

MINUTES

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

2. Roll Call

Michael 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

Dr. Michelle Erb, Assistant Superintendent for Curriculum & Instruction

Jason Blume, Assistant Superintendent for Communications & Community Relations

Josh Aurand, Assistant Superintendent for Business & Operations

3. Pledge of Allegiance led by Josh Aurand

4. Approval of Agenda

Motion to approve Agenda

1st Thompson 2nd McKnight

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. Approval of Board Meeting Minutes: October 28, 2024

1st Hastings 2nd Thompson

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

Girls 'Flag Football Team was recognized and Coach Nate Dotson,
Shawn Sterling and Michael Brown, Assistant Coaches

7 and 2 in the Conference 8-3 overall for our first season, approximately 25 girls playing this first year

Thanked Reed Allison and Wanda Cooper for their help as well as the Board and the program is growing. We have created a middle school team via the Park District with over 20 girls playing for the Park District. We have had to break off to two teams since there were so many girls that came out. The girls did win the championship for the Park District. This is really a popular sport and more and more girls want to play. Our fan base is wonderful many times having more attending at away games then the home team.

7.B. NOVEMBER 15, 2024 - NATIONAL SCHOOL BOARD MEMBER DAY!

210 Action Items approved,

233 Personnel Hires

213 Transfers

197 Policies

Thanked the Board for their hard work and service to the District and students

8. Comments from the Community

Online comment posted to the minutes after the meeting regarding commendable school report card and community engagement

Gary Adams addressed the Board regarding home schooled students playing sports at school which would be fair and benefit the schools, students and community. Extending access to sports would be logical. Denying them creates an inequitable system. They teach teamwork, time management physical health. Participating provides critical social interaction. Inclusivity would be to welcome home schooled students. Allowing home schooled students to participate also helps personal development and community cohesiveness. It would honor the principals of equity and strengthen the bonds of community.

Clarifying question by Larry Smith – asked if someone requested entry and denied. They have not attempted to enroll yet but would like to play sports at the school. This would be for softball.

9. Approval of Bills

9.A. Payables Summary \$ 1,212,907.36

9.B. Voided Checks 709.65

9.C. Payroll Voucher(s) 3,516,772.32

9.D. Accounts Payable Warrants 4,729,679.68

Mr. Aurand reviewed the fund expenditures totaling \$4,729,679.68

Aaron asked about the voids and .65 - It is to the State per Josh and we are complying with the unclaimed laws.

Motion to approve bills as reviewed

1st McKnight 2nd Thompson

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

Motion carried

10. Communications and Committee Reports

10.A. Michael Sterling, President

10.A.1. Next Regular Board Meeting: December 16, 2024

10.A.2. Next Policy Committee Meeting: December 11, 2024 @ 4:30 p.m. (COTW)

- Noted he hopes that we have the same commitment and reach to families that we have had in the past through the holiday season. There are some events for reach out to the schools, dinners, Christmas for Kids, fundraisers for schools. December 14 in the morning is our shopping event at Walmart at Northridge at 8:00 a.m. We are hoping to take 300 kids shopping this year.

- The COTW really appreciated the last meeting with so much growth in it for the District and he sees so much in teachers, principals and administrators to HAC and custodians, Food Service, and how our buildings are maintained. There are an extra 300 kids at the Middle School and have referrals decrease by 28% is fantastic. This is hard work and then the Report Cards where the graduation went up almost 6%.

- The highest in the Rockford Metro Area per Dr. Bois

10.B. Kurt Thompson, Vice President

10.B.1. Next Business Services Committee meeting: December 11, 2024 @ 4:30 p.m. (COTW)

- Thanked his fellow board members for their teamwork and commended them

- Congratulated to all teachers nominated for the Golden Apple

- Shout out to Harlem Culinary Program and their amazing burgers that show the talents of our students with five weeks of their menu having something included on it made by students. Very creative names for burgers with two more weeks left.

- We will have a vote on the first two electric buses that could be in our community which can be beneficial. He noted that the buses have the ability to charge in as well as out. They can power things in times of emergencies.

- Attended Machesney's Fall Music Concert which was awesome with the HoLa Program being there as well and singing in both English and Spanish.

