

Kedrowski,Debra

From: Tammy Prentiss <tprentis@hinsdale86.org>
Sent: Friday, September 10, 2021 9:16 PM
To: Board of Education; Tammy Prentiss
Subject: September 10
Attachments: 4780_001.pdf; FY20 Hinsdale Twp D86 BD Contract.pdf; 2019 Coordination of FY20 PEG-BD Contract.pdf; 2017 Coordination of FY18 PEG-BD Contract.pdf; FY19 Hinsdale BD Contract.pdf

ANEW Contract Questions: Member Levinthal inquired about previous contracts. This required multiple team members to pull documents from archives. Professional development activities and contracts are approved through the annual budget approval process. As you know, every June the tentative budget is approved so that we can begin spending on July 1 of the new budget cycle. The final budget approval process occurs in September. Specific to this work, I have attached several documents. For the work that Anew completed during the 20-21 school year, you will see an email dated June 12, 2020 from our previous HR leader, Dominick. He shares that he has secured Ismalis and Christine for the upcoming school year. The scope of the work is also attached. The work from ANEW and previously Pacific Education Group was led by Dominick. He was the goal 3 champion. On June 18, 2020 a special meeting was held to accept his resignation. On June 25th, 2020 the tentative budget was approved. On September 24th the final budget was approved. (<https://go.boarddocs.com/il/hinsdale86/Board.nsf/Private?open&login#>). There are various attachments where you can find multiple accounts as placeholders for professional development throughout the organization. If you look at the admin budget planning document, pg. 18, PEG is listed at \$11,500; pg. 2 of the IDEA grant for account 2210.300 has \$52,000; pg. 1 of the Title IIA has funding listed as well. Additionally, if you scroll through the Central and South budget planning guide you will see numerous departments and budgets for professional development. I have also attached previous years (back to 2017) of the communication and agreements that were utilized for this specific work. When the Covid pandemic caused the schools to be closed in the 4th quarter of 2020, PEG released all of its employees and shared that they would monitor the situation and determine its employment steps accordingly. That triggered the creation of ANEW collective. The June 12 email and supporting documents show the transition. When Dominick resigned, I did not have a full time HR person for the 20-21 school year. A .6 interim (Mary Dudek) was hired in August to mainly focus on all of the COVID related employee issues. I changed CELT (it was slated to begin the spring of 2020 under Goal 3) to a Superintendent Committee and added 3 BOE members. For the 21-22 school year, the training by ANEW was going to be expanded to parents, community members and students for the first time. I made the decision to have this year's contract public facing since the professional development was more than our employees.

Kedrowski,Debra

From: Peggy James <pjames@hinsdale86.org>
Sent: Wednesday, September 15, 2021 10:31 PM
To: Terri Walker
Subject: Fwd: ANEW- Saxman
Attachments: Policy-460.pdf; Anew-PEG Historical Payments.docx; 2020 Professional Services Agreement with Anew Collective Consulting SIGNED (2).pdf

Do you have a few minutes to talk in the morning? I'm open until 10 am.

Thanks,
Peggy

----- Forwarded message -----

From: Tammy Prentiss <tprentis@hinsdale86.org>
Date: Wed, Sep 15, 2021 at 9:43 PM
Subject: ANEW- Saxman
To: Board of Education <boe@hinsdale86.org>
Cc: Tammy Prentiss <tprentis@hinsdale86.org>

BOE,



Dear Superintendent Prentiss,



From: Pokorny Lyp,Arwen <apokorny@hinsdale86.org>
Sent: Mon, 27 Nov 2017 18:38:36 +0000
To: Stephenson,Josh
Cc: Prentiss,Tamara;Maniscalco,Domenico
Subject: FW: Beyond Diversity
Attachments: FY18 Hinsdale BD Contract.pdf, PEGW9 (2016).pdf

Hi Josh,

I've been working with Tammy and Dominick on bringing this program to Hinsdale South and we've already secured funding. Are you the appropriate person to review this contract and either give me authorization to sign or have Tammy sign?

Thank you,
Arwen

From: Rie Gilsdorf [mailto:rgilsdorf@courageousconversation.com]
Sent: Monday, November 27, 2017 11:30 AM
To: Pokorny Lyp,Arwen <apokorny@hinsdale86.org>; Kucera,Marina <mkucera@hinsdale86.org>
Subject: Re: Beyond Diversity

Good Morning, Arwen - I have attached a contract for your Beyond Diversity. Your facilitator for that date will be Andrea Johnson, who facilitates BD at National Summit. For future reference, Courtlandt, Leidene and Lori do all facilitate our seminars in-district - but all have prior bookings for those dates. I have also attached our W9.

Our contract is broadly written to cover work we do in all 50 states. We recognize that your jurisdiction may have additional regulations not covered in this document, and we welcome suggested revisions. Please note that we cannot accept revisions to our intellectual property clause, section 5. If you have suggested revisions, please send them to me with a copy to our Chief of Staff, Christine Lim <chris@courageousconversation.com>, who must approve any revisions.

Once the language is mutually agreed upon, please initial on pages 6 and 7, and sign on the signature page. Return the contract to me via email, and I will get Luis' signature and return the fully executed document to you. If your district needs hard copy of the original signature, I can return it via US mail.

Thank you — Rie

COURAGEOUS CONVERSATION

RIE ALGEO GILSDORF

She/Her Pronouns

Executive Assistant, PreK–12 District Partnerships

612.760.5441 (Minneapolis Office)

Courageousconversation.com

On Mon, Nov 27, 2017 at 9:48 AM, Pokorny Lyp,Arwen <apokorny@hinsdale86.org> wrote:

Hi Rie,

If possible can I request either Courtlandt Butts or Ledene King as our trainer?

Also, does Dr. Lori Watson do trainings?

Thank you,
Arwen

From: Pokorny Lyp,Arwen
Sent: Monday, November 27, 2017 7:49 AM
To: 'Rie Gilsdorf' <rgilsdorf@courageousconversation.com>
Cc: Kucera,Marina <mkucera@hinsdale86.org>
Subject: RE: Beyond Diversity

Good morning Rie,

I can sign the contract and the project manager will be my secretary, Marina Kucera.

We do need a W-9.

Thanks so much,
Arwen

From: Rie Gilsdorf [<mailto:rgilsdorf@courageousconversation.com>]
Sent: Tuesday, November 21, 2017 5:14 PM
To: Pokorny Lyp,Arwen <apokorny@hinsdale86.org>
Subject: Beyond Diversity

Hi, Arwen - I'm attaching a confirmation holding Beyond Diversity dates of March 14-15 for you. Luis is on his way to visit family in Cuba and couldn't get to the assignment of the facilitator yet, so I've put in TBD. Unfortunately, he is already booked on those dates.

In the meantime, if you could let me know some contact information, I can get started drafting your contract. I'll need full contact information for the signatory (will this be you?) and also for a "project manager" or point person - this should be the person who will arrange for the room and its set-up, printing of the handouts, any catering, etc.

Also if you let me know whether your district will require any forms from us such as a W-9 or insurance certificates, I can get going on generating those for you as well.

Thank you — Rie

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Tammy Prentiss <tprentis@hinsdale86.org>

Welcome New Culture and Equity Leadership Team Members and Next Steps

8 messages

Maniscalco, Domenico <dmanisca@hinsdale86.org> Fri, Jun 12, 2020 at 7:57 PM
 To: "Mingo, Jerriel" <422002@hinsdale86.org>, "Guerrero, Sofia" <421300@hinsdale86.org>, "Contreras, Adan" <acontrer@hinsdale86.org>, "Kahler, Matthew" <mkahler@hinsdale86.org>, "Hirsman, Kathleen" <khirsman@hinsdale86.org>, "Hanson, Cynthia" <chanson@hinsdale86.org>, "Vannoy, Robin" <rvannoy@hinsdale86.org>, "Walsh, William" <wwalsh@hinsdale86.org>, "Kline, Rosalind" <rkline@hinsdale86.org>, "Maggiore, Martha" <mmaggiore@hinsdale86.org>, "Patel, Priyanka" <822653@hinsdale86.org>, "Sargent, Cory" <csargent@hinsdale86.org>, "Holland, Bianca" <bholland@hinsdale86.org>, "Holland, Michael" <mholland@hinsdale86.org>, "Regnier, Jennifer" <jregnier@hinsdale86.org>, "May, Julie" <jmay@hinsdale86.org>, "Ostrow, Arthur" <aostrow@hinsdale86.org>, "Stomberg, Heather" <hstomberg@hinsdale86.org>, "Mantri, Amogh" <821430@hinsdale86.org>, "Shumate, LaTonya" <lshumate@hinsdale86.org>, "Cave, Jennifer" <jcave@hinsdale86.org>, "Lawrence, Jennifer" <jlawrenc@hinsdale86.org>, [REDACTED], "Camden, Kevin" <kcamden@hinsdale86.org>, "Covino, Christopher" <ccovino@hinsdale86.org>, "Jasculca, Chris" <cjasculc@hinsdale86.org>, "Prentiss, Tamara" <tprentis@hinsdale86.org>, "Rasavongxay, Billson" <brasavon@hinsdale86.org>, "Saunders, Kathrynne" <ksaunder@hinsdale86.org>, "Chokshi, Arpan" <achokshi@hinsdale86.org>, "Truman, Ayesha" <atruman@hinsdale86.org>, "Williams, Dwayne" <dwilliam@hinsdale86.org>, "Gallen, Nicole" <ngallen@hinsdale86.org>, "Moore, Stephen" <smoore@hinsdale86.org>, "Baker, Raymond" <rbaker@hinsdale86.org> [REDACTED], Rayva Verma <421370@hinsdale86.org>, "catherine@greenspon.us" <catherine@greenspon.us>, "Mihindou, Henry" <421092@hinsdale86.org>, "Holmes, Karen" <kholmes@hinsdale86.org>, Donaldson Rajenae <rdonaldson3635@stu.hinsdale86.org>, Alexandra Collins <822165@hinsdale86.org>, "Pokorny Lyp, Arwen" <apokorny@hinsdale86.org>, [REDACTED]

Welcome new Cultural Equity Leadership Team (CELT) members Billson, Kate, Arpan, Ayesha, Dwayne, Nicole, Steve, Ray, Kameka, Tamakia, Henry, Rayva, Adan, and Karen! This group represents our District's ongoing commitment to the implementation of our Strategic Plan and how to best actualize and implement our stated core values of diversity and equity.

We made a deliberate decision to expand membership to best represent the stakeholders in our community so that this team can be a true representation of our District 86 community.

We are ecstatic to announce that our CELT membership team is now officially 46 members strong. Since my last communication on June 5th, Superintendent Prentiss, Principals, Pokorny and Walsh, and I met with Christine Saxman and Ismalis Nunez, diversity, equity, and inclusion consultants with the *Anew Collective Consulting Corporation*. For those that have been a part of our equity work in our LEADS team, then you're familiar with how effective and amazing both Christine and Ismalis are.

We've decided to make our very first CELT team meeting virtual instead of in person to ensure that we are establishing a common vision of our work from the very beginning. Our consultants indicated that meeting in groups of 10 would not be as productive as meeting virtually with everyone present. So with that, please indicate your availability here.... Availability

Even though we blocked out 2-hour timeslots, we do not anticipate our first meeting to last 2 hours but just in case, we have it blocked out.

Our goal, mission, and vision will be up to the team to decide. We cannot wait to begin this work with you.

Thank you,

Dominick

Domenico Maniscalco

Chief Human Resources Officer

Hinsdale Township High School District 86

W: 630-570-8008 | C: [REDACTED] F: 630-655-4527

Executive HR Assistant – Karen Zahara – 630-655-6114

Interested in being a Hornet or Red Devil?

Apply for open positions here: <https://www.applitrack.com/d86/onlineapp/default.aspx>





Agenda Item Details

Meeting	Aug 12, 2021 - Committee of the Whole Meeting
Category	12. Action Items
Subject	12.1 Approve Agreement with Anew Collective Consulting, LLC and Saxman Consulting LLC
Access	Public
Type	Action
Recommended Action	Approve Agreement with Anew Collective Consulting, LLC and Saxman Consulting LLC as presented

Public Content

The district will continue its second year with consultants to support the work of the district's equity statement. Please see exhibit A for the scope of the work. This work is funded from both local and grant funds.

[Anew - Saxman - Professional Services Agreement 2021-2022_Redacted.pdf \(331 KB\)](#)

Administrative Content

[Anew - Saxman - Professional Services Agreement 2021-2022.pdf \(203 KB\)](#)

Executive Content

Motion & Voting

Approve Agreement with Anew Collective Consulting, LLC and Saxman Consulting LLC as presented

Motion by Kathleen Hirsman, second by Cynthia Hanson.

Final Resolution: Motion Carried

Aye: Terri Walker, Kathleen Hirsman, Cynthia Hanson, Erik Held, Debbie Levinthal

Nay: Peggy James, Jeff Waters

PROFESSIONAL SERVICES AGREEMENT

This Professional Services Agreement is dated, **July 26, 2021**, as the Effective Date as set forth, made, and entered into by and between Anew Collective Consulting LLC and Saxman Consulting LLC (the "Consultants"), and Hinsdale Township High School District 86 (the "Organization"), collectively referred to as the "Parties." Whereas, the Organization hereby engages the Consultants as independent Consultants to provide planning, feedback, and coaching, to design curriculum, and to facilitate the development of racial consciousness to build capacity for more vulnerable and adaptive leadership. To provide strategic support to the leadership team in the planning and execution of racial equity work for the 2021-2022 school year for the Organization, the Consultants hereby agree to provide such services, upon the terms and conditions in this Agreement.

IN CONSIDERATION OF the recitals and the mutual covenants and agreements set forth in this Agreement, the parties agree as follows:

1. Consultants


- a. Engagement of Consultants. Hinsdale Township High School District 86 desires to engage the Consultants to perform and to provide all necessary professional consulting services (the "Services") as set forth in the Scope of Work (the "Scope") attached as Exhibit A to this Agreement. The Consultants shall provide the Services pursuant to the terms and conditions of this Agreement. The terms of this Agreement shall be from the Effective Date until June 30, 2022.
- b. Representations of Consultants. The Consultants represent that they are sufficiently experienced and competent to perform the Services in a manner consistent with the standards of professional practice by recognized consultants providing services of a similar nature. The Parties now hereby agree as follows:
 - To build racial consciousness and capacity for more vulnerability and adaptive leadership through coaching and facilitation.
 - To provide strategic support to the leadership team in the planning and execution of racial equity work for the 2021-2022 school year.

2. Payment

- a. Consulting Fee: Organization shall pay the following fees to consultant totaling:
 - i. \$40,500 ("Consulting Fee") for the following Consulting Services:
 1. Community CELT meetings
 2. Acceleration for Antiracist Leaders training
 3. Introduction to Racial Affinity Facilitation and Coaching
 - ii. \$12,000 for 1 facilitator ("Consulting Fee") for the following Consulting Services:
 1. Two Day Introduction to Race training
- b. Payment Schedule:
 - i. Organization shall pay Consultants in monthly installments of \$4,050 for ten months (September 2021 through June 2022) for the ongoing Community CELT meetings, Leadership CELT meetings, and Acceleration for Antiracist Leaders training as described in Consulting Services and ***Exhibit A. Scope of Work.*** The

title (if any) of the presentation conducted as part of the Consulting Services.

6. The Consultants. In performing services for the Organization under this Agreement, the Consultants shall act as independent consultants with respect to the Organization and not as its employee.
7. Taxes. Consultants agree that it is solely responsible for reporting, withholding, and/or paying any and all employment-related taxes, payments, and/or withholdings for any payments from the Organization for Consulting Services. The Organization shall issue the Consultant a W-9 for the Consulting Fee.
8. Governing Law. This Agreement shall be construed and enforced in accordance with the laws of the State of Illinois.
9. Severability. Should any provision of this Agreement be held by a court of law to be illegal, invalid or unenforceable, the legality, validity, and enforceability of the remaining provisions of this Agreement shall not be affected or impaired thereby.
10. Assignment. No Party may assign or subcontract its rights or obligations under this Agreement.
11. Entire Agreement and Notice. This Agreement contains the entire understanding of the Parties and may not be amended without the written consent of both Parties. This Agreement supersedes any and all prior agreements and understandings.
12. Knowing and Voluntary Agreement. The Parties have carefully read all parts of this Agreement and fully understand their meaning. The Parties understand that this Agreement is legally binding, and affirm that the Parties are entering into it voluntarily.
13. Signature. This Agreement may be executed and delivered in counterparts, and executed copies may be delivered by facsimile or electronic mail.

By 
Ismalis Nuñez
Anew Collective Consulting LLC
6177 N. Lincoln Ave. #346
Chicago, IL 60659

Date: July 26, 2021

By 
Christine Saxman
Saxman Consulting LLC
6145 N Maplewood Ave
Chicago, IL 60659

Date: July 26, 2021

By _____
Tamara Prentiss
Superintendent of Schools
Hinsdale Township High School District 86
5500 S Grant St, Hinsdale, IL 60521

Date:

Exhibit A

Scope of Work

The Consultants have been engaged by the Administrative Leadership Team at Hinsdale Township High School District 86 to provide the services described below and will be ongoing for accountability.

Deliverables

Work Plan

The Consultants are responsible for developing and implementing a plan to complete the projects and milestones listed in the table below. The Consultants select and the Organization shall approve a format for the plan which shall include a listing of tasks and timelines required to achieve the projects and milestones in the table below:

PROJECT	SCOPE OF WORK
<p>COMMUNITY CELT (Culture and Equity Leadership Team) MEETINGS <i>Meetings:</i> Six-hour kick-off meeting and Four Three-hour sessions via ZOOM. <i>Timeframe:</i> Aug 2021-May 2022 <i>Cost:</i> \$22,000 for Two facilitators</p>	<p>Cost includes: <i>Planning/Feedback</i> Meeting individually or as a group with core members of the leadership team for any feedback loops and curriculum design to support overall racial equity work in the district. <i>Curriculum Design</i> Setting goals and designing seminars to meet those goals for Community CELT including intersession work to support participants in building personal racial consciousness for collective action and accountability. <i>Facilitation</i> Interracial facilitation to achieve the goals of each meeting.</p>
<p>INTRODUCTION TO RACE TRAINING <i>Meetings:</i> Three Two-Day Trainings in person [Six Days Total] <i>Timeframe:</i> September 2021 and December 2021 <i>Cost:</i> \$12,000 for One facilitator</p>	<p>Cost Includes: <i>Planning/Feedback</i> Meeting individually or as a group with core members of the leadership team to support the development of the participants and bring them into the racial equity work of the District. <i>Facilitation</i> Individual facilitation to deepen the racial consciousness of the participants.</p>

<p>ACCELERATION FOR ANTI-RACIST LEADERS TRAINING</p> <p>Meetings: Three Three-hour Meetings with participants from both buildings via ZOOM</p> <p>Timeframe: August 2020-May 2021</p> <p>Cost \$11,000 total for both buildings</p>	<p>Cost Includes:</p> <p><i>Planning/Feedback</i></p> <p>Meeting individually or as a group with core members of the leadership team to support the development of the participants and bring them into the racial equity work of the District.</p> <p><i>Facilitation</i></p> <p>Co-facilitation to deepen the racial consciousness of the participants.</p>
<p>INTRODUCTION to RACIAL AFFINITY FACILITATION & COACHING</p> <p>Meetings: Two Three-hour Meetings with participants from both buildings via ZOOM</p> <p>Timeframe: August 2021-May 2022</p> <p>Cost \$7,500 total for both buildings</p>	<p><i>Planning/Feedback</i></p> <p>Meeting individually or as a group with core members of the leadership team for any feedback loops and curriculum design to support overall racial equity work in the district.</p> <p><i>Curriculum Design</i></p> <p>Setting goals and designing seminars to meet those goals for racial affinity work including intersession work to support participants in building personal racial consciousness for collective action and accountability.</p> <p><i>Facilitation</i></p> <p>Interracial facilitation to achieve the goals of each meeting.</p>

PROFESSIONAL SERVICES AGREEMENT

THIS PROFESSIONAL SERVICES AGREEMENT (this "**Agreement**") is entered into as of **July 12, 2018** (the "**Effective Date**"), by and between **PACIFIC EDUCATIONAL GROUP, INC.**, a California corporation ("**PEG**") and **HINSDALE SOUTH HIGH SCHOOL**, an Illinois public school ("**Client**").

NOW, THEREFORE, in consideration of the mutual covenants contained herein, and for other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the parties hereto, intending to be legally bound, agree as follows:

1. **Services.**

1.1. **Services.** PEG will perform the professional services (the "**Services**") and provide the deliverables (the "**Deliverables**") in accordance with the requirements set forth on the applicable statement of work (the "**Statement of Work**") set forth on **Exhibit A**, attached hereto and incorporated herein, which may be amended from time to time by the written agreement of the parties. PEG agrees to perform the Services and provide the Deliverables in a professional manner, in the time and manner requested by Client, and otherwise in accordance with this Agreement.

1.2. **Third Party Contracts.** Subject to Client's prior written consent, Client authorizes PEG to enter into contracts with third parties ("**Authorized Contracts**") when such contracts are necessary for the completion of the Services and/or Deliverables. Client assumes full liability and responsibility for any expenditures resulting from such Authorized Contracts. While PEG shall endeavor to guard against any loss to Client resulting from the failure to perform or improper performance by any third party, PEG shall not be liable or responsible to Client for any such loss. **Non-Exclusivity.** Client acknowledges and agrees that PEG will be providing services pursuant to this Agreement on a non-exclusive basis and may perform similar services from time to time for other clients. This Agreement shall not prevent PEG from performing such similar services for such other clients.

2. **Compensation.**

2.1. **Fees.** Subject to the terms and conditions of this Agreement, Client will pay a total fee of **\$22,300.00 ("Fee")**, payable upon receipt of an invoice from PEG pursuant to **Section 2.3**.

2.2. **Expenses.** Client shall promptly reimburse PEG for PEG's reasonable, actual, out-of-pocket expenditures incurred by PEG in carrying out PEG's duties under this Agreement upon receipt of proper documentation, provided that such expenses are preapproved by Client.

2.3. **Billing.** PEG shall invoice Client promptly. Client agrees to pay PEG within **thirty (30) business days** after receipt of PEG's invoice, which will include any substantiating documentation for expenses as may be requested by Client. Client shall pay each invoice promptly and shall not have any right of set off for any claim filed against PEG. Failure of Client to timely pay invoices is a material breach of this Agreement.

2.4. **Late Payment Terms.** If Client fails to make a payment of the invoice when due, Client shall pay to PEG a late payment charge equal to one and one-half percent (1.5%) of the unpaid amount of such invoice for each month beyond the original payment due date during which such amount remains unpaid. In no event will the late fee charged to Client hereunder exceed the maximum rate allowable under applicable law. In the event Client repeatedly makes late payments under this Agreement or Client's credit is impaired as determined by PEG in its sole discretion, PEG reserves the right to change the requirements as to terms of payment under this Agreement or terminate this Agreement pursuant to **Section 4.3**. Should Client be in default with respect to payment under this Agreement, PEG reserves the right to suspend some or all Services and/or Deliverables hereunder until arrangements satisfactory to PEG are made. Client agrees to reimburse PEG for any costs incurred (including reasonable attorneys' fees and court costs) in connection with PEG's attempts to collect any sums that are more than **thirty (30) days** past due.

2.5. **Disputed Charge.** In the event of any dispute with regard to a portion of an invoice, Client shall: (a) notify PEG in writing of the disputed amount within **five (5) business days** of receipt of the invoice, (b) specifically identify the reason for the dispute, and (c) pay all undisputed amounts owed while the dispute is under negotiation.

3. **Relationship of Parties.**

3.1. **Independent Contractors.** The parties acknowledge and agree that they are dealing with each other as independent contractors. Neither this Agreement nor any terms and conditions contained in this Agreement may be construed to: (a) give any party the power to direct and control the day-to-day activities of any of the other; (b) create or constitute a partnership, joint venture, franchise, employment or agency relationship between or among the parties; or (c) allow any party to create or assume any obligation on behalf of the other party, not including such obligations related to completing the Services and/or Deliverables.

3.2. **PEG's Taxes.** PEG shall be solely responsible for all withholding, self-employment, social security, or other federal, state or local taxes attributable to all compensation paid by Client under this Agreement, including but not limited to the Fee. PEG shall be solely responsible for all workers' compensation insurance premiums, if any. PEG agrees to indemnify, defend and hold Client harmless for all such taxes, charges and expenses.

4. **Term and Termination.**

4.1. **Term.** The term of this Agreement commences as of the Effective Date and will continue in full force and effect until the Services are performed and the Deliverables provided pursuant to the terms contained in Exhibit A, unless earlier terminated pursuant to the terms herein (the "**Term**").

4.2. **Termination Without Cause.** This Agreement or any Statement of Work may be terminated by either party without cause after providing the other party **sixty (60) days'** prior written notice ("**Notice Period**").

4.3. **Termination With Cause.** Either party may terminate this Agreement or any Statement of Work for material breach or default of the other party on **thirty (30) days'** prior written notice to the breaching party. If within the **thirty (30) day** period the breaching party does not cure the material breach or default, or commence the cure of such material breach or default for items that are not curable within the **thirty (30) day** time frame, this Agreement will automatically terminate at the end of that period. If Client fails to make a payment as specified in this Agreement, PEG shall notify Client of such failure. If Client fails to cure such breach within **three (3) business days** after receipt of such notification, then PEG may immediately terminate this Agreement or any Statement of Work without any further notice, in its sole discretion.

4.4. **Client's Post-Termination Obligations.** Upon termination of this Agreement pursuant to Section 4.3, Client shall be liable for the following obligations: (a) reimbursing PEG for reimbursable expenses incurred prior to the notice of termination; (b) assuming PEG's liability for all Authorized Contracts and commitments PEG is unable to cancel; and (c) reimbursing PEG for any cancellation or other penalties incurred under the Authorized Contracts.

5. **Intellectual Property Rights and Trademarks.** PEG (and its licensors as applicable) shall retain full and sole title, copyright, patent, trademark and other proprietary rights in its Services, Deliverables and/or training protocols (for the purposes of this Section 5, collectively referred to as the "**Training Protocols**"), the underlying documents and materials, including user manuals, PowerPoint presentations, handouts, and any backup or archival copies of the aforementioned provided to Client by PEG and any modifications or translations thereof, "Pacific Educational Group, Inc.," "Pacific Educational Group," "PEG," and "Courageous Conversation," and any other trademarks, service marks, know-how and other proprietary property adopted by PEG to identify the Training Protocols and other PEG products and services (collectively, referred to as the "**PEG IP**"). Client shall not have any rights in or to the PEG IP, and Client shall not use the PEG IP in any way other than as specifically allowed for under this Agreement. Client agrees not to cause or permit the reverse creation or recompilation of the PEG IP. Client shall not market any of the PEG IP in any way which implies that they are the proprietary product of Client or of any party other than PEG (and its licensors as applicable). Client shall take all reasonable steps to ensure that its employees, agents, contractors and clients are aware of and comply with the foregoing. PEG IP includes, but is not limited to, the following:

1. B.O.E. ("Board of Education Racial Equity Leadership Development")
2. Beyond Diversity
3. Beyond Diversity 2

4. Beyond Diversity Day 3
5. Beyond Diversity Online
6. C.R.E. ("Coaching for Racial Equity")
7. C.R.I.C. ("Culturally Relevant Instructional Coaching")
8. CARE ("Collaborative Action Research for Equity")
9. CCAR ("Courageous Conversations About Race")
10. Courageous Conversations About Race
11. Courageous Conversation™
12. Courageous Corporation
13. D.E.L.T.A. ("District Equity Leadership Team Advisory")
14. DEAP ("District Equity Assessment Process")
15. DELT ("District Equity Leadership Team")
16. Equity Teams
17. Equity Walk
18. E-Team ("Equity Team")
19. ETP ("Equity Transformation Plan")
20. Leadership for Racial Equity and Racial Equity Leadership
21. LEADS ("Leaders Engaged in Equity Anti-Racism Development")
22. MORE Courageous Conversations About Race
23. P.R.E.P. ("Personal Racial Equity Purpose")
24. PASS ("Partnerships for Academically Successful Students")
25. PEG Affiliate
26. PEG Equity Transformation Affiliates
27. PEG Equity Transformation Specialists
28. PEGU
29. Race In My Life Exercise
30. S.P./E.L.L. ("SP/ELL Equity Leadership Development")
31. S.T.O.C. ("Staff of Color Equity Leadership Development")
32. SOAR ("Students Organized Against Racism")
33. Systemic Equity Transformation Framework
34. The Colorline Exercise
35. The Compass (of Courageous Conversation)
36. The Four Agreements (of Courageous Conversation)
37. The Independent School Equity Council
38. The National Summit (for Courageous Conversation)
39. The PEG Framework is the Systemic Racial Equity Transformation Framework
40. The Regional Summit (for Courageous Conversation)
41. The Six Conditions (of Courageous Conversation)
42. White Talk/Color Commentary

Client shall not use any PEG trademark or any other mark likely to cause confusion with a PEG trademark as any portion of Client's tradename or trademark for any other products of Client. Client shall have the right to use PEG trademarks solely to refer to PEG's Programs, products and services. Client shall keep visible all PEG copyright notices and other such marks on the Training Protocols (and user manuals). Client agrees with respect to each registered trademark of PEG, to include in each advertisement, brochure, or other such use of the trademark, the symbol "TM" and the following statement:

"COURAGEOUS CONVERSATION" is a trademark of Pacific Educational Group, Inc.

If any obligation under this Section 5 is breached, then, in addition to other rights PEG may have under this Agreement, PEG shall be entitled to seek performance and temporary or permanent injunctive relief, as well as any other remedies available at law or in equity.

6. **Client Obligations.** Client shall be responsible for: (a) the accuracy, completeness and propriety of information concerning Client's organization, products, and services, whether provided to PEG by Client or by a third party authorized by Client; (b) the accuracy, completeness and propriety of any ideas or directions, whether provided to PEG by Client or by a third party authorized by Client; (c) rights, licenses

and permissions to use materials furnished to PEG by Client or by a third party on Client's behalf; and (d) compliance with all laws and regulations applicable to Client's business.

7. **Non-Circumvention.** Client agrees that it will not use PEG IP to circumvent the terms of this Agreement in order to create its own program or enter into a related transaction with a third party.

8. **Indemnification.**

8.1. **Client's Indemnification of PEG.** Client shall defend, indemnify and hold harmless PEG and its directors, employees and agents from and against any loss, damage, liability, claim, demand, action, cost and expense (including reasonable attorney's fees and costs) (collectively "**Losses**") resulting from any claims, allegations, actions, suits, or proceedings made against PEG by any third party, including any governmental entity, which arise out of or relate to any third party claims or actions based on Client's negligence or willful misconduct in performing its obligations under this Agreement.

8.2. **PEG's Indemnification of Client.** PEG shall indemnify, defend and hold harmless Client and its parent, subsidiaries and affiliates and their respective directors, employees and agents from and against any and all Losses arising from or relating to any claim or allegation that the Services and/or Deliverables infringe any patent, copyright, trademark or other proprietary right, or misappropriate any trade secret, of any third party.

8.3. **Commencement of An Action.** Upon the assertion of any claim or the commencement of any suit or proceeding by a third party against either party (the "**Indemnitee**") that may give rise to liability of the other party (the "**Indemnitor**") hereunder, the Indemnitee shall notify the Indemnitor of the existence of such claim and shall give the Indemnitor reasonable opportunity to defend and/or settle the claim at its own expense and with counsel of its own selection. The Indemnitee shall at all times have the right fully to participate in such defense at its own expense and shall not be obligated, against its consent, to participate in any settlement which it reasonably believes would have an adverse effect on its business. The Indemnitee shall make available to the Indemnitor all books and records relating to the claim, and the parties agree to render to each other such assistance as may reasonably be requested in order to insure a proper and adequate defense.

9. **Limitation of Liability.** EXCEPT FOR DAMAGES ARISING FROM ANY BREACH OF AND/OR OBLIGATIONS ARISING UNDER SECTION 8 (INDEMNIFICATION), PEG SHALL NOT BE LIABLE UNDER THIS AGREEMENT FOR LOST REVENUES OR INDIRECT, SPECIAL, INCIDENTAL, CONSEQUENTIAL, EXEMPLARY, OR PUNITIVE DAMAGES, EVEN IF PEG KNEW OR SHOULD HAVE KNOWN THAT SUCH DAMAGES WERE POSSIBLE AND EVEN IF DIRECT DAMAGES DO NOT SATISFY A REMEDY. THE LIMITATIONS SET FORTH IN THIS SECTION 9 SHALL NOT APPLY TO ANY AMOUNTS DUE UNDER THIS AGREEMENT.

10. **Publicity.** PEG may use Client's name and any non-confidential materials produced hereunder in PEG's portfolio, on PEG's web site, intranet, and for internal and trade purposes. PEG will be required to obtain Client's written prior approval, which it may withhold in its sole discretion, to utilize Client's trademarks, logos, mascot images or any other Client materials or information.

10.1. **Insurance.** Each party shall maintain, at its sole cost and expense, policies of self-insurance or insurance providing adequate coverage for each party's general liability and professional liability, as may be necessary to protect each party or its employees, agents, or representatives in the discharge of its or their responsibilities and obligations under this Agreement.

10.2. **Force Majeure.** If PEG fails, refuses or is unable to render any of the Services or provide the Deliverables hereunder by reason of any governmental law, ordinance, order or regulation or by reason of fire, flood, earthquake, accident, act of God or public enemy or by reason of any other cause, thing or occurrence of the same or any other nature not within PEG's control ("**Force Majeure**"), then the Agreement shall be suspended for a period equal to the duration of the occurrence of any events of Force Majeure without additional payment during such suspension. PEG shall promptly notify Client of such Force Majeure condition, setting forth the nature of the occurrence, its expected duration and how PEG's performance is affected. No suspension shall relieve PEG of PEG's obligation to render the Services and provide the Deliverables hereunder when and as required by the terms of this Agreement, except during the continuance of a Force Majeure. Any such suspension shall end promptly after the cause of such suspension ceases, and all time periods and dates hereunder shall be extended by a period equal to the period of such suspension.

11. **Dispute Resolution.** Except as set forth in Section 11.3(c), any claim, controversy or dispute arising out of or relating to this Agreement (the "**Dispute**") shall be resolved in accordance with the procedures specified in this Section 11.3, which shall be the sole and exclusive procedures for the resolution of any such Disputes. The parties intend that these provisions shall be valid, binding, enforceable and irrevocable and shall survive any expiration or termination of this Agreement. The language to be used in resolving any Dispute and in all documents related thereto shall be English.

(a) **Informal Resolution.** Upon written notice from one party alleging a Dispute, the parties first agree to meet informally and make a good faith effort to resolve the Dispute; such meeting shall take place within **fifteen (15) days** of the written notice of the Dispute and be between the parties' respective presidents, chief executive officer or an equivalent officer. If, after a reasonable time not to exceed **thirty (30) days** after the meeting of the executives, the parties are unable to resolve the Dispute, the parties agree to attend non-binding mediation where the Dispute will be heard by a single mediator.

(b) **Formal Mediation.** The parties hereto will make a good faith attempt to resolve the Dispute by submitting it to JAMS or the American Arbitration Association ("AAA"), or their respective successors, for mediation in Chicago, Illinois, before resorting to any other formal dispute resolution procedure. The parties further agree that their respective good faith participation in mediation is a condition precedent to pursuing any other available legal or equitable remedy, including litigation, arbitration or other formal dispute resolution procedures. Either party may commence the mediation process by providing to JAMS or AAA and to the other party written request for mediation setting forth the subject of the Dispute and the relief requested. The parties will cooperate with JAMS or AAA and with one another in selecting a mediator from JAMS' or AAA's panel of neutrals, and in scheduling the mediation proceeding. The mediation of any Dispute must be conducted in accordance with the then-current JAMS or AAA national rules for the resolution of disputes pertaining to mediation, by a mediator who has had both training and experience as a mediator of commercial matters. If the parties are unable to agree on a mediator within ten (10) days of commencing the mediation process, the administrator of JAMS or AAA shall select an independent, neutral mediator in accordance with the criteria described in this Section 11.3(b). Within thirty (30) days after the selection of the mediator, the parties and their respective attorneys will meet with the mediator for one mediation session of at least four (4) hours. If the Dispute cannot be settled during such mediation session or mutually agreed continuation of the session, either party may give the mediator and the other party to the Dispute written notice declaring the end of the mediation process. The parties further acknowledge and agree that mediation proceedings are settlement negotiations, and that, to the extent allowed by applicable law, all offers, promises, conduct and statements, whether oral or written, made in the course of the mediation by any of the parties or their agents shall be confidential and inadmissible in any arbitration or other legal proceeding involving the parties; provided, however, that evidence which is otherwise admissible or discoverable shall not be rendered inadmissible or non-discoverable as a result of its use in the mediation. Each party shall pay its own costs and expenses related to the mediation, and shall equally split the cost of the mediator. If, for any Dispute to which this Section 11.3(b) applies, a party commences an action without first attempting to resolve the matter through mediation, or refuses to mediate after a request has been made, then that party shall not be entitled to recover attorneys' fees, even if they would be available to that party in any such action.

(c) **Binding Arbitration.** If the Dispute has not been resolved by nonbinding means in accordance with Section 11.3(b) within ninety (90) days of the initiation of such procedure, then the Dispute shall be finally and exclusively settled by arbitration in accordance with the AAA Commercial Arbitration Rules, as the same may be amended from time to time (the "Rules"), except as modified herein. Either party may initiate arbitration with respect to the matters submitted to mediation by filing a written demand for arbitration; provided, however, that if one party has requested the other to participate in a nonbinding procedure and the other has failed to participate, only the requesting party may initiate arbitration before expiration of the above period. The arbitration shall be held in Cook County, Illinois.

Unless otherwise agreed by the parties, the mediator shall be disqualified from serving as arbitrator in the case. The parties shall have fifteen (15) days from the receipt by the respondent of the demand for arbitration to agree on an arbitrator. If the parties fail to timely agree, on the request of any party such arbitrator shall be appointed by JAMS or the AAA in accordance with the Rules and the procedures set forth herein. Any arbitrator appointed by JAMS or the AAA shall be either a retired judge with experience in business cases or a practicing attorney with at least ten (10) years experience with business cases.

The hearing on the merits shall be held as expeditiously as possible, if practicable no later than two (2) months after the appointment of a single arbitrator. The hearing shall, if practicable, last no longer than three (3) days, which shall be consecutive, if possible. The award, which shall be in writing and shall briefly and concisely state the findings of fact and conclusions of law on which it is based, shall be rendered, if practicable, within twenty (20) days of the close of the hearing. The arbitrator shall not have any power to alter, amend, modify or change any of the terms of this Agreement nor to grant any remedy

which is either prohibited by the terms of this Agreement, or not available in a court of law. In rendering an award, the arbitrator shall be required to follow the law of the State of Illinois. The arbitrator is not empowered to award damages in excess of compensatory damages and each party hereby irrevocably waives any right to recover such damages with respect to any Dispute resolved by arbitration. The costs of the arbitration, including any administration fee, the arbitrators' fees, and costs for the use of facilities during the hearings, shall be borne equally by the parties to the arbitration. The costs of the arbitration (including reasonable attorneys' fees and expenses) may be awarded to the prevailing party or most prevailing party at the discretion of the arbitrator. The award shall be final and binding upon the parties and shall be the sole and exclusive remedy between the parties regarding any claims, counterclaims, issues or accounting presented to the arbitral tribunal. Judgment upon any award may be entered in any court having jurisdiction thereof; provided, however, that if Client is incorporated or resides in a jurisdiction outside the United States, then Client agrees to abide by the Convention on the Recognition and Enforcement of Foreign Arbitral Awards for enforcement of any award against Client. Any costs or fees (including reasonable attorneys' fees and expenses) incident to enforcing the award shall be charged against the party resisting such enforcement.

