



## Board of Education

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### Call to Order and Roll Call

President Eileen Kowalczyk called the Regular Business Meeting of the Board of Education of September 24, 2020, held via Zoom conferencing, to order at 7:02 p.m. Board members present: Vicki Chung, Kimberly Fay, Jennifer Kobus, Brian Maye, Gerald McCluskey, Rachael Rothrauff, and Eileen Kowalczyk. Absent: None.

### Public Hearing on the Fiscal Year 7/1/20 to 6/30/21 Budget

President Kowalczyk called to order the Public Hearing on the Fiscal Year 7/1/20 to 6/30/21 Budget at 7:03 p.m. She referred to Mr. Parisi, Assistant Superintendent for Finance and Operations, who commented on the following:

- Emphasized that life and the school budget are looking different this year and that this is a COVID budget.
- The budget is an ever-changing policy document that projects revenues and expenditures. The Strategic Plan is the driving force behind the budget.
- Reviewed the budget calendar.
- A notice of the public hearing and availability of the tentative budget for public inspection was published in the *Journal*.
- Explained the changes from the tentative budget including
  - Reflection of actual salaries and benefits for new staff hired since early August 2020.
  - Increase in transportation costs as a result of hybrid learning.
  - Number of special education students at private facilities and NSSEO programs.
- Reviewed the revenues and expenditures. He said the district is barely receiving \$100,000 from the CARES Act. Some surrounding districts received millions.
- The FY21 budget reflects
  - A budget deficit with a decrease in fund balance of \$516,505.
  - An operating budget that calls for a balanced budget and an increase of \$3,276,600.
- Informed the Board of construction projects and capital expenditures that are driven by the Master Facility Plan.
  - \$4M set aside for FY21.
  - Possibly expand Lions Park by building 4 additional classrooms.
  - Finish installation of new floors at Lincoln.
  - These projects will be discussed at the October 15, 2020 meeting.
- Explained future financial challenges of
  - COVID-19
  - Aging building - Lincoln Middle School.
  - Ongoing space issues at Lincoln and Westbrook Schools.
  - Increasing enrollment – Lions Park expansion.
  - Legislative unknowns of future TRS cost shift scenarios and property tax freezes and impact of fair tax if it passes in the November election.
- Assuming the Board passes the budget later in the meeting, the budget must be filed with the County Clerk and the Illinois State Board of Education.

Mr. Parisi answered questions from the Board and President Kowalczyk said the Board would have an opportunity to discuss the budget again later in the meeting when they would vote on it. She asked if anyone from the audience wished to comment on the budget but no one commented or had questions. Hearing no comments, President Kowalczyk closed the Public Hearing on the Fiscal Year 7/1/20 to 6/30/21 Official Budget at 7:18 p.m.

**Communications****Board of Education**

- NSSEO: No report.
- Education Foundation: Member Chung said they met for the first time since March on Tuesday, September 22. Things need to be different this year. There will be no in person fall event. Money will be given out but not through the typical grant cycles of past years. The Foundation still has open positions especially the treasurer position. The next meeting is October 27 at 7:00 p.m.
- PTO Reports: Member Rothrauff (Westbrook), Member Fay (Fairview) and Member McCluskey (Lincoln) reported on PTO meetings.
- Board President Report:  
President Kowalczyk thanked people for the emails and said the emails were shared with all Board members. She also thanked those attending the meeting by Zoom and those attending at Fairview. She said everyone wants what is best for our students.

**Community Comments**

President Kowalczyk said there were two times on the agenda for community comments. Each time the Board would listen for up to 60 minutes and asked people to limit their time speaking to three minutes. She said everyone has their view and asked people to be respectful. Fourteen people addressed the Board. The majority stated that they wanted the students back full time in person and now, not in November. Someone said they thought the hybrid model should be two days in person and three days remote and another person said the am/pm hybrid model was bad and would even make it harder for families with both parents working outside the home. They felt that the Board and administration did not listen to what they wanted and that there should be more input from parents. They were concerned over the social and emotional well-being of the children.

President Kowalczyk thanked everyone for their comments. She said there would be a change to the agenda. She said the Enrollment Study and Special Education Services presentations would be moved to a future meeting.

