



GLENBARD TOWNSHIP HIGH SCHOOL DISTRICT #87

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POLICY COMMITTEE MEETING MINUTES DISTRICT OFFICE Monday, September 9, 2019

The Policy Committee held its monthly meeting at the District Office on Monday, September 9, 2019. The meeting was called to order at 5:01 p.m.

In attendance:

Jennifer Jendras, Board Member
John Kenwood, Board Member
Rich Mazzolini, Committee Member
Martha Mueller, Board Member
Josh Chambers, Asst. Superintendent HR

Janet Cook, Executive Director
Brady Hanson, GEA Liaison
Grace Chambers, Student Liaison
Elizabeth LeBeau, Student Liaison
Diana Flint, Recording Secretary

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

Policy Committee Chair, Jennifer Jendras welcomed those in attendance and advised that after reviewing the minutes from the last meeting, the agenda would run in reverse order. This was to accommodate the continued review of Administrative Procedure 7:10-AP1 since it may require more time.

Approval of Minutes

The minutes of the Policy Committee meeting for August 12, 2019 were reviewed.

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

Items for Discussion

1. Policy 7:180 *Prevention of and Response to Bullying, Intimidation, and Harassment* is the annual review required to be completed by September 30 of this year. The changes indicated meet statutory requirements as recommended by ISBE's P.R.E.S.S. (Policy Reference Education Subscription Services). No comments were brought forward and the policy will proceed to the Board for action.
2. Policy 7:260 *Exemption from Physical Education* was revised to expand PE waivers for both medical reasons and religious prohibitions. While it is not explicit within the Illinois School Code, the changes are being recommended by P.R.E.S.S. In addition, the document states that State law prohibits the Board from honoring waivers for any athletics or activities that are outside the auspices of the District. No comments were brought forward and the policy will proceed to the Board for action.

3. Administrative Procedure 7:10-AP1 *Accommodating Transgender Students or Gender Non-Conforming Students*: The committee was advised that discussion was beginning with Item 9, on page 5 of 6, which was the stopping point from the last meeting. Again, Item 9 is part of a list of possible accommodations for consideration. The list is not meant to be exhaustive or explicit, but rather a broad-based list of accommodations that may or may not apply to each transgender student. Each student's request must be managed on a case-by-case basis.

Item 9, "Gender segregation in other areas," subitem a) "Overnight athletic & field trips:" Concern was raised that language was needed to encompass every potential scenario. Further discussion was on overnight stays and the natural reaction of the human body in certain situations for an individual who has not yet undergone gender reassignment surgery -- putting boys/girls in the same room, or two individuals who are in a dating relationship. The committee was advised that there are no absolutes, but teachers would never allow dating students to share a room. Everyone needs to realize there may be students coming in to the district whose birth certificate may have already been changed. Parents have the right to feel secure that their child is safe from harm. However, the District is legally obligated to address the needs of all students in an equitable manner. Hopefully, parents are having these important conversations with their own child. The field trip parental consent and liability waiver form was also discussed. When students turn in their form, they can identify who they want to stay with on the trip. Would it be beneficial to have this on the form prior to parental signature so parents can say: "we are good with the individuals identified?" The committee was advised that Policy Manual Exhibits (or forms) do not have to be voted on by the Board, but they do need to be informed that a change has occurred. The committee concluded it was imperative that all District staff follow the same established process; which includes the completion of appropriate forms and a meeting held with the building's Assistant Principal of Student Services for any overnight trip planned. It was agreed to change Item 9, subitem a) to read: "Overnight athletic and field trips will follow the common practice of the District and utilize the established field trip form."

The next paragraph pertained to "Training for School Staff Members." Discussion took place on the GCN (Global Compliance Network) training modules, followed by a consensus that it would be beneficial for substitute teachers to receive training on this subject matter. After further discussion, it was agreed to change the first line of the paragraph to begin with: "Professional development will be provided for staff members that will include opportunities to gain..." A request was also made to remove the *Dear Colleague Letter* from the list of resources.

The committee advised that the District wants all students to feel valued and safe, but to also let the gender non-conforming individual have a voice. This administrative procedure provides an understanding and/or roadmap of how to be responsive so that every student has at least one trusted adult they can talk with.

At 5:41 p.m., the committee agreed to stop in order to accommodate public participation. The audience was reminded to fill out the public participation forms prior to speaking and that each

individual would be allowed three minutes to address the committee. Following public input, the committee will proceed with a vote on 7:10-AP1. Should that pass, it would go forward to the Board for review and discussion at their meeting in two weeks, then would be voted on at the September 23 session.

