

# NOTICE

A Quorum of Board of Education Members  
of  
Diamond Lake School District 76

may be in attendance at the  
Regular Meeting  
At  
Virtual Meeting  
26156 N Acorn Lane  
Mundelein, Illinois 60060

on  
Tuesday, February 2, 2021 at 7:00 PM

- I. Call to Order / Roll Call
- II. Pledge of Allegiance
- III. Public Comments (Agenda Items Only)
- IV. Presentations
- A. Hybrid Model Learning Update 3
- V. Business Agenda
- A. Administrative: Review Omnibus Vote Agenda 10
- B. Personnel: Approve Personnel Items **Action** 11
- 1. Leave(s) of Absence:  
            Christine Berrong; WOMS; Social Studies Teacher: Effective  
            2.16.2021-3.29.2021  
            Sarah Brink; DLS; Learning Associate; Effective 2.1.2021  
            Jeanette Hoffman; WOMS; Language Arts Teacher; Effective  
            1.26.2021-2.23.2021  
            Tara Lenga; WOIS; Learning Associate; Effective 2.16.2021  
            Gabiella Arreola; WOIS; Learning Associate; Effective 2.16.2021

Cindy Morgenthaler; WOIS; 4th Grade Teacher; Effective 2.16.2021  
 Perianne Brown; DLS; PE Teacher; Effective 2.16.2021  
 Melissa Michael; DLS; Media Specialist; Effective 2.16.2021  
 2. Resignation:  
 Susan Spychala; WOIS; Health Clerk; Effective 2.5.2021  
 Morgan Martin, WOMS; Learning Associate; Effective 2.5.2021  
 Kimberly Sowin; WOMS; 7th grade Math; Effective 2.19.2021  
 3. Retirement:  
 Joanne VeNard; DLS; EL Resource; Effective 2.1.2021  
 4. New Hires:  
 Melissa Vile; DLS; EL Resource Long Term Sub; Effective 2.1.2021  
 Alexander Wade; DLS; PE Teacher Long Term Sub; Effective 2.2.2021

C. Administrative: Approve MOU Leaves Accommodations 12  
 2021 **Action**

VI. Board Discussion

VII. Freedom of Information Requests (1)

A. Chicago Carpenters Union - fulfilled 16

VIII. Notices and Communications

A. Approved BOE Meeting Calendar 2020-2021 17

B. January Diamond Edge Newsletter

IX. Public Comments and Petitions (Non-Agenda Items)

X. Others

XI. Executive Session

1. The appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the District or legal counsel for the District, including hearing testimony on a complaint lodged against an employee or against legal counsel for the District to determine its validity. 5 ILCS 120/2(c)(1).

2. Discussion of minutes of meetings lawfully closed, whether for purposes of approval by the body of the minutes or semi-annual review of the minutes as mandated by Section 2.06. 5 ILCS 120/2(c)(21).

3. Collective negotiating matters between the public body and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees. 5 LCS 120/2(c)(2)

XII. Adjournment



# Diamond Lake School District 76

**Embrace Empower Excel** Each Child Each Day

## Roadmap: Return to School- 2nd Semester Update Hybrid Learning Overview

2.2.21

Hoja de Ruta: Regreso a la Escuela- Segundo Semestre

2 de febrero 2021<sup>3</sup>





# Decision Making Priorities / Prioridades de Decisiones

**Priority One:** Account for the extended safety, health and welfare of our students and staff.

**Priority Two:** Provide rigorous and relevant teaching and learning experiences for all students.

**Priority Three:** Provide social/emotional learning support, connections and resources.

**Priority Four:** Communicate clearly.

**Prioridad Uno:** Tener en cuenta la seguridad, la salud y el bienestar extendido de nuestros estudiantes y personal.

**Prioridad Dos:** Proporcionar experiencias de enseñanza y aprendizaje rigurosas y relevantes para todos los estudiantes.