- Flag Football for the Girls is absolutely awesome and building the program is so exciting

- Thanked the public comment individuals

- This Sunday Light Up the Parks Parade will be held and it is a great community event

10.C. Evelyn Meeks, Secretary

- Thanked all for coming
- Noted the beautiful student artwork
- Thanked Mr. Adams for his public comment
- Thanked the board members for all their hard work
- Wished everyone a Happy Thanksgiving and safe travels

10.C.1. Next Equity & Social Justice Meeting: December 11, 2024 @ 4:30 p.m. (COTW)

- Noted people should come out next year and see the Girls' Flag Football team and we will have a great team next year

10.D. Aaron McKnight, Board member

- Noted he went to the Guilford game in the State Finals and is still trying to figure out the rules
- The School Report cards came out and the improvements being made year by year and is trending for the best. Graduation rates are also up and thanked the educators and administration for improving the District
- Thanked his fellow board members for their hard work and team work
- Wished everyone a Happy Thanksgiving
- Harlem Township also has an event for holidays and families that are qualified to go shopping for your child at scheduled times

10.E. Rebecca Carlson, Board member

- Thanked fellow board members
- The flag football sounds like so much fun
- Thanked the public comment individual
- It is interesting in the short time how we go from Halloween to Christmas and wants a little more time for Thanksgiving and wished staff and students a great Thanksgiving
- Thanked students for all the cards, thanked Mike for the video

10.F. Larry Smith, Board member

- Mentioned that it was Baker Street Burgers working with the culinary students
- Thanked Rascals for their support of the students and Harlem Community
- We have pride in this school district and members of the community and thanked his fellow board members for serving
- Wished everyone a Happy Thanksgiving
- Noted wonderful things are going on Maple

10.F.1. Next Education Committee meeting: December 11, 2024 @ 4:30 p.m. (COTW)

10.G. Megan Hastings, Board Member

- Starting with COTW – it was a fun meeting and we got to celebrate the District and educators. Graduation rates are up, referrals at HMS are decreasing
- Teachers and community members helping out with students is wonderful, Chicken and Waffles are planned for this week at Baker Street
- The program is going through some changes but we need to continue the diversity in becoming future educators
- Love the flag football and the community following is wonderful
- Thanked Mike and Rascals for all he does for the community
- To fellow board members she was handed a great group of people on the Board and she admires them and their roots are deep in Harlem and she appreciates them
- Urged parents to build the community for showing up to all events
- Happy Indigenous People's Day celebrating the fact that our family is a foursome

11. Administrative Reports

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

11.A.1. Recommendation to approve Student Travel Requests: 2 for dance and both need to qualify to participate at these events in Bloomington and Springfield

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

- Thanked the Board for their time and effort on behalf of students

11.B.1. Recommendation to approve Resolution Declaring Surplus Property: Machesney, HHS, Rock Cut and PC

Rebecca asked about surplus books – Dr. Erb noted they are in 1992 copyright and do not meet standards now, PC books are sometimes destroyed due to not being clean, some books are given away after surplus at elementary schools

11.B.2. Recommendation to approve Facility Requests

Harlem Softball at High School

11.B.3. Recommendation to approve 2024 Certificate of Tax Levy, we are levying 3.6%
Cash balances are repeated on the last page for the June 30, 2024 65,855,063.

No unanswered questions.

It is year 2 abating 1,790,709 for the second year and the tax rate is continuing to drop

11.B.4. Recommendation to approve 2024 Tax Levy Resolution

11.B.5. Recommendation to approve Resolution to Levy 2024 Taxes for Certain Purposes

11.B.6. Recommendation to approve the 2025 School Maintenance Project Grant Opportunity

This is written for the auditorium to update the house lights and stage lights for \$100,000 total. The turn around is early in the new year and it gives us 24 months. Megan noted the work was done before we even asked for an update. Rebecca suggested some CTE students working on it

The engineer would need to give us a turn around time for less cost.

