

**WEST NORTHFIELD SCHOOL DISTRICT 31
MINUTES OF THE PUBLIC HEARING ON THE PROPOSED E-LEARNING PLAN OF THE
BOARD OF EDUCATION**

**Per SP2135 the District 31 Board Meeting was held electronically and in-person in the
Field Learning Center, 3131 Techny Road,
July 16, 2020, 7:00 PM**

CALL TO ORDER

The public hearing on the proposed e-learning plan of the Board of Education was called to order by President Melissa Choo Valentinas at 7:07pm.

ROLL CALL

Board Members:

Present:

Melissa Choo Valentinas	Virtual
Laura Greenberg	Virtual
Daphne Frank	Virtual
Robert Resis	In-Person
Jeffrey Steres	In-Person
Maria Vasilopoulos	In-Person
Nancy Hammer	In-Person

District Administration Present:

Dr. Erin K. Murphy, Superintendent of Schools
Mrs. Catherine M. Lauria, Asst Superintendent Finance & Operations/CSBO
Dr. April Miller, Principal Field Middle School
Mrs. Shaton Wolverton, Principal Winkelman School
Dr. Janine Gruhn, Director of Special Education
Mr. Nino Alvarez, Winkelman Assistant Principal
Mrs. Becky Mathison, Assistant Superintendent of Curriculum & Instruction

A quorum of the Board was confirmed by President, Melissa Choo Valentinas

PRESENTATION OF E-LEARNING PLAN

Superintendent Erin Murphy presented the plan for E-Learning.

- She explained the background and history of e-learning in District 31. District 31 had chosen not to have an e-learning plan for snow/emergency days. The current health emergency has led to ISBE requiring the formal approval of e-learning plans.
- Once approved it will be implemented into a chapter in our handbook.
Superintendent Erin Murphy along with the Administration team went in detail through

the plan with the Board of Education and the public.

- Superintendent Erin Murphy reviewed the e-learning plan background, district practices and procedures related to e-learning, the Winkelman specific e-learning plan, the Field specific e-learning plan, the student service supports embedded in the e-learning plan, and guidelines/expectations for students/staff/teachers.
- Superintendent Erin Murphy read the following comments that were specified for the public hearing.

Gina DeBoni- Question Topic 1 (classroom size, logistics for at home): For those choosing the at-home synchronized learning option, what is the class size? Will at home students be linked with at school students in one classroom or will it be all "zoom" students in one classroom? If the later, what is the zoom classroom size? Question Topic Two (leveled learning): The last powerpoint indicated that leveled learning for grades 3-5 may be eliminated due to the social distancing requirements. Has a decision been made? Will there be an effort to maintain leveled learning opportunities? What efforts? How will differentiated learning take place in classrooms without small groups which will be difficult due to distancing requirements? Topic 3 (case of COVID): If in school, what will protocol be if a student is COVID positive? If the teacher is positive? If teacher or student has symptoms that have not yet been determined to be COVID positive- this will likely be a regular occurrence with flu season ? How will this impact learning/disruption of learning? COVID positive teacher for the e-learn-- what happens in that scenario?

Is it perhaps better to just focus on a robust e-learning initiative? Doing something really well instead of bifurcating our efforts and have the results being just so-so.

Sonia Ibrahim - To the Board of Education Members: There has been a feeling that the school is leaning towards e-learning from the start of the new school year. I urge you to think about the consequences of such a decision. I do think it is very important to have the option of e-learning since we may revert back to phase 3 in Illinois, but Illinois numbers have been steady over the last 3 weeks in terms of percent positive. Numbers are expected to increase in phase 4 - that has always been the idea. It is a matter of controlling the increase. COVID 19 is not going to disappear anytime soon. If we are lucky, maybe a vaccine in Jan 2021. Do we expect to continue e-learning the whole school year? As robust as you think e-learning can become, it will never be the same as in person interaction for a student. The board has spent considerable time speaking of equity and the importance of making statements about diversity but going to e-learning is the exact opposite of equity. E-learning will ensure that lower income students will not have the same experience. Can you ensure that a parent will be able to assist the student? Will there be a language barrier? Is there continuous access to internet and additional supplements that a student may need? Will there be space in the home for multiple children to actually participate in e-learning? Is there access to food? As a district, our best approach is to focus on making the school environment safe for teachers and students. Policies should be put in place to ensure sick individuals are not coming to school and also controlling movement throughout the building. We can teach our kids to social distance, wear masks, and wash their hands. We are in this for the long haul and we have to adjust as best we can in this environment while maintaining some normalcy for our children. Thank you, Sonia Ibrahim.

To the Board of Education members,

I think we can all agree that the presentation given by Dr. Murphy and colleagues at the June board of education meeting was well thought out, commendable, honest, and impressive. How fortunate are we as parents to live in a school district that is able to accommodate full time in-person learning AND provide the option for elearning? Please don't mess with a plan that is solid and meets the needs of all of our community. Yes, we may go back to phase 3 and elearning. We all know this. Dr Murphy and colleagues are already preparing for this and mentioned they have learned a lot about what worked and didn't work with elearning, and I'm sure they will incorporate that for those staying at home from day 1, and for everyone in the event of a return to phase 3. Please don't change things on a well developed plan by Dr. Murphy. If Dr Murphy has new information that says the plan in her presentation can no longer work, that's one thing, but in the absence of that, please let's move forward with her plan, and trust her do her job the best way she knows how. Time is of the essence and we need to move forward and support her and each other, understanding that there may be set backs, but that everyone is doing the best they can in these unprecedented times.

Thank you,

Renee Xamplas

After the comments were read, Secretary Daphne Frank made a motion to adjourn the public hearing. Vice President Laura Greenberg seconded the motion.

Final Resolution:

Aye: Maria Vasilopoulos, Jeffrey Steres, Robert Resis, Laura Greenberg, Daphne Frank, Melissa Choo Valentinas, Nancy Hammer

Nay: None.

The motion passed 7:0.

WEST NORTHFIELD SCHOOL DISTRICT 31
MINUTES OF THE REGULAR MEETING OF THE BOARD OF EDUCATION
 Per SP2135 the District 31 Board Meeting was held electronically and in-person in the
 Field Learning Center, 3131 Techny Road,
 July 16, 2020, 7:00 PM

CALL TO ORDER

The regular meeting of the Board of Education was called to order by President Melissa Choo Valentinas at 8:21pm.

ROLL CALL

Board Members:

Present:

- | | |
|-------------------------|-----------|
| Melissa Choo Valentinas | Virtual |
| Laura Greenberg | Virtual |
| Daphne Frank | Virtual |
| Robert Resis | In-Person |
| Jeffrey Steres | In-Person |
| Maria Vasilopoulos | In-Person |
| Nancy Hammer | In-Person |

District Administration Present:

- Dr. Erin K. Murphy, Superintendent of Schools
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- Mrs. Becky Mathison, Assistant Superintendent of Curriculum & Instruction

A quorum of the Board was confirmed by President, Melissa Choo Valentinas

ADDITIONS OR CHANGES TO THE AGENDA

- None

READING OF COMMUNICATIONS TO THE BOARD OF EDUCATION

- None

RECOGNITION OF AUDIENCE

Superintendent Erin Murphy read the following comments from the audience, received via the google form.