Glenbard parent, Cedra Crenshaw, stated that no child should be forced into intimate spaces with a child of the opposite sex and referenced a Federal court case between another local school district and Students & Parents for Privacy. She requested PE waivers for parents claiming no faith tradition should be included, and went on to quote a list of conscientious objections with some statements correlating to the American College of Pediatricians -- any parent who agrees and wishes their child not be forced into these types of situations should be provided an opportunity to waive their child from PE and also request a same sex roommate for overnight fieldtrips. Crenshaw provided a copy of her written statement and requested that it be included in the Policy Committee minutes in their entirety (*as an attachment*).

Glenbard parent, Linda Samuta, spoke on her concerns about overnight field trips and potential roommates during those times. Parents need assurances and she asked that the committee be respectful of what all parents are saying.

Community member, Michael Witak, questioned public awareness on Policy 7:10 and the subsequent changes to Administrative Procedure 7:10-AP1. Who is the Board is actually held accountable to? How much consideration was given to the non-LBGTQ community? How do I explain this to my grandchildren? Will there be training for the parents so there is consistency in communicating things? What options do parents have other than to hire legal counsel?

Glenbard parent, Kristin Seaman, stated that things have moved too fast. She felt it was a mistake for the Board to adopt policy revisions before the administrative procedure was actually put into place. Seaman noted that she toured the referenced spaces at one of the buildings this summer and was concerned. She also stated that school has been in session three weeks, yet none of her children have been advised through the school that transgender accommodations have been made. Seaman questioned if the faith-based schools that participate in the district's athletic conference have been informed? She noted other districts have Policy 7:10, but nobody has the sex equity clause that Glenbard has adopted.

Local teacher, Carolyn Andres, asked that individuals utilize proper terminology and refrain from referencing "biological boys / girls," which is considered a slur and disrespectful. She went on to request that the committee impose a deadline for when the training of all staff has to be complete. She also noted that the district was addressing an issue that cannot be avoided -- Governor Pritzker has already assigned a task force and it's coming down the pipeline. Finally, Andres suggested that everyone take the opportunity to view the National Geographic documentary, *Gender Revolution*.

Community member and former teacher, Scott Garrett, stated that there are already transgender individuals migrating into the schools from the feeder districts and you do not know it, you cannot ask. He knew of six students by name and there were no assaults that took place. These individuals do not like their own bodies and are not going to attack someone else. They are not

faking it. Everyone is questioning why are we catering to the one percent? It is because we do not want to leave anyone out - everyone matters.

Glenbard parent, Julie Breen, simply stated that the district website needs to be easier for transgender students to find where to go for support -- they should not have to search and re-search through Board policy.

Community member, Hal Temple, noted that he was in support of these changes, but wanted to stress mandatory training. He also acknowledged his respect for individual religious beliefs, but expressed his distaste with using religion to make someone feel unsafe.

Community member, David Heslinga, described the planning process for making improvements that affected the community which was utilized by his former employer. These included:

- making a list of stakeholders involved,
- creating a well-rounded advisory group,
- scheduling public informational activities,
- creating a mailing list for notifications, and
- sending it out to the media.

He is unhappy with how changes were made and feels the committee should restart the process so there would be equal consideration.

Community member, Charlotte Greiwe, noted she is a psychologist in training who works with transgender individuals. She thanked the committee for its efforts. She stated that transgender kids know themselves and need support. Greiwe also noted that the American Academy of Pediatrics, which had thousands of physicians, has a gender-affirming model for transgender individuals.

Glenbard parent, Barb Esterly, spoke on her own childhood experiences and when individuals actually mature. She also expressed how her children feel on having someone of the opposite biological sex in the locker room. Esterly stated the waiver would benefit everyone. It is not about smothering our kids, but caring about our children.

Glenbard parent, Vicky Martin, noted she was praying that: “we were being heard, not just listened to.” She spoke on building bridges and learning to work together. Martin also advised that she had recently had a discussion with administrators from another school district on the situation. Her major concern now is who is going to monitor the locker rooms so that no one gets bullied.

Community member, Lynn Greiwe, stated she was happy to see that things are being changed and wanted to thank the committee for their efforts.

Glenbard parent, Bill Tyburk, said that he was very proud of the things Glenbard does, but he was concerned about the District’s process for making changes. He stated the District has provided a good opportunity for public forum, but accessibility to the information itself could be improved. He questioned if the District utilized test cases or mock trials to gain any knowledge, and if the changes made really addressed the intent, which he understood to be about bullying.

