

SPEED S.E.J.A. #802

OPERATING COMMITTEE MEETING MINUTES

Regular Meeting
SPEED Operating Committee
9:00 a.m.

March 16, 2023

CALL TO ORDER

At 9:04 a.m. Mr. Ron Bean called the meeting to order.

ROLL CALL

On roll call the following members answered present: Dr. Patterson, 144 (departed at 9:55); Dr. McAlister, 153; Ms. Janicke, 161; Ms. Duskey, 162; Dr. White, 163; Ms. Kathy Hatzel, 167; Dr. Leak, 168; Dr. Jackson, 169; Dr. Frusher, 194; Ms. Janice Van Kuiken, 201U; Dr. Navarre, 206; Dr. Thomas, 227 (arrived at 9:11); Dr. Angela Taylor, 233 and Mr. Bean

Absent: Mr. Amado, 170 and Dr. Nalls, 172

Dr. Halliman, Superintendent was present as well as the following SPEED Staff: Ms. Brenda Murillo, Director of Business and Finance; Ms. Sonya Douglas, Director of Human Resources; Dr. Antonia Hill, Director of District Services; Programs and Services Supervisors, Ms. Sue Janacek and Ms. Amina Payne; Principals: Ms. Ka'jai Moreland and Mr. Kevin Johns.

Also present was Mr. Eric Grodsky, Attorney from Petrarca, Gleason & Boyle and Izzo, LLC.

RECOGNITION OF VISITORS

Ms. Renada Hardy, SEA Union President

Ms. Hardy addressed the Board with concerns surrounding staff shortages particularly in ELC and Independence Elementary. She stated that Paraprofessionals are managing the classrooms with no support. Staff is experiencing burnout. She fears there will be no staff of tenure during the next school year.

Ms. Hardy also share concerns with the message delivered by the Superintendent at a mandatory all staff meeting concerning Mandated Reporting. She stated that her take away from the meeting is that staff and security fears that will not do anything because if they do, they could be arrested. They feel like they do not have the support.

She asked to the Board what is the solution; what can we do? Speed is not glorified as it is made to appear. Staff does not want to come to work and ELC is horrible. She feels like Independence is a prison. Students talk to staff horribly. Staff reach out to her with so many concerns.

Mr. Bean thanked Ms. Hardy for sharing her concerns and asked the Superintendent to respond.

Dr. Halliman also thanked Ms. Hardy for sharing her concerns and further stated for the record she meets with Ms. Hardy on a monthly basis as well as a quarterly meeting with the union and these concerns have been brought up.

Dr. Halliman shared that as she reported during the State of the District presentation, we do have staff shortages. We have partnered with various contractual agencies to fill the gaps and in

particular with our related services personnel we do have a higher number of contractual teachers and we have also put supports in place for our Type 39s. The Board is aware of some of the incidents that are happening in ELC from Administration to the other things that are going on. We have people in place, not a new administrator but a veteran principal that has come in and solidified some things in this program.

Dr. Halliman stated that she would continue to work with the union on these issues. We are rolling out several things in particular for our Type 39 employees. We recently met with Grand Canyon University. We are trying to get a cohort of ten people. Erickson Institute will pay full tuition for early childhood teachers that will get not only an Early Childhood endorsement and a SPED endorsement as well as a bi-lingual endorsement. Just as quickly as we are trying to fill these positions, we are also trying to partner with folks with the means we have. Dr. Halliman further shared that last month she reported that this is also recruiting season. Ms. Douglas has participated in virtual and in-person job fairs. She shared that just in the last month we have hired at least 5+ new staff members trying to maintain this remainder of this school but also next school year as well.