Please initial:

Client

PEG

(d) **Effect of Arbitration.** By agreeing to arbitration, the parties do not intend to deprive any court of its jurisdiction to issue a pre-arbitral injunction, pre-arbitral attachment or other order in aid of arbitration proceedings and the enforcement of any award. Without prejudice to such provisional remedies as may be available under the jurisdiction of a court, the arbitral tribunal shall have full authority to grant provisional remedies or modify or vacate any temporary or preliminary relief issued by a court, and to award damages for the failure of any party to respect the arbitral tribunal's orders to that effect.

(e) **Statute of Limitations.** The statute of limitations of the State of Illinois applicable to the commencement of a lawsuit shall apply to the commencement of an arbitration hereunder, except that no defenses shall be available based upon the passage of time during any negotiation or mediation called for by the preceding paragraphs of this Section 11.3..

(f) **Availability of Equitable Relief.** Notwithstanding the foregoing provisions of this Section 11.3, the parties acknowledge that a material breach of this Agreement by a party may result in irreparable harm to Client or PEG for which there is no adequate remedy at law. Accordingly, if Client or PEG reasonably believes that the other party (a) has materially breached this Agreement and (b) said breach will create irreparable harm to such non-breaching party for which there is not adequate remedy at law, the non-breaching party shall be entitled to preliminary, temporary or permanent equitable relief in any court of competent jurisdiction located in Cook County, Illinois, or the United States District Court for the Northern District of Illinois, Eastern Division.

11.4. Governing Law; Forum. Any Dispute shall be governed by the substantive laws of the State of Illinois without regard to its conflict of law rules and, subject to Section 11.3, shall be heard by a court of competent jurisdiction within Cook County, Illinois. Both parties irrevocably consent to personal jurisdiction in, and the exclusive venue of, the state and/or federal courts located in Cook County, Illinois, for the purpose of any action or judgment with respect to this Agreement, regardless of where any alleged breach or other action, omission, fact or occurrence giving rise thereto occurred. Each party hereby irrevocably waives any claim that any proceeding brought in Cook County, Illinois, has been brought in any inconvenient forum.

Please initial:

Client

PEG

11.5. Prevailing Party. If a suit, action, arbitration or other proceeding of any nature whatsoever is instituted in connection with any controversy arising out of this Agreement or to interpret or enforce any rights under this Agreement, the prevailing party is entitled to recover reasonable attorneys' fees and other costs incurred in bringing such action or proceeding, in addition to any other relief to which such party may be entitled. The term "**prevailing party**" shall include, without limitation, a party who substantially obtains or defeats the relief sought, as the case may be, whether by compromise, settlement, judgment, or the abandonment by the other party of its claim or defense. The attorneys' fees award shall not be computed in accordance with any court fee schedule, but shall be such as to fully reimburse all attorneys' fees reasonably incurred.

11.6. Remedies Cumulative. Unless expressly stated otherwise, all the remedies under this Agreement, at law or in equity, are cumulative and shall not exclude any other remedies to which any party may be lawfully entitled.

11.7. Rules of Construction. This Agreement has been negotiated by the parties and their respective counsel and will be fairly interpreted in accordance with its terms and conditions pursuant to the governing law selected by the parties pursuant to Section 11.4 without application of any rules of construction relating to which party drafted this Agreement in favor of, or against, either party. In the event of any conflict between this Agreement and a Statement of Work, this Agreement will control unless the Statement of Work expressly refers to the parties' intent to alter the terms of this Agreement with respect to that Statement of Work.

11.8. Waiver. No waiver of any provision or of any breach of this Agreement shall constitute a waiver of any other provisions or any other or further breach, and no such waiver shall be effective unless made in writing and signed by an authorized representative of both parties. Nor shall a one-time waiver of a single provision constitute a permanent waiver of that party's rights under said provision.

11.9. Successors and Assigns. This Agreement binds and inures to the benefit of the parties to this Agreement and to their respective successors and assigns.

11.10. Notice. All notices hereunder shall be in writing and be deemed given upon written verification of receipt from express overnight/next day courier (Federal Express Priority Mail or its equivalent). All notices shall be sent to:

PEG:
Chris Lim
Chief of Staff
Pacific Educational Group, Inc.
795 Folsom Street, 1st Floor
San Francisco, CA 94107

With a copy to:
Sean T. Carter
Attorney at Law
The Carter Law Group
2340 Powell Street, Suite 355
Emeryville, CA 94608

Client: Arwen Pokorny Lyp, Principal
Hinsdale South High School
401 Clarendon Hills Rd,
Darien, IL 60561

Notwithstanding the foregoing, it is understood and agreed by the parties that (a) approval to incur expenses may be provided to PEG by Client via e-mail and (b) approval to release Deliverables contemplated for release and prepared in connection with the Services may be provided via e-mail. A party may change its address for notices by written notice given pursuant to this Section 11.10.

11.11. No Assignment. Neither party shall assign nor transfer any part of its interest in this Agreement without the express written consent of the other party.

11.12. Entire Agreement. This Agreement, including any Exhibits attached hereto, constitutes the entire agreement between the parties hereto with respect to the subject matter of this Agreement and, except to the extent otherwise contemplated by this Agreement, supersedes all previous oral and written agreements, proposals, negotiations, representations, commitments, and other communications among the parties with respect to its subject matter. This Agreement may only be modified in a writing signed by the parties hereto.

11.13. Severability. In the event that any portion of this Agreement is held to be illegal or otherwise unenforceable, such portion shall be severed or construed as nearly as possible to reflect the original intent of the parties, and the balance of the Agreement shall continue in full force and effect.

11.14. Counterparts. The parties may execute this Agreement in counterparts each of which shall be deemed an original and all of which taken together shall constitute one instrument. Any signed counterpart delivered as a PDF or other electronic copies or by facsimile shall be deemed for all purposes to constitute such party's good and valid execution and delivery of this Agreement.

11.15. Survival. The rights and obligations of this Agreement, which by their nature are intended to survive expiration or termination shall survive, including but not limited to: Sections 4 through 11 (including all of the subsections) of this Agreement.

[SIGNATURES ON NEXT PAGE]

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed by their duly authorized representative as of the Effective Date.

PEG:

PACIFIC EDUCATIONAL GROUP, INC., a California corporation

Name: Luis Versalles
Title: Director, PreK-12 District Partnerships

CLIENT:

HINSDALE SOUTH HIGH SCHOOL

Name: Arwen Pokorny Lyp
Title: Principal

EXHIBIT A
STATEMENT OF WORK

1. Work Administration.

1. PEG Project Manager/Contact:

Name/Title:	Rie Gilsdorf, Executive Assistant, PK-12 District Partnerships
Address:	795 Folsom Street, 1 st Floor, San Francisco, CA 94107
Phone:	612-760-5441
E-mail:	rgilsdorf@pacificeducationalgroup.com

2. Client Project Manager/Contact:

Name/Title:	Marina Kucera, Secretary
Address:	Hinsdale South High School 401 Clarendon Hills Rd, Darien, IL 60561
Phone:	630.468.4210
E-mail:	mkucera@hinsdale86.org

2. Description of Deliverables and Services to be Developed and the Specifications.

2.1 Time and Location of the Work

September 19-20, 2018; March 6-7, 2019; All locations to be secured by Client.

2.2 Listing and Description of Deliverables and Services

Two Beyond Diversity two-day seminars for up to 80 people each.

2.3 Anticipated Individuals Who Will Perform Services

Marcus Moore, Equity Transformation Specialist
Leidene King, Equity Transformation Specialist

2.4 Specific Objectives to be Accomplished

Developing organizational capacity to engage in systemic equity transformation and eliminate racial educational disparities at Hinsdale South High School.

PROFESSIONAL SERVICES AGREEMENT

This Professional Services Agreement is dated, Sept 14, 2020, as the Effective Date as set forth, made, and entered into by and between Anew Collective Consulting LLC and Saxman Consulting LLC (the "Consultants"), and Hinsdale Township High School District 86 (the "Organization"), collectively referred to as the "Parties." Whereas, the Organization hereby engages the Consultants as Independent Consultants to provide planning, feedback, and coaching, to design curriculum, and to facilitate the development of racial consciousness to build capacity for more vulnerable and adaptive leadership. To provide strategic support to the leadership team in the planning and execution of racial equity work for the 2020-2021 school year for the Organization, the Consultants hereby agree to provide such services, upon the terms and conditions in this Agreement.

IN CONSIDERATION OF the recitals and the mutual covenants and agreements set forth in this Agreement, the parties agree as follows:

1. Consultants

- a. **Engagement of Consultants.** Hinsdale Township High School District 86 desires to engage the Consultants to perform and to provide all necessary professional consulting services (the "Services") as set forth in the Scope of Work (the "Scope") attached as Exhibit A to this Agreement. The Consultants shall provide the Services pursuant to the terms and conditions of this Agreement. The terms of this Agreement shall be from the Effective Date until June 30, 2021.
- b. **Representations of Consultants.** The Consultants represent that they are sufficiently experienced and competent to perform the Services in a manner consistent with the standards of professional practice by recognized consultants providing services of a similar nature. The Parties now hereby agree as follows:
 - To build racial consciousness and capacity for more vulnerability and adaptive leadership through coaching and facilitation.
 - To provide strategic support to the leadership team in the planning and execution of racial equity work for the 2020-2021 school year.

2. Payment

- a. **Consulting Fee:** Organization shall pay the following fees to consultant totaling:
 - i. \$37,000 ("Consulting Fee") for the following Consulting Services:
 1. Community CELT meetings
 2. Leadership CELT meetings
 3. Acceleration for Antiracist Leaders training
 - ii. \$12,000 for 1 facilitator ("Consulting Fee") for the following Consulting Services:
 1. Two Day Introduction to Race training
- b. **Payment Schedule:**
 - i. Organization shall pay Consultants in monthly installments of \$3,700 for ten months (September 2020 through June 2021) for the ongoing Community CELT meetings, Leadership CELT meetings, and Acceleration for Antiracist Leaders training as described in Consulting Services and Exhibit A, Scope of Work. The monthly

payments will be in two separate amounts of \$1,850 - one payment to Anew Collective Consulting LLC and one payment to Saxman Consulting LLC.

- ii. Payment for the two-day *Introductions to Race* trainings will be paid in the amount of \$12,000 upon completion of the training to Anew Collective Consulting LLC.
- c. Cancellation: Upon full execution of this Agreement, the Organization is responsible for the payment of the Consulting Fee, regardless of whether it proceeds with the Consulting Services. Such payment shall be made within two (2) weeks of the originally scheduled date.
- d. Late Fees: The Consultants reserve the right to charge a penalty for late payment of the Consulting Fee.
- e. Confidentiality: Organization agrees to maintain the confidentiality of the Consulting Fees.

3. Materials

- a. The Organization will provide a laptop (PC) and screen for projection for in-personal facilitation. The laptop must contain the following: PowerPoint capabilities; a DVD drive; Internet access; audio connections to play clips; and clicker to advance slides.
- b. The Organization will provide access to ZOOM or a platform with similar functionality for remote facilitation.
- c. The Organization will provide any digital or printed materials to support intersession work for participants.
- d. The Organization will provide any material such as copies of handouts, butcher block paper, markers, etc. for in-personal facilitation.

4. Intellectual Property


- a. In the course of providing services to the Organization, the Consultants may invent, design, or create in areas directly or indirectly related to racial equity/diversity-related support services ("Work Product"). All Consultants Work Product shall be owned exclusively by the Consultants. The Consultants and the Organization agree that any materials, information, or deliverables prepared by the Consultants shall not be considered a work made for hire. The Consultants shall have the sole and exclusive right to create or use any derivative work based upon the Work Product, and nothing herein shall be read as limiting its right to offer for sale, sell, license, or otherwise use or transfer any work product in any form for any other commercial purpose.
- b. The Organization shall have a non-exclusive license to use the materials solely for its internal purposes without the right to sublicense. The Organization shall not have the right to record or reproduce the Consultants' Consulting Services in any format.

5. Limited Use.

- a. The Organization shall have the limited right to use the name of the Consultants and Company, professional qualifications, and images, subject to their approval, for the sole purpose of identifying Consultant as providing Consulting Services to Organization.
- b. The Consultants shall have the right to identify the name of the Organization, the date of its Consulting Services, and the

title (if any) of the presentation conducted as part of the Consulting Services.

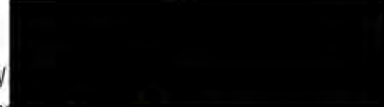
6. **The Consultants.** In performing services for the Organization under this Agreement, the Consultants shall act as independent consultants with respect to the Organization and not as its employee.
7. **Taxes.** Consultants agree that it is solely responsible for reporting, withholding, and/or paying any and all employment-related taxes, payments, and/or withholdings for any payments from the Organization for Consulting Services. The Organization shall issue the Consultant a W-9 for the Consulting Fee.
8. **Governing Law.** This Agreement shall be construed and enforced in accordance with the laws of the State of Illinois.
9. **Severability.** Should any provision of this Agreement be held by a court of law to be illegal, invalid or unenforceable, the legality, validity, and enforceability of the remaining provisions of this Agreement shall not be affected or impaired thereby.
10. **Assignment.** No Party may assign or subcontract its rights or obligations under this Agreement.
11. **Entire Agreement and Notice.** This Agreement contains the entire understanding of the Parties and may not be amended without the written consent of both Parties. This Agreement supersedes any and all prior agreements and understandings.
12. **Knowing and Voluntary Agreement.** The Parties have carefully read all parts of this Agreement and fully understand their meaning. The Parties understand that this Agreement is legally binding, and affirm that the Parties are entering into it voluntarily.
13. **Signature.** This Agreement may be executed and delivered in counterparts, and executed copies may be delivered by facsimile or electronic mail.

By 
Ismalis Nuñez
Anew Collective Consulting, LLC
2423 W. Lunt Ave. 3s
Chicago, IL 60645

Date: 9.14.20

By 
Christine Saxman
Saxman Consulting, LLC
6145 N Maplewood Ave
Chicago, IL 60659

Date: 9.14.20

By 
Tamarah Ferriss
Superintendent of Schools
Hinsdale Township High School District 86
5500 S Grant St, Hinsdale, IL 60521

Date:

Exhibit A

Scope of Work

The Consultants have been engaged by the Administrative Leadership Team at Hinsdale Township High School District 86 to provide the services described below and will be ongoing for accountability.

Deliverables

Work Plan

The Consultants are responsible for developing and implementing a plan to complete the projects and milestones listed in the table below. The Consultants select and the Organization shall approve a format for the plan which shall include a listing of tasks and timelines required to achieve the projects and milestones in the table below:

PROJECT	SCOPE OF WORK
<p>BIMONTHLY COMMUNITY CELT (Culture and Equity Leadership Team) MEETINGS <i>Meetings:</i> Seven (7) Meetings Total <i>Timeframe:</i> July 2020-May 2021 <i>Duration:</i> Two (2) hrs each <i>Cost:</i> \$11,000 for Two (2) facilitators</p>	<p>Cost includes: <i>Planning/Feedback</i> Meeting individually or as a group with core members of the leadership team for any feedback loops and curriculum design to support overall racial equity work in the district. <i>Curriculum Design</i> Setting goals and designing seminars to meet those goals for Community CELT including intersession work to support participants in building personal racial consciousness for collective action and accountability. <i>Facilitation</i> Interracial facilitation to achieve the goals of each meeting.</p>
<p>MONTHLY DISTRICT LEADERSHIP CELT (Culture and Equity Leadership Team) MEETINGS <i>Meetings:</i> Six (6) Meetings Total <i>Timeframe:</i> July 2020-May 2021 <i>Duration:</i> Two (2) hrs each meeting <i>Cost:</i> \$15,000 for Two (2) facilitators</p>	<p>Cost Includes: <i>Planning/Feedback</i> Meeting individually or as a group with core members of the leadership team for any feedback loops and curriculum design to support overall racial equity work in the district. <i>Curriculum Design</i> Setting goals and designing seminars to meet those goals for Leadership CELT including intersession work to support participants in building personal racial consciousness for collective action and accountability. <i>Facilitation</i> Interracial facilitation to achieve the goals of each meeting.</p>

<p>INTRODUCTION TO RACE TRAINING <i>Meetings:</i> Two (2) Two (2) Day Trainings (Four (4) Days Total) <i>Timeframe:</i> November 2020 and January 2021 <i>Duration:</i> Two (2) days, Seven (7) hrs each day <i>Cost:</i> \$12,000 for One (1) facilitator</p>	<p>Cost Includes: <i>Planning/Feedback</i> Meeting individually or as a group with core members of the leadership team to support the development of the participants and bring them into the racial equity work of the District. <i>Facilitation</i> Individual facilitation to deepen the racial consciousness of the participants. Interracial facilitation to deepen the racial consciousness of the participants and to model interracial communication and partnership.</p>
<p>ACCELERATION FOR ANTI-RACIST LEADERS TRAINING <i>Meetings:</i> Three (3) Meetings Total for each building <i>Timeframe:</i> August 2020-May 2021 <i>Duration:</i> Three (3) hrs for each session <i>Cost:</i> \$11,000 total for both buildings</p>	<p>Cost Includes: <i>Planning/Feedback</i> Meeting individually or as a group with core members of the leadership team to support the development of the participants and bring them into the racial equity work of the District. <i>Facilitation</i> Co-facilitation to deepen the racial consciousness of the participants.</p>

OPERATIONAL SERVICES

4:60 Purchases and Contracts

The Superintendent shall manage the District's purchases and contracts in accordance with State law, the standards set forth in this policy, and other applicable Board of Education policies.

Standards for Purchasing and Contracting

All purchases and contracts shall be entered into in accordance with State law. The Board Attorney shall be consulted as needed regarding the legal requirements for purchases or contracts. All contracts shall be approved or authorized by the Board.

All purchases and contracts should support a recognized District function or purpose as well as provide for good quality products and services at the lowest cost, with consideration for service, reliability, and delivery promptness, and in compliance with State law. No purchase or contract shall be made or entered into as a result of favoritism, extravagance, fraud, or corruption.

Adoption of the annual budget authorizes the Superintendent or designee to purchase budgeted supplies, equipment, and services, provided that State law is followed. Purchases of items outside budget parameters require prior Board approval, except in an emergency.

When presenting a contract or purchase for Board approval, the Superintendent or designee shall ensure that it complies with applicable State law, including but not limited to, those specified below:

1. Supplies, materials, or work involving an expenditure in excess of \$25,000 must comply with the State law bidding procedure, [105 ILCS 5/10-20.21](#), unless specifically exempted.
2. Construction, lease, or purchase of school buildings must comply with State law and Board policy 4:150, *Facility Management and Building Programs*.
3. Guaranteed energy savings must comply with [105 ILCS 5/19b-1](#) et seq.
4. Third party non-instructional services must comply with [105 ILCS 5/10-22.34c](#).
5. Goods and services that are intended to generate revenue and other remunerations for the District in excess of \$1,000, including without limitation vending machine contracts, sports and other attire, class rings, and photographic services, must comply with [105 ILCS 5/10-20.21](#)(b-5). The Superintendent or designee shall keep a record of: (1) each vendor, product, or service provided, (2) the actual net revenue and non-monetary remuneration from each contract or agreement, and (3) how the revenue was used and to whom the non-monetary remuneration was distributed. The Superintendent or designee shall report this information to the Board by completing the necessary forms that must be attached to the District's annual budget.
6. Any contract to purchase food with a bidder or offeror must comply with [105 ILCS 5/10-20.21](#)(b-10).
7. The purchase of paper and paper products must comply with [105 ILCS 5/10-20.19c](#) and Board policy 4:70, *Resource Conservation*.
8. Each contractor with the District is bound by each of the following:
 - a. In accordance with [105 ILCS 5/10-21.9](#)(f): (1) prohibit any of its employees who is or was found guilty of a criminal offense listed in [105 ILCS 5/10-21.9](#)(c) and [5/21B-80](#)(c) to have direct, daily contact at a District school or school-related activity with one or more student(s); (2) prohibits any of the contractor's employees from having direct, daily contact with one or more students if the employee was found guilty of any offense in [5/21B-80](#)(b) (certain drug offenses) until seven years following the end of the employee's sentence for the criminal offense; and (3) require each of its employees who will have direct, daily contact with student(s) to cooperate during the District's fingerprint-based criminal history records check on him or her.
 - b. In accordance with [105 ILCS 5/24-5](#): (1) concerning each new employee of a contractor that provides services to students or in schools, provide the District with evidence of physical fitness to perform the duties assigned and freedom from communicable disease if the employee will have direct, daily contact with one or more student(s); and (2) require any new or existing employee who has and will have direct, daily contact with one or more student(s) to complete additional health examinations as required by the District and be subject to additional health examinations, including tuberculosis screening, as required by the Illinois Department of Public Health rules or order of a local health official.

The Superintendent or designee shall: (1) execute the reporting and website posting mandates in State law concerning District contracts, and (2) monitor the discharge of contracts, contractors' performances, and the quality and value of services or products being provided.

LEGAL REF.:

[105 ILCS 5/10-20.19c](#), [5/10-20.21](#), [5/10-21.9](#), [5/10-22.34c](#), [5/19b-1](#) et seq., and [5/24-5](#).

[820 ILCS 130/](#).

CROSS REF.: 2:100 (Board Member Conflict of Interest), 4:70 (Resource Conservation), 4:150 (Facility Management and Building Programs), 4:175 (Convicted Child Sex Offender; Screening; Notifications)

ADOPTED: July 23, 2020

Hinsdale Township High School District 86

Ismalis Nuñez
Anew Collective Consulting, LLC
ismalis@anewcollectiveconsulting.com
312.504.0765

Christine Saxman
christine.saxman@gmail.com
773.255.0858

June 16, 2020

Hinsdale Township High School District 86
5500 S Grant St,
Hinsdale, IL 60521

District 86 Administration Team,

Thank you for taking the time to speak with Christine and me about how we might be able to assist you in building the capacity to address the racial disparities in Hinsdale District 86. As discussed, during this time you are looking to create opportunities for individuals to begin and continue to develop racial consciousness.

PROJECT GOALS

As we understand it, the goals of this project are:

- Preparation and facilitation, and follow-up for:
 - Monthly Culture and Equity Leadership Team
 - Monthly group facilitation and coaching of the executive team

PROCESS AND SCOPE OF WORK

Given your goals and the overall needs, the work proposed allows for:

- Capacity building through vulnerability and leadership
- Opportunity to be adaptive and build capacity with the leadership team to plan for the scope of racial equity work for the 2020-2021 school year

THE SCOPE OF WORK INCLUDES:

- PLANNING
 - Meeting individually or as a group with core members of the leadership team for any feedback loops and curriculum design to support overall racial equity work in the district.
- CURRICULUM DESIGN
 - Includes: Designing seminars for Leadership Team and CELT and with opportunity for reflection sections to help participants conceive how they would run their own group as well as providing specific facilitation training.
- FACILITATION
 - CELT once a month beginning in June 2020-May 2021
 - Administration leadership team monthly beginning June 2020-May 20201

As we discussed these are just some of the first steps on a long journey ahead of us for District 86. Our hope is that as more information becomes available from this project we can begin to think about long term racial equity work such as:

- Acceleration for anti-racist teachers and leadership development
- Train the Trainer programming for department leads/co-chairs, etc.
- Board racial equity training series

We look forward to working with you all on how to best strategize on how to move this project forward.

INVESTMENT

Our fee for conducting this scope of work is \$31,000. This includes the work outlined above and hours of documentation of all proposed steps. Thank you again for allowing us the opportunity to present this proposal. Once we are able to finalize the project scope, We will submit a contract and invoice.

Sincerely,

Ismalis Nuñez

Christine Saxman

PROFESSIONAL SERVICES AGREEMENT

THIS PROFESSIONAL SERVICES AGREEMENT (this "**Agreement**") is entered into as of **November 25, 2019** (the "**Effective Date**"), by and between **PACIFIC EDUCATIONAL GROUP, INC.**, a California corporation ("**PEG**") and **Hinsdale Township High School District 86** an Illinois Public School District ("**Client**").

NOW, THEREFORE, in consideration of the mutual covenants contained herein, and for other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the parties hereto, intending to be legally bound, agree as follows:

1. **Services.**

1.1. **Services.** PEG will perform the professional services (the "**Services**") and provide the deliverables (the "**Deliverables**") in accordance with the requirements set forth on the applicable statement of work (the "**Statement of Work**") set forth on **Exhibit A**, attached hereto and incorporated herein, which may be amended from time to time by the written agreement of the parties. PEG agrees to perform the Services and provide the Deliverables in a professional manner, in the time and manner requested by Client, and otherwise in accordance with this Agreement.

1.2. **Third Party Contracts.** Subject to Client's prior written consent, Client authorizes PEG to enter into contracts with third parties ("**Authorized Contracts**") when such contracts are necessary for the completion of the Services and/or Deliverables. Client assumes full liability and responsibility for any expenditures resulting from such Authorized Contracts. While PEG shall endeavor to guard against any loss to Client resulting from the failure to perform or improper performance by any third party, PEG shall not be liable or responsible to Client for any such loss. Notwithstanding anything in this Agreement to the contrary, PEG shall not be required to obtain Client's prior written consent to contract with commercial venues or carriers on Client's behalf, including without limitation hotels or airlines for PEG travel, or with any vendors who render general services for PEG in the ordinary course of business, including without limitation, copy centers, couriers, delivery or messenger services, tape duplicating services, providers of satellite media tours and/or clip services.

1.3. **Non-Exclusivity.** Client acknowledges and agrees that PEG will be providing services pursuant to this Agreement on a non-exclusive basis and may perform similar services from time to time for other clients. This Agreement shall not prevent PEG from performing such similar services for such other clients.

2. **Compensation.**

2.1. **Fees.** Subject to the terms and conditions of this Agreement, Client will pay a total fee of **11,150.00, Eleven thousand one hundred fifty US Dollars, ("Fee")**, payable upon receipt of an invoice from PEG pursuant to **Section 2.3**.

2.2. **Expenses.** Client shall promptly reimburse PEG for PEG's reasonable, actual, out-of-pocket expenditures incurred by PEG in carrying out PEG's duties under this Agreement upon receipt of proper documentation, provided that such expenses are preapproved by Client.

2.3. **Billing.** PEG shall invoice Client promptly. Client agrees to pay PEG within **thirty (30) business days** after receipt of PEG's invoice, which will include any substantiating documentation for expenses as may be requested by Client. Client shall pay each invoice promptly and shall not have any right of set off for any claim filed against PEG. Failure of Client to timely pay invoices is a material breach of this Agreement.

2.4. **Late Payment Terms.** If Client fails to make a payment of the invoice when due, Client shall pay to PEG a late payment charge equal to one and one-half percent (1.5%) of the unpaid amount of such invoice for each month beyond the original payment due date during which such amount remains unpaid. In no event will the late fee charged to Client hereunder exceed the maximum rate allowable under applicable law. In the event Client repeatedly makes late payments under this Agreement or Client's credit is impaired as determined by PEG in its sole discretion, PEG reserves the right to change the requirements as to terms of payment under this Agreement or terminate this Agreement pursuant to **Section 4.3**. Should Client be in default with respect to payment under this Agreement, PEG reserves the right to suspend some or all Services and/or Deliverables hereunder until arrangements satisfactory to PEG are made. Client agrees to reimburse PEG for any costs incurred (including reasonable

attorneys' fees and court costs) in connection with PEG's attempts to collect any sums that are more than **thirty (30) days** past due.

- 2.5. Disputed Charge.** In the event of any dispute with regard to a portion of an invoice, Client shall:
- (a) notify PEG in writing of the disputed amount within **five (5) business days** of receipt of the invoice,
 - (b) specifically identify the reason for the dispute, and
 - (c) pay all undisputed amounts owed while the dispute is under negotiation.

3. Relationship of Parties.

3.1. Independent Contractors. The parties acknowledge and agree that they are dealing with each other as independent contractors. Neither this Agreement nor any terms and conditions contained in this Agreement may be construed to: (a) give any party the power to direct and control the day-to-day activities of any of the other; (b) create or constitute a partnership, joint venture, franchise, employment or agency relationship between or among the parties; or (c) allow any party to create or assume any obligation on behalf of the other party, not including such obligations related to completing the Services and/or Deliverables.

3.2. PEG's Taxes. PEG shall be solely responsible for all withholding, self-employment, social security, or other federal, state or local taxes attributable to all compensation paid by Client under this Agreement, including but not limited to the Fee. PEG shall be solely responsible for all workers' compensation insurance premiums, if any. PEG agrees to indemnify, defend and hold Client harmless for all such taxes, charges and expenses.

4. Term and Termination.

4.1. Term. The term of this Agreement commences as of the Effective Date and will continue in full force and effect until the Services are performed and the Deliverables provided pursuant to the terms contained in Exhibit A, unless earlier terminated pursuant to the terms herein (the "**Term**").

4.2. Termination Without Cause. This Agreement or any Statement of Work may be terminated by either party without cause after providing the other party **sixty (60) days'** prior written notice ("**Notice Period**").

4.3. Termination With Cause. Either party may terminate this Agreement or any Statement of Work for material breach or default of the other party on **thirty (30) days'** prior written notice to the breaching party. If within the **thirty (30) day** period the breaching party does not cure the material breach or default, or commence the cure of such material breach or default for items that are not curable within the **thirty (30) day** time frame, this Agreement will automatically terminate at the end of that period. If Client fails to make a payment as specified in this Agreement, PEG shall notify Client of such failure. If Client fails to cure such breach within **three (3) business days** after receipt of such notification, then PEG may immediately terminate this Agreement or any Statement of Work without any further notice, in its sole discretion.

4.4. Client's Post-Termination Obligations. Upon termination of this Agreement pursuant to Section 4.3, Client shall be liable for the following obligations: (a) reimbursing PEG for reimbursable expenses incurred prior to the notice of termination; (b) assuming PEG's liability for all Authorized Contracts and commitments PEG is unable to cancel; and (c) reimbursing PEG for any cancellation or other penalties incurred under the Authorized Contracts.

4.5 Cancellation. Client may cancel and reschedule any Seminar(s) by sending written notice ("Notice of Cancellation") to PEG by electronic mail addressed to: PEG Manager/Contact as referenced in Exhibit A, Statement of Work, in *advance* of any such Seminar. In the event of a cancellation under this Section 4.5, Client shall pay to PEG the cancellation fee ("Cancellation Fee") set forth in Section 4.5.1 and reimburse PEG for reimbursable expenses approved by Client under Section 2.2 of this Agreement if PEG is not able to cancel or avoid such expenses after *receiving* Client's notice of Cancellation.

4.5.1 Cancellation Fees. Client shall pay to PEG a Cancellation Fee as follows: (i) if Client's Notice of Cancellation is received by PEG within fourteen (14) calendar days before the planned Seminar, PEG is entitled to 100% of the Fee associated with such Seminar; (ii) if Client's Notice of Cancellation is received by PEG between fifteen (15) calendar days and thirty (30) calendar days before a planned Seminar, then PEG is entitled to 50% of the Fee associated with such Seminar, and (iii) if Client's Notice of Cancellation is received by PEG more than thirty (30) calendar days before a planned Seminar, PEG

is not entitled to receive a Cancellation Fee. Irrespective of the date upon which PEG receives any notice of cancellation, Client is responsible for payment of travel/lodging cancellation, rescheduling and/or rebooking fees PEG incurs by virtue of a Client cancellation.

4.5.2 Consequences of Cancellation. As part of Client's Notice of Cancellation, Client shall request that any cancelled Seminar(s) be rescheduled and the Parties will work together, in good faith, to reschedule such cancelled Seminar(s).

1. **Intellectual Property Rights and Trademarks.** PEG (and its licensors as applicable) shall retain full and sole title, copyright, patent, trademark and other proprietary rights in its Services, Deliverables and/or training protocols (for the purposes of this Section 5, collectively referred to as the "**Training Protocols**"), the underlying documents and materials, including user manuals, PowerPoint presentations, handouts, and any backup or archival copies of the aforementioned provided to Client by PEG and any modifications or translations thereof, "Pacific Educational Group, Inc.," "Pacific Educational Group," "PEG," and "Courageous Conversation," and any other trademarks, service marks, know-how and other proprietary property adopted by PEG to identify the Training Protocols and other PEG products and services (collectively, referred to as the "**PEG IP**"). Client shall not have any rights in or to the PEG IP, and Client shall not use the PEG IP in any way other than as specifically allowed for under this Agreement. Client agrees not to cause or permit the reverse creation or recompilation of the PEG IP. Client shall not market any of the PEG IP in any way which implies that they are the proprietary product of Client or of any party other than PEG (and its licensors as applicable). Client shall take all reasonable steps to ensure that its employees, agents, contractors and clients are aware of and comply with the foregoing. PEG IP includes, but is not limited to, the following:

1. B.O.E. ("Board of Education Racial Equity Leadership Development")
2. Beyond Diversity
3. Beyond Diversity 2
4. Beyond Diversity Day 3
5. Beyond Diversity Online
6. C.R.E. ("Coaching for Racial Equity")
7. C.R.I.C. ("Culturally Relevant Instructional Coaching")
8. CARE ("Collaborative Action Research for Equity")
9. CCAR ("Courageous Conversations About Race")
10. Courageous Conversations About Race
11. Courageous Conversation™
12. Courageous Corporation
13. D.E.L.T.A. ("District Equity Leadership Team Advisory")
14. DEAP ("District Equity Assessment Process")
15. DELT ("District Equity Leadership Team")
16. Equity Teams
17. Equity Walk
18. E-Team ("Equity Team")
19. ETP ("Equity Transformation Plan")
20. Leadership for Racial Equity and Racial Equity Leadership
21. LEADS ("Leaders Engaged in Equity Anti-Racism Development")
22. MORE Courageous Conversations About Race
23. P.R.E.P. ("Personal Racial Equity Purpose")
24. PASS ("Partnerships for Academically Successful Students")
25. PEG Affiliate
26. PEG Equity Transformation Affiliates
27. PEG Equity Transformation Specialists
28. PEGU
29. Race In My Life Exercise
30. S.P./E.L.L. ("SP/ELL Equity Leadership Development")
31. S.T.O.C. ("Staff of Color Equity Leadership Development")
32. SOAR ("Students Organized Against Racism")
33. Systemic Equity Transformation Framework
34. The Colorline Exercise
35. The Compass (of Courageous Conversation)
36. The Four Agreements (of Courageous Conversation)
37. The Independent School Equity Council
38. The National Summit (for Courageous Conversation)
39. The PEG Framework is the Systemic Racial Equity Transformation Framework

40. The Regional Summit (for Courageous Conversation)
41. The Six Conditions (of Courageous Conversation)
42. White Talk/Color Commentary

Client shall not use any PEG trademark or any other mark likely to cause confusion with a PEG trademark as any portion of Client's tradename or trademark for any other products of Client. Client shall have the right to use PEG trademarks solely to refer to PEG's Programs, products and services. Client shall keep visible all PEG copyright notices and other such marks on the Training Protocols (and user manuals). Client agrees with respect to each registered trademark of PEG, to include in each advertisement, brochure, or other such use of the trademark, the symbol "TM" and the following statement:

"COURAGEOUS CONVERSATION" is a trademark of Pacific Educational Group, Inc.

If any obligation under this Section 5 is breached, then, in addition to other rights PEG may have under this Agreement, PEG shall be entitled to seek performance and temporary or permanent injunctive relief, as well as any other remedies available at law or in equity.

6. **Client Obligations.** Client shall be responsible for: (a) the accuracy, completeness and propriety of information concerning Client's organization, products, and services, whether provided to PEG by Client or by a third party authorized by Client; (b) the accuracy, completeness and propriety of any ideas or directions, whether provided to PEG by Client or by a third party authorized by Client; (c) rights, licenses and permissions to use materials furnished to PEG by Client or by a third party on Client's behalf; and (d) compliance with all laws and regulations applicable to Client's business.
7. **Non-Circumvention.** Client agrees that it will not use PEG IP to circumvent the terms of this Agreement in order to create its own program or enter into a related transaction with a third party.
8. **Indemnification.**
 - 8.1. **Client's Indemnification of PEG.** Client shall defend, indemnify and hold harmless PEG and its directors, employees and agents from and against any loss, damage, liability, claim, demand, action, cost and expense (including reasonable attorney's fees and costs) (collectively "**Losses**") resulting from any claims, allegations, actions, suits, or proceedings made against PEG by any third party, including any governmental entity, which arise out of or relate to any third party claims or actions based on Client's negligence or willful misconduct in performing its obligations under this Agreement.
 - 8.2. **PEG's Indemnification of Client.** PEG shall indemnify, defend and hold harmless Client and its parent, subsidiaries and affiliates and their respective directors, employees and agents from and against any and all Losses arising from or relating to any claim or allegation that the Services and/or Deliverables infringe any patent, copyright, trademark or other proprietary right, or misappropriate any trade secret, of any third party.
 - 8.3. **Commencement of An Action.** Upon the assertion of any claim or the commencement of any suit or proceeding by a third party against either party (the "**Indemnitee**") that may give rise to liability of the other party (the "**Indemnitor**") hereunder, the Indemnitee shall notify the Indemnitor of the existence of such claim and shall give the Indemnitor reasonable opportunity to defend and/or settle the claim at its own expense and with counsel of its own selection. The Indemnitee shall at all times have the right fully to participate in such defense at its own expense and shall not be obligated, against its consent, to participate in any settlement which it reasonably believes would have an adverse effect on its business. The Indemnitee shall make available to the Indemnitor all books and records relating to the claim, and the parties agree to render to each other such assistance as may reasonably be requested in order to insure a proper and adequate defense.
9. **Limitation of Liability.** EXCEPT FOR DAMAGES ARISING FROM ANY BREACH OF AND/OR OBLIGATIONS ARISING UNDER SECTION 8 (INDEMNIFICATION), PEG SHALL NOT BE LIABLE UNDER THIS AGREEMENT FOR LOST REVENUES OR INDIRECT, SPECIAL, INCIDENTAL, CONSEQUENTIAL, EXEMPLARY, OR PUNITIVE DAMAGES, EVEN IF PEG KNEW OR SHOULD HAVE KNOWN THAT SUCH DAMAGES WERE POSSIBLE AND EVEN IF DIRECT DAMAGES DO NOT

SATISFY A REMEDY. THE LIMITATIONS SET FORTH IN THIS SECTION 9 SHALL NOT APPLY TO ANY AMOUNTS DUE UNDER THIS AGREEMENT.

10. **Publicity.** PEG may use Client's name and any non-confidential materials produced hereunder in PEG's portfolio, on PEG's web site, intranet, and for internal and trade purposes. PEG will be required to obtain Client's written prior approval to utilize Client's trademarks or any Client materials or information in press releases, PEG brochures or award submissions.

11. **General Terms.**

11.1. **Insurance.** Each party shall maintain, at its sole cost and expense, policies of self-insurance or insurance providing adequate coverage for each party's general liability and professional liability, as may be necessary to protect each party or its employees, agents, or representatives in the discharge of its or their responsibilities and obligations under this Agreement.

11.2. **Force Majeure.** If PEG fails, refuses or is unable to render any of the Services or provide the Deliverables hereunder by reason of any governmental law, ordinance, order or regulation or by reason of fire, flood, earthquake, accident, act of God or public enemy or by reason of any other cause, thing or occurrence of the same or any other nature not within PEG's control ("**Force Majeure**"), then the Agreement shall be suspended for a period equal to the duration of the occurrence of any events of Force Majeure without additional payment during such suspension. PEG shall promptly notify Client of such Force Majeure condition, setting forth the nature of the occurrence, its expected duration and how PEG's performance is affected. No suspension shall relieve PEG of PEG's obligation to render the Services and provide the Deliverables hereunder when and as required by the terms of this Agreement, except during the continuance of a Force Majeure. Any such suspension shall end promptly after the cause of such suspension ceases, and all time periods and dates hereunder shall be extended by a period equal to the period of such suspension.

