



Regular Meeting  
BOARD OF EDUCATION, DISTRICT 98  
September 24, 2020 - 6:30 PM.  
Berwyn North District Office  
6633 W 16th Street; Berwyn, IL 60402  
+1 312 626 6799 US (Chicago)  
Meeting ID: 927 8289 3441#  
Passcode: 613656

*Dedicated to achieving  
Personal, academic and civic  
Potential.*

#### I. CALL TO ORDER

Meeting began at 6:43 p.m.

#### II. ROLL CALL

Members Present: Mounce, Swade, Arenella, Paul-Emile, Cuevas, and Kulis Kearns-Valeriano  
Members on Video Conference: Pabon  
Also in Attendance: Dr. Michelle Smith, Dr. Robert Hibbird, and Regina Johnson

#### III. PLEDGE OF ALLEGIANCE

The Pledge of Allegiance was led by member Mounce.

#### IV. COMMUNICATIONS

##### A. District 98 Position Surrounding Black Lives Matter:

Superintendent, Dr. Michelle Smith read her passionate stance on Black Lives Matter to the Board and community. She informed the community that Berwyn North Administrators and teachers will be taking training on Diversity, Race, and Culture. Dr. Smith believes that to create a society free of bias, discrimination, and racism we must first accept that there is a problem. That everyone must be willing to evaluate their own thoughts and beliefs to determine how they continue to perpetuate a system of racism and racial injustice. Dr. Smith emphasized that Breonna Taylor's life mattered and Black Lives Matter. That now is the time to take a stance.

#### V. PUBLIC COMMENT

A. None Stated

#### VI. PUBLIC HEARING

A. Regina Johnson, Business Manager presented the Board and community with the FY21 Budget. This budget leaves a surplus of \$984,000 that will be deposited into the Fund Balance with the understanding that we will be withdrawing this surplus in the next school year in order to alleviate the possible shortage of state funding for the 21-22 school year budget.

#### VII. BOARD COMMENT

- A. Member Kulis-Kearns Valeriano informed the Board and community of the Desk/Chair Distribution Project from Prairie Oak Elementary School. There are still a list of families that we were not able to provide a desk/chair for. However it was a great success to those families that were able to receive one. She presented a poster of parents with their students receiving the desks and putting them into their vehicles. Parent provided Member Kulis-Kearns Valeriano with pictures of the students sitting at home in their desks.
- B. Superintendent Smith presented Member Paul-Emile and Kulis-Kearns Valeriano with a Master Board Member Certificate from the Illinois Association of School Boards (IASB). Member Kulis-Kearns Valeriano also received a plaque for Leader Fellow Academy.

- C. Member Pabon showed his support for Superintendent Smith’s statement on Black Lives Matter. He expressed the importance of racial equity. Mr. Pabon reiterated the meaning of the three Ss: Silence, Statements, and Solidarity. He expressed the importance of creating opportunities, trainings, and education for a shared language in order to destabilize the institutions that effects our community. Member Pabon is excited to see the next steps as we move forward.

## VIII. CONSENT AGENDA

### A. Approval of Minutes

- A. Regular Meeting Minutes: 8/27/2020
- B. Executive Meeting Minutes: 8/27/2020

### B. Approval of Personnel

- A. New Hires for the 20-21 School Year:
  - a. Patricia Biagi, Special Education Teacher at Lincoln Middle School
  - b. Evelyn Mercado, Program Assistant at Lincoln Middle School
  - c. Adriana Viana, Program Assistant at Lincoln Middle School
- B. Resignations:
  - a. Scott Vieu, Director of Buildings & Grounds at District Office, has submitted a Letter of Resignation effective September 30, 2020.
  - b. Maria Cristina Diaz, Program Assistant at Prairie Oak Elementary School, has submitted a Letter of Resignation effective October 02, 2020.
- C. Intent to Retire:
  - a. Gina Vernola, Teacher at Prairie Oak Elementary School, has submitted a Letter of Intent to Retire at the end of the 2021-2022 School Year.
  - b. Georgine Mullen, Speech & Language Pathologist at Prairie Oak Elementary School, has submitted a Letter of Intent to Retire at the end of the 2021-2022 School Year.
  - c. Phyllis Boemo, Teacher at Jefferson Elementary School, has submitted a Letter of Intent to Retire at the end of the 2022-2023 School Year.
  - d. Nadine Cloherty, Teacher at Havlicek Elementary School, has submitted a Letter of Intent to Retire at the end of the 2023-2024 School Year.
  - e. Barbara Ebersold, Teacher at Havlicek Elementary School, has submitted a Letter of Intent to Retire at the end of the 2023-2024 School Year.
  - f. Janice Brichta, Teacher at Prairie Oak Elementary School, has submitted a Letter of Intent to Retire at the end of the 2024-2025 School Year.
- D. Leaves:
  - a. Natalie Church, Teacher at Havlicek Elementary School, has requested a 12 week FMLA Leave to begin on November 2, 2020, and returning on February 12, 2021.
  - b. Christine Wear, Teacher at Prairie Oak Elementary School, has requested a 12 week FMLA Leave to begin on January 4, 2021, and returning on April 8, 2021.
  - c. Jill Ikonnikov, Teacher at Havlicek Elementary School, has requested a 12 week FMLA Leave to begin on January 4th, 2021, and returning on April 8, 2021.
  - d. Ashley Para, Teacher at Jefferson Elementary School, has requested a 12 week FMLA Leave to begin on February 16, 2021, and returning on May 18, 2021.
  - e. Elizabeth Van, Teacher at Jefferson Elementary School, has requested a 12 week FMLA Leave to begin on February 2, 2021, and returning on May 27, 2021.