Dear Board Members-

As the school year nears and the Illinois COVID infection rates rise, I grow increasingly concerned for the students and staff at our schools if we re-open schools too soon. Yes, I am aware of data that shows that kids might not be super spreaders, and I've seen data that many kids might not suffer severe effects - but none of these sets of data protects the adults that work in our schools or the families that children will return to after a day at school. Might things work out okay if we re-open schools? Sure. But my fear is that we do not know enough and there is also the possibility that given COVID infection rates and fatality rates, even among kids, that we may be faced with student and or teacher deaths. As a constituent in the district, I would feel remiss if I didn't speak out and we faced a worst case scenario. And while I imagine the decision weighs heavily on the board and administration as well, I have to ask: How much sickness and death is acceptable? How much sickness and death are you willing to shoulder should you decide to re-open schools and tragedy strikes?

To be sure, I do not envy your position. The truth is that there is no perfect solution and there is no real good option moving forward. Each side of this debate has merit, and I realize that kids are suffering at this point without school and socialization too. But I would urge you to take some time to really consider if the 'new' normal we are trying to provide our kids will actually be able to accomplish what we think it will. As a teacher of over 20 years myself, I can assure you that my classroom will not look as welcoming as it has the past 2 decades; I can assure you that my collaborative methods will look much different and potentially lack the effectiveness they were designed to accomplish by experts; I can assure you that we cannot provide in-person learning without leaving some kids behind that will not be able to attend school due to health issues - and frankly, that inequity bothers me; and I can assure you that the aspect many point to as a positive of returning to school will not happen [There aren't going to be any lunch table groups, any lockers, any recess games, any study halls, any sitting next to friends, any talking to people in the hallway, any dances. All of that is off the menu.]. Given all of that, and the fact that there is simply no way to ensure the safety of our students and staff, I urge you to really consider whether throwing caution to the wind and opening schools is really the best choice here - even if we are skeptical of the disease, is it worth it?

My goal is not to berate you or pre-judge your eventual decision. I trust that you are acting in the best interest of our

students and teachers. I am just urging you to really consider the safety of our community. As such, here are 2 recent articles that I hope you will read as you continue to consider District 31's plan for this Fall. They offer some suggestions for how we might move forward as safely as possible - serving some kids in-person that may have no option for in home schooling or have needs for Special Education, while keeping the majority of kids at home.

www.suitcasescholar.com/2020/07/09/no-one-wins-but-no-one-dies-what-school-must-look-like-in-fall-of-2020/?fbclid=IwAR0W-oXN63BEqL6NB-RCQfbVps8chqRVK_4m3HGfQe7YvFgJXEAJxOy_SMM

https://www.esquire.com/news-politics/a33274466/school-reopenings-coronavirus-trump-no-plan/?fbclid=IwAR3CvRSDN YnNUwVZ57t5y5FIQic2-GIQMDi7z4GNL_ntrPnDE8.Jp2N9ONtdA

Thank you for your consideration and all that you do for our children,
Dan Argentar
3270 Old Mill Road

Dear District 31 Board and Administration,

Thank you to the administration, principals, teachers and staff for working so hard on their return to work plans. We cannot even imagine the amount of work, the considerations that have to be made, the almost daily changing directions and guidance that you are having to sort through. The presentation on Tuesday was well put together and while we still have questions, we appreciate all the work involved so far and what is yet to come. Dr. Murphy's approach was compassionate and understanding.

Three weeks ago if you asked me my opinion, we would have signed up for in person learning. Today, we will likely opt for remote learning if there is a choice. As we learn more about the complicated and constantly changing reopening guidance and logistics, as well as the fact that COVID-19 cases are on the rise, this year will be crazy no matter what happens.

Personally, we would like to see the Board vote in a way that considers the best way to use our resources. We see that as a remote learning only plan. By choosing only one route, it helps to put all involved focused on one way of doing things vs. everyone being pulled in multiple directions and multiple scenarios being planned for.

Per the presentation yesterday, teachers were at 60% return rate a few weeks ago. I can only imagine this number has dropped even lower since the news came out. Having the teachers stay remote keeps them safe and seemingly allows the most resources available in terms of keeping the teachers focused on areas that they are already equipped to teach (i.e., if special teachers are asked to teach a classroom is this the best use of a resource especially with less than a few weeks to prepare?) It seems like having all teachers remote increases the % available, decreases the need for more substitutes due to emergencies, and helps them to focus on teaching (even if remote) vs on keeping our kids 6 feet apart.

That said, if teachers are ultimately the deciding point on whether we stay remote or are offered both - maybe re-polling the teachers before asking parents is a wise move. (Although I'm sure it's a little chicken/egg scenario on who to ask first.)

Being at home last year was hard. But, I'm not sure that I would categorize it as e-learning. I think it's unfair to use the spring as the comparison to what will happen if we are only remote in the fall. I would expect that based on Dr. Murphy's presentation last night and the new ISBE guidelines, that remote learning would be more robust if only by different requirements put forth. But, there is definitely work to do. Again, if we focused only on remote learning, all resources could be used in the last month to really learn, create and promote the advancement of these learning methods to make it even more robust and valuable.

Many are citing mental health as a strong reason to return the kids. I get this - my kids need this, our family needs this. But one of the striking comments the other night on the Town Hall meeting was when Dr. Murphy responded with, "we'll have to get creative" in response to if a child needs to be comforted if they fall and are crying. Dr. Murphy's response was appropriate but so sad. Either remote or in person our children's social emotional health will be at risk. If we chose one path, the teachers and SEL Task Force can focus their efforts on how to best support families and children where they are and probably on a more individual basis.

While I get that being home is NOT a good solution for everyone (safety, health, parent involvement, etc), I also feel that starting everyone in the same format creates a more equitable environment and learning experience and actually allows for more personalized instruction as needed, including break out differentiated learning (such as extra reading support, group speech services where beneficial, Core+ math/ELA offerings). And maybe, if we stay in Phase 4 of the Restore IL plan, maybe part of the e-learning plan includes some small in person instruction for those who need it if it can be worked out logistically.

What I have found so far in the workplace is that every situation is unique, and you can't have protocol or prepare for half of the scenarios that arise. I would like to see the Board vote in a way that allows the district to plan for a scenario that will not only keep students, teachers, staff, families and administrators safe, but also a plan that is least affected by external factors (i.e., possible movement back to Phase 3) that occur between now and the opening of school/once school begins.

Again, thank you to everyone who has put hours and hours into work considering all options. Your work is appreciated as there is no easy, perfect or even best solution.

Thank you, Chris and Terah
Bozarth

Dear District 31 Board,

We write regarding the Anti-Racism and Equity Resolution. Ten years ago we chose to live in Northbrook because of our jobs and chose D31 for our three kids because of its diversity. We have been actively involved in the district for years and have loved the teachers and community. However, these days we are struggling because even with D31's diversity our district seems to be falling short on inclusion and equity. Increasingly, we see divisiveness and racism in the Northshore.

We are encouraged that the board has taken an affirmative stance on racism and will be voting on a resolution tonight and engaging in an Equity Audit.

We write to encourage the Board to make sure that the resolution is NOT performative in nature. Currently the only action item in the Resolution is an Equity Audit. We urge you not to wait for results of the Equity Audit to set all goals and action items. You are taking a stance on this matter now, so as a Board, recognize opportunities and take actions starting now.