11.3. **Dispute Resolution.** Except as set forth in Section 11.3(c), any claim, controversy or dispute arising out of or relating to this Agreement (the "**Dispute**") shall be resolved in accordance with the procedures specified in this Section 11.3, which shall be the sole and exclusive procedures for the resolution of any such Disputes. The parties intend that these provisions shall be valid, binding, enforceable and irrevocable and shall survive any expiration or termination of this Agreement. The language to be used in resolving any Dispute and in all documents related thereto shall be English.

(a) **Informal Resolution.** Upon written notice from one party alleging a Dispute, the parties first agree to meet informally and make a good faith effort to resolve the Dispute; such meeting shall take place within **fifteen (15) days** of the written notice of the Dispute and be between the parties' respective presidents, chief executive officer or an equivalent officer. If, after a reasonable time not to exceed **thirty (30) days** after the meeting of the executives, the parties are unable to resolve the Dispute, the parties agree to attend non-binding mediation where the Dispute will be heard by a single mediator.

(b) **Formal Mediation.** The parties hereto will make a good faith attempt to resolve the Dispute by submitting it to JAMS or the American Arbitration Association ("**AAA**"), or their respective successors, for mediation in San Francisco, California, before resorting to any other formal dispute resolution procedure. The parties further agree that their respective good faith participation in mediation is a condition precedent to pursuing any other available legal or equitable remedy, including litigation, arbitration or other formal dispute resolution procedures. Either party may commence the mediation process by providing to JAMS or AAA and to the other party written request for mediation setting forth the subject of the Dispute and the relief requested. The parties will cooperate with JAMS or AAA and with one another in selecting a mediator from JAMS' or AAA's panel of neutrals, and in scheduling the mediation proceeding. The mediation of any Dispute must be conducted in accordance with the then-current JAMS or AAA national rules for the resolution of disputes pertaining to mediation, by a mediator who has had both training and experience as a mediator of commercial matters. If the parties are unable to agree on a mediator within ten (10) days of commencing the mediation process, the administrator of JAMS or AAA shall select an independent, neutral mediator in accordance with the criteria described in this Section 11.3(b). Within **thirty (30) days** after the selection of the mediator, the parties and their respective attorneys will meet with the mediator for one mediation session of at least four (4) hours. If the Dispute cannot be settled during such mediation session or mutually agreed continuation of the session, either party may give the mediator and the other party to the Dispute written notice declaring the end of the mediation process. The parties further acknowledge and agree that mediation proceedings are settlement negotiations, and that, to the extent allowed by applicable law, all offers, promises, conduct and statements, whether oral or written, made in the course of the mediation by any of the parties or their agents shall be confidential and inadmissible in any arbitration or other legal proceeding

involving the parties; *provided, however*, that evidence which is otherwise admissible or discoverable shall not be rendered inadmissible or non-discoverable as a result of its use in the mediation. Each party shall pay its own costs and expenses related to the mediation, and shall equally split the cost of the mediator. If, for any Dispute to which this Section 11.3(b) applies, a party commences an action without first attempting to resolve the matter through mediation, or refuses to mediate after a request has been made, then that party shall not be entitled to recover attorneys' fees, even if they would be available to that party in any such action.

(c) Binding Arbitration. If the Dispute has not been resolved by nonbinding means in accordance with Section 11.3(b) within ninety (90) days of the initiation of such procedure, then the Dispute shall be finally and exclusively settled by arbitration in accordance with the California Arbitration Act, Section 1282 et seq., as the same may be amended from time to time (the "**Rules**"), except as modified herein. Either party may initiate arbitration with respect to the matters submitted to mediation by filing a written demand for arbitration; *provided, however*, that if one party has requested the other to participate in a nonbinding procedure and the other has failed to participate, only the requesting party may initiate arbitration before expiration of the above period. The arbitration shall be held in San Francisco County, California. Unless otherwise agreed by the parties, the mediator shall be disqualified from serving as arbitrator in the case. The parties shall have fifteen (15) days from the receipt by the respondent of the demand for arbitration to agree on an arbitrator. If the parties fail to timely agree, on the request of any party such arbitrator shall be appointed by JAMS or the AAA in accordance with the Rules and the procedures set forth herein. Any arbitrator appointed by JAMS or the AAA shall be either a retired judge with experience in business cases or a practicing attorney with at least ten (10) years experience with business cases. The hearing on the merits shall be held as expeditiously as possible, if practicable no later than two (2) months after the appointment of a single arbitrator. The hearing shall, if practicable, last no longer than three (3) days, which shall be consecutive, if possible. The award, which shall be in writing and shall briefly and concisely state the findings of fact and conclusions of law on which it is based, shall be rendered, if practicable, within twenty (20) days of the close of the hearing. The arbitrator shall not have any power to alter, amend, modify or change any of the terms of this Agreement nor to grant any remedy which is either prohibited by the terms of this Agreement, or not available in a court of law. In rendering an award, the arbitrator shall be required to follow the law of the State of California. The arbitrator is not empowered to award damages in excess of compensatory damages and each party hereby irrevocably waives any right to recover such damages with respect to any Dispute resolved by arbitration. The costs of the arbitration, including any administration fee, the arbitrators' fees, and costs for the use of facilities during the hearings, shall be borne equally by the parties to the arbitration. The costs of the arbitration (including reasonable attorneys' fees and expenses) may be awarded to the prevailing party or most prevailing party at the discretion of the arbitrator. The award shall be final and binding upon the parties and shall be the sole and exclusive remedy between the parties regarding any claims, counterclaims, issues or accounting presented to the arbitral tribunal. Judgment upon any award may be entered in any court having jurisdiction thereof; *provided, however*, that if Client is incorporated or resides in a jurisdiction outside the United States, then Client agrees to abide by the Convention on the Recognition and Enforcement of Foreign Arbitral Awards for enforcement of any award against Client. Any costs or fees (including reasonable attorneys' fees and expenses) incident to enforcing the award shall be charged against the party resisting such enforcement.

Please initial:

Client

PEG

(d) Effect of Arbitration. By agreeing to arbitration, the parties do not intend to deprive any court of its jurisdiction to issue a pre-arbitral injunction, pre-arbitral attachment or other order in aid of arbitration proceedings and the enforcement of any award. Without prejudice to such provisional remedies as may be available under the jurisdiction of a court, the arbitral tribunal shall have full authority to grant provisional remedies or modify or vacate any temporary or preliminary relief issued by a court, and to award damages for the failure of any party to respect the arbitral tribunal's orders to that effect.

11.10. Notice. All notices hereunder shall be in writing and be deemed given upon written verification of receipt from express overnight/next day courier (Federal Express Priority Mail or its equivalent). All notices shall be sent to:

PEG:
Chris Lim
Chief of Staff
Pacific Educational Group, Inc.
795 Folsom Street, 1st Floor
San Francisco, CA 94107

With a copy to:
Sean T. Carter
Attorney at Law
The Carter Law Group
2340 Powell Street, Suite 355
Emeryville, CA 94608

Client: Domenico Maniscalco
Chief Human Resources Officer
Hinsdale Township High School District 86
5500 South Grant Street
Hinsdale, IL 60521

Notwithstanding the foregoing, it is understood and agreed by the parties that (a) approval to incur expenses may be provided to PEG by Client via e-mail and (b) approval to release Deliverables contemplated for release and prepared in connection with the Services may be provided via e-mail. A party may change its address for notices by written notice given pursuant to this [Section 11.10](#).

11.11. No Assignment. Neither party shall assign nor transfer any part of its interest in this Agreement without the express written consent of the other party.

11.12. Entire Agreement. This Agreement, including any Exhibits attached hereto, constitutes the entire agreement between the parties hereto with respect to the subject matter of this Agreement and, except to the extent otherwise contemplated by this Agreement, supersedes all previous oral and written agreements, proposals, negotiations, representations, commitments, and other communications among the parties with respect to its subject matter. This Agreement may only be modified in a writing signed by the parties hereto.

11.13. Severability. In the event that any portion of this Agreement is held to be illegal or otherwise unenforceable, such portion shall be severed or construed as nearly as possible to reflect the original intent of the parties, and the balance of the Agreement shall continue in full force and effect.

11.14. Counterparts. The parties may execute this Agreement in counterparts each of which shall be deemed an original and all of which taken together shall constitute one instrument. Any signed counterpart delivered as a PDF or other electronic copies or by facsimile shall be deemed for all purposes to constitute such party's good and valid execution and delivery of this Agreement.

11.15. Survival. The rights and obligations of this Agreement, which by their nature are intended to survive expiration or termination shall survive, including but not limited to: [Sections 4](#) through [11](#) (including all of the subsections) of this Agreement.

[SIGNATURES ON NEXT PAGE]

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed by their duly authorized representative as of the Effective Date.

PEG:

PACIFIC EDUCATIONAL GROUP, INC., a California corporation

Name: Luis Versalles
Title: Director of PreK-12 District Partnerships

CLIENT:

HINSDALE TOWNSHIP HIGH SCHOOL DISTRICT 86

Name: Domenico Maniscalco
Title: Chief Human Resources Officer

EXHIBIT A
STATEMENT OF WORK

1. Work Administration.

1. PEG Project Manager/Contact:

Name/Title:	Apelila Peniata, Executive Assistant, PK-12 District Partnerships
Address:	795 Folsom Street, 1 st Floor, San Francisco, CA 94107
Phone:	415.346.4575
E-mail:	apeniata@courageousconversation.com

2. Client Project Manager/Contact:

Name/Title:	Karen Zahara, Executive HR Assistant
Address:	Hinsdale Township High School District 86 5500 South Grant Street Hinsdale, IL 60521
Phone:	630-655-6114
E-mail:	kzahara@hinsdale86.org

2. Description of Deliverables and Services to be Developed and the Specifications.

2.1 Time and Location of the Work

March 11-12, 2020, 8:00 am - 3:30 pm, at a location to be secured by Client

2.2 Listing and Description of Deliverables and Services

One, 2-day Beyond Diversity seminar for up to 80 participants
Electronic handout file to be sent prior to seminar for printing by Client

2.3 Anticipated Individuals Who Will Perform Services

Leidene King, Equity Transformation Specialist

2.4 Specific Objectives to be Accomplished

Developing and accelerating the district's capacity to engage in systemic equity transformation and eliminate racial disparities.

hd
10-2-20

Back to Invoice

12
acct?



Anew Collective
Consulting

Payment Receipt

Invoice #5

for Hinsdale Township High School District 86
paid on Sept. 30, 2020

Anew Collective Consulting, LLC
2423 West Lunt Avenue
Apt. 3s
Chicago, Illinois 60645
United States
Tel: (224) 532-9209

Payment for Invoice #5

Payment Amount: **\$3,700.00 USD**

PAYMENT METHOD: *4540



P-Card #5

Back to Invoice

P.D.



Anew Collective Consulting

BV

1-4-21

Payment Receipt

Invoice #27

for Hinsdale Township High School District 86
paid on Jan. 4, 2021

Anew Collective Consulting, LLC
6177 N. Lincoln Ave.
#346
Chicago, Illinois 60659
United States
Tel: (224) 532-9209

Payment for Invoice #27

Payment Amount: **\$3,700.00 USD**

PAYMENT METHOD: 4540



Thanks for your business. If this invoice was sent in error, please

bu
2-1-21

Back to Invoice

#13

2210.300



Anew Collective Consulting

Payment Receipt

Invoice #30

for Hinsdale Township High School District 86
paid on Feb. 1, 2021

Anew Collective Consulting, LLC
6177 N. Lincoln Ave.
#346
Chicago, Illinois 60659
United States
Tel: (224) 532-9209

Payment for Invoice #30

Payment Amount: **\$3,700.00 USD**

PAYMENT METHOD: 2252



Thanks for your business. If this invoice was sent in error, please contact ismalis@anewcollectiveconsulting.com



BV
11-14-20

29

2210.300

[Back to Invoice](#)



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Consulting

Payment Receipt

Invoice #14

for Hinsdale Township High School District 86
paid on Nov. 10, 2020

Anew Collective Consulting, LLC
6177 N. Lincoln Ave.
#346
Chicago, Illinois 60659
United States
Tel: (224) 532-9209



Payment for Invoice #14

Payment Amount: **\$3,700.00 USD**

PAYMENT METHOD: *4540

PAID



INVOICE

Anew Collective Consulting, LLC
2423 West Lunt Avenue
Apt. 3s
Chicago, Illinois 60645
United States

☐(224) 532-9209☐

BILL TO
Hinsdale Township High School District
86
Tamara Prentiss
5500 South Grant Street
Hinsdale, Illinois 60521
United States

(630) 655-6110
tprentis@hinsdale86.org

Invoice Number: 5

Invoice Date: September 14, 2020

Payment Due: October 14, 2020

Amount Due (USD): \$3,700.00

 [Pay Securely Online](#)

Services	Hours	Price	Amount
Consulting September payment for planning, facilitation, and reflection on Community CELT meetings, Leadership CELT meetings, and Acceleration for Antiracist Leaders training.	1	\$3,700.00	\$3,700.00

Total: \$3,700.00

Amount Due (USD): \$3,700.00

[Pay Securely Online](#)

VISA



link.waveapps.com/vwdx79-9my6kn

Notes / Terms

Please send check to 114 Wayne SE Grand Rapids, MI 49548



INVOICE

Anew Collective Consulting, LLC
6177 N. Lincoln Ave.
#346
Chicago, Illinois 60659
United States

☐(224) 532-9209☐

BILL TO
Hinsdale Township High School District
86
Tamara Prentiss
5500 South Grant Street
Hinsdale, Illinois 60521
United States

(630) 655-6110
tprentis@hinsdale86.org

Invoice Number: 14

Invoice Date: November 8, 2020

Payment Due: December 23, 2020

Amount Due (USD): \$3,700.00

 [Pay Securely Online](#)

Services	Hours	Price	Amount
Consulting October payment for planning, facilitation, and reflection on Community CELT meetings, Leadership CELT meetings, and Acceleration for Antiracist Leaders training.	1	\$3,700.00	\$3,700.00

Total: \$3,700.00

Amount Due (USD): \$3,700.00

[Pay Securely Online](#)



link.waveapps.com/jtcsqg-tk89ud



INVOICE

Anew Collective Consulting, LLC
6177 N. Lincoln Ave.
#346
Chicago, Illinois 60659
United States

(224) 532-9209

BILL TO
Hinsdale Township High School District
86
Lauren Ward
5500 South Grant Street
Hinsdale, Illinois 60521
United States

630.570.8007
lward@hinsdale86.org

Invoice Number: 19
Invoice Date: December 6, 2020
Payment Due: January 5, 2021

Amount Due (USD): \$12,000.00

 [Pay Securely Online](#)

Services	Quantity	Price	Amount
Two-Day Training Two-Day Training Introduction- What is Racial Equity? November 17th & November 18th 2020	1	\$12,000.00	\$12,000.00

Total: \$12,000.00

Amount Due (USD): \$12,000.00

[Pay Securely Online](#)



link.waveapps.com/ggcggv-etkdtm



INVOICE

Anew Collective Consulting, LLC
6177 N. Lincoln Ave.
#346
Chicago, Illinois 60659
United States

☐(224) 532-9209☐

BILL TO
Hinsdale Township High School District
86
Lauren Ward
5500 South Grant Street
Hinsdale, Illinois 60521
United States


630.570.8007
lward@hinsdale86.org

Invoice Number: 22

Invoice Date: December 7, 2020

Payment Due: December 22, 2020

Amount Due (USD): \$0.00

Services	Hours	Price	Amount
Consulting Monthly payment for planning, facilitation, and reflection on Community CELT meetings, Leadership CELT meetings, and Acceleration for Antiracist Leaders training.	1	\$3,700.00	\$3,700.00
Total:			\$3,700.00
Payment on December 11, 2020 using  ending in 4540:			\$3,700.00
Amount Due (USD):			\$0.00

Notes / Terms

Please send check to 114 Wayne SE Grand Rapids, MI 49548



BV
12-14-20

50

P.D

INVOICE

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6177 N. Lincoln Ave.
#346
Chicago, IL 60659
United States
(224) 532-9209

BILL TO
Hinsdale Township High School District 86
Lauren Ward
5500 South Grant Street
Hinsdale, Illinois 60521
United States

630.570.8007
lward@hinsdale86.org

Invoice Number: 22
Invoice Date: December 7, 2020
Payment Due: December 22, 2020
Amount Due (USD): \$0.00

Services	Hours	Price	Amount
Consulting Monthly payment for planning, facilitation, and reflection on Community CELT meetings, Leadership CELT meetings, and Acceleration for Antiracist Leaders training.	1	\$3,700.00	\$3,700.00

Total: \$3,700.00
Payment on December 11, 2020 using  **** 4540: \$3,700.00
Amount Due (USD) : \$0.00

Notes / Terms
Please send check to 114 Wayne SE Grand Rapids, MI 49548



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6177 N. Lincoln Ave.
#346
Chicago, Illinois 60659
United States

☐(224) 532-9209☐

BILL TO
Hinsdale Township High School District
86
Lauren Ward
5500 South Grant Street
Hinsdale, Illinois 60521
United States

630.570.8007
lward@hinsdale86.org

Invoice Number: 27

Invoice Date: January 1, 2021

Payment Due: January 1, 2021

Amount Due (USD): \$0.00

Services	Hours	Price	Amount
Consulting Monthly payment for planning, facilitation, and reflection on Community CELT meetings, Leadership CELT meetings, and Acceleration for Antiracist Leaders training.	1	\$3,700.00	\$3,700.00

Total: \$3,700.00

Payment on January 4, 2021 using  ending in 4540: \$3,700.00

Amount Due (USD): \$0.00

Notes / Terms

Please send check to 114 Wayne SE Grand Rapids, MI 49548



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6177 N. Lincoln Ave.
#346
Chicago, Illinois 60659
United States

☐(224) 532-9209☐

BILL TO
Hinsdale Township High School District
86
Lauren Ward
5500 South Grant Street
Hinsdale, Illinois 60521
United States


630.570.8007
lward@hinsdale86.org

Invoice Number: 30

Invoice Date: February 1, 2021

Payment Due: February 1, 2021

Amount Due (USD): \$0.00

Services	Hours	Price	Amount
Consulting Monthly payment for planning, facilitation, and reflection on Community CELT meetings, Leadership CELT meetings, and Acceleration for Antiracist Leaders training.	1	\$3,700.00	\$3,700.00
Total:			\$3,700.00
Payment on February 1, 2021 using  ending in 2252:			\$3,700.00
Amount Due (USD):			\$0.00

Notes / Terms

Please send check to 114 Wayne SE Grand Rapids, MI 49548

Anew Collective Consulting

6177 N. Lincoln Ave. #346
Chicago, IL 60659 US
ismalis@anewcollectiveconsulting.com

INVOICE

BILL TO
Hinsdale Township High School District 86
5500 South Grant Street
Hinsdale, Illinois 60521
United States

INVOICE 32
DATE 02/16/2021
TERMS Net 30
DUE DATE 03/18/2021

DATE	SERVICE	DESCRIPTION	QTY	RATE	AMOUNT
01/04/2021	Two-Day Training Two-Day Training Introduction-What is Racial Equity?		1	12,000.00	12,000.00

BALANCE DUE **\$12,000.00**

Anew Collective Consulting

6177 N. Lincoln Ave. #346
Chicago, IL 60659 US
ismalis@anewcollectiveconsulting.com

P-Card #17
2210.300

BV

3/3/21

INVOICE

BILL TO
Hinsdale Township High School District 86
5500 South Grant Street
Hinsdale, Illinois 60521
United States

INVOICE 36
DATE 03/03/2021
TERMS Net 30
DUE DATE 04/02/2021

ACTIVITY	DESCRIPTION	AMOUNT
Consulting/Facilitation	Monthly payment for planning, facilitation, and reflection on Community CELT meetings, Leadership CELT meetings, and Acceleration for Antiracist Leaders training., 1 @ \$3,700.00	3,700.00

BALANCE DUE

\$3,700.00

Anew Collective Consulting

6177 N. Lincoln Ave. #346
Chicago, IL 60659 US
ismalls@anewcollectiveconsulting.com

DV

INVOICE

BILL TO
Hinsdale Township High School District 86
5500 South Grant Street
Hinsdale, Illinois 60521
United States

3/3/21

INVOICE 37
DATE 03/03/2021
TERMS Net 30
DUE DATE 04/02/2021

ACTIVITY	DESCRIPTION	AMOUNT
Facilitation	Two-Day Training Introduction- What is Racial Equity? February 23 & 24, 2021, 1 @ \$12,000.00	12,000.00
BALANCE DUE		\$12,000.00

Anew Collective Consulting

6177 N. Lincoln Ave. #346
Chicago, IL 60659 US
ismalis@anewcollectiveconsulting.com



INVOICE

BILL TO
Hinsdale Township High School District 86
5500 South Grant Street
Hinsdale, Illinois 60521
United States

INVOICE 43
DATE 04/14/2021
TERMS Net 30
DUE DATE 05/14/2021

DATE	ACTIVITY	DESCRIPTION	AMOUNT
	Facilitation	Monthly payment for planning, facilitation, and reflection on Community CELT meetings, Leadership CELT meetings, and Acceleration for Antiracist Leaders training.	3,700.00

PAYMENT 3,700.00

BALANCE DUE **\$0.00**

PAID

Anew Collective Consulting

6177 N. Lincoln Ave. #346
Chicago, IL 60659 US
ismalis@anewcollectiveconsulting.com



INVOICE

BILL TO
Hinsdale Township High School District 86
5500 South Grant Street
Hinsdale, Illinois 60521
United States

INVOICE 46
DATE 05/05/2021
TERMS Net 30
DUE DATE 06/04/2021

DATE	ACTIVITY	DESCRIPTION	AMOUNT
	Consulting/Facilitation	Monthly payment for planning, facilitation and reflection of Community CELT meetings and District Leadership Culture and Equity Team Meetings.	3,700.00

PAYMENT 3,700.00

BALANCE DUE **\$0.00**

PAID

Anew Collective Consulting

6177 N. Lincoln Ave. #346
Chicago, IL 60659 US
ismalis@anewcollectiveconsulting.com



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BILL TO
Hinsdale Township High School District 86
5500 South Grant Street
Hinsdale, Illinois 60521
United States

INVOICE 55
DATE 06/02/2021
TERMS Net 30
DUE DATE 07/02/2021

DATE	ACTIVITY	DESCRIPTION	AMOUNT
	Consulting/Facilitation	Monthly payment for planning, facilitation and reflection of Community CELT meetings and District Leadership Culture and Equity Team Meetings.	3,700.00

		PAYMENT	3,700.00

		BALANCE DUE	\$0.00
			PAID



600

2210.300
W

4-22-21

Payment receipt

You paid \$3,700.00

to Anew Collective Consulting on undefined

Invoice no.	43
Invoice amount	\$3,700.00
Total	\$3,700.00

Payment method

Authorization ID

UNDEFINED

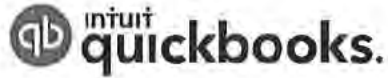
Thank you

Anew Collective Consulting

2245329209

ismalis@anewcollectiveconsulting.com

6177 N. Lincoln Ave.



#13

BV

5-6-21

Payment receipt

You paid \$3,700.00

to Anew Collective Consulting on undefined

Invoice no.	46
Invoice amount	\$3,700.00
Total	\$3,700.00

Payment method

Authorization ID

UNDEFINED

Thank you

Anew Collective Consulting

2245329209

ismalis@anewcollectiveconsulting.com

6177 N. Lincoln Ave.



#4

1000.301

~~#13~~

Payment receipt

You paid \$3,700.00

to Anew Collective Consulting on undefined

Invoice no.	55
Invoice amount	\$3,700.00
Total	\$3,700.00

Payment method

Authorization ID

UNDEFINED

Thank you

Anew Collective Consulting

2245329209

ismalis@anewcollectiveconsulting.com

6177 N. Lincoln Ave.

Fiscal Year 2020-21 Payments:

PO No.	Voucher	Vendor	Total	Check Date	Status
210931	1419	ANEW COLLECTIVE CONSULTING	\$12,000.00	03/25/2021	Posted to G/L
210862	1364	ANEW COLLECTIVE CONSULTING	\$12,000.00	02/23/2021	Posted to G/L
210671	1281	ANEW COLLECTIVE CONSULTING	\$12,000.00	12/22/2020	Posted to G/L

Date	Account	Line Memo	Vendor	Debit
11/12/2020	10.2210.300.05.462.5	WAVE - *ANEW COLLECTIV	JP MORGAN CHASE - P CARDS	\$3,700.00
12/11/2020	10.2210.300.05.462.5	WAVE - *ANEW COLLECTIV	JP MORGAN CHASE - P CARDS	\$3,700.00
1/13/2021	10.2210.300.05.462.5	WAVE - *ANEW COLLECTIV	JP MORGAN CHASE - P CARDS	\$3,700.00
2/12/2021	10.2210.300.05.462.5	WAVE - *ANEW COLLECTIV	JP MORGAN CHASE - P CARDS	\$3,700.00
3/15/2021	10.2210.300.05.462.5	WAVE - *ANEW COLLECTIV	JP MORGAN CHASE - P CARDS	\$3,700.00
4/13/2021	10.2210.300.05.462.5	IN *ANEW COLLECTIVE CO	JP MORGAN CHASE - P CARDS	\$3,700.00
5/12/2021	10.2210.300.05.462.5	IN *ANEW COLLECTIVE CO	JP MORGAN CHASE - P CARDS	\$3,700.00
6/14/2021	10.2210.300.05.462.5	IN *ANEW COLLECTIVE CO	JP MORGAN CHASE - P CARDS	\$3,700.00
7/13/2021	10.2210.301.05.462.5	IN *ANEW COLLECTIVE CO	JP MORGAN CHASE - P CARDS	\$3,700.00
			Total	\$33,300.00

Fiscal Year 2019-20 Payments:

Inv. Date	PO No.	Voucher	Vendor	Total
6/25/2020	201435	1636	PACIFIC EDUCATIONAL GROUP, INC.	\$6,000.00
3/10/2020	202052	1517	PACIFIC EDUCATIONAL GROUP, INC.	\$3,000.00
1/31/2020	201766	1419	PACIFIC EDUCATIONAL GROUP, INC.	\$3,000.00
12/20/2019	201582	1349	PACIFIC EDUCATIONAL GROUP, INC.	\$11,150.00
12/12/2019	201284	1274	PACIFIC EDUCATIONAL GROUP, INC.	\$3,000.00
11/8/2019	201196	1274	PACIFIC EDUCATIONAL GROUP, INC.	\$3,000.00
9/16/2019	200697	1177	PACIFIC EDUCATIONAL GROUP INC.	\$3,000.00
8/19/2019	200496	1128	PACIFIC EDUCATIONAL GROUP, INC.	\$11,150.00
			Total	\$43,300.00

Fiscal Year 2018-19 Payments:

Inv. Date	PO No.	Voucher	Vendor	Total
3/7/2019	192164	1466	PACIFIC EDUCATIONAL GROUP, INC.	\$11,150.00
9/20/2018	191133	1262	PACIFIC EDUCATIONAL GROUP, INC.	\$11,150.00
			Total	\$22,300.00

Fiscal Year 2017-18 Payments:

Inv. Date	PO No.	Voucher	Vendor	Total
3/15/2018	182350	1530	PACIFIC EDUCATIONAL GROUP, INC.	\$11,150.00

From: [Terri Walker](#) on behalf of [Terri Walker <twalker@hinsdale86.org>](mailto:twalker@hinsdale86.org)
To: [Kathleen Hirsman](#); [Cynthia Hanson](#); [Erik Held](#); [Debbie Levinthal](#); [Jeff Waters](#); [Peggy James](#); [Tammy Prentiss](#)
Subject: Important Update - Please read
Date: Tuesday, September 14, 2021 1:50:57 PM

Please do not reply all.

Dear Board Members,

In advance of posting the board meeting agenda later today I want to make you aware that Christine Saxman (Saxman Consulting LLC) and Ismalis Nunez (Anew Collective Consulting LLC) have mutually agreed to terminate their professional services agreement with District 86. There were no services rendered and no fees are due.

Tammy was able to facilitate this outcome. The termination agreement will be added to the consent agenda for Thursday's board meeting.

CELT (Culture Equity Leadership Team) meeting originally scheduled for tomorrow 9/15 will be rescheduled to Thursday 9/23. Tammy is holding a planning meeting with Admin tomorrow. The CELT meeting on 9/23 will be facilitated internally by D86 employees.

Please contact me if you have any questions.

Thank you,

Terri Walker

From: [Tammy Prentiss](#) on behalf of [Tammy Prentiss <tprentis@hinsdale86.org>](#)
To: [christine saxman](#); [Ismalis Nuñez](#)
Subject: Signature needed
Date: Tuesday, September 14, 2021 9:29:05 AM
Attachments: [Termination Agreement \(Anew and Saxman\).DOCX](#)

Christine and Ismalis,

Thank you for your work in D86. If you both sign and return the document with your signatures.

Thank you,

Tammy

--

Tammy Prentiss Ed.S.

Hinsdale Township High School District 86

630-655-6110

tprentis@hinsdale86.org

From: [Christine Saxman](#) on behalf of [Christine Saxman <adobesign@adobesign.com>](mailto:Christine.Saxman@adobesign.com)
To: [Tamara Prentiss](#)
Subject: Signature requested on "Termination Agreement (Anew and Saxman)"
Date: Tuesday, September 14, 2021 10:07:30 AM



Christine Saxman requests your signature on
Termination Agreement (Anew and Saxman)

[Review and sign](#)

Please review and sign this document.

Thank you,
Christine

CHRISTINE SAXMAN
csaxman@saxmanconsulting.com

After you sign **Termination Agreement (Anew and Saxman)**, all parties will receive a final PDF copy by email.

Don't forward this email: If you don't want to sign, you can [delegate](#) to someone else.



By proceeding, you agree that this agreement may be signed using electronic or handwritten signatures.

To ensure that you continue receiving our emails, please add adobesign@adobesign.com to your address book or safe list.

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TERMINATION OF PROFESSIONAL SERVICES AGREEMENT

THIS TERMINATION AGREEMENT is made and entered into by and among **ANEW COLLECTIVE CONSULTING LLC** and **SAXMAN CONSULTING LLC** (“Consultants”) and the **BOARD OF EDUCATION OF HINSDALE TOWNSHIP HIGH SCHOOL DISTRICT 86** (“District”) (collectively referred to as the “Parties”), and terminates the Professional Services Agreement between the Parties, which is dated July 26, 2021 (“Agreement”).

The Parties hereby agree as follows:

- 1. Termination of the Agreement.** The Parties hereby terminate the Agreement by mutual agreement.

- 2. No Additional Benefits.** No services are owed by the Consultants to the District and no funds are owed by the District to the Consultants. No promises have been made by the District or the Consultants for any further consideration.

- 3. Contractual Capacity and Execution.** Each of the persons executing this Termination Agreement represents and warrants to the others that he/she has the proper authority and power to execute this Termination Agreement on behalf of his/her respective entity and to bind such entity to the terms and conditions hereof. This Termination Agreement may be executed in counterparts each of which shall be an original. Facsimile signatures shall be considered as original signatures.

IN WITNESS WHEREOF, the Parties have signed and executed this Termination Agreement on the date(s) indicated below.

**ANEW COLLECTIVE
CONSULTING LLC**

**BOARD OF EDUCATION OF
HINSDALE TOWNSHIP HIGH SCHOOL
DISTRICT 86**

By: _____
Its:

By: _____
Its:

Date: _____

Date: _____

SAXMAN CONSULTING LLC

By: _____
Its:

Date: _____

From: [Debra Kedrowski](mailto:Debra.Kedrowski@hinsdale86.org) on behalf of [Debra Kedrowski <d kedrows@hinsdale86.org>](mailto:Debra.Kedrowski@hinsdale86.org)
To: [Tammy Prentiss](mailto:Tammy.Prentiss@hinsdale86.org)
Subject: Re: Fw: Proposal
Date: Wednesday, September 8, 2021 3:32:08 PM
Attachments: [2020 Professional Services Agreement with Anew Collective Consulting SIGNED.pdf](#)

I have this....let's discuss.

On Wed, Sep 8, 2021 at 2:34 PM Tammy Prentiss <tprentis@hinsdale86.org> wrote:
can you do a search in board docs to see when Dom uploaded for approval or if there was a revised one? this is dated June 2020

----- Forwarded message -----

From: **Prentiss, Tamara** <tprentis@hinsdale86.org>
Date: Wed, Jun 17, 2020 at 8:24 PM
Subject: Fw: Proposal
To: Prentiss, Tamara <tprentis@hinsdale86.org>

From: /O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=5406F120E427412F8A08F8B05AC175FA-TPRENTIS on behalf of Maniscalco, Domenico
Sent: Wednesday, June 17, 2020 4:09 AM
To: Prentiss, Tamara; Walsh, William
Subject: FW: Proposal

>From Tammy

-----Original Message-----

From: Ismalis Nunez <ismalis.nunez@gmail.com>
Sent: Tuesday, June 16, 2020 12:31 PM
To: Pokorny Lyp, Arwen <apokorny@hinsdale86.org>; Maniscalco, Domenico <dmanisca@hinsdale86.org>
Cc: Christine Saxman <christinesaxman@gmail.com>; Ismalis Nunez <ismalis@anewcollectiveconsulting.com>
Subject: Proposal

CAUTION: This email originated from outside of the Hinsdale D86 System. Do not click links or open attachments unless you recognize the sender's email and know the content is safe.

Arwen & Dominick,

Attached you will find our proposal for the work that we discussed last week, please review and let us know any feedback you may have. We have outlined work for the CELT team for a year with the vision that it can be a hybrid but we believe that getting momentum will be best with this group.

Also, we have blocked on the possible dates and times to facilitate the first CELT meeting. Can you confirm when we will have date and time?

We are looking forward to working together again!

Thanks again!!!

Ismalis & Christine

--

Tammy Prentiss Ed.S.

Hinsdale Township High School District 86

630-655-6110

tprentis@hinsdale86.org

From: [Hinsdale Township High School District 86](mailto:info@hinsdale86.org) <info@hinsdale86.org>
To: tprentis@hinsdale86.org
Subject: [Hinsdale Township High School District 86 ->d86-](#)
Date: [Friday, September 17, 2021, 12:18:47 PM](#)



HINSDALE TOWNSHIP
High School District 86

[D86 Website](#) | [BoardDocs](#) | [LiveStream](#) | [Video Archive](#) | [D86 Equity Statement](#)

Hinsdale 86

Board Briefs

eNewsletter

September 16, 2021 Committee of the Whole Meeting

Safety Presentation

Representatives from the Hinsdale Police Department presented the board with the following information about the efforts being undertaken to implement the Illinois Law Enforcement Officer Body Worn Camera Act.

- The Hinsdale Police Department has issued body worn cameras to its sworn police officers, including those who are serving as school resource officers (SROs) for Hinsdale Central.
- Every law enforcement agency in Illinois will eventually be required to issue body worn cameras to their sworn police officers. They will also be required to comply with the legislation regarding their use.
- The police department has been working with the district and the DuPage County State's Attorney's Office to develop plans and policies regarding the use of the body cameras by SROs to ensure that we are in compliance with the law and communicating how and when the cameras will be utilized.
- Most of an SRO's daily activities will not be recorded. These activities include:
 1. Day-to-day interactions with students, staff and parents/guardians.
 2. Coaching or counseling.
 3. Any engagement in community caretaking functions that are not related to a crime or criminal investigation.
 4. School-related functions.

5. Meetings or disciplinary hearings that are not subject to a criminal arrest, detention or complaint.
- There are some SRO activities that will need to be recorded. These activities include:
 1. Responding to a 911 call for service on campus.
 2. Investigating a criminal act, which includes documenting the initial response and any follow-up interviews with an offender.
 3. Responding to and/or acting upon an incident or situation for a law enforcement purpose.
 - Any recordings made via the body worn cameras are housed at and remain the property of the Hinsdale Police Department. While these recordings are not generally subject to disclosure under the Freedom of Information Act (FOIA), there are narrow circumstances under which videos can be released. For example, individuals who are the subject of an enforcement action may be able to obtain the recordings via FOIA.
 - Records will not be disseminated for any non-law enforcement purpose other than to comply with any and all court-issued orders, subpoenas, or state and federal laws. However, footage may be released to District 86 pursuant to the Reciprocal Reporting Agreement with the police department and the statutory authority of the Illinois School Code, the Illinois Criminal Code and the Juvenile Court Act.
 - The superintendent and police chief will meet on a quarterly basis to discuss any issues or concerns regarding the implementation of the body cameras.

You can access the presentation by visiting <https://bit.ly/39f1T5O>.

Budget Hearing

The board held a public hearing about the budget for fiscal year 2022. During the hearing, the administration presented and the board discussed the proposed final budget. There was also an opportunity for community members to comment on the budget.

Good News

Principal Arwen Pokorny Lyp and Jim Kelly, who serves as the faculty sponsor for Hinsdale South's yearbook, congratulated student journalists from the school on their performance at the state tournament in April. The group took eighth place overall and finished in the top five in the following individual events:

- Jillian Marquardt - state runner up in the Review Writing event
- Meda Jonaityte - fourth place in the Photo Story Telling event
- Kristina Mijailovic - fourth place in the Yearbook Layout Double-Page Spread event
- Mia Yen - fifth place in the Yearbook Copy Writing event

After recognizing the student journalists for their accomplishments, Principal Pokorny introduced student liaison Jennifer Pantoni, who provided information from her board report. This report included:

- Highlights from the first day of school, including freshmen having the time and opportunity in the morning to get acclimated to the building.
- Details about the Back to School Bash for all students that was held in the stadium at the end of the first day.
- Student reactions to the upgrades and improvements that were made to the cafeteria, library and classrooms.
- Details about the Activities Fair that was held on Sept. 1 and the first SouthPride lesson of the year.
- Highlights from the first football game of the season, and a preview of the team's matchup versus Hinsdale Central on Sept. 17.

- Recap of the Freshman Parent Night and Curriculum Night held on Sept. 9.
- Details about the plans for homecoming.

You can access Pantoni's report by visiting <https://bit.ly/3AjkGZN>.

Principal Bill Walsh from Hinsdale Central introduced student liaison Christine Leung, who provided information from her board report. This report included:

- Highlights from several events, including the Back to School Bash, Freshman First Day, Sophomore Social, Curriculum Night, Picture Day and the Kendall Pickering Invitational.
- Details about the first Flex Learning Day of the year, which was held on Sept. 15.
- Details about homecoming and the events being held in conjunction with it, which include the Powder Puff game and parade.
- Recap of the Activity Fair on Sept. 13 and updates from the Drama Club and Student Council.
- Accomplishments of several teams, including girls tennis, football, boys and girls golf, boys and girls cross country, girls volleyball, boys soccer, girls swimming and diving, poms and cheerleading.

Leung also shared feedback about air conditioning, construction and lunch. You can access her report by visiting <https://bit.ly/3AgogE4>.

COVID-19 Operational Update

The administration provided the board with a COVID-19 update that included the following information.