**Staff Reports**

- Return to In-person School Hybrid Presentation  
Superintendent Aumiller said Dr. Mary Gorr, Assistant Superintendent for Teaching and Learning, and Mrs. Sara Tyburski, Director of Students Services, would do a presentation on a transition to hybrid option. The plan is to offer Fairview, Lions Park, and Westbrook families a choice between full remote learning or a hybrid model, starting on November 9 (the start of the second trimester), as long as COVID-19 metrics are met. The metrics would need to be in the acceptable range on November 2 for the students to return on November 9. For those students who would transition to hybrid learning, there would be two cohorts – Cohort A and Cohort B, with Cohort A attending in person in the morning and taking part in remote learning in the afternoon. Cohort B would have remote learning in the morning and attend in person in the afternoon. Students and staff will wear masks in the buildings and maintain six feet of social distance. Core subjects will be taught while the students are in person and social studies, science, PE, music, art and LRC will take place during remote learning. The half day hybrid model ensures that there are no mask-free times during the day. Students will not be eating lunch at school. In addition, half-day hybrid is a model that the district can adequately staff. A full-day hybrid model with alternating days would require the hiring of additional staff and District 57 does not have the budget to do this. There will be some changes such as the start and end times of the students' day, adjustments to the daily schedule, and the possibility of new teacher assignments. Those who want to continue with remote learning can choose to do so.

Several metrics are being used to ensure the safety and sustainability of a hybrid plan. The external metrics come from the Illinois and Cook County Departments of Public Health, Harvard Global Health Institute, and Northern Illinois Public Health Consortium. The district also must look at internal safety

and operations considerations such as COVID clusters (two or more cases from a single source), staffing, and availability of PPE and disinfectant supplies. Administration will update the Board on current metrics at the October 15 Board meeting, as well as, present a hybrid plan for Lincoln. ISBE and IDPH mandate that any individual who has been in close contact with a person testing positive for COVID-19, must self-quarantine for 14 days. Anyone who is diagnosed with COVID-19 and/or has at least one symptom must quarantine for 10 days or those with symptoms can be evaluated by a doctor, undergo COVID testing as directed by the doctor and, if negative, return with a note stating COVID-19 status.

Dr. Gorr presented the timeline. If the Board approves this plan, a survey would go out the next day and need to be returned by October 2 for Fairview, Lions Park, and Westbrook parents. The survey would ask if they wanted remote or the hybrid model or stay with current teacher. On October 26, families would be notified of am/pm placement and teacher assignment. On November 2, a district institute day but non-attendance day for students, there would be health and safety training for staff, and hybrid families given confirmation of November 9 hybrid start date based on metrics.

President Kowalczyk thanked Dr. Gorr and Mrs. Tyburski for the very thorough presentation. Board discussion followed the presentation. Dr. Gorr, Mrs. Tyburski, union presidents, and principals answered questions regarding safety, social distancing, class sizes, transportation, and sanitizing between two cohorts. Dr. Gorr said the evening custodial staff have been moved to days and we will be hiring an extra custodian for each school to help with the sanitizing. Member McCluskey asked the two union reps what their expectations were and Mrs. Rose, MPEA, said they have been working collaboratively with administration and Ms. Fotopoulos said MPESPA has also been in the planning meetings and ongoing discussions with administration. Mrs. Tyburski answered a question from Member Kobus regarding staffing of nurses and said that we have the district nurse that can help out at any building and we also have nurse subs. Mr. Suminski, Lincoln Middle School Principal, responded to a question saying that there has not been a date set for bringing back students to Lincoln but it would not have to be at the start of a quarter. Mrs. Tyburski said we are working with all students. Vice President Chung made a suggestion to have focus groups regarding bringing Lincoln students back to in person learning. Principal Suminski said he is open to that but if you have three groups, 2/3 of the people will not be happy with the decision. He said sometimes parents state that we told you what we wanted but the district does not do it. Vice President Chung asked about staggering times but Dr. Gorr answered that it causes busing problems. Member Maye said he was disappointed when he heard administration wanted to move the hybrid date from October 19 to November 9 but he agrees with administration's recommendation and trusts that administration is putting the district in a safe position. Superintendent Aumiller answered a question about if it was okay for parents to certify students and about private health information. She said the district's attorney verified that it could be done. Member Fay said this plan might be hard on parents picking students up but it is most in line with safety. Member Rothrauff asked about air circulation and Mrs. Tyburski said we would be circulating the air and opening windows when possible. Member Rothrauff also asked what would happen if families travel to quarantine states and Mrs. Tyburski said the IDPH shows what states are on the quarantine list and would hope that families who travel out of state would be checking this. President Kowalczyk asked administration to look into the buses being cleaned in between uses instead of once a day and mentioned an app to do self-certification. She also asked what would happen if a teacher needs to quarantine. Dr. Gorr said if the hybrid teacher was well enough to teach from home, it would be live streamed and a substitute teacher would be physically with the class. If the teacher is not well enough to live stream, the entire class would have to be quarantined.