First, and most notably, what specifically is being done to address racism with the children this fall? Some may argue that the focus should be on elearning/returning to school plans and not anti-racism. However, they go hand in hand. Your draft resolution acknowledges that discrimination can be devastating to academic progress. Our children probably are not reading this resolution, listening to this board meeting and haven't read the anti-harassment policies. Yet, they are the ones you are trying to protect, the ones who need to know that racism will not be tolerated and the ones who need to feel that they are SAFE. This is especially true for those children of color whose anxiety has increased over the summer with the rise in racism and hate crimes.

Another opportunity is within the Social Emotional Learning Task Force. On Monday an email came out with some wonderful resources that I plan to take advantage of. I hope that the SEL Task Force's plans for the fall include addressing racism's role in social emotional health.

Third, Board members are leaders and have the ability to change systems/policy/practices currently in place that enforce or change the status quo (systemic racism). Your discussions and actions need to support equity and anti-racism. This means that even policies that seemingly have nothing to do with equity, should be considered from this perspective. And the Board needs to be more decisive in showing their discussions and actions supporting equity and anti-racism. For example, last month adding religious holidays was presented to the board as an opportunity to be more inclusive and for D31 to be leaders. Yet, for a board committed to being more inclusive, that discussion took far too much time before a decision was made.

Finally, opportunity presents itself in educating yourselves as a Board. During last month's meeting, Laura Greenberg suggested that further reading on the topic should be done by the board. This was followed by a long, noticeable, and clearly uncomfortable silence. If the Board is going to lead the district on this journey of equity and anti-racism, you must be willing to lead by example and continue to educate yourself in these topics. Even if you have knowledge in this topic, changing the culture and introducing anti-racism in our district is a new path. The more education on this topic you have as leaders, the more you will be equipped to support, identify/take actions, hold accountable and ultimately move us forward.

The bottom line is that actions on the resolution you are all committing to must be seen, heard and incorporated into the culture, starting now and not just when the Equity Audit begins. We hope the board and administration will be both proactive and recognize and take opportunities as they present themselves to start making changes for our students and community.

We know there is much we see and don't see in terms of your work. We recognize that this has been a tough year and the upcoming year will be full of challenges. We appreciate the Board and Administration's work on this topic as well as the countless other things that are on your plates. Please feel free to contact us - we are happy to be involved and help in any way we can.

Thank you, Terah and Chris
Bozarth

Dear District 31 School Board,

"I do not feel safe going back to school."

These are the surprising words from our well-liked 5th grader who misses his friends terribly. "Kids break the rules all the time" and essentially stating that this is no exception. He is concerned about kids at recess or PE or even in the hallways breaking the 6 feet barrier because they are bored and want to play with their friends. "Out of 100 kids in my class, 20 will be breaking the rules at any time."

I told him that kids usually don't get sick, or if they do, it wasn't a big deal (this is before I saw the recent data from Florida suggesting that nearly one-third of Florida children who are tested are positive for COVID-19 that they are seeing damage to the lungs in these asymptomatic children¹). He said that statement didn't change his mind. He knew from watching the news that he could pass it on to other people and would feel "terrible" if he made someone else like his parents or grandparents sick because "people can die from the Coronavirus. I just have a bad feeling about this."

Never had I thought of the emotional toll a kid would have to take if a parent got very sick or died from COVID-19 after they carried it with them from school. We talk about the emotional well-being of kids going back to a "normal" day, but we never talk about the emotional toll of going back to school during a pandemic – which is far from normal.

When COVID-19 numbers were going down, many thought by August things would change; However, Glenview numbers are going up and this is even before bringing 800 kids + faculty into school together. **Dr. Murphy stated that at some point, we will transition back to e-learning this year.** Even before we officially go back into transition, there will be many times that the school will be shut down for a few days or pods of kids and faculty will need to go into quarantine and cause further disruption to learning. Specific examples of shorter disruptions are outlined below:

- If one student or faculty member gets COVID, the CDC recommends **an entire school and/or district shutdown for 2-5 days** for the local health officials to gain a better understanding of the COVID-19 situation impacting the school². If a student at Field gets COVID, there is also a chance that the local health officials will shut down Winkleman as well and visa versa
- There will also be **14 day quarantine** for those children and staff who came into contact with someone with COVID-19, most likely the entire class and anyone with whom the child had recess, complicated if the child also went to Adventure Campus which comprises of children of multiple grades and their siblings.

I realize that when the survey went out, many parents wanted their kids back at school. I want my kids back to school too. But there are too many risks that will bring the kids back to e-learning. The top three are outlined below:

- **Mask Breaks:** We know that being outside does not prevent COVID-19. Case in point is that 2 large, outdoor camps in the area have cases of COVID-19 from counselors and campers. It took 4 days for groups to have to quarantine. **4 days.** Just yesterday, it was announced that the athletic camp in Lake Zurich has a confirmed **36 cases and rising** amongst their campers. The Glenview pool had to be completely shut down multiple times as lifeguards and others became positive.
- **Mask Exemptions:** There will be a few kids that really can't wear a mask, for example those that have severe asthma. We need to protect them because they already have compromised immune systems. On the other hand, we all know kids don't like wearing masks. Our son said it is difficult wearing it for 45 minutes, let alone all day long. He fears the kids will take off the masks when they can get away with it. Many parents can sympathize with this and, therefore, there will be kids who can medically wear masks, but whose parents will easily get a doctor's note. For all those kids – how do you handle them when they aren't at their desks? When they are walking in the crowded hallways or going to the bathroom?
- **Recess/Playground:** Keeping the playground open because IL has its playgrounds open is not well thought out. The playground rules in IL are not the best and there are only a handful of kids on them at a time. Having hundreds and hundreds of kids play on them once or twice a day, even with hand sanitizer, will easily spread germs. **Even if the playground is closed, but the kids are outside, how do you control the kids staying 6 feet apart?** As I stated before, kids will break the rules and Dr. Murphy stated that there weren't enough people to take temperature checks – how will you have enough people to ensure the kids stay within 6 feet of each other at recess?

Given that these issues really won't be resolved and we know that there would be other big disruptions in learning if we start in the classroom – I propose that we set up the 2020/2021 school year for success now. If we continue to straddle our position on this, we are not optimizing our resources. It is not possible to successfully plan and optimize for both scenarios because you never know when school will be disrupted for 2-5 days, what class will be quarantined for 14 days, or when the school will just be shut down all together.

The only way to optimize learning for 2020/2021 is to build the whole platform based on e-learning. This means – planning only for the e-learning platform. In doing so, the proposal to this also includes providing space in a classroom for students whose parents want them to attend school. This will create equity for all children no matter their parent's decision to keep that at home or send them to school. For those that want them to be at school, they can learn through the e-learning platform at their assigned desks and have an adult watch over them to ensure they are paying attention. There are many benefits to doing this, including the following:

- Teachers can focus on e-learning and learn how to do so effectively instead of dealing with the ambiguity of not knowing when that transition or hiccup (2-5 day school closure or 14 day quarantine) could occur. As stated before – we will be transitioning to e-learning at some point – this will give sufficient time for teachers to figure out the best and most effective strategy for teaching
- There will be less disruption with children and their learning. The e-learning platform will stay consistent and there will be no need to change any content based on when the classroom has to go into quarantine or a full transition back home.
- Kids can be taught where they are academically in an e-learning environment. This is important and something that cannot be done in -person with the same teacher all day because the in- person teacher will have to focus on the needs of the collective class vs. individual needs. For example, the kid that has trouble reading, but is a brilliant math wiz: With the in school teacher they may not get the help needed in reading or the challenge they need in math because that is not where the class is. In an e-learning environment, the student gets the opportunity to be taught where she/he is because they will be placed in an e-learning classroom with the right students and the right teachers to get him/her the help they need or the right challenge that they need.
- Parents who need their children to be at school will have that opportunity, while those who keep their children at home will not be punished academically because the content will be equitable
- Teachers who need to be home with their children or are at high risk / uncomfortable in person can teach remotely
- Less exposure because many will then keep their children at home and, therefore, less risk to teachers, staff, kids, parents, grandparents, and society in general

As you can see, the e-Learning platform creates a win-win-win situation for teachers, parents who want their kids at home, and parents that want their kids at school.

