



GLENBARD TOWNSHIP HIGH SCHOOL DISTRICT #87

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POLICY COMMITTEE MEETING MINUTES

Glendale Heights Senior Center

Monday, January 14, 2019

The Policy Committee held its monthly meeting in the sewing room at the Glendale Heights Senior Center on Monday, January 14, 2019. The extended meeting was called to order at 6:00 p.m.

In attendance: Jennifer Jendras, Interim Committee Chairman, Cindy Christensen, Martha Mueller, Rich Mazzolini, Edwin Monarrez (GEA), Mireya Vera, Janet Cook, Josh Chambers, Jeffrey Feucht, David Larson, Jennifer Smith, J. Todd Faulkner, and Diana Flint acting as recording secretary

Quorum requirements were met and the meeting was able to proceed.

Approval of Minutes

The minutes of the Policy Committee meeting for December 17, 2018 were reviewed. Action: Motion made to accept, seconded, and carried.

Items for Discussion

The meeting's purpose and proper protocols were reiterated. On November 12, 2018, the Board of Education requested the Policy Committee meet to consider revisions to Policy 7:10 *Equal Educational Opportunities* as presented by a local community group. The group was then invited to attend the January Policy Committee meeting and given ten minutes to present their concerns as it pertained to this policy. A request for public participation was also made by a community member and individual comments were requested to be kept to three minutes.

Caroline Andres, representing Glenbard Voice of Equity, addressed the room. Ms. Andres stated the organization's goal was to support transgender and gender nonconforming students in Glenbard. She stated that the policy needs to change and then a procedure needs to be adopted that affirms the rights of transgender and gender nonconforming students. Ms. Andres expressed concern that while the district has made some movement in key areas she felt that it was not consistent between buildings. She went on to briefly outline a suggested model of procedures the organization recommends be put in place, which included:

1. A Gender Support Plan, Coordinator, & Team
2. Definition & Terminology
3. Confidentiality Guidelines

4. Names, Pronouns, and Gender Markers
5. Restroom & Locker Room Usage
6. Participation in Physical Education, School Events & Extracurriculars
7. Overnight School Trips Non-Isolation
8. Dress Code
9. Discrimination & Harassment
10. Curriculum and Pedagogy
11. Mandatory Training, and
12. Website Accessibility / Handbook Publications.

Community member, Jeff Cooper, spoke on his research obtained on existing restrooms within the district and on his concerns of whether the requested changes would violate the rights of others since no Federal law was applicable. Public participation was then closed.

The committee was advised that the district contacted twenty-three comparable districts. Of those, nineteen had similar language to that currently shown in the Glenbard policy, two have the new language proposed, one had different verbiage, and one had no policy whatsoever.

At this point, the meeting was turned over to the district's legal team for input. The committee was advised that policy cannot conflict with law, but can be different. The first sentence of Policy 7:10 already contains a statement of equity. The directive is to ensure that all students are inclusive. Therefore, policy, administrative procedures, and district practices all need to be consistent. The first new sentence proposed under sex equity poses no liability either way, but would reaffirm the district's support of transgender and gender nonconforming students.

There are two areas that need to be looked at regarding the proposed second sentence pertaining to restrooms and locker rooms. 1) The Office of Civil Rights is an active source of interpreting law under Title IX which protects students on the basis of sex, including gender identity. The directive for school restrooms and locker rooms for transgender students under Title IX has been rescinded since the change in administration in D.C. 2) The next thing to consider is what has been enforced by the courts. So far, the courts have determined that you have to give access to restrooms with privacy stalls, but locker rooms are considered different. As parents continue to challenge things, some risk could evolve due to the unknown.

The committee has three options to consider:

1. Adopt the first sentence only and look at the second sentence as a what needs to be done through thoughtful implementation considering who qualifies and setting a timetable of completion.
2. Proceed and ask the Board to approve the change as is with the anticipation that thoughtful implementation would be considered.
3. Keep the policy as it stands since the first paragraph already addresses the issue.

It was recommended that the district address things on a case-by-case need versus as prescribed at the Board level so that students feel more comfortable and are less prone to community attacks.

The Executive Director of Student Services then spoke on how the district has been diligently working to address inclusion and the support of transgender and nonconforming gender students. In 2017-2018 the district began a training program, of which 380* staff members have participated. All school administrators, deans, counselors, social workers and psychologists are trained as of 2018-19. PE teachers have been provided training on health implications including use of binders. Feedback obtained through professional development is used to enhance the training in the multi-year process. For the last few years, parents have been able to change name and gender in PowerSchool so pronoun use is affirming to student's gender identity. As of the fall of 2018, nickname or preferred name and pronoun use can be added if the student/family does not want to change school records. Practices on reporting safety issues and support options provided are continuously monitored and revisited by our Student Services Department. There is a bullying hotline, which the district is trying to better promote. Direct meetings are held with families in need of assistance. The district is also reviewing what resources or information could be posted on the school's website. Finally, as plans for construction processes move forward, the district will be engaging in conversations about student needs as part of the process. The meeting was then opened to the Policy Committee members for discussion.

The question was posed if sex specific facilities for locker rooms need to be separate units under the law. The committee was advised that accommodations are denoted under the Illinois Human Rights. Discussion took place on privacy screens/curtains being immediately installed in locker rooms so that the policy could move forward to the Board with the option to pull it should installation not be completed by voting time. The committee was advised that there is a wide range of privacy options, some better than others, but other accommodations also need to be considered (for example a sitting area for changing, as well as ADA compliance). Concern was raised that the student body, as a whole, needs to be advised that something new is being introduced -- expediting this too quickly may cause negative consequences from those who are still trying to understand things. Infringement of religious and cultural rights were also discussed. It was suggested that perhaps a notice should go out to parents, be put in the student handbook, and on the website.

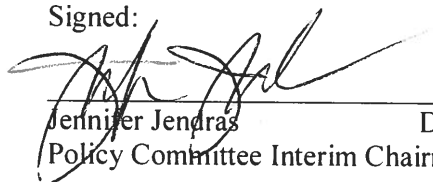
Discussion took place on the multiple gender classifications now identified. It was advised that the district needs to appeal to and be flexible in dealing with each person as an individual. It was suggested that training be made mandatory for all staff members versus optional due to the complaints being received. The committee was advised that the second sentence proposed would encompass a training package being established.

The committee was polled on how to proceed. The options were the three offered by the attorney and the additional one offered at the committee level suggesting to move forward with

the revisions with the discretion to pull it from the Board agenda if the locker rooms were not ready. The decision was made to only add the first sentence at this time.

The meeting adjourned at 6:58 p.m.

Signed:



2/11/19

Jennifer Jendras Date
Policy Committee Interim Chairman

*Number will be verified.