- Data dashboard for the 2021-22 school year.
 1. DuPage County is currently in a high level of community transmission.
 2. Vaccinations in DuPage County - 70% of the county's eligible population (ages 12 or older) is fully vaccinated; 370,000 eligible residents remain unvaccinated.
 3. The health services departments for Hinsdale Central, Hinsdale South and the Transition Center are continuing to collect proof of vaccination for our students.
- Guiding principles.
 1. Remain committed to the health and safety of students and employees.
 2. Maximize consistent in-person instruction based on the guidance from the Centers for Disease Control and Prevention (CDC), the Illinois Department of Public Health (IDPH), the Illinois State Board of Education (ISBE), the DuPage County Health Department (DCHD) and the governor's office.
- New or updated guidance.
 1. [Executive order about vaccination and testing requirements for school personnel](#) issued by Governor Pritzker on Sept. 3.
 2. [Remote learning guidance](#) issued by ISBE on Aug. 31; impacts the working conditions section of the collective bargaining agreement with the Hinsdale High School Teachers Association (HHSTA).
 3. [Revised public health guidance for schools](#) issued by IDPH and ISBE on Aug. 9.
 4. The district's Recovery-Revitalization-Restore (R3) Committee reviewed and discussed these updates Sept. 7 and 13.
- Key terms.
 1. [Close contact](#)
 2. [Quarantine](#)
 3. [Test to Stay option](#)
 4. [Diagnostic and screening testing system - PCR test and rapid antigen test](#)

- COVID-19 testing and screening (PCR and/or BinaxNow) for asymptomatic individuals.
 1. Employees who are not fully vaccinated. Per the executive order issued by the governor on Sept. 3, these individuals must get tested for COVID-19 on a weekly basis.
 2. Unvaccinated students who are participating in athletics, activities or school events.
 3. Students who are identified as a close contact and elect to participate in the Test-to-Stay protocol.
 4. Those who wish to reduce the length of their quarantine.
- COVID-19 testing and screening (BinaxNow Rapid) for symptomatic individuals.
 1. Administered to any student or staff member who is experiencing COVID-19 symptoms.
- [Services provided by Northshore Clinical Labs](#), including testing for those who are symptomatic, asymptomatic, or are in quarantine and decide to participate in the Test-to-Stay protocol.
- Next steps.
 1. Continue to monitor guidance (e.g., vaccination, face coverings, lunch, social distancing, quarantining, etc.) from DCHD, IDPH and ISBE.
 2. Impact bargain the remote learning guidance with HHSTA.
 3. Begin the rollout of the testing program with Northshore Clinical Labs upon approval of the contract.
 4. Continue to provide the community and board with updates.

You can access the update by visiting <https://bit.ly/3nAccdj>.

District 86 Food Service Program

The administration presented the board with options for operating the district's food service program during the 2021-22 school year. The impetus for this presentation was the recent announcement by ISBE that the Seamless Summer Option (SSO) program will be available to all school districts for the entire year. SSO is a national program funded by the U.S. Department of Agriculture (USDA) that offers healthy meals to students free of charge.

Below is the information that was shared with the board.

- History of the district's food service program.
 1. Prior to March 2020, the district operated a traditional food service program and did not participate in the National School Lunch Program (NSLP). This enabled the district to customize our program.
 2. In March 2020, the district began participating in the Summer Food Service Program, which was funded by the USDA and featured a meal pattern that followed the NSLP.
 3. The district terminated our participation in the Summer Food Service Program at the start of the 2021-22 school year and resumed our traditional food service program.
- Seamless Summer Option (SSO) program.
 1. On Sept. 9, ISBE announced that all school districts are eligible to participate in the SSO program for the entire year.
 2. The SSO program was created to provide students who rely on the NSLP or School Breakfast Program (SBP) with access to meals during the summer.
 3. If the district participates in the SSO program, all students will eat breakfast and lunch for free. The program would require that the meal pattern be based on the NSLP and SBP; that snacks and beverages be based on the [Smart Snack Guidelines](#); that meals feature whole grain breads and pastas; that fried foods be eliminated from the menus; and that vending machines be turned off during the school day (starting an hour before the school day begins and concluding an hour after the school day ends).

SSO meal pattern.

1. Five vegetable groups: dark green, red/orange, beans/peas (legumes), starchy and other.
 2. Grains and meat or meat alternatives have daily and weekly minimum and maximum servings.
 3. All grains must be whole grain-rich (includes all snacks).
 4. Daily calories have a minimum and maximum.
 5. Unflavored milk 1% or fat free; flavored milk fat free.
 6. Calories from saturated fat limited to 10% or less.
 7. Sodium restrictions.
- Traditional food service program details.
 1. Only students who are [eligible for free meals](#) eat for free.
 2. No meal pattern requirements, snack restrictions or grain restrictions.
 3. Wide variety of snacks and beverages are available.
 - [Portion comparisons for the traditional and SSO programs.](#)
 - [A la carte offerings that are allowed or prohibited by the SSO program.](#)

At the end of the presentation, the administration requested direction from the board on the following three options.

- Enroll in the SSO program.
 1. Overall impact on the budget would be negligible. A pass-through would be created so that the district can be reimbursed by USDA.
- Continue with the traditional food service program as is, which is reflected in the current budget.
- Continue the traditional food service program, but offer expanded access to free meals.
 1. The budgetary impact is difficult to predict at this time because doing so would require details about implementation and day-to-day food choices.
 2. ESSER funds could potentially be used to pay for this option.

The board provided its direction during the portion of the meeting dedicated to action items. That information is located further down in this document.

You can access the presentation by visiting <https://bit.ly/3AjBlwb>.

Supporting Students in Quarantine and Isolation

The administration presented the board with the following information about the district's efforts to meet the needs of students who must quarantine or isolate in accordance with the COVID-19 guidance issued by IDPH, ISBE and DCHD.

- Guiding principles.
 1. Customization of student supports.
 2. Providing additional staff support.
 3. Personalized contact with the Quarantine Isolated Student Support Team (QISST)
 4. Preparing students for a seamless reentry back to school.
- [Definitions of quarantine and isolation.](#)
- Details about the additional staff members hired to support students.
 1. Hinsdale Central and Hinsdale South each hired a certified teacher, social worker and paraprofessional to support students who are struggling academically, socially or emotionally.
 2. Same staff members are serving on QISST and providing individualized, wraparound support to every student who is quarantined or isolated if they are not cleared in two days or less.
 3. Other responsibilities include:

- Working with students to finish their outstanding credit recovery.
 - Meeting with students in small groups to provide additional social work services.
 - Organizing small groups that are working on executive functioning.
 - Making schedule changes to move students into supported study halls.
 - Collaborating with core department interventionists to identify students who have skill deficits and facilitate pushing into classes to provide support and assess skill growth.
 - Meeting with and checking in on students who were remote during the 2020-21 school year and shared that they were uneasy about returning to an in-person environment.
- Communication with students who are quarantined or isolated.
 1. Within two school days of being notified by the building's health office, QISST emails students and their parents/ guardians to introduce themselves, assess the needs of the students and share that the classroom teacher is the primary point of contact for all school work. The team also provides a tip sheet for navigating quarantine/isolation and a work log template to help students get organized.
 2. Calls home to check in with the family.
 3. Reaches out to teachers to get modified work if the student is not physically well enough to complete the work assigned in class.
 4. Caters supports to individual student needs.
- Initial student supports.
 1. Access to on-demand, synchronous intervention in core content areas (i.e., English, math, science, social studies and world languages).
 2. Designated periods for virtual drop-in tutoring conducted by content area teachers.
 3. As shared above, providing a log so students can organize their asynchronous work, and contacting teachers to request modified work if necessary.
 4. Help facilitating communication between the students and their teachers.
 5. Help navigating the [Quarantine Infographic](#) - keep a routine, create a quiet work/study space, use coping skills, stay connected and ask for help.
 6. Complete a check-in at the midway point to get feedback from the student about their ability to complete asynchronous work while being quarantined or isolated, their status from a social and emotional standpoint, and their thoughts about coming back to school. This helps QISST provide individualized supports.
 7. Calls home to support students who express a need for assistance or who are struggling to keep up with their work.
- Supports for students who are having a difficult time with quarantine or isolation.
 1. Access to additional on-demand, synchronous intervention in core content areas.
 2. Designated periods for virtual drop-in interventions provided by content area teachers.
 3. Calls home or Zoom sessions to help answer questions.
 4. Social and emotional check-in with a QISST member or counselor about returning to school or anxiety about being quarantined or isolated.
 5. Work modification due to symptoms of COVID-19.
 6. Help with executive functioning skills and organization.
 7. Facilitation of communication with teachers.
 8. Development of a support plan for students when they are back in the building.
- Wraparound services and supports for students who are returning to school.
 - Supported study hall.
 - Help with organization.
 - Help balancing workload, including make-up tests.
 - Push-in and pull-out interventionist support.
 - Counseling with the QISST social worker.

You can access the presentation by visiting <https://bit.ly/2VKteK8>.

Board President's Report

Prior to audience communication, Board President Terri Walker stated that the district's equity work will continue despite the termination of the agreement with Anew Collective Consulting, LLC and Saxman Consulting LLC. She shared that the administration will be seeking another consultant who can help advance this work. She also announced that the Culture and Equity Leadership Team (CELT) meeting scheduled for Sept. 15 would be held on Sept. 23.

Board President Walker thanked the board liaisons for their reports during the meeting, and said that she looks forward to getting to know them this year.

In addition, Board President Walker mentioned that she met with a group of teachers about the district's equity work, and shared how great it was to hear their perspectives and learn about their experiences.

Superintendent's Report

Superintendent Tammy Prentiss shared that the district and Jewel-Osco organized a flu shot clinic for employees. She thanked the company for its continued support and partnership.

Superintendent Prentiss also mentioned that her most recent Wednesday Walk-Throughs took place on the district's first Flex Learning Day of the year, and featured visits to the spaces where teachers were discussing equity practices in grading.

ATSB and IMRF Reports

In accordance with the Illinois School Code and Open Meetings Act, the administration provided the board with the teacher and administrator salary and benefits (ATSB) report and the Illinois Municipal Retirement Fund (IMRF) report. You can access these reports by visiting <https://bit.ly/3kihA2O>.

Operational Calendar and Future Agenda Items

The board reviewed and discussed its operational calendar for the year. It also talked about possible agenda items for future meetings, including:

- Receiving a presentation about the district's grading practices at a future meeting. No date was set for this presentation.
- Revisiting the practice of letting people submit audience communication electronically. The board decided to discuss this issue during its session with the Illinois Association of School Boards in October.

You can access additional information about this agenda item by visiting <https://bit.ly/39bmtUP>.

The meeting adjourned at 9:50 p.m. You can access the video for this meeting by visiting <https://d86.hinsdale86.org/Page/2166>.

Future Board Meetings

Thursday, September 30, 2021 at 6 p.m.

Regular Action Meeting
Hinsdale South Library

Thursday, October 14, 2021 at 6 p.m.

Committee of the Whole Meeting
Hinsdale South Library

Monday, October 18, 2021 at 6 p.m.

Special Meeting - Board Self Evaluation
Hinsdale South Library

Thursday, October 28, 2021 at 6 p.m.

Regular Action Meeting
Hinsdale South Library



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5500 South Grant Street • Hinsdale, IL 60521
Phone: (630) 655-6100 • Fax: (630) 325-9153

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Sent by d86-info@hinsdale86.org

From: [Hinsdale Township High School District 86](mailto:info@hinsdale86.org) <info@hinsdale86.org>
To: tprentis@hinsdale86.org
Subject: Board Briefs for August 26, 2021 Regular Action Meeting
Date: Friday, August 27, 2021, 10:52:11 AM

Here is the draft of Board Briefs for last night's meeting. Let me know if you have any changes.



HINSDALE TOWNSHIP
High School District 86

[D86 Website](#) | [BoardDocs](#) | [LiveStream](#) | [Video Archive](#) | [D86 Equity Statement](#)

Hinsdale 86

Board  **Briefs**

eNewsletter

August 26, 2021
Regular Action Meeting

Good News

Principal Arwen Pokorny Lyp from Hinsdale South and Principal Bill Walsh from Hinsdale Central shared information about the first day of school in their buildings.

Below are some of the highlights from Hinsdale South.

- Cheerleaders and members of the danceline team made a socially distant tunnel for new students (freshmen, sophomores who were remote all of last year and transfer students) to walk through to welcome them back to school.
- The new students gathered in the auditorium for a brief welcome from the administrative team. They also watched the video about the district's equity statement.
- New students had time in the morning to find their classes, meet their teachers and eat lunch. There were 75 peer leaders available to help them.
- All students were in the building in the afternoon and took part in the Back to School Bash in the stadium that featured ice cream and free giveaways (e.g., t-shirts, sunglasses and bags).
- The staff spent time reviewing the social distancing protocols and set the expectation that masks must be worn correctly (over the nose) at all times, especially when entering/exiting

the cafeteria and waiting in line for food.

- Students had the chance to see the upgrades that were made to the cafeteria, bathrooms, choir room, and social studies and math classrooms.

Below are some of the highlights from Hinsdale Central.

- There were more than 2,500 students and more than 300 staff in the building for the first day.
- More than 600 students took part in the Freshmen and New Student Experience in the morning. They participated in a school-wide scavenger hunt, attended a pep rally and met with peer leaders.
- There was great energy in the building, and the schedule provided a perfect way to start the year. Freshmen had ample time to get acclimated to the building, and teachers were able to address a variety of logistical issues.

Resolution for Superintendent's Authority Related to COVID-19

After tabling it during their meeting on Aug. 12, the board members decided not to proceed with or take action on a [resolution that would have given the superintendent the authority during the 2021-22 school year to direct the district's efforts to navigate the COVID-19 pandemic](#), including addressing any changes to the health guidance, directives and mitigation strategies that are required/recommended for K-12 public schools.

Committee Reports

Members of the joint Facilities and special committee provided the board with a report from their meeting on Aug. 20. During this meeting, the committee was informed by Pepper Construction that all Phase 1 projects are complete. The committee also discussed:

- The status of Phase 2 projects, including those scheduled for completion by the start of school and those that will continue into the school year.
- Financials and contingency balances for Phases 1 and 2.
- Bid Period 4B life safety work funded by federal grants and district funds.

In addition to receiving the report mentioned above, the board voted to release the draft minutes from this meeting as part of the consent agenda.

Consent Agenda

The board approved the consent agenda as presented. The consent agenda includes personnel, stipends, board bills and meeting minutes. Please visit <https://bit.ly/3BhbKnW> to access the consent agenda items beginning under number seven.

Approve an Agreement with Leave Cover for Athletic Director

The board approved an agreement with a temporary leave cover for the athletic director from Hinsdale Central. This agreement is scheduled to run until no later than June 30, 2022.

Approve an Agreement with Power Ad

The board approved an agreement with Power Ad to develop a framework that will help the district manage sponsorship and advertising opportunities moving forward. You can access the agreement by visiting <https://bit.ly/3zpz0Qa>.

Ratify New Contract with the HTHSSA

The board ratified a new contract with the Hinsdale Township High School Support Staff Association (HTHSSA). You can access an executive summary and statement about the new contract by visiting <https://conta.cc/38jrF8S>.

Award Bid Packages for Stairwell Railing Replacement at Hinsdale South

The board awarded the following bid packages for the stairwell railing replacement project at Hinsdale South.

- Mechanical & Industrial Steel Services - \$210,390 for steel handrails and railings
- Cosgrove Construction - \$54,000 for painting

You can access additional information about this agenda item by visiting <https://bit.ly/38hoRZM>.

Board President's Report

Board President Terri Walker thanked the faculty, staff and administration for all they did to get ready for the start of the school year. She mentioned that she had the opportunity to see the progress that has been made on the district's referendum projects. She also shared that she attended the dedication ceremony for the Don Watson Aquatic Center.

Superintendent's Report

Superintendent Tammy Prentiss talked about the theme of "weathering the storm" that was used to help kick off the 2021-22 school year for staff. This included giving every employee an umbrella as a welcome back gift.

Superintendent Prentiss shared that she did walk-throughs at Hinsdale Central and Hinsdale South and visited the Transition Center's new space during the opening institute day. She talked about the positive energy that was present in all of the buildings and the excitement that staff members conveyed about being back at school.

Superintendent Prentiss mentioned that she participated in construction walk-throughs prior to the start of school, and shared that some of the projects will continue during the year. She said that boundaries have been created in the buildings that will allow the work to proceed, while also keeping students and staff safe.

Superintendent Prentiss asked Cheryl Moore, the assistant superintendent of human resources, to provide an update on the vaccination rate for staff. Moore shared that 84% of the district's employees have provided proof that they are fully vaccinated. In addition, she said that her department will be collecting data for substitute teachers, outside coaches, student teachers and vendors such as Quest that have staff members working in our buildings on a daily basis.

Superintendent Prentiss also shared information about the support system the district has in place for students who need to quarantine or be isolated during the school year. She said that there will be a presentation about this system during the board meeting on Sept. 16.

Budget for Fiscal Year 2022

The administration presented the board with the final budget for fiscal year 2022. A public hearing about this budget will be held during the board meeting on Sept. 16.

You can access additional information about the budget for fiscal year 2022 by visiting <https://bit.ly/3zynSAC>.

Resolution Authorizing Fund Transfers

The board reviewed and discussed the resolution it approves on an annual basis that allows for the completion of any necessary fund transfers. At this time, the budget for fiscal year 2022 includes a transfer to Debt Services that will enable the district to make the annual principal and interest payment on the debt certificate that funded the renovation project for the Transition Center. In addition, Phase 3 of the district's referendum projects includes alternates the board may decide to fund with operational dollars, which would require the completion of a transfer to Capital Projects.

You can access additional information about this resolution by visiting <https://bit.ly/3BdT74c>.

Treasury and Financial Reports

Per its regular cadence of reporting, the administration provided the board with the treasury and financial reports for July 2021. You can access the treasury report by visiting <https://bit.ly/3mFFDtU> and the financial reports by visiting <https://bit.ly/3DkQOOG>.

FOIA Requests

The board received information about the FOIA requests that have been processed since its last regular action meeting. This information included the names or titles of the individuals and departments who helped respond to the requests, a summary of the records that were requested and who asked for them, and trend data about the number of requests that have been processed and the legal fees the district has incurred in responding to them.

You can access additional information about this agenda item by visiting <https://bit.ly/3jjew5K>.

Operational Calendar and Future Agenda Items

The board reviewed and discussed its operational calendar for the year. It also talked about possible agenda items for future meetings, including:

- Revisiting the information about emails that is featured in the board protocols. The board decided to discuss this issue during its session with the Illinois Association of School Boards in October.
- Receiving a presentation from Anew Collective Consulting, LLC and Saxman Consulting, LLC about the work being done this year to help advance the district's equity statement. The tentative plan is for this presentation to take place during the board meeting on Sept. 30.

You can access additional information about this agenda item by visiting <https://bit.ly/3jkQ7Ne>.

The meeting adjourned at 9:17 p.m. The video for this meeting will be available in the next day or two at <https://d86.hinsdale86.org/Page/2166>.

Future Board Meetings

Thursday, September 16, 2021 at 6 p.m.

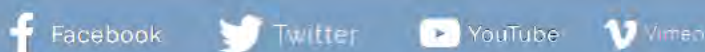
Committee of the Whole Meeting
Hinsdale South Library

Thursday, September 30, 2021 at 6 p.m.

Regular Action Meeting
Hinsdale South Library

Thursday, October 14, 2021 at 6 p.m.

Committee of the Whole Meeting
Hinsdale South Library



Hinsdale Township High School District 86
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From: [Peggy James](#) on behalf of [Peggy James <pjames@hinsdale86.org>](mailto:pjames@hinsdale86.org)
To: [Terri Walker](#); [Kathleen Hirsman](#); [Erik Held](#); [Cynthia Hanson](#); [Debbie Levinthal](#); [Jeff Waters](#)
Cc: [Tammy Prentiss](#); [Peggy James](#)
Subject: DO NOT REPLY ALL - Twitter Posts by Christine Saxman
Date: Wednesday, September 8, 2021 1:58:43 PM
Attachments: [image0.jpeg](#)
[ATT00002.txt](#)
[image1.png](#)
[ATT00004.txt](#)

FYI - sharing for those of you not on Twitter/social media.

original re-Tweet by Christine Saxman (now deleted)

From: [Chris Jasculca](#) on behalf of [Chris Jasculca <cjasculc@hinsdale86.org>](#)
To: [Tammy Prentiss](#)
Subject: Tweet
Date: Wednesday, September 8, 2021 11:39:24 AM
Attachments: [Screen Shot 2021-09-08 at 11.38.15 AM.png](#)

--

Chris Jasculca
Director of Communications
Hinsdale Township High School District 86
cjasculc@hinsdale86.org
630-570-8086

11:11



◀ Safari



christine saxman

3,751 Tweets



Tweets Tweets & replies Media

↳ christine saxman Retweeted



💀 **damned sinker** 💀 · 4d ...

**cops quitting
because they won't
get vaxxed feels like
a real two-birds-one-
stone situation.**

💬 156 ↻ 5,581 ❤️ 56.4K ↗



christine saxman · 8/20/21 ...

From: [Jeff Waters](#) on behalf of Jeff Waters <jwaters@hinsdale86.org>
To: [Terri Walker](#)
Cc: [Cynthia Hanson](#); [Debbie Levinthal](#); [Erik Held](#); [Kathleen Hirsman](#); [Peggy James](#)
Subject: Re: Update - Please read
Date: Monday, September 6, 2021 11:02:26 PM

Good evening!

I hope everyone had a wonderful Labor Day weekend.

Tuesday, September 7th (tomorrow) turned out to be difficult to coordinate for the special committee meeting.

I'm sure it will prove easier this time around without the limitation of looking at just one day, per my initial request.

We need only 4 for a quorum and three to call a special. Erik and Cynthia, you both communicated to me that you would prefer the 16th - but neither of you said you were unable to attend tomorrow(the 7th). I'm hoping Monday was just a one off. I never heard back from either Board member Hirsman or President Walker.

Thanks for your patience and consideration as I propose a special meeting -any day and any time- between and including Wednesday the 8th until Wednesday the 15th. I am available. Weekends work too.

As a reminder and as Board President Walker informed me before I made this original request last week, three are needed to call a special and four in total to make a quorum to warrant the meeting.

Please communicate your availability from the 8th thru the 15th.

Thanks again for your consideration.

Sincerely,

Jeff

On Fri, Sep 3, 2021 at 3:33 PM Terri Walker <twalker@hinsdale86.org> wrote:

Please do not reply all

Dear Board Members,

This message is in response to the request to hold a special board meeting regarding the Saxman/Anew contract. While there are three board members that expressed interest in holding a special board meeting, given other commitments it is not possible to have full board participation on Tuesday September 7, 2021.

Therefore, I will add this topic to the agenda for the board meeting on September 16, 2021.

Please let me know if you have any questions.

Thank you,

Terri Walker

Board President

From: [Terri Walker](mailto:twalker@hinsdale86.org) on behalf of [Terri Walker <twalker@hinsdale86.org>](mailto:twalker@hinsdale86.org)
To: [Tammy Prentiss](mailto:prentiss@hinsdale86.org)
Subject: Fwd: Update - Please read
Date: Friday, September 3, 2021 3:33:34 PM

FYI

----- Forwarded message -----

From: **Terri Walker** <twalker@hinsdale86.org>
Date: Fri, Sep 3, 2021 at 3:33 PM
Subject: Update - Please read
To: Peggy James <pjames@hinsdale86.org>, Debbie Levinthal <dlevinthal@hinsdale86.org>, Jeff Waters <jwaters@hinsdale86.org>, Cynthia Hanson <chanson@hinsdale86.org>, Erik Held <eheld@hinsdale86.org>, Kathleen Hirsman <khirsman@hinsdale86.org>

Please do not reply all

Dear Board Members,

This message is in response to the request to hold a special board meeting regarding the Saxman/Anew contract. While there are three board members that expressed interest in holding a special board meeting, given other commitments it is not possible to have full board participation on Tuesday September 7, 2021.

Therefore, I will add this topic to the agenda for the board meeting on September 16, 2021.

Please let me know if you have any questions.

Thank you,

Terri Walker

Board President

From: [Debbie Levinthal](#) on behalf of [Debbie Levinthal <dlevinthal@hinsdale86.org>](#)
To: [Tammy Prentiss](#)
Cc: [Terri Walker](#)
Subject: Prior Saxman/Anew Contract
Date: Tuesday, September 7, 2021 9:07:01 AM

Good morning,

I hope you had a nice holiday weekend.

Prior to the August 12 meeting I had asked to see the previous Saxman/Anew contract(s). Deb was out of town at the time. Can you please forward the contact? I have looked through board docs and do not see the date it was approved or a link.

Thank you,
Debbie

From: [Peggy James](#) on behalf of [Peggy James <pjames@hinsdale86.org>](#)
To: [Terri Walker](#)
Bcc: [pjames@hinsdale86.org](#)
Subject: Fwd: Update - Please read
Date: Tuesday, September 7, 2021 10:27:51 AM

Hi Terri,

I am available for a special meeting the evening of Wed 9/8, Mon 9/13, Tue 9/14 or Wed 9/15.

Thanks,
Peggy

Begin forwarded message:

From: Jeff Waters <jwaters@hinsdale86.org>
Date: September 6, 2021 at 11:02:37 PM CDT
To: Terri Walker <twalker@hinsdale86.org>
Cc: Cynthia Hanson <chanson@hinsdale86.org>, Debbie Levinthal <dlevinthal@hinsdale86.org>, Erik Held <eheld@hinsdale86.org>, Kathleen Hirsman <khirsman@hinsdale86.org>, Peggy James <pjames@hinsdale86.org>
Subject: Re: Update - Please read

Good evening!

I hope everyone had a wonderful Labor Day weekend. Tuesday, September 7th (tomorrow) turned out to be difficult to coordinate for the special committee meeting. I'm sure it will prove easier this time around without the limitation of looking at just one day, per my initial request.

We need only 4 for a quorum and three to call a special. Erik and Cynthia, you both communicated to me that you would prefer the 16th - but neither of you said you were unable to attend tomorrow(the 7th). I'm hoping Monday was just a one off. I never heard back from either Board member Hirsman or President Walker.

Thanks for your patience and consideration as I propose a special meeting -any day and any time- between and including Wednesday the 8th until Wednesday the 15th. I am available. Weekends work too.

As a reminder and as Board President Walker informed me before I made this original request last week, three are needed to call a special and four in total to make a quorum to warrant the meeting.

Please communicate your availability from the 8th thru the 15th. Thanks again for your consideration.

Sincerely,

Jeff

From: [Tamara Prentiss](#) on behalf of [Tamara Prentiss <tprentis@hinsdale86.org>](#)
To: [Arwen Lyp](#); [Bill Walsh](#); [Christopher Covino](#)
Subject: Fwd: Concerning
Date: Tuesday, August 24, 2021 7:02:28 PM

Sent from my iPhone

Begin forwarded message:

From: [REDACTED]
Date: August 23, 2021 at 6:06:11 PM CDT
To: boe@hinsdale86.org
Subject: Concerning

Stop the nonsense!

PLEASE, just teach our kids!! The letter of encouragement and excitement about the first day of school and welcoming everyone back from the principal seems more like a decree of locking down our kids while at school. I hope you do realize the impact you are having on the kids and the community at large – you are making yourselves and everyone else anxious, humiliated and crazy! Stop the nonsense! The tremendous impact the pandemic is having on everyone is the way you are treating it. Of course it is impacting everyone's mental health and well being – IT IS FAR WORSE THAN THE DISEASE! Does your intervention team take into account the amount of kids that will not come forward to seek help? Will one or two meetings with a social worker fix everything going on with these kids for what they have endured the last 18 months and beyond? You are setting kids up for a lifetime of anxiety, segregation and doubt.

I could barely understand what the 'test to stay' option even means from a prior email. How will you monitor "close contact"? How will you identify who is "part of an outbreak"? What sort of testing are you proposing to keep kids in school"? So if I read this correctly, if someone happens to be on the "list of close contact with someone" and that person tests positive with Covid, then everyone on their close contact list will automatically be quarantined? What type of precedent will set? THIS WILL NEVER END!! I have a suggestion: STOP THE NONSENSE! Let us keep our privacy regarding the health of our children and stick to educating.

Please go back to common sense. If you continue to make mandates based on different bodies of authority, this will never end. Every day, a new entity has a new protocol to follow or a new decree; how do you possibly keep up? Your full time job now will be to monitor this chaos of who is vaccinated, who is not, who is a super spreader, who waved to someone across the street, who has a cough, who sneezed...never ending! It feels like we are setting our kids up for failure, with one of the options being keeping

our kids home, with no instruction for indefinite periods of time. Please get back to the business of educating our kids and leave our personal healthcare to the parents.

Regarding the decree that came down regarding the recommended consultants that will be teaching our faculty, training them in CRT, I am HORRIFIED to learn that this was pushed through the board without objections. As I understand it, James and Waters had questions on this decree that was disregarded as it was already approved. According to BoardDocs, this contract was executed on July 26, 2021. Has anyone read their websites? Saxman Consulting highlights articles such as: "White Lady Antiracism", "My Child is Sharing Conspiracy Theories", "The Insurgence of Young White People", "Eyes on Whiteness Podcast", "Bearing Whiteness and Taking Action", "Inoculating Students Against White Nationalism". Anew Collective Consulting's basic tenant is to transform ourselves and collective transformations for racial equity across all sectors. WHAT ARE YOU TRYING TO DO TO OUR SCHOOLS? The fact that this is not mandatory, "just suggested" is a slap in the face to this community.

[REDACTED], is because of the quality education and staff that d181 and d86 provided. I am saddened to say that I am beginning to doubt that. This district is changing before our eyes and it seems even our elected members have no control or say in the matter.

[REDACTED]

From: [Peggy James](#) on behalf of [Peggy James <pjames@hinsdale86.org>](#)
To: [REDACTED]
Cc: [Terri Walker](#)
Subject: Re: Concerning
Date: Wednesday, August 25, 2021 8:09:29 AM

Thank you for your email. I appreciate you taking the time to share your perspective.

--
Peggy James

On Mon, Aug 23, 2021 at 6:06 PM [REDACTED] wrote:

Stop the nonsense!

PLEASE, just teach our kids!! The letter of encouragement and excitement about the first day of school and welcoming everyone back from the principal seems more like a decree of locking down our kids while at school. I hope you do realize the impact you are having on the kids and the community at large – you are making yourselves and everyone else anxious, humiliated and crazy! Stop the nonsense! The tremendous impact the pandemic is having on everyone is the way you are treating it. Of course it is impacting everyone's mental health and well being – IT IS FAR WORSE THAN THE DISEASE! Does your intervention team take into account the amount of kids that will not come forward to seek help? Will one or two meetings with a social worker fix everything going on with these kids for what they have endured the last 18 months and beyond? You are setting kids up for a lifetime of anxiety, segregation and doubt.

I could barely understand what the 'test to stay' option even means from a prior email. How will you monitor "close contact"? How will you identify who is "part of an outbreak"? What sort of testing are you proposing to keep kids in school"? So if I read this correctly, if someone happens to be on the "list of close contact with someone" and that person tests positive with Covid, then everyone on their close contact list will automatically be quarantined? What type of precedent will set? THIS WILL NEVER END!! I have a suggestion: STOP THE NONSENSE! Let us keep our privacy regarding the health of our children and stick to educating.

Please go back to common sense. If you continue to make mandates based on different bodies of authority, this will never end. Every day, a new entity has a new protocol to follow or a new decree; how do you possibly keep up? Your full time job now will be to monitor this chaos of who is vaccinated, who is not, who is a super spreader, who waved to someone across the street, who has a cough, who sneezed...never ending! It feels like we are setting our kids up for failure, with one of the options being keeping our kids home, with no instruction for indefinite periods of time. Please get back to the business of educating our kids and leave our personal healthcare to the parents.

Regarding the decree that came down regarding the recommended consultants that will be teaching our faculty, training them in CRT, I am HORRIFIED to learn that this was pushed through the board without objections. As I understand it, James and Waters had questions on this decree that was disregarded as it was already approved. According to BoardDocs, this contract was executed on July 26, 2021. Has anyone read their websites? Saxman Consulting highlights articles such as: “White Lady Antiracism”, “My Child is Sharing Conspiracy Theories”, “The Insurgence of Young White People”, “Eyes on Whiteness Podcast”, “Bearing Whiteness and Taking Action”, “Inoculating Students Against White Nationalism”. Anew Collective Consulting’s basic tenant is to transform ourselves and collective transformations for racial equity across all sectors. **WHAT ARE YOU TRYING TO DO TO OUR SCHOOLS?** The fact that this is not mandatory, “just suggested” is a slap in the face to this community.

[REDACTED], is because of the quality education and staff that d181 and d86 provided. I am saddened to say that I am beginning to doubt that. This district is changing before our eyes and it seems even our elected members have no control or say in the matter.

[REDACTED]

From: [REDACTED]
To: [Keith Bockwoldt](#)
Cc: [Tamara Prentiss](#)
Subject: Fwd: Homecoming and new consultant.
Date: Thursday, September 9, 2021 10:06:14 AM

Begin forwarded message:

From: [REDACTED]
Date: August 31, 2021 at 1:50:19 PM CDT
To: Board of Education <boe@hinsdale86.org>
Subject: Homecoming and new consultant.

Good afternoon. I am writing you about two subjects.

I want to thank Sally Phillips for sending out a survey to the students this morning asking their opinions about Homecoming. Student input is important, however I'm curious why she sent this out during first period class and only gave them until 3:30 today to complete? Aren't kids discouraged from using their phones while at school? I'm hearing parents were incensed at the timing of this and felt that the questions were misleading.

I am having a hard time reconciling why Ms Phillips and Mr Walsh are so insistent on making these changes when it is clear student leaders do not support them. Furthermore, Ms Phillips has stated numerous times that these changes are happening based on feedback received from student leaders in 2019. I do not understand how this pertains to the current student body. This senior class has missed out on so much in the past 18 months, and they deserve to have homecoming festivities that they chose. I also am having a hard time understanding how two individuals can make decisions and changes to traditions that have been in the school for decades.

I am also concerned about the consultant that was recently hired by d86. It was brought to my attention that she has some controversial tweets and retweets. It appears that she is much more of a political activist than a consultant, and I'm questioning the district using taxpayer resources to retain her services. Showing disrespect and disdain for police officers is not OK. I hope the community puts pressure on you all to resend any contract it has been signed with this despicable human being. Hate should have no home at district 86



From: [Tamara Prentiss](mailto:Tamara.Prentiss@hinsdale86.org) on behalf of [Tamara Prentiss <tprentis@hinsdale86.org>](mailto:Tamara.Prentiss@hinsdale86.org)
To: [Chris Jasculca](mailto:Chris.Jasculca@hinsdale86.org)
Subject: Fwd: Aftermath of Saxman
Date: Saturday, September 18, 2021 2:34:40 PM
Attachments: [Sept 16 BOE Meeting.pdf](#)
[ATT00002.bin](#)

Sent from my iPhone

Begin forwarded message:

From: Terri Walker <twalker@hinsdale86.org>
Date: September 17, 2021 at 3:01:55 PM CDT
To: Tammy Prentiss <tprentis@hinsdale86.org>
Subject: Fwd: Aftermath of Saxman

----- Forwarded message -----

From: [REDACTED]
Date: Fri, Sep 17, 2021 at 2:31 PM
Subject: Aftermath of Saxman
To: <twalker@hinsdale86.org>, <dlevinthal@hinsdale86.org>, <pjames@hinsdale86.org>, <jwaters@hinsdale86.org>, <eheld@hinsdale86.org>, <chanson@hinsdale86.org>, <khirsman@hinsdale86.org>

Please find attached my letter to the BOE.

[REDACTED]

September 17, 2021

To D86 Board of Education:

Last night D86 BOE did the only thing they could; they approved the termination of the Saxman Consulting and Anew Collective Consulting agreements. What they did not address was how we got into this mess in the first place. The answer to that question is there are two people that are responsible. Ms. Tammy Prentiss and BOE President Walker. Tammy Prentiss ramrodded it through the BOE with some false sense of urgency coupled with a pathetically lopsided and poor contract. President Walker supported her through this process and trampled on other BOE members Waters, James and Levinthal.

Let us review:

- It is Clear Saxman was a poor choice for leading this vital process.
- It is Clear the contract was a joke and poorly represented the interests of D86.
- It is Clear President Walker participated in one or more improper meetings.
- It is Clear President Walker withheld information from her fellow BOE members.
- It is Clear Tammy Prentiss, and President Walker both are conspiring to stifle public comment.

Additionally, I want to write about the chilling effect that Tammy Prentiss and President Walker's have had on free speech. [REDACTED]

[REDACTED] Demanding that I submit to audience comment policy that requires an early arrival, then waiting hours to speak for no more than three-minutes while risking exposure to airborne diseases is unacceptable. This BOE must restore predictable times and create a process that facilitates this critical public speech and accommodates the community's needs. One such step is the immediate restoration of electronic comment and one that is in the power of the President to enact today.

I supported Terri Walker for the D86 BOE and as President. Today I am withdrawing my support for President Walker and believe she should resign from the office of President. Further, the continued deficient performance by Tammy Prentiss demands she be replaced. D86 BOE should convene a special session to develop a plan for her immediate replacement. **She cannot be trusted with the more than FOUR THOUSAND D86 students' wellbeing.**

Sincerely,

[REDACTED]

From: [Terri Walker](#) on behalf of [Terri Walker <twalker@hinsdale86.org>](#)
To: [Tammy Prentiss](#)
Subject: Fwd: Christine Saxman
Date: Thursday, September 16, 2021 10:09:33 PM

----- Forwarded message -----

From: [REDACTED]
Date: Thu, Sep 16, 2021 at 9:51 PM
Subject: Re: Christine Saxman
To: <twalker@hinsdale86.org>, <khirsman@hinsdale86.org>, <pjames@hinsdale86.org>, <chanson@hinsdale86.org>, <eheld@hinsdale86.org>, <dlevinthal@hinsdale86.org>, <jwaters@hinsdale86.org>

Good evening D86 BoE,

While the meeting is still going on, I feel compelled to share with you information that is being shared in the community.

There were 3 total meetings regarding Christine Saxman's retweet and tweet.

- the first was last Wednesday at Hinsdale South led by Superintendent Prentiss and BoE President Walker. At that meeting a question was asked as to whether those present at the meeting, d86 HS equity work stakeholders, would support Christine Saxman's work unequivocally moving forward. Not one person raised their hand. Not one.

- the second was on Monday, a zoom call, was led by Superintendent Prentiss with BoE President joining, and had both HS and HC equity stakeholders present. Christine Saxman addressed the group. She did not back down from her retweet. The group was also notified that the district did not want to give the impression that a person could make a mistake and get fired. I, humbly remind you of Lisa Fernandez. While she was not terminated, she was disciplined.

- the third meeting took place yesterday between equity stakeholders to develop a plan for CELT work moving forward.

I am sharing this information because we have a HUGE problem in our district and community. One of mistrust. Employees do not trust the administration. The community does not trust the administration. I'm not even sure if the CELT students trust the administration.

To be clear, when I reference administration, I am referring to Superintendent Prentiss.

The BoE, as elected officials making critical decisions regarding the health and growth of our school district should all have the same information BEFORE making any decision. I'm not sure why it wasn't communicated by either Superintendent Prentiss nor BoE President Walker that Saxman had, in essence, a vote of no confidence from the very d86 team members that are on the ground doing equity work every day. Further, given the non disclosure, how Will these paid employees feel? Were their concerns heard? Is their invaluable input even relevant to administration? Are their jobs safe?

There is so much chaos swirling around our district. It is almost unbearable.

The Superintendent has many responsibilities. One that is not being fulfilled is building trust. Between the district and employees, between the district and the community and between the district and students.

I ask this BoE, to carefully consider whether or not trust is critical to the health and growth of our district, community and students. I believe it is. Tammy Prentiss is not a good fit for our district.

Regards,

[REDACTED]

Sent from my iPhone

> On Sep 8, 2021, at 7:44 PM, [REDACTED] wrote:

>

> Good evening D86 BoE,

>

> First, let me thank you for your service and time. I do zoom in to BoE meetings and would like to say that you have an interesting elected position at this time. I appreciate all the time away from your loved ones that you dedicate to our community.

>

> Christine Saxman has been doing contract equity work at d86 for a couple of years. I'd like to discuss this retweet:

>

> <f97b9329-559f-4cc9-91f6-a5957848dc20.png>

>

>

> This retweet of highly offensive and hateful content is appalling. Further, as a [REDACTED] [REDACTED] I feel compelled to remind the BoE that equity work, as a whole, is focused on dismantling biased destructive generalizations based upon race, gender, socioeconomic class and religion. I, humbly, would like to add profession. How can the district be seen as addressing equity when, arguably, the lead or co-lead on our equity work seems to endorse such ignorant generalizations based upon profession? Will our equity work forever be attached to this hateful comment? Does this comment delegitimize our work? The CELT committee has been meeting for at least one school year with each meeting lasting a couple of hours.

