

**School District U-46**  
Elgin, Illinois

May 16, 2022

**The video of the May 16, 2022 meeting can be found here:**  
[May 16, 2022, BOE Meeting](#)

The Regular Meeting of the Board of Education was called to order at 6:18 p.m. at the Educational Services Center, 355 E. Chicago Street, Elgin, Illinois. The following Board members answered roll call: John Devereux, Dawn Martin, Veronica Noland, Melissa Owens, Eva Porter, Kate Thommes, and Sue Kerr. Board members Dawn Martin and Melissa Owens participated via Zoom.

President Kerr requested a motion to move into closed session to discuss individual student disciplinary matters; pending, probable or imminent litigation; the appointment, employment, compensation, discipline, performance or dismissal of specific employees, specific individuals who serve as independent contractors in a park, recreational, or educational setting, or specific volunteers of the public, or legal counsel for the public body; the purchase or lease of real property for the use of the School Board; the setting of a price for the sale or lease of real property owned by the School Board; collective negotiating matters between the School Board and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees; review of closed session minutes; and individual student matters.

The motion was made at 6:21 p.m. by Ms. Noland, second by Mrs. Porter. Upon roll call yes votes: Mr. Devereux, Ms. Martin, Ms. Noland, Ms. Owens, Mrs. Porter, Ms. Thommes, and Ms. Kerr. No votes 0. The motion was carried by a vote of 7-0.

A motion was made at 6:58 p.m. by Ms. Noland, second by Ms. Thommes, to move to open session. Upon roll call, yes votes: Mr. Devereux, Ms. Martin, Ms. Noland, Ms. Owens, Mrs. Porter, Ms. Thommes, and Ms. Kerr. No votes: 0. The motion carried by a vote of 7-0.

Present for the business session were Superintendent Dr. Tony Sanders, Assistant Attorney Erika Washington, Board members John Devereux, Veronica Noland, Eva Porter, Kate Thommes, and Sue Kerr. Board members Dawn Martin and Melissa Owens participated via Zoom. The following administrators were also present at the District's central office: Dr. Josh Carpenter, Dr. Suzanne Johnson, Dr. Teresa Lance, Lela Majstorovic, Dr. Ann Williams, Brian Lindholm, and Bruce Phelps. Present for the meeting via Zoom were other administrators and members of the public.

Ms. Kerr led the recitation of the Pledge of Allegiance.

1. Strategic Plan Report - Dr. Sanders (Board Policy 2.020 - School Board Powers and Duties)

A. School District U-46 Equity Audit

Dr. Kaptain, Chief Executive Officer of Curriculum Management Solutions, Inc., and Ms. Jackson, Director of Diversity, Equity, and Inclusion, provided the Board of Education with an update on the U-46 Equity Audit.

The Equity Audit represents a comprehensive analysis of how well the district leaders are defining, monitoring, and supporting equity across the system.

Methodology: • Documents and data reviewed on and off-site • Surveys and interviews performed with parents, teachers, principals, board members, administrators, and students • Classrooms visited in every school site and instruction was observed • Samples of student work also analyzed for alignment.

Personnel interviewed: 200+ teachers, administrators, and other staff; Parents interviewed: 150+; Students interviewed: 120+; Surveys offered to all who did not decline; 22,100 total responses received.

Key Areas of Focus: 1. Vision and Accountability: direction in policy and plans concerning vision and expectations for equity 2. Achievement: academic performance by student subgroups 3. Equity and Access: access to rigor, programs, and services (curriculum, program access); disciplinary actions, exclusionary practices, retentions 4. Culture and Climate: perceptions regarding bias and equity issues across the system; perceptions regarding climate in school buildings and inclusivity 5. Curriculum: support in written curriculum for effectively engaging and supporting diverse student population; documents that are robust enough to support high-level learning.

District Strengths: • Strong Board and District Leadership • Commitment to and Support for Equity • Dual Language Programming • Supportive, Diverse Community • Curriculum and Assessment Development • Stable Financial Position.

