TOWNSHIP HIGH SCHOOL DISTRICT 211
Palatine, Illinois

BOARD OF EDUCATION
REGULAR MEETING
September 19, 2019
6:30 p.m.
Official

A regular meeting of the Board of Education, Township High School District 211, Cook County, Illinois was held on September 19, 2019 at 6:30 p.m. in the cafeteria at Palatine High School at 1000 Rohlwing Road, Palatine, Illinois.

ROLL CALL

On a roll call, the following officers and members were:

Physically Present:	Kimberly Cavill, Member Mark J. Cramer, Member Anna Klimkowicz, Vice President and Member Steven Rosenblum, Member Edward M. Yung, Secretary and Member Robert J. LeFevre, Jr., President and Member
Absent:	Peter R. Dombrowski, Member

Also present were: Daniel E. Cates, Superintendent; members of the District administrative staff; interested citizens; and members of the press.

Pledge of Allegiance

President LeFevre led the Board of Education and the audience in the Pledge of Allegiance.

Closed Session

Mrs. Klimkowicz made a motion, seconded by Mr. Rosenblum that the Board of Education enter closed session to discuss minutes of meetings lawfully closed under the Open Meetings Act [5 ILCS 120/2 (c) (21)]; the appointment, employment, compensation, discipline, performance, or dismissal of specific employees [5 ILCS 120/2 (c) (1)]; matter relating to an individual student [5 ILCS 120/2 (c) (10)]; and probable or imminent litigation against, affecting or on behalf of the public body [5 ILCS 120/2 (c) (11).

On which motion a roll call vote was held with the following results:

Aye:	Kimberly Cavill Mark Cramer Anna Klimkowicz Steven Rosenblum Edward Yung Robert LeFevre
Nay:	None

The motion carried unanimously.

The Board of Education entered executive session at 6:31 p.m. and resumed its meeting at 7:30 p.m.

Board member Mr. Peter Dombrowski arrived at 7:30 p.m.

Citizens' Petitions and Appearances

President LeFevre read the following statement:

"Thank you for joining us tonight.

The Board heard from a large number of individuals and we value your input whether via email, telephone, or in person. Four years ago, we had a similar series of meetings and we heard from many individuals. Many of the messages the Board received are similar to the messages sent to the Board four years ago.

The Board has numerous items on our agenda this evening to conduct the business of the District. As Board President and pursuant to Board policy BDDH, I directed our Superintendent, Dr. Cates, to prepare the agenda in such a way to limit the number of individuals who will be recognized to speak. I directed Dr. Cates to publish information so that all citizens interested in appearing before the Board would be aware of the procedures surrounding Citizens Appearances this evening. The parameters for the Citizens Appearances this evening were published on the district website more than 48 hours prior to the meeting, were set forth on the agenda for this evening's meeting and have been provided to each individual entering our meeting this evening.

Once the Citizens Appearances portion of the meeting begins, we will listen to general comments for one hour and then move on to the next item on our agenda, the public hearing on the 2019-2020 budget. Each person entering who was interested in addressing the Board drew a number. This number established the order of people who might address the Board this evening.

If you are not called, we invite you to provide written comments to the Board or to speak at another Board meeting. Each person called will be granted three minutes so that we can be sure to hear people's key ideas while allowing more people the opportunity to address the Board. A timer is viewable in front of Mr. Kovack and he will issue the speaker a notification when one minute remains.

This is an open public meeting and appearances before the Board are open to anyone of the public. I want to be sure that everyone understands that the public participation is not a dialogue. Board members will not answer questions or respond to speakers' comments during Citizens Appearances.

Thank you."

Mr. Cramer made a motion, seconded by Mr. Dombrowski, that the Board President remove the time limit for public comments and, second, that the agenda item comments that are not time-sensitive be tabled to then be taken up either at the next scheduled Board meeting or Special Board meeting.

After discussion, a roll call vote was held with the following results:

Aye:	Mark Cramer Peter Dombrowski
Nay:	Steven Rosenblum Anna Klimkowicz Edward Yung Kimberly Cavill Robert LeFevre

The motion did not carry 2-5.

Mr. Rosenblum made a motion, seconded by Mrs. Klimkowicz, to limit the number of individuals speaking tonight to 25 people and that each person will have three minutes to address the Board of Education.

After discussion, a roll call vote was held with the following results:

Aye:	Anna Klimkowicz Steven Rosenblum Edward Yung Peter Dombrowski Kimberly Cavill Robert LeFevre
Nay:	Mark Cramer

The motion carried 6-1.

Superintendent Cates made the following comments:

"Good evening and thank you for joining us tonight.

Clear laws did not exist around the specific issue of transgender students and access to locker rooms four years ago. We have long recognized transgender identity and provided supports to transgender students, and we have also always considered the best way to serve all of our students surrounding access to our facilities. Tonight, we are presenting a new proposal on this matter to our elected school Board for its first consideration.

