

**MINUTES FOR A REGULAR MEETING OF THE BOARD OF EDUCATION, THORNTON TOWNSHIP HIGH SCHOOL DISTRICT NO. 205, HELD ON WEDNESDAY JUNE 8, 2022, THORNWOOD HIGH SCHOOL 17101 SOUTH PARK AVE, SOUTH HOLLAND, ILLINOIS, AND WEBEX CONFERENCING BEGINNING AT 6:30 P.M.**

The meeting was called to order at 6:35 p.m. President Graham made the following announcement: Call to Order. Tonight’s meeting is being streamed live via videoconferencing on WebEx and is video recorded. The Board President declares that an in-person meeting is not practical or prudent because of the current Disaster Proclamation issued by the Governor. Physical presence for the meeting is not feasible due to the disaster.

ANNOUNCEMENT BY  
BOARD PRESIDENT

On roll call, Members Banks, Brown, Graham, Lawrence and Whittington answered. Members Butler and Moody were absent. Dr. Nathaniel Cunningham, Superintendent, Dr. Jerry B. Doss, Associate Superintendent of Human Resources; Mr. Toriano Horton, Assistant Superintendent of Business; Mr. Brett Fickes, Executive Director of Curriculum and Instruction; Mr. Thomas Porter, Executive Director of Special Services; and Mr. Adam Dauksas, legal counsel, were also present.

ROLL  
CALL

**Report from Curriculum Committee**  
**Report from Finance Committee**  
**Report from Policy Committee**  
**Report from Discipline Committee**  
**Report from Facilities Committee**

COMMITTEE OF THE  
WHOLE

At 6:42pm Mrs. Whittington joined the meeting

MRS. WHITTINGTON  
JOINED THE MEETING  
CONSENT AGENDA

Mr. Brown moved, Mrs. Whittington seconded, to **Approve the Consent Agenda**, which includes the following:

- Approval of Regular Meeting Minutes dated May 11, 2022 MINUTES
- The District 205 bills as presented for payment dated May 12, 2022 through June 8, 2022 BILLS
- Personnel dated June 8, 2022 (Resignations, Leave of Absence, New Hires and Terminations) PERSONNEL
- Ratifications - Approval of Overnight and/or Out-of-State fieldtrips:
  - Thornton Township and Thornwood High Schools IHSA Girls State Track Overnight Competition – Eastern Illinois University, Charleston, IL, May 18-21, 2022
  - Thornwood High School IHSA Boy’s Track & Field Overnight Fieldtrip, Eastern Illinois University, Charleston, IL, May 26-28, 2022
  - Thornwood High School Boys' Varsity Tennis Overnight Fieldtrip, Rolling Meadows, IL, May 25-26, 2022
  - Thornridge and Thornton Township High Schools Boy’s State Track Overnight Competition Fieldtrip, Charleston, Illinois, May 26-May 28, 2022

On roll call, Brown, Whittington, Banks, Graham, Lawrence, and Moody voted aye; nay, none; motion passed.

- None FOIA

At 6:58 pm Mr. Butler joined the meeting

MR. BUTLER JOINED THE MEETING

Mr. Fickes presented the following information:

COMMUNICATIONS

- District:
  - [Online Registration](#) – Ms. Thornton, Avidity
  - [Mental Health First Aid](#) - Rachael Santos
- Thornridge High School:
  - Senior Signing Day was May 9, 2022
  - Prom was held on May 19, 2022
  - Track and Field qualified for state meet at Eastern Illinois University
  - Extended congratulations to the Graduating class on May 22, 2022
- Thornton Township High School
  - Navistar Diesel Program celebrated the end of the three-year program on May 5, 2022
  -
- Thornwood High School
  - Year-end College, Career Scholarship Info was presented
  - Scholar-athletes advance to IHSA State-Girls & Boys Track & Field
  - Digby’s Protection Group Scholarship was awarded to eight graduates totaling \$7,900.00
- PEACE
  - Reading: Students that have shown growth has an average growth of 1.5 grade levels for this school year
  - Math: Students that have shown growth has an average growth of 2 grade levels for this school year.

- Safe Passage/Roseland Ceasefire After School Program –Mr. Fickes
- NFTE Midwest Finals Competition Scholarship Award Recipient – Mr. Fickes

PRESENTATIONS

Mrs. Whittington moved, Mr. Brown seconded the **Approval of Student Board of Education Summer Retreat** presented by Mr. Horton. On roll call, Members Whittington, Brown, Banks, Butler, Graham, Lawrence, and Moody voted aye; voted nay, none; motion passed.

APPROVE THE STUDENT BOARD OF EDUCATION SUMMER RETREAT

Mrs. Lawrence moved, Ms. Moody seconded the **Approval of Special Olympics Overnight State Finals Fieldtrip, Bloomington-Normal, IL, June 17-19, 2022** presented by Mr. Horton. On roll call, Members Lawrence, Moody, Banks, Brown, Graham, and Lawrence, voted aye; voted nay, Butler voted none; motion passed.

