

October 4, 2021

The Board of Education, Community High School District 99, met in Workshop Session with Action Item at 6:30 p.m. on Monday, October 4, 2021 at North High School.

Upon the Secretary's roll call, the following Board members answered present: Nancy Kupka, President; Mike Davenport, Vice President; and Members Christopher Espinoza, Jennie Hagstrom and Terry Pavesich. Members Sherell Fuller and Joanna Vazquez Drexler were absent.

Also present were Hank Thiele, Superintendent; Rob Lang, Assistant Superintendent for Staff Services; Mark Staehlin, District Controller; Jeff Bergholtz, Director of Human Resources; Courtney DeMent, North High Principal; Ed Schwartz, South High Principal; and Juli Gniadek, Secretary.

There were no visitors.

1. **STUDENT PERSPECTIVES**

Dr. DeMent introduced the North High Girls' Track Team Coaches from the spring of 2021, Tim McDonald and Matt Maletich. Head Coach Mr. Maletich introduced team members Karly Harkness (distance runner), Elle Kowalski (long jumper and sprinter), Marli Kowalski (triple jumper), Veronica LaSota (sprinter), Abby Streff (distance runner) and Claire Pyne (distance runner), noting their events. Mr. Maletich stated this is the best team they have ever had, and may ever see, and the team persevered through many challenges.

Ms. Elle Kowalski shared some of the accomplishments of the team this year including: coming in 1st in 11 of 18 events at a Conference meet; first time winning Sectionals since 1999; coming in 1st in 12 out of 18 events at Sectionals; and setting three new records this year. She commented on the support the team received and the pride she felt being on the team.

The Board congratulated the team on their success.

2. **STUDENT BOARD MEMBER QUESTIONS AND COMMENTS**

Scarlett O'Hara, South High Student Board Member, highlighted the achievements of the fall sports teams. Ms. O'Hara shared Homecoming was hosted outside this year and everyone who attended had lots of fun. She noted Homecoming helped to provide another sense of normalcy to the high school experience. Ms. O'Hara congratulated the National Merit recognized students on their accomplishment.

Jade Toledano, North High Student Board Member, stated there is an upcoming Choral Concert on October 6 and an Orchestra Concert on October 14, which is being held in the new South High Auditorium. Ms. Toledano spoke about fundraising events at North High for Homecoming, cancer and NEDA (National Eating Disorders Association). She shared Mason Walters, a senior, tragically passed away and it has been hard on the whole community; she expressed her condolences to the Walters family.

3. RECEPTION OF VISITORS – PUBLIC COMMENT

There were no public comments.

4. RETURN TO IN-PERSON LEARNING

Dr. Thiele reminded those in attendance about the COVID dashboard on the District's website, which tracks close contacts and positive cases for students on a weekly basis and staff positive cases on a monthly basis. He reported that 96% of staff are vaccinated. Hank Thiele advised the Board the administration is not, at this time, recommending the Test to Stay (TTS) protocol, but will closely monitor the numbers and reassess as appropriate.

5. STAFF RECRUITING AND HIRING

Dr. Lang detailed some of the key attributes, such as student-centered, shared social identities, high expectations and experts in their profession, that the District looks for in potential staff members. He shared there is a national shortage of teachers, support staff and CMG staff and District 99 has been fortunate to fill all of its teaching positions. Rob Lang noted the reputation of District 99 is one of the reasons candidates choose to apply in District 99.

Jeff Bergholtz outlined efforts to reach qualified candidates, which include attending job fairs, personal outreach and networking. Mr. Bergholtz stated there were 25 positions posted this spring, there were 954 applicants and of those applicants, 135 self-identified as diverse, with the District hiring four staff members of color.

Dr. Thiele shared South High student Gracie will be presenting on a national level to the AASA (Superintendent's Association for the United States) on the District's Intro to Teaching/Education Pathways program and how to "grow your own" teachers.

6. RESOLUTION AUTHORIZING JULY 1, 2021 TO JUNE 30, 2026 PERFORMANCE BASED SUPERINTENDENT'S CONTRACT WITH DR. HENRY THIELE AND TO ADOPT THE 2021-2026 PERFORMANCE BASED SUPERINTENDENT'S CONTRACT WITH DR. THIELE.

Member Davenport moved and Member Pavesich seconded the motion for the Board of Education to adopt the Resolution Authorizing July 1, 2021 to June 30, 2026 Performance Based Superintendent's Contract with Dr. Henry Thiele and to Adopt the 2021-2026 Performance Based Superintendent's Contract with Dr. Thiele.


Upon the Secretary's roll call, Members Davenport, Espinoza, Pavesich and Kupka voted AYE. Member Hagstrom voted NAY. The President declared the motion carried.

7. RECEPTION OF VISITORS – PUBLIC COMMENT

There were no public comments.

8. ADJOURNMENT

There being no further business or discussion, Member Davenport moved and Member Pavesich seconded the motion that the meeting be adjourned. Upon the unanimous voice vote of the five members in attendance, the President declared the motion carried. The meeting adjourned at 7:02 p.m.



Nancy Kupka, President



Juli Gniadek, Secretary