

Regular Board Meeting  
Minutes  
Monday, March 22, 2021 6:00  
PM

Harlem Administration Center -  
Board Room, 8605 North  
Second St., Machesney Park, IL  
61115  
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Machesney Park, Illinois 61115

## **MINUTES**

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

2. Roll Call

Patti Lawrence, Mike Sterling, Sue Berogan, Rich Meister, Sharon Ranieri, Jill Berogan, Evelyn Meeks

Other Attendees:

Kris Arduino, Recording Secretary

Dr. Julie Morris, Superintendent

Dr. Michael Flanagan, Superintendent/Designee

Dr. Michelle Erb, Assistant Superintendent for Curriculum & Instruction

Josh Aurand, Assistant Superintendent for Business & Operations

Scott Rollinson, Assistant Superintendent for Human Resources – NOT PRESENT

3. Pledge of Allegiance led by Machesney Elementary students and Mrs. Abbi Edwards, Principal

4. Approval of Agenda

Changes: Action Item 12 D will be pulled – Approval of Memorandums of Understanding between the District, HFT and HFSS.

10(A)(1) No Student Travel and Consent Agenda Item 11(B)

**Motion to approve Agenda with changes:**

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

**Sterling, S. Berogan, Meister, Ranieri, J. Berogan, Meeks, Lawrence – 7 ayes**

**Motion carried**

**5. Motion to approve Regular and Closed Board Meeting Minutes: March 8, 2021**

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

**S. Berogan, Meister, Ranieri, J. Berogan, Meeks, Lawrence, Sterling – 7 ayes**

**Motion carried**

6. Awards and Recognitions

**Presenter:** Jason Blume, Director of Stakeholder Engagement

6.A. Harlem Dance Team - NIC 10 Champions

The team introduced themselves. Coach Summer spoke about the tournaments being virtual and the kids preparing in advance and it made for a great performance.

#### 7. Comments from the Community

*Member Lawrence noted that we have two comments and will go into closed session due to the nature of the comments. The Board went into closed session at 6:08 p.m. and returned to open session at 6:48 p.m.*

#### 8. Approval of Bills

8.A. Payables Summary

8.B. Voided Checks

8.C. Payroll Voucher(s)

8.D. Accounts Payable Warrants

Mr. Aurand reviewed the expenditures by fund totaling \$3,547,653.94

No questions

#### **Motion to approve the Bills**

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

**Ranieri, J. Berogan, Meeks, Lawrence, Sterling, S. Berogan-abstain, Meister – 6 ayes 1 abstain**

**Motion carried**

#### 9. Communications and Committee Reports

9.A. Patti Lawrence, President

- Thanked students for the beautiful artwork on display in the Board room
- Congratulated the Cheer Team for the Number 1 NIC Ten win
- Thanked Mrs. Edwards and her students for leading the Pledge
- Thanked the people for bringing their Comments from the Community

9.A.1. Next Regular Board Meeting: April 12, 2021 at 6:00 p.m.

9.A.2. Next Education Committee meeting: April 21, 2021 at 6:00 p.m.

9.A.3. Recommendation to reschedule the Annual Organizational meeting for April 26, 2021, at 6:00 p.m. to comply with School Code Election Rules, with the regular Board meeting remaining scheduled for May 10, 2021 at 6:00 p.m.

9.B. Michael Sterling, Vice President

9.B.1. Next Business Services Committee meeting: April 7, 2021 at 6:00 p.m.

9.C. Evelyn Meeks, Secretary

- Welcomed everyone

- Thanked Mrs Edwards and pledge students
- Congratulated the Cheer Team for being the NIC 10 Champions
- Thanked people who made Comments
- Noted she attended the football game and we won 36 to 12
- Noted there is another game on Saturday
- Thanked administrators, staff, parents and everyone for this Class to have a great year

9.C.1. Next Equity & Social Justice Meeting: April 8, 2021 at 6:00 p.m.

9.D. Sue Berogan, Board Member

- Thanked Mrs . Edwards and the pledge students
- Thanked the people bringing Comments from the Community
- Watched Harlem’s football game on U-Tube
- Congratulated the Dance Team

9.D.1. Next Policy Committee Meeting: April 19, 2021 at 6:00 p.m.