President Kowalczyk said she appreciates the due diligence administration put into this plan. She said from the meeting July 23, the October 19 was a target date not a definite date. She asked the Members of the Board if they wanted November 9 as a definite date. All members agreed with this plan and reached consensus for administration to move forward. President Kowalczyk thanked everyone for their input but restated that the Board has to do what they think is best for all students.

- Superintendent’s Report

- Compensation Reports

Superintendent Aumiller referred to two reports that were in the Board packet. The first report was for all employees with a compensation package over \$75,000. The second report is required to be reported to ISBE by October 1 and shows previous year’s base salary and benefits for all administrators and teaching staff. Both reports would be posted to the district’s website per School Code.

- a) 5 ILCS 120/7.3 – Total Compensation Packages Over \$75,000 Report
    - b) 105 ILCS 5/10-20.47 Administrator and Teacher Salary and Benefits Report

**Consent Agenda**

President Kowalczyk said it was not necessary to pull the Minutes from the Consent Agenda because all members were present at the August 20 and September 3 meetings. Member Rothrauff reviewed the bills and said everything was in order. President Kowalczyk entertained a motion to approve the Consent Agenda. Member Fay moved, seconded by Member Kobus, to approve the items of the Consent Agenda as follows

- Item 1. Minutes of the following Board of Education Meetings
  - Regular Business Meeting of August 20, 2020 – Open Session
  - Regular Business Meeting of September 3, 2020 – Open Session

- Item 2. Personnel Transactions

Approve the short-term contract for an interim administrative individual:

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>Hire Date</u>	<u>Salary</u>
Carla Cumblad	Interim Director of Student Services	Admin	Winter 2020	\$600/day

Approve the employment of the following ESP individuals:

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>Hire Date</u>	<u>Salary</u>
Johanna Gonzalez	Clerical Assistant	Westbrook	9/1/20	\$16.02/hour
Malgorzata Szopa	Clerical Assistant	Fairview	8/26/20	\$16.02/hour

Accept the resignation of the following ESP employees:

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>Effective Date</u>
Erin Traci	Instructional Assistant	Westbrook	8/3/20
Joanna Zamudio	Instructional Assistant	Lions Park	8/13/20

- Item 3. Financial Reports – August 2020
- Item 4. Accounts Payable Bills Totaling \$1,661,842.06

Roll call vote resulted as follows

Yes: Chung, Fay, Kobus, Maye, McCluskey, Rothrauff, Kowalczyk  
 No: None Motion carried.

**Unfinished Business**

- 1. Approve the Official FY21 Budget

President Kowalczyk asked the Board if they had any additional questions regarding the budget that Mr. Parisi had presented during the Public Hearing. Hearing none, she entertained a motion to approve the budget. Vice President Chung moved, seconded by Member Maye, to approve the Fiscal Year 21 Budget. Roll call vote resulted as follows

Yes: Fay, Kobus, Maye, McCluskey, Rothrauff, Chung, Kowalczyk  
 No: None Motion carried.



2. Second Read and Approval of the Following Board of Education Policies

President Kowalczyk said the policies were First Read at the August 20 meeting. She asked if anyone had any questions or comments but no one did. President Kowalczyk entertained a motion to approve the policies. Member Rothrauff moved, seconded by Member Kobus, to approve the following policies

- 2:220 – School Board Meeting Procedure
- 4:180 – Pandemic Preparedness; Management; and Recovery
- 7:40 – Nonpublic School Students, Including Parochial and Home-Schooled Students
- 7:190 – Student Behavior
- 7:340 – Student Records
- 7:345 – Use of Educational Technologies; Student Data Privacy and Security

Roll call vote resulted as follows

Yes: Kobus, Maye, McCluskey, Rothrauff, Chung, Fay, Kowalczyk  
No: None Motion carried.