>

> Further, Christine Saxman seems to have doubled down on her stance. Please see below:

>

> <image.png>

>

>

> So that I understand this clearly, she is sorry that some of her colleagues feel bad about her retweet? But, to be clear, the sentiment of her earlier retweet is not denounced. The generalization of ACAB is ok? Where is the loving accountability? Who is responsible to hold her accountable?

>

> I go in to the [REDACTED] with a heavy heart and pit in my stomach. Christine Saxman, given her disposition based upon her tweets, shouldn't be doing any equity work at d86. How can we ask more of our students than we do of our employees?

>

> Regards,

> [REDACTED]

>

>

>

> Sent from my iPhone

From: [REDACTED]
To: [Terri Walker](mailto:Terri.Walker@hinsdale86.org)
Cc: boe@hinsdale86.org; [William Walsh](#); [Chris Jasculca](#)
Subject: Survey
Date: Friday, September 17, 2021 10:59:54 PM

Terri,

I reviewed the response that you forwarded from Chris Jasculca and I find it disturbing and frightening to learn that you relied on Chris Jasculca to negotiate the contract with Panorama. Even more scary is that same contract, which you pushed through and executed with seemingly very little information and/or knowledge of what you even signed. "It's incumbent for the board to provide local citizen control over education at a point as close to the parent and child as possible." (Illinois Association of School Boards) — not as close to what the administration or Chris Jasculca negotiates.

I do not recall ever hearing the dual purpose of this contract; i.e. That Panorama is not only creating surveys for D86 but Panorama also has the ability to do what they want with D86's data, when it was presented at the board meeting of March 13th. Does any other member of the board on this email recall that? No? The reason why the board cannot recall, is because it was never presented at the meeting.(see video of Board Meeting dated March 13, 2021 - Panorama agenda item @ 2 hours and 24 minutes.)

Before I responded to this, I wanted to review how this was presented to the public and board and how the board responded and reacted when it was presented to be voted upon and whether or not it was made clear to any party the dual purpose of Panorama— meaning: Panorama was not only hired to create surveys for District 86 but D86 is allowing Panorama to use our data for their own research/usage. A quid pro quo of sorts with D86 footing the bill. As you can see in the video, Mr. Jasculca did not mention Section 2.1 and never explained that D86 gives Panorama the right to use our district's data. Also, Mr. Jasculca is not claiming he was not aware of this ability on Panorama's part which is why, Terri, your effort of having Mr. Jasculca try to give examples of Panorama's prior usage of other district's data is moot and a silly exercise; as the issue is that the board and the public never got all of the information from Mr. Jasculca when he disingenuously presented to the board; which means that you never understood what Panorama was really going to do and/or is about. The Board voted to hire Panorama without knowing the parameters and scope of the contract before putting to a vote and executing the contract. Who is navigating the ship? Certainly, not the board; as it appears that the people at the helm is Chris Jasculca and the administration who have no reservation in withholding pertinent information in their presentation to the board and public.

Who is Chris Jasculca to tell the D86 board whether language will or will not or should or should not be be stricken? That was the board's job to understand what they were signing. It was the Board's job to inquire as to the terms and negotiate said terms of the contract BEFORE VOTING AND SIGNING THE CONTRACT. At the May 13th board meeting, Board Member Held spoke of transparency regarding Panorama — I see nothing transparent about not informing the Board and public that the data that Panorama is collecting is being used for Panorama's purpose as well! Why is our district paying for Panorama when it appears Panorama should be paying us for our data? I see nothing transparent about requiring questions such as ethnicity, race and gender without a valid reason. I see nothing transparent about having to have a meeting regarding whether to even share the results of the survey.

Moreover, Mr. Jasculca states in his email that it is required to keep the questions of ethnicity race and gender — that is because even if D86 does not require that information, apparently, Panorama does for whatever research/usage they deem necessary. Alternatively, if the school does indeed require the questions of race, ethnicity or gender, why? In the meeting of March 13, these surveys were presented to the board and the board and public that the surveys were "customizable," was that untrue? There is no good reason to ask in the surveys for ethnicity, race or gender. It's trying to determine a racial and or ethnic bias with regard to the answers given and that is unacceptable. ([REDACTED] that is coming in a separate email as that is an entirely different abhorrent issue).

All the aforementioned begs the question: who- really benefits from the surveys? If the survey pertaining to homecoming at Central is any indication, these surveys are an exercise in futility. If the school is going to pick and choose whether to acknowledge the results of a survey, why would anybody want to bother participating? So the answer to my question is Panorama — not the students, families or staff — but Panorama will most certainly benefit from your surveys.

Lastly, the board seems to keep allowing, for the administration and D86's legal counsel to make mistakes as demonstrated in both the Saxman debacle and the Panorama contract. The contracts, in the Saxman Consultant(s) and the Panorama contracts are unequivocally written to be more beneficial to the third party consultants/contractor and not to the benefit of D86. In closing, Mr. Jасulca needs to be held accountable for not being transparent and forthcoming, Tammy Prentiss needs to be held accountable for allowing for so much mismanagement and creating a culture where it is okay for a Mr. Jасulca to be so comfortable with his dishonesty or a Saxman to tweet whatever and the law firm needs to be held accountable for poorly negotiating the aforementioned contracts and not bringing to the board's attention the potential issues with the administration's negotiated contracts; as the law firm represents D86 - NOT the administration.

Sincerely,

A solid black rectangular redaction box covering the signature.

Sent from my iPhone

From: [REDACTED]
To: boe@hinsdale86.org; tprentis@hinsdale86.org; dkedrows@hinsdale86.org
Subject: Christine Saxman Tweet
Date: Tuesday, August 31, 2021 4:41:49 PM

Good Afternoon,

[REDACTED] You wouldn't know me because I'm not one of your usual tormentor's, excuse me, commentators. I'm a firm believer in holding elections, voting in them and then trusting in the people who get elected to work in the best interest of our students and the community they represent. Not that there shouldn't be accountability but at its worst accountability will be had at the next election if someone falls short of expectation.

Generally, I would prefer to remain unknown but a tweet by a district hired consultant compels me to speak up. [REDACTED] Even the things I disagree with are worth defending with every fiber of my being.

When a paid diversity consultant chooses to publicly shame police officers two things happen. One, that person has every right to scream their personal beliefs from the mountain top. The other is as a paid consultant from a tax funded entity such as a school district can be fired for such an embarrassment.

This would not infringe on their 1st amendment or any other rights. I will not comment with over the top screeds about this individual's personal beliefs or what is in their heart. I don't care to be quite honest. What I care about is this is an embarrassment for our school district and the individual needs to be removed from their consulting role ASAP. There is nothing diverse about making snarky tweets about police officers and it is a horrible representation of an individual contracted by our district. Anyone on this email would be held to this same standard. There is nothing "canceling " about one of us making an embarrassing mistake and being relieved of our duty. A lesson will be learned and new opportunities will follow.

Accountability needs to be had and this is a fireable offense. I ask that those who hired this person see this embarrassment, right this wrong and immediately terminate any contract you have with this individual.

As easily as the country has found to pick apart every failing of every police department across the US we should also honor the dedication & sacrifice of good officers equally.

I appreciate your time and look forward to your action.

Regards,

[REDACTED]

From: [REDACTED]
To: boe@hinsdale86.org; tprentis@hinsdale86.org
Subject: FIRE Ms. Saxman
Date: Wednesday, September 1, 2021 7:41:35 AM
Attachments: [image1.png](#)
[ATT00002.txt](#)

I am disgusted by these comments and even more disgusted that a penny of MY tax dollars are going to this disgrace of a human.

CUT HER LOOSE IMMEDIATELY!

How dare she. How dare you.

Show this to all the police officers protecting your students and staff.

Deplorable.

From: [REDACTED]
To: [REDACTED]
Cc: twalker@hinsdale86.org; khirsman@hinsdale86.org; pjames@hinsdale86.org; chanson@hinsdale86.org; eheld@hinsdale86.org; dlevinthal@hinsdale86.org; jwaters@hinsdale86.org; ppayne@hinsdale86.org
Subject: Re: CELT Participation
Date: Friday, September 17, 2021 9:36:54 AM

[REDACTED] I think they are great questions. Did you [REDACTED] have any favorable reactions to your questions from the audience?

Sent from my iPhone

On Sep 17, 2021, at 9:18 AM, [REDACTED] wrote:

President Walker:

I attended and spoke at the September 16, 2021 Hinsdale High School District School Board meeting. I have a few questions after attending this meeting.

1. What is the criteria for attending and participating in CELT meetings?
2. Are CELT meetings open to the public?
3. Why are we hiring an equity consultant when we already have an Equity Director?
4. With respect the hiring of the next "equity" consultant, will there be any public input on this matter?
5. Will anyone be held accountable for the hiring of Saxman/Anew Consulting?

Your attention to these questions are appreciated. Thank you.

[REDACTED]
[REDACTED]

From: [REDACTED]
To: twalker@hinsdale86.org; khirsman@hinsdale86.org; pjames@hinsdale86.org; chanson@hinsdale86.org; eheld@hinsdale86.org; dlevinthal@hinsdale86.org; jwaters@hinsdale86.org
Subject: Christine Saxman
Date: Wednesday, September 8, 2021 7:43:14 PM
Attachments: [f97b9329-559f-4cc9-91f6-a5957848dc20.png](#)
[ATT00002.txt](#)
[image.png](#)
[ATT00004.txt](#)

Good evening D86 BoE,

First, let me thank you for your service and time. I do zoom in to BoE meetings and would like to say that you have an interesting elected position at this time. I appreciate all the time away from your loved ones that you dedicate to our community.

Christine Saxman has been doing contract equity work at d86 for a couple of years. I'd like to discuss this retweet:

This retweet of highly offensive and hateful content is appalling. Further, as a [REDACTED], I feel compelled to remind the BoE that equity work, as a whole, is focused on dismantling biased destructive generalizations based upon race, gender, socioeconomic class and religion. I, humbly, would like to add profession. How can the district be seen as addressing equity when, arguably, the lead or co-lead on our equity work seems to endorse such ignorant generalizations based upon profession? Will our equity work forever be attached to this hateful comment? Does this comment delegitimize our work? The CELT committee has been meeting for at least one school year with each meeting lasting a couple of hours.

Further, Christine Saxman seems to have doubled down on her stance. Please see below:

So that I understand this clearly, she is sorry that some of her colleagues feel bad about her retweet? But, to be clear, the sentiment of her earlier retweet is not denounced. The generalization of ACAB is ok? Where is the loving accountability? Who is responsible to hold her accountable?

I go in to the [REDACTED] with a heavy heart and pit in my stomach. Christine Saxman, given her disposition based upon her tweets, shouldn't be doing any equity work at d86. How can we ask more of our students than we do of our employees?

Regards,
[REDACTED]

Sent from my iPhone



christine saxman

3,761 Tweets



Tweets

Tweets & replies

Media

Likes



 41
  493
  5,518
 





 Promoted




christine saxman @xineist · 8h



I deleted a retweet that was clearly misinterpreted by anti-racial equity communities. I didn't delete bc of their feedback. I deleted it when I heard from antiracists I care about abt & how it affected them. I'm here for any dialogue about my integrity and loving accountability.


 1
  4
 

 christine saxman Retweeted



Nettrice @nettieb · 2d

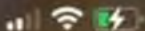


RIP Michael K. Williams

Created by Nettrice Gaskins



11:11



◀ Safari



christine saxman

3,751 Tweets



Tweets Tweets & replies Media

↳ christine saxman Retweeted



💀 **damned sinker** 💀 · 4d ...

**cops quitting
because they won't
get vaxxed feels like
a real two-birds-one-
stone situation.**

💬 156 ↻ 5,581 ❤️ 56.4K ↗



christine saxman · 8/20/21 ...

From: [REDACTED]
To: boe@hinsdale86.org
Subject: Christine Saxman - UPDATE
Date: Wednesday, September 8, 2021 5:49:25 PM

Dear BOE members and Superintendent Prentiss:

Christine Saxman believes that our entire community is "anti-racial equity"... because some have called out her hateful re-Tweets. See below. I ask you again: Is this person worthy of receiving our tax dollars? I am not against speakers brought in to educate our community on such matters... I am however against hateful close minded ones such as her. I will be deeply disappointed if my tax dollars are allocated by YOU, the BOE, to her.



[REDACTED]

From: [REDACTED]
To: [BOE; Prentiss, Tamara](#)
Subject: Saxman Consulting contract
Date: Tuesday, August 31, 2021 4:17:18 PM
Attachments: [IMG-4823.PNG](#)

Dear D86 BOE,
Please reconsider your contract with Christine Saxman as a consultant. Obviously, she was not fully vetted before you made a financial commitment to her.
There is no place in our school district for a person with these evil, preconceived biases.

Sincerely,
[REDACTED]

The image is a screenshot of a mobile phone. The top part shows the Facebook profile of Christine Saxman. The profile picture is a circular collage of images, including a woman with a red flower in her hair, a woman with a rainbow halo, and a woman with a red, white, and blue face. The bio reads: "Christine Saxman", "Christine is racial and social justice facilitator. Check out [christinesaxman.com](#) and [@xine](#)st.", and a blue "Add Friend" button. Below the bio is a "Message" button. The bottom navigation bar shows icons for News Feed, Friends, Marketplace, Shop (with a red badge for 9+ items), Notifications (with a red badge for 3 notifications), and Menu.

The bottom part of the screenshot shows a tweet from Christine Saxman. The tweet text is: "Our tax dollars are going to this woman who retweets insults against police." Below this is a link to "See More". The tweet is retweeted by "christine saxman" (3,751 Tweets). The tweet content is: "damned sinker cops quitting because they won't get vaxxed feels like a real two-birds-one-stone situation." The tweet has 156 replies, 5,581 retweets, and 56.4K likes.

From: [REDACTED]
To: boe@hinsdale86.org
Subject: Very concerned
Date: Tuesday, August 31, 2021 3:39:43 PM
Attachments: [IMG_4984.PNG](#)
[ATT00002.txt](#)

Good afternoon, I'm sorry to be a burden and send this email but I have to have some clarity on this. I am wondering how it is that district 86 employed someone of this caliber to have influence over our students in any way shape or form. If someone could please contact me or email me back I would appreciate it. I do not want my children influenced by this woman nor do I want my tax dollars supporting her [REDACTED]. This is absolutely unacceptable. Thank you for your time.

Tweets Tweets & replies Media

christine saxman Retweeted



damned sinner · 4d

cops quitting
because they won't
get vaxxed feels like
a real two-birds-one-
stone situation.

Retweeted by christine saxman



christine saxman · 6/25/21

I am grateful to have
smart,
compassionate,
creative friends in
my life. I'm humbled
to recommend: Little
E by Dr. Eddie Moore
Jr., Nice Racism by
Robin DiAngelo, and



From: [REDACTED]
To: [Board of Education](#)
Subject: Homecoming and new consultant.
Date: Tuesday, August 31, 2021 1:50:16 PM
Attachments: [image0.jpeg](#)
[ATT00002.txt](#)

Good afternoon. I am writing you about two subjects.

I want to thank Sally Phillips for sending out a survey to the students this morning asking their opinions about Homecoming. Student input is important, however I'm curious why she sent this out during first period class and only gave them until 3:30 today to complete? Aren't kids discouraged from using their phones while at school? I'm hearing parents were incensed at the timing of this and felt that the questions were misleading.

I am having a hard time reconciling why Ms Phillips and Mr Walsh are so insistent on making these changes when it is clear student leaders do not support them. Furthermore, Ms Phillips has stated numerous times that these changes are happening based on feedback received from student leaders in 2019. I do not understand how this pertains to the current student body. This senior class has missed out on so much in the past 18 months, and they deserve to have homecoming festivities that they chose. I also am having a hard time understanding how two individuals can make decisions and changes to traditions that have been in the school for decades.

I am also concerned about the consultant that was recently hired by d86. It was brought to my attention that she has some controversial tweets and retweets. It appears that she is much more of a political activist than a consultant, and I'm questioning the district using taxpayer resources to retain her services. Showing disrespect and disdain for police officers is not OK. I hope the community puts pressure on you all to resend any contract it has been signed with this despicable human being. Hate should have no home at district 86

11:11



◀ Safari



christine saxman

3,751 Tweets



Tweets

Tweets & replies

Media

↻ christine saxman Retweeted



💀 damned sinker 💀 · 4d

cops quitting
because they won't
get vaxxed feels like
a real two-birds-one-
stone situation.



156



5,581



56.4K



From: [REDACTED]
To: boe@hinsdale86.org
Subject: Christine Saxman
Date: Tuesday, August 31, 2021 4:14:28 PM

Dear BOE members,

First, thank you for your service to our community. The purpose of this email is to express my deep sadness that the school has become so divisive. Hiring an equity officer for sensitivity training in itself is not the problem. The problem is that the person hired (Christine Saxman) was not vetted properly for her radical political stances. As I'm sure you've heard by now, she has retweeted a tweet that wishes death upon our police officers, in addition to hosting a lecture that placed all whites in a group considered to be automatically racist.

THIS IS TOTALLY UNACCEPTABLE. THIS PERSON HAS NO PLACE IN OUR SCHOOLS!!! This is beyond disgusting and I implore the board to take this seriously. How dare D86 spends MY tax dollars to support racism and radical politics in our schools. I'd like to believe that you were unaware of her position and opinions, and therefore, now that you have found otherwise, will take immediate steps to terminate her contract.

Sincerely,

[REDACTED]

From: [REDACTED]
To: boe@hinsdale86.org
Subject: Christine Saxman
Date: Friday, September 10, 2021 1:41:00 PM

Dear President Walker, Vice President Hirsman, Secretary James, Ms. Hanson, Mr. Held, Ms. Levinthal, and Mr. Waters,

I would first and foremost like to thank you for the work you are doing for our district. Without leaders like you, our society would not function. With this leadership comes great responsibility.

Action needs to be taken on the hiring of Ms. Christine Saxman. I could be wrong, but from my research, I understand that it will cost the district \$52,500 in contracted fees to fire Ms. Saxman immediately. I do believe this would be money well spent. However, in the future, contracts should have provisions such as termination for good cause or some type of wording, that would allow you to recover said fees.

Understandably, you put your trust in our Superintendent who unfortunately has led you astray. 3 of you requested a public presentation by Ms. Saxman's consulting group before you would have to vote on her contract renewal, but Ms. Prentiss convinced you all to approve the contract before the presentation. This certainly reflects poor judgement on the part of the Superintendent, the extent of which became even more obvious with Ms. Saxman's poor social media decisions.

I don't begrudge Ms. Saxman's right to her personal beliefs. However, D86 should not hire someone who publicly promotes such opinions. She is responsible for engaging with Staff, STUDENTS, and Parents on the important culturally responsive work you have undertaken as part of your strategic plan. In her retweet (which has since been deleted), she supports the elimination of the police by supporting and even promoting their elimination via harm coming to them. This board should have zero tolerance for someone who not only has such an abhorrent opinion, but also shows tremendously poor judgement by choosing to post this on social media.

I realize that this tweet has since been "dirty deleted", which is even more concerning. Her remark upon removing the tweet is offensive to D86 taxpayers, the police and quite frankly everyone. Furthermore, she should stand by her convictions always, not just when it is convenient. She holds an important position in our district, one she has shown she is unqualified for and undeserving of.

Finally, please hold the individual responsible for Ms. Saxman's hiring accountable for such folly. The taxpayers deserve this.

Thank you for taking the time to read my correspondence.

Regards,

[REDACTED]

From: [REDACTED]
To: [Board of Education](#)
Subject: Re: Dear BOE Members:
Date: Thursday, September 16, 2021 4:30:10 PM

Dear BOE Members & Superintendent Prentiss,

Originally, this letter began as a plea to terminate the contracts for Saxman and Anew Consulting. Now I have changed it to a plea to vote collectively on the termination agreement put forth this evening. It seems clear that all the letters/emails you have received and hopefully all read, is an indication of the ire our community has for CRT ideology. I assume you all know by now what an epic fail your approval of these consulting contracts has become. Thank you to the Board members who requested a public presentation to the board before approval of this consulting agreement at last month's meeting. It is a shame, however, that Superintendent Prentiss swayed the board to approve the contract before a public presentation was conducted. Not only did that decision age terribly, but then the Board's legal counsel said "hold my beer" and allowed the board to approve consulting agreements that did not include a termination provision for good cause and allow you to recover any of the monies. Oh, the community would agree we have good cause for termination. Unfortunately, it will now cost us taxpayers. That money would have been better spent in a thousand different ways to benefit our D86 students. Shame on all of you. The Board needs to think long and hard about the current administration's agenda regarding CRT ideology. It is divisive to our community and serves no purpose in our schools. Our community deserves better.

I would like the Board to consider requesting the District's legal counsel to pro bono any future legal work for the District in the amount equal to the loss we are sustaining due to the lack of termination clauses in the contract. Or perhaps the District should file a complaint with the Illinois State Bar Association for incompetence against the law firm. This legal work is shoddy at best and more than one individual owes an explanation to our community as to how this was allowed to happen. Individuals should be held accountable by losing their job and perhaps paying back the lost monies.

Sincerely,

[REDACTED]

From: [Jeff Waters](#) on behalf of Jeff Waters <jwaters@hinsdale86.org>
To: [REDACTED]; [Terri Walker](#)
Subject: Re: Concerning
Date: Monday, August 23, 2021 11:05:09 PM

[REDACTED]

Thank you so much for reaching out to the Board -and Superintendent Prentiss- who is also copied on this email that you sent.

It is greatly appreciated and impactful to hear the perspective from community members. As Board Members, we take an oath to represent the District's desires and demands for all things District 86 despite our personal viewpoints, which may or may not always be in alignment with a community member. This Board member takes that oath very seriously and I sincerely encourage all community members to share thoughtful and pointed input such as your email has here to help best inform this thoughtful Board of the vision and wishes of the wonderful D86 community in which we reside.

Thank you very much, [REDACTED]
I greatly appreciate you reaching out.

Have a great week!

Kind regards-

Jeff Waters

On Mon, Aug 23, 2021 at 6:06 PM [REDACTED] wrote:

Stop the nonsense!

PLEASE, just teach our kids!! The letter of encouragement and excitement about the first day of school and welcoming everyone back from the principal seems more like a decree of locking down our kids while at school. I hope you do realize the impact you are having on the kids and the community at large – you are making yourselves and everyone else anxious, humiliated and crazy! Stop the nonsense! The tremendous impact the pandemic is having on everyone is the way you are treating it. Of course it is impacting everyone's mental health and well being – IT IS FAR WORSE THAN THE DISEASE! Does your intervention team take into account the amount of kids that will not come forward to seek help? Will one or two meetings with a social worker fix everything going on with these kids for what they have endured the last 18 months and beyond? You are setting kids up for a lifetime of anxiety, segregation and doubt.

I could barely understand what the 'test to stay' option even means from a prior email. How will you monitor "close contact"? How will you identify who is "part of an outbreak"? What sort of testing are you proposing to keep kids in school"? So if I read this correctly, if

someone happens to be on the “list of close contact with someone” and that person tests positive with Covid, then everyone on their close contact list will automatically be quarantined? What type of precedent will set? THIS WILL NEVER END!! I have a suggestion: STOP THE NONSENSE! Let us keep our privacy regarding the health of our children and stick to educating.

Please go back to common sense. If you continue to make mandates based on different bodies of authority, this will never end. Every day, a new entity has a new protocol to follow or a new decree; how do you possibly keep up? Your full time job now will be to monitor this chaos of who is vaccinated, who is not, who is a super spreader, who waved to someone across the street, who has a cough, who sneezed...never ending! It feels like we are setting our kids up for failure, with one of the options being keeping our kids home, with no instruction for indefinite periods of time. Please get back to the business of educating our kids and leave our personal healthcare to the parents.

Regarding the decree that came down regarding the recommended consultants that will be teaching our faculty, training them in CRT, I am HORRIFIED to learn that this was pushed through the board without objections. As I understand it, James and Waters had questions on this decree that was disregarded as it was already approved. According to BoardDocs, this contract was executed on July 26, 2021. Has anyone read their websites? Saxman Consulting highlights articles such as: “White Lady Antiracism”, “My Child is Sharing Conspiracy Theories”, “The Insurgence of Young White People”, “Eyes on Whiteness Podcast”, “Bearing Whiteness and Taking Action”, “Inoculating Students Against White Nationalism”. Anew Collective Consulting’s basic tenant is to transform ourselves and collective transformations for racial equity across all sectors. WHAT ARE YOU TRYING TO DO TO OUR SCHOOLS? The fact that this is not mandatory, “just suggested” is a slap in the face to this community.

████████████████████ I chose to live within District 86, is because of the quality education and staff that d181 and d86 provided. I am saddened to say that I am beginning to doubt that. This district is changing before our eyes and it seems even our elected members have no control or say in the matter.

██████████

From: [Erik Held](#) on behalf of [Erik Held <eheld@hinsdale86.org>](mailto:eheld@hinsdale86.org)
To: [Board of Education](#)
Subject: Fwd: Christine Saxman Contract
Date: Tuesday, August 31, 2021 3:44:56 PM

Don't reply all....

FYI, here is the tweet in question. There is a facebook group (one user in particular) that's sharing screenshots of her and her partner's tweets from over the years.

----- Forwarded message -----

From: [REDACTED]
Date: Tue, Aug 31, 2021, 3:24 PM
Subject: Christine Saxman Contract
To: boe@hinsdale86.org <boe@hinsdale86.org>

Dear BOE,

I urge you to terminate the contract of Saxman Consulting, LLC in light of Christine's anti-police retweet. There should be no place for her agenda in D86.

Thank you,

[REDACTED]

From: [REDACTED]
To: [Terri Walker; dlevinthal@hinsdale86.org](mailto:Terri.Walker@dlevinthal@hinsdale86.org); [Peggy James; jwaters@hinsdale86.org](mailto:Peggy.James@jwaters@hinsdale86.org); khirsman@hinsdale86.org; eheld@hinsdale86.org; Hanson.Cynthia
Subject: Fw: Serious concerns with the District contracting Christine Saxman
Date: Wednesday, September 1, 2021 11:19:19 AM
Attachments: [Saxman retweet.png](#)
[Saxman retweet comments.png](#)
[Saxman retweet comments 2.png](#)
[Saxman retweet comments 3.png](#)

Since I did not get the auto-response to the email below, I am sending it again to your individual email accounts.

From: [REDACTED]
Sent: Wednesday, September 1, 2021 11:06 AM
To: D86 BOE <boe@hinsdale86.org>
Subject: Serious concerns with the District contracting Christine Saxman

Dear BOE Members:

I was shocked yesterday to learn of an offensive, anti-police retweet made by your recently re-hired consultant, Christine Saxman. Attached are images of her retweet and the comments of others to the original tweet that appear below her tweet. Let me be clear, while Ms. Saxman has a right to her personal opinions, abhorrent as they may be, D86 -- a district funded with tax dollars and federal or state grant money -- should not hire someone who publicly promotes such offensive beliefs and who has and will continue to directly engage Staff, Students and Parents on the important culturally responsive work you have undertaken as part of your strategic plan. All seven of you publicly elected officials should have ZERO TOLERANCE for someone who has shown blanket disdain towards police by retweeting a post that clearly is promoting their elimination, one way or another -- ie. harm to them. You cannot ignore her public retweet -- ANYONE can access it simply by searching "Christine Saxman twitter -- or the horrible comments that appear below her retweet, including:

"Convenient of the trash to take itself out."

"I like that self-eradication."

"Makes me all tingly inside."

"Then they get recruited by militia groups."

Ms. Saxman's retweet is particularly troubling since D86 has hired BELOVED retired police officers to serve and protect our children. Officer Michael Coughlin is one of these officers, formerly with the Hinsdale Police Department. He spent much of his career working with local schools and teaching the DARE program to thousands of students. He is a shining example of the good work and commitment police should be recognized and praised for. What message are you or Ms. Prentiss sending to the District's students, staff, and parents if you continue to

engage Ms. Saxman?

The fact that three of you requested a public presentation by her consulting group before you would have to vote on her contract renewal, but were swayed by your ONE EMPLOYEE, Ms. Prentiss, to approve the contract BEFORE the presentation, reflects terribly on the superintendent's professional judgement. Now, you are in a position where if you do what is right, you will fire Ms. Saxman immediately, but you will need to pay her the \$52,500 in contracted fees. Nothing in the contract you approved includes a termination provision for good cause, or that would allow you to recover fees. NOTHING. Instead, Section 2(c) specifically states:

"Cancellation: Upon full execution of this agreement, the Organization is responsible for the payment of the Consulting Fee regardless of whether it proceeds with the Consulting Services. Such payment will be made within two (2) weeks of the originally scheduled date."

You were led astray by Ms. Prentiss, all to the district's detriment. I will say again, Ms. Prentiss is not the right person to lead D86. I am requesting that you not only end your relationship with Ms. Saxman, but that you begin a national search for a new superintendent, even if it means that you must buy Ms. Prentiss out of her three-year contract.

Respectfully,



From: [Terri Walker](#) on behalf of [Terri Walker <twalker@hinsdale86.org>](#)
To: [Tammy Prentiss](#)
Subject: Fwd: Christine Saxman
Date: Wednesday, September 8, 2021 5:28:45 PM
Attachments: [saxman tweet.png](#)

----- Forwarded message -----

From: [REDACTED]
Date: Wed, Sep 8, 2021 at 4:08 PM
Subject: Christine Saxman
To: Terri Walker <twalker@hinsdale86.org>, Peggy James <pjames@hinsdale86.org>, dlevinthal@hinsdale86.org <dlevinthal@hinsdale86.org>, jwaters@hinsdale86.org <jwaters@hinsdale86.org>, eheld@hinsdale86.org <eheld@hinsdale86.org>, khirsman@hinsdale86.org <khirsman@hinsdale86.org>, Hanson, Cynthia <chanson@hinsdale86.org>

Dear D86 BOE Members:

So apparently Christine Saxman has deleted her anti-police retweet and tweeted about doing so. See the attached image. She claims that "anti-racial equity" communities misinterpreted her tweet.

Seriously?

I consider this new tweet to be as bad, if not worse, than her first one. How dare she make a blanket statement about individuals who took issue with her retweeting an "anti-POLICE" tweet, and claim we are all "anti-racial equity?"

Ms. Saxman's new tweet proves that SHE has a political agenda, and as such, she should not be "consulting", moderating, or educating our teachers, staff, or students and parents who serve on the CELT committee. As a minority, I do not appreciate being labeled as "anti-racial equity" by anyone, let alone by someone who retweeted a celebratory post about two ways to get rid of police officers. Saxman doesn't know any of us personally and has no right to make such a blanket judgment.

I urge you to fire her consulting group and replace it with a more suitable one, that you can properly vet -- contract included -- before approving it. I know that community members have asked you to hold a special meeting to discuss our serious concerns, but one has not yet been scheduled. I certainly hope that Ms. Saxman's consulting group will not be "engaging" with any D86 constituent on campus before you have had a public discussion on her contract and her conduct.

Respectfully,

[REDACTED]

From: [REDACTED]

Sent: Wednesday, September 1, 2021 11:06 AM

To: D86 BOE <boe@hinsdale86.org>

Subject: Serious concerns with the District contracting Christine Saxman

Dear BOE Members:

I was shocked yesterday to learn of an offensive, anti-police retweet made by your recently re-hired consultant, Christine Saxman. Attached are images of her retweet and the comments of others to the original tweet that appear below her tweet. Let me be clear, while Ms. Saxman has a right to her personal opinions, abhorrent as they may be, D86 -- a district funded with tax dollars and federal or state grant money -- should not hire someone who publicly promotes such offensive beliefs and who has and will continue to directly engage Staff, Students and Parents on the important culturally responsive work you have undertaken as part of your strategic plan. All seven of you publicly elected officials should have ZERO TOLERANCE for someone who has shown blanket disdain towards police by retweeting a post that clearly is promoting their elimination, one way or another -- ie. harm to them. You cannot ignore her public retweet -- ANYONE can access it simply by searching "Christine Saxman twitter -- or the horrible comments that appear below her retweet, including:

"Convenient of the trash to take itself out."

"I like that self-eradication."

"Makes me all tingly inside."

"Then they get recruited by militia groups."

Ms. Saxman's retweet is particularly troubling since D86 has hired BELOVED retired police officers to serve and protect our children. Officer Michael Coughlin is one of these officers, formerly with the Hinsdale Police Department. He spent much of his career working with local schools and teaching the DARE program to thousands of students. He is a shining example of the good work and commitment police should be recognized and praised for. What message are you or Ms. Prentiss sending to the District's students, staff, and parents if you continue to engage Ms. Saxman?

The fact that three of you requested a public presentation by her consulting group before you would have to vote on her contract renewal, but were swayed by your ONE EMPLOYEE, Ms. Prentiss, to approve the contract BEFORE the presentation, reflects terribly on the superintendent's professional judgement. Now, you are in a position where if you do what is right, you will fire Ms. Saxman immediately, but you will need to pay her the \$52,500 in contracted fees. Nothing in the contract you approved includes a termination provision for good cause, or that would allow you to recover fees. NOTHING. Instead, Section 2(c) specifically states:

"Cancellation: Upon full execution of this agreement, the Organization is responsible for the payment of the Consulting Fee regardless of whether it proceeds with the Consulting Services. Such payment will be made within two (2) weeks of the originally scheduled date."

You were led astray by Ms. Prentiss, all to the district's detriment. I will say again, Ms. Prentiss is not the right person to lead D86. I am requesting that you not only end your relationship with Ms. Saxman, but that you begin a national search for a new superintendent, even if it means that you must buy Ms. Prentiss out of her three-year contract.

Respectfully,





Theresa @TheresaKI_ · 5d

Replying to @dansinker and @docrocktex26

I like that self eradication.



Pitchforks & Guillotines -... · 5d

Replying to @dansinker and @PSW_66

Makes me all tingly inside.



Jacob Dunning @Jacobdunn... · 5d

Replying to @dansinker

It's a start!



1





Johny, twice Pfized   · 4d

Replying to [@dansinker](#)

Then they get recruited by militia groups.



Marcus Allen the Cat [@mar...](#) · 4d


Replying to [@dansinker](#) and [@tressiemcphd](#)

Convenient of the trash to take itself out







Tweet

 christine saxman Retweeted



 **damned sinker** 

@dansinker



cops quitting because they won't get vaxxed feels like a real two-birds-one-stone situation.

12:06 PM · 8/26/21 · [Twitter Web App](#)

5,443 Retweets **145** Quote Tweets

56.4K Likes



molly glanz @tall_moll · 5d




Replying to [@dansinker](#)

They either comply & it's more vaxxed people, or they quit & it's fewer cops. Real win-win

 5

 2

 140



11:11



◀ Safari



christine saxman

3,751 Tweets



Tweets Tweets & replies Media

↕ christine saxman Retweeted



💀 **damned sinker** 💀 · 4d ...

**cops quitting
because they won't
get vaxxed feels like
a real two-birds-one-
stone situation.**

💬 156 ↻ 5,581 ❤️ 56.4K ↗



christine saxman · 8/20/21 ...

From: [REDACTED]
To: boe@hinsdale86.org
Subject: Re: Follow up on comments about Anew Collective and Saxman Consulting
Date: Thursday, August 26, 2021 10:18:31 PM
Attachments: [Awake Illinois proposal 8.26.21.pdf](#)
[image.png](#)

As a follow up to the line of questioning about pushing CRT in the D86 strategic plan and specifically training for the teachers, attached is an alternate example for a proposal that the district could adopt focused on "Equality and Civil rights in Education" and not equity.

Even though the district has headed down the wrong path with its equity drive, it's still not too late to reverse course.

[REDACTED]

On Thu, Aug 26, 2021 at 9:30 PM [REDACTED]:

Good evening,

My comments tonight about Anew Collective and Saxman Consulting were rushed and incomplete so I want to take the opportunity to expand upon them.

Let me back up and put my concern in context :

[White teacher sues Evanston/Skokie School District 65 for alleged race based policies \(fox32chicago.com\)](#)

Attached above is the link to the article about District 65 getting sued over policy work that Anew Collective's founder performed. This is specifically called out as a success story on her website bio.

[ABOUT | Anewcollective \(anewcollectiveconsulting.com\)](#)

Not exactly who I would want to hire but neither is Christine Saxman. As I was pointing out in my comments, a simple Google search of her one page website shows her true colors: "Chrisitne Saxman is a racial and social justice facilitator, trainer and coach." Sounds fascinating.

[The Work – Christine Saxman – Saxman Consulting. LLC](#)

Her list of links "The Work", seem super relevant and beneficial to training teachers to be better educators, covering a range of topics from her "Eyes on Whiteness" podcast to informative resources for " White" Teachers and Parents promoting

Activism. christinesaxman.com/2020/11/20/eyes-on-whiteness-podcast/

Resources for Teachers and Parents

Date: December 4, 2019

Author: christinesaxman

5 Comments

[Resource Guide for White Teachers and Parents Developing Consciousness and Moving into Action – Saxman](#)

I am often asked for resources for White parents and teachers. I developed this document to be an evolving source. Please feel free to provide feedback and suggestions for resources.

[Interrupting White Nationalist Recruitment – Saxman & Tochluk](#)

What do parents and teachers need to know? This frequently updated resource shares many resources on what we need to know about white nationalists.

Again I urge extreme caution and suggest ending the contract with both of these consultants before exposing the district to lawsuit liability and avoid further wasting of district resources.

What is the urgency to rush through this "Anti Racist" (but actually Racist) training? Is there some epidemic of racism in D86 that only the board is aware of? What leading school district schedules controversial training for its teachers before it even understands what training is being performed? Board member Waters asked for clarification, but was denied. Then Superintendent Prentiss used the line of thinking, that because D86 already scheduled training, this is justification to approve the contract?? Why is the board, (specifically Eric Held) opposed to revealing this to the public? Why is D86 paying for this at all if it's voluntary? I guess we are just slow walking the Townhall discussions on this.

In the name of **Equality**, what opportunity is the district providing as an alternative to the CRT based training these race hustling consultants are peddling?

There are far more respectable options like The Woodson Center and 1776 Unites that actually can provide evidence of improved student achievement and actual "Best Practices" (not politically motivated ones). Has this ever been considered or researched? Website is attached below.

[The Woodson Center](#)

This is all obviously a hot sub topic under the district's strategic plan to push more implementation of Equity (aka. CRT) in the school system. If you think it's so great, why not showcase it to parents of students? Tell them these are the "Train the Trainer" concepts you want to move forward with. Let's be specific about what it is we are "training" them to do again? Is it to become better educators or is it to train better student activists in a simplified form? How will this be supported and reinforced by the new Director of Instructional Equity? Where is the curriculum for parental review before it's implemented?

What outreach have you done with neighboring school districts to measure the success or failure of these policies? Are there any studies that show improved student achievement? If not, why?

I look forward to your responses.

Regards,



www.anetiveconsulting.com/about-me

POLICY ON EQUALITY & CIVIL RIGHTS IN EDUCATION

PROPOSAL

TO SCHOOL DISTRICTS AND AFFILIATED AGENCIES



2021



To Whom It May Concern:

Given the potential for violation of certain unalienable American rights, this enclosed statement is being supplied to school districts, boards of education, and affiliated agencies/organizations titled “**Policy On Equality and Civil Rights in Education**”. By adopting and enforcing this policy, school districts and stakeholders can unite under the founding principles that recognize *all of us are created equal*. None of us should want our board meetings to look like those out of Louden County, VA. Those parents and advocates have for months been defending our basic American principles on behalf of the public school community. Please don’t make us have to do the same, because we will if we have to; we are ready to fight this head on. Rather, let’s resolve this issue and resolve it now in the name of unifying our children and community.

Why adopt this policy?