Thank you for your consideration.

Best,
Michelle Lee

I want to thank the school district administration for putting together a comprehensive plan and allowing families to have

CHOICE during these crazy times. I want to reiterate I think it is extremely important for families to have CHOICE. Thank you so much for all you do. Carly Levenson

I am writing this short note to express my support for opening our schools in the fall. While I believe our district did a good job with e-learning last fall, remote learning is simply not effective for elementary and middle school children. There is no substitute for in-person learning.

I am well aware of the risks from COVID 19. However, on balance, I believe if we are diligent in following the CDC, State and local guidelines then the benefits of opening our schools far outweigh the risks. These are critical years of learning for younger children. Not attending in-person school could possibly set them back for years. Our schools provide many more benefits to our community than just education. Those benefits are fundamental to our children's development and well being. They provide much needed social interaction. They provide child care to working parents, especially those without the ability to work remotely. They provide meals for those in need and a multitude of other important services too numerous to list.

I could continue, but would like you to know as a member of this community, if Erin and her administration are confident we can be compliant with the CDC, State and local guidelines, then I fully support opening our schools for in-person learning in the fall.

Thank you for allowing me to share my thoughts with the Administration, Board and Community.

Respectfully,

Anonymous

Dear Dr. Murphy:

Thank you to the administration, principals, teachers and staff for the thoughtful leadership in contemplating solutions for the upcoming year. In particular, thank you especially for your compassionate and empathetic ear as you lead town hall and other such meetings during these uncertain times.

Over the last several weeks, my husband and I talked at length about our choice, should we have one, for our children's educational experience this fall. In doing so, we reached out to my mother and sister (both special education teachers) as well as my mother-in-law who taught 8th grade. Their insight most certainly helped shaped our views.

Notably, in the town hall, I understood that more than 60% of teachers expressed concerns returning to school. I can't help but think that their views are not just personal in nature, but also contemplate what they feel will be the best learning experience for children. I also think that perhaps with an increase in cases, this number may be higher.

I have always believed that consistency, security and safety are important parts of raising our children. The recent closure of Flick Park, after only having been opened for a few weeks, made clear how a return to school could lend itself to an inconsistent environment. It is unrealistic to believe that COVID will not impact one or more students, teachers or staff, requiring on the fly changes. While it seems like ages ago, when we first went remote, the disruption and uncertainty were a difficult transition for my children. Undoubtedly, with a return to school, I fear that they will experience this yet again when they will likely be sent home once more.

Also, during the town hall, it was expressed that teachers will "reinforce" social distancing guidelines. That incorrectly assumes that all students actively maintained social distance guidelines during the summer. I suggest that more than 50% did not. There will be a need to teach a social behavior that is not often reinforced at home. Couple this with the anxiety most children will surely face each time they walk into the school, fearing exposure, in my opinion is not the healthiest option. Further, it is such an increased burden on teachers who already have one of the hardest jobs in the world, to ensure safety at a time when for some families exposure could mean life or death.

The social emotional component was listed as a benefit of in person learning. However, much of social development is understanding expression, facial and otherwise. It is very difficult to do this with face masks (I am not advocating for no face masks; I think face masks are essential). At least on the computer, children can share smiles.

There is no substitute for in person teaching, all things being equal. But nothing is equal right now. There are real risks, anxiety, uncertainty and the potential for disruption to go along with in-person teaching. The E-School option allows for a safe, consistent and reliable environment. It also allows for some opportunity for more break out session, differentiation, or even special in person meetings so long as the school is still open.

Resources are not endless. My husband and I feel that our district's resources should be all put behind one ROBUST

e-school program and make it top of class. It removes all of the question marks, all of the unknowns, all of the "what if" scenarios that accompany the in person school. To spread the resources thin disadvantages both our incredible teachers/staff and our children.

While we may have been on the fence a few weeks ago, we will with conviction, choose the e-school option, and encourage the board to vote only on a single choice- e-school which allows for safety and certainty.

Thank for your time and consideration.

Gina DeBoni

Sonia Inraham - To the Board of Education Members: There has been a feeling that the school is learning towards e-learning from the start of the new school year. I urge you to think about the consequences of such a decision. I do think it is very important to have the option of e-learning since we may revert back to phase 3 in Illinois, but Illinois numbers have been steady over the last 3 weeks in terms of percent positive. Numbers are expected to increase in phase 4 - that has always been the idea. It is a matter of controlling the increase. COVID 19 is not going to disappear anytime soon. If we are lucky, maybe a vaccine in Jan 2021. Do we expect to continue e-learning the whole school year? As robust as you think e-learning can become, it will never be the same as in person interaction for a student. The board has spent considerable time speaking of equity and the importance of making statements about diversity but going to e-learning is the exact opposite of equity. E-learning will ensure that lower income students will not have the same experience. Can you ensure that a parent will be able to assist the student? Will there be a language barrier? Is there continuous access to internet and additional supplements that a student may need? Will there be space in the home for multiple children to actually participate in e-learning? Is there access to food? As a district, our best approach is to focus on making the school environment safe for teachers and students. Policies should be put in place to ensure sick individuals are not coming to school and also controlling movement throughout the building. We can teach our kids to social distance, wear masks, and wash their hands. We are in this for the long haul and we have to adjust as best we can in this environment while maintaining some normalcy for our children. Thank you, Sonia Ibrahim.

Dear District 31 Board Members and Administrators

My name is Maria Kahn, and today I am writing to you in an attempt to build upon the already existing relationship between D31 community members and the board. In my last comment I signed my name on behalf of the Acorn Collective. The Acorn Collective is as follows: a group of community members comprised of Black, Indigenous, People of Color (BIPOC) and White allies who demand an immediate and ongoing response to the intersectional injustices within our shared spaces. Over the past several weeks we have come together to discuss and figure out ways to bring these issues to the forefront of our communities.

Earlier today our group launched a petition via social media. The petition highlights and addresses District 225's inadequate response to our country's most recent instance of racial violence. It was created to hold District 225 accountable for addressing instances of discrimination, supporting all of its students, and changing its curricula to be more inclusive of all identities. While you are not on the board for D225 you are members of this community, not only as board members but as parents with children who either are or eventually will go to one of the Glenbrooks'. You are partially responsible for the education of the children that end up attending D225, and therefore have a stake in how your students will be treated and educated beyond D31.