Four years ago, our Board at the time wanted to make this important decision – even in the face of pressure from the federal Office for Civil Rights seeking to mandate unrestricted locker room access for transgender students and lawsuits representing opposing viewpoints. The Board and our administration considered all the issues very carefully. At that time, we listened to hours of individual comments, received hundreds of email messages, and engaged in informal conversations nearly everywhere we went. Importantly, the Board engaged in many hours of discussion with each other, and often debate, as each Board member felt a great deal of responsibility for the community they were elected to serve.

Ultimately, the board decided that our District should implement a practice of granting access to the locker room of a student's gender identity upon the student's agreement to change clothes in a private area within that locker room. We improved our locker rooms by adding several private changing

stations and made them available to any student. For four years, we have implemented this practice without controversy or incident. These changing rooms will remain in place.

In our district of 12,000 students, less than a dozen students have identified as being transgender. To make this declaration is not easy; in fact, it can be extremely difficult. We believe more students may experience transgender identity, but do not come forward because of how hard this can be.

Transgender students are those who consistently assert a gender identity different from their birth gender. It is common that students can be at different stages of their transition during their four high school years. Our student support team members work with each student and parent to create an individualized plan designed to be responsive to that student at whatever their stage of development and transition. Typical items of discussion include whether the family would like teachers, staff, and students to use a different name when referring to the individual than the name on the birth certificate; whether to change the gender classification in the student's records; and what pronouns the individual prefers.

Each transgender student we know about has a support plan from an individualized support team. Some seek a private space and different accommodations, and others want to use the bathroom or locker room of their gender identity. These students access our bathrooms and locker rooms without notice or disruption because our student body demonstrates exemplary respect, acceptance, and tolerance.

While our balanced compromise – providing access as long as private changing areas were used – has prevailed in the face of all challenges thus far, legal and otherwise, our society and community have advanced over the years.

The proposed policy we are presenting provides for equal educational opportunities, without exception or condition, and without the restriction of private changing stalls that we have required transgender students to utilize for the past four years. The core of the policy was created by the Illinois Association of School Boards, and the policy has been adopted widely across the State of Illinois. We haven't heard of challenges or controversies associated with unrestricted access in districts across the State.

As we all know, a lot can change in four years.

In those four years, understanding and acceptance of transgender identity have advanced – societally and in our immediate communities – for the better. In our district and countless others, students, families and staff recognize, honor, and respect differences, and our students do this best of all.

We recognize that there are varying views on this issue, and anyone who is uncomfortable for any reason can seek support and alternatives. In a large high school district of nearly 12,000 students, we make hundreds of accommodations every day for students who experience a wide variety of differences. We are fortunate to have caring staff and excellent facilities with the ability to support a variety of needs.

It is time that we take the next step forward. The new, unrestricted policy will be presented to the Board later this evening for its first review and consideration. No action will be taken on this policy tonight, and the policy will be considered for action at our next board meeting.

Thank you for what I know will be thoughtful and respectful comments, and for your support of this district and all our students."

President LeFevre made the following remarks:

"In order to use our time efficiently, I will call two names at a time. The first individual will go directly to the podium and begin their remarks while the second individual will come forward and go directly to the designated Chair along-side Dr. Krones, who is sitting behind the podium. We will continue this practice for a bit longer than the next hour, which is 25 people."

Lisa Casalino, a District 211 resident and parent of two freshman daughters, addressed the Board involving her daughters having no ill feelings toward students who have gender dysphoria or who identify with the opposite biologic sex and her concern that if the proposed transgender policy for the locker room moves forward, her daughter's sport could be affected by having biologic males who have different statures, muscle mass, and strength on teams; the inappropriateness of having biologic males entering girls' locker rooms; and representing her daughters' privacy rights.

John Jackowski addressed the Board involving his questions about what females on the Board would have thought about a male coming into a female locker room when they were girls, how dads feel about a male using a female locker room, how males entering female locker rooms would be policed with the proposed equal educational opportunities policy; and his opposition to allowing males who identify as females to use female locker rooms and washrooms.

Paul Dombrowski, a District 211 resident, addressed the Board urging them to act in the best interest of lesbian, gay, bisexual, transgender (LBGT) youth by allowing unrestricted locker room and wash room access for transgender youth; and regarding the proposed equal educational opportunities policy being about equal rights, fundamental fairness, tolerance, and demonstrating leadership by promoting acceptance for all.

Donna Epton, a retired District 211 teacher and resident, addressed the Board regarding her experiences in seeing how things have changed in time and in her career about the state's treatment of people with disabilities and years later when she taught at Schaumburg High School when a program for multi-challenged students was offered for students; her thoughts about an actress, a Schaumburg High School alum, and her years in high school as a transgender student before being transgender was socially acceptable; and District 211 needing to change its policy for transgender students so that all students have equal accessibility and can be treated with respect, kindness, and dignity.