**Prioridad Tres:** Proporcionar apoyo de aprendizaje social/emocional, conexiones y recursos.

**Prioridad Cuatro:** Comunicar claramente.



# Hybrid Learning Model/ Modelo Aprendizaje Híbrido

## In-Person Learning (IPL): 2.16.21

- Return physically to the school buildings/classrooms
- Follow the typical school day schedule
- Instructional delivery: live instruction, simultaneous and in alignment with Remote Learning
- Maintain mitigation strategies, health and safety guidelines

## Remote Learning (DLA):

- Receive full-time distance learning through their assigned school
- Follow the typical school day schedule
- Not physically attend school, but will participate in school-based learning virtually from home
- Instructional delivery: live, virtual instruction, simultaneous and in alignment with In-Person Learning

\*Engage in instruction from a teacher same experiences for both learning platforms

## Comenzar el Aprendizaje en Persona (IPL): 16 de febrero 2021

- Regresar físicamente a los edificios/clases de escuelas
- Seguir el horario escolar típico
- Entrega de Instrucción: instrucción en vivo, simultánea y en alineación con el Aprendizaje Remoto
- Mantener las estrategias de mitigación y directrices de salud y seguridad

## Aprendizaje Remoto (DLA):

- Recibir el aprendizaje a distancia de tiempo completo a través de su escuela asignada
- Seguir el horario escolar típico
- No asistir físicamente a la escuela, pero participará en el aprendizaje basado en la escuela virtualmente desde el hogar
- Entrega de instrucción: instrucción en vivo, virtual, simultánea y en alineación con el aprendizaje en persona

\* Participar en la instrucción de un maestro - misma experiencia para las dos plataformas



# Data Based Decisions/ Decisiones Basadas en Datos

	EC	PreK	K	1	2	3	4	5	6	7	8	
<b>Distance Learning Academy</b> Academia de Aprendizaje a Distancia	8	13	43	48	43	48	48	48	53	66	57	<b>477</b>
<b>Hybrid In-Person Learning</b> Aprendizaje Híbrido En Persona	6	9	54	35	34	39	53	49	42	45	40	<b>404</b>
<b>Require D76 Transportation</b> Requeriré Transportación del Distrito 76	4	8	42	22	30	30	40	37	29	32	31	<b>306</b>

- **Rationale:** Safety, Smaller Class Size, Better Enforce Mitigation Practices, Contact Tracing
- **Gradual Increase:** Success FDLA
- **Local Guidance:** [Tier 1 Mitigation](#)
- **Staffing:**
  - Leaves of Absences, Retirements, Resignations
  - Time Needed: Hire, On Board, Train, Resources

- **Justificación:** Seguridad, Tamaño de Clases más Pequeñas, Mejor Aplicación de las Prácticas de Mitigación, Seguimiento de Contactos
- **Aumento Gradual:** Exito del FDLA
- **Orientacion Local:** [Mitigación de Nivel 1](#)
- **Dotación del Personal:**
  - Permisos de Ausencias, Jubilaciones, Renuncias
  - Tiempo Necesario: Contratación y Procedimiento, Entrenamiento, Recursos



# D76 Hybrid School Day / Dia Escolar Híbrido D76



**Diamond Lake School**  
**Escuela Diamond Lake**

**7:40 am - 2:25 pm**



**West Oak Intermediate School**  
**Escuela Intermedia West Oak**

**8:00 am - 2:55 pm**



**West Oak Middle School**  
**Escuela Secundaria West Oak**

**8:25 am - 3:25 pm**



# Hybrid Schedule / Horario Híbrido

## Hybrid Learning:

- Concurrent Learning and Curriculum for both in-person and remote learners
- Students will be taught by their regular classroom teachers
- Consistent Weekly Schedule for Students and Family Planning ([Hybrid Calendar](#))

