MINUTES
REGULAR MEETING
BOARD OF EDUCATION
MACOMB C.U.S.D. #185
JULY 20, 2020
7:00 P.M.

Board President Jill Myers called the meeting to order via Microsoft Teams. Following the Pledge of Allegiance, roll was taken with the following members present: Kapale, Gray, Adams, Torrance, Myers, Thompson, and La Prad.

No one called in to address the Board.

Member La Prad spoke in remembrance of the Reverend C.T. Vivian and his legacy, urging the school district to expand on that legacy by using curriculum and educational policies to allow us to become anti-racist. He also suggested exploring the possibility of naming the middle school after C. T. Vivian or Bill Thorpe. Member La Prad stressed the District has an opportunity to lead the way during this time of change and awakening.

Member Thompson thanked those in the community who took the time and effort to communicate regarding the upcoming school year. She stressed the decisions made later in the meeting would be made in the best interests of students, teachers and the community. Member Myers thanked all who completed the survey. Member Adams read a prayer written by Mary Queen of Scots. Member La Prad expressed concern for students in the community who might be without food since the opening of school has been delayed until August 24.

Dr. Twomey reported on the following:

- Construction report
  - Edison – progress is good and it will be ready for staff and students at the beginning of the school year.
  - Middle school – the infrastructure grant awards should be made soon.
- District update – Dr. Twomey thanked District administrators, teacher leaders, and the MEA co-presidents for working with him to resolve issues regarding the upcoming school year. He also thanked parents and community members who responded to the surveys. The information gathered helps District leadership see existing and potential issues. The question of fall sports is still in play – IHSA and ISBE/IDPH guidelines are not in agreement. In response to member La Prad’s question about a 4th quarter report, Dr. Twomey advised administrators will submit info to him and he will compile into a report for the Board.
- Transportation Bid – final sole bid reflected a 30% increase across the board. The current company agreed to a 30-day extension of the current contract to allow for some negotiations. The aim is to get a one-year contract and then go out for bid again. We will end up with at least a 10-15% increase due to salary increases brought about by the minimum wage law and competition from other districts.
- District Spotlight – District social workers and speech language pathologists went above and beyond during the last part of the school year to continue providing services to the students who needed them. The team worked together to determine how they could contact families and
prioritize teletherapy schedules for families and students. Dr. Twomey thanked all for going above and beyond during a difficult time.


Member Myers moved, and member La Prad seconded, to approve and hold indefinitely the minutes from the closed meeting held during the June 15, 2020 regular meeting. Members voting “yes”: Kapale, Gray, Adams, Torrance, Myers, Thompson, and La Prad. Members voting “no”: none. Motion carried.

Member Gray moved, and member Kapale seconded, to approve the following recommendations regarding personnel:

Certificated Staff:
Request for Leave:
Kaitlyn Bagley, Grade 5 Teacher, Edison Elementary School, request for leave to begin August 17, 2020, and extend through September 4, 2020.
Elizabeth Williams, Special Education Teacher, request for leave to begin October 26, 2020, and extend through February 4, 2021.

Resignation:
Angela Hance, Business Education Teacher, Macomb Senior High School, effective July 8, 2020.

Change in Assignment:
Dana Clark, was Grade 2 Teacher, now Grade 3 Teacher, Lincoln Elementary School, effective August 17, 2020 (enrollment numbers).

Administrative Reemployment:
Steve Horrell, Activities/Athletic Director, Macomb Senior High, 12 month contract, effective July 1, 2020.

Employment:
Dulce Brown, Foreign Language Teacher, Macomb Senior High School, lane and salary placement to be determined, effective August 17, 2020. (replaces M. Brown).

Educational Support Staff:
Request for Leave:
Trenna McKelvey, Custodian, Administrative Service Center/Macomb Junior Senior High School, request for leave to begin May 18, 2020.

Retirement:
Katharine Shattuck, Administrative Service Center/Special Services Secretary, Macomb CUSD #185, effective July 31, 2020.
Deborah Watson, Secretary to the Principal, Edison Elementary School, effective August 3, 2020.

Resignation:

**Macey Grant**, Program Assistant, Edison Elementary School, effective June 24, 2020.

**Change in Assignment:**

- **Sonya Doering**, was Office Secretary, now Secretary to the Principal, Edison Elementary School, 7 hours per day, 10 months per year, effective August 3, 2020 (Watson retirement).
- **Shaun Gamage**, was Part Time Custodian, Macomb Junior Senior High School, now Full Time Custodian, Macomb Junior Senior High School, 8 hours per day, 12 months per year, effective June 1, 2020 (replaces Simpson).
- **Breeanne Mills**, was Program Assistant, now Office Secretary, Edison Elementary School, 7 hours per day, 10 months per year, effective August 3, 2020 (Doering transfer).
- **John Simpson**, was Custodian, Macomb Junior Senior High School, now District Maintenance, Macomb CUSD #185, 8 hours per day, 12 months per year (replaces M. Roberts).
- **Tim Sitzes**, was Part Time Custodian, Macomb Junior Senior High School, now Full Time Custodian, Macomb Junior Senior High School, 8 hours per day, 12 months per year, effective July 1, 2020 (replaces Simpson).

