy. Terrell noted that we did follow policy but were not aware that we could separate and vote on them individually. The challenge started the process, the library meets with the challenger, and according to the policy they met with the Superintendent and after that there needed to be a subcommittee which was comprised of 8 people. The recommendation of the subcommittee was to keep all 8 books and that was presented to the Education Committee who heard it with no questions. It then moved to the Board for approval.

We wanted to split it up when it was voted on but did not believe it could be voted on separately since all books were on the challenge form.

Recommendation to approve the removal or retention of the challenged books in the High School Library on a book by book basis under Action Item 13(D) as follows: "Lawn Boy: 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 Daughter", "The Opposite of Innocent"

According to the attorney, Chris Petrarca, Attorney Quinn noted that we did follow policy and can either table and change the policy or vote tonight.

More discussion about following policy ensued between the attorney, Larry and Kurt. The attorney noted that you would need to change policy if you want a new committee and postpone tonight's vote on all 8 books and make any changes to policy to include any other party or community you would need to change the policy and revisit the decision. You are following policy on the subcommittee. Mike again reiterated this to Larry. Dr. Yarbrough noted from the very beginning we followed policy to a T, but where we got out of place was that we just didn't know we could separate the books and vote on individually. There was a challenge, that starts the process, the librarian meets with the challenger, according to policy if there could not be something met, then they meet with me. After that meeting with me it could not be resolved, so a subcommittee was formed with a total of 8 people reviewing all 8 books. The recommendation of the Subcommittee was to keep all 8 books in the library and it was brought to the Education Committee and there were no questions. The issue is that when we brought it here we thought we had to vote on all eight and not split it out. After talking with legal we found out that we could separate the books for a vote and that is what we are doing tonight. The attorney said the Motion is to retain or remove the books from the high school library. Vote on this break it up to 8 separate votes or you could not vote and table for a future meeting and look at the policy to see if you want to make any changes to the policy. Larry noted he is intent upon following the policy and the policy says what to do, but we can pause if needed. Larry said don't change the policy but follow it for each book. The recommendation that Mr. Sterling just read splits it as eight separate

challenges for eight separate votes per the attorney. You can vote by separate vote or you can table it to a future meeting after changing policy. Larry noted he believes it is important to follow policy. We need to just follow the policy.

*Kris noted that you have the original Subcommittee Recommendation that has been rescinded, so you are at ground zero and now you have the opportunity to vote on each book, and if there is any discussion as to any book can entail and you can do that for each book instead of lumping them all together.*

Recommendation to approve the removal or retention of the challenged books in the High School Library on a book by book basis under Action Item 13(D) as follows: "Lawn Boy: 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 Daughter", "The Opposite of Innocent"

*Motion – Consensus as to the above recommendation: Thompson, yes, S. Berogan – no, Sterling – yes, J. Berogan, yes and then we will discuss the books and vote on each one, Smith – no, we need to follow policy, Ranieri yes, Evelyn – I am still thinking I would like to read each book as this stuff bothers me.....this stuff happening now is making people....she is still undecided.*

*Consensus to Vote on each book under Action Item 14(D) 4 yes to 2 no 1 undecided*

#### 10.B. Jill Berogan, Vice President

10.B.1. Next Policy Committee Meeting: June 20, 2022 @ 6:00 p.m. moving to June 27

- Thanked the people for their comments
- Attended the high school jazz concert
- Thanked Maple students
- Attended Staff recognition for retirees and 20 year plus employees, we appreciate them and thank them for their time and service
- Attended Golden Apple Dinner for Ms. Yuska and Mrs. VanSickle
- Noted she would like to see community outpour on bullying and other things in the District as a whole as we don't see this type of engagement when it comes to other issues,

10.B.2.Recommendation to approve First Readings of Policy Updates from April 20, 2022 Policy Committee Meeting

#### 10.C. Evelyn Meeks, Secretary

- Wished everyone a good evening
- Noted she didn't want to offend anyone earlier by her words, we just need to communicate and understand what the other person is going through
- Noted the student artwork
- Thanked Emily and the Maple students

- Attended the Staff Recognition and congratulated the retirees and years of service
- Attended Special Olympics
- Thanked everyone that spoke this evening
- Attended the high school band event and it was awesome, noting the band director is a Harlem alumni, Tim Perry and encouraged persons to attend these events

10.C.1. Next Equity & Social Justice Meeting: May 19, 2022 @ 4:30 p.m.

