



Valerie M. Donnan, Ed.D.
Superintendent

Executive Board Meeting Summary
Thursday, November 11, 2021

The Executive Board meeting was structured to allow in person access. The public was required to RSVP by 7:30 a.m. on Thursday, November 11, 2021. Since there was room, the public was able to join at the time of the meeting without RSVPing.

CONSENT AGENDA

- Minutes, financial matters, and recordings were approved along with the following personnel items:
- ~ Request for Contracts for 4 educational support personnel (ESP) and 0 licensed staff
 - ~ Resignations/retirements by 5 ESP and 0 licensed staff

RECOGNITION

STARS Student

The Board recognized a student from Ms. Marissa Friese's classroom at Fairhaven School, as the November STARS Student. This student has shown significant improvement in his behavioral practices. He has been working on staying on task and his academics are improving due to the reduction of behaviors.

Employee of the Month

The Board recognized Mr. Robert Carani, Head Custodian for John Powers Center, as the November Employee of the Month. Robert works hard providing service to the staff and students at the school. He helps out throughout SEDOL when needed and is well liked by everyone.

PUBLIC COMMENT

There was no Public Comment.

OLD BUSINESS

SEDOL Update

Dr. Donnan updated the board on the following:

SEDOL Programs:

Enrollment caps currently in place for LASSO III and SAB may need to be extended. She also discussed the addition of a TAB class in sector to be housed at Millburn School.

Strategic Plan Pillar #3 Social/Emotional Wellness:

Dr. Donnan discussed a wellness needs survey that was sent out to staff. There was a 24 hour turnaround time for staff to complete the survey. 57.7% of staff completed the survey. A video was shared with the board recognizing staffs concerns.

- 34% of those surveyed are in the green zone; 22.2% are in the green zone at work
- 57.8% are in the yellow zone
- PLC's will be optional
- Staff Incentives to shift to pilot
- Staff meetings will be collaborative
- Professional Development will focus on staff wellness
- Early release time on Fridays for all staff; sector staff to work with supervisors to schedule their time

School Improvement Days will remain the same for November however, moving forward will be geared towards staff social emotional wellness.

Substitute Retention/Incentive Plan

The Board approved the following substitute incentive plan:

- Beginning on Monday, November 15, 2021, substitute teachers and/or substitute paraprofessionals who work 10 **consecutive** days in SEDOL programs will receive a \$50 per day increase beginning on day 11.
- Substitute teachers and/or substitute paraprofessionals will be given 5 excused absences for the remainder of the school year (unpaid) which will allow them to maintain their consecutive status and keep their increased rate. If a substitute misses a day for an unexcused reason, or they exhaust their 5 excused absences, they will go back to the daily substitute rate for 10 days with the opportunity to work 10 consecutive days and earn additional pay on day 11 again. *Additional days may be granted at the discretion of the superintendent for COVID related absences for self.

Non-Union COVID Benefits

The Board approved the following recommendations pending the final approval from the Governing Board on December 1, 2021 of the STU and SSSA Memorandum of Understandings:

Group 1: Nurses, Audiologists, Administrators and Behavior Specialist

Group 1 will mirror language from 2021 STU MOU related to Paid Administrative Leave days, Suspension of Attendance Bonus, Recognition and Retention Bonus, Planning and Preparation Bonus, and Evaluations:

- 15 Paid Administrative Leave Days (use of 12, then 3 personal sick days, and then 3 more Administrative Leave Days)
 - Personal COVID positive
 - Quarantine as a result of SEDOL related exposure
- Suspend attendance bonus for the 2021-22 school year
- Recognition and Retention bonus (2 payments of \$150)
- Planning and Preparation Bonus (2 payments of \$375)
- Evaluations-Contact HR by December 8, 2021 if wanting to waive the performance evaluation for the 2021-22 school year (non-probationary staff only)
 - All Administrators will be evaluated during the 2021-22 school year

Group 2: Clerical, CAVT, Quarantine Room Supervisors, Custodial/Maintenance, Instructional Technology Coach, and Behavior Assistant

