

## MINUTES

1. Call to Order of Regular Board meeting at 6:00 p.m. by Mike Sterling
2. Roll Call: Mike Sterling, Kurt Thompson, Aaron McKnight, Rebecca Carlson, Larry Smith, Megan Hastings, Evelyn Meeks

Other Attendees:

Kris Arduino, Recording Secretary  
Dr. Terrell Yarbrough, Superintendent  
Dr. Shelley Wagner, Assistant Superintendent for Human Resources  
Jason Blume, Assistant Superintendent for Communications & Community Relations  
Josh Aurand, Assistant Superintendent for Business & Operations

3. Pledge of Allegiance: Rock Cut Students led the Pledge in English and Spanish  
**Presenter:** Ryan Reinecke, Principal

4. Approval of Agenda

Change: Remove Action Item 17(B) Move Evelyn's report to the last position

**Motion to Approve Agenda with changes**

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

**Thompson, McKnight, Carlson, Smith, Hastings, 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. **Motion to approve Regular & Closed Board Meeting Minutes: February 12, 2024**

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

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

**Motion carried**

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

7.A. Awards and Recognitions

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

- Model UN Club, United Nations of University of Chicago, engaging in contemporary world issues and polishing speaking skills. It is to education students in debate, and public speaking skills – Kyra Newnam and Jen Stark, advisors.
- It started with a couple of kids wanting to attend the UN and only Auburn participates in this in the NIC 10 with Harlem. 2 previous students attend Harvard, one graduate from UCLA, 1 from Cornell and from Yale as well.
- Staff members who have taken on some of the responsibilities of giving students experiences and exposing to variety. Took 32 students to the Trade Union Expo. Dan Halstrom, Mike Kravitz, Andrea Morgan and Valerie Mallon. This is all hands on and it has been going on for 15 years. Girls are becoming extremely engaged and diversity is also a focus of the trades. Welding, scaffolding and plumbing were also areas of focus. This is always expanding. Kids of all abilities are attending this program.
- Harlem Roscoe Firefighter's Association presenting a check for \$6,000 that was raised to donate to Harlem schools this year. They have been giving donations over the past ten years, to Harlem and this year raised \$20,000 in total to donate to three different districts, raising \$200,000 for schools over ten years.

## 8. Comments from the Community

- (1) Scott Heidemann addressed the Board regarding the varsity coaching position and his endorsement of Jim Morrow for the coach position. He played for him in 1997. He has decades of experience and is excellent working with kids. The Athletic Director and Principal are recommending his hire and it brings into question the trust issue when the school board members are not supportive of their administration's recommendation.
- (2) Elana Schelling-Tufte addressed the Board regarding the health clinic. She is HFT Co-President and thanked the administrators for bringing a health clinic to the district this summer/fall. This was started before Covid and we are now at completion. The membership is very pleased that the District has followed through on this.
- (3) Brad Shields addressed the Board regarding the football coach hire, noting his support of the hiring of Jim Morrow. There has been lack of discipline over the past couple of years and people will rally around Jim's team when it is restored.
- (4) Billy Cook addressed the Board noting his support of the hiring of Jim Morrow. When he worked with Jim they built a culture of collectivism and everyone was involved and part of a family. He is a man of good character. He can and will rebuild the culture of the football team of collectivism.
- (5) Bobby Sheets addressed the Board thanking the Board for what they do for the community and their time and investment into the school. He is a 39 year resident. All three children graduated from Harlem and his son played football for Mr. Morrow. He was the head freshman football coach for 13 years and coached under his leadership. He is the pastor of Riverside Community Church where the Morrows are very actively involved. He has known Jim for over 25 years. His call for discipline was there for the team and taught kids lessons about life. Every year he instilled in players to be a champion in the classroom, community and field. He is a man of unwavering integrity.

(6) Jill Berogan addressed the Board regarding the hiring of the football coach. She noted that Harlem was banned from Whitewater College where the team was doing damage and parents had to fundraise to pay off. There was racist graffiti written on lockers and there was lack of countability.

(7) Chris Burns addressed the Board in support of Coach Morrow. He has known him for many years and he was his head football coach from middle school through his senior year. He was a mentor and role model to him. Today after 18 years in education coaching he is a product of Jim Morrow. He urges the Board to support and hire Jim Morrow.

(8) Kelly Albano addressed the Board and noted she is a teacher in the English Department. She spoke in support of Jim Morrow being hired as head coach. The decision not to support the hiring team has consequences that reach beyond the football and issues of trust that far overreach the hiring issue for the Board.

(9) Jackie Daniel has requested to address the Board in closed session.