Dr. Halliman stated that she was planning to report out today on the meeting that was conducted on the Mandated Reporter requirement reminder to staff. She stated that this is an off shoot as a reminder, not a scare tactic, to all staff including herself of what our obligations are as Mandated reporter. She stated that she would share her PowerPoint

Dr. Patterson inquired how many vacancies we have right now. Ms. Douglas reported that there are 42 open positions to date. She also asked who the principal is in Independence? Dr. Halliman introduced Mr. Kevin Johns who was present at the meeting. She also stated that Ms. Emily Rylander is the Assistant Principal that has just left for maternity leave. She shared that we have recently interviewed an Interim Assistant Principal that will fill in. She also reminded the Board that we also Program Supervisors which we have increased from 1 to 2 this year which has helped us in the gaps. Ms. Amina Payne is now in the ELC program and Sue Janacek floats in the Independence Program until we can get an interim. Ms. Rylander is scheduled to return next school year.

Dr. Jackson stated to Ms. Hardy that he feels her pain. He also has some of the same problems within his district. We have too many sub teachers. In places like Speed and even within CPS it is tough across the Board. He shared that Dr. Leak knows as she sits on the state board with that the Governor is funding more money for teacher, it is a supply issue and may not get better anytime soon. He further shared that we are doing the best we can. The things that she shared are being heard from his own Board of Education, parents and teachers. In 22 years as a Superintendent, he has never had this problem.

Dr. Leak stated that the issue that we are facing is that even though we are putting more money into recruitment and community colleges so you can go to school for free. After you finish those two years you can get a grant to finish your degree. This is not helping us right now. We are spending the money to get people into the field, but this should have happened 10-12 years ago. We are all short-staffed. She closed by stating that the Board hears the concerns loud and clear. Dr. Halliman has been sharing the concerns all along and we have all been in the background trying to find solutions to help other.

Dr. Halliman stated that when she sends out the mandated reporter presentation, she will also send out the Erickson Institute program that is paying full tuition for an individual to earn they their Early Childhood endorsement. She stated that we are finding the programs however do not find the interest. We struggling to get 10 people to join the Grand Canyon Cohort. Ms.

Douglas is sending survey to staff and administrators to garner their interests including some of the following questions:

- Will you return next year
- What role or grade level
- What population of students
- Are you interested in obtaining your Type 75
- Where do you see yourself in 3 years.

The grown your own programs are not working as they were before. Dr. Halliman stated that as she receives information on various programs, she would share.

Dr. Patterson asked Dr. Halliman if she had spoke with the staff; has the staff heard her message? She stated that in times when her staff is upset or morale is low, she visits each building or writes a letter. Something from the leadership to alleviate some of the concerns. Dr. Halliman stated that in all of her meetings, the most concerns are with ELC.

Dr. Navarre thanked Ms. Hardy and shared that some of the challenges she is facing are across the Board. He stated that we have to work collaboratively and find a way to keep staff in place for next school year. He stated that he agreed with Dr. Patterson, and he also makes himself available all day for staff to voice their concerns. He does not respond, he listens. He thanked Ms. Hardy for her comments and affirmed that Dr. Halliman is working on it and the Board will provide recommendations as well.

Mr. Bean further stated that there was a misunderstanding of the messaging that was received at the meeting yesterday. He recommended that we go back clear up any misunderstandings. It really means that if you see something, you say something.

Ms. Hardy stated that it was a good presentation, but Dr. Halliman stressed that not reporting can send you to jail so a lot of people were saying they would not get involved. Dr. Halliman interjected that she did not say people would go to jail.

Mr. Bean stated that it is very important that the Superintendent clear up this misunderstanding.

SUPERINTENDENT'S REPORT

Legal Seminar Update

The Special Education Legal Update workshop was an enormous success. We had a full house in our CEO Center. Many of the Superintendents sent their staff members. We have a District Rep. meeting tomorrow (3/17/2023) and we will continue to inquire with District Reps. on what pertinent Professional Development you may need for your staff.

eLearning

We are happy to announce that Mr. Anthony Marinello from ISC4 informed us our proposed eLearning plan has been reviewed and verified that it reasonably and practically met all standard mandates and obligations under Section 10-20.56 of the school code. This plan will be effective 7/1/2023 – 6/30/2026. Dr. Halliman thanked Dr. Hill and her team for their hard work on getting the plan completed.