Group 2 will mirror language from the 2021 SSSA MOU related to Paid Administrative Leave days, Suspension of Attendance Bonus, Recognition and Retention Bonus, and Evaluations:

- 15 Paid Administrative Leave Days (use of 12, then 3 personal sick days, and then 3 more Administrative Leave Days)
 - Personal COVID positive
 - Quarantine as a result of SEDOL related exposure
- Suspend attendance bonus for the 2021-22 school year
- Recognition and Retention bonus (2 payments of \$325)
- Evaluations-Contact HR by December 8, 2021 if wanting to be evaluated during the 2021-22 school year, otherwise evaluations are waived for the 2021-22 school year for all non-probationary staff

Cunningham Recreation Quote

The Board approved the quote from Cunningham Recreation for installation and surfacing for the Fairhaven playground project. This quote includes: sidewalks, curbing, surfacing, and fencing. The total is \$215,107.46. This will be billed at the time of installation, summer of 2022.

NEW BUSINESS

Contractual and Itinerant Billing Rates for FY23

The Board approved the proposed billing rates for contractual and itinerant services for the 2022-23 school year.

ESSER Allocations

The Board approved ESSER allocations that will focus on updating technology including interactive boards, provide professional development, increase accessibility to communication apps and equipment, increase opportunities for calming strategies, and update curricular tools.

CLOSED SESSION

The Board entered into closed session to discuss:

- 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.

OTHER BUSINESS

Settlement Agreement and General Release

The Board approved the termination of Fernando Martinez Otero.

PROGRAM/SCHOOL REPORTS

Evidence of Exceptional Service

1. An Eagle Scout project , Display holder for the Fairhaven Market, was completed and delivered to Fairhaven!
2. CLA Staff held 20 Bridges Sessions during the 1st quarter In lieu of suspension. CLA students had 0 out of school suspensions 1st quarter.
3. South School students celebrated a successful end of first quarter with a Spirit Week. Their favorite day was tie dye Tuesday where they wore tie dye shirts they made during art therapy.

BOARD MEMBER COMMENT

Dr. Donnan recognized Veteran’s Day and all those who have served including Mrs. Loris who served in the Marines. She also recognized the dedication of the SEDOL Boards in light of November 15th being School Board Members Day in Illinois.

ADJOURNMENT

With no other items to discuss, the meeting was adjourned.

2021-22 Executive Board Meeting Schedule *SEDOL Office Bay Room*

- Thursday, December 16, 2021 – 9:30 a.m.
- Thursday, January 27, 2022 – 9:30 a.m.
- Thursday, February 24, 2022 – 9:30 a.m.
- Thursday, March 24, 2022 – 9:30 a.m.
- Thursday, April 7, 2022 – 9:30 a.m. *Special Meeting to Review Tentative Budget Meeting*
- Thursday, April 28, 2022 – 9:30 a.m.
- Thursday, May 26, 2022 – 9:30 a.m.
- Thursday, June 23, 2022 – 9:30 a.m.
- Thursday, July 28, 2022 – 9:30 a.m.

2021-22 Governing Board Meeting Schedule *Gages Lake School Gymnasium*

- Wednesday, December 1, 2021 – 7:00 p.m.
- Wednesday, March 2, 2022 – 7:00 p.m.
- Wednesday, June 1, 2022 – 7:00 p.m.

Professional Vacancies Anticipated for 2021-22

- 1 Sign Language Interpreters – John Powers Center
- 1 LASSO II Teacher – Millburn Middle School
- 1 LASSO Itinerant Teacher (part-time) – Administration
- 1 TAB/LASSO I Teacher – Millburn Elementary
- 1 Transition Teacher – Cyd Lash Academy
- 1 LASSO III Teacher – Fairhaven School
- 1 Vocational Job Coach – Various
- 1 Admin Asst Vocational, Audiology, & ECAT – Administration
- 1 1:1 Nurse (part-time) – Laremont
- 1 1:1 Nurse – Various

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