**Motion to go into closed session for Employment of Personnel at 6:38 p.m.**

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

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

**Motion carried**

*The Board returned to open session at 7:16 p.m.*

**Motion to move Shelley Wagner's report at this time.**

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

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

**Motion carried**

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

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

Reviewed the Personnel Agenda & Addendum, noting two corrections

5 Transfers, 3 Federation Sick Bank Certified, 8 Employments

12.C.2. Resignations – 12 since the last meeting

12.C.3. Recommendation to approve restructured job description for Secretary to Assistant Superintendent for Communications and Community Relations

12.C.4. Recommendation to approve Memorandum of Understanding between the Harlem Federation of Teachers, Harlem Federation of Support Staff & Harlem Board of Education to amend provisions of the 2022-2025 Collective Bargaining Agreement as to Level B Secretary, HMS Athletic Secretary/Main Office Receptionist and Level C Secretary, Secretary to the Assistant Superintendent of Communications and Community Relations (formerly Parent Resource Secretary)

12.C.5. Recommendation to approve Memorandum of Understanding between the Harlem Federation of Teachers, Harlem Federation of Support Staff & Harlem Board of Education

to amend the provisions of the 2022-2025 Collective Bargaining Agreement to specify twelve (12) month secretarial employees options when District offices are closed, or due to unusual or emergency circumstances

**Motion to approve Consent Agenda Item 13(A), Personnel Agenda & Addendum**

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

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

**Motion carried**

**Motion to approve Action Item 17(A) to uphold the administrative recommendation in Employee Discipline # 2023-2024-2 (Jacqueline Daniel)**

**1<sup>st</sup> McKnight 2<sup>nd</sup> Carlson**

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

**Motion carried**

**10. Approval of Bills**

10.A. Payables Summary

10.B. Voided Checks

10.C. Payroll Voucher(s)

10.D. Accounts Payable Warrants

Mr. Aurand reviewed the total expenditures by fund of \$ 3,982,761.84

No questions

**Motion to approve bills as reviewed**

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

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

**Motion carried**

**11. Communications and Committee Reports**

11.A. Kurt Thompson, Vice President

- Noted the outpouring from the community was overwhelming to make your voices heard and thanked them

- Attended the Kaleidoscope Concert and it was awesome

- Saw the Welcome Back presentation seeing Popsie and it was fantastic

- Attended the Fine Arts information event and the number of people there was fantastic

- Attended Marquette's Movie night which was fun, noting Mrs. Setter created a "Guess Who" game with all staff which was awesome

- Noted Machesney's bowling trip was great which he was able to go on

- Wished good luck to the Golden Apple nominees

- Noted that Book Battle Reader is still going on
- Noted the Ribbon cutting ceremony for Rock Cut is coming up soon
- Noted that having the awards and recognitions and having 32 students attend at middle school for trades is amazing
- Noted that Aaron Guske has done a fantastic job to detail the amount of technical equipment process in schools and the wonderful upgrade of the wi-fi saving 80% of the total tab, recognizing Mr. Guske for this awesome savings

11.A.1. Next Business Services Committee meeting: March 6, 2024 @ 5:30 p.m. at  
**Harlem High School Room W145**

11.C. Aaron McKnight, Board member

- Attended Marquette for the Welcome Back day also, met with the principal after that and every time he meets with principals it really blows his mind to see the dedication which goes unseen and how creative they are to keep students engaged.
- Ditto all of what Kurt said
- Noted the Model UN Club and thought a Debate Club would be great to have
- Thanked everyone for showing up and voicing their concerns and support

11.D. Rebecca Carlson, Board member

- She noted it was great to hear the Rangers from Rock Cut saying the Pledge in Spanish and English
- Noted she loves the UN Club and what they do
- Noted it is amazing to see the community support for Mr. Morrow
- She noted she would like to see the District getting rid of the polystyrene silverware and go to another fiberboard silverware as polystyrene does not degrade

11.E. Larry Smith, Board member

11.E.1. Next Education Committee meeting: February 27, 2024 @ 4:30 p.m.

- Thanked the Rock Cut Rangers
- Noted the youth in the district are doing a terrific job
- Noted the student artwork displayed is wonderful

11.F. Megan Hastings, Board Member

- Noted Harlem students also have art displayed at the library
- Attended the SIP Day and E Team meeting on Institute Day which was amazing
- Attended Equity & Social Justice with Olson Park doing a great presentation on six word memoirs

- Thanked the Community for support and communicating their voices to us
- Noted we need to continue this level of engagement
- Noted that this was no reflection on your character to Jim Morrow and that you prove any negatives wrong
- Congratulated Coach Morrow

11.F.1. Next Policy Committee Meeting: April 22, 2024 @ 4:30 p.m.

11.G. Michael Sterling, President

- Welcomed Jim Morrow back as coach
- Noted the Middle School staff on the trades and getting their students engaged in going to the high school next year
- Reached out to the Project First Step Director and talked about the counselors and teachers that worked to guarantee that kids did get a spot and thanked them
- Noted Kyra and Jen bringing the Model UN kids and their accomplishments, graduates from Harvard, Cornell and Yale is so amazing with counselors and teachers going above and beyond

11.G.1. Next Regular Board Meeting: March 11, 2024 @ 6:00 p.m.