M	T	W	TH	F
A Day	A Day	Remote for ALL:	B Day	B Day
Students A-L*	Students A-L*	Clean and Sanitize Class-rooms	Students M - Z*	Students M- Z*

## Aprendizaje Híbrido:

- Plan de estudios simultáneos para estudiantes en persona y remoto
- Los estudiantes recibirán instrucción de los maestros de su salón de clases regulares
- Horarios Semanales Consistente para Planificación para Estudiantes y Familias ([Calendario Híbrido](#))

M	T	W	TH	F
A Day	A Day	Remote for ALL:	B Day	B Day
Students A-L*	Students A-L*	Clean and Sanitize Class-rooms	Students M - Z*	Students M- Z*



# Looking Ahead/ Mirando Hacia Adelante

- **2.3.21:** Principals' Chats 6:00 pm (English) and 6:45 pm (Spanish)
- **2.16.21:** Students return to IPL
  - [Updated February 2021: Return to School Roadmap](#)
  - [Hybrid Schedule](#)
  - [D76 Health and Safety Plan](#)
  - [DLS Family Letter](#)
  - [WOIS Family Letter](#)
  - [WOMS Family Letter](#)
- **Week of 3.15.21:** New Declaration of Intent to families-change placement/return to IPL
- **Future Plan:**
  - 4.9.21-Current Hybrid Model due to potential Spring Break travel
  - Evaluate data/changes placement-stay Hybrid **OR** increase days/week until remainder of the school year
  - Maintain FDLA and SPED students; 4 days/week
- **3 de febrero:** Conversación con los Directores 6:00 pm (Ingles) y 6:45 pm (Español)
- **16 de febrero 2021:** Los estudiantes regresan a En-Persona
  - [Hoja de Ruta Regreso Escolar: Actualizado en febrero 2021](#)
  - [Horario Híbrido](#)
  - [Plan de Salud y Seguridad D76](#)
  - [Carta Familiar DLS](#)
  - [Carta Familiar WOIS](#)
  - [Carta Familiar WOMS](#)
- **Semana del 15 de marzo:** Nueva Declaración de Intención para las familias- cambio de ubicación/regreso a en Persona
- **Plan Futuro:**
  - 4.9.21-Actualmente Modelo Híbrido debido a posibles viajes de Vacaciones de Primavera
  - Evaluar datos/cambios de colocación- Quedar en Híbrido **Q** aumentar días/semana hasta el resto del año escolar
  - Mantener a los estudiantes de FDLA y SPED; 4 días/semana



# Diamond Lake School District 76

Embrace Empower Excel Each Child Each Day

BOARD OF EDUCATION  
COMMITTEE OF THE WHOLE MEETING  
Tuesday, February 2, 2021

The resolution is being submitted for approval at the Business Meeting on February 16, 2021.

## AGENDA ITEM V-A

### Administrative: Review Omnibus Vote Agenda

Items under the Omnibus Vote Agenda are considered routine and/or non controversial and will be approved by one motion. If any one Board member, staff, administrator, or citizen wishes to have a separate vote on any item or items, that item or items will be pulled from the Omnibus Vote Agenda and voted on separately.

**BE IT RESOLVED**, that the Diamond Lake 76 Board of Education accepts and approves the Omnibus Vote Agenda, Items A thru E as listed:

A. Approval of Minutes

Combined Meeting Minutes	1/19/2021
Committee of the Whole Meeting Minutes	2/2/2021

B. Approve Destruction of Audio Recordings of Executive Session Minutes:

6/4/2019, 6/18/2019

C. Acceptance of Treasurer's Report 1/2021

D. Approval of Payrolls 1/15/2021. 1/30/2021\*

E. Approval of Current Bills:

Education Fund:	\$
West Oak Activity	\$
Operations/Maintenance Fund:	\$
Debt Service Fund:	\$
Transportation Fund	\$
<u>Capital Outlay:</u>	<u>\$</u>
TOTAL	\$

\*Pre-approval of Payrolls not to exceed \$400,000.00 each.