11.B.7. Recommendation to authorize the administration to apply to the Illinois State Board of Education for the FY25 Property Tax Relief Grant

We definitely should apply but unlikely we will receive this year so we have abated over 12 million dollars for taxpayers as a result of this grant

11.B.8. Recommendation to award electric bus bid to Central States Bus Sales for two (2) transit-style buses for a cost of \$777,040. We have funds to cover \$780,000 so our net expense will be about \$3500, Kurt thanked Josh for getting the Grant

11.B.9. Recommendation to approve a Proposal of Service with Hagney Architects for chiller replacement at Ralston Elementary, as the chiller died and insurance will cover the majority of the cost being replaced this summer and we are required to have a permit signed off by an architect although the engineer will be doing most of the work

11.B.10. Recommendation to approve five (5) year Lease Agreement with Regional Office of Education for lease of Hoffman Campus

11.B.11. Recommendation to approve an agreement with Common Market to distribute locally grown foods from regional farmers and/or small businesses at a cost of \$21,217, paid with Local Foods to School Fund

11.B.12. Recommendation to approve an agreement with Newsela for teachers of multilingual learners for instruction and cultural support at a cost of \$3,300, paid with Title III LIEP

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

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

Reviewed 13 Employments, 8 Transfers, 2 Federation Bank Requests

11.C.2. Resignations – 10 since last meeting

11.D. Dr. Terrell Yarbrough, Superintendent

- Thanked all Board members and for their hard work behind the scenes as well as at the meetings

- Thanked staff and students that we have provided opportunities to maximize their experience at Harlem

6.1% for students on track to graduate raising from 79.5% to 85 % in 2013 it was at 71%

Chronic absenteeism is still a problem but dropped by a percentage

Drop Out rate second consecutive year it has decreased

Designations – all received Commendable except for 1, which is the second highest rating you can receive as a school

HMS – Recognized moving from comprehensive to commendable

28% decrease in referrals and 38%

This is due to the hard work of staff

- Noted he is very proud of the Report Card

11.D.1. "Profile of a Graduate" Jake Hubert introducing

Presenter: Monica Kryztopa, Beloit School District Chief of Communications and Marketing; Brian Michels, Career Academy Coach; Abigail Middleton, senior student

Profile brings awareness to students developing skills and competencies

Profile helps to establish an expectation for employers

Students can build a portfolio

Students will have a portfolio as well as a diploma

Students are encouraged to get involved in extracurricular activities

A survey was completed 778 responses to the survey and civic engagements and community service mentioned numerous times

It is an excellent way to support the development of a strong character

Beloit developed a Portrait of a Graduate five years ago and we have three people from Beloit speaking about their experiences

Monica K, Brian, teacher and senior Abigail Middleton

We did a survey as well to see what would be needed to make graduates career ready. We did marketing and handed them out at the library to all students so the message got out in the community. Community folders has the Portrait of a Graduate and the skill levels

We also have a mug, thank you notes and pens to share this Portrait of Graduate. It begins with the portfolio in their Freshman year. We do garner feedback from the community to see how they feel on the impact.

Brian noted they start the portfolio as Freshman and looking at the Portrait allows them a basis to have a portfolio from Freshman to Senior. From teacher aspect they give a notebook so we can highlight different students and it shows that they are growing as a person and as a student so very helpful to teachers and they can add to their portfolios.

Abigail noted that she is a member of an Academy and regardless of plans after high school the portfolio will help in all endeavors. Portrait of a Graduate will help with plans for the future preparing them for college and careers and to be a contributing member of the community.

Rebecca asked what kind of community businesses are involved. They responded that businesses and nonprofits are invited to come to the schools and they can talk to students and bring in different professionals to tell us what they are looking for.

Rebecca asked if it is paper or electronic. They do Google so they can upload and access web-based or it can be printed if needed.

Kurt asked about some of the feedback when you have students that don't know their direction. Do these students buy and how do you catch these kids. Brian noted it starts with freshman and asking them what interests them picking their Career Academy in an area of interest. They can switch academies after experiences. The Portrait shows the soft skills as well as the academic. Students worked with the design of the labels and marketing.

Brian noted it took five years in the making with all stakeholders coming together to make it happen.

Megan thanked for sharing with us to try to start a project like this.

Shout out to Dr. Yarbrough for bringing you as a resource to us as well as Jake.

Dr. Yarbrough thanked them for coming.

Larry noted this is in conjunction with the pathways and not a totally different endeavor. He wants to make sure it is integral to what we have already established and is in progress. It would be part of the MTSS process as well and visiting that to meet the needs of the students that might be lost or not engaging in the activities to get the most out of something like this.

Kurt noted he likes the term "low hanging fruit" and if you only reach one student to overcome something it is well worth it as a skill used later in life.

