

# **A M E N D E D**

## **Minutes of Regular Board Meeting Of October 29, 2018**

### **The Board of Education Harlem Consolidated School District # 122**

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A Regular Board meeting of the Board of Education of Harlem Consolidated School District was held Monday, October 29, 2018, beginning at 6:00 PM in the Harlem Administration Center, 8605 North Second Street, Machesney Park, IL 61115.

1. CALL TO ORDER by President George Russell at 6:00 p.m.
2. ROLL CALL (Board Members and Other Attendees): George Russell, Melissa Wenger, Heather Kelley, Larry Barger, Patti Lawrence, Sue Berogan all present  
Absent – Evelyn Meeks

Other Attendees:

Dr. Julie Morris, Superintendent  
Mr. Josh Aurand, Assistant Superintendent for Business & Operations  
Mr. Scott Rollinson, Assistant Superintendent for Human Resources  
Kris Arduino, Recording Secretary

Dr. Michelle Erb, Assistant Superintendent for Curriculum & Instruction – not in attendance

**Motion to appoint Melissa Wenger as Secretary Pro Tem in Evelyn Meek's absence**

**1<sup>st</sup> Barger 2<sup>nd</sup> Kelley**

**All voted aye (6)**

**Motion carried**

3. Pledge of Allegiance led by Marquette Elementary students:  
Madison Baldock, and Romello Porchia  
Presenter: Brock Morlan, Marquette Elementary Principal
4. **Approval of Agenda with no changes**  
**Motion to approve agenda**  
**1<sup>st</sup> Berogan 2<sup>nd</sup> Barger**  
**Russell, Wenger, Kelley, Barger, Lawrence, Berogan – 6 ayes**  
**Motion carried**
5. **Motion to approve Regular Board Meeting Minutes of October 9, 2018**

**1<sup>st</sup> Kelley 2<sup>nd</sup> Berogan**

**Wenger, Kelley, Barger, Lawrence, Berogan, Russell – 6 ayes**

**Motion carried**

6. Awards and Recognition presented by Jason Blume, Director of Stakeholder Engagement
  - A. Jason Lubben - Safe Sports School 1st Team - Harlem High School  
Kurt Weigt,
7. Comments from the Community - none
8. Approval of Bills
  - A. Payables Summary \$647,393.61
  - B. Voided Checks
  - C. Payroll Voucher(s) \$2,880,554.96
  - D. Accounts Payable Warrants \$3,527,948.57 total expenditures

Mr. Aurand reviewed the expenditure totals by fund equaling \$3,527,948.57  
no questions were asked

**Motion to approve bills as reviewed**

**1<sup>st</sup> Berogan 2<sup>nd</sup> Barger**

**Kelley, Barger, Lawrence, Berogan-abstain, Russell, Wenger – 5 ayes, 1  
abstain**

**Motion carried**

- E. Advance Travel Checks for 2018 Joint Annual IASB, IASA, IASBO  
Conference in the sum of \$300 per individual: George Russell, Evelyn Meeks,  
Melissa Wenger, Larry Barger, Sue Berogan, Heather Kelley, Patti Lawrence,  
Kris Arduino  
(Separate roll call vote)

**Motion to approve advance travel checks as recommended by Mr. Aurand**

**1<sup>st</sup> Barger 2<sup>nd</sup> Berogan**

**Barger, Lawrence-no, Berogan, Russell, Wenger, Kelley – 5 yes, 1 no**

**Motion carried**

Presenter: Josh Aurand, Assistant Superintendent for Business & Operations

9. Communications and Committee Reports
  - A. George Russell, President
    1. Board Monitoring Report: October 9, 2018  
4 evaluation reports returned satisfactory
    2. Next Regular Board Meeting: Tuesday, November 13 2018 at 6:00 p.m.
    3. Next Policy Committee meeting: Monday, January 22, 2019 at 6:00 p.m.
    4. Recommendation to destroy audio recordings more than 18 months old: none
    5. Recommendation to approve Second Reading of 9-24-18 First Readings of Policy  
Updates

- Noted he attended the Kishwaukee Annual Dinner meeting last week and Harlem School Board is one of only two school districts in the Kishwaukee Division awarded

6. 2018-2019 IASB Board Recognitions:

2018 School Board Governance Award (5th time)

Melissa Wenger - Master Board Level II

Larry Barger - Master Board Member Maintained

Sue Berogan - Master Board Member Maintained

Patti Lawrence, Master Board Member Maintained

Evelyn Meeks, Master Board Member Maintained

George Russell, Master Board Member Maintained

- Thanked the Marquette students and Mr. Morlan for leading the Pledge
- Attended the football game last weekend and unfortunately we did not prevail, but a parent from New Lenox Lincolnway West congratulated the team as not having one personal foul called by either team.
- George thanked everyone for participating in the Board Governance Award and Harlem is the only District in the State that has received the award every year it has been in existence and he thanked Heather Kelley as it started under her tenure.