Recommendations:

Recommendation 1: Vision, accountability, and planning - Re-define the core vision and mission of the district in the new strategic plan, collapsing the new plan with the existing Equity Plan to support greater clarity and consistency throughout the district.

Recommendation 2: Capacity for Attaining District Goals and Priorities - Clarify responsibilities of all positions within the organizational structure to improve consistency, accountability, and follow-through on meeting the district's mission and goals and on implementing the Strategic Plan and other district plans.

Recommendation 3: Curriculum and Assessment Design and Delivery - Expand curriculum to more clearly define student learning goals and on-level performance.

Recommendation 4: Building an Inclusive, Biasfree Culture and Climate - Improve Access to Resources and Support Services and Continue to Build an Inclusive, Bias-Free Culture and Climate in all District Schools. Monitor data in all district schools on student access and achievement, including discipline, retention, and dropout data.

Recommendation 5: Aligning Budget Development Practices to Board Priorities and Commitments - Support the commitments, priorities, and pillars of the district in the budget development and management process, ensuring that resources (financial and human) are allocated according to need to all district schools.

Ms. Thommes asked if the full report was available for review. Dr. Kaptain stated that the full report is currently being finalized, but will be available along with an executive summary of the report.

Ms. Martin stated that she and Ms. Noland have already been working on some of these items in strategic plan committee meetings with Dr. Sanders and Mr. Lindholm, which ties into some of the recommendations brought forward in the presentation.

Ms. Owens asked if surveys went out to all students. Dr. Kaptain stated that surveys were sent to students in grades 6-12.

Ms. Noland asked if parents were also allowed to complete the survey in Spanish. Dr. Kaptain stated that the survey was available in six different languages.

Mr. Devereux asked if there was a District or administrative timeline to review and establish a plan to respond. Dr. Sanders stated that a lot of the response aligns to the work in U-46 Rising, but there are still areas that the District has not yet started to address. Dr. Kaptain noted that the report covers work that may take 5-10 years to undertake.

Ms. Kerr asked how the pandemic factored into the data in this report. Dr. Kaptain stated the auditors were aware they were not getting a “normal” picture, but tried to qualify this within the report.

## 2. Public Comments.

Heather Weiss, District employee and DUTU President, asked for the Board to consider support of Region 63 unvaccinated employees, and allow benefit time for COVID per HB 1167.

Tom Cordogan, a District employee, stated there is inequality between vaccinated and unvaccinated employees in this District, and that he should receive the same benefits as everyone. Mr. Cordogan asked the Board to reconsider giving the same benefits to all employees.

Elsy Morales, a District employee, asked the Board to consider giving COVID benefit days per HB 1167 to unvaccinated employees.

Sam Lowe, a District employee, stated he had concerns about the vaccine, and asked the District to recognize his concerns, and extend COVID benefit days to all employees.

Earl Flackus, a special education school bus driver, stated he had concerns that the restoration of COVID sick days was only being extended to vaccinated employees. Mr. Flackus requested fair and equitable treatment for all U-46 employees.

3. Other Business – Board Member and Superintendent Update, If Necessary

A. Additional Information

Mrs. Porter stated that she had the privilege to participate in the LEAD event - students Living Elegantly Ambitiously and Dauntlessly. Mrs. Porter stated she would love to see the District grow this program.

Ms. Kerr congratulated the Top 2% recipients.

Dr. Sanders stated that he attended the YWCA Leadership Luncheon event, where Dr. Teresa Winters was recognized as a nominee. Dr. Sanders stated that the second Unite U-46 event took place on May 11<sup>th</sup>, and he would encourage community members to attend. Dr. Sanders noted the next event would be held on May 25<sup>th</sup>.

Ms. Martin stated that she wanted to thank Dr. Sanders and staff regarding considerations and staffing for school social workers. Ms. Martin stated she will submit some follow-up questions to administration for clarification on staffing numbers.