- C. Approval of Authorization of next month's payroll
  - A. Approval of Invoices - \$ 1,764,444.35
  - B. Approval of Monthly Payroll - \$ 1,813,643.32
  - C. Approval of Authorization of next month's payroll – October

APPROVAL OF ITEMS ON CONSENT AGENDA

Member Cuevas moved and was seconded by Member Paul-Emile the Board approve the following items listed on the Consent Agenda. Approval of Minutes Items A 1-2, Personnel B 1-4, and Finance C 1-3 as submitted.

ROLL CALL:

Ayes: Swade, Arenella, Paul-Emile, Cuevas, Pabon, Kulis Kearns-Valeriano, and Mounce

IX. ACTION ITEMS

- A. Adoption of the Fiscal Year 2020-2021 Budget

APPROVAL TO ADOPT OF THE FISCAL YEAR 2020-2021 BUDGET  
TABLED TO CLOSE SESSION

- B. Approval to Solicit Bids for the Rooftop Unit for the Lincoln Middle School Commons

APPROVAL TO SOLICIT BIDS FOR THE LINCOLN MIDDLE SCHOOL ROOF TOP  
UNIT

Member Paul-Emile moved and was seconded by Member Arenella that the Board move to approve to Solicit Bids for the Lincoln Middle School Commons Rooftop Airconditioning Unit.

ROLL CALL:

Ayes: Swade, Arenella, Paul-Emile, Cuevas, Pabon, Kulis-Kearns Valeriano, and Mounce

- C. Approval to Update the Regular Board Meetings Schedule

APPROVAL TO UPDATE THE REGULAR BOARD MEETING SCHEDULE

Member Paul-Emile moved and was seconded by Member Arenella that the Board approve the Update of the Regular Board Meeting Schedule to reflect Board Meeting being held at District Office at least until the month of December.

ROLL CALL:

Ayes: Swade, Arenella, Paul-Emile, Cuevas, Pabon, Kulis-Kearns Valeriano, and Mounce

- D. Approval of Settlement Agreement with Former Employee C. McCabe

APPROVAL OF SETTLEMENT AGREEMENT WITH FORMER EMPLOYEE C. MCCABE  
TABLED TO CLOSED SESSION

- E. Approval of Board Policies - Second Read:

- A. 2:260 Uniform Grievance Procedure
- B. 2:265 Title IX Sexual Harassment Grievance Procedure

- C. 5:10 Equal Employment Opportunity and Minority Recruitment
- D. 5:20 Workplace Harassment Prohibited
- E. 5:100 Staff Development Program
- F. 5:220 Substitute Teachers
- G. 5:330 Sick Days, Vacations, Holidays, and Leaves
- H. 7:10 Equal Educational Opportunities
- I. 7:20 Harassment of Students Prohibited
- J. 7:180 Prevention of and Response to Bullying, Intimidation, and Harassment
- K. 7:185 Teen Dating Violence Prohibited

APPROVAL OF BOARD POLICIES – SECOND READ

Member Paul-Emile moved and was seconded by Member Arenella that the Board approve the second reading of the Board Policies listed on E 1-11.

Ayes: Swade, Arenella, Paul-Emile, Cuevas, Pabon, Kulis-Kearns Valeriano, and Mounce

X. INFORMATION AND REPORTS

A. Monthly Fund Report

Regina Johnson, Business Manager, presented the monthly fund report to the Board and community.

B. Certified Staff Salaries and Benefits for 2020-2021

The Certified Staff Salaries and Benefits for 2020-2021 School Year is an annual report that is presented to the Berwyn North School Board of Education on a yearly basis. This Report will be posted on the Berwyn North School District website as required by the School Code.

C. IMRF Employee Compensation Package - \$75,000.00 and Over

IMRF Employee Compensation Package Report is presented annually to the Berwyn North School Board of Education and will be posted on the District website per the School Code.

D. FOIA Request:

FOIA Request from Mr. Mark Johnson

Started: 09/14/2020 and Completed: 09/17/2020

Mr. Johnson requested the 2016-2020 Teacher Union Collective Bargaining Agreement and all documents associated with the agreement, including the Admin-Teacher Compensation Report.