11.G.2. Recommendation to destroy audio recordings from July 2021 through June 2022 (recordings older than 18 months)

11.B. Evelyn Meeks, Secretary

11.B.1. Next Equity & Social Justice Meeting: March 21, 2024 @ 4:30 p.m. – **Harlem Administration Center**

- Welcomed Jim Morrow back as coach
- Noted that Communication is key and don't assume things
- Attended the Kaleidoscope concert
- Noted the trade fair was awesome
- Noted the Model UN was awesome
- Noted that we need to come together as a community and be supportive and continue growing

12. Administrative Reports

12.A. Dr. Michelle Erb, Assistant Superintendent for Curriculum & Instruction (not present)

12.A.1. Recommendation to approve Student Travel Requests: none

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

12.B.1. Recommendation to approve Resolution Declaring Surplus Property:  
Administration Center, Tech Department and Marquette

12.B.2. Recommendation to approve Facility Requests: Six Flags for the Middle School

12.B.3. Recommendation to approve Resolution Providing for Abatement of 2023 Taxes in order to obtain Fiscal Year 2024 Property Tax Relief Grant

12.B.4. Recommendation to approve Resolution Providing for Abatement of 2024 Taxes in order to obtain Fiscal Year 2024 Property Tax Relief Grant

Total taxes abated \$3,581,268.00 for the two years and the tax rate will continue to drop and it will end up at 6.09 and we are currently at 6.71.

After the grant, Harlem tax will increase by 1% after the abatement

*\$12, million has been abated by the District*

*We could qualify next year as well for additional money*

12.B.5. Recommendation to approve a three-year contract with Marathon Health to operate the On-Site Health Clinic at Harlem High School

Josh noted that seven people evaluated the proposals and after that process the group selected Marathon with 1 MD, 1 RN and 1 MA, which will provide us a robust level of health care and lower insurance costs for staff and dependents.

The MD when out of the clinic will not cause the clinic to shut down.

People covered under the Health Plan will be able to have their student's obtain sports physicals.

12.D. Dr. Terrell Yarbrough, Superintendent

12.D.1. Freedom of Information Act Request (FOIA) submitted on February 5, 2024 by Megan Hastings requesting all emails sent or forwarded from rebecca.carlson@harlem122.org and the District's response dated February 20, 2024 with responsive documents sent to requestor.

13. Consent Agenda

13.A. Approve Personnel Agenda & Addendum – approved previously

13.B. Approve Student Travel Request(s) - none

**13.C. Motion to Approve Facility Request(s)**

**1<sup>st</sup> McKnight 2<sup>nd</sup> Carlson**

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

**Motion carried**

14. ACTION ITEMS

**14.A. Motion to Approve Resolution Declaring Surplus Property**

**1<sup>st</sup> Carlson 2<sup>nd</sup> Hastings**

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

**Motion carried**

**14.B. Motion to Approve destruction of audio recordings from July 2021 through June 2022 (recordings older than 18 months)**

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

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

**Motion carried**

**14.C. Motion to Approve Resolution Providing for Abatement of 2023 Taxes in order to obtain Fiscal Year 2024 Property Tax Relief Grant**

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

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

**Motion carried**

**14.D. Motion to Approve Resolution Providing for Abatement of 2024 Taxes in order to obtain Fiscal Year 2024 Property Tax Relief Grant**

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

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

**Motion carried**

**14.E. Motion to Approve a three-year contract with Marathon Health to operate the On-Site Health Clinic at Harlem High School**

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

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

**Motion carried**

**14.F. Motion to Approve restructured job description for Secretary to Assistant Superintendent for Communications and Community Relations**

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

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

**Motion carried**

**14.G. Motion to Approve Memorandum of Understanding between the Harlem Federation of Teachers, Harlem Federation of Support Staff & Harlem Board of Education to amend provisions of the 2022-2025 Collective Bargaining Agreement as to Level B Secretary, HMS Athletic Secretary/Main Office Receptionist and Level C Secretary, Secretary to the Assistant Superintendent of Communications and Community Relations (formerly Parent Resource Secretary)**

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

**Smith, Hastings, Meeks, Sterling, Thompson, McKnight – all aye (6) Carlson – (1) abstain**

**Motion carried**

**14.H. Motion to Approve Memorandum of Understanding between the Harlem Federation of Teachers, Harlem Federation of Support Staff & Harlem Board of Education to amend the provisions of the 2022-2025 Collective Bargaining Agreement to**



**specify twelve (12) month secretarial employees options when District offices are closed, or due to unusual or emergency circumstances**

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

**Smith, Hastings, Meeks, Sterling, Thompson, McKnight – all aye (6) Carlson – (1) abstain**

**Motion carried**

15. Announcements and Discussion: None

Motion go into closed session to discuss lawfully closed meeting minutes (5 ILCS 120/2(c)(21))

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

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

Motion carried

*The Board went into closed session after a brief recess at 7:59 p.m. and returned to open session at 8:04 p.m.*

#### 17. ACTION ITEMS AFTER CLOSED SESSION

17.A. Tenured Teacher Disciplinary Actions for Employee # 2023-2024-2 – previous vote

17.B. Tenured Teacher Disciplinary Actions for Employee # 2023-2024-3 - withdrawn

**Motion to adjourn**

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

**All voted aye**

**Motion carried.**

The meeting adjourned at 8:05 p.m.

Respectfully submitted,

*Kris Arduino,*

Recording Secretary

ATTEST:

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\_\_\_\_\_  
President

\_\_\_\_\_  
Secretary

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