Health and Life Safety

Dr. Halliman stated that Speed participated in our Annual Life Safety inspection. This occurred during our February Board meeting and again there were no violations for any Speed facilities. Ms. Velda Lloyd congratulated our district for yet another year with zero citations. Dr. Halliman thanked our Buildings and Grounds Director, Mr. Joe Kekelik and his team for leading the charge with this effort.

Mandated Reporting Reminder Meeting

Dr. Halliman stated that she conducted a mandatory all staff. Including contractual staff meeting regarding a reminder of staffs mandated reporting obligations. The topics included were: National and Regional Training, a recent new segment, Speed's Admin. Procedures. The Speed procedures were outlined to the Board and shared the CANTs 5 form. It should be completed by the person who makes the allegation. She stated that she was very specific on what the actual says about being a mandated reporter. You are to report to your administrator, but the law says that the person, themselves are obligated as the mandated reporter. We have had instances this year staff members have shared with her that they did not understand that portion of the requirement. She also stated that she reviewed our revised procedures indicating that anytime we make a call to DCFS, we will also call Chicago Heights Police Department. She further stated that she reviewed just what an investigation process looks like so there are no surprises. She stated that she did not want to send out a memo without having a conversation with staff first. She said she would follow-up with another meeting with this memo because it goes through this information about what the law is, what their obligation is and what the procedures are. Dr. Halliman stated it was too much information, but she wanted the staff to know what the different prongs. Speed will conduct an internal investigation. DCFS will also conduct their own investigation. She shared that CHPD could also investigate and then if something is founded, ISBE would conduct their own investigation. She closed by sharing she was really trying to be very transparent with the complete process.

IMSA

Dr. Halliman reminded the Board that she is trustee on the Illinois Math and Science Academy. This is an appointed position by our State Superintendent. Dr. Halliman explained that part of IMSA's responsibility as a public STEM school is outreach on Professional Development. She does not think that the institution has done a great job in getting out information on what's accessible to all educators in the State of Illinois around STEM and STEAM topics. She shared that she is providing a handout on the upcoming PD that is being offered by IMSA that is offered as young as Early Childhood STEAMers Program. A lot of the programs are free, and others are offered at a very low cost.

Congratulations

Dr. Halliman congratulated Dr. Navarre and Bloom Township as their Special Olympics team won the High School Division Championship.

FINANCIAL REPORT

Budget Summary

At the end of February 2023, we have received 61% of revenues and expended 52% of the budget. February tuition billing was sent yesterday (3/15/23). Past due invoice reminders were e-mailed Feb. 27, 2023. As of March 15, there was \$137k that is 1 day or more past due.

Vendor Benefit Fair

Vendor Benefit Fair

On March 3, 2023, the Business Office hosted a Benefit fair. It was cut short due to the weather however all, but one vendor was present. The following vendors were onsite: EBC, Delta Dental, Aflac, TRS, Hartgrove and Great Lakes Credit Union.

Biometric Screenings will be offered to employees on April 26, 2023.

CLOSED SESSION

At 9:08 a.m., Dr. Wakeley moved, seconded by Dr. Patterson that pursuant to the Open Meetings Act Section 2(c)(1), Section 2(c)(10) and Section 2(c)(11) the Operating Committee goes into closed session to discuss the employment, compensation, and/or performance of a specific employee of SPEED and or matters regarding students. Any items needing approval will be voted on during open session.

On a roll call vote Dr. Patterson, 144; Dr. McAlister, 153; Ms. Janicke, 161; Ms. Duskey, 162; Dr. White, 163; Ms. Kathy Hatzel, 167; Dr. Leak, 168; Dr. Jackson, 169; Dr. Frusher, 194; Ms. Janice Van Kuiken, 201U; Dr. Navarre, 206; Dr. Thomas, 227; Dr. Angela Taylor, 233 and Mr. Bean

Absent: Mr. Amado, 170 and Dr. Nalls, 172

Nays: None

CONSENT AGENDA

Dr. Leak moved, seconded by Dr. Navarre that the Operating Committee approves the Consent Agenda items A through E as presented.