APPROVE SPECIAL OLYMPICS OVERNIGHT STATE FINALS FIELDTRIP

Ms. Moody moved, Mrs. Whittington seconded the **Approval of Renew the Motion to Approve District Office Landscaping** presented by Mr. Horton. On roll call, Members Moody, Whittington, Banks, Brown, Butler, Graham, and Lawrence voted aye; voted nay, none; motion passed.

APPROVE TO RENEW THE MOTION TO APPROVE DISTRICT OFFICE LANDSCAPING

Mr. Brown moved, Mr. Banks seconded the **Approval of Districtwide Fire System Inspection** as presented by Mr. Horton. On roll call, Members Brown, Banks, Butler, Graham, Lawrence, Moody, and Whittington voted aye; voted nay, none; motion passed.

APPROVE THE DISTRICTWIDE FIRE SYSTEM INSPECTION

Mrs. Whittington moved, Mr. Banks seconded the **Approval of Districtwide Multiple Van Purchase** as presented by Mr. Horton. On roll call, Members Whittington, Banks, Brown, Butler, Graham, Lawrence, and Moody voted aye; voted nay, none; motion passed.

APPROVE THE  
DISTRICTWIDE MULTIPLE  
VAN PURCHASE

Ms. Moody moved, Ms. Graham seconded the **Approval of Tuckpointing Phase 4** as presented by Mr. Horton. On roll call, Members Moody, Graham, Banks, Brown, Butler, Lawrence, and Whittington voted aye; voted nay, none; motion passed.

APPROVE THE  
TUCKPOINTING PHASE 4

Mrs. Whittington moved, Mr. Brown seconded the **Approval of Thornton Security Desk** as presented by Mr. Horton. On roll call, Members Whittington, Brown, Banks, Butler, Graham, Lawrence, and Moody voted aye; voted nay, none; motion passed.

APPROVE THE THORNTON  
SECURITY DESK

Mr. Brown moved, Ms. Moody seconded the **Approval of Thornridge and Thornwood High Schools Generator Governors Upgrade** as presented by Mr. Horton. On roll call, Members Brown, Moody, Banks, Butler, Graham, Lawrence, and Whittington voted aye; voted nay, none; motion passed.

APPROVE THE THORNBRIDGE  
AND THORNWOOD HIGH  
SCHOOLS GENERATOR  
GOVERNORS UPGRADE

Mrs. Whittington moved, Mr. Banks seconded the **Approval of First Student Contract Renewal** as presented by Mr. Horton. On roll call, Members Whittington, Banks, Brown, Butler, Graham, Lawrence, and Moody voted aye; voted nay, none; motion passed.

APPROVE THE FIRST  
STUDENT CONTRACT  
RENEWAL

Ms. Moody moved, Mr. Banks seconded the **Approval of ABM Contract Renewal** as presented by Mr. Horton. On roll call, Members Moody, Banks, Brown, Butler, Graham, Lawrence, and Whittington voted aye; voted nay, none; motion passed.

APPROVE THE ABM  
CONTRACT RENEWAL

Ms. Graham moved, Mr. Banks seconded the **Approval of Prudential Contract Renewal** as presented by Mr. Horton. On roll call, Members Graham, Banks, Brown, Butler, Lawrence, Mood, and Whittington voted aye; voted nay, none; motion passed.

APPROVE THE PRUDENTIAL  
CONTRACT RENEWAL

In June of 2021, I advised my administrative staff to "hold on" because it is going to be a bumpy ride getting back to in-person learning. Our students, staff, and the community had struggled through the pandemic, issues with the supply chain, and challenges to our expectations. I thanked the staff for their hard work through these difficult times, our parents and students for their support through these difficult times. Although they are not over, we were able to complete a year of in-person learning with only one adaptive pause. The pause was handled professionally, and the district finished the school year without any emergency days.

SUPERINTENDENT REPORT

With our ESSER funds, we plan to continue impacting each student's classroom experience. Thus far, and in accordance with our one-to-one initiative, we have outfitted each student with a Chromebook, each teacher with a new computer, and each classroom with an interactive promethean board.

With our remaining funds, we will completely rebuild and refresh each classroom throughout the district. The plan includes new classroom furniture and cabinets, interior and exterior window treatment updates, and new floor and ceiling finishes. The ESSER Funds also have a 20% requirement to address learning loss. The district has utilized these funds by including:

- High-quality assessments via STAR Renaissance to determine academic needs and provide individualized action plans for each student with focused skills to meet grade level standards
- Electronic graphing calculators for each student and staff member to support math education
- Touchscreen Chromebook and stylus pens for the Math teachers

- The supplemental IXL progress monitoring tool was implemented for Math, Reading, and Science to identify areas of improvement;
- Evidence -based after school academic interventions;
- Assistance to parents and families by streamlining the registration process with Registration Gateway;
- Professional Development on culturally responsive teaching and teaching in a remote or blended learning setting;
- The purchase of a multitude of virtual resources and provided professional development to increase staff efficacy;
- Principal support through monthly goal analysis meetings;
- Summer enrichment experiences; and
- Implementation of therapeutic interventions to address trauma brought on by the pandemic.