**Diamond Lake School District 76**  
**Embrace Empower Excel** Each Child Each Day

BOARD OF EDUCATION  
 COMMITTEE OF THE WHOLE MEETING  
 Tuesday, February 2, 2021

**AGENDA ITEM V-B**

**Personnel: Approve Resolution for Personnel Items: Action**

The resolution is being submitted for approval at the Committee of the Whole Meeting on Tuesday, February 2, 2021.

**BE IT RESOLVED**, the Diamond Lake 76 Board of Education accepts and approves the Personnel Items as depicted on the Agenda:

**1. Leave(s) of Absence:**

Employee	School	Position	Effective Date
Berrong, Christine	WOMS	Social Studies Teacher	2.16.2021-3.29.2021
Brink, Sarah	DLS	Learning Associate	2.1.2021
Hoffman, Jeanette	WOMS	Language Arts Teacher	1.26.2021-2.23.2021
Lenga, Tara	WOIS	Learning Associate	2.16.2021
Arreola, Gabriela	WOIS	Learning Associate	2.16.2021
Morgenthaler, Cindy	WOIS	4th grade Teacher	2.16.2021
Brown, Perianne	DLS	PE Teacher	2.16.2021
Michael, Melissa	DLS	Innovation Technology Media Specialist	2.16.2021

**2. Resignation(s):**

Employee	School	Position	Effective Date
Spychala, Susan	WOIS	Health Clerk	2.5.2021
Martin, Morgan	WOMS	Learning Associate	2.5.2021
Sowin, Kimberly	WOMS	7th grade Math	2.19.2021

**3. Retirement(s):**

Employee	School	Position	Effective Date
VeNard, Joanne	DLS	EL Resource Teacher	2.1.2021

**4. New Hire(s):**

Employee	School	Position	Effective Date
Vile, Melissa	DLS	Long Term Sub, EL Resource	2.1.2021
Wade, Alexander	DLS	Long Term Sub, PE	2.2.2021



**Diamond Lake School District 76**  
**Embrace Empower Excel** Each Child Each Day

BOARD OF EDUCATION  
COMMITTEE OF THE WHOLE MEETING  
Tuesday, February 2, 2021

**The resolution is being submitted for approval at the Committee of the Whole Meeting on Tuesday, February 2, 2021.**

**AGENDA ITEM V-C**

**Administrative: Approve MOU Leave Accommodations 2021 ACTION**

Memorandum of Understanding Regarding Covid-19 Related Leave and Accommodations between the Diamond Lake Teachers' Association and the Board of Education. This MOU provides a teacher with paid administrative leave days for the duration of a quarantine period in the event the teacher must quarantine related to a District incident and remote work is unavailable, and 10 paid administrative leave days in the event a teacher is diagnosed with COVID-19 at a time during which the teacher is performing in person job duties on school property and is too sick to work remotely.

**BE IT RESOLVED,** the Diamond Lake School District 76 Board of Education accepts and approves the MOU Leaves Accommodations 2021, as presented

**Memorandum of Understanding  
Regarding COVID-19 Related Leave & Accommodations 2020-2021**

This Memorandum of Understanding (“MOU”) is entered into by and between the Board of Education of Diamond Lake Grade School District No. 76 (“the Board” or “the District”) and the District 76 Teachers’ Association LCFT Local NO 504, IFT-AFT/AFL-CIO (“Association”) (hereinafter collectively referred to as the “Parties”). This MOU is subject to the grievance procedure in the 2019-2024 Collective Bargaining agreement

**WHEREAS**, due to the continued COVID-19 pandemic, the District’s 2020-2021 School Year Reopening Plans began with an educational program in a full remote learning format but that such format may switch back and forth between full remote learning, blended learning and/or full in-person learning; and,

**WHEREAS**, the Parties wish to memorialize the understandings reached between them concerning COVID-19 related leaves and accommodations.