9.E. Jill Berogan, Board member

- Thanked Mrs. Edwards and her students for leading the Pledge
- Thanked the people for their Comments to the Community
- Congratulated the Harlem Dance Team for the NIC 10 Win
- Updated the Board thanking the Harlem High School staff for the listening sessions for their input as to a high school principal
- Thanked Nick Talan for his work on a video that will be out in the next week or two

9.F. Rich Meister, Board member

- No report

9.G. Sharon Ranieri, Board Member

- Thanked Mrs. Edwards
- Congratulated the dance team for their NIC10 Win

## 10. Administrative Reports

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

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

10.B. Josh Aurand, Assistant Superintendent for Business & Operations

10.B.1. Recommendation to approve Resolution Declaring Surplus Property: Maple

10.B.2. Recommendation to approve Facility Requests: Science Olympiad practice and Semi Pro Soccer

10.C. Scott Rollinson, Assistant Superintendent for Human Resources given by Dr Morris

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

No Addendum

2 Transfers 2 Leaves of Absence 6 Employments with two date changes: Kaitlyn Mounts is effective March 16, 2021 and Stephanie Piske is effective March 16, 2021; 1 Sick Bank

10.C.2. Informational only: Resignations

9 Resignations for the Board this evening

10.D. Dr. Julie Morris, Superintendent

10.D.1. Freedom of Information Act (FOIA) Request dated March 16, 2021, from Ryan Evans requesting directory information for all students from the Fall 2020 registration and the District's response requesting a five-day extension dated March 16, 2021. The District sent the final response on March 18, 2021, denying the information due to privacy acts.

10.E. Dr. Michael Flanagan, Assistant Superintendent for Administrative Services/Superintendent Designee

10.E.1. Superintendent Designee Report

Summer Programs are not on his report and ESSR Funds are providing additional funding for closing the learning gap so we are designing a six week program for this summer with more information to follow.

Equity & Social Justice Committee meeting took place and many staff members were heard from. Olivia Lewis, Class of 2019, who made the video is here tonight to show her video. Two of our teachers will present, Kyra Newnam and Nick Stange. Student Kaitlyn Hardy is also in attendance.

10.E.2. Equity & Social Justice Presentation

**Presenter:** Dr. Jeremy Bois, High School Associate Principal, Kyra Newnam and Nick Stange, Teachers

Olivia noted she is a 2<sup>nd</sup> year architectural student and UIC and was lucky enough to be in one of Dr. Bois' classes while she was at Harlem. She talked about how important the work that is being done here at Harlem is for social justice.

Video was shown

Kaitlyn Hardy, a junior at the high school and historian for MSU. Tonight is the first night she has seen Olivia in person but she feels connected to her because they have shared so many of the same experiences. She noted that we need students to feel included. We have been working on a student banner. Banner reads: In this space "we believe there is strength in diversity. Black lives Matter Women's rights are human rights. No human is illegal LOVE IS LOVE Representation matters with marginalized groups are included in with

Black Lives as students when designing the banner wanted to be inclusive of everyone to support them as well.

Kyra noted that this is not the end of their work. We want to continue the equity work and continue a conversation that has been beneficial as well as educating others and how we support students. This is something that is a moment in the process of the equity work and who we are, and we will continue uplifting all students. Nick Stange noted that it is time for the Board to lead. Not everyone cheered those videos on so we are not where we need to be; noting he is worried about the representation next year. His hope is that we are listening reflecting and asking what are we doing tomorrow. Black Lives Matter – he noted he would love to wear the Tshirt in the school noting that two staff members as you can see two people are wearing the BLM Tshirt in the audience tonight as these kids are the leaders rights now and we are asking for the Board to follow up on what they started.

Dr. Flanagan thanked all of them, noting he invited them to be here tonight so we can be very intentional and under the guidance of Dr. Morris.

Kaitlyn asked what the pushback was about wearing the shirts. Patti noted that there is contract language and the shirt does not meet the guidelines of the Dress Code. Kyra asked if we can apply for the shirt to be considered “spiritwear”, also asking what the process is to qualify this shirt; what is the step to get this done. Patti noted that in evaluating a shirt to determine whether or not it is eligible, we look at if it becomes disruptive to the learning environment. When the shirt was worn people were unhappy that the shirts were worn in the school buildings. Come contract time you can bring it forward but spiritwear was implemented with the intent to support the Harlem Huskies. Nick asked for clarification on the Tshirt not being worn because white families are upset. Patti noted that it is a disruption in the educational process and there was kickback from multiple families. Kaitlyn noted that if there is disruption it should become part of the educational process as to why these shirts are important. To shut down the conversation shows a communication breakdown. Kyra noted that the fact that we can’t take a definitive stance or bring it to the community to clarify some of this issue is a problem as well. Patti noted that people were upset and they wanted to wear their own shirts with their statements and there were questions about why and what was the intent they went through as to their shirts. It was an equal message for everybody to treat everyone equally. Nick thinks that there is not a discussion taking place and they were under the impression and told at the E&SJ meeting that the Tshirt would be discussed at the meeting tonight. Jill noted that the banner represents controlling the message and she would like to see the banner as a shirt. Kyra noted that there is a group that has some political ties, but this banner created lets people know that we are for everybody as it visually states everything it needs to say without questioning. Patti noted if the banner became a Tshirt that it could possibly be considered spiritwear. She took a formal consensus:

