



GLENBARD TOWNSHIP HIGH SCHOOL DISTRICT #87

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POLICY COMMITTEE MEETING MINUTES DISTRICT OFFICE Monday, June 10, 2019

The Policy Committee held its monthly meeting at the District Office on Monday, June 10, 2019. The meeting was called to order at 6:01 p.m.

In attendance:

Cindy Christensen, Committee Member
Jennifer Jendras, Board Member
John Kenwood, Board Member
Rich Mazzolini, Committee Member
Martha Mueller, Board Member

Josh Chambers, Asst. Superintendent HR
Janet Cook, Ex. Director Student Services
Jeff Feucht, Asst. Superintendent C/I
Brady Hanson, GEA liaison
Diana Flint, Recording Secretary

Ms. Jendras and Ms. Mueller joined the meeting via conference call on speaker. Quorum requirements were met and the meeting was able to proceed.

Mr. Chambers welcomed the large audience of community members. He then provided a brief synopsis of what would take place noting that there were new faces in attendance on the Policy Committee – This meeting is where we review the charge of the committee and go through the administrative items shown on the agenda. Ms. Cook will then speak on the module regarding Administrative Procedure 7:10-AP1. After that time, anyone who wishes to address the committee will need to submit a public participation form and will be given three minutes to speak. Should there be insufficient time to complete the meeting agenda, the items will be continued to the next Policy Committee meeting on July 15, 2019.

Approval of Minutes

The minutes of the Policy Committee meeting for May 13, 2019 were reviewed.

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

Items for Discussion

1. **Committee Member Changes/Charge:** The School Board may establish committees to assist with the Board's governance function and, in some situations, comply with State law requirements. These committees make recommendations to the Board. The Policy Committee reviews policy, but does not make it. Only the School Board has the authority to determine policy. With that being said, the District utilizes ISBE's (Illinois Association of School Boards) policy reference tool, which is vetted by a number of attorneys, while still following the District's own legal parameters. There is a Facilitator which is the Assistant Superintendent for Human Resources. Currently, the committee is

made up of three members from the Board of Education and two community members. All of the committee members have voting rights. Stakeholder Observers are also part of the group, but do not have voting rights. These include one representative from each of the bargaining units, as well as one or two students who were recommended by their school.

2. 2019-2020 Committee Calendar: Included in the packet was the new meeting schedule. The committee meets once a month just prior to a School Board meeting. The committee members were asked to review the dates on their own time and make note of any conflicts.
3. Open Meetings Act: It was reported that Mr. Kenwood, newly elected to the School Board, had already been advised to the guidelines.
4. Quorum Requirements: There are five voting members of the Policy Committee. Three must be physically present to participate in the meeting in order for quorum to be met. However, absent members have the option to join the meeting via conference call.
5. Administrative Procedure 7:10-AP1 *Accommodating Transgender Students or Gender Non-Conforming Students*: On February 11, 2019, the School Board voted to revise Policy 7:10. In doing so, they then gave the directive to administration to work with the attorneys to review and revise Administrative Procedure 7:10-AP1. At this time, Mr. Chambers turned the meeting over to Ms. Cook who stated that the red-lined version before the Committee was recommended by PRESS, the ISBE resource previously mentioned. Ms. Cook pointed out terminology changes on page 2 of 5, but noted more significant changes were shown on page 3 of 5 under Common Needs. Here, it states that appropriate accommodations must be made on a case-by-case basis depending upon the needs expressed by the student. The revisions further expand on a gender support team and encompasses a powerful guide of practices and resources recommended to incorporate. Amongst these are the Gender Spectrum, Dear Colleague Letter specifically referencing transgender students, and references provided by the National School Board.

At this point the meeting was opened to public participation. The audience was advised that this was not to be a deliberation, nor a question and answer session, but rather an avenue for their opinions to be heard. The group was again advised that comments were to be limited to three minutes; completed public participation forms turned upon addressing the committee; and, that any prepared statements turned could be turned in.

Glenbard parent, Cedra Crenshaw spoke on her concern of how Policy 7:10 was changed without prior notification to all parents. She expressed her dissatisfaction over the fact that the information posted on the website within the Board School packet just two hours prior to the meeting did not contain the red-lined review documents for the Policy Committee. Ms. Crenshaw questioned if all

students were taken into consideration with the changes made and advised that the right to privacy should not be stripped for anyone. Of particular concern was those of faith. She suggested that at least one teacher, one student, and one parent from each category should have been included in these discussions prior to policy revisions. Ms. Crenshaw advised that she has emailed her concerns to the School Board.