I reviewED the plans for the expenditures for ESSER Funds again because it was requested. We have asked for input from our community, our teachers, and our staff. We used that input to build our plan. We are using the funds to improve the district.

In order to attract new teachers in the district, we asked the Faculty Association to agree to allow us to give new teachers bonus to come to work in district 205. To assist us in ensuring all students are enrolled, enlisted, or employed by graduation. We need to continue growing our teaching staff. The FA sent back a request, that all staff members receive a \$5,000.00. We reviewed the request and looked for ways that we could accommodate the request. The board and administration of the district have been looking for ways to incentivize better attendance. We developed a system where all staff could receive the bonus if they attended work 95% of the time. This is a bonus incentive that rewards people who are doing the right thing during exceedingly difficult times. The association complained that everyone didn't have the opportunity to receive it. So, we agreed to run it for two year – rewarding those who have done it correctly and giving others the opportunity to at this point – we only see this as an incentive – it motivates people to do what is needed – to be at work to ensure our kids learn, our buildings are operating correctly, and operating safely. A neighboring district has put both \$400-, and \$800-dollar retention bonuses out for their staff in conjunction with the ratification of their contract. We are not in the same spot of that district, and we are working for the betterment of our community. Thank you for your time and attention.

The Faculty Association addressed the following:

FACULTY ASSOCIATION

- Current use of ESSER funds
- Retention bonuses for the 205 staff

At 8:15 p.m., Ms. Moody moved, Mr. Brown seconded to **Go into Executive Session** pursuant to Section 2C of the Illinois Open Meetings Act to consider:

EXECUTIVE SESSION

- The appointment, employment, compensation, discipline, performance, or dismissal of specific employees;
- Student discipline;
- Collective negotiating matters, and
- Pending, probable or imminent litigation.

On roll call, Moody, Brown, Banks, Butler, Graham, Lawrence, and Whittington voted aye; nay, none; motion passed.

At 9:25 p.m., Mr. Butler moved, Mr. Brown seconded to **Reconvene Regular Session**. On roll call, Members Butler, Brown, Banks, Graham, Lawrence, Moody, and Whittington voted aye; nay, none; motion passed.

RECONVENE REGULAR  
SESSION

Mr. Butler moved, Mr. Brown seconded the **Approval of Response to Grievance No. 021622** as presented by Mr. Horton. On roll call, Members Butler, Brown, Banks, Graham, Lawrence, Moody, and Whittington voted aye; voted nay, none; motion passed.

APPROVE THE RESPONSE  
TO GRIEVANCE NO. 021622

Mr. Brown moved, Ms. Moody seconded the **Approval of Human Resources Labor Shortage and Open Positions Action Plan** as presented by Mr. Horton. On roll call, Members Brown, Moody, Banks, Butler, Graham, Lawrence, and Whittington voted aye; voted nay, none; motion passed.

APPROVE THE HUMAN  
RESOURCES LABOR  
SHORTAGE AND OPEN  
POSITIONS ACTION PLAN

Mr. Butler moved, Mr. Banks seconded the **Approval of Memorandum of Agreement with Buildings and Grounds and Maintenance Employees Union of Support Staff, IEA/NEA** as presented by Mr. Horton. On roll call, Members Butler, Banks, Brown, Graham, Moody, and Whittington voted aye; voted nay, none; motion passed.

APPROVE THE  
MEMORANDUM OF  
AGREEMENT WITH  
BUILDINGS AND GROUNDS  
AND MAINTENANCE  
EMPLOYEES UNION OF  
SUPPORT STAFF, IEA/NEA

Ms. Moody moved, Mr. Butler seconded the **Approval of Annual Employment Contracts for Administrative and Exempt personnel** as presented by Mr. Horton. On roll call, Members Moody, Butler, Banks, Brown, Graham, Lawrence, and Whittington voted aye; voted nay, none; motion passed.

APPROVE THE ANNUAL  
EMPLOYMENT CONTRACTS  
FOR ADMINISTRATIVE AND  
EXEMPT PERSONNEL

Mrs. Lawrence moved, Mr. Banks seconded the **Approval of Board's Semi-Annual Review of unreleased closed meeting minutes for public inspection (September 2021, October 2021, November 2021, December 2021, January 2022, February 2022, March 2022)** as presented by Mr. Horton. On roll call, Members Lawrence, Banks, Brown, Butler, Graham, Moody, and Whittington voted aye; voted nay, none; motion passed.

APPROVE THE BOARD'S  
SEMI-ANNUAL REVIEW OF  
UNRELEASED CLOSED  
MEETING MINUTES FOR  
PUBLIC INSPECTION

At 9:28 p.m., Ms. Moody moved, Ms. Lawrence seconded to Adjourn the Meeting. On roll call, Members Moody, Lawrence, Banks, Brown, Butler, Graham, and Whittington voted aye; nay, none; motion passed.

ADJOURNMENT

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President

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Secretary