**Employment:**

- **Joseph Jacobs**, Part time Custodian, Macomb Junior Senior High School, 4 hours per day, 12 months per year, effective July 1, 2020 (replaces Sitzes).
- **Alex Roberts**, Grounds/Maintenance Helper, Macomb CUSD #185, 40 hours per week, 12 months per year, effective July 1, 2020 (new position).

**Co-Curricular:**

- **Emily Platt**, Yearbook Advisor, Macomb Senior High School, effective May 12, 2020.

**Employment:**

- **David Benson**, New Teacher Mentor, Macomb Senior High School, effective school year 2020-2021 (E. Kunkel).
- **Jennifer Cooper**, New Teacher Mentor, Macomb Junior High School, effective school year 2020-2021 (J. Waller).
- **David Coupland**, Virtual Summer School Teacher, Lincoln Elementary School, 4 week program, effective July 6, 2020.
- **Stephanie Coupland**, Virtual Summer School Teacher, Lincoln Elementary School, 4 week program, effective July 6, 2020.
- **Erin Fink**, New Teacher Mentor, Edison Elementary School, effective school year 2020-2021 (L. Waldrop).
- **Kate Hall**, New Teacher Mentor, Edison Elementary School, effective school year 2020-2021 (L. Kerr).
- **Donna Marlow**, Virtual Summer School Teacher, Lincoln Elementary School, 4 week program, effective July 6, 2020.
Emily Platt, New Teacher Mentor, Maomcb Senior High School, effective school year 2020-2021 (K. Spangler).
Kristi Reusch, Virtual Summer School Teacher, Lincoln Elementary School, 4 week program, effective July 6, 2020.
Montana Rice, Summer School Teacher, Macomb Junior High School, 4 week program, effective July 13, 2020.
Stephanie Seaver, Summer School Teacher, Macomb Junior High School, 4 week program, effective July 13, 2020.
Molly Selders, Summer School Teacher, Macomb Senior High School, 4 week program, effective July 6, 2020.
Sally Sinnett, Summer School Program Assistant, Macomb Junior High School, 4 week program, effective July 13, 2020.

Members voting “yes”: Kapale, Gray, Adams, Torrance, Myers, Thompson, and La Prad. Members voting “no”: none. Motion carried.

The Board conducted second reading on proposed revisions to the following Board policies, administrative procedures and exhibits:

- 2:125
- 2:150-AP
- 2:160
- 3:70-AP1
- 4:60-AP4
- 5:90-AP
- 5:120-AP1
- 5:150
- 5:280
- 6:120-AP1
- 6:135
- 6:135-AP1
- 6:280
- 7:70
- 7:190-E2
- 7:325-E
- 8:10
- 8:30
- 8:110

Member Adams moved, and member Kapale seconded, to approve the revisions as presented. Members voting “yes”: Kapale, Gray, Adams, Torrance, Myers, Thompson, and La Prad. Members voting “no”: none. Motion carried.

Dr. Twomey presented the proposed A/B hybrid model of attendance for the 2020-2021 school year. He described the process used to work through the issues of opening school, which began with the administrative meeting to review guidance put out by the Illinois Department of Public Health and the Illinois State Board of Education. Next steps included putting out a survey to parents to gauge preference for online, in-person, or a combination of both, meeting with MEA reps to gather feedback from teachers, and then meeting again to discuss ideas from all stakeholders and determine what would and would not work. Another key person involved in planning was Randy Smith – O&M Director. He looked into and made recommendations regarding cleaning facilities and PPE. The district has ordered face masks for students and teachers; parents and teachers may provide face masks or shields as long as they meet guidelines. The next issue to tackle was the limit of 50 people together and the impact on transportation. Students must be masked and sit two to a seat. The District will encourage all families who can to transport their children to school to alleviate numbers on the busses. Social distancing guidelines were addressed next. Guidelines include the language “as much as possible” in order to make bus transportation and passing in the halls possible. Otherwise, the District will comply with
social distancing in other areas. Symptom screening and temperature checks will be a part of the daily routine. Students will be temped prior to boarding busses and other students will be checked prior to entering buildings. Facilities will be cleaned each day and on Wednesdays. Kelly Carpenter, Special Education Director, has a plan for providing services to students who need them. Smaller classes that can properly social distance will meet face to face more often. The team is working on protocols for when a teacher or a student gets COVID. Five full-time substitute teachers have been hired. The tech department has worked hard over the summer to train District staff on Microsoft Teams. Teachers helped each other in the spring, but training has been ramped up and staff will be able to deliver even better instruction this school year. Grades will count in the fall and teachers will keep track of students’ participation.