I urge you to read through the petition linked below and sign. I urge you to share this across your networks. I urge you to continue to have these discussions, and to take action steps such as this one. There is power in our collective voices.

https://docs.google.com/document/d/1_DDvNH3gozLilmMdR8WITQQmLBv8nVFDjbZS5PwDRh8/edit?usp=sharing

Thank you for your time.

Sincerely,

Maria Kahn on behalf of the Acorn Collective

Dear Dr. Murphy and District 31 Board Members,

As a current Field parent and a public high school teacher, I listened to Tuesday's meeting with great interest. We were really impressed with the level of detail and information provided by Dr. Murphy, Dr. Miller, and Ms. Wolverton (welcome to District 31!). The thoroughness and consideration for the safety and goodwill for our staff and students was clear, and we appreciate all the hard work that went into this planning. Thank you!

My husband is in charge of operations for a company that produces medical technology. They are an essential business, so they have continued in-person throughout this pandemic. The facilities are located in Florida, which, as you know, is seeing frighteningly high Covid numbers. He has been through months of considering how to keep his several hundred employees safe and Covid-free. We wanted to share a few additional thoughts regarding safety, in the event that the district returns to in-person instruction. I don't think these were discussed at Tuesday's meeting, but I apologize if they were.

- 1) For students who cannot wear masks due to a doctor's note, they should be required to wear shields instead, since shields are better than no masks.
- 2) Purchase air purifiers for every classroom.
- 3) Have hands-free sanitizer stations throughout the buildings.
- 4) Leave doors and windows open as much as possible. If doors and windows cannot be left open, replace the handles with ones that can be opened by elbows/hands-free.
- 5) Disable water fountains.
- 6) Consider plexiglass dividers for lunch tables.

Thank you for reading and considering these additional actions. And thank you for keeping our students AND our staff as safe as possible.

Wileen and John Hsing

Dear Dr Murphy and Board,

Thank you so much to the administration for all the work you have put into planning for the crazy school year to come. I truly appreciate it and was happy to have a thorough review at the town hall.

I noticed a lot of anxiety about the unknown and valid concerns on social media. We have such a great community, but I am worried many who are planning to send their kids and are happy with the plan are not expressing their points of views due to contentment.

As a family of 2 parents in health care, we understand the anxiety of the unknown. But we also have seen that proper

protection and procedures can work. I truly understand that taking that first step is scary. But I am also aware that we will need to coexist with COVID and this will not be going away any time soon.

With an incoming first grader and incoming second grader, I am very much in need of every second we can safely get in person. I have exhausted all my credibility and patience as an education source. Last year did work well with my first grader only because of a great relationship already fostered with her teacher. My kids are doing ok, although I am hoping to get some social emotional support for some underlying anxiety and depression going on.

I can only imagine this is true to many in our community that are less involved and vocal. I hope that we can remember our commitment to equity.

Hopefully Illinois is able to keep metrics at bay to at least get the kids in, rejuvenated and acquainted with their classroom.

We do not fall necessarily at high risk for Severe COVID side effects (for what is known) and are able to maintain distance with parents in the high risk age group. The Remote learning option is 100% vital for families not in our position that feel the benefits do not outweigh the risks. For us they do.

I am begging you as a board to consider the whole community for the next year, the exhausted parents, the anxious kids, the special needs kids, the high risk and most importantly the teachers. I hope we can all come together and support each other. I hope we can support the safety measures and not fear them. We can teach the kids how to coexist with covid and spread this through the community.

Thank you for your time,

Laurel Shah

Anonymous Also, I just want to ask if there is a possibility to have a hybrid model of E learning and in school which can be re-eval every trimester? Many other districts are doing that.

I am very happy to hear about the new principal and looking forward to meeting her one day. I am looking forward to a professional leader that our children can look up to.

I also want to let you know how disturbed I was by the way the meeting ran last month. The members were very unprofessional towards one another. I felt like the meeting objectives were not the center focus. The meeting is about the children in our districts and not about who is racist.

I hope today's meeting stays on track

Thanks for all that you do for our children

Allison Slade - My understanding is that the union agreement expires before the beginning of the upcoming school year, regardless of how it looks. Can you please provide an update on the status of negotiations? I understand these are privileged meetings but given parent concern on so many levels with the pandemic and the start of school, it would be prudent from both sides of the aisle to provide an update on the status of contract negotiations. This could come in the form of a statement from each side, or a joint, agreed upon statement. The last thing we need is an interruption to an already strange and difficult school year that could occur with teachers working without a contract. Thank you

PRESENTATION

Superintendent Erin Murphy and the administrative team presented the District 31 School Blended Remote Learning (Reopening) Plan.

The presentation highlighted the following:

- Parent surveys were put in place on reopening and the most recent survey had 356 responses, 77% intending to come back with 6 foot social distancing. 3-6 feet social distancing 71% intends to come back.
- Staff surveys also were taken and the most recent had 100 responses.
 - 68% said they would return with 6-feet social distancing
 - The number dropped considerably when looking at 3-6 feet social distancing.
- Development of a matrix or dashboard to help guide the reopening process.
 - Matrix of re-opening shows the color coded conditions to open and monitor.
 - Green/yellow/red color coding system.
 - Elements included in reopening dashboard include
 - Staffing
 - Sub pool
 - Availability of PPE and cleaning materials
 - IDPH guidelines
 - ReStore Illinois phases
 - Live streaming technology
 - A second dashboard for monitoring the ability to stay in in-person learning
 - Monitoring attendance does not fall 85-90% for three consecutive days.
 - Sub fill rate does not fall below 90% for three consecutive days
 - Student daily attendance (in-person instruction) does not fall below 75-80% for more than three consecutive days.
 - Weekly meetings to review data.
- Superintendent Erin Murphy summarized reopening plans
 - Field Specific Plans
 - Winkelman Specific Plans
 - Student Services Plans
 - Transportation guidelines as shared by North Shore Transit
- Superintendent Erin Murphy reported on the additional costs we anticipate for returning to school.
 - Possibly 2-3 extra assistants to man the isolation room and help with supervision.
 - Supplies: PPE, sanitation, hygiene, technology, tents for outside spaces,

- in-person/remote learning kits, etc.
- Additional subs.
- Superintendent Erin Murphy reported what the Board of Education needed to do that evening.
 - Approve e-learning.
 - Approve framework for returning to school
 - If framework and matrix is approved, determine timeline for “going green”

Member Jeffrey Steres thanked the Superintendent and the administrative team and requested to have the decision matrix shared with the public on a weekly basis and asked to give parents a two week notice to make plans if we are not going to meet the re-opening plan. Superintendent Erin Murphy stated that this will be posted on the web site and updated weekly.

Member Jeffrey Steres questioned what are the specific changes to the curriculum time for Math and ELA at Field. Field Middle School Principal, April Miller stated that the ELA curriculum is divided and the time will not change and it will not be integrated.

Member Jeffrey Steres questioned what the sub contracting cost would be. If that is the only barrier then the Board of Education needs to understand what that cost is. Superintendent Erin Murphy stated that the cost is about 32 or 35% upcharge on what we charge.

Member Nancy Hammer expressed her appreciation and support for the opening in-person.

Member Maria Vasiloupous also expressed her appreciation and support for the opening in-person.

Secretary Daphne Frank stated that her preference would be not to look for subbing until we have our teachers and staff committed to being present.