10.D. Kurt Thompson, Board member

- Thanked the Maple students for leading the Pledge
- Noted that people should follow the Harlem page on Facebook. Noting:
- Math teams are doing great at State
- Track and field qualifiers
- Alumni that come back to work here
- All the achievements and awards being given
- Every email that comes through is read and it is important
- Family participation at Machesney Park was awesome for family participation
- Community involvement on topics is good to see with such great passion
- Graduation is coming up and we are back at Metro Center

10.D.1. Next Business Services Committee meeting: June 8, 2022 @ 6:00 p.m.

10.E. Larry D. Smith, Board member

- Thanked Mr. Thompson for sharing Business Services with the Board
- Thanked students for the artwork on display
- Attended the retirement and award ceremony and that had to be 25% of the personnel that are 20 years or more in the District and it says a lot about the District
- Thanked everyone who addressed the Board tonight and the group that brought the books forward and their support of the LBGTQ community

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

10.F. Sue Berogan, Board member

- Thanked the Maple students for leading the Pledge
- Thanked everyone that addressed the Board tonight
- Agrees with Evelyn, if it makes you feel better because we disagree with the books to call us homophobic but my issues are not male and female but is all of it and we are to provide age-appropriate material for our students and that includes the library and classroom, 6:60-AP.

There is no where anyone of the age of 14 can purchase a book that shows males and females together. Our high school students are 14-18 and that is inappropriate for that age group. My opinion doesn't matter, it is what the law says.

It is not a matter of color or sexual preference.

10.G. Sharon Ranieri, Board Member

- Ditto on everything
- Evelyn and I have been attending a lot of events together and there have been great events

## 11. Administrative Reports

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

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

Varsity Volleyball Camp, Boys' Track State Qualifiers and Girls' Track State Qualifiers

11.A.2. Recommendation to approve Memorandum of Understanding between Harlem Board of Education and Rock Valley College for the Linking Talent with Opportunity Program (LTO) Dual and Articulated Credit

Mr. Jake Hubert presenting – there are a few changes based on RVC wanting the opportunity to come in and evaluate so aligned to college standards and will only go toward the course itself and not the instructor. The other points based on HB 3950 to make sure students with 504's and IEP's will be provided with these opportunities so they will have their accommodations met for the classes. A google sheet will be shared with RVC to indicate those. There is confidentiality to insure all information is confidential between the two entities.

Mike asked about the ID's and Jake is still waiting on an answer regarding ID's for these students for RVC.

11.A.3. Presentation of the District Consolidated Plan

Becky Logan, Heidi Lange and Ana Luisa joined Dr. Erb

Grants Included, Title I, II and IV – one consolidated grant, Every Student Exceeds Act, Title III –

Title IV

IDEA Part B

ESSER II

ESSER III

A Consolidation Plan (CDP) is to consolidate and streamline federal grant and management application process. All districts that intend to submit an application for Federal Grants must have a CDP approved with ISBE.

Needs Assessment:

- LRP Visioning Sessions
- SIP Day Feedback

- Staff Surveys
- Staff Workload
- District and School Report Cards
- 5 Essentials Information
- School Improvement/Title I Plans

Heide Lange noted that we work together as a team and look at the needs of the District. We surveyed staff and other stakeholders SIP feedback, LRP Visioning Sessions, District and School Report cards, 5 Essentials information, and SIP.

#### Private and Parochial School Participation in the community

##### Student Achievement

ISBE Aligned Goal:

Student Learning: Every child will make significant academic gains each year, increasing their knowledge, skills, and opportunities so they graduate equipped to pursue a successful future, with the state paying special attention to addressing historic inequities.