Frank Skorski, a District 211 resident, addressed the Board about his disapproval about the proposed equal educational opportunities policy, his approval of having the Board fight the current lawsuit, having the Board ask for a change of venue for the current lawsuit, and having tax dollars be spent on education and not indoctrination in the future.

Robin Walsh, a District 211 resident, addressed the Board thanking them for the opportunity to speak to them, congratulating and thanking them for the proposed equal educational opportunities policy that would be a change from discrimination to equality for the transgender community that has been devastated by prejudice and rejection.

Jenna Mauk, a former District 211 student, addressed the Board regarding the Title IX United States Department of Education amendment prohibiting discrimination on the basis of sex, there being a lot of variations of peoples' sex genetically, some states and cities in the United States passing and implementing laws protecting the LGBT community from discrimination in public accommodations, transgenders not being pedophiles or predators, the LGBT community wanting equality and to fit into a society that denies their equality, students needing to be educated on what it means to be transgender instead of ignoring and bullying them, and her support of the proposed equal educational opportunities policy.

Joseph Qian, a District 211 resident, addressed the Board regarding the Title IX statement about sex discrimination having nothing to do with gender identity discrimination, many residents at a December 2015 Board meeting opposing the Office for Civil Rights case for the transgender student to be allowed access to the girls locker room, and no current law in Illinois supporting District 211's proposed equal educational opportunities policy.

Laurie Kaplan Singh, a mother of a transgender student who attended school at the New Trier School District, addressed the Board involving the psychological and physical struggle her son experienced in school when he had to use the wrong bathroom that did not match his identity, the New Trier School District allowing her son to use the bathroom and locker room that matched his gender identity through his high school years and there not being any problems about this from the very accepting community, and her thanks to the Board for their work.

Sue Johnson, a District 211 resident, addressed the Board concerning her disappointment about the proposed equal educational opportunities policy that singles out those students who are struggling or confused about their sexual identity above all the other students for which studies show are at one to two percent of the population; the Board having a safety and fairness obligation to protect the privacy of the other 98 percent of students; preserving safety and privacy in school bathrooms; the proposed policy being morally wrong, biased, and offensive; and revising the proposed policy to address protecting the safety and privacy of all students.

Ewa Tatarczuch, a District 211 parent, addressed the Board regarding her concerns about female students being forced to undress in front of a transgender student who looks like a boy and that has nothing to do with respect for transgenders, and involving resolving the proposed equal educational opportunities policy in a different way.

Sherrine Peyton, a District 211 resident, addressed the Board regarding the transgender inclusion policies being good for all students.

Alisa Kober addressed the Board involving people having a legal right to not be discriminated against based on sexuality or gender identity in Illinois, transgender women in the women's locker rooms and bathrooms not being perpetrators and non-transgender women in the these areas not being victims, her support for allowing transgender students full access to facilities that align with who they are, having modesty curtains available to all students being an option, brief exposures to different bodies being a non-issue, and transgenders integrated into everyday life.

Bethany Morrison addressed the Board thanking them for hearing her comments tonight and involving her opposition to the proposed transgender policy, her concern for the continued legal protection of women and girls as a class, it not being consistent in the "Me Too" era to teach young girls that their boundaries of privacy are unimportant, basing civil protection policies on an undefined view of gender identity or self-identification rather than on people's sex or self-identification; and what gender identity really means.

Mark Eichaker, a District 211 resident, addressed the Board thanking them for the opportunity to speak to them, and involving Palatine High School's gang problems, drug problems, and problems relating to letting boys go into the girls' locker rooms; and chromosomes determining a person's sex.

W. Wang addressed the Board thanking them for the opportunity to express her opinions to them and regarding her experience of being embarrassed when her six-year-old son mistakenly walked in on her when she was in the bathroom and how a teenage girl could feel embarrassed if a biologic male opened the door of her locker room, the need for transgender students to be vetted and also respected, and other options and alternatives should be considered - such as gender bathrooms - so everyone's privacy and gender can be protected.

Sarah Harrington, a District 211 student, addressed the Board thanking them for hosting this meeting and continually hearing public opinions; and concerning bullying being wrong; her opposition about the proposed equal educational opportunities policy; the many people who addressed the Board about wanting students' privacy in the girls' locker rooms at a December 2015 Board meeting; her personally having no problem with transgender students, but wanting privacy from the opposite sex in the bathrooms and locker rooms; schools having the duty to protect the privacy, dignity, and well-being of all students; privacy being a human right in school; and having the school district seek compassionate solutions like offering special changing areas for those struggling with their identity.