Vice President Laura Greenberg questioned that if 30% of the teachers say they are uncomfortable coming back then do we go right into e-learning? Superintendent Erin Murphy stated that they would want to have conversations with the teachers that are not comfortable coming in and find out ways to accommodate their concerns and legally what we can offer to accommodate.

Member Robert Resis supports the re-opening as long as we can do it safely.

Member Jeffrey Steres supports the re-opening because of the recommendations from ISBE and IDPH wherein the students need to be in school when possible and our decision, color coded matrix puts that in the level of possible.

President Melissa Choo Valentinas questioned what kind of timeline can we give parents when they will know if we met the criteria that we can open so that parents can plan. Superintendent Erin Murphy stated that we are in the middle of July and it is simply too early and the district is still working on getting enough subs and getting our decision matrix more into the green. Superintendent Erin Murphy stated that she wants to give parents two to three weeks to plan and that they know we are planning to have in person learning for five days if it is safe. To start school we want to give parents two to three weeks notice and continue to work on the decision matrix and if we need to have a special board meeting to review the matrix and make changes we can. After further discussion, the Board of Education scheduled a special Board meeting on August 3, 2020 wherein Superintendent Erin Murphy will present where we are on the reopening plan and we will notify the parents at that time.

CONSENT AGENDA

Member Maria Vasilopoulos made a motion to approve items A-H. Member Jeffrey Steres seconded the motion.

Final Resolution:

Aye: Nancy Hammer, Daphne Frank, Melissa Choo Valentinas
Maria Vasilopoulos, Jeffrey Steres, Robert Resis, Laura Greenberg,
Nay: None.
The motion passed 7:0.

ACTION ITEMS

Member Jeffrey Steres made a motion to approve the adoption of the e-learning plan. Member Nancy Hammer seconded the motion.

Final Resolution:

Aye: Maria Vasilopoulos, Jeffrey Steres, Robert Resis, Nancy Hammer, Daphne Frank, Melissa Choo Valentinas
Abstain: Laura Greenberg
Nay: None.
The motion passed 6:0.

Member Jeffrey Steres made a motion to approve the adoption of the Blended Remote Learning Plan/School Reopening Plan. Member Nancy Hammer seconded the motion.

Final Resolution:

Aye: Maria Vasilopoulos, Jeffrey Steres, Robert Resis, Nancy Hammer, Daphne Frank, Melissa Choo Valentinas
Abstain: Laura Greenberg
Nay: None.
The motion passed 6:0.

Superintendent Erin Murphy questioned if she can proceed with Kelly Services for substitute service. The Board of Education took a straw vote and it passed 4 to 3.

President Melissa Choo Valentinas summarized the process of creating the District 31 Anti-Racism and Equity Statement wherein the Board of Education individually sent their comments to Superintendent Erin Murphy so that it would not violate the open meetings act. The Board of Education discussed the statement and President Melissa Choo Valentinas and Superintendent Erin Murphy read the Anti-Racism and Equity Resolution.

Member Robert Resis made a motion to approve the District 31 Anti-Racism and Equity Statement. Member Nancy Hammer seconded the motion.

Final Resolution:

Aye: Maria Vasilopoulos, Jeffrey Steres, Robert Resis, Laura Greenberg, Nancy Hammer, Daphne Frank, Melissa Choo Valentinas

Nay: None.

The motion passed 7:0.

INFORMATION AND DISCUSSION ITEMS

Finance

Assistant Superintendent of Finance and Operations reviewed the financial reports for June 2020:

- The cash flow and projections have been updated from last month. Since the Board meeting for June was just a few weeks ago, not much has changed.
- The Ed fund was over 1% for expenses from last time.
- The bar chart shows that when following the expenses (yellow and dark blue lines), it reflects steady increases throughout the year which is the typical pattern. In March, we show a marked increase in expenses which carried forward through the end of the year. This is due to the Working Cash Abatement as it is required the dollars flow through the Operations and Maintenance Fund. This differs from the receipts as the normal pattern is having two specific periods when we receive tax receipts which causes two spikes throughout the year. Due to the abatement in March of \$1MM, which was at the same time the property taxes were received, the second spike in revenues is a bit earlier and higher than usual. This year we had a large tax refund and numerous smaller refunds and that explains the difference in the revenue budget when compared to last year. We will not reach the 99% of receipts, which is the normal trend, due to those reasons. When the projections were updated with the final June numbers, the outcome was similar to last month's report which landed the operating fund balance for 2025 at about 46%, and showing a drop to 35% by 2026. This is based on the actual numbers of what has transpired this year and not based on new budget numbers for next year. The tentative budget is not completed yet and will be brought to the August Board meeting for review.

- The P-Card summaries remain available for Board review.

Assistant Superintendent of Finance and Operations, Catherine Lauria, gave an update on facilities wherein she stated the following:

- Field - Some of the items needing to be addressed include the burying of pipes and the filling of ruts that were caused by some equipment. None of this will happen until we're ready to seed or sod in the fall due to the hot summer. The sod we had placed at Winkelman, in the parking lot areas, was doing well for a while but these areas will also need to be redone in the fall. Overall, there are a few minor details that need to be completed for the projects, one of which is the striping on Landwehr which will be done before school.

Member Nancy Hammer questioned if we can have a watering system in place for the sod at Winkelman in the small areas. Assistant Superintendent of Finance and Operations, Catherine Lauria, stated that we do not have the capability to do that but we will work with the park district to see if they can maintain it once the sod is redone.

BOARD REPORTS

Member Nancy Hammer reported the Education Foundation is still working on donations for PPE with administration and additional information will be coming. PTO is sponsoring \$15,000 to cover school supplies for all students K-8, as well as engaging the community with COVID family programming and moving their events to virtual space. Superintendent Erin Murphy thanks both parent organizations for the donations of covering all the school supplies K-8 and sponsoring for PPE supplies.

Member Robert Resis reported on the Northbrook Economic Development Committee wherein he stated he attended, along with Assistant Superintendent of Finance and Operations, the meeting on July 7th. The main interest of the committee was to understand district reopening plans the numerous potential impacts to all school districts' revenues due to the effect of the COVID pandemic.

STUDENT ENROLLMENT

Superintendent Erin Murphy reported on the enrollment. She shared current enrollments which included 691 submitted registrations, 136 not started, 51 on hold (which means the district needs something from the family in order to continue the registration) and 11 not started not finished.

FREEDOM OF INFORMATION ACT REQUESTS

- Smart Procure - Quarterly Request of Vendor Addresses/Payments

DISCUSSION ITEMS

- Superintendent Erin Murphy reviewed the following policies with the Board of

Education:

- Pandemic Preparedness; Management; and Recovery
 - School Board Meeting Procedures
 - Student Behavior
 - Student Records
 - Use of Educational Technologies; Student Data Privacy and Security
 - Communicable and Chronic Infectious Diseases
 - Home and Hospital Instruction
 - Attendance and Truancy Program
- The Board of Education discussed the need for and barriers to doing training with a representative of the IASB. Comments included a need to send out a doodle to find dates, a desire to secure a trainer that has a strong background in equity, the need to do equity based training before the IASA training, and consideration of doing the training in open session. The IASA will only conduct the training if all seven board meetings can be present. Additional dates will be solicited.

RECOGNITION OF AUDIENCE

Superintendent Erin Murphy recognized the following comments/questions:

How do those parents know Dr. Murphy has a "good plan" when she just said she hasn't even started planning yet until the frameworks are set? I get people want babysitting but this is insane.