*Jill, yes, Michael yes, Rich – noted that he does not see how it promotes the game on Saturday, he is a no, Sue Berogan yes, Patti yes, Evelyn yes, Jill yes, Sharon yes. (6 yes, 1 no), Consensus to use the banner as a Tshirt considered spiritwear is passed.*

Olivia noted that if we are talking about promoting the teams the members are visually represented in this Tshirt so we are supporting them on the teams. Kaitlyn noted spiritwear is to represent supporting Harlem students and they should qualify.

Evelyn noted that she likes the shirt. Kyra noted that the heart contains all the different languages spoken by Harlem students. Evelyn noted that it makes her feel good seeing the shirts on people of a different color. Elana noted that if it made her feel good wearing it, you need to think about a child and the difference it makes for them that a teacher believes in them by wearing this. It opens it up for us to have conversations with other staff and students.

Patti noted that if the banner becomes Tshirts it would be considered spiritwear but you would need to bring forward the BLM Tshirts at the administration level. Patti would recommend that the administration would be responsible for how this would be done.

#### Proposal for In House General Counsel

Dr. Flanagan noted that we have had rising legal costs and we are recommending approval of the job description posting to appropriate places for attorneys to reply. Patti asked if we are checking about liability insurance as well for general counsel. Josh and Dr. Flanagan will be working on that.

#### 10.E.3. Proposal for General Counsel Job Description for Posting

### 11. Consent Agenda

11.A. Approve Personnel Agenda & Addendum

11.B. Approve Student Travel Request(s)

11.C. Approve Facility Request(s)

#### **Motion to approve Consent Agenda Items A with No Addendum and C**

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

**S. Berogan, Meister, Ranieri, J. Berogan, Meeks, Lawrence, Sterling – 7 ayes**

**Motion carried**

### 12. ACTION ITEMS

#### **12.A. Motion to Approve Resolution Declaring Surplus Property**

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

**Meeks, Lawrence, Sterling, S. Berogan, Meister, Ranieri, J. Berogan – 7 ayes**

**Motion carried**

#### **12.B. Motion to Approve Rescheduling of Annual Organizational Meeting for April 26, 2021, at 6:00 p.m. to comply with School Code Election Rules, with the regular Board meeting remaining scheduled for May 10, 2021 at 6:00 p.m.**

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

**Lawrence, Sterling, S. Berogan, Meister, Ranieri, J. Berogan, Meeks – 7 ayes**

**Motion carried**

#### **12.C. Motion to Approve Special Counsel Job Description for Posting**

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

**Sterling, S. Berogan, Meister, Ranieri, J. Berogan, Meeks, Lawrence – 7 ayes**

**Motion carried**

12.D. Approve Memorandums of Understanding (MOUs) between the District and Harlem Federation of Teachers (HFT)/District and Harlem Federation of Support Staff (HFSS) regarding Summer School Rate for Summer 2021 programs only.

13. Announcements and Discussion: NONE

**Motion to go into executive session to discuss Employment of Personnel (5 ILCS 120/2(c)(1) at 7:37 pm**

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

**S. Berogan, Meister, Ranieri, J. Berogan, Meeks, Lawrence, Sterling – 7 yes**

**Motion carried**

*The Board took a brief recess and went into closed session at 7:50 p.m. and returned to open session at 9:32 p.m.*

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

15. ACTION ITEMS AFTER CLOSED SESSION

16. Adjournment

**Motion to adjourn at 9:32 p.m.**

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

**All voted aye, Motion carried.**

**The meeting adjourned at 9:32 p.m.**

Respectfully submitted,  
*Kris Arduino,*  
Recording Secretary

ATTEST:

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President

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Secretary

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