Frank Annerino, a District 211 parent, addressed the Board regarding his opposition to the proposed equal educational opportunities policy; the current locker room policy being sufficient and being respectful of everyone; moving to have coed locker rooms, bathrooms and sports; the problem with administering the proposed policy in locker rooms; the proposed policy could cause potential liability for District 211; children being uncomfortable changing clothes and using rest rooms with people of the opposite sex; coed sports being unfair to girls and affecting their scholarship opportunities; laws preventing prisoners from being supervised by guards of opposite sex in showers and District 211 girls should have the same privilege in locker rooms and bathrooms; and the proposed policy could cause girls to be traumatized.

David Ellery, a District 211 parent, addressed the Board regarding people being made to be bigots and being shamed if they disagree with the proposed transgender policy, his belief that there are two genders, girls should not be forced to undress in front of someone who is genetically a guy, manipulation taking place to get to this point, and this proposed policy not being for the common good of students.

James Eckert addressed the Board thanking them for the opportunity to speak to them and thanking people for coming to the meeting, and concerning his fighting for what is true and good; Board members not acted on behalf of the taxpayers and student body at the Board meeting four years ago when the majority of people were against the transgender student having access to the locker room; the community having compassion for people with gender dysphoria, however compassion does not endow that person to dictate terms; a person's belief that they are an opposite gender not giving them the power to make other people believe it; unrestricted access based on a person's self-image not being reasonable; and having Board members hear from the citizens in order to make everyone feel like they are being heard, but having citizens speak could be a sham.

Donna Johnson addressed the Board regarding her being bullied as a child and students and teachers not protecting her, having a transgender cousin who she loves who does not know what is right in terms of privacy issues, there being no right or wrong answer about the privacy issue; the prospect of having a third locker room available so no one would know who is transgender and compassionate people could also use it; undressing in front of people you do not know being uncomfortable, and female students going through puberty not wanting to undress in front of people.

Julie Kosarin, a neighbor of District 211, addressed the Board thanking them for the opportunity to speak to them; her valuing fairness and common good; her agreement with the proposed equal educational opportunities policy that would provide equality for all students - including those who identify as gender nonconformers or transgenders; many Illinois school districts embracing such policies; forcing segregation or isolation of any students not creating tolerance and inclusion; the Board having the leadership opportunity to provide and affirm fair and equal school environments for all students; and her hope that empathy, understanding, and respect for all students guides Board members' decisions about the proposed policy.

Mina Blackburn, a District 211 resident, addressed the Board regarding her special needs son and never asking for the majority of students at his school to observe the accommodations allowed to him; her being sensitive to bigotry, diversity, and inclusion as a Muslin-American activist; not wanting to be

made to be a bigot because she does not want her children to be in a locker room with a student of an opposite gender due to her family's religious beliefs; and her agreement that having a third locker room is a good option.

August Hupp addressed the Board involving being an intersex, nonbinary person who has faced assaults and has been traumatized due to her trans identity, her request for the Board to support "trans joy" by approving the proposed equal educational opportunities policy; and she thanked the Board for listening to her tonight.

Dan Harrington, a District 211 resident, addressed the Board concerning biological boys not belonging in girls' locker rooms and rest rooms, having accommodations be provided for students who are uncomfortable changing with students of the opposite sex, having the Board defend the rights of all students, people having the right for privacy, hearing minors at a Board meeting in December 2015 say they do not want to be forced to undress in front of a boy, his thoughts that he was living in a dictatorship after the school board decided that the transgender student, "Student A," would be allowed restricted access to the locker room, "Student A" changing in the open area of the locker room instead of using the privacy area provided – and the student committing sexual harassment by doing so, a girl losing her right to privacy and having to change in the bathroom stalls as a result, and the consideration of this proposed equal educational opportunities policy being a travesty.

Public Hearing on the 2019-2020 Budget

The public hearing opened at 8:58 p.m.

President LeFevre asked if there was anyone present, not on the agenda, who wished to address the Board of Education regarding the 2019-2020 budget. No one addressed the Board.

Mrs. Klimkowicz made a motion, seconded by Mr. Yung, that the public hearing on the 2019-2020 Budget of Township High School District 211 is now closed. The motion carried unanimously. The public hearing closed at 8:58 p.m.

Consent Agenda

Mr. Dombrowski made a motion, seconded by Mr. Rosenblum, that the consent agenda be approved as presented.

On which motion a roll call vote was held with the following results:

Aye:	Kimberly Cavill Mark Cramer Peter Dombrowski Anna Klimkowicz Steven Rosenblum Edward Yung Robert LeFevre
Nay:	None

The motion carried unanimously.