Watching this live at 1039pm. Discussion of anti-racism statement. President Valentinas is seeking feedback about why certain statements were excluded. Why are board members not accountable to the edits they suggested? As a resident, parent, and voter I'd like to know who has what opinion. Yes, my wife is on the Board but my opinion is my own and I want to know who thinks what. Why do board members not want their opinions known? You're all public officials. Please stand up and speak to what you believe.

Question Topic 1 (classroom size, logistics for at home): For those choosing the at-home synchronized learning option, what is the class size? Will at home students be linked with at school students in one classroom or will it be all "zoom" students in one classroom? If the later, what is the zoom classroom size? Question Topic Two (leveled learning): The last powerpoint indicated that leveled learning for grades 3-5 may be eliminated due to the social distancing requirements. Has a decision been made? Will there be an effort to maintain leveled learning opportunities? What efforts? How will differentiated learning take place in classrooms without small groups which will be difficult due to distancing requirements? Topic 3 (case of COVID): If in school, what will protocol be if a student is COVID positive? If the teacher is positive? If teacher or student has symptoms that have not yet been determined to be COVID positive- this will likely be a regular occurrence with flu season ? How will this impact learning/disruption of learning? COVID positive teacher for the e-learn-- what happens in that scenario?

Is it perhaps better to just focus on a robust e-learning initiative? Doing something really well instead of bifurcating our efforts and have the results being just so-so.

You have an adult, Nancy Hammer, who can't wear a mask or use technology. You want kids to do it?????????

If you need every single moment to plan, don't teachers????????? I'm a teacher. I don't want to go back. I want to stay home.

To the Board of Education members,

I think we can all agree that the presentation given by Dr. Murphy and colleagues at the June board of education meeting was well thought out, commendable, honest, and impressive. How fortunate are we as parents to live in a school district that is able to accommodate full time in-person learning AND provide the option for elearning? Please don't mess with a plan that is solid and meets the needs of all of our community. Yes, we may go back to phase 3 and elearning. We all know this. Dr Murphy and colleagues are already preparing for this and mentioned they have learned a lot about what worked and didn't work with elearning, and I'm sure they will incorporate that for those staying at home from day 1, and for everyone in the event of a return to phase 3. Please don't change things on a well developed plan by Dr. Murphy. If Dr Murphy has new information that says the plan in her presentation can no longer work, that's one thing, but in the absence of that, please let's move forward with her plan, and trust her do her job the best way she knows how. Time is of the essence and we need to move forward and support her and each other, understanding that there may be set backs, but that everyone is doing the best they can in these unprecedented times.

Thank you,

Renee Xamplas

Dear Dr. Murphy and District 31 Board Members,

As a current Field parent and a public high school teacher, I listened to Tuesday's meeting with great interest. We were really impressed with the level of detail and information provided by Dr. Murphy, Dr. Miller, and Ms. Wolverton (welcome to District 31!). The thoroughness and consideration for the safety and goodwill for our staff and students was clear, and we appreciate all the hard work that went into this planning. Thank you!

My husband is in charge of operations for a company that produces medical technology. They are an essential business, so they have continued in-person throughout this pandemic. The facilities are located in Florida, which, as you know, is seeing frighteningly high Covid numbers. He has been through months of considering how to keep his several hundred employees safe and Covid-free. We wanted to share a few additional thoughts regarding safety, in the event that the district returns to in-person instruction. I don't think these were discussed at Tuesday's meeting, but I apologize if they were.

- 1) For students who cannot wear masks due to a doctor's note, they should be required to wear shields instead, since shields are better than no masks.*
- 2) Purchase air purifiers for every classroom.*
- 3) Have hands-free sanitizer stations throughout the buildings.*
- 4) Leave doors and windows open as much as possible. If doors and windows cannot be left open, replace the handles with ones that can be opened by elbows/hands-free.*
- 5) Disable water fountains.*
- 6) Consider plexiglass dividers for lunch tables.*

Thank you for reading and considering these additional actions. And thank you for keeping our students AND our staff as safe as possible.

Wileen and John Hsing

If we pick e learning, will we have the chance to reassess the pandemic situation for the next semester, or will we have to continue e learning till the end of school year?

I am concerned that those who have children or family members who are immunosuppressed and need to stay home and have to do elearning are being marginalized. The plan is not equitable, especially stating that you would combine grades. Isn't this against the Americans with Disabilities Act?

CAN'T HEAR YOU!

the board member Nancy can't even wear her mask right. You want kids to wear them? COME ON!!

Dear District 31 Board Members and Administrators,

My name is Maria Kahn, and today I am writing to you in an attempt to build upon the already existing relationship between D31 community members and the board. In my last comment I signed my name on behalf of the Acorn Collective. The Acorn Collective is as follows: a group of community members comprised of Black, Indigenous, People of Color (BIPOC) and White allies who demand an immediate and ongoing response to the intersectional injustices within our shared spaces. Over the past several weeks we have come together to discuss and figure out ways to bring these issues to the forefront of our communities.

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Thank you for your time.

*Sincerely,
Maria Kahn on behalf of the Acorn Collective*

To the Board of Education Members: There has been a feeling that the school is learning towards e-learning from the start of the new school year. I urge you to think about the consequences of such a decision. I do think it is very important to have the option of e-learning since we may revert back to phase 3 in Illinois, but Illinois numbers have been steady over the last 3 weeks in terms of percent positive. Numbers are expected to increase in phase 4 - that has always been the idea. It is a matter of controlling the increase. COVID 19 is

not going to disappear anytime soon. If we are lucky, maybe a vaccine in Jan 2021. Do we expect to continue e-learning the whole school year? As robust as you think e-learning can become, it will never be the same as in person interaction for a student. The board has spent considerable time speaking of equity and the importance of making statements about diversity but going to e-learning is the exact opposite of equity. E-learning will ensure that lower income students will not have the same experience. Can you ensure that a parent will be able to assist the student? Will there be a language barrier? Is there continuous access to internet and additional supplements that a student may need? Will there be space in the home for multiple children to actually participate in e-learning? Is there access to food? As a district, our best approach is to focus on making the school environment safe for teachers and students. Policies should be put in place to ensure sick individuals are not coming to school and also controlling movement throughout the building. We can teach our kids to social distance, wear masks, and wash their hands. We are in this for the long haul and we have to adjust as best we can in this environment while maintaining some normalcy for our children. Thank you, Sonia Ibrahim.

To help ensure the eLearning program is optimal at the start of school, I was wondering if the district is considering getting additional outside assistance in developing the eLearning program. Given the short amount of time to prepare the curriculum, I would think the extra support would be needed. I would also think we could benefit from outside resources with focused expertise in eLearning, so we ensure best practices are used.

I personally will register my children for in-person learning (assuming that is an option), but I do understand other families concerns about eLearning given the experience we had last Spring. I would like to think there are other options to optimize and prepare for eLearning, other than not offering in-person learning, which I know has been recently discussed.

These may be too late and after your vote.

Please don't wait two weeks or more to decide. It is clear that Dr. Murphy needs decisions made to even plan. Even though I would like to see remote, I would much more prefer you make a remote only or even a hybrid solution for 1-2 months and delay the full year decision. The longer you wait to make a decision the harder this will be on administration, teachers and ultimately the less complete and ready the results will be for our kids. This is not fair to any of them.