Ms. Owens stated that the previous Unite U-46 presentations are available on the District's website, and that she wanted to emphasize that part of the process is community members working in small groups to develop ideas and recommendations for the Board. Ms. Owens stated she wanted to encourage community attendance, as it is a valuable part of this process.

B. FOIA Requests

Dr. Sanders stated there were six (6) FOIA requests that the District has responded to since the previous Board meeting, and the responses are available on the Board book and would be made available on the District's website.

4. Other Business - CAC Update (Board Policy 2.152 - Advisory Committees to the Board)

A. CAC Specialized Student Services Report

Specialized Student Services Committee Co-Chairs, Ms. Chanda Schwartz, Ms. Virginia McHugh Kurtz, Ms. Avita Odoom, and Ms. Sarah Siddiqui, presented the CAC Specialized Student Services Report to the Board.

Summary of Committee Work: The committee worked with the District to meet the objective for the 2021-2022 school year by hosting the following programs: "A Social Worker's view on Future Planning: Available options to help you protect benefits," "Normalizing Emotions for an Abnormal Year: Supporting Childhood Anxiety and

Depression,” “There’s No Such Thing as a New Normal: A Wise Family’s Guide to Navigating Mental Health,” and “Identifying, Supporting and Advocating for your Twice-Exceptional Child.”

Recommendations for 2022-2023/Potential Program Topics: One program to be presented during a CAC General Meeting; One program for parents of special needs that is presented by a staff member in the Specialized Student Services department; and Spanish translation continuing to be made available for presentations.

Ms. Thommes thanked the committee for providing an invaluable resource to specialized student services parents. Ms. Owens stated that this committee is invaluable for parents, and that she is looking forward to the continuation of these programs and the open house event.

5. Consent Agenda – Dr. Sanders

- A. Personnel Report and Workers’ Compensation Cases
- B. Minutes of Board Meeting – May 2, 2022
- C. Termination of Vincenza Capici - Food Services
- D. Termination of Nina Walker - Information Services
- E. Contract - Fine Arts Department - Elementary Music Curriculum Resource Renewal
- F. Contract Renewal - Financial Operations/Human Resources - MUNIS Software Annual Support and Update Licensing
- G. Bid - Plant Operations - Centennial Elementary - Concrete Repairs
- H. Proposal - Curriculum and Instruction - LitCamp Resources for Elementary Summer School
- I. Proposal - Gifted Office - Northwestern University Center for Talent Development Summer Programming
- J. Building Permits - 5

Motion by Ms. Noland, second by Ms. Thommes, to approve the consent agenda items A-J, as presented. Upon roll call, yes votes: Mr. Devereux, Ms. Martin, Ms. Noland, Ms. Owens, Mrs. Porter, Ms. Thommes, and Ms. Kerr. No votes: 0. The motion carried by a vote 7-0.

6. Discussion/Action – Dr. Sanders

A. Itemized Bills – May 16, 2022

Mr. Burnidge, Director of Financial Operations, was available to respond to questions from the Board of Education regarding the attached bills. Administration recommended the Board of Education approve the List of Bills in the amount of \$9,610,658.53.

Motion by Mrs. Porter, second by Ms. Thommes, to approve the list of bills, as presented. Upon roll call, yes votes: Mr. Devereux, Ms. Martin, Ms. Noland, Ms.

Owens, Mrs. Porter, Ms. Thommes, and Ms. Kerr. No votes: 0. The motion carried by a vote 7-0.

B. Japanese and Mandarin Chinese World Language Curriculum Expansion Proposal

Mr. Phelps, Director of Business Services, and Mr. VandeMoortel, Coordinator of K-12 Social Studies and World Languages, were available for questions relating to the Japanese and Mandarin Chinese World Language Curriculum Expansion Proposal.

Motion by Mrs. Porter, second by Ms. Noland, to approve the proposal, as presented. Upon roll call, yes votes: Mr. Devereux, Ms. Martin, Ms. Noland, Ms. Owens, Mrs. Porter, Ms. Thommes, and Ms. Kerr. No votes: 0. The motion carried by a vote 7-0.