The following consent agenda items (indicated by *) were enacted by one motion:

***Approval of Minutes – Regular Meeting of August 15, 2019**

Mr. Dombrowski made a motion, seconded by Mr. Rosenblum, that the minutes of the regular meeting of August 15, 2019 be approved and placed on file.

On which motion a roll call vote was held with the following results:

Aye:	Kimberly Cavill Mark Cramer Peter Dombrowski Anna Klimkowicz Steven Rosenblum Edward Yung Robert LeFevre
Nay:	None

The motion carried unanimously.

***Approval of Bills for Payment**

Mr. Dombrowski made a motion, seconded by Mr. Rosenblum, that bills in the amount of $13,910,510.41 be approved for payment.

On which motion a roll call vote was held with the following results:

Aye:	Kimberly Cavill Mark Cramer Peter Dombrowski Anna Klimkowicz Steven Rosenblum Edward Yung Robert LeFevre
Nay:	None

The motion carried unanimously.

***Financial Report – As of July 31, 2019**

Mr. Dombrowski made a motion, seconded by Mr. Rosenblum, that the Statement of Revenues, Expenditures, Other Financing Sources (Uses), and Changes in Fund Balances for the period ending July 31, 2019 be approved and placed on file.

On which motion a roll call vote was held with the following results:

Aye:	Kimberly Cavill Mark Cramer Peter Dombrowski Anna Klimkowicz Steven Rosenblum Edward Yung Robert LeFevre
Nay:	None

The motion carried unanimously.

***Investment Report – As of July 31, 2019**

Mr. Dombrowski made a motion, seconded by Mr. Rosenblum, that the investment report for the period ending July 31, 2019 be approved and placed on file.

On which motion a roll call vote was held with the following results:

Aye:	Kimberly Cavill Mark Cramer Peter Dombrowski Anna Klimkowicz Steven Rosenblum Edward Yung Robert LeFevre
Nay:	None

The motion carried unanimously.

***Student Activities Report – As of July 31, 2019**

Mr. Dombrowski made a motion, seconded by Mr. Rosenblum, that the student activity, trust fund, and convenience fund reports for the period ending July 31, 2019 be approved and placed on file.

On which motion a roll call vote was held with the following results:

Aye:	Kimberly Cavill Mark Cramer Peter Dombrowski Anna Klimkowicz Steven Rosenblum Edward Yung Robert LeFevre
Nay:	None

The motion carried unanimously.

***New Student Activity, Trust, and Convenience Accounts for 2019-2020**

Mr. Dombrowski made a motion, seconded by Mr. Rosenblum, that the Board of Education approve the new activity accounts as recommended.

On which motion a roll call vote was held with the following results:

Aye:	Kimberly Cavill Mark Cramer Peter Dombrowski Anna Klimkowicz Steven Rosenblum Edward Yung Robert LeFevre
Nay:	None

The motion carried unanimously.

***Personnel Recommendations**

Mr. Dombrowski made a motion, seconded by Mr. Rosenblum, that personnel recommendations be accepted as presented.

Full-Time Teacher Employment:
(Effective 2019-2020 School Year)

Adams, Erin; science, William Fremd High School
Jones, Benjamin; English as a second language, James B. Conant High School
Martinez, Marisela; English as a second language, Palatine High School

Part-Time Teacher Employment First Semester:
(Effective 2019-2020 School Year)

Deumic, Aldiana; English as a second language, Schaumburg High School
Christman, Angela; English as a second language, Palatine High School
Logan, Brian; music, Schaumburg High School
Roth, Susan; psychologist, Hoffman Estates High School

Resignations:

Deumic, Aldiana; English as a second language, Schaumburg High School
Rodino, Joseph; science, William Fremd High School
Tipps, Bryan; music, Schaumburg High School

Support New Hires:

Brown, Michael; student supervisor, Palatine High School
Betrrand, Rachel; teacher assistant, Palatine High School
Bloomfield, David; student supervisor, William Fremd High School
Clark, Kevin; teacher assistant, Schaumburg High School
Coronado, Ruth; teacher assistant, Schaumburg High School
Crask, Brian; teacher assistant, Palatine High School
Deumic, Aldiana; teacher assistant, Palatine High School
Flores, Beatriz; teacher assistant, Palatine High School

Garza, Alec; teacher assistant, Palatine High School
Gatz, Jennifer; teacher assistant, Higgins Education Center
Harima, Eric; teacher assistant, William Fremd High School
Knapp, Shelley; food service, William Fremd High School
Leman, Christopher; teacher assistant, William Fremd High School
Marji, Iris; teacher assistant, William Fremd High School
Patino, Federico; custodian, Schaumburg High School
Radovanovitch, Sophia; teacher assistant, William Fremd High School
Reyes, Cole; teacher assistant, Schaumburg High School
Rhee, Johnathan; teacher assistant, Palatine High School
Rios, Yolando; teacher assistant, Palatine High School
Smith, Robby; bus driver, G. A. McElroy Administration Center
Spadafore, Mary Ellen; teacher assistant, James B. Conant High School
Tanny, Tracy; teacher assistant, Palatine High School
Tsoulos, Ann; support staff assistant, James B. Conant High School
Vandermeulen, Susan; teacher assistant, Palatine High School