- 8A. Personnel Report
- 8B. Approval of Minutes of February 9, 2023
- 8C. Approval of Closed Session Minutes of February 9, 2023
- 8D. Approval of Non-Recurring and Recurring Bills
- 8E. Imprest and Activity Funds

On roll call vote: Dr. McAlister, 153; Ms. Janicke, 161; Ms. Duskey, 162; Dr. White, 163; Ms. Kathy Hatzel, 167; Dr. Leak, 168; Dr. Jackson, 169; Dr. Frusher, 194; Ms. Janice Van Kuiken, 201U; Dr. Navarre, 206; Dr. Thomas, 227; Dr. Angela Taylor, 233 and Mr. Bean

Absent: Dr. Patterson, 144; Mr. Amado, 170 and Dr. Nalls, 172

Nays: None

NEW BUSINESS

9A. Appointment of Township Treasurer for SPEED

Dr. Navarre moved, seconded by Dr. Jackson that the Operating Committee approves to utilize the services of the Bloom Township School Treasurer for FY24 as recommended by the Superintendent.

On roll call vote: Dr. McAlister, 153; Ms. Janicke, 161; Ms. Duskey, 162; Dr. White, 163; Ms. Kathy Hatzcel, 167; Dr. Leak, 168; Dr. Jackson, 169; Dr. Frusher, 194; Ms. Janice Van Kuiken, 201U; Dr. Navarre, 206; Dr. Thomas, 227; Dr. Angela Taylor, 233 and Mr. Bean

Absent: Dr. Patterson, 144; Mr. Amado, 170 and Dr. Nalls, 172

Nays: None

9B. Assignment of Banking Facility

Dr. Navarre moved, seconded by Dr. Jackson that the Operating Committee approves hat Old Second Bank continues to be used as the depository for SPEED S.E.J.A. #802 Imprest and Activity Funds for FY24 as recommended by the Superintendent.

On roll call vote: Dr. McAlister, 153; Ms. Janicke, 161; Ms. Duskey, 162; Dr. White, 163; Ms. Kathy Hatzcel, 167; Dr. Leak, 168; Dr. Jackson, 169; Dr. Frusher, 194; Ms. Janice Van Kuiken, 201U; Dr. Navarre, 206; Dr. Thomas, 227; Dr. Angela Taylor, 233 and Mr. Bean

Absent: Dr. Patterson, 144; Mr. Amado, 170 and Dr. Nalls, 172

Nays: None

9C. Recommendation of the Personnel Committee regarding the Superintendent's Performance

Dr. Leak moved, seconded by Dr. Jackson to approve the Personnel Committee's motion made on March 7, 2023, by Dr. Lenell Navarre, seconded by Dr. Donna Leak:

1. That the Superintendent has satisfied all goals inclusive of student performance and academic improvement established under her current employment agreement to the satisfaction of the Personnel Committee AND
2. The Committee recommends to the full Operating Committee that the Superintendent's July 1, 2022 - June 30, 2027, employment agreement, including all addenda and amendments be extended through and including June 30, 2028.
3. The Personnel Committee further recommends the Superintendent's salary increase by 1% to 4% for each of the years beginning July 1, 2023, through and including June 30, 2028.

Mr. Bean stated that currently for those years the salary is at 3% so we are adding 1% up to 4%. It is not a 4% increase, it's a 1% increase from 3% to 4%.

On roll call vote: Dr. McAlister, 153; Ms. Janicke, 161; Ms. Duskey, 162; Dr. White, 163; Ms. Kathy Hatzcel, 167; Dr. Leak, 168; Dr. Jackson, 169; Dr. Frusher, 194; Ms. Janice Van Kuiken, 201U; Dr. Navarre, 206; Dr. Thomas, 227; Dr. Angela Taylor, 233 and Mr. Bean

Absent: Dr. Patterson, 144; Mr. Amado, 170 and Dr. Nalls, 172

Nays: None

9D. Election of Operating Committee Secretary

Dr. Leak moved, seconded by Mr. Bean that the Operating Committee elect retain Dr. Gregory Jackson as the Operation Committee Secretary for the 2023/2024 school year as per the SPEED Articles of Agreement.