Glenbard parent, Robin Fogarty, stated her heart went out to transgender students, but her main concern was that many of the parents were unaware of these policy and administrative procedure changes. She was informed through a flyer put on her vehicle during the school's open house night. Fogarty felt that the District had now created a reverse discrimination case. She also felt an unsafe locker room environment has been established and was concerned that there will be no security monitoring things.

Glenbard parent, Cindy Heslinga, stated she has already sent her concerns to the Board. She advised that she feels the rights of all individuals have not been met. District 87 has created a closed environment at Board meetings. The Board is not open minded and avoided letting everyone know.

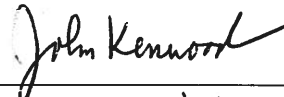
Glenbard parent, Christine Dentz, stated that she was not a hater and had personal experience with transgender individuals. Dentz noted she was all about diversity. However, she questioned where you draw the line. We encourage and support girls in football, but they dress in their own girls' locker room. Dentz felt the subject matter should have been debated longer prior to going to the Board.

Public participation closed at 6:36 p.m. and each committee member was polled for a vote on whether to send Administrative Procedure 7:10-AP1 to the Board. Mazzolini was in favor. Kenwood recapped that the Policy went to vote in February of 2019 and was moving forward. Compliance issues are coming down from the State. Changes to the field trip form are being discussed. The changes made to the administrative procedure better addresses a means of support with more controls in place. He was in favor of it going to the Board. Jendras asked for an additional change prior to going to the Board. On page 2 of 6, paragraph three, she would simply like to the word "biological" added to the front of the line. This is not intended to be disrespectful, but she has concerns and feels this will help prevent staff members from being harassed for using the term. Mueller voted yes, but also stressed that the committee followed Policy on notifying the public. We have taken the time to listen to your concerns and do hear what you are saying, but noted it was time to move forward.

Since all voting members were in favor, Administrative Procedure 7:10-AP1 will be presented to the Board at their next meeting on September 23, 2019.

The meeting adjourned at 6:48 p.m.

Signed:



Jennifer Jendras John Kenwood Date
Policy Committee Chairman, or acting designee

Attachment: *Parent Statement, Crenshaw*

Good evening, my name is Cedra Crenshaw. I am a taxpayer and I have a child in District #87. I am here tonight regarding the truth. The truth is, no child should be forced into an intimate space in school like a restroom, locker room, or hotel room, with a member of the opposite sex.

Parents have a right to protect their children and school districts have a duty to listen to all of the constituents they serve. Many parents object to policy 7:10 based on religious, ~~medical~~ and conscience objections.

In the case of Students and Parents for Privacy vs. Palatine School District 211, a federal district court judge permitted the case to move forward on the grounds of alleged violations of religious freedom under the Illinois Religious Freedom Restoration Act and the First Amendment, as well as charges of sexual harassment under Title IX. Similar to policy 7:10, students were forced to share intimate spaces with members of the opposite sex, causing them embarrassment, humiliation, anxiety, fear, apprehension, stress, degradation and loss of dignity.

Parents need religious, medical and conscience PE waivers to protect their children and prevent potential religious freedom violations and sexual harassment. Parents claiming no faith tradition should not be discriminated against. Religious and medical PE waivers are self-explanatory. Conscience objections could include but not be limited to the following statements put out by the American College of Pediatricians entitled Gender Ideology Harms Children:

1. Human sexuality is an objective biological binary trait not a disorder.
2. No one is born with a gender. Those who feel or identify as the opposite sex do not comprise a third sex. Everyone is born with a biological sex.
3. A person's belief that he or she is something they are not is at best a sign of confused thinking.
4. Puberty is not a disease and puberty-blocking hormones can be dangerous.
5. According to the DSM-5 as many as 98% of gender confused boys and 88% of gender confused girls eventually accept their biological sex after passing through puberty.
6. Puberty-blocking hormones are associated with dangerous health risks like cardiac disease, high blood pressure, blood clots, stroke, diabetes and cancer.
7. Rates of suicide are nearly 20 times greater among adults who use cross-sex hormones and undergo sex reassignment surgery, even in Sweden which is among the most LGBTQ affirming countries.
8. Conditioning children into believing a lifetime of chemical and surgical impersonation of the opposite sex is normal and healthful is child abuse.

Any parent who agrees with any of these statements and wishes their child not to be forced into intimate spaces should be listened to and provided with an opportunity to waive their child out of PE.

W/ members of the opposite sex
Thank you.

*and to request a same-sex
roommate on overnight fieldtrips.*