Support Staff Resignations:

Arroyo Lopez, Lilian; teacher assistant, James B. Conant High School
Banahan, Lucie; teacher assistant, Schaumburg High School
Trojan, Martin; teacher assistant, James B. Conant High School

On which motion a roll call vote was held with the following results:

Aye:	Kimberly Cavill Mark Cramer Peter Dombrowski Anna Klimkowicz Steven Rosenblum Edward Yung Robert LeFevre
Nay:	None

The motion carried unanimously.

***Bids for Consideration**

Mr. Dombrowski made a motion, seconded by Mr. Rosenblum, that for the bids listed below, the Board of Education award the business to the lowest responsible bidders as listed in the administrative bid recommendation dated September 19, 2019 (attached to official minutes):

1. Street salt for all the schools and the Administration Center – Conserv FS	$ 164,250.00
2. Custodial maintenance supplies for all the buildings – eight vendors	161,629.98
TOTAL:	$ 325,879.98

On which motion a roll call vote was held with the following results:

Aye:	Kimberly Cavill Mark Cramer Peter Dombrowski Anna Klimkowicz Steven Rosenblum Edward Yung Robert LeFevre
Nay:	None

The motion carried unanimously.

Freedom of Information Act Requests

The Board of Education received and reviewed a report on Freedom of Information Act requests and responses.

Report on New Professional Staff

The Board of Education received and reviewed a report on professional staff new to the District for the 2019-2020 school year.

Sixth Day Enrollment

The Board of Education received and reviewed a summary of the sixth day enrollments for the 2019-2020 school year showing a total enrollment of 11,689 in the District's five high schools. Total enrollment – including District 211 North Campus, Higgins Education Center, and off-campus special education – was 12,010.

Class Size Committee Report

The Board of Education received and reviewed a report from the Class Size Committee.

Salary Compensation Report

The Board of Education received, reviewed, and discussed a report on salary compensation.

Tax Increment Financing Report

The Board of Education received and reviewed an update on the Tax Increment Financing (TIF) districts within Township High School District 211's boundaries.

Superintendent Search Update

The Board of Education received and reviewed an update on the search for the next superintendent of schools for Township High School District 211 as conducted by representatives from School Exec Connect.

Resolution Authorizing the Adoption of the 2019-2020 Budget

Mr. Yung made a motion, seconded by Mrs. Klimkowicz, that the Board of Education adopt the resolution as presented to establish the fiscal year of the School District to begin July 1, 2019 and end June 30, 2020, and that the budget as presented for the fiscal year 2019-2020 be adopted.

Superintendent Cates made the following comments:

"The proposed budget for 2020 is a direct outgrowth and manifestation of the strategic plan adopted by the Board in 2016 that was after months of meetings with community members. The budget plan is possible only through years of good stewardship and sound financial decisions. This budget provides for quality educational and extra-curricular programs, sound asset management, safe and effective improvements to our facilities, and enables us to accomplish all of these priorities free from debt.

The Strategic Plan details the Board's priorities over a five-year period. We developed the 2020 budget specifically to align with these strategic goals, including all of the following:

The budget is balanced, sustainable, and aligned with District goals; the budget continues to utilize existing reserves, including transfers from reserves to pay for capital projects and mandated Life Safety Projects. In the past five years, we have reduced the District's reserves by $60 million.

By achieving the Board's priority of operating free from debt last December, this budget eliminates debt payments that typically ranged from $3 million to $5 million per year. This budget is part of an overall strategy to pay for all capital projects much like any home or business: we save money during the course of one year to pay for projects in the next.

The budget includes efficiencies of $700,000 through changes to our self-funded healthcare plan, through competitive bidding, and as a result of analysis of our telecommunications expenses. Since 2016, we have now implemented more than $5 million in efficiencies.

We have identified potential energy efficiencies and this budget reflects the addition of solar panels to the Higgins Education Center, installation of highly efficient mechanical equipment, the continued purchase of propane buses to replace diesel buses, and the changeover to efficient LED lighting.

Following an RFP for banking services, the District consolidated all banking to a central bank – saving substantial fees and administration time, while also increasing interest returns. This budget reflects implementation of this goal for the second full year.

The strategic plan called for us to reduce the District's liability for health insurance plans afforded to out retirees. Our changes reduced the District's future liability by over $28 million and resulted in yearly savings for the District.

The 2020 budget includes an additional payment to IMRF of $5 million as part of the Board's strategic priority to reduce the District's pension liability. This prepayment investment also serves as a potential source of a significantly higher rate of return on our assets.