B. Melissa Wenger, Vice President

- Thanked Mr. Morlan and the students for leading the Pledge
- Congratulated the administration and nurses as well as Jason Lubben
- Attended the Kishwaukee Annual Dinner and thanked all Board members for their commitment to the students and hard work

1. IASB Delegate General Assembly Resolutions will be reviewed for consensus (November 13 Board meeting)

C. Evelyn Meeks, Secretary (not in attendance)

D. Heather Kelley, Past President

- Welcomed everyone on behalf of Mrs. Meeks
- Thanked Mr. Morlan for bringing the pledge students
- Thanked Harlem High School Athletic Department for their award
- Congratulated all Board members for their awards and the School Governance award for the eighth time

E. Sue Berogan

- Thanked all of the sports department for the great job for keeping kids safe and receiving the award
- Thanked Mr. Morlan and the pledge students
- Noted she loved the "I promise"
- Congratulated everyone for maintaining Master Board Member, noting that there is much members due to achieve this award

1. Next Business Services Committee meeting: Wednesday, November 7, 2018 at 6:00 p.m.

F. Larry Barger

- Thanked Mr. Morlan and the pledge students
  - Congratulated and thanked everyone at the high school for the Safe First team award
  - Noted that they held the Education Committee on October 17 and encouraged members to go online and look at the data presentations
1. Next Education Committee meeting: Wednesday, December 5, 2018 at 6:30 p.m.
  2. Recommendation to reschedule Education Committee meeting from February 6, 2019 to February 19, 2019 at 6:00 p.m.
    - Noted that he attended the Parks Chamber Dinner

G. Patti Lawrence

- Noted the great student artwork on display
  - Thanked the pledge students and parents that showed so much pride in their students
  - Congratulated Jason, Nurse Julie, Kurt and Terrell for the First Team School Award
  - Congratulations to all Board members for maintaining their Master Board Member status
  - Congratulations for the Board Governance Award
  - Noted she attended the Parks Chamber Dinner
  - *Also noted that she voted no earlier as to the expense checks to Board members attending the Tri Conference because she feels as a Board member it is in the best interests of the children and is financially responsible for her to turn back her check for \$300 as she is not running for re-election and would urge any other Board members not running for re-election to turn in their advance checks also. She also did not spend the \$300 advance at last year's Tri Conference and turned that one back.*
1. Next Behavior Policy Review Committee: Thursday, November 8, 2018 at 6:00 p.m. (1st quarter)
    - Noted that she voted no for the tri-conference advance checks and she noted she is returning her check as she is not seeking re-election and encouraged those not seeking re-election to also return their checks

**George Russell noted his condolences to Dr. Michelle Erb for the loss of her father**

10. Administrative Reports

A. Dr. Michelle Erb, Assistant Superintendent for Curriculum & Instruction given by Dr. Morris

1. Recommendation to approve Student Travel Request(s):  
Retroactive request for the State Meet
2. Harlem High School Graduation Rate Action Plan  
Presenter: Terrell Yarbrough, H.S. Principal & Jeremy Bois, H.S. Associate Principal  
Terrell and Jeremy presenting the High School Action Plan, strategies, goals and results noting that they are ground in their vision, goal and strategies

*Our Vision is to be lifelong learners and responsible citizens*

Long Term Goal

We will increase academic success for all of our students by raising our four-year graduation rate to 90% by the end of school year 2020-2021.

Currently the graduation rate is at 80% and we want to celebrate this as it is an accomplishment.

Strategy # 1

Working with teachers and counselors to reduce course failures by improving instruction increasing differentiation, recovery credit, AP courses and working with the Pacific Educational Group and looking at how we can help all students

This is a Tier 1 Goal, what we do every single day in the classroom, and we are coaching with individual teacher and offering supports to see how we are meeting individual student needs.

Strategy # 2

Develop and offer more robust and creative methods for failure intervention and credit recovery with the school day.

Jeremy noted that this allows for more options than just to retake a course by working with teachers to be more diagnostic with student needs.

Strategy # 3

Customize intervention courses that target areas of deficiency in Reading and Math, tailoring instruction to individual student need.