Student Achievement per Becky Logan is addressed, aligning with an ISBE goal for Student Learning by addressing student achievement looking at the whole child, social emotional learning, use of formative and summative assessment, MTSS Intervention, department chairs as instructional leaders, digital literacy skills, specialized programming to meet the needs of all students.

##### College & Career

ISBE Aligned Goals for Student Learning

Learning Conditions: All schools will receive the resources necessary to have safe, healthy and welcoming learning environments

- PaCE Framework
- Partnerships with outside stakeholders such as Unite Platform
- Pathway development
- College & Career – Jake noted that these pathways are lined with the State goal and we work off the PaCE Framework and continue to build partnerships, expanding on our pathways allowing students to earn credits, with offering 14 classes next year.
- We are hoping to add another 6 to 8 courses for the future. We have held two career fairs this year, grades 7-12.

#### Professional Development Supports & Offerings

ISBE Aligned Goal

Elevating Educators: Illinois' diverse student population will have educators who are prepared through multiple pathways and are supported in and celebrated for their efforts to provide each and every child an education that meets their needs.

- PD Specialists, MTSS  
Facilitators & Instructional Technology Specialist
- PD based upon needs assessment
- ALICE training

#### ISBE Aligned Goals: Student Learning & Learning Conditions

- We utilize half the SIP day to focus on School Improvement Needs
- District also provides training on equity and instructional best practices
- Literacy Specialists & PD support Title I goals
- Social Workers & Psychologists assist and focus on social-emotional needs
- All 1-6 buildings are School-Wide Programs

Dr. Erb noted professional development has aligned to the elevating educators ISBE Goal. We use pd specialists, MTSS facilitators and instructional technology specialist as well. We have ALICE training, and New Teacher Mentoring

#### Title I specific

#### Student Learning and Learning Conditions for 2 ISBE Goals

We have utilized each of the SIP days where ½ is district and the other ½ of the day is building focused. We provide training on a variety of topics. We utilize our psyches and social workers and we focus on the younger grades for targeted service.

#### Title I Specific

Safe Learning Environment by Ana is aligned to ISBE Goal, Second Step & The Harbor, PBIS

#### SBC

#### Foster Care Transportation

There is a plan to provide the best support the student needs. SAF-T program coordinator along with the Director of Transportation work together.

Dr. Erb that we will ask for approval at the next Board meeting and we will continue to meet with private and parochial schools, implement the plan as written and evaluate

#### 11.A.4. Presentation of Discipline Matrix and Conduct Code "vaping" addition

Dr. Erb noted that we review our discipline data every month and there has been an increasing number of students using and selling vapes so we need to provide that in the matrix as SMD which is the distribution of vaping or tobacco and to add vaping as part of the SMO, smoking use provision. We have seen it at the elementary level so it is 2<sup>nd</sup>-4<sup>th</sup> grade as well which is different than the high school but the assistant principals at all levels made this recommendation and we will ask for approval at the next board meeting. Dr. Erb

noted that it will be judgment based where we work through it similarly. Mike noted that an infraction at one school should be the same at another school. We need to treat all the same per Mike. Dr. Erb agreed.

11.B. Josh Aurand, Chief School Business Official by Terrell Yarbrough

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

Olson Park, HMS, HAC and PC, MQ, Transportation

11.B.2. Recommendation to approve Facility Requests: Sunday by Boylan and for homecoming in October

11.B.3. Recommendation to accept March 2022 Treasurer's Report

11.B.4. Recommendation to approve quote for renewal of Non-Member Treasurer's Bond for FY23 with a limit of \$15,500,000 at a cost of \$11,935

11.B.5. Recommendation to approve an Independent Contractor Agreement with Speech Horizons, Inc. to provide private and parochial speech and language services for \$100 per hour for 37 weeks at 24 hours per week for the FY 23 school year at a total cost of \$88,800, funded by the IDEA Grant and Pre-K IDEA Grant