C. Final 2021-2022 School Calendar

Annually, the Board of Education is required to adopt a final School Calendar and submit it to the Kane County Regional Office of Education. The final 2021-2022 School Calendar was attached to the Board agenda for Board of Education approval. March 15, 2022 was changed to a student attendance day due to the primary election date moving to June 28, 2022.

Motion by Ms. Noland, second by Ms. Owens, to approve the final calendar, as presented. Upon roll call, yes votes: Mr. Devereux, Ms. Martin, Ms. Noland, Ms. Owens, Mrs. Porter, Ms. Thommes, and Ms. Kerr. No votes: 0. The motion carried by a vote 7-0.

D. Approval of Board of Education's Travel Expenses to the Illinois Association of School Boards 2022 Joint Annual Conference

A motion was made to approve lodging expenses associated with attending the Illinois Association of School Boards 2022 Joint Conference November 18-20, 2022 for Board members Sue Kerr, Melissa Owens, Kate Thommes, Dawn Martin, Veronica Noland, and Eva Porter, as well as Superintendent Tony Sanders and Chief Legal Officer Trisha Olson in a total amount not to exceed \$5,750.00.

Motion by Ms. Noland, second by Mrs. Porter, to approve the expenses, as presented. Upon roll call, yes votes: Mr. Devereux, Ms. Martin, Ms. Noland, Ms. Owens, Mrs. Porter, Ms. Thommes, and Ms. Kerr. No votes: 0. The motion carried by a vote 7-0.

E. Minutes of Board Committee Meetings

The Board of Education reviewed the following Board Committee Meeting Minutes:  
April 11, 2022 Board of Education Policy Meeting with IASB  
April 18, 2022 Board of Education Policy Meeting with IASB  
Administration recommended the Board of Education accept the minutes.

Motion by Ms. Owens, second by Mrs. Porter, to approve the minutes, as presented. Upon roll call, yes votes: Mr. Devereux, Ms. Martin, Ms. Noland, Ms. Owens, Mrs. Porter, Ms. Thommes, and Ms. Kerr. No votes: 0. The motion carried by a vote 7-0.

7. Other Business - Employee Matters (Board Policy 5.212 - Suspension and Dismissal of Certificated Staff Members)

A. Resolution Regarding the Dismissal of Tenured Teacher B

This matter was before the Board of Education whether to approve the Resolution Regarding the Dismissal of Tenured Teacher B (Leah Tucci).

Motion by Ms. Noland, second by Mrs. Porter, to approve the resolution, as presented. Upon roll call, yes votes: Mr. Devereux, Ms. Martin, Ms. Noland, Ms. Owens, Mrs. Porter, Ms. Thommes, and Ms. Kerr. No votes: 0. The motion carried by a vote 7-0.

8. Other Business – Dr. Sanders

A. Alignment Collaborative for Education (ACE) Update

Ms. Coleman, Executive Director of ACE, and Mr. Sikorski, Chair of ACE, provided the Board of Education with an update on Alignment Collaborative for Education.

ACE 2022 Experiences:

- Developed and hosted first-ever on-site senior job fair for all five high schools.
- Facilitated first HBCU U-46 admissions panel.
- Hosted first U-46 high school counselor field trip for CTE programs.
- Initiated Freshmen Experience eight-week program with AVID students at Larkin and Streamwood.
- Created the first Educators Rising Conference in partnership with NIU in direct support of Teacher Pipeline.
- Expanded summer internship program as a paid opportunity offered to students across all high schools.

New Dedicated Resources: Hired a new Program Manager, Edgar Ivan Montes, dedicated to accelerating the number of programs the Alignment develops and executes.