Glenbard parent, Amy Crowley expressed her concern regarding the Administrative Procedure 7:10-AP1 referencing the 2016 Dear Colleague Letter directing that schools accommodate students by gender identity, but that the administrative procedure does not state that in 2017 it was rescinded by the current administration. These recent policy changes significantly change the day-to-day lives of children and would promote a feeling of a lack of safety. She questioned on whether the students were informed in advance and, if not, how will they be informed? Most will feel uncomfortable getting undressed in front of the opposite sex. Ms. Crowley feels that the schools had reasonable accommodations in place previously and asked why they were determined insufficient? She also inquired how the district will prevent students from inappropriately testing the policy? Ms. Crowley advised she emailed her concerns to the School Board.

Glenbard parent, Kim Miselnicky stated that she learned Policy 7:10 already allowed for equal access and treatment for all students prior to being revised. She also understood that bathroom and locker room accommodations already existed for those individuals who identified themselves differently than their biological sex. She questioned why the district felt it necessary to enter into this movement? The two sentences added to the policy disregards the civil liberties of the majority with no regard to how uncomfortable students would feel in bathrooms, locker rooms, or on overnight field trips. Of great concern is that the committee invited a community group to speak for ten minutes, but did not invite any pediatricians, psychiatrist, or school counselor to educate themselves before subjecting the four high schools to a possibly damaging policy. Further, the committee references ISBE, but felt it was not comprehensive enough to support this topic. She also questioned how will this be communicated to teachers and students, as well as what unintended consequences it may cause?

At this point, a committee member asked if it were considered inappropriate or possible harassment for individuals to be referred to as of the opposite sex when their gender identity did not consider them in that manner. Clarification was requested on the proper terminology that should be utilized during the meeting. The committee was advised that although some individuals may feel uncomfortable right now, it would be inappropriate at this time under the intent of an open meeting -- the directive of the committee is currently to listen to the public comment as expressed in their own words.

Community member, David Heslinga thanked the committee for allowing him to speak. He asked to make three points regarding Policy 7:10. First, the district has in place Policy 8:10 entitled *Connection with the Community* which states the steps for community engagement shall include dialogue, deliberation, and collaboration. This process was not followed before Policy 7:10 was changed. Second, many students will now be embarrassed and feel awkward under this directive. Third, he fails to see what benefit this would bring. Students will now be forced to request special accommodations. Mr. Heslinga stated that two-way conversation was needed and he respectfully requests the district reconsider Policy 7:10.

Glenbard parent, Kristin Seaman thanked the committee for the hours dedicated to service. She advised that she had already sent an email to the School Board. She noted she did not realize the administrative procedure had not been approved yet and asked the committee to reassess the changes noted for common needs on page 3 of 5. Ms. Seaman stated she valued the partnership and community communications with the elementary school district. However, it appears the District 87 intentionally does not want to work with parents who may have a difference of opinion. All students have rights established under the Civil Rights Act, which also includes the right to bodily privacy. Ms. Seaman respectfully requested the suspension of the revisions and that the committee open up a two-way discussion with those who have concerns.

Glenbard parent, Barb Esterly stated she has already sent an email to the School Board regarding Policy 7:10 and that she concurs with what has already been said. She is concerned that the educational system is getting way too involved in people's feelings versus focusing on a quality education and questioned why one student group was given more consideration than another's? Ms. Esterly is apprehensive that anatomy will be exposed to students of the opposite sex and equated the situation to what could legally be termed indecent exposure. She presented the committee with a printout of the first phase of a petition already being distributed, which had 306 computer generated names requesting Glenbard School Board D87 to revise policy 7:10.

Glenbard parent, Ken Esterly stated he was a parent, volunteer, and mentor to students at one of the schools. He noted that he visited the district's website to view the mission statement. He commented that while it is impressive to read, it fails in implementation. The opening line states "We are a community committed to inspiring and empowering all learners to succeed." He questioned why then was the School Board venturing into this current issue? He further commented that the district considers a D as a passing grade and allowed an English teacher to pick a book for students to read about a Native American Indian who hates Christians, which was not even curriculum-based. Policy 7:10 is Board driven and facts have not been provided. We need to move away from the them versus us mentality. The district already had a standard policy on bullying that addressed this issue. Now you have made things worse. Worse yet, the district has allowed teachers and coaches to act as bullies. Mr. Esterly stated he refused to be bullied or shamed because he did not agree with policy. The district has a zero tolerance on bullying, yet he feels the School Board is not leading by example.