- Anti Americanism is sadly permeating a plethora of literature in public education today.
- These ideas of oppression and systemic racism come from Marxist and 20th century Neo Marxist doctrine called “critical theory.” America is a constitutional federal republic; it is not a marxist, socialist, or communist government.
- The **Civil Rights Act of 1964** ¹ prohibits discrimination on the basis of race, color, religion, sex or national origin. This act is intended to be universal, not just for select groups.
- It is incumbent upon education officials to ensure K 12 lessons, discussions, and initiatives do not discriminate by race, creed, gender, sexuality, or any other manner that violates the constitutional rights of students or staff.
- Given the current national litmus on the topic of racism and equality, this policy can establish a unifying concept of community and citizenship.

This policy is adapted from the Citizens for Renewing America template ² and is provided to you by Awake IL for consideration as an established policy/resolution. It is comprehensive in its definitions of “critical theory” and divisive curricula, it protects students and staff from participation in the defined divisive concepts, it stipulates the liabilities of policy violations, and it incorporates a clause that will protect taxpayer funds from going towards defined divisive concepts. Awake IL looks forward to seeing this school district/agency establish either this statement or a similar policy to ensure all students and staff are treated fairly under the Constitution of the United States of America ³, the Declaration of Independence ⁴, and the Bill of Rights ⁵. You are welcome to contact our organization with any questions, comments, or to collaborate on this suggested policy.

We are Awake Illinois and we cannot be canceled.

Regards,

Advocates for Awake IL

www.awakeIL.com | info@awakeIL.com

¹ <https://www.docsteach.org/documents/document/civil-rights-act-of-1964>

² <https://citizensrenewingamerica.com/issues/combating-critical-race-theory-in-your-community/>

³ <https://www.archives.gov/founding-docs/constitution>

⁴ <https://www.archives.gov/founding-docs/declaration>

⁵ <https://www.archives.gov/founding-docs/bill-of-rights>

Policy on Equality and Civil Rights in Education

Purpose

The purpose of this policy (or resolution) is to prohibit:

- the teaching and promotion of critical race theory,
 - divisive concepts, and
 - other forms of government-sanctioned or -facilitated racism in our school district
- and to uphold the foundational American principle that all people are created equal and are endowed by their Creator with unalienable rights to life, liberty, and the pursuit of happiness.

Section 1. Definitions

A. “*Critical Race Theory*” means any theory or ideology that:

1. Derives or otherwise traces its origins or influences from, or pertinently overlaps with, the “Critical Theory” social philosophy espoused by the Frankfurt School;
2. Teaches or promotes that social problems are created by racist or patriarchal societal structures and systems;
3. Espouses the view that one race is inherently racist, sexist, or intentionally or inadvertently oppressive;
4. Espouses the view that one race is inherently responsible for the intentional or inadvertent oppression of another race;
5. One race or sex is superior to another race or sex;
6. A person should be discriminated against because of the race or sex attributed to them or be treated differently based on that classification;
7. A person’s moral character is determined by the race or sex attributed to them;
8. The race or sex attributed to a person makes them responsible for past transgressions of that race or sex;
9. A person would feel discomfort, guilt, anguish, or any other form of psychological, physical, or any other kind of distress on account of the race or sex attributed to them; and
10. Work ethic or devotion to duty and obligations is inherently racist or sexist.

B. “*Divisive Concepts*” mean any concept that espouses:

1. One sex, race, ethnicity, color, or national origin is inherently superior to any other sex, race, ethnicity, color, or national origin;
2. The United States is fundamentally or systemically racist or sexist;
3. An individual, by virtue of the sex, race, ethnicity, religion, color, or national origin attributed to them is inherently racist, sexist, or otherwise prejudiced or oppressive, whether consciously or unconsciously;

4. An individual should be discriminated against or receive adverse treatment solely or partly because of the sex, race, ethnicity, religion, color, or national origin attributed to them;
5. An individual's moral character is necessarily determined by the sex, race, ethnicity, religion, color, or national origin attributed to them;
6. An individual, by virtue of the sex, race, ethnicity, religion, color, or national origin attributed to them, bears responsibility for actions committed in the past by other members of the same (or any other) sex, race, ethnicity, religion, color, or national origin;
7. Any individual should be targeted and made to feel discomfort, guilt, anguish, or any other form of psychological distress due to the sex, race, ethnicity, religion, color, or national origin attributed to them;
8. Meritocracy or traits such as a work ethic or devotion to duty and obligations are racist or sexist, or were created or recognized by a particular race to oppress another race; or
9. The term "divisive concept" includes any other form of race or sex stereotyping or any other form of race or sex scapegoating;
 - (a) "Race or sex stereotyping" means ascribing character traits, values, moral and ethical codes, privileges, status, or beliefs to a race or sex, or to an individual because of his or her race or sex;
 - (b) "Race or sex scapegoating" encompasses any claim that, consciously or unconsciously, and by virtue of his or her race or sex, members of any race are inherently racist or are inherently inclined to oppress others, or that members of a sex are inherently sexist or inclined to oppress others.

C. "*Government-sanctioned or -facilitated racism*" means any concept, theory, ideology, action, omission, custom, policy or practice enacted by elected officials or taxpayer-funded entities that:

1. Supports, promotes, or affirms the adverse treatment of an individual by virtue of the race attributed to them;
2. Results in the affirmation, adoption, or adherence to viewpoints that treat individuals adversely by virtue of the race attributed to them;
3. Reinforces, supports, or affirms the ahistorical and racist ideas promoted by the *1619 Project* and likeminded endeavors and organizations or otherwise derives or can trace its origins to the essays, curricula, and writings of the *1619 Project* and similar endeavors.

Section 2. Prohibitions

A. The tenets outlined in section (1)(B), often found in "critical race theory," undermine a free society and sound education and otherwise exacerbate and inflame divisions on the basis of sex, race, ethnicity, religion, color, national origin, or other criteria in ways contrary to the unity

of the nation, the founding principles of the nation, and the well-being of the citizens of

School District/Organization Name

B. Therefore, no school district, or public school, including a public charter school, shall direct or otherwise compel students to personally affirm, adopt, or adhere to any of the following tenets:

1. That any sex, race, ethnicity, color, or national origin is inherently superior or inferior;
2. That individuals should be discriminated against or receive adverse treatment solely or partly because of the sex, race, ethnicity, religion, color, or national origin attributed to them;
3. That an individual, by virtue of the sex, race, ethnicity, religion, color, or national origin attributed to them, are inherently responsible for actions committed in the past by other members of the same (or any other) sex, race, ethnicity, religion, color, or national origin;
4. That an individual, by virtue of the sex, race, ethnicity, religion, color, or national origin attributed to them is inherently racist, sexist, or oppressive, whether consciously or unconsciously;
5. That an individual's moral character is necessarily determined by the sex, race, ethnicity, religion, color, or national origin attributed to them;
6. That an individual should be targeted and made to feel discomfort, guilt, anguish, or any other form of psychological, physical, or any other kind(s) of distress due to the sex, race, ethnicity, religion, color, or national origin attributed to them;
7. That meritocracy or traits such as a hard work ethic are racist or sexist, or were created by a particular race to oppress another race; or
8. That the United States is fundamentally or systemically racist or sexist;

C. No distinction among or classification of students shall be made on account of race, color, or national origin.

D. No course of instruction, unit of study, or any other curricular or extracurricular offerings directing, facilitating, enabling, permitting, sponsoring, supporting or otherwise compelling students to personally affirm, adopt, or adhere to any of the tenets identified in paragraph (B) of this subsection shall be used or introduced in any school within the jurisdiction of this board of education. Nor shall students, directly or indirectly, be encouraged or incentivized in any manner to do so.

E. All training programs for school district employees relating to diversity, equity, or inclusion must adhere to the provisions outlined in section (2)(B) and shall, before being used, be reviewed by the board of education for full compliance with this subchapter. This review shall also be available for discussion in a public format to provide parents, guardians, and residents

with a meaningful opportunity to participate, review, and provide input on any proposed guidelines relating to diversity, equity, or inclusion training for school district employees.

F. Notwithstanding any other provision of law, this section does not prohibit schools, or entities under the jurisdiction of the board of education, from including, as part of a course of instruction or in a curriculum or instructional program, or from allowing teachers or other employees to use supplemental instructional materials that include:

1. The history of an ethnic group, as described in textbooks and instructional materials adopted in accordance with approved curriculum;
2. The discussion of otherwise controversial aspects of history, *only if* done so without violating the provisions outlined in section (2)(B) and *only if* done so by presenting, from a holistic point of view, a complete, neutral, and unbiased perspective of the subject matter or prism;
3. The instruction on the historical oppression of a particular group of people based on race, ethnicity, class, nationality, religion, or geographic region; or
4. Primary source documents relevant to such a discussion if otherwise approved for use in curriculum or trainings, and otherwise comports with the provisions of above sections.

Section 3. Applicability to School Districts

Notwithstanding any other provision of law, the provisions outlined in section (2) shall also be applied to all employees at a covered school in the school district as outlined in section (2)(B).

A. A covered school shall not teach, instruct, or train any employee, contractor, staff member, administrator, supervisor, assistant, part-time employee, parent volunteer, or any other individual or group, to adopt, support, or promote critical race theory, divisive concepts, or government-sanctioned or -facilitated racism as defined by the provisions herein enacted.

B. No employee of the board of education shall face any direct or indirect adverse consequences, penalty or discrimination on account of his or her refusal to support, believe, endorse, embrace, confess, act upon, or otherwise assent to critical race theory, divisive concepts, or government-sanctioned or -facilitated racism as defined.

1. The fair and equal treatment of individuals is an inviolable principle that must be maintained in the state workplace.
2. The administrative head of each school shall use his or her authority to ensure that the school employees during work hours, and any contractors hired by the school to provide training, workshops, forums, or similar programming, for purposes of this section, to school employees do not teach, advocate, act upon, or promote in any training to school employees critical race theory, divisive concepts, or government-sanctioned or -facilitated racism as defined.

C. No funds shall be expended by the board of education, or any entity under the board of education's jurisdiction, for any purpose prohibited in section 2, section (3)(A), and section (3) (B).

Section 4. Penalties

Along with the board of education, the principal of each school subject to the provisions herein enacted must enforce those provisions. The principal may delegate some aspects of the responsibility of that enforcement so long as that principal remains active in the enforcement process. Notwithstanding any other provision of law, whenever a complaint concerning the potential violation of the provisions herein enacted by a covered school, school employee, or contractor is brought to the principal's attention or the principal has any cause to suspect that such a violation has occurred, is occurring, or may occur, the principal must notify the board of education in writing as expeditiously as is reasonable but within no later than 7 calendar days. The board of education then has 30 calendar days to complete an assessment of the covered school or school employee's violation and make it publicly available to residents within the school district.

A. If a covered school violates the provisions in section (2) or section (3), the board of education, notwithstanding any other provision of state or federal law, shall sanction the school by providing public notice to residents within 30 calendar days, enacting a prohibition on participation in athletic competition, or otherwise bar the covered school from any participation in local or state academic or athletic activities for a period up to 30 days.

B. If a school employee violates the provisions in section (2) or section (3), the board of education, notwithstanding any other provision of state or federal law, shall require the school administrator to sanction the employee as follows:

1. Upon first offense, the employee shall be placed on 30 days of administrative leave without pay.
2. Upon second offense, the employee shall be terminated; and the school shall issue a public statement reiterating its commitment to upholding the fundamental American idea that all men are created equal and endowed by their Creator with unalienable rights to life, liberty, and the pursuit of happiness.

C. If a contractor provides a training for school employees relating to diversity, equity, or inclusion that teaches, advocates, or promotes critical race theory, divisive concepts, and government-sanctioned or -facilitated racism as defined, and such action is in violation of the applicable contract, the school entity that contracted for such training shall evaluate within 30 calendar days whether to pursue debarment of that contractor, consistent with applicable law and regulations.

1. If a contractor is found to be in violation of the applicable contract through the teaching or promotion of critical race theory, divisive concepts, or government-sanctioned or -facilitated racism as defined, then the contractor shall be debarred with public notice provided within 7 calendar days of the debarment of that contractor.

D. If a board of education member violates the provisions in section (2) or section (3) or otherwise lends material or any other tangible or intangible support, aid, assistance or encouragement to critical race theory, divisive concepts, or government-sanctioned or -facilitated racism as defined, the board of education, notwithstanding any other provision of state or federal law, shall notify the public within 7 calendar days and provide notice of a public forum to be held no later than 30 calendar days after notification.

1. The public forum shall be used to formally consider removal of the board of education member through a special election consistent with state and local election law and must provide parents, guardians, and residents with a meaningful opportunity to participate, review, and provide input on the consideration of removal of the board of education member.

Section 5. Additional Terms

Additional terms and concepts below that either wholly violate the above clauses, or which may if taught through the framework of any of the prohibited activities defined above, partially violate the above clauses in what is otherwise broadly defined as “critical race theory”:

- A. Critical Race Theory (CRT)
- Action Civics
- Social Emotional Learning (SEL)
- Diversity, Equity, and Inclusion (DEI)
- Culturally responsive teaching
- Abolitionist teaching
- Anti-racism
- Anti-bias training
- Anti-blackness
- Anti-meritocracy
- Obtuse meritocracy
- Centering or de-centering
- Collective guilt
- Colorism
- Conscious and unconscious bias
- Critical ethnic studies
- Critical pedagogy
- Critical self-awareness
- Critical self-reflection

Cultural appropriation/misappropriation
Cultural awareness
Cultural competence
Cultural proficiency
Cultural relevance
Cultural responsiveness
Culturally responsive practices
De-centering whiteness
Deconstruct knowledges
Diversity focused
Diversity training
Dominant discourses
Educational justice
Equitable
Equity
Examine "systems"
Free radical therapy
Free radical self/collective care
Hegemony
Identity deconstruction
Implicit/Explicit bias
Inclusivity education
Institutional bias
Institutional oppression
Internalized racial superiority
Internalized racism
Internalized white supremacy
Interrupting racism
Intersection
Intersectionality
Intersectional identities
Intersectional studies
Land acknowledgment
Marginalized identities
Marginalized/Minoritized/Under-represented communities
Microaggressions
Multiculturalism
Neo-segregation
Normativity
Oppressor vs. oppressed
Patriarchy
Protect vulnerable identities
Race essentialism

Racial healing
Racialized identity
Racial justice
Racial prejudice
Racial sensitivity training
Racial supremacy
Reflective exercises
Representation and inclusion
Restorative justice
Restorative practices
Social justice
Spirit murdering
Structural bias
Structural inequity
Structural racism
Systemic bias
Systemic oppression
Systemic racism
Systems of power and oppression
Unconscious bias
White fragility
White privilege
White social capital
White supremacy
Whiteness
Woke

Section 6. Non-Exhaustiveness of Section 5

The list of terms and concepts in section 5 is non-exhaustive. Section 5 applies to all terms or concepts that violate the provisions herein enacted.

Section 7. Usage of Sex or other Classifications Mentioned in this Enactment

The usage of sex or other related classifications mentioned in this enactment shall not be construed as an endorsement of deviations from biological sex. These classifications are intended to prevent, and shall have the effect of preventing, anyone from using any manner of fluidity or impermanence regarding sex to circumvent the purpose and objective of this enactment.

Section 8. Tax-payer Funding

This adopted policy shall prohibit the spending of tax-payer funds on staff/student workshops, initiatives, and/or curricula that are in conflict with the protected rights of the Constitution of the United States of America, the Declaration of Independence, and/or the Bill of Rights.

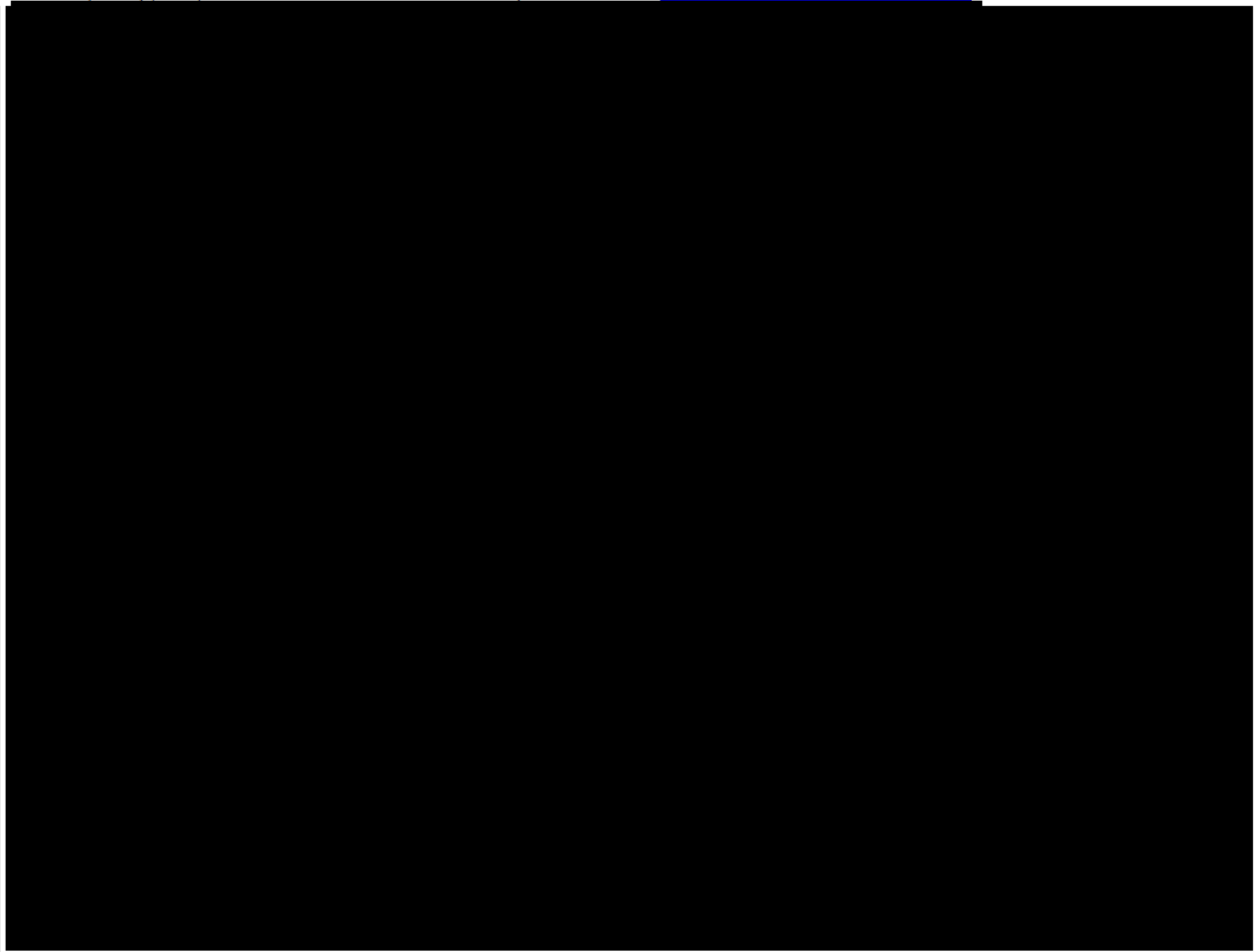
From: [Debbie Levinthal](#) on behalf of [Debbie Levinthal <dlevinthal@hinsdale86.org>](#)
To: [Tammy Prentiss](#)
Cc: [Board of Education](#)
Subject: Re: Questions about Agenda Item 12.1
Date: Wednesday, September 8, 2021 1:45:19 PM

Fellow Board Members. 



Thanks,
Debbie

On Thu, Aug 12, 2021 at 1:14 PM Tammy Prentiss <tprentis@hinsdale86.org> wrote:

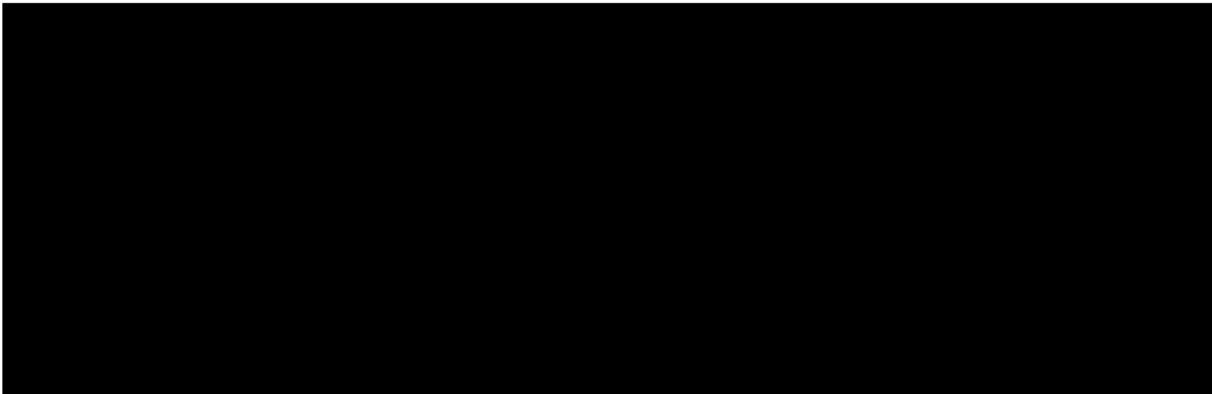


Thank you,
Debbie

On Wed, Aug 11, 2021 at 5:28 PM Debbie Levinthal <dlevinthal@hinsdale86.org> wrote:

Hello,





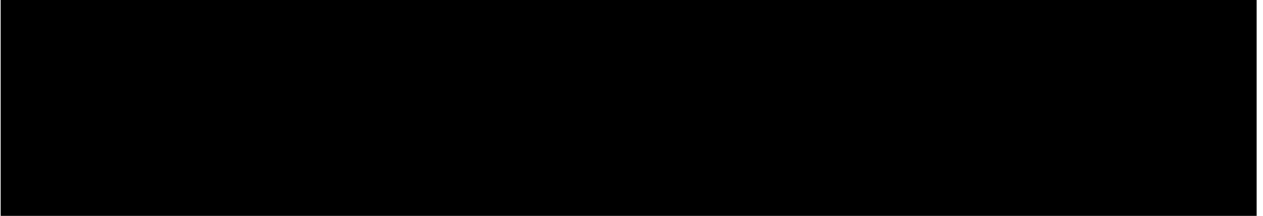
Thank you,
Debbie

--

Tammy Prentiss Ed.S.
Hinsdale Township High School District 86
630-655-6110
tprentis@hinsdale86.org

From: [Debbie Levinthal](#) on behalf of [Debbie Levinthal <dlevinthal@hinsdale86.org>](#)
To: [Terri Walker](#)
Subject: Re: Update - Please read
Date: Saturday, September 4, 2021 6:26:26 AM

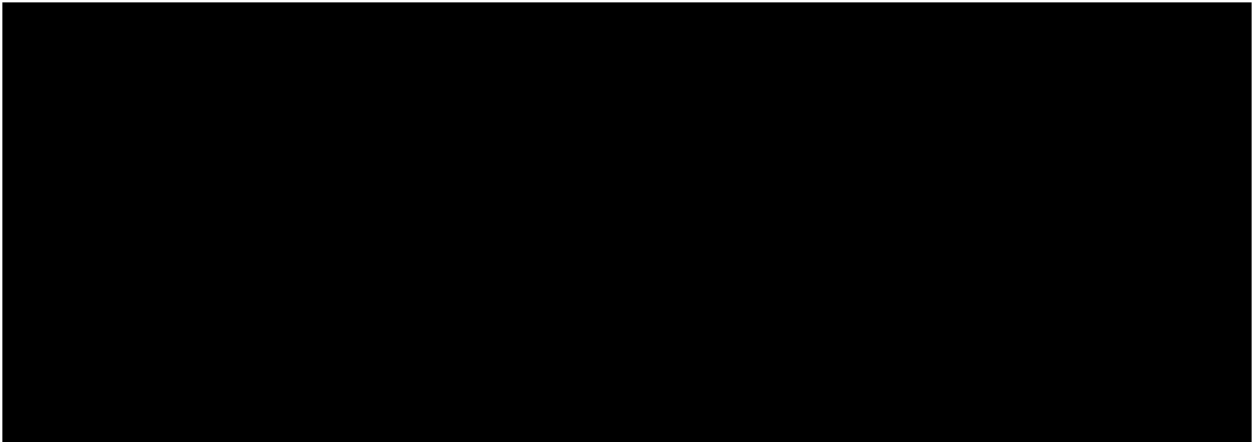
Good morning,



Thanks,
Deb

On Fri, Sep 3, 2021 at 9:42 PM Terri Walker <twalker@hinsdale86.org> wrote:

Hi Debbie,

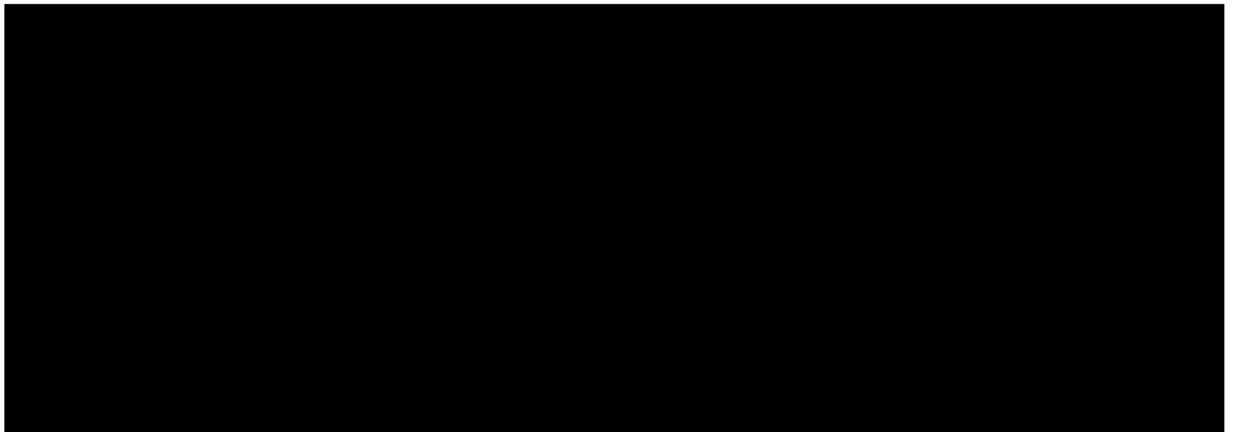


Thanks

Terri

On Fri, Sep 3, 2021 at 4:14 PM Debbie Levinthal <dlevinthal@hinsdale86.org> wrote:

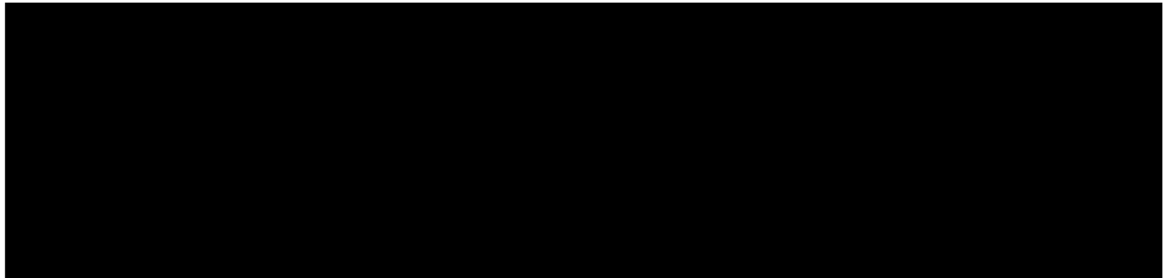
Hi Terri,



Thanks and have a nice weekend.
Deb

On Fri, Sep 3, 2021 at 3:33 PM Terri Walker <twalker@hinsdale86.org> wrote:
Please do not reply all

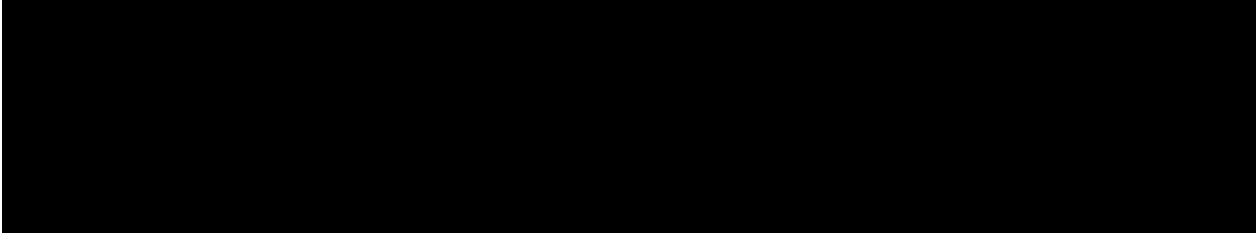
Dear Board Members,



Thank you,
Terri Walker
Board President

From: [Debbie Levinthal](#) on behalf of [Debbie Levinthal <dlevinthal@hinsdale86.org>](#)
To: [Tammy Prentiss](#)
Cc: [Terri Walker](#)
Subject: Re: ANEW- Saxman
Date: Thursday, September 16, 2021 11:58:07 AM

Good morning,

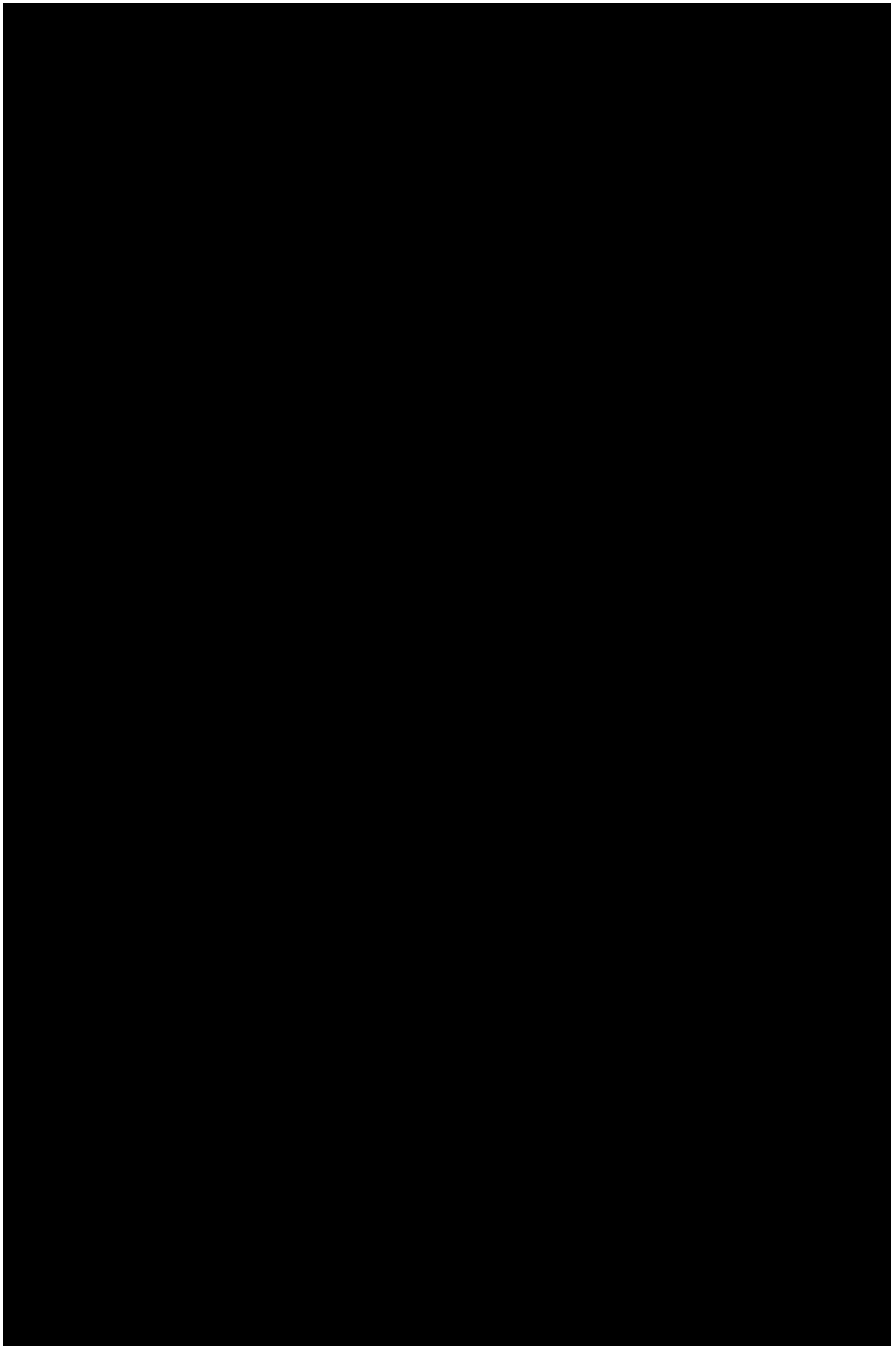


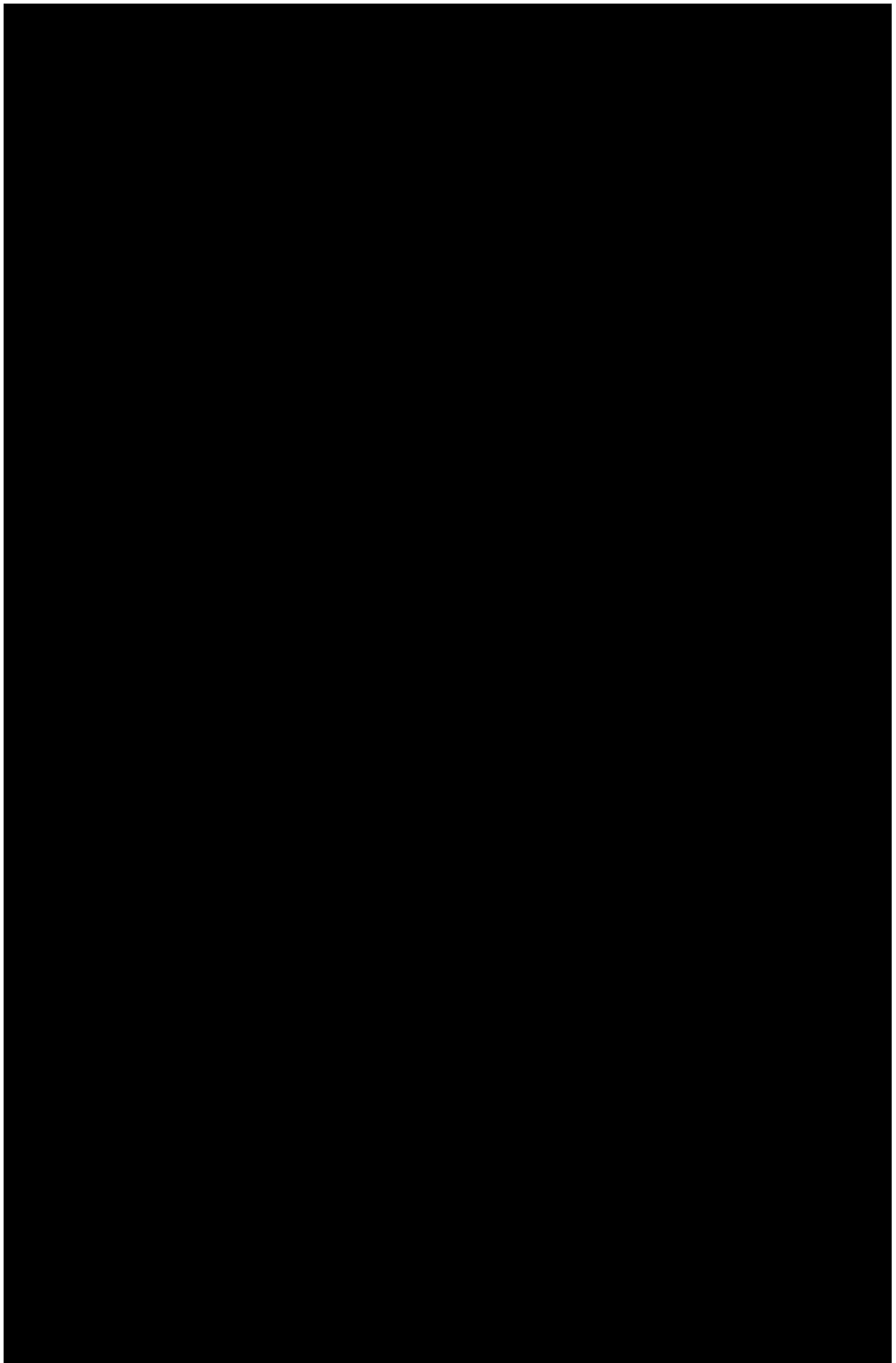
Thank you,
Debbie


On Wed, Sep 15, 2021 at 9:43 PM Tammy Prentiss <tprentis@hinsdale86.org> wrote:

BOE









Please let me know if you have further questions,
Tammy

--

Tammy Prentiss Ed.S.

Hinsdale Township High School District 86

630-655-6110

tprentis@hinsdale86.org

From: [Peggy James](#) on behalf of [Peggy James <pjames@hinsdale86.org>](#)
To: [Terri Walker](#)
Subject: Re: Update - Please read
Date: Friday, September 3, 2021 11:20:49 PM

Hi Terri,

Regards,
Peggy

On Fri, Sep 3, 2021 at 3:33 PM Terri Walker <twalker@hinsdale86.org> wrote:

Please do not reply all

Dear Board Members,

Thank you,
Terri Walker
Board President

From: [Peggy James](mailto:Peggy_James@hinsdale86.org) on behalf of [Peggy James <cpjames@hinsdale86.org>](mailto:Peggy_James_cpjames@hinsdale86.org)
To: [Terri Walker](mailto:Terri_Walker@hinsdale86.org)
Bcc: [Peggy James](mailto:Peggy_James@hinsdale86.org)
Subject: Fwd: Anew / Saxman Contract Follow Up
Date: Monday, September 13, 2021 11:40:09 PM

Peggy

----- Forwarded message -----

From: **Peggy James** <pjames@hinsdale86.org>
Date: Mon, Sep 13, 2021 at 11:37 PM
Subject: Anew / Saxman Contract Follow Up
To: Tammy Prentiss <tprentis@hinsdale86.org>
Cc: Terri Walker <twalker@hinsdale86.org>, Kathleen Hirsman <khirsman@hinsdale86.org>, Cynthia Hanson <chanson@hinsdale86.org>, Erik Held <eheld@hinsdale86.org>, Debbie Levinthal <dlevinthal@hinsdale86.org>, Jeff Waters <jwaters@hinsdale86.org>

Fellow Board Members - DO NOT REPLY ALL

Dear Superintendent Prentiss,

--

Peggy James
Board Secretary
Hinsdale Township High School District 86

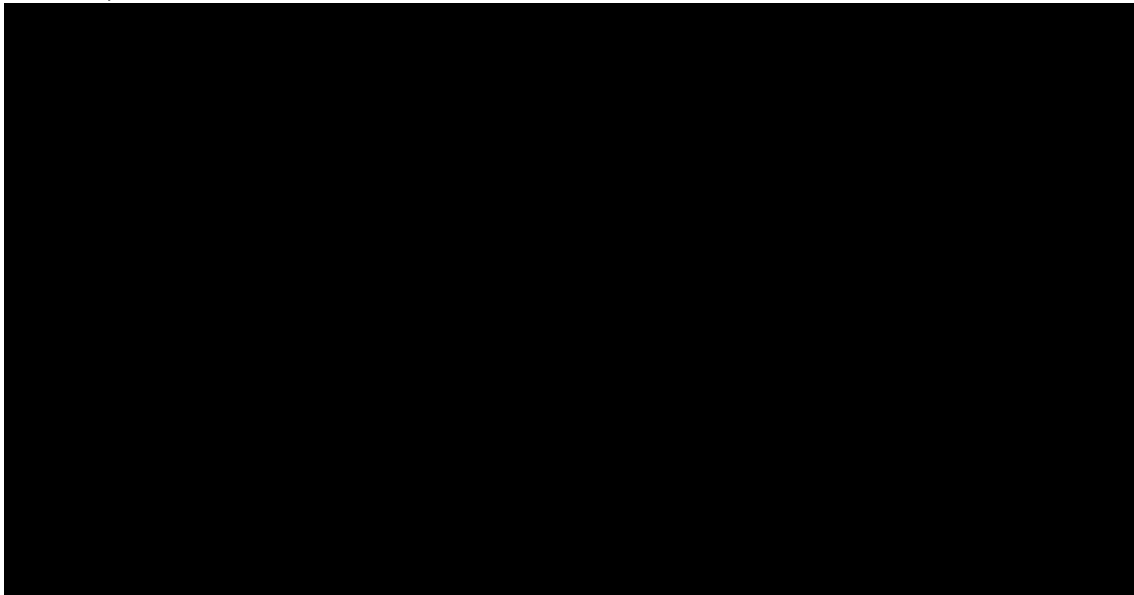
From: [Peggy James](#) on behalf of [Peggy James <pjames@hinsdale86.org>](#)
To: [Peggy James](#)
Subject: Fwd: Update - Please read - POLICY
Date: Sunday, September 12, 2021 10:10:32 AM

Thanks,
Peggy

Begin forwarded message:

From: Peggy James <pjames@hinsdale86.org>
Date: September 4, 2021 at 12:34:32 PM EDT
To: Terri Walker <twalker@hinsdale86.org>
Subject: Re: Update - Please read

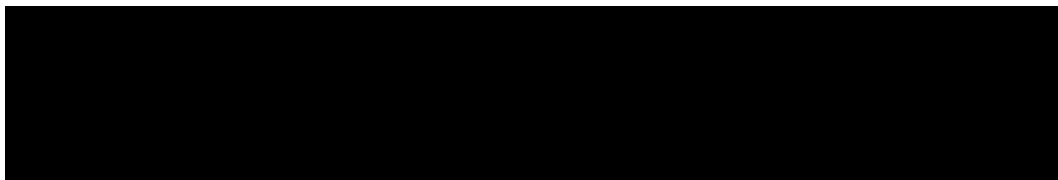
Hi Terri,

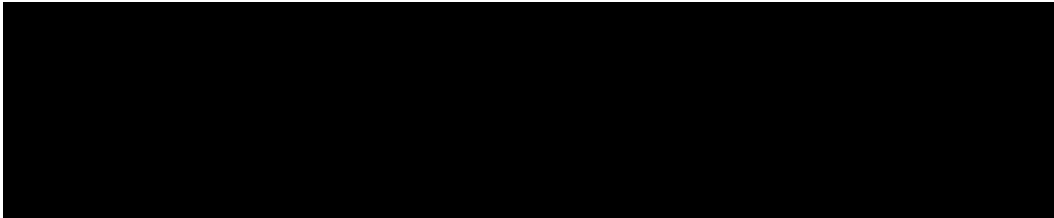


Thanks,
Peggy

On Sep 4, 2021, at 11:00 AM, Terri Walker
<twalker@hinsdale86.org> wrote:

Good Morning,





Thanks and have a good weekend.