11.B.6. Recommendation to approve a contract renewal with Northwestern Illinois Association (NIA) for Needs Assessment at a cost of \$575,508 for the FY23 school year, funded by the IDEA Grant

11.B.7. Recommendation to approve a contract renewal with Brecht's Database Solutions, Inc. for Embrace IEP and 504 platforms and website access for \$17,132 for the FY23 school year funded by the IDEA grants

11.B.8. Recommendation to approve a contract renewal with Sunbelt Staffing, VocoVision for two (2) for school psychologist services at a minimum of 37.5 hours per week for 38 weeks at a total cost of \$293,678.25 for the FY23 school year, funded by the IDEA Grant

11.B.9. Recommendation to approve an agreement with Fastbridge-Illuminate Education for a one (1) year subscription at a cost of \$4,800 funded by IDEA Grant

11.B.10. Recommendation to renew an agreement with Edgenuity for three (3) years at a total cost of \$99,490

11.B.11. Recommendation to approve an agreement with Regional Office of Education for Administrator Academy training for an amount not to exceed \$5,805

11.B.12. Recommendation to approve an agreement for Professional Development with Wisconsin Center for Education Products & Services for a cost of \$4,500 funded by Title III

11.B.13. ~~Recommendation to award bid for garbage collection~~

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

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

3 Transfers, 11 Employments

11.C.2. Informational only: Resignations

14 Resignations

11.D. Dr. Terrell Yarbrough, Superintendent

11.D.1. Recommendation to appoint Cathy Finley, as Due Process Hearing Officer and Dan Phelps and Dave Lombardo as District Due Alternate Process Hearing Officers

Noting there has been a rise in discipline to have more than one due process hearing officer

11.D.2. Freedom of Information Act Request original received from Illinois Policy on 4-27-22 regarding full and part-time professional staff and the District's response on 5-10-22

12. Consent Agenda

12.A. Approve Personnel Agenda & Addendum

12.B. Approve Student Travel Request(s)

12.C. Approve Facility Request(s)

**Motion to approve Consent Item 12 A (Personnel Agenda & Addendum)**

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

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

**Motion carried**

**Motion to approve Consent Item 12(B) Student Travel Requests**

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

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

**Motion carried**

**Motion to approve Consent Item 12(C ), Facility Requests**

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

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

**Motion carried**

13. ACTION ITEMS

**13.A. Approve 2022-2023 Board & Committee Meetings Schedule**

**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**

**13.B. Approve Resolution Declaring Surplus Property**

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

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

**Motion carried**

**13.C. Motion to approve rescission of the Motion made at the 4-25-22 Board meeting as to the Subcommittee Recommendation.**

**1<sup>st</sup> Smith 2<sup>nd</sup> Sterling**

**Thompson, S. Berogan- no, Ranieri, (*Interrupted by attorney and Kris*) This was done in consensus to approve as an Action Item. Mr. Smith was not a no vote.**

***Kris noted that the motion needs to be made by someone that voted no at the last meeting:***

**Motion to approve rescission of Motion made at the 4-25-22 Board meeting as the Subcommittee Recommendation**

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

**Thompson, S. Berogan-no, Ranieri, Smith, J. Berogan, Meeks-no, Sterling – 5 yes to 2 no  
Motion carried**

**13.D. Motion to approve the removal or retention of the challenged books in the High School Library on a book by book basis, as follows: "Lawn Boy: 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 Daughter", "The Opposite of Innocent"**

**Mike: Motion to approve the books as follows:**

**Motion to approve the removal or retention of the challenged books in the High School Library on a book by book basis as follows:**