Jake noted there are a lot of career software for opportunities to build portfolios in. Two of them will allow students and prompt in their senior year to put in a personal email and have access to take with them.

Jason noted a crucial part is what the community wants and expects of these kids when they graduate.

12. Consent Agenda

12.A. Approve Personnel Agenda & Addendum

1st Carlson 2nd McKnight

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

Motion carried

12.B. Approve Student Travel Request(s)

1st McKnight 2nd Thompson

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

Motion carried

12.C. Approve Facility Request(s)

1st Thompson 2nd Sterling

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

13. ACTION ITEMS

13.A. Approve Resolution Declaring Surplus Property

1st Carlson 2nd Thompson

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

Motion carried

13.B. Approve 2024 Certificate of Tax Levy

1st Hastings 2nd McKnight

Hastings, Meeks, Sterling, Thompson, McKnight, Carlson-no, Smith-yes, 6 ayes – 1 no

Motion carried

13.C. Approve 2024 Tax Levy Resolution

1st Sterling 2nd Hastings

McKnight, Carlson-no, Smith, Hastings, Meeks, Sterling, Thompson – 6 ayes – 1 no

Motion carried

3.D. Approve Resolution to Levy 2024 Taxes for Certain Purposes

1st Thompson 2nd McKnight

Sterling, Thompson, McKnight, Carlson-no, Smith-yes, Hastings-yes – 6 ayes – 1 no

Motion carried

13.E. Approve the 2025 School Maintenance Project Grant Opportunity

1st Hastings 2nd Carlson

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

Motion carried

13.F. Approve to authorize the administration to apply to the Illinois State Board of Education for the FY25 Property Tax Relief Grant

1st Carlson 2nd Hastings

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

Motion carried

13.G. Approve to award electric bus bid to Central States Bus Sales for two (2) transit-style buses for a cost of \$777,040

1st Thompson 2nd McKnight

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

Motion carried

13.H. Approve a Proposal of Service with Hagney Architects for chiller replacement at Ralston Elementary

1st Thompson 2nd Sterling

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

Motion carried

13.I. Approve five (5) year Lease Agreement with Regional Office of Education for lease of Hoffman Campus

1st McKnight 2nd Carlson

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

Motion carried

13.J. Approve an agreement with Common Market to distribute locally grown foods from regional farmers and/or small businesses at a cost of \$21,217, paid with Local Foods to School Fund

1st Hastings 2nd Sterling

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

Motion carried

13.K. Approve an agreement with Newsela for teachers of multilingual learners for instruction and cultural support at a cost of \$3,300, paid with Title III LIEP

1st McKnight 2nd Hastings

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

Motion carried

14. Announcements and Discussion: Kurt talked about Bonnie Johnson's holiday pins she does for ten classrooms for board members

Megan thanked the superintendent for the hard work and awesome Report Card results as his heart is in Harlem and we are lucky to have you here.

Rebecca commented on the tax levy thinking we could have changed the number at 1% or half and we need to think about things to save.

Kurt noted that in critiquing we have discussed this in many meetings but nothing that would show she would vote note which would put the district in financial constraints but at the end of the day the fiduciary or fiscal responsibility it needs to be done. But voting no seems irresponsible to him. She noted she has said no to both the Budget and Levy and wants to see the District save more than we take from stakeholders.

We need to support or District and the budget and challenges a vote of No on this when it has been reviewed and discussed so many times.

Megan asked why the voices come on hot button items and whenever the District spends money. What right does one have to one's education if they are not going to take responsibility for paying for things if they want responsibility. Where is your pushback. It is irresponsible and if some of the policies actually happen the entire burden will be on the community and we are going down year over year over year and we only did 5 % when inflation was at 7.1%. Megan noted if these folks want to have all the right to the student's education but not the responsibility in paying for it. Educating kids is expensive. Raising a kid now is entirely different than what it was. If they want the rights to all pieces they put your money where you mouth is. It is our responsibility as a Board to ask questions.

NO 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

Motion to adjourn at 7:38 p.m.

1st Thompson 2nd McKnight

All voted aye, Motion carried

The meeting adjourned at 7:38 p.m.

Respectfully submitted,

Kris Arduino,

Recording Secretary

ATTEST:

President


Secretary

Dated: 12-16-24