Terri

On Fri, Sep 3, 2021 at 11:20 PM Peggy James
<pjames@hinsdale86.org> wrote:

Hi Terri,



Regards,
Peggy

On Fri, Sep 3, 2021 at 3:33 PM Terri Walker
<twalker@hinsdale86.org> wrote:

Please do not reply all

Dear Board Members,



Thank you,
Terri Walker
Board President

Kedrowski,Debra

From: Debra Kedrowski <dkedrows@hinsdale86.org>
Sent: Wednesday, September 8, 2021 3:32 PM
To: Tammy Prentiss
Subject: Re: Fw: Proposal
Attachments: 2020 Professional Services Agreement with Anew Collective Consulting SIGNED.pdf

On Wed, Sep 8, 2021 at 2:34 PM Tammy Prentiss <tprentis@hinsdale86.org> wrote:

----- Forwarded message -----

From: Prentiss, Tamara <tprentis@hinsdale86.org>
Date: Wed, Jun 17, 2020 at 8:24 PM
Subject: Fw: Proposal
To: Prentiss, Tamara <tprentis@hinsdale86.org>

From: /O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=5406F120E427412F8A08F8B05AC175FA-TPRENTIS on behalf of Maniscalco, Domenico
Sent: Wednesday, June 17, 2020 4:09 AM
To: Prentiss, Tamara; Walsh, William
Subject: FW: Proposal

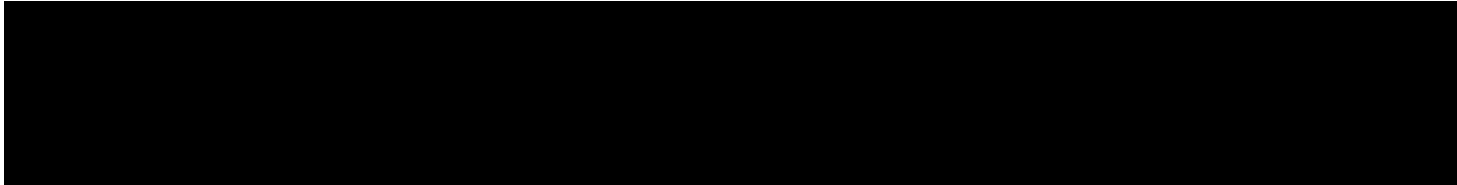
>From Tammy

-----Original Message-----

From: Ismalis Nunez <ismalis.nunez@gmail.com>
Sent: Tuesday, June 16, 2020 12:31 PM
To: Pokorny Lyp, Arwen <apokorny@hinsdale86.org>; Maniscalco, Domenico <dmanisca@hinsdale86.org>
Cc: Christine Saxman <christinesaxman@gmail.com>; Ismalis Nunez <ismalis@anewcollectiveconsulting.com>
Subject: Proposal

CAUTION: This email originated from outside of the Hinsdale D86 System. Do not click links or open attachments unless you recognize the sender's email and know the content is safe.

Arwen & Dominick,



Thanks again!!!

Ismalis & Christine

--

Tammy Prentiss Ed.S.

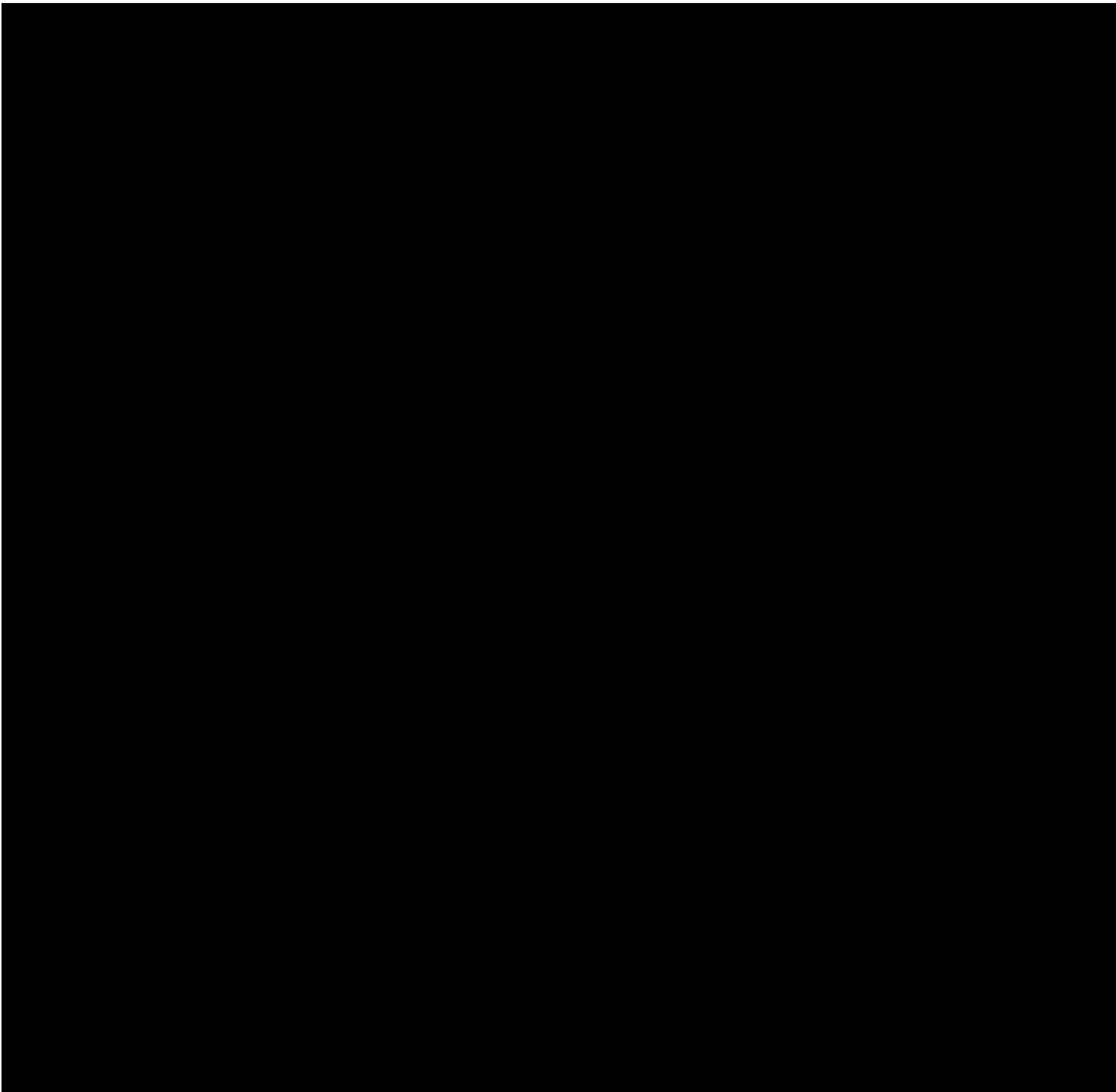
Hinsdale Township High School District 86

630-655-6110

tprentis@hinsdale86.org

Kedrowski,Debra

From: Tammy Prentiss <tprentis@hinsdale86.org>
Sent: Friday, September 10, 2021 9:16 PM
To: Board of Education; Tammy Prentiss
Subject: September 10
Attachments: 4780_001.pdf; FY20 Hinsdale Twp D86 BD Contract.pdf; 2019 Coordination of FY20 PEG-BD Contract.pdf; 2017 Coordination of FY18 PEG-BD Contract.pdf; FY19 Hinsdale BD Contract.pdf



Enjoy your weekend,
Tammy

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Tammy Prentiss Ed.S.

Hinsdale Township High School District 86

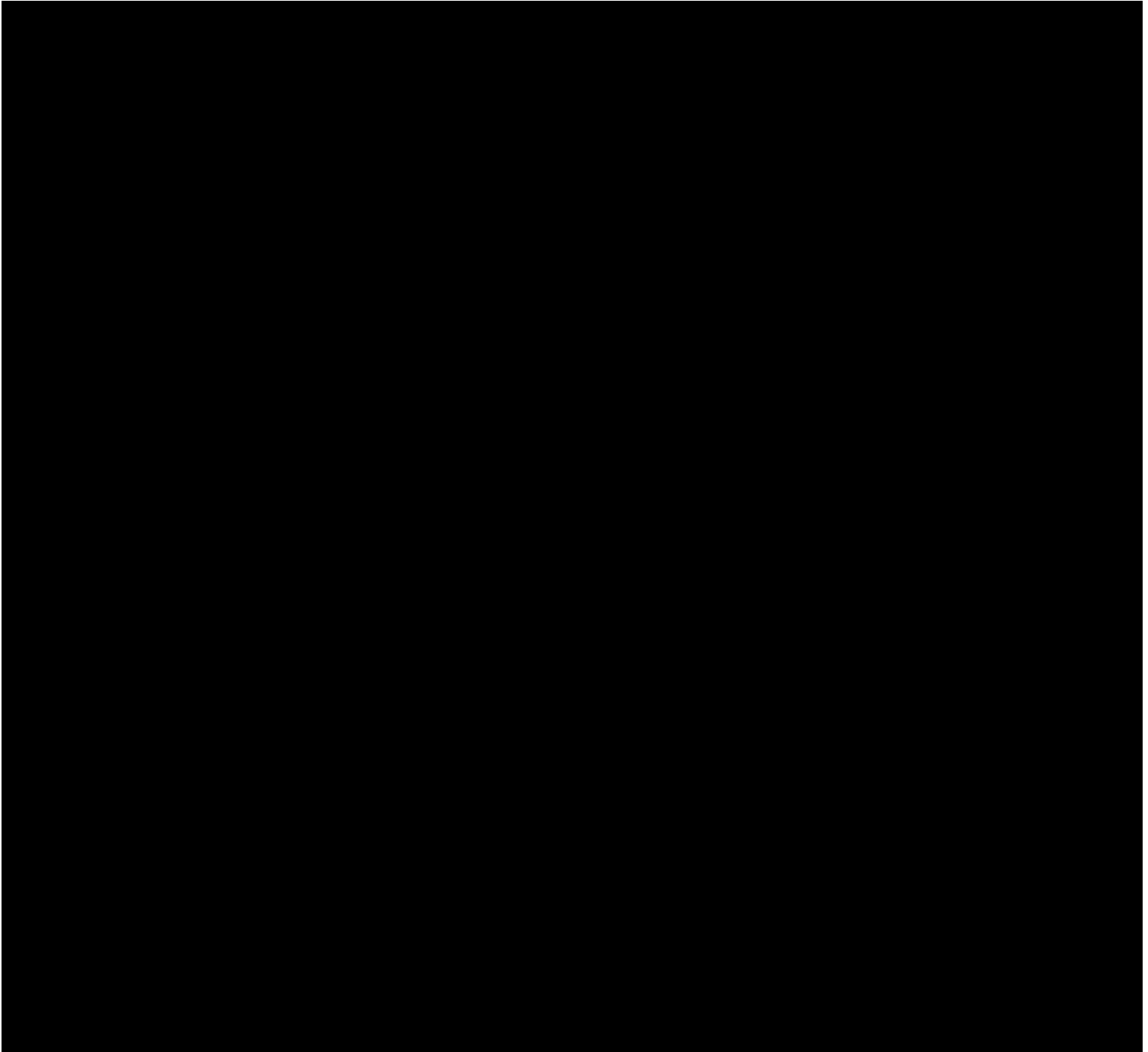
630-655-6110

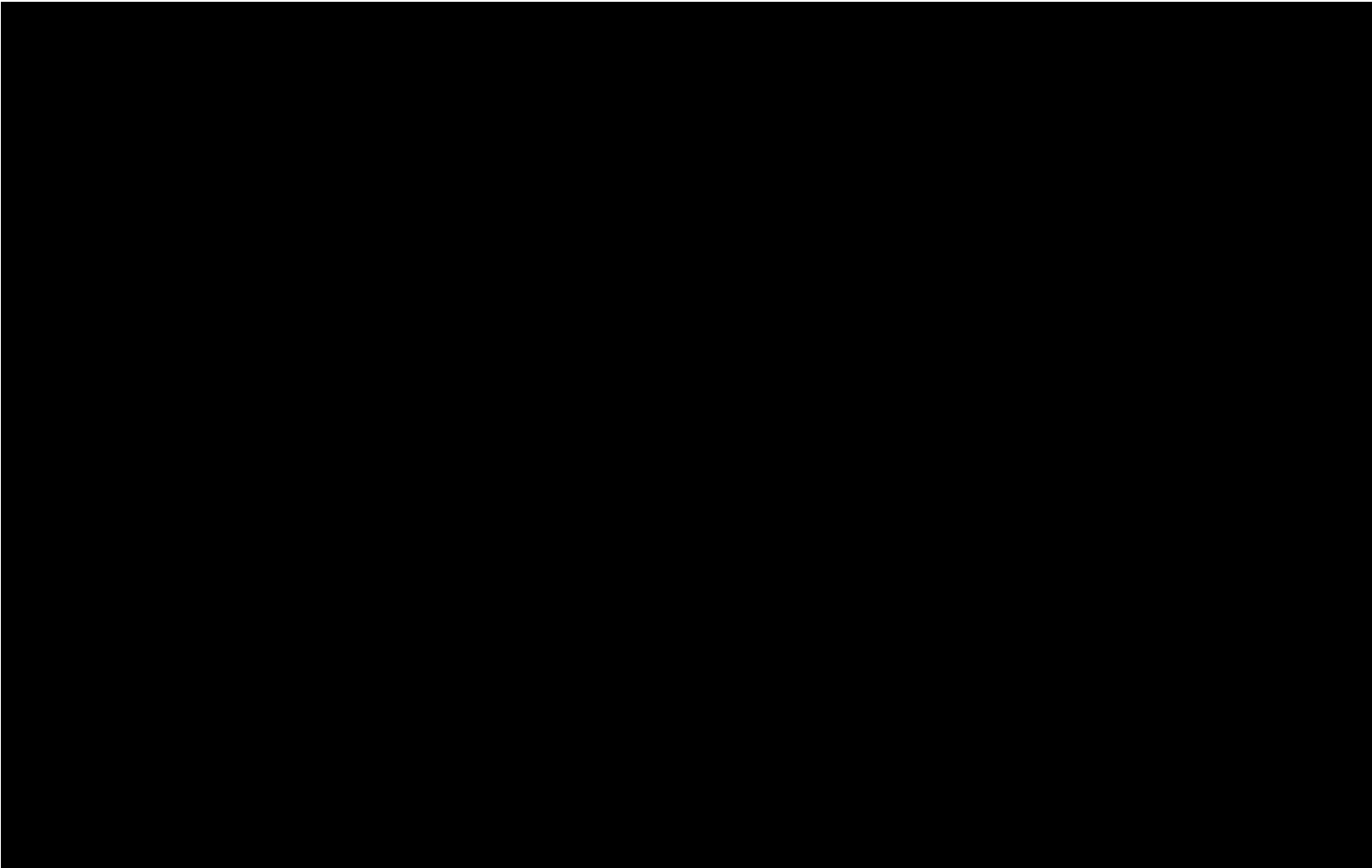
tprentis@hinsdale86.org

Kedrowski,Debra

From: Peggy James <pjames@hinsdale86.org>
Sent: Friday, October 1, 2021 11:29 AM
To: Terri Walker; Kathleen Hirsman; Cynthia Hanson; Debbie Levinthal; Erik Held; Jeff Waters
Cc: Peggy James
Subject: Contracts and Timelines - DO NOT REPLY ALL
Attachments: Timeline.docx

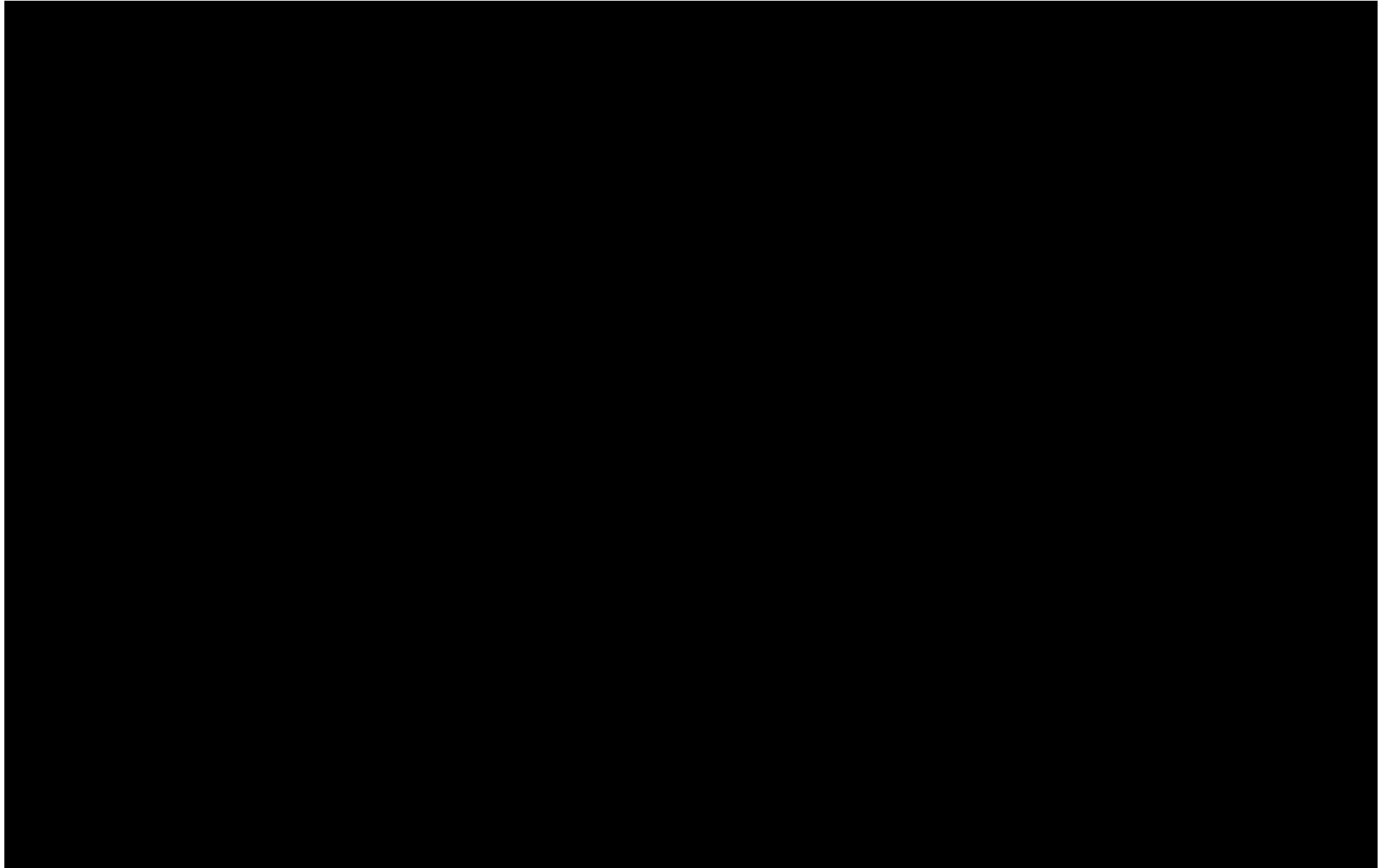
Fellow Board Members:

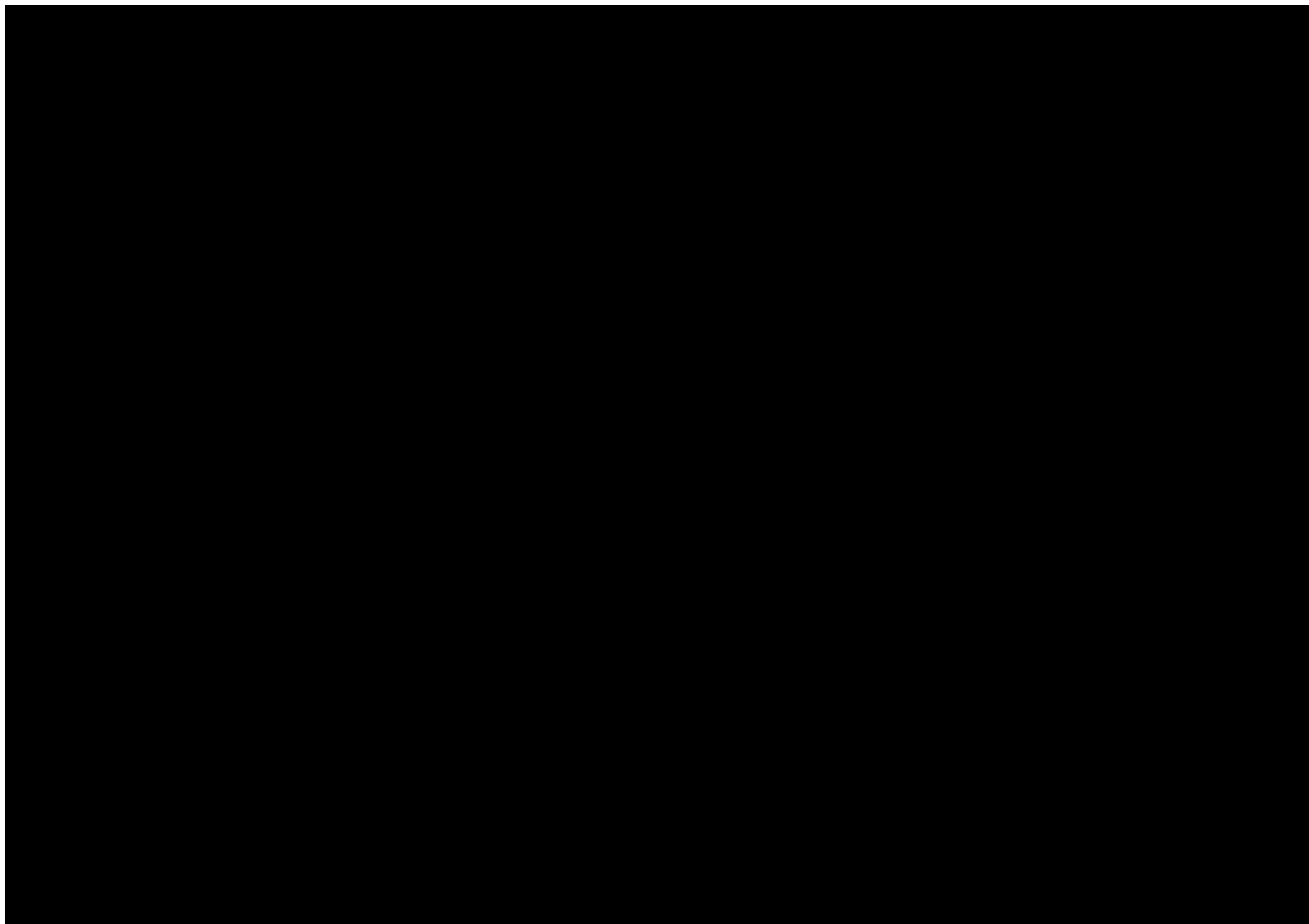


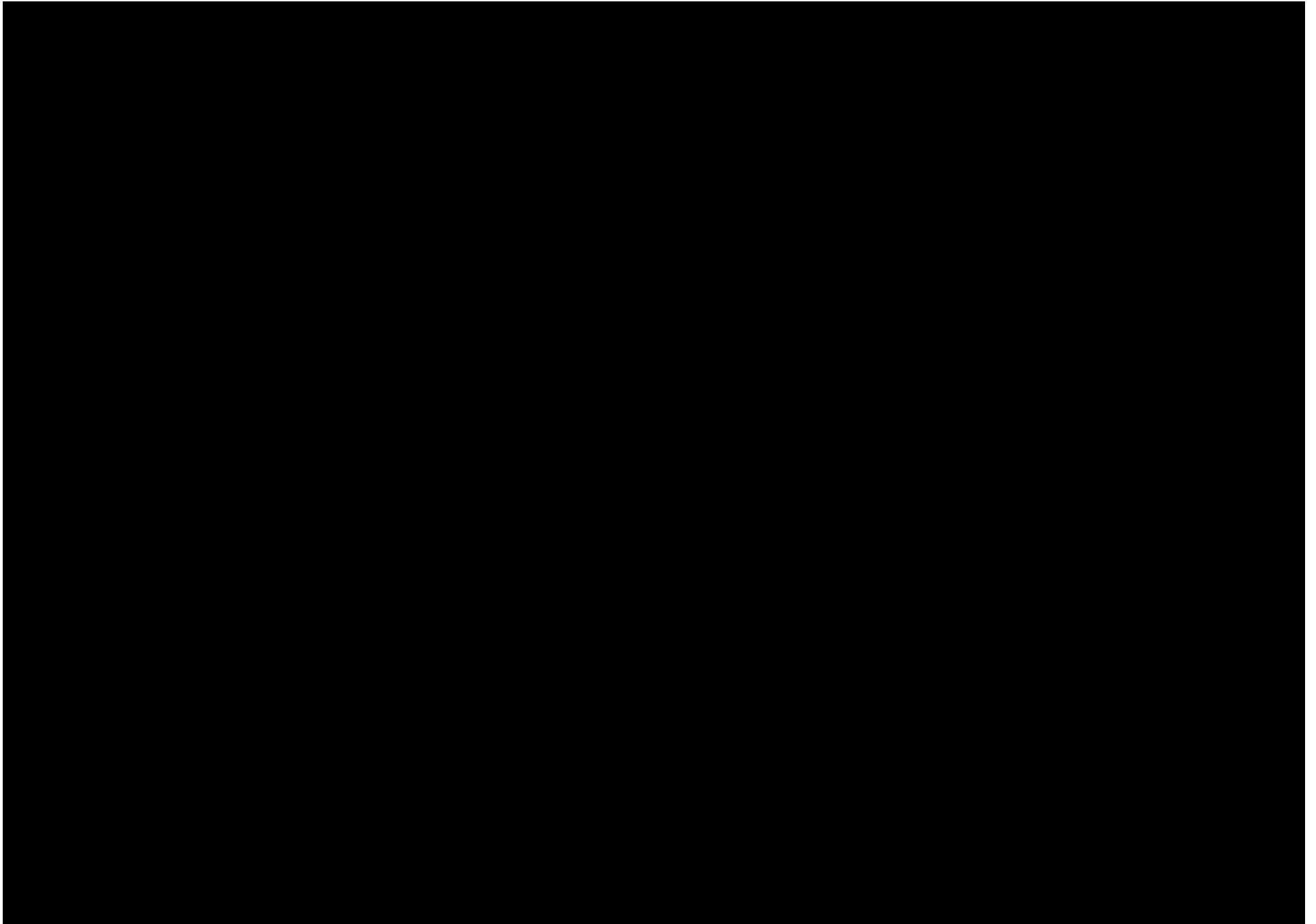


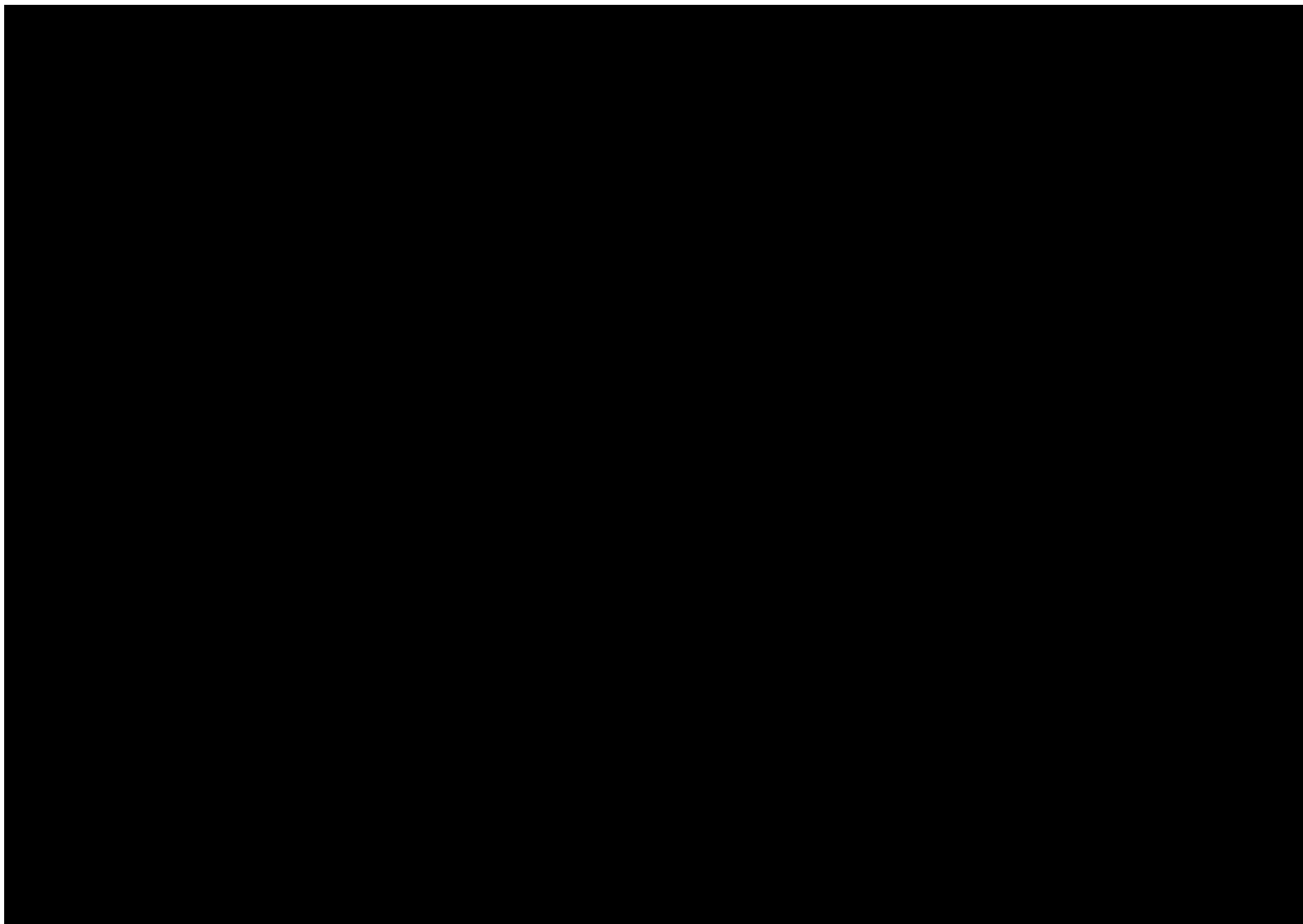
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Peggy James
Board Secretary
Hinsdale Township High School District 86