**"Lawn Boy: a Novel"**

*The attorney clarifying that for each book the motion that would be either made and seconded to either approve or not approve the book based on the challenge, for example the first book, if I would want to retain my motion would be to approve the retention of and if on the other side to remove my motion would be to approve the retention of Lawn Boy a Novel and if on the other side it would be to remove but it has to go one way or another, Larry noted that that is what he thought, that the Board voted on the recommendation of the committee so now you are saying we are not voting on the recommendation of the committee, Attorney responded that that is not what he is saying at all, the recommendation of the committee was to retain all of the eight books, you are now taking that vote and splitting it eight ways, you can either accept the recommendation to retain the individual book or not, right, but that motion would be to retain or not to retain that book, but the recommendation is still is the recommendation from the committee and has not changed. He again said the recommendation is to retain the book or not agree to retain the recommendation. You can either vote to approve Retain or Removal. We are voting on the recommendation from the committee was to retain so you can say approve that or retain or removal. The recommendation of the committee was to retain and aligned to the policy.*

*Motion to approve Lawn Boy, a Novel, or to retain, Kurt noted the policy would be that we are not voting for the removal or retention we are voting to agree or disagree with the findings of the recommendation. You either use the work removal or retention per the Attorney.*

**Motion to retain "Lawn Boy: A Novel"**

*(Attorney noted that there can be discussion or debate on each book) Any discussion – none  
There is a motion and a second, discussion, Sue, no, Kurt – let me come back around to me, since this has been ongoing for all books have there been any requests to remove access of*

*any of these books so we can exclude access. Member Thompson asked if there have been any requests from parents and are there tools in place for parents of students not wanting access to these books, and it was determined that there is a process in place. Secondary question is do we currently promote this tool or the option that the parents have to say no, Kurt noted we need to make sure parents know that we have that tool. We need to make sure they know that they have that option and right now do they know that. Do we encourage or promote this tool. Dr. Yarbrough responded we do have that option. Kurt asked how do we promote this. It is in the handbooks. Vote or not anyone listening now knows we have that tool. Audience interruption.*

*This is a parent right issue and it is important to the parent that they have the choice and there is no easy choice as it is a tough issue. It gives control to the parents to take action for their own children and not push their opinion on someone else. Regardless of how we vote on these books, the tools are in place and you can be proactive. We will work on improving the tool if needed. Secondly, we have been provided great data and some of these books have been in our library for 7 years and the average check out for these books is 2.5 times per year. My goal is to not have my opinion reflect this. Parents do need to be involved. Everyone has their own opinions and my vote will be done by policy. Calling people racist and talking pornography is not going to help this. Real conversations can happen and this stuff matters. No matter what we do half will hate it and half will not. We are not currently not aware of any other parent limiting access but if they want to do this they can find it listed in the Handbook, correct to which Dr. Yarbrough agreed.*

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

**Ranieri- no, Smith – yes, J. Berogan – yes, Meeks – no, Sterling – yes, Thompson – yes, to qualify yes, we are agreeing with the recommendation, S. Berogan – no (4 yes to 3 no)  
Motion carried**

**Mike: Motion to approve the retention of the challenged books in the High School Library on a book by book basis, as follows: “Monday’s Not Coming: a Novel”. Larry repeating that the recommendation, the Motion to approve the committee’s recommendation “Monday’s Not Coming: a Novel” I will make that motion**

**1<sup>st</sup> Smith 2<sup>nd</sup> Sterling**

**J. Berogan – yes, Meeks-abstain, Sterling-yes, Thompson-yes, S. Berogan-abstain, Ranieri-yes, Smith-yes (5 yes to 2 abstain)**

**Motion carried**

**Mike: Motion to approve the retention of the challenged books at the high school on a book by book basis, as follows: “Gender Queer, a Memoir” Motion to follow the recommendation of the committee for “Gender Queer, a Memoir”**

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

**Sterling-no, Thompson-yes, S. Berogan-no, Ranieri-no, Smith-yes, J. Berogan-no** *(but there has been a very false and dangerous as the concept are merely line drawings and pornographic. You may not agree with my view on the images but you do not get the authority to create your own images and say we are telling students their identity is inappropriate. We are not telling students their identity is inappropriate, we are saying the images in the book are too obscene for our school. I even looked to see if there was a novel version of this book*