**NOW THEREFORE**, notwithstanding any provision(s) of the current Collective Bargaining Agreement (the “CBA”) between the Parties, the Parties agree to the following:

- A. Quarantine Related to a District Incident. In the event that a teacher is required to quarantine by the District due to an incident that occurred during in-person job duties performed on school property by the teacher, the District will find remote work for the teacher provided he/she is able to work (not ill), for the duration of the quarantine. The intent is that the teachers will work remotely. However, in the unlikely event that no remote work duties are available for the teacher, as determined by the Superintendent, he/she shall be placed on a paid administrative leave of absence with full pay and no deduction of sick or personal leave for the duration of the quarantine. If the teacher becomes ill and is unable to work during the quarantine period, see Paragraph C or D below.
- B. Quarantine Unrelated to a District Incident. In the event that a teacher is required to quarantine by a government order, health professional, or other mandating authority, due to an identifiable incident that is not related to the District (e.g., family member is diagnosed with COVID, off-duty incident, travel, etc.), the District will find remote work for the teacher, provided he/she is able to work (not ill), for the duration of the quarantine. In the unlikely event that no remote work duties are available for the teacher, as determined by the Superintendent, or the teacher becomes ill and is unable to work during the quarantine period, he/she shall use his/her own accumulated sick leave days up to ten (10) days. In the event the teacher must remain quarantined, and unable to remote work, following the use of his/her ten (10) accumulated sick days, the teacher will be able to draw from the Sick Leave Bank established by the Union. The Union will open the sick bank eligibility period window from February 3, 2021 to February 10, 2021 for teachers who are not currently eligible to donate a sick day in accordance with the current eligibility rules. Use of the sick bank under this paragraph B shall be governed by the Union.
- C. Experiencing COVID-19 Symptoms. If a teacher is experiencing COVID-19 symptoms the teacher will obtain a COVID-19 PCR test. Pending the results of

the test, the District will find remote work for the teacher. In the unlikely event that no remote work duties are available for the teacher, as determined by the Superintendent, or if the teacher is too ill to work remotely or otherwise needs to be absent from work, the teacher must use his/her own sick leave. If the teacher is diagnosed with COVID-19 he/she will fall under the parameters of paragraph D, and will be reinstated previously used sick days under this paragraph C, up to the ten (10) maximum paid days as per paragraph D below. If the teacher does not receive a COVID-19 diagnosis, and/or there is an alternate medical diagnosis, the employee will continue to use his/her own accumulated sick leave.

D. Diagnosed with COVID-19 and Unable to Work In-Person or Remotely. If a teacher is diagnosed with COVID-19 at a time during which the teacher is performing in person job duties on school property, and is unable to work in-person or remotely, the teacher will be placed on a paid administrative leave of absence of up to ten (10) work days. After the additional ten (10) paid administrative leave is exhausted but more days may be needed because the teacher is still unable to work in-person or remotely, the employee must use his/her own accumulated sick leave days up to ten (10) days. If the teacher remains too ill to work following the use of ten (10) of his/her own sick days, the teacher will be able to draw from the Sick Leave Bank established by the Union, if eligible. Use of the sick bank under this paragraph D shall be governed by the Union. The paid administrative leave of up to ten (10) days is a one-time grant and not per event and is not available for a leave where the teacher is staying home to care for another individual.

i. Eligibility Requirements to use Paid Administrative Leave

1. Teacher has a diagnosis of COVID-19;
2. Teacher is unable to work or telework because of his/her COVID-19 diagnosis and this is substantiated by documentation from a physician, licensed advanced practice nurse, or a licensed PA;
  - a. The teacher will provide authorization to allow the Superintendent to contact the teacher's health care provider if substantiation is insufficient or incomplete in order to obtain clarification concerning the teacher's inability to work or telework.
3. Teacher was performing in-person duties on school property at the time of diagnosis; and
4. Teacher has not engaged in any travel or activities which do not comply with federal and state guidelines regarding recommended methods of mitigating the spread of COVID-19.

ii. Worker's Compensation Payments During Administrative Leave. If a teacher receives COVID-19 related worker's compensation payments during the same period he/she is on paid administrative leave under this MOU, the teacher must remit those payments to the District.