**Community Comments**

This was the second time for community comments. President Kowalczyk reminded people to be respectful and mindful and asked that comments be limited to three minutes to give everyone the opportunity to speak. Six people addressed the Board. One person stated he wanted the Board to rescind their vote and take into consideration the parents' needs. Another person said she did not understand why District 57 would not bring the students back full time as other districts in the area have done so. Someone else asked about the district's plans for return to full time in person. President Kowalczyk answered that the Community Comments time was not a question and answer time and asked the person to email the Board or administration her questions. Member Maye suggested to President Kowalczyk that she share with the community the emails the Board received. President Kowalczyk said the emails were very diverse and were split on the issue. She said there was not a majority for full in person or going back before November 9. The remainder of the audience who made comments were frustrated with the Board and administration for not bringing the students back full time in person.

**New Business**1. First Read of the Following Board of Education Policies

President Kowalczyk said the Policy Committee, which consists of her and Member Kobus, met with Dr. Aumiller on August 27 to review the policies. The policies were from the August 2020 PRESS packet. The following policies were for first read.

- 2:260 – Uniform Grievance Procedure
- 2:265 – Title IX Sexual Harassment Grievance Procedure
- 5:10 – Equal Employment Opportunity and Minority Recruitment
- 5:20 – Workplace Harassment Prohibited
- 5:100 – Staff Development Program
- 5:200 – Terms and Conditions of Employment and Dismissal
- 5:220 – Substitute Teachers
- 5:330 – Sick Days, Vacation, Holidays and Leaves
- 7:10 – Equal Educational Opportunities
- 7:20 – Harassment of Students Prohibited
- 7:180 – Prevention of and Response to Bullying, Intimidation, and Harassment
- 7:185 – Teen Dating Violence Prohibited

President Kowalczyk asked if any Board member had any questions or comments but there were none. President Kowalczyk said the policies would be on the agenda of the October 15 meeting for approval.

### **Board Discussion**

#### **Debrief of Superintendent Search Firm Presentations**

President Kowalczyk said they heard the presentations from three search firms at the September 3 meeting. She asked the Board what they thought of the firms. Member Kobus said she missed part of the presentations but would like to hear everyone's thoughts. President Kowalczyk commented that the presentations were done by

- GOV HR USA, Dr. Beth Sagett-Flores and Dr. Jean Sophie
- School Exec Connect, Dr. Harry Rossi
- BWP and Associates, Dr. Mark Friedman, Dr. Anne Noland, and Dr. Bruce Brown

Member Fay said she was concerned about the lack of experience of GOV HR and did not agree with their approach of an open search. She said she did not care for BWP approach. She favored School Exec. Member Kobus said she was not impressed with BWP and asked if there was a connection with them. President Kowalczyk said Dr. Brown was the former superintendent of District 57. Member McCluskey said he did not feel as comfortable with BWP and about using the former superintendent. He said he did not know how hard it would be for GOV HR to go from other types of searches to a superintendent search so he was most comfortable with School Exec. Member Maye mentioned that District 59 previously used School Exec and they were pleased with them and selected them again. Member Rothrauff and Vice President Chung agreed with the others and said School Exec Connect seemed to have the most experience. President Kowalczyk said she thought we would not want GOV HR because of the lack of experience in a superintendent search and she and Member Kobus said they were both good with School Exec. President Kowalczyk said she would reach out to the firms. She would let Mr. Rossi know that the Board decided on School Exec Connect. Superintendent Aumiller told the Board that she felt they made the right decision.

#### **Closed Session**

President Kowalczyk said there was no need for Closed Session.

#### **Adjournment**

There being no further business to come before the Board, President Kowalczyk entertained a motion to adjourn the meeting. Vice President Chung moved, seconded by Member Maye, to adjourn the meeting. Roll call vote resulted as follows

Yes: Maye, McCluskey, Rothrauff, Chung, Fay, Kobus, Kowalczyk  
 No: None Motion carried and the meeting adjourned at 11:56 p.m.

  
 Virginia Webster, Secretary

  
 Eileen B. Kowalczyk, President

Date of approval: October 15, 2020