



GLENBARD TOWNSHIP HIGH SCHOOL DISTRICT #87

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POLICY COMMITTEE MEETING MINUTES GLENBARD SOUTH Monday, May 13, 2019

The Policy Committee held its monthly meeting in the Faculty Lounge at Glenbard South High School on Monday, My 13, 2019. The meeting was called to order at 6:31 p.m.

In attendance: Cindy Christensen, Jennifer Jendras, Rich Mazzolini, Martha Mueller, Mireya Vera, Josh Chambers, Jeff Feucht, Brady Hanson (GEA liaison), Jeromel Lara (GBN student liaison) 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 April 8, 2019 were reviewed.

Action: Motion made to accept, seconded, and carried.

Mr. Chambers advised the audience of community members that the committee would first be conducting business on the agenda items. Anyone who wished to speak on the agenda items as noted could do so at this time. For those present for any other policy concern, the meeting would be open following the end of business for public participation. The standard time limit would be adhered to.

Items for Discussion

1. Policy 5:105 *Staff Development/Automated External Defibrillator Use* was revised to coincide with the administrative procedure discussed last month regarding AED guidelines and use. It now reinforces that physical fitness instructors and coaches are required to be trained.
2. Policy 5:175 *Work-Related Accidents and Illnesses* is unique to Glenbard. It is a compilation of items put together by the Business Office and Human Resources on how to report an accident for a staff member. The policy was revised to better support what is identified in the District's Employee Handbook. Discussion took place on the timeline requirements and forms noted within the fourth bullet point. Clarification was provided that the language was suggested by the insurance carrier. Reporting the same day of the incident could be as simple as an email or call, saying "I got hurt" in order to get the ball rolling. The District utilizes paper forms for the simple fact that the individual may not have access to a computer at the time of the incident. Concern was raised on who issues

the HIPPA form at the District Office. The committee was advised that the HR Coordinator would ensure all paperwork is properly distributed.

3. Administrative Procedure 5:270-AP1 *Confidential Employees* is a list of classified employees in a non-licensed capacity who in the course of their duties have access to confidential information. These employees are not part of any collective bargaining agreement. The procedure was revised to ensure all titles were correct, as well as to change layout format. Concern was raised that certain positions were not indicated. The committee was advised that those were covered under a collaborative agreement.

This concluded the business portion of the meeting (6:41 p.m.) and the floor was opened for public participation.

Glenbard parent, Kristen Seaman, asked to re-address the committee with regard to School Board Policy 7:10 *Equal Educational Opportunities* on sex equity. Ms. Seaman noted she had spoken a month earlier and wanted to reiterate that equal representation of rights had not been provided before the recent revisions were approved. A community support group came in January to speak before the committee, yet the public-at-large was not informed to present their concerns. She considered this short-sighted as the new verbiage created complications for other students. Ms. Seaman stated she had visited the school to view the new locker room accommodations and advised that it did not change her daughter's discomfort with the situation. She felt the prior policy was sufficient as it was.

Glenbard parent, Vicky Martin, came forward to express her concern. Stating this was a tough issue and she wrestled with how to present it effectively. She spoke on the Pledge of Allegiance and how it was built on honor with justice for all. She then presented a brief synopsis of the Religious Freedom Bill -- noting it is important to protect and defend both the rights and freedoms of all students in our schools, as well as to dispel any room for hate. Ms. Martin expressed her concerns about several potential safety issues: 1) bullying in the locker rooms, 2) inadequate set-up of the private dressing areas, and 3) the student-teacher ratio to monitor things. She suggested avoiding the us versus them stalemate and to create an environment of working together. As such, she requests that the Committee consider her concerns brought forth by revising Policy 7:260 *Exemption from Physical Activity* to include an excuse based on both medical and religious reasons similar to SD 201 Westmont, SD180, Burr Ridge, SD 88 Addison-Villa Park, SD200 Wheaton-Warrenville, and SD 44 Lombard.

Community member, Dave Heslinga, stated he appreciated the District trying to reaffirm support of gender identity/expression by adopting the changes to Policy 7:10, but he felt there were better alternatives to address the issue. We all remember the attitudes we personally experienced in the high school locker rooms and how everyone already felt uncomfortable. As it stands now, an even more awkward situation has been created and privacy rights have been violated. Mr. Heslinga asked that the committee and School Board consider other options to break down the barriers and instill acceptance, as well as encouraged dialogues with the community and school families for their ideas.

Glenbard parent, Linda Sumuta, agreed with everything being said by those in attendance, and repeated her concern over the process of how quickly the policy was revised. Ms. Sumuta stated she sent an email requesting that Policy 7:10 be put back on the agenda for the April 8th meeting and received a nice reply that it would not. Therefore, she attended the meeting. She has sent two subsequent emails to the School Board with no reply. However, her concerns with both the policy and process persevere.

The meeting adjourned at 6:55 p.m.

Signed:

John Kenwood 6/10/19
Jennifer Jendras Date
Policy Committee Chairman

John Kenwood
Policy Committee member