Also two HR related considerations. 1.) Family First Coronavirus Response Act provides paid leave for parents whose child's school is closed. This leave expires in December. While this law only applies to employers with between 50-500 employees, this option may alleviate some of the working parent struggles if schools are closed. That said, it will NOT apply if parents are solely given the choice and choose to keep their kids home due to fear. Just one more thing to consider in terms of all remote vs. giving parents of a choice. 2.) As a recruiter/HR person, I have pretty negative experiences with temp agencies unfortunately. Temp agencies aren't committed to one employer and the market is already going to be difficult so they will have the same struggles as you would be having and staffing is going to be an issue all year. As I listen some of this is resource related of our current staff. Consider if you are willing to spend the money on Kelly - allocate instead to spend it on a temporary staff member whose only job is to hire and keep a temp pool open, train them and work with principals on how staff is allocated.

My understanding is that the union agreement expires before the beginning of the upcoming school year, regardless of how it looks. Can you please provide an update on the status of negotiations? I understand these are privileged meetings but given parent concern on so many levels with the pandemic and the start of school, it would be prudent from both sides of the aisle to provide an update on the status of contract negotiations. This could come in the form of a statement from each side, or a joint, agreed upon statement. The last thing we need is an interruption to an already strange and difficult school year that could occur with teachers working without a contract. Thank you.

This was terrible. Doesn't give me confidence you're ready for elearning.

What about redeploying the specials teachers to english and math?

Why won't superintendent listen to her board?

Why won't we realize the reality that we need to create new answers? Just more of the same won't work????????

As a white man on the board there is so much privilege you have in screaming at another person. By many on this call you will most likely be noted as defending yourself. However, if you were a black or brown man by many you would be written off as angry and scary.

It is a terrible shame and embarrassing that those who specifically requested for certain statements addressing anti-racist curriculum, values centered on equity, and acknowledging that everyone has a story in regards to the boards adoption on an anti-racist statement to have taken a ridiculously long time to respond albeit not at all. The solution to our issues is not to hide behind closed doors and conversations that exclude your public. How do you expect your students your children to engage in uncomfortable conversations if you are not willing to model it yourselves.

To the parent who said that the meeting wasn't about who was racist and who wasn't. As a brown person in your district, I think it matters and thinking it doesn't matter is racist in and of itself. To the parent who wrote that anonymously: you are a racist. Perhaps stop and think about why you don't think it is important.

I am writing anonymously because like others in the district I am scared about retaliation on me, and my kids, by members of the school board and faculty. I also have a personal friendship that needs to have an issue called out. The lack of awareness of the school board of race, diversity and equality is really bad. It's actually pretty evil. An issue that should require little debate has escalated into community gosaip, backstabbing, attempts to protect people's professional reputations, and seeking of revenge which unfairly targets a child. I am a "friend" of Kim Steres, who is board member Jeff's wife. I Am friends with her but disagree with her behavior and what she is doing. It's wrong. I have been conflicted for a long time and the board and people need to know what is happening. She is blabbing to everyone that will listen that her husband is not a racist. That he is worried about his professional reputation. That if his boss found out about these board meeting that he will lose his job. Well, anyone watching the videos can judge that. But if he's afraid maybe there is a reason. Instead of realizing that he might be wrong or need to find ways to learn and change he is on the attack and sending his wife to do his dirty work. I'm not judging him but you don't talk crap about others to cover your own rear ended. He wants to shift focus of the bad behavior in the meetings to that of a child who a few meetings ago presented what seems to be a swear finger on camera while Jeff was talking. By pointing this out to us, this finger is clear in the video. I don't think anyone would have ever noticed this while watching live because people are focused on the speaker in the meeting not the side people. If this was so offensive to Jeff then why wasn't this a big issue after that meeting? Why is this a big

deal now? Seems like Kim is covering for her husband by shifting focus from potentially being seen as a racist to a little child who is now being attacked by people in the district. People need to grow up. Attacking a child to avoid being labeled a bigot is poor character. I hope the district can move on and put this race stuff behind us, but in a positive way. We have too many non white kids for us to be so ugly. I'm worried about corona virus and if my kids will do elearnijg again. Shame on Jeff Steres.

Shame on the board. Some of you are clearly bigoted and aren't willing to show it. I heard a board member who said she didn't believe in anti-racism (or that racism exists) and that this was being "shoved down their throats" - if that person doesn't want to admit they're a racist, they're even worse. Sad. Shame on you who want to hide. Shame.

MOVE INTO CLOSED

Member Nancy Hammer made a motion to move into closed session to consider pending litigation, collective bargaining, and the appointment, employment, compensation, or performance of specific employees and school security matters. Member Jeffrey Steres seconded the motion.

Final Resolution:

Aye: Robert Resis, Nancy Hammer, Maria Vasilopoulos, Daphne Frank, Laura Greenberg, Jeffrey Steres, Melissa Choo Valentinas

Nay: None.

The motion passed 7:0.

ACTION

Member Jeffrey Steres made a motion to approve the retirement contract for Assistant Superintendent of Finance and Operations/CSBO, Cathy Lauria. Member Maria Vasilopoulos seconded the motion.

Final Resolution:

Aye: Robert Resis, Nancy Hammer, Maria Vasilopoulos, Daphne Frank, Laura Greenberg, Jeffrey Steres, Melissa Choo Valentinas

Nay: None.

The motion passed 7:0.

Member Jeffrey Steres made a motion to approve the pay adjustment for Technology Assistant Rita Redmond. Member Maria Vasilopoulos seconded the motion.

Final Resolution:

Aye: Daphne Frank, Laura Greenberg, Jeffrey Steres, Robert Resis, Nancy Hammer, Maria Vasilopoulos, Melissa Choo Valentinas

Nay: None.

The motion passed 7:0.

Member Jeffery Steres made a motion to approve the 2020-2021 salary for Winkelman Assistant Principal Nino Alvarez. Member Nancy Hammer seconded the motion.

Final Resolution:

Aye: Daphne Frank, Laura Greenberg, Jeffrey Steres, Robert Resis, Nancy Hammer, Maria Vasilopoulos, Melissa Choo Valentinas

Nay: None.

The motion passed 7:0.

Member Daphne Frank made a motion to approve the title change for Dr. Janine Gruhn to Assistant Superintendent of Student Services. Member Jeffrey Steres seconded the motion.

Final Resolution:

Aye: Daphne Frank, Laura Greenberg, Jeffrey Steres, Robert Resis, Nancy Hammer, Maria Vasilopoulos, Melissa Choo Valentinas

Nay: None.

The motion passed 7:0.

Member Daphne Frank made a motion to go back into closed to finish items for discussion . Member Jeffrey Steres seconded the motion.

Final Resolution:

Aye: Daphne Frank, Laura Greenberg, Jeffrey Steres, Robert Resis, Nancy Hammer, Maria Vasilopoulos, Melissa Choo Valentinas

Nay: None.

The motion passed 7:0.

ADJOURN

Member Jeffrey Steres made a motion to adjourn. Member Maria Vasilopoulos seconded the motion.

Final Resolution:

Aye: Robert Resis, Nancy Hammer, Maria Vasilopoulos, Jeffrey Steres, Daphne Frank, Laura Greenberg, Melissa Choo Valentinas

Nay: None.

The motion passed 7:0 at 12:29am.

Board President

Board Secretary

Date