*without the pictures and unfortunately there isn't. Larry noting that we say that these pictures should not be, they were just shown in open session, those pictures were shown in open session and there were tv's that even took pictures. Mike noted that he asked an administrator if they had those pictures on a tee shirt would he be dress coded and the response was yes. They would not be allowed to wear it. Kurt brought up the definition of pornography and they are clearly objectionable. Meeks-no (5 no to 2 yes)*

**Motion fails so the Book will be Removed**

*A reiteration of the vote for clarification:*

**On "Gender Queer" - Sterling – no, Thompson – yes, S. Berogan – no, Ranieri – no, Smith – yes, J. Berogan – no and Meeks - no**

*Meeks made a statement she is not against anyone's sexual orientation at all, but reading this book and looking at the pictures, it would not be in the library if the pictures were in black and white with human beings it would not be in the library because it is soft porn. I am not trying to hurt anybody's feelings.*

**Mike: Motion to approve the retention of the challenged books at the high school on a book by book basis, as follows: "Beyond Magenta"**

**Jill - Motion to retain "Beyond Magenta"**

**Larry began: Motion to accept the recommendation of the committee for....***(Kris interrupting there is a motion on the floor - Jill noted that Larry is just clarifying my motion, the attorney stated that is not what it sounded like to me or Kris so the Motion on the floor is the one Jill made) It is as read, Mike reread:*

**Motion to approve the retention of the challenged books at the high school on a book by book basis, as follows: "Beyond Magenta, Transgender Teens Speak Out"**

**Jill: Motion to Retain "Beyond Magenta"**

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

**Thompson-yes, S. Berogan-abstain, Ranieri, yes, Smith-yes, J. Berogan-yes, Meeks-abstain, Sterling-yes (5 yes to 2 abstain)**

**Motion carried**

**Motion to approve retention in the High School Library "Transgender Teens Speak Out"**

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

**Thompson-yes, S. Berogan-abstain, Ranieri-yes, Smith-yes, Meeks-abstain, Sterling-yes (5 yes to 2 abstain)**

**Motion carried**

**Mike: Motion to approve the retention of the challenged books in the high school library on a book by book basis, as follows: "The Bluest Eye"**

**Larry - Motion to approve the recommendation of the Committee for "The Bluest Eye"**

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

*Jill asked if this is an option and the attorney stated it is the same thing as they all recommended to retain so it is.*

**S. Berogan-abstain, Ranieri-no, Smith-yes, J. Berogan-yes, Meeks – abstain, Sterling – yes, Thompson – yes**

4 yes, 2 abstain 1 no

**Motion carried**

**Mike:** Motion to approve the retention of the challenged books at the high school on a book by book basis, as follows: “I am Not Your Perfect Mexican Daughter”

**Larry –** Motion to follow the recommendation of the Committee and Policy for “Out of Darkness”

*Motion taken off the floor to start over since out of Order.*

**Mike:** Motion to approve the retention of the challenged books in the high school on a book by book basis, as follows: “Out of Darkness”

**Motion to approve the recommendation of the committee “Out of Darkness”** (*Kris did not make the motion*)

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

**Sterling – yes, Thompson – yes, S. Berogan – abstain, Ranieri – yes, Smith – yes, J.**

**Berogan – yes, Meeks – abstain**

**5 yes, 2 abstain**

**Motion carried**

**Mike:** Motion to approve the retention of the challenged books in the high school on a book by book basis, as follows: “I am Not Your Perfect Mexican Daughter”

**1<sup>st</sup> Smith –** Motion to follow the recommendation of the committee regarding “I am Not Your Perfect Mexican Daughter”

**2<sup>nd</sup> J. Berogan**

**Thompson – yes, S. Berogan – abstain, Ranieri – yes, Smith – yes, J. Berogan – yes,**

**Meeks – yes, Sterling – yes**

**6 yes, 1 abstain**

**Motion carried**

**Mike:** Motion to approve the retention of the challenged books in the high school on a book by book basis, as follows: “The Opposite of Innocent”