Jeremy noted that we are helping students build skills

Strategy # 4

Cultivate a culture invested in and demonstrating a Growth Mindset.

We want our staff and students to have the mindset to support each other and take risks.

Jeremy noted that this is about how we look at students in general and not giving up on students but being a champion for students.

Jeremy noted that they have a rotating trophy for staff for who is advocating for students. This changes every faculty meeting.

Data for 4-year graduation rate as reported by Illinois School Report Card

2013 71.2%

2017 80.0%

2018 is not made public at this time

The State is now at 85% right now but our goal remains 90% in two more years.

We are moving in the right direction and seeing positive results from what we are doing.

George noted that there is a second report for five years and also six years which shows Harlem higher than most schools.

Jeremy noted that comparing fall to fall semester and spring to spring semester Over the last five years 2013 – 88% were passing and is now at 91.5% back to 90%. We are finding where students are that are not passing and focusing on this. We are moving upwards with a slight step backwards.

Spring there is similar movement to 92.3 and back to 91% passing grades

When disaggregated by race there are gaps and we are moving up from left to right with a small step back, but we are consistently looking at which students are performing well and are deliberate with addressing gaps in achievement

Students with IEPs is an area of target for students graduating in four years five years ago 78% were earning passing grades and now at 86% so showing positive progress

Spring semester from 78% to 92% with Spring of 18 much higher than 2014 and 2015.

Dr. Morris noted that when Terrell and Jeremy talk about drilling down to the individual student that means that they know what each individual student is doing. The teachers know where their students are in the classroom and they look at what each child needs as well as the principals checking in with the teachers. We do know the individual student and this is crucial even though a lot of work for staff.

Patti asked if Harlem continues to allow kids take a test over and over until they pass. Terrell noted that some students do need more than one retake in when teachers are working with them. Jeremy noted it is more about growth. By retaking the test a student he was working with shows that she has improved and grown. This allows for students to show their growth, but it is not a do over there has to be a positive growth between tests.

Patti asked since reducing the amount of points they earn via homework is there a direct correlation on the tests. Terrell noted that the student he talks to and the parents who have called him he notes you have to practice to do well. The students seem to be getting it by doing their practice. Terrell noted that the credit should go to the teachers.

Patti asked if they look at the average trend for GPA's to which Jeremy noted it is very similar.

3. Recommendation to approve Title I School Plans

Dr. Morris noted that these were reviewed at the Education Committee meeting last week and they are all posted showing how they work under the parameters of ESSA and the grants. The Committee reached consensus to move these forward for Board approval.

B. Joshua Aurand, Assistant Superintendent for Business & Operations

1. Recommendation to approve Resolution for Surplus Property:  
HH9, Rock Cut, Administration Center, Loves Park and the Parker Center
2. Recommendation to approve Facility Request(s): Harlem Cougar Wrestling and Stateline Events at the high school
3. 2018 Tax Levy Discussion  
This has been reviewed and if anyone has questions he is here to answer. It will also be reviewed at Business Services next week. There were a few wordsmith's to the packet by counsel.

C. Scott Rollinson, Assistant Superintendent for Human Resources

1. Personnel Agenda and Addendum  
7 Transfers, 3 Leaves of Absence, 20 Employments, 4 Employees using Sick Leave Bank
2. Informational: Resignations  
Accepted 9 Resignations since last meeting
3. First Quarterly Report  
July 1 – Sept 30  
Education Support staff – increase of 10 employees, all Para educators, and there are still 15 openings  
We are down a couple of Assistants at Parker Center and bus drivers  
44 employees on FMLA, 26 on intermittent and 11 staff who are medical leave  
54 employees who left employment were also during the summer  
Certified Special Education staff – increase of 2 FTE's in Early Childhood due to the grant  
Certified Staff increase of .4 FTE Assistant Principal

Certified Elementary Staff – fluctuates year to year  
Up one in PE, but down 2 FTE

Certified Secondary Staff – no change

Dr. Julie Morris, Superintendent

D.

1. First Quarterly Report - Stakeholder Engagement  
Presenter: Jason Blume, Director of Stakeholder Engagement  
Donation Report – many organizations have partnerships with multiple schools

Upcoming we have the Christmas for Kids event on December 8, tickets will be sold, Shop with a Cop in December, and also Loves Park Rotary give dictionaries to all third grade students. They will be going to each building and we are thankful for this. They are also donated Fruit Tree Activity books to the 4<sup>th</sup> grade classrooms to raise money to support families in the Caribbean that will provide food to those families.