The Strategic Plan called for a 10-year capital plan and the proposed 2020 budget includes funds to fulfill the current year's projects.

The budget reflects the anticipated revenues, included in the fund balance that was referenced, of $17.7 million from the sale of a 60-acre vacant property that we have held and we will only sell one time, that followed extensive community outreach.

This budget will sustain the District's quality through efficient and responsible stewardship."

After discussion, a roll call vote was held with the following results:

Aye:	Steven Rosenblum Edward Yung Kimberly Cavill Anna Klimkowicz Robert LeFevre
Nay:	Mark Cramer Peter Dombrowski

The motion carried 5-2.

Proposed Policy: Equal Educational Opportunities

The Board of Education discussed a proposed new policy pertaining to Equal Educational Opportunities. After discussion, the Board agreed to hold a special board meeting to discuss the proposed policy further. The Board will designate one of dates already reserved for the superintendent search for the purpose of reviewing the proposed policy. After discussion, the Board directed Superintendent Cates to share the administrative procedures associated with the current practices and to inform the Board how the procedures would be applied if the proposed policy is adopted. The Board agreed to take no action pertaining to the Equal Educational Opportunities policy at the October 17 Board meeting and to include the proposed policy on the agenda for the Board of Education meeting to be held on Thursday, November 14, 2019.

Proposed Policy Revision: Graduation Requirements

The Board of Education received and reviewed a proposed policy revision to Board Policy file: IKF Graduation Requirements.

Response to Request for Information - Solar Energy Proposal

Mrs. Klimkowicz made a motion, seconded by Mr. Yung, that the Board of Education authorize installation of a solar energy system at the Higgins Education Center by GRNE Solar in the amount of $50,000 and apply for applicable solar energy renewable credits and ComEd rebates.

After discussion, a roll call vote was held with the rollowing results:

Aye:	Peter Dombrowski Kimberly Cavill Edward Yung Anna Klimkowicz Mark Cramer Steven Rosenblum Robert LeFevre

Nay: None

The motion carried unanimously.

Resolution: Transactions Involving Treasury Securities

Mrs. Klimkowicz made a motion, seconded by Mr. Yung, that the Board of Education authorize Barbara Peterson as School Treasurer of Township High School District 211 to act in all transactions relating to United States Treasury Securities held in the name of Township High School District 211 and/or in the name of Schaumburg Township Board of School Trustees.

On which motion, a roll call vote was held with the following results:

Aye: Anna Klimkowicz
Peter Dombrowski
Edward Yung
Steven Rosenblum
Mark Cramer
Kimberly Cavill
Robert LeFevre

Nay: None

The motion carried unanimously.

2019 Tax Levy Introduction

The Board of Education received and reviewed introductory information on the 2019 tax levy.

AT&T Settlement and Release Agreement

Mrs. Klimkowicz made a motion, seconded by Mr. Yung, that the Board of Education authorize the Superintendent or designee to approve the settlement and release agreement with AT&T in the amount of $165,000 to resolve the billing discrepancies as presented.

On which motion a roll call vote was held with the following results:

Aye: Mark Cramer
Steven Rosenblum
Kimberly Cavill
Anna Klimkowicz
Peter Dombrowski
Edward Yung
Robert LeFevre

Nay: None

The motion carried unanimously.

Board Member Expenses

Mr. Yung made a motion, seconded by Mr. Rosenblum, that the Board of Education approve the Pre-Approval Form for Future Expense Reimbursement for Anna Klimkowicz to attend the Illinois

Association of School Board (IASB) North Cook Division Dinner meetings on October 16, 2019 and March 18, 2020; and Steven Rosenblum to attend the Illinois Association of School Board (IASB) North Cook Division Dinner meetings on October 16, 2019.

On which motion a roll call vote was held with the following results:

Aye:	Kimberly Cavill Peter Dombrowski Edward Yung Mark Cramer Anna Klimkowicz Steven Rosenblum Robert LeFevre
Nay:	None

The motion carried unanimously.

Resolution Authorizing the Sale of School District Property Located at 12N475 Berner Drive, Elgin

Mrs. Klimkowicz made a motion, seconded by Mr. Rosenblum, that the Board of Education adopt the resolutions as presented and engage Cindy Eich as the listing agent for the sale of the District-owned residential property located at 12N475 Berner Drive, Elgin.

On which motion a roll call vote was held with the following results:

Aye:	Edward Yung Mark Cramer Peter Dombrowski Steven Rosenblum Anna Klimkowicz Kimberly Cavill Robert LeFevre
Nay:	None

The motion carried unanimously.