FOIA Request from Mr. Mark Johnson

Started: 09/16/2020 and Completed: 09/17/2020

Mr. Johnson requested the Collective Bargaining Agreement Between Berwyn North School District 98 and the North Berwyn Program Assistants and all documents associated with the agreement.

XI. Calendar of Events

A. Upcoming Events

**September 25**

1/2 day School Improvement Plan Day

**October 12**

Columbus Day - No Attendance

**October 29**

BOE Meeting - District Office - 6:30 p.m.  
Halloween Family Fun Night - Jefferson - 6:00 p.m. - 7:00 p.m.

**October 30**

End of First Quarter

**XII. PUBLIC COMMENT**

- A. Marisol, parent of students at Lincoln and Prairie Oak wanted to take a moment to thank the district for the amazing job the district has done with remote learning and for making that decision in a timely manner. Ms. Marisol really appreciates that district took the safety of the students, teachers and staff into consideration when making the decision. She wanted to say thank you and how proud she is of the work the district has done and continue to do with remote learning.

**XIII. BOARD COMMENT**

- A. Member Cuevas expressed that although the district had a rocky start, she is receiving a lot of positive feedback from the community about how well it is going now. Ms. Cuevas informed the community that the district will be using data to determine when students will return to school.

**XIV. ADOURNMENT MOTION TO EXECUTIVE SESSION**

Member Paul-Emile moved and was seconded by Member Arenella that the Regular Meeting of the Board of Education, District 98 adjourn to Executive Session at 8:01 p.m., Thursday, September 24, 2020 for the purpose of dicussing the following items:

- A. The appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body or legal counsel for the public body, including hearing testimony on a complaint lodged against an employee of the public body or against legal counsel for the public body to determine its validity. However, a meeting to consider an increase in compensation to a specific employee of a public body that is subject to the Local Government Wage Increase, Transparency Act may not be closed and shall be open to the public and posted and held in accordance with this Act. 5 ILCS 120/2(c)(1).
- B. Collective negotiating matters between the public body and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees. 5 ILCS 120/2(c)(2).
- C. The purchase or lease of real property for the use of the public body, including meetings held for the purpose of discussing whether a particular parcel should be acquired. 5 ILCS 120/2(c)(5)
- D. Security procedures, school building safety, and security, and the use of personnel and equipment to respond to an actual, threatened, or a reasonably potential danger to the safety of employees, students, staff, the public, or public property. 5 ILCS 120/2 (c)(8)
- E. Litigation, when an action against, affecting or on behalf of the particular public body has been filed and is pending before a court or administrative tribunal, or when the public body finds that an action is probable or imminent, in which case the basis for the finding must be recorded and entered into the minutes of The closed meeting; 5 ILCS 120/2(c)(11).

**ROLL CALL:**

Ayes: Swade, Arenella, Paul-Emile, Cuevas, Pabon, Kulis-Kearns Valeriano, and Mounce

MOTION TO RECONVENE IN REGULAR SESSION

Member Paul-Emile moved and was seconded by Member Arenella that the Regular Meeting of the Board of Education, District 98 reconvenes from Executive Session at 9:36 p.m., Thursday, September 24, 2020.

ROLL CALL:

Ayes: Swade, Arenella, Paul-Emile, Cuevas, Pabon, Kulis-Kearns Valeriano, and Mounce

A. MOTION TO ADOPT OF THE FISCAL YEAR 2020-2021 BUDGET

Member Arenella moved and was seconded by Member Paul-Emile that the approve the Adoption fo the Fiscal Year 2020-2021 Budget.

ROLL CALL:

Ayes: Swade, Arenella, Paul-Emile, Cuevas, Pabon, Kulis-Kearns Valeriano, and Mounce

B. MOTION TO APPROVE THE SETTLEMENT AGREEMENT WITH FORMER EMPLOYEE C. MCCABE

Member Arenella moved and was seconded by Member Paul-Emile that the Board approve the Settlement Agreement with former Employee C. McCabe.

ROLL CALL:

Ayes: Swade, Arenella, Paul-Emile, and Mounce  
Nays: Cuevas, Pabon, and Kulis-Kearns Valeriano

XV. NEW BUSINESS

A. None Stated

XVI. ADJOURMENT

MOTION TO ADJOURN

Member Paule-Emile moved and was seconded by Member Arenella that the Regular Board Meeting of the Board of Education, District 98 adjourn at 9:38 p.m., Thursday, September 24, 2020.

ROLL CALL:

Ayes: Swade, Arenella, Paul-Emile, Cuevas, Pabon, Kulis-Kearns Valeriano, and Mounce

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Michelle Smith, Secretary

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Adam R. Mounce, President

Jessica Ibarra

Visitors: 30 video conference participants