Mr. Blume noted social media competition (10/4 – 11/22), there is a competition at the schools by “liking the school”. The winning school will be awarded a breakfast and traveling trophy.

### Harlem Athletics Long-Range Plan

Kurt Weigt and Jason presenting

In January we started the process to look at athletic department goals and focus.  
In the past few months we did a Vision Sessions in April, met with stakeholder groups, Strategy/Goal setting retreat – May  
Long-Range Plan Tactic Development – July/august  
Presentation to the Board of Education – October

One ongoing theme is professional development for coaches and supporting feeder programs and developing young student athletes.

Communication was a focus both internally and externally. There was focus on Expectations were set for coaches, spectators and athletes. How are we supporting all students and giving them opportunities to be successful.

Focus on what we are doing socially and emotionally for students.

The Vision of Harlem Athletics is to inspire every athlete to pursue excellence!

Jason noted that he sat with Kurt’s leadership academy with over 100 students

Kurt reviewed the goal statements. He noted that the District Beliefs aligning to athletics is important. They need to pursue excellence in social and emotional areas as well as athletics and academics.

Kurt thanked Dr. Morris and Jason for guiding him in the process.

Harlem Athletics will create and sustain a culture of excellence based on our District Beliefs – Goal # 1

We will assess the strengths and weaknesses through our strategies  
Spectator expectations and guidelines are developed in Harlem and the NIC 10  
Harlem Athletics will develop to recognize athletes grades 7-12  
We will have a plan developed



Harlem Athletics will promote academic, social, emotional, physical and character growth of all student athletes – Goal # 2

Harlem Athletics will develop inclusive programs committed to equity and excellence – Goal # 3

This is a three to five year plan, but there will be flexibility on how they prioritize.

George noted that he would encourage Kurt as he is working as hard at athletics as Terrell and Jeremy are working at academics and seeing this as a team will hopefully be inspiring and successful.

11. Consent Agenda

- A. Approve Personnel Agenda & Addendum
- B. Approve Student Travel Request(s)
- C. Approve Facility Request(s)
- D. Approve Recommendation to destroy audio recordings more than 18 months old: none

**Motion to approve Consent Agenda Items A – C**

**1<sup>st</sup> Kelley 2<sup>nd</sup> Berogan**

**Lawrence, Berogan, Russell, Wenger, Kelley, Barger – 6 ayes**

**Motion carried**

12. ACTION ITEMS

- A. **Motion to Approve Second Reading of 9-24-18 First Readings of Policy Updates**  
**1<sup>st</sup> Russell 2<sup>nd</sup> Lawrence**  
**Berogan, Russell, Wenger, Kelley, Barger, Lawrence – 6 ayes**  
**Motion carried**
- B. **Motion to Approve reschedule of Education Committee meeting from February 6, 2019 to February 19, 2019 at 6:00 p.m.**  
**1<sup>st</sup> Wenger 2<sup>nd</sup> Kelley**  
**Russell, Wenger, Kelley, Barger, Lawrence, Berogan – 6 ayes**  
**Motion carried**
- C. **Motion to Approve Resolution Declaring Surplus Property and Authorizing Disposal of Property**  
**1<sup>st</sup> Berogan 2<sup>nd</sup> Barger**  
**Russell, Wenger, Kelley, Barger, Lawrence, Berogan – 6 ayes**  
**Motion carried**
- D. **Motion to Approve Title I School Plans**  
**1<sup>st</sup> Barger 2<sup>nd</sup> Lawrence**  
**Wenger, Kelley, Barger, Lawrence, Berogan, Russell – 6 ayes**

**Motion carried**

**13. Announcements and Discussion – none**

**Motion to go into executive session to discuss Employment of Personnel at 7:25 p.m.**

**1<sup>st</sup> Lawrence 2d Kelley**

**Kelley, Barger, Lawrence, Berogan, Russell, Wenger – 6 ayes**

**Motion carried**

*The Board took a brief recess and went into closed session at 7:52 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. Motion to Adjourn**

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

**All voted aye**

**Motion carried**

The meeting adjourned at 7:53 p.m.

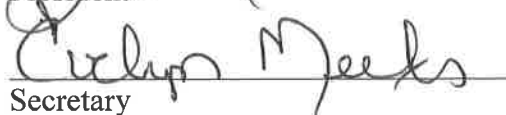
Respectfully submitted,

Kris Arduino,

Recording Secretary

ATTEST:

  
\_\_\_\_\_  
President

  
\_\_\_\_\_  
Secretary

Dated: 12-10-18