The A/B hybrid model splits students into two groups. One group attends M/Th and the other group attends T/Fr. Wednesday is online instruction for all and students. On the days when students are not in attendance face-to-face, there will be assignments to complete online. Katie Hoge, District Technology Director, is providing online tutorials for parents and students to learn how to use the technology and platforms. The District has enough laptops to provide one for each student and have purchased hot spots to enhance internet access.

In response to the question about a written plan, Dr. Twomey explained there is no written plan because the situation is so fluid. He stated the team believes the A/B hybrid model is best for us at this point. But the hybrid model will be hard on parents because of the childcare issue. He is working with the YMCA and the Crossing on ideas to help with that situation. The District will also offer an online only model for families who are not comfortable with coming back to the buildings. The A/B plan includes suggestions from all three groups: online only, face-to-face only, and hybrid. The District will provide the best educational experience we can deliver given the circumstances we are facing.

Meals will be provided to students for the days when they are not in the buildings. Aramark is working on the best way to insure students have enough food through the week.

Members Thompson and La Prad thanked students, parents, community and faculty in advance for their understanding and cooperation as the District works through these plans. They emphasized the main goal is to keep everybody safe and everybody learning. Hopefully, the community will understand what the District is trying to do and how it’s trying to do it, while keeping in mind the plans could change quickly. Member La Prad expressed appreciation to the faculty and staff who are working on insuring special education students get the services they need. Dr. Twomey noted all students would not be in attendance every day and advised parents with questions to contact their case manager.

Member Myers moved, and member Kapale seconded, to approve the A/B hybrid model of attendance for the 2020-2021 school year. Members voting “yes”: Kapale, Gray, Torrance, Myers, Thompson, and La Prad. Members voting “no”: Adams. Motion carried.

President Myers advised items 12.2 b, c, and d, approval of the settlement agreement for the 2018 civil suit, approval of the standstill agreement, and approval of the settlement and release agreement, would be taken in one motion. Member Gray moved, and member Thompson seconded, to approve items 12.2 b, c, and d. Members voting “yes”: Kapale, Gray, Torrance, Myers, Thompson, and La Prad. Members voting “no”: Adams. Motion carried.
Member Thompson moved, and member Kapale seconded, to approve extension of the Transportation Contract through July 31, 2020. Member voting “yes”: Kapale, Gray, Adams, Torrance, Myers, Thompson, and La Prad. Members voting “no”: none. Motion carried.

Member Adams moved, and member Myers seconded, to approve a resolution authorizing the administration to place the tentative 2020-2021 District Budget on file for inspection beginning August 20, 2020, and establishing Monday, September 21, 2020 as the date for the official public hearing on the 2020-2021 budget. Members voting “yes”: Kapale, Gray, Adams, Torrance, Myers, Thompson, and La Prad. Members voting “no”: none. Motion carried.

Member Gray moved, and member Kapale seconded, to approve the updated Tort Levy Risk Management Plan for the 2020-2021 school year. Members voting “yes”: Kapale, Gray, Adams, Torrance, Myers, Thompson, and La Prad. Members voting “no”: none. Motion carried.

Member Kapale moved, and member La Prad seconded, to approve the Consolidated District Plan. Members voting “yes”: Kapale, Gray, Adams, Torrance, Myers, Thompson, and La Prad. Members voting “no”: none. Motion carried.

At 8:29 p.m., member Kapale moved, and member Torrance seconded, to hold a closed meeting for the purpose of discussing the appointment, employment, compensation, discipline, performance, or dismissal of specific employees, pursuant to 5 ILCS 120/2(c)(1), collective negotiating matters, pursuant to 5 ILCS 120/2(c)(2), the purchase or lease of real property, pursuant to 5 ILCS 120/2(c)(5), student discipline, pursuant to 5 ILCS 120/2(c)(9), pending or imminent litigation, pursuant to 5 ILCS 120/2(c)(11), and for the biannual review of minutes and audio recordings from closed meetings, pursuant to 5 ILCS 120/2(c)(21) and 5 ILCS 120/2.06. Members voting “yes”: Kapale, Gray, Adams, Torrance, Myers, Thompson, and La Prad. Members voting “no”: none. Motion carried.

The Board returned to open session at 9:33 p.m.

Member Myers moved, and member Gray seconded, to adjourn at 9:34 p.m. Motion carried by voice vote.

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President

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Date

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Secretary