Glenbard parent, Leslie Renfro stated she was here to speak on behalf of her daughter who has anxiety. Ms. Renfro expressed concern for student mental wellness and safety. She questioned how does policy address the needs for one group of individuals overpower another and monopolize the rights of everyone? She noted that painting the pathway to change sometimes creates the pathway to legal issues and that she felt this was an egregious use of power. It was not the proper scenario for her own children.

Glenbard parent, Jayne Bischoff stated she had already emailed her points of contention to the School Board. However, she felt the group that thought of this change in policy did not really think about the students themselves. A student who identifies themselves as another gender is already struggling to fit in. Do they really want to be outed in this manner? She believes a private area would be better.

A former Glenbard student now attending college then spoke. He stated that it was great to finally be in a school where everyone did not know he was transgender. When he attended school here, he had to use the nurse station to change and was required to walk to a remote area away from his classes just to use the bathroom. He felt outed/outcasted, and that he could not be himself. He asked the committee, where do people want me to go just because I do not fit into what people want? He hopes that the district will make a policy that helps students such as himself because it was hard to do anything and still feel like yourself.

Glenbard parent, Jon Smalley, stated the district made a decision based on the minority and has to give weight to what the majority wants. He referenced the district's own exhibit on Board Member Ethics; "I shall represent all school district constituents honestly and equally and refuse to surrender my responsibilities to special interest or partisan political groups." Within this same document it states one of the School Board's goals is to provide systematic communications so all are sufficiently informed and so that the communities aspirations are understood. He noted it was a stretch for him to identify that both this committee and the School Board are in alignment with their own ethics and goals.

Glenbard parent, Vicky Martin, came forward to express her frustrations that after the last Policy Committee meeting she felt she was being listened to, but not heard. She stated that she knows some School Board members were elected and some were chosen, but all are here because they want the best for our children. We all want the best for our kids, so there has to be a bridge. Everything we hear is about safety or transgender. Therefore, she suggested that another staff member be in the locker rooms to make sure everyone is safe and that privacy is maintained. Ms. Martin noted that she had done some research and there is currently LEA grant funding noted as the Department of Education Support for School Safety Initiative authorized under Title IV [Handout quoting was the CRS In Focus IF10910, *Student Support and Academic Enrichment (SSAE) Grants*. 10/3/2018]. If the goal is for students not to feel bullied, perhaps this is a way to support adding a person.

Glenbard parent, Joanne Uvodich, stated that she has attended both policy and School Board meetings and sadly it appears that the minutes are not accurately recorded. She questioned if this was intentional?

Community member, Caroline Andres, advised that the majority does not rule and it is not all for all. The policy was discriminatory towards some students, and even if it pertains only to one, that is enough for change. She equated the situation to key changes in history such as allowing black students to attend white schools, letting girls participate in high school sports, and for providing equal educational opportunities for individuals with disabilities. These students want to be identified as male/female. With regard to the Administrative Procedure 7:10-AP1 she believes the sentence inviting the School Board's attorney on the advisory team should not be included as it makes the subject matter appear criminal. Ms. Andres noted that the policy was already in place and the goal is to be inclusive. Addressing comments heard, Ms. Andres stated you have mentioned individuals exposing themselves, that is sexual harassment and a totally separate thing. As far as overnight trips, a transgender or gender non-conforming would not want to room with anyone they did not feel comfortable with or who was not accepting. You state that just one group was invited. However, we are parents, teachers and community members.

Glenbard parent, Tom Anderson, advised that he recently learned that his School Board has not been above-board. Everyone should be getting together for discussions, not just allowing parents to make statements. At a recent graduation party he attended there were fifteen high school students there and not one knew about these changes. Has there been expert testimony on the subject? He is very concerned since it is affecting his daughter.

At this point, Mr. Chambers informed the committee and audience that the meeting had to conclude due to the School Board meeting. The issue would be revisited at the July 15th Policy Committee meeting at the district office.

The meeting adjourned at 7:00 p.m.

Signed:



Jennifer Jendras
Policy Committee Chairman

7/15/19

Date