Alignment's Contribution to U-46 in 2021-22: Served the largest numbers of middle and high school students to date with over 5,100 students from all eight middle schools and the five high schools benefitting from Alignment's services; Provided services to U-46 based on the \$88,000 contribution to January 2022 at \$17.10 per student; Raised total funding of \$230,000 with the community contributing to 62% of the funding and U-46 the remaining 38%.

B. April Financial Report

Mr. Burnidge, Director of Financial Operations, reviewed the April Financial Report and was available to respond to questions from the Board of Education.

9. Work Session – Dr. Sanders

A. Renewal of School District U-46 High School Membership in the Illinois High School Association (IHSA) 2022-2023

Ms. Majstorovic, Assistant Superintendent of Schools, presented a request to the Board of Education to certify the renewal of membership in IHSA. IHSA Membership will not require payment of dues. The District's five high schools participate in this organization and the District will submit five signed membership copies due by June 30, 2022.

10. Work Session – Resolutions

A. Resolution Declaring the Need to Continue Usage of Temporary Classrooms

Mr. Phelps, Director of Business Services, presented the Resolution and updated summary list of mobile classrooms that will be used in the FY 2023 school year, and will respond to questions from the Board of Education. The FY 2023 Temporary Facility Reports are attached and contain a Part I and Part II. Administration recommends the Board of Education approve the Resolution Declaring the Need to Continue Usage of Temporary Classrooms.

11. Work Session - Contracts Over \$25,000.00 (Board Policy 4.060 - Purchasing/Purchasing Authority)

A. Contract Renewal - Curriculum and Instruction - Zoom

Mr. Phelps, Director of Business Services, and Ms. Banks, Director of Curriculum and Instruction, presented the proposal and were available to respond to questions from the Board of Education. Administration recommends approval of the contract renewal with CDW in the total amount of \$63,400.00 and requests authorization for district administration to execute related documents. This expenditure will be charged to the Educational Fund. The cost will be included in the budget for the 2022-2023 fiscal year.

B. Contract Renewal - Districtwide - Amendment to Service Agreements with Right at School and Boys and Girls Club of Elgin

Mr. Phelps, Director of Business Services, Mr. Lindholm, Chief of Staff, and Mrs. Majstorovic, Assistant Superintendent of Schools, presented the proposal and were available to respond to questions from the Board of Education. Administration recommended approval of the contract renewal with Right at School in the amount not to exceed \$1,487,700.00 and Boys and Girls Club of Elgin in the amount not to exceed \$1,663,200.00 and requested authorization for district administration to execute related documents. This expenditure will be charged to the Educational Fund and reimbursed with funds from the Elementary and Secondary School Emergency Relief Fund and American Recovery Act. The cost will be included in the budget for the 2022-2023 fiscal year.



Mr. Devereux noted that the numbers were not reflected on the agenda as in the attached document. Mr. Phelps clarified that the totals were: Right at School in the amount not to exceed \$1,487,700.00 and Boys and Girls Club of Elgin in the amount not to exceed \$1,663,200.00 for a total of \$3,150,900.00.

C. Contract Renewal - Office of the Superintendent - Illinois Association of School Boards (IASB) Annual Dues

Mr. Phelps, Director of Business Services, and Dr. Sanders, Superintendent, reviewed the proposal summary and were available to respond to questions from the Board of Education. Administration recommended approval of the IASB annual dues in the amount of \$33,240.00, as submitted by Illinois Association of School Boards (IASB). This expenditure will be charged to the Educational Fund. The cost will be included in the budget for the 2022-2023 fiscal year.

12. Work Session - Bids/Proposals (Board Policy 4.060 - Purchasing/Purchasing Authority)

A. Bid - Business Services - Streamwood High School Science Tables

Mr. Phelps, Director of Business Services, presented the proposal summary and were available to respond to questions from the Board of Education. Administration recommended award of the low bid meeting specification to Warehouse Direct in the amount of \$84,374.00 and requested authorization for district administration to execute related documents. This expenditure will be charged to the Educational Fund. The cost is included in the budget for the 2022-2023 fiscal year.