**1<sup>st</sup> Jill –** Motion to Retain “Opposite of Innocent”

**2<sup>nd</sup> Thompson**

**S. Berogan – abstain, Ranieri – abstain, Smith yes** (*to the motion that is on the floor*), **J.**

**Berogan – yes, Meeks – abstain, Sterling – yes, Thompson – yes**

**4 yes, 3 abstain**

**Motion carried**

**13.E. Motion to Approve First Readings of Policy Update Recommendations from April 20, 2022 Policy Committee**

**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**

**13.F. Motion to Approve Memorandum of Understanding between Harlem Board of Education and Rock Valley College for the Linking Talent with Opportunity Program (LTO) Dual Credit**

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

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

**Motion carried**

**13.G. Motion to Approve acceptance of March 2022 Treasurer's Report**

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

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

**Motion carried**

**13.H. Motion to Approve quote for renewal of Non Member Treasurer's Bond for FY23 with a limit of \$15,500,000 at a cost of \$11,935**

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

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

**Motion carried**

**13.I. Motion to Approve an Independent Contractor Agreement with Speech Horizons, Inc. to provide private and parochial speech and language services for \$100 per hour for 37 weeks at 24 hours per week for the FY23 school year at a total cost of \$88,800, funded by the IDEA Grant and Pre-K IDEA Grant**

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

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

**Motion carried**

**13.J. Motion to Approve a contract renewal with Northwestern Illinois Association (NIA) for Needs Assessment at a cost of \$575,508 for the FY23 school year funded by the IDEA Grant**

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

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

**Motion carried**

**13.K. Motion to Approve a contract renewal with Brecht's Database Solutions, Inc. for Embrace IEP and 504 platforms and website access for \$17,132 for the FY23 school year funded by the IDEA grants**

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

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

**Motion carried**

**13.L. Motion to Approve a contract renewal with Sunbelt Staffing, VocoVision for two (2) school psychologist services at a minimum of 37.5 hours per week for 38 weeks at a total cost of \$293,678.25 for the FY23 school year, funded by the IDEA Grant**

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

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

**Motion carried**

**13.M. Motion to**

**Approve an agreement with Fastbridge-Illuminate Education for a one (1) year subscription at a cost of \$4,800 funded by IDEA Grant**

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

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

**Motion carried**

**13.N. Motion to Approve renewal of an agreement with Edgenuity for three (3) years at a total cost of \$99,490**

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

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

**Motion carried**

**13.O. Motion to Approve Agreement with Regional Office of Education for Administrator Academy training for an amount not to exceed \$5,805**

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

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

**Motion carried**

**13.P. Motion to Approve agreement for Professional Development with Wisconsin Center for Education Products & Services for a cost of \$4,500 funded by Title III**

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

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

**Motion carried**

**13.Q. ~~Approve award bid for garbage collection~~**

**13.R. Motion to Approve appointment of Cathy Finley, Dan Phelps and Dave Lombardo as District Due Process Hearing Officers**

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

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

**Motion carried**

**14. Announcements and Discussion:**

**Motion to go into Executive session to discuss Employment of Personnel (5 ILCS 120/2(c)(1), and Student Discipline (5 ILCS 120/2(c)(9) at 8:39 p.m.**

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

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

**Motion carried**

*The Board took a brief recess before going into closed session*

**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**

**16.A. Motion to approve the Consideration and Approval of Student Discipline #2021-2022-6**

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

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

**Motion carried**

**16.B. Motion to approve the Consideration and Approval of Student Discipline #2021-2022-7**

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

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

**Motion carried**

**16.C. Motion to approve the Consideration and approval of Employee Discipline # 2021-2022-5, Shawn Johnson**

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

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

**Motion carried**

**17. Motion to adjourn at 9:33 p.m.**

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

**All aye, Motion carried**

The meeting adjourned at 9:33 p.m.

Respectfully submitted,

*Kris Arduino,*

Recording Secretary

ATTEST:

\_\_\_\_\_  
President

\_\_\_\_\_  
Secretary

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