On roll call vote: Dr. McAlister, 153; Ms. Janicke, 161; Ms. Duskey, 162; Dr. White, 163; Ms. Kathy Hatczel, 167; Dr. Leak, 168; Dr. Jackson, 169; Dr. Frusher, 194; Ms. Janice Van Kuiken, 201U; Dr. Navarre, 206; Dr. Thomas, 227; Dr. Angela Taylor, 233 and Mr. Bean

Absent: Dr. Patterson, 144; Mr. Amado, 170 and Dr. Nalls, 172

9E. Extended School Year

Dr. Leak moved, seconded by Dr. White that the Operating Committee approve the dates of June 05, 2023 - July 20, 2023, for the 2022-2023 Extended School Year Program as recommended by the Superintendent.

On roll call vote: Dr. McAlister, 153; Ms. Janicke, 161; Ms. Duskey, 162; Dr. White, 163; Ms. Kathy Hatczel, 167; Dr. Leak, 168; Dr. Jackson, 169; Dr. Frusher, 194; Ms. Janice Van Kuiken, 201U; Dr. Navarre, 206; Dr. Thomas, 227; Dr. Angela Taylor, 233 and Mr. Bean

Absent: Dr. Patterson, 144; Mr. Amado, 170 and Dr. Nalls, 172

9F. Retirement

Dr. Leak moved, seconded by Dr. McAlister that agenda item 9F, Retirement be tabled to the Governing Board meeting.

On roll call vote: Dr. McAlister, 153; Ms. Janicke, 161; Ms. Duskey, 162; Dr. White, 163; Ms. Kathy Hatczel, 167; Dr. Leak, 168; Dr. Jackson, 169; Dr. Frusher, 194; Ms. Janice Van Kuiken, 201U; Dr. Navarre, 206; Dr. Thomas, 227; Dr. Angela Taylor, 233 and Mr. Bean

Absent: Dr. Patterson, 144; Mr. Amado, 170 and Dr. Nalls, 172

9G. Termination

Dr. Navarre moved, seconded by Dr. Jackson that the Operating Committee approve the termination of support staff member employee #BU42553 effective March 23, 2023.

On roll call vote: Dr. McAlister, 153; Ms. Janicke, 161; Ms. Duskey, 162; Dr. White, 163; Ms. Kathy Hatczel, 167; Dr. Leak, 168; Dr. Jackson, 169; Dr. Frusher, 194; Ms. Janice Van Kuiken, 201U; Dr. Navarre, 206; Dr. Thomas, 227; Dr. Angela Taylor, 233 and Mr. Bean

Absent: Dr. Patterson, 144; Mr. Amado, 170 and Dr. Nalls, 172

9H. Termination

Dr. Leak moved, seconded by Dr. Navarre that the Operating Committee approve the termination of support staff member employee #GA41188 effective March 23, 2023.

On roll call vote: Dr. McAlister, 153; Ms. Janicke, 161; Ms. Duskey, 162; Dr. White, 163; Ms. Kathy Hatczel, 167; Dr. Leak, 168; Dr. Jackson, 169; Dr. Frusher, 194; Ms. Janice Van Kuiken, 201U; Dr. Navarre, 206; Dr. Thomas, 227; Dr. Angela Taylor, 233 and Mr. Bean

Absent: Dr. Patterson, 144; Mr. Amado, 170 and Dr. Nalls, 172

OLD BUSINESS

None

INFORMATION ITEMS


Student Enrollment – Numbers going up
Bloom Township Report

AUDIENCE TO VISITORS

None


ADJOURNMENT

The meeting was adjourned at 10:10 a.m.



Dr. Gregory Jackson, Secretary
Cassandra Giles, Recording Secretary

Date: 5-18-2023



Mr. Bean, President
SPEED Operating Committee