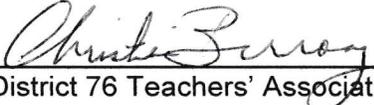
iii. Failure to Comply with Any of the Terms. Failure to comply with any terms of this MOU shall lead to immediate discussion between the employee and the Superintendent, and the Union President, and may lead to possible discontinuation of the paid administrative leave, possible docking of the employee's accumulated sick days for any Board paid

administrative leave days used, and/or possible discipline up to and including termination per the terms of the CBA. Any consequence, if any, pursuant to this paragraph shall be at the discretion of the Superintendent.

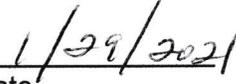
- E. Diagnosed with COVID-19 and Asymptomatic or Able to Work Remotely. If a teacher tests positive for COVID-19 and is asymptomatic or otherwise able to telework, the teacher shall telework. The paid administrative leave in paragraph D above does not apply to employees who are asymptomatic or mildly symptomatic, and are consequently able to work remotely. In the unlikely event that no remote work duties are available for the teacher, as determined by the Superintendent, or the teacher becomes too ill to work, the teacher will fall under paragraphs A, B or D, as the case may be.
  
- F. FFCRA Expiration Date. FFCRA expired on December 31, 2020, which means that individuals are no longer entitled to the FFCRA leave provisions.

Unless otherwise specified in this MOU, this MOU is non-precedential and will not be binding or enforceable in any school years other than the 2020-2021 school year. This MOU is in effect for the 2020-2021 school year, and will expire at the end of the school year, unless extended by mutual written agreement between the parties. This MOU is agreed to and authorized by the signatures of the Parties' representatives as set forth below.

\_\_\_\_\_  
Diamond Lake Grade School District 76,  
Board President

  
\_\_\_\_\_  
District 76 Teachers' Association,  
President

\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Date



# Diamond Lake School District 76

Embrace Empower Excel Each Child Each Day

January 19, 2021

Via Email

Bernadette Soto

[bsoto@carpentersunion.org](mailto:bsoto@carpentersunion.org)

312-951-1522

## RE: RESPONSE TO FOIA REQUEST

Dear Ms. Soto,

Thank you for writing Diamond Lake School District 76 with your request for information Pursuant with 5ILCS140/1 et seq,. This email responds to your Freedom of Information Act (FOIA) request dated 12/29/2020 for:

- A list of schools that Anderson Lock performed work on in Diamond Lake SD 76 for FY 2019.

**Anderson Lock performed work at West Oak Middle School during FY 2019.** This information should complete the above request.

Sincerely,

Bhavna Sharma-Lewis, Ph.D.  
Superintendent of Schools



2020/21 Board of Education Meetings <small>Approved: 5/19/2020</small>		
Committee	Business	Special Meetings/Public Hearings
*	7/21/2020	
8/04/2020	8/25/2020	
9/01/2020	9/15/2020	9/15/2020 Budget Hearing
10/06/2020	10/20/2020	
<del>11/03/2020</del> Cancelled- Election Day being observed	11/17/2020	
*	12/15/2020	12/15/2020 Levy Hearing
*	1/19/2021	
2/02/2021	2/16/2021	
3/02/2021	3/16/2021	
4/06/2021	4/20/2021	
5/04/2021	5/18/2021	
6/08/2021	6/22/2021	

\*One meeting is scheduled for the months of July, December & January.

All Board Meetings will begin at 7:00 PM  
 at West Oak Campus, 500 Acorn Lane, Mundelein, IL 60060