B. Bid - Information Services - Core Switch

Mr. Phelps, Director of Business Services, and Mr. Steuer, Interim Director of Information Services, presented the proposal summary and were available to respond to questions from the Board of Education. Administration recommended award of the low bid meeting specification to Sentinel Technologies, Inc. in the amount of \$629,940.00 and requested authorization for district administration to execute related documents. This expenditure will be charged to the Educational Fund. The cost is included in the budget for the 2021-2022 fiscal year.

C. Bid - Plant Operations - Educational Services Center Renovation Asbestos Abatement and Lead Mitigation - Project #331

Mr. Phelps, Director of Business Services, and Ms. Waldau, Interim Director of Plant Operations, presented the proposal summary and were available to respond to questions from the Board of Education. Administration recommended award of the low bid meeting specification to EHC Industries, Inc. in the amount of \$110,000.00 and requested authorization for district administration to execute related documents. This expenditure will be charged to the Operations and Maintenance Fund. The cost is included in the budget for the 2021-2022 fiscal year.

13. Work Session - Change Orders (Board Policy 4.164 - Construction Contracts, Bidding, Awards, and Payments)

A. Change Order - Plant Operations - Ronald O'Neal Elementary School Domestic Water Piping Replacement Project #1401

Mr. Phelps, Director of Business Services, and Ms. Waldau, Interim Director of Plant Operations, presented the change order and were available to respond to questions from the Board of Education. Administration recommended the Board of Education approve the change order from Northwest Contractors, Inc. in the amount of minus \$68,136.41.

B. Change Order - Plant Operations - Elgin High School Domestic Water Piping Replacement Project #240

Mr. Phelps, Director of Business Services, and Ms. Waldau, Interim Director of Plant Operations, presented the change order and were available to respond to questions from the Board of Education. Administration recommended the Board of Education approve the change order from Northwest Contractors, Inc. in the amount of minus \$37,543.58.

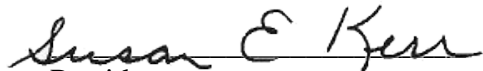
President Kerr requested a motion to move into closed session to discuss individual student disciplinary matters; pending, probable or imminent litigation; the appointment, employment, compensation, discipline, performance or dismissal of specific employees, specific individuals who serve as independent contractors in a park, recreational, or educational setting, or specific volunteers of the public, or legal counsel for the public body; the purchase or lease of real property for the use of the School Board; the setting of a price for the sale or lease of real property owned by the School Board; collective negotiating matters between the School Board and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees; review of closed session minutes; and individual student matters.

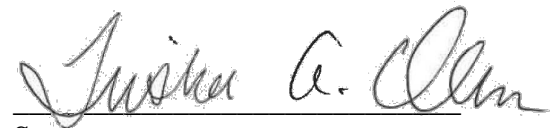
The motion was made at 9:27 p.m. by Ms. Noland, second by Ms. Thommes. Upon roll call yes votes: Mr. Devereux, Ms. Martin, Ms. Noland, Ms. Owens, Mrs. Porter, Ms. Thommes, and Ms. Kerr. No votes 0. The motion was carried by a vote of 7-0.

A motion was made at 10:12 p.m. by Ms. Noland, second by Mrs. Porter, to move to open session. Upon roll call, yes votes: Mr. Devereux, Ms. Martin, Ms. Noland, Ms. Owens, Mrs. Porter, Ms. Thommes, and Ms. Kerr. No votes: 0. The motion carried by a vote of 7-0.

Motion by Ms. Noland, second by Mr. Devereux, to adjourn the Regular Board Meeting of May 16, 2022 at 10:15 p.m. Upon roll call yes votes: Mr. Devereux, Ms. Martin, Ms. Noland, Ms. Owens, Mrs. Porter, Ms. Thommes and Ms. Kerr. No votes: 0. The motion carried by a vote of 7-0.

Approved this 6th day of June, 2022

  
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President

  
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Secretary