Potential Topics for Future Discussion

Mr. Dombrowski requested that the Board review the 22-year-old policy on public commenting. President LeFevre stated that the policy on Public Participation at Board Meetings can be reviewed by the policy committee and that Board members can provide their recommendations for revisions for it to the Superintendent for review by the committee. There were no objections.

Northwest Suburban Special Education Organization (N.S.S.E.O.)

Mrs. Klimkowicz reported on recent N.S.S.E.O. activities.

Education Research Development (ED-RED)/Legislative Report

Mrs. Klimkowicz reported on ED-RED's annual kickoff legislative meeting that was held today.

Partners for Our Community – Evening Community Services

Associate Superintendent for Student Services Mark Kovack reported on the recent Partners for Our Community – Evening Community Services activities.

Facilities Committee

Mr. Yung and Mr. Dombrowski reported on the recent facilities projects across District 211.

Budget and Finance Committee

President LeFevre reported on the schedule for upcoming Budget and Finance Committee meetings that included the dates and topics for the meetings that will be held at 7:30 p.m. at the G. A. McElroy Administration Center.

Booster Club Presidents

Mr. Rosenblum reported on the recent Booster Club Presidents meeting.

Announcements

President LeFevre made the following announcements:

A. September	26	--	First Generation College Night -- Palatine High School -- 6:30 p.m.
B. October	2	--	National Honor Society Induction -- James B. Conant High School -- 7:30 p.m. -- Mr. Rosenblum Attending
C.	14		Columbus Day Holiday -- All District Buildings Closed
D.	17	--	Next Board of Education Meeting -- 7:30 p.m.
E.	23	--	District 211 College Night -- Palatine High School -- 6:30 p.m. -- Mr. Rosenblum Attending
F.	29	--	National Honor Society Induction -- Schaumburg High School -- 7:00 p.m. -- Mr. Dombrowski Attending

Closed Session

Mrs. Klimkowicz made a motion, seconded by Mr. Dombrowski, that the Board of Education enter closed session to discuss minutes of meetings lawfully closed under the Open Meetings Act [5 ILCS 120/2 (c) (21)]; the appointment, employment, compensation, discipline, performance, or dismissal of specific employees [5 ILCS 120/2 (c) (1)]; matter relating to an individual student [5 ILCS 120/2 (c) (10)]; and probable or imminent litigation against, affecting or on behalf of the public body [5 ILCS 120/2 (c) (11).

On which motion a roll call vote was held with the following results:

Aye:	Kimberly Cavill Mark Cramer Peter Dombrowski Anna Klimkowicz Steven Rosenblum Edward Yung Robert LeFevre
Nay:	None

The motion carried unanimously.

The Board of Education entered executive session at 10:31 p.m. and resumed its meeting at 12:14 a.m. on September 20, 2019.

Acceptance of Retirement Requests

Mrs. Klimkowicz made a motion, seconded by Mr. Dombrowski, that the Board of Education accepts the retirement requests of Alfredo Siguenza, effective June 2020 according to the Master Contract of the District 211 Operations Maintenance Group; Karen Stevens effective December 2020 consistent with the Master Contract of the District 211 United Support Staff; Robert Such, effective December 2022 consistent with the Master Contract of the United Support Staff; and James Wehle, effective June 2020 according to the Master Contract of the District 211 Operations Maintenance Group.

On which motion a roll call vote was held with the following results:

Aye:	Mark Cramer Anna Klimkowicz Peter Dombrowski Kimberly Cavill Edward Yung Steven Rosenblum Robert LeFevre
Nay:	None

The motion carried unanimously.

Discipline of Staff Members

Mrs. Klimkowicz made a motion, seconded by Mr. Rosenblum, that employee Erin Lombard be suspended for four (4) days without pay; further, that the Board Secretary notify said employee in writing of this action by the Board of Education.

On which motion a roll call vote was held with the following results:

Aye:	Kimberly Cavill Steven Rosenblum Peter Dombrowski Edward Yung Anna Klimkowicz Mark Cramer Robert LeFevre
Nay:	None

The motion carried unanimously.

Board Members' Discussion of the Evening's Board of Education Meeting

Mr. LeFevre stated that the schedule is set for the superintendent candidate interview meetings that will be held on October 2, 2019 October 7, 2019; October 14, 2019; and October 15, 2019 and that the meetings on October 2, 2019 and October 7, 2019 will begin at 6:00 p.m. The start time for the October 14, 2019 and October 15, 2019 has not been determined.

Mr. LeFevre stated that the Committee of the Whole Meeting regarding the proposed Equal Educational Opportunities Policy will be held on October 10, 2019 and will begin at 7:30 p.m.

Adjournment

There being no further business to come before the Board of Education, President LeFevre thereupon declared the meeting adjourned at 12:16 a.m. on September 20, 2019.

Respectfully submitted,

_____
Secretary, District 211

_____
President, District 211