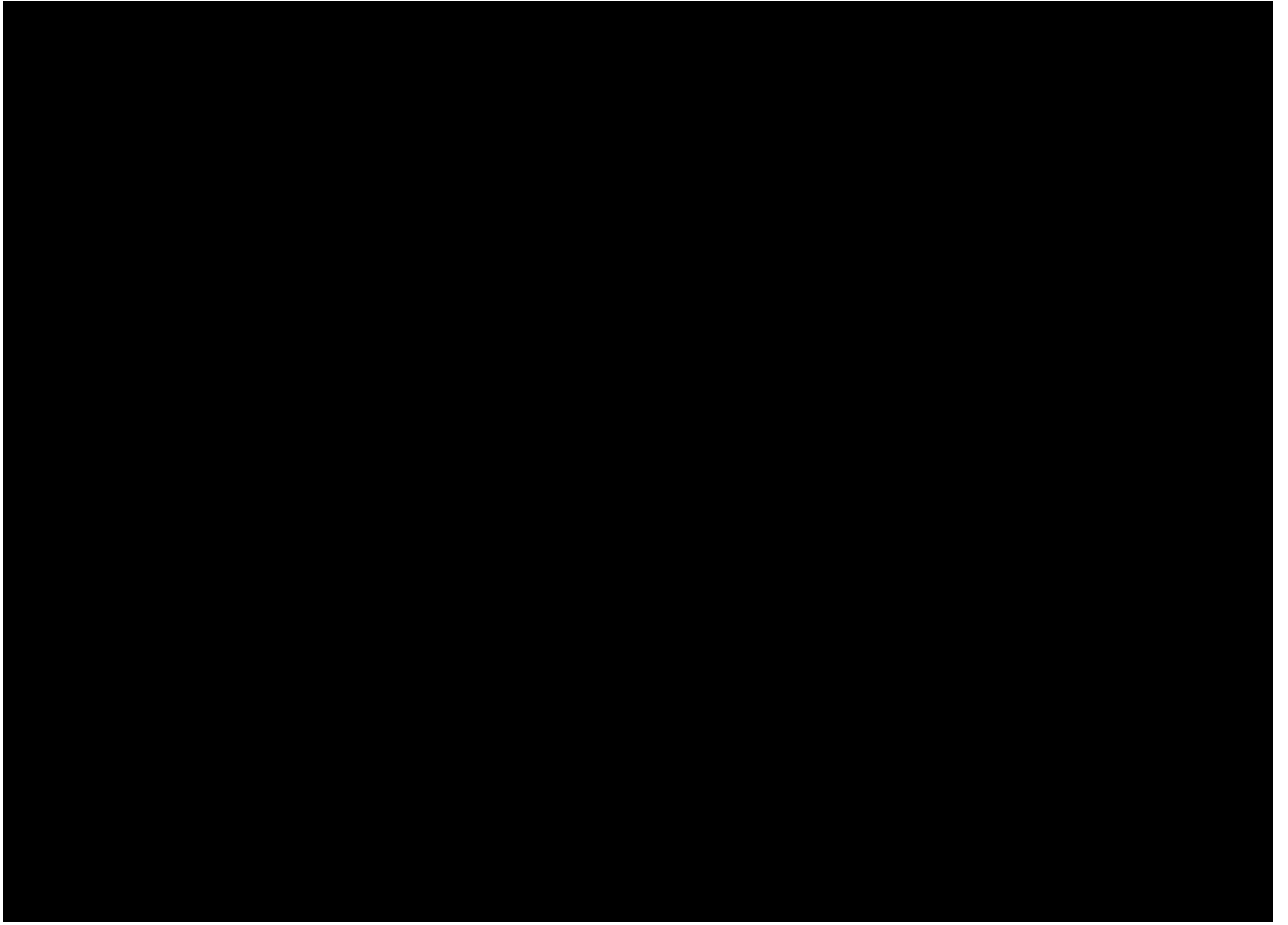
Anew / Saxman Contract Timeline



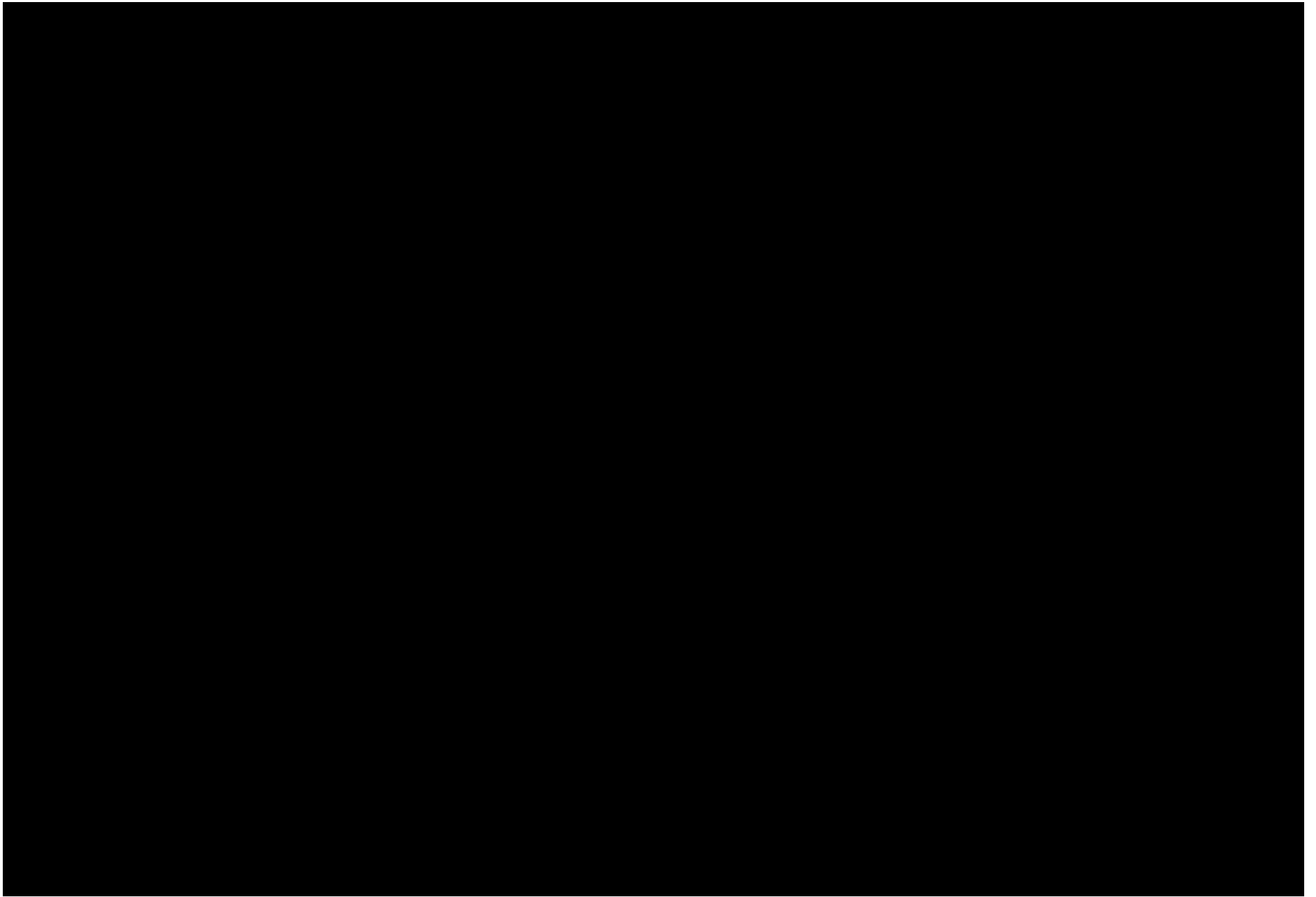


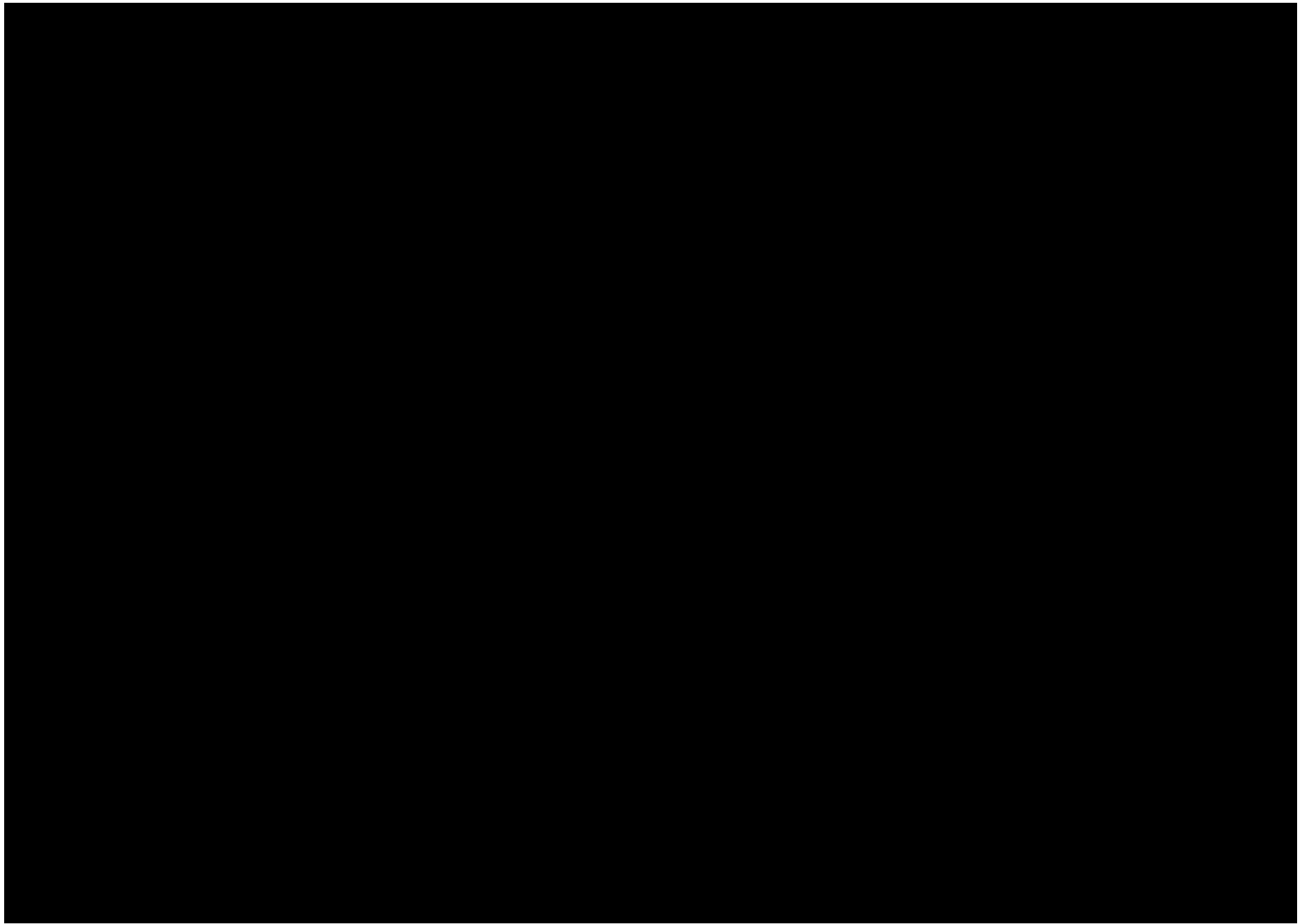


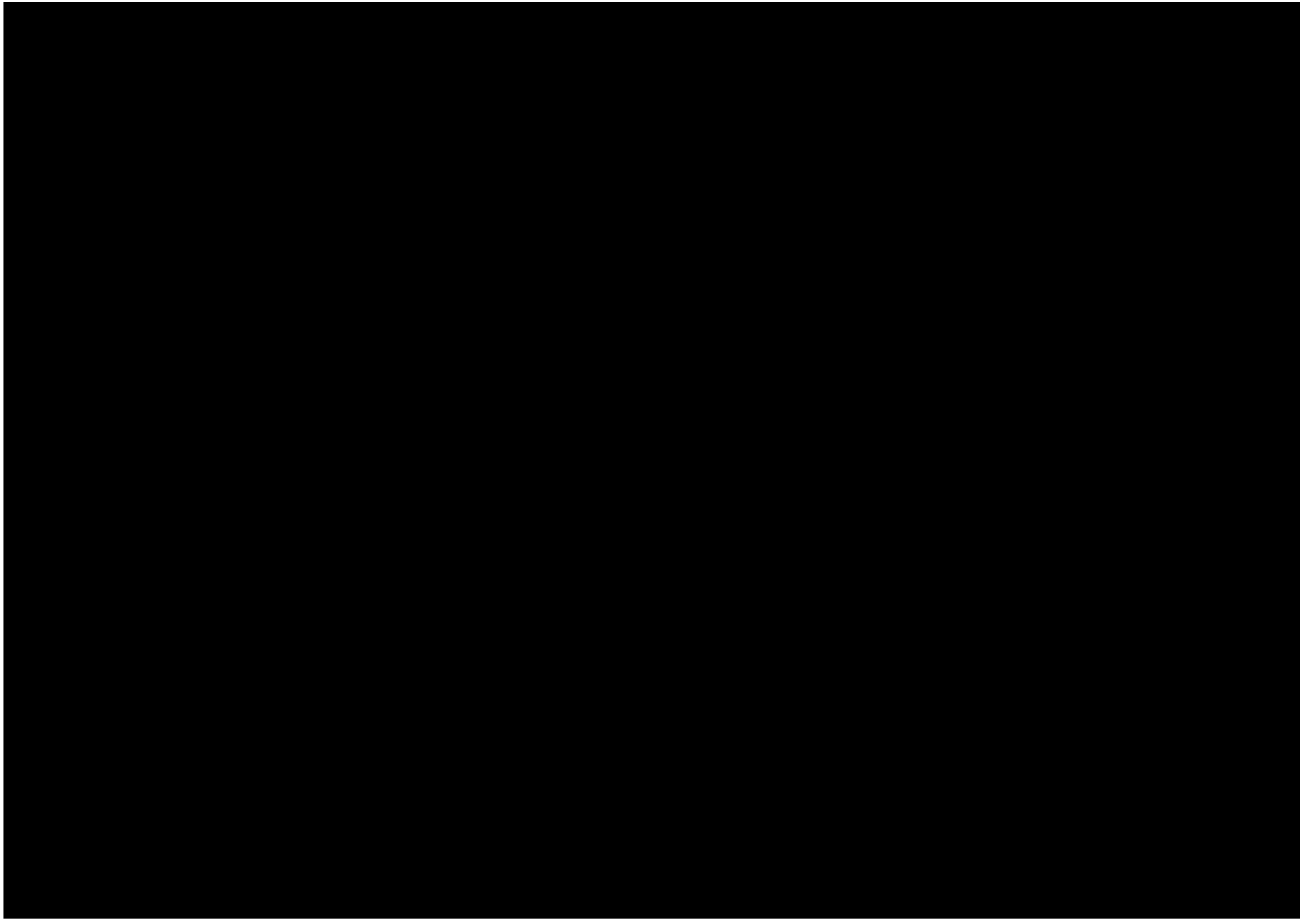


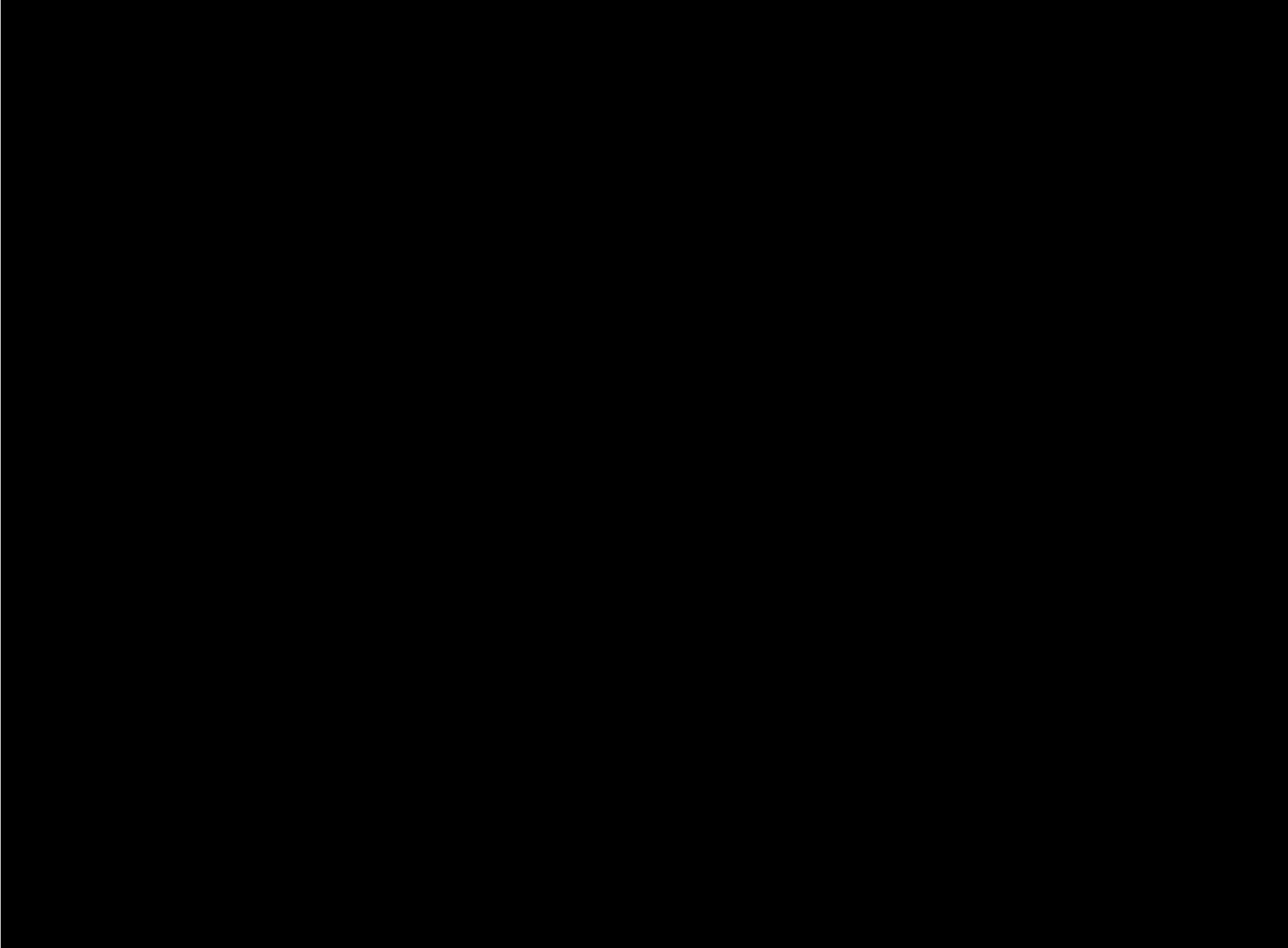


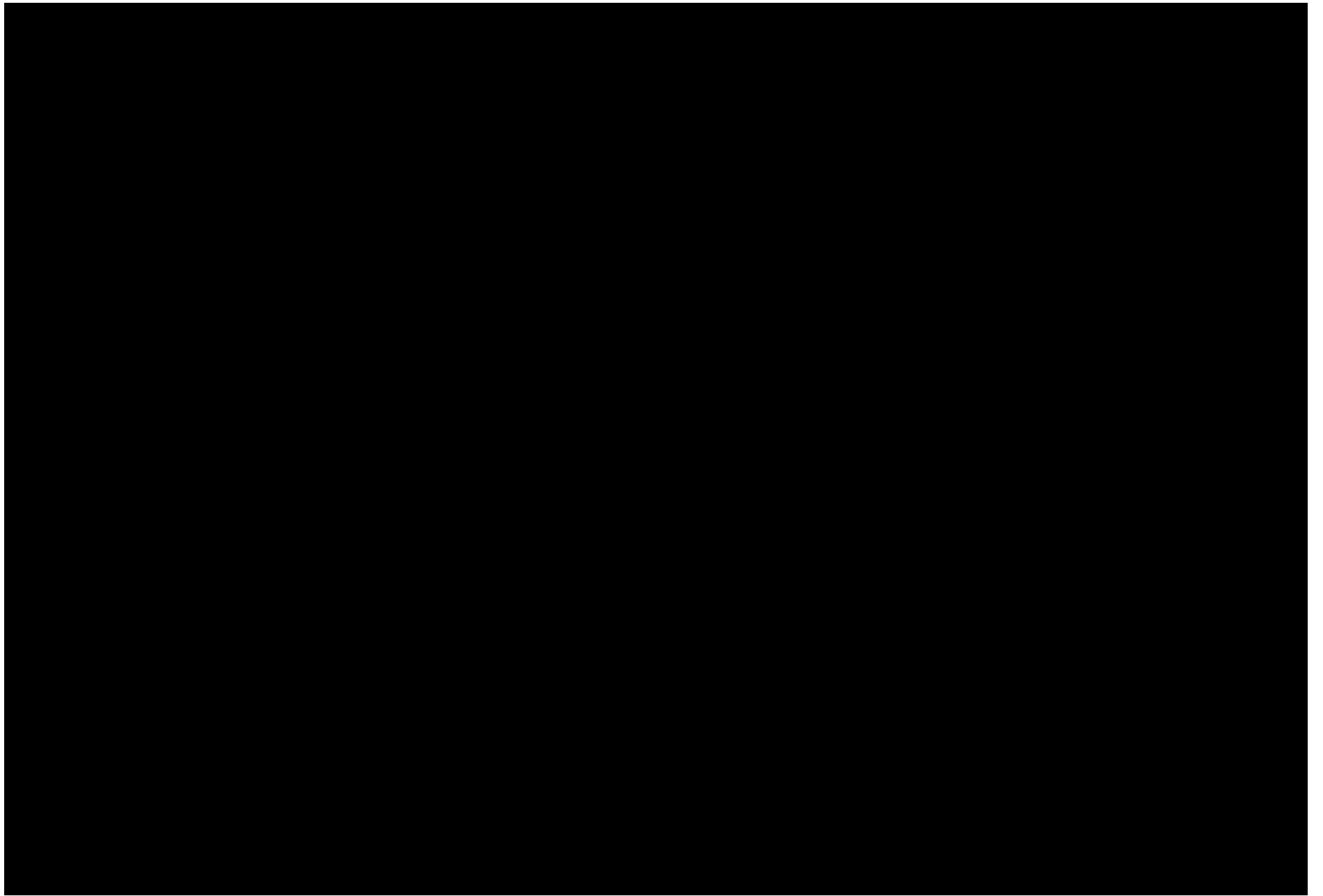


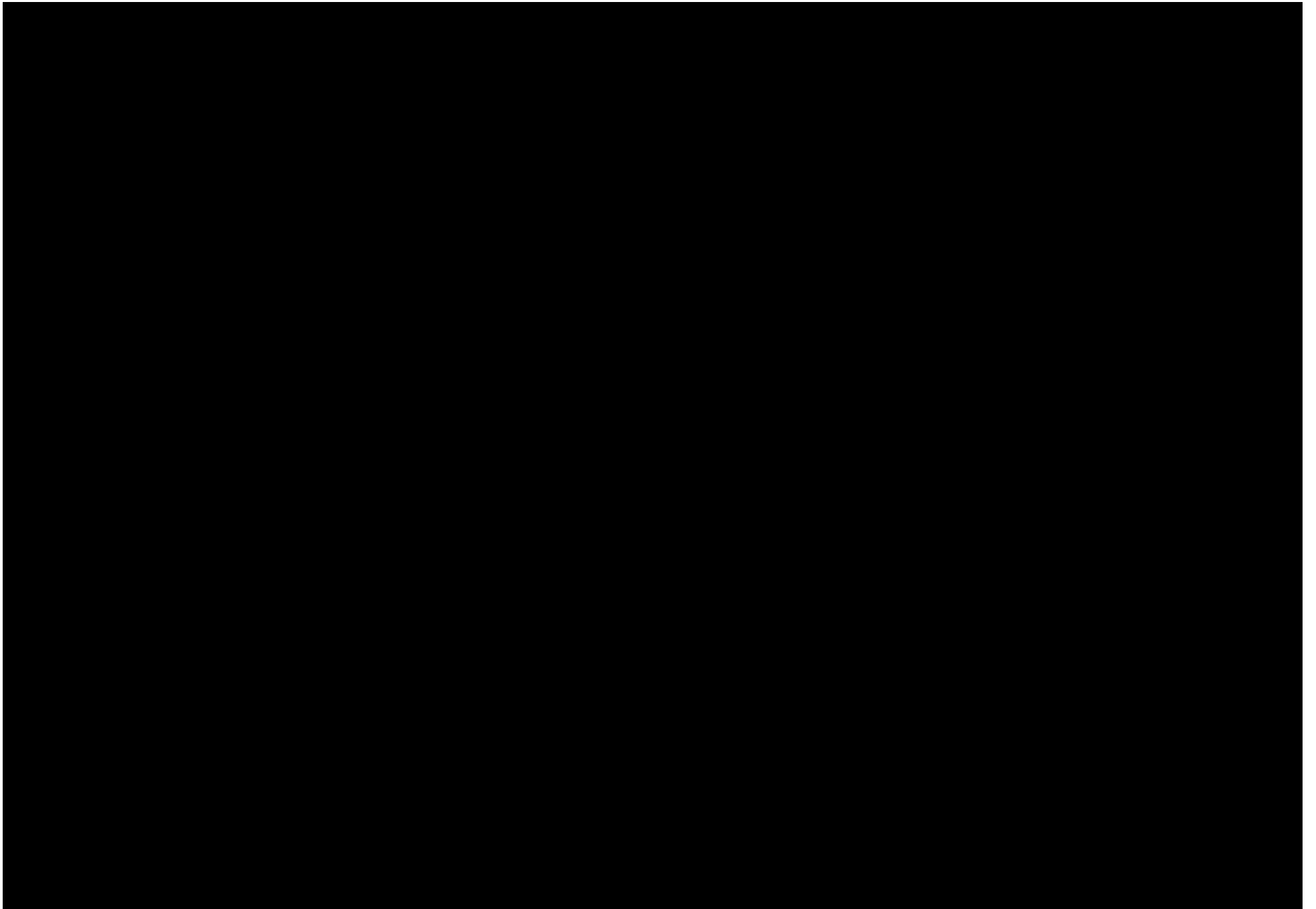


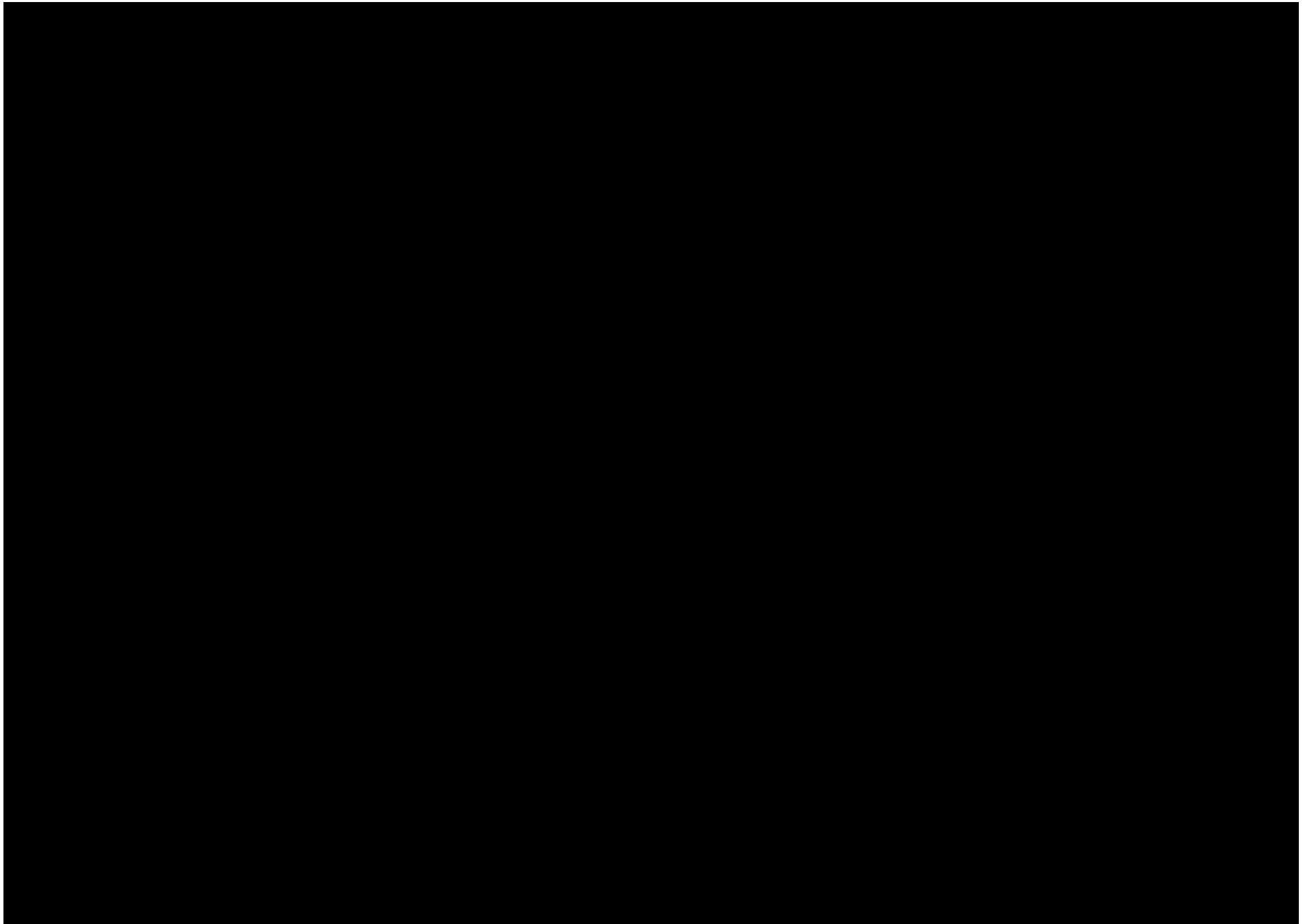


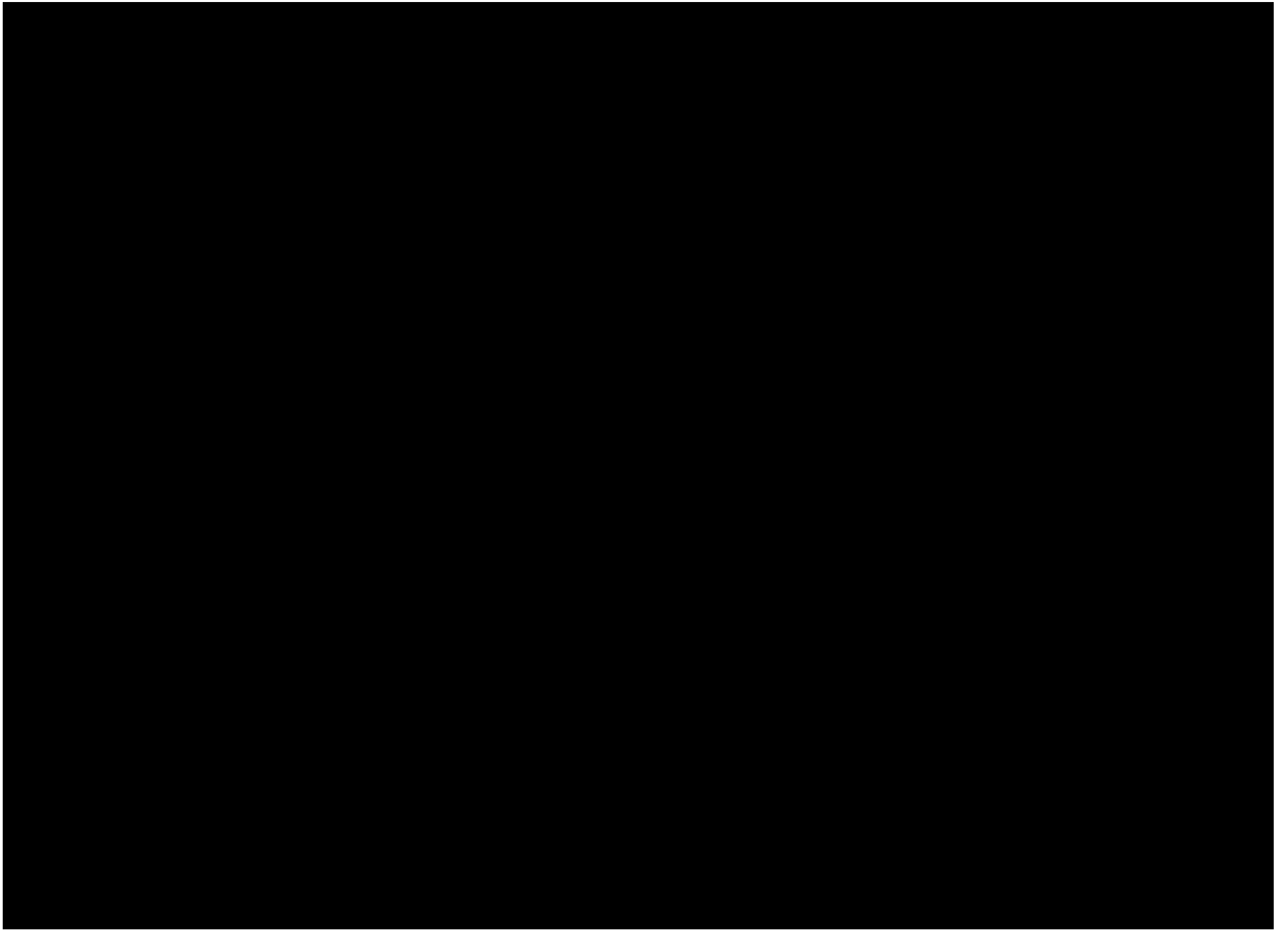




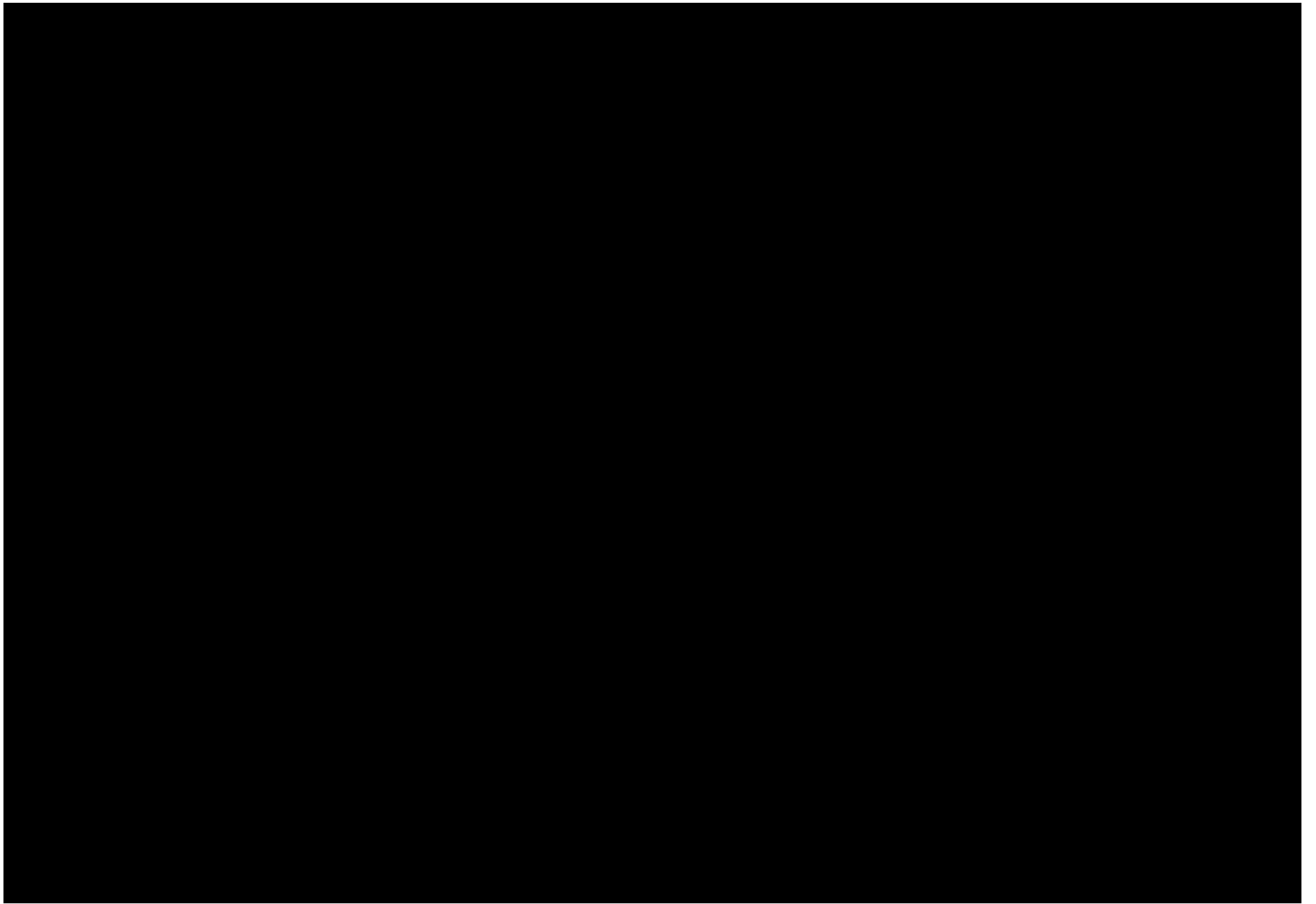














Kedrowski,Debra

From: Tammy Prentiss <tprentis@hinsdale86.org>
Sent: Tuesday, September 28, 2021 12:58 PM
To: Terri Walker
Subject: Fwd: ANEW- Saxman
Attachments: Policy-460.pdf; Anew-PEG Historical Payments.docx; 2020 Professional Services Agreement with Anew Collective Consulting SIGNED (2).pdf

----- Forwarded message -----

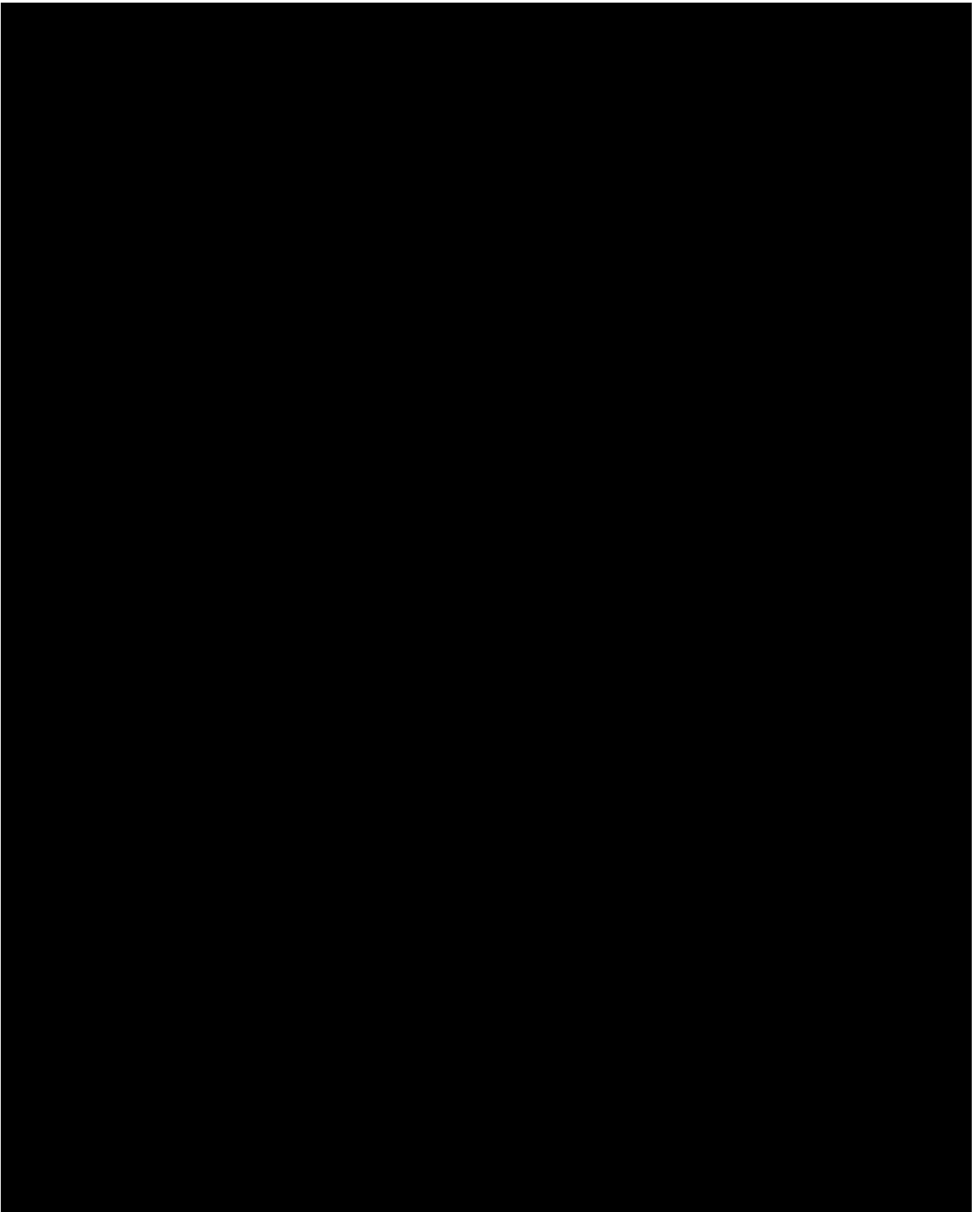
From: Tammy Prentiss <tprentis@hinsdale86.org>
Date: Wed, Sep 15, 2021 at 9:43 PM
Subject: ANEW- Saxman
To: Board of Education <boe@hinsdale86.org>
Cc: Tammy Prentiss <tprentis@hinsdale86.org>

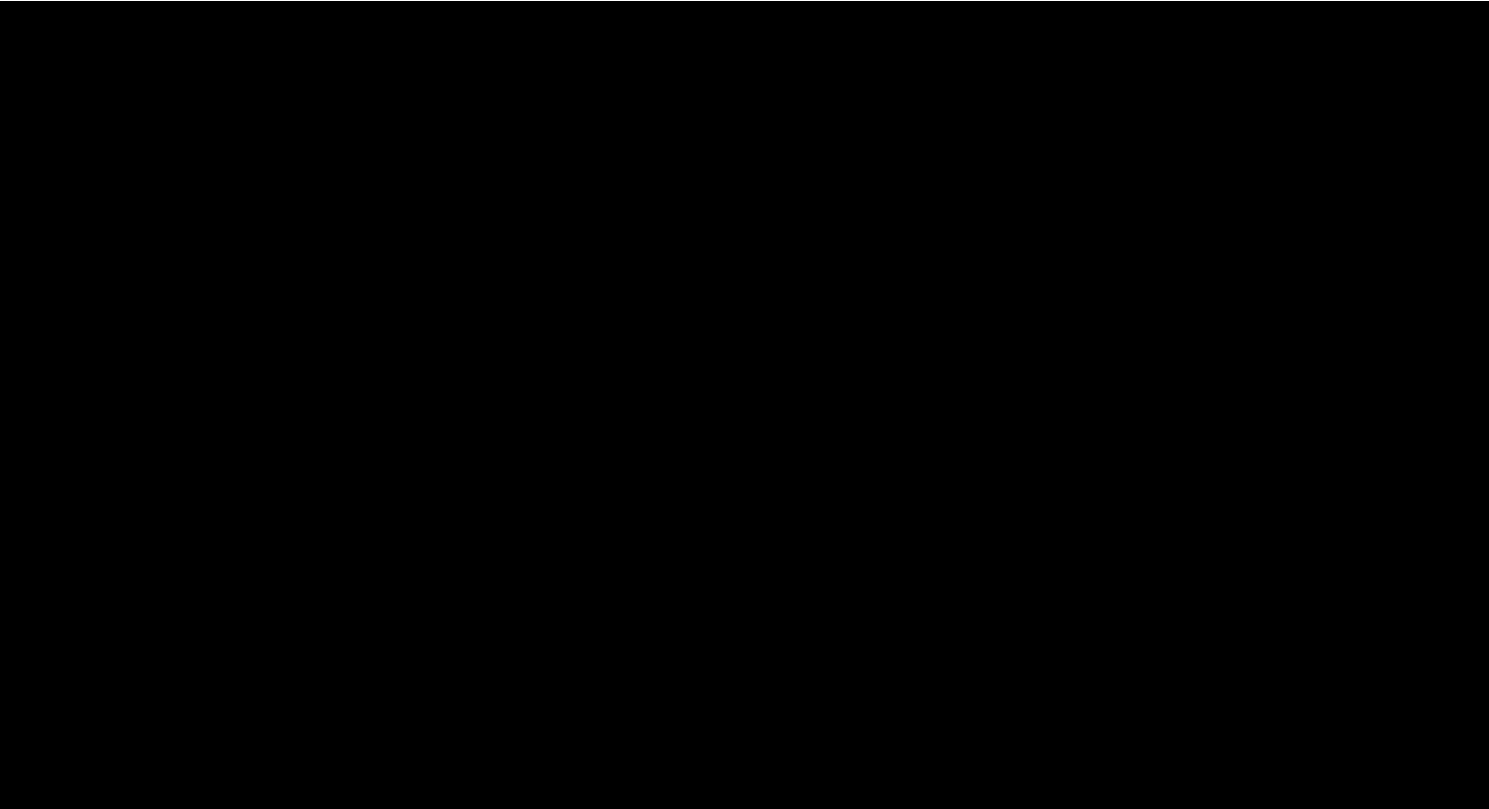
BOE



Dear Superintendent Prentiss,







Please let me know if you have further questions,
Tammy

--

Tammy Prentiss Ed.S.

Hinsdale Township High School District 86

630-655-6110

tprentis@hinsdale86.org

--

Tammy Prentiss Ed.S.

Hinsdale Township High School District 86

630-655-6110

tprentis@hinsdale86.org

Kedrowski,Debra

From: Peggy James <pjames@hinsdale86.org>
Sent: Wednesday, September 15, 2021 10:31 PM
To: Terri Walker
Subject: Fwd: ANEW- Saxman
Attachments: Policy-460.pdf; Anew-PEG Historical Payments.docx; 2020 Professional Services Agreement with Anew Collective Consulting SIGNED (2).pdf

[REDACTED]

Thanks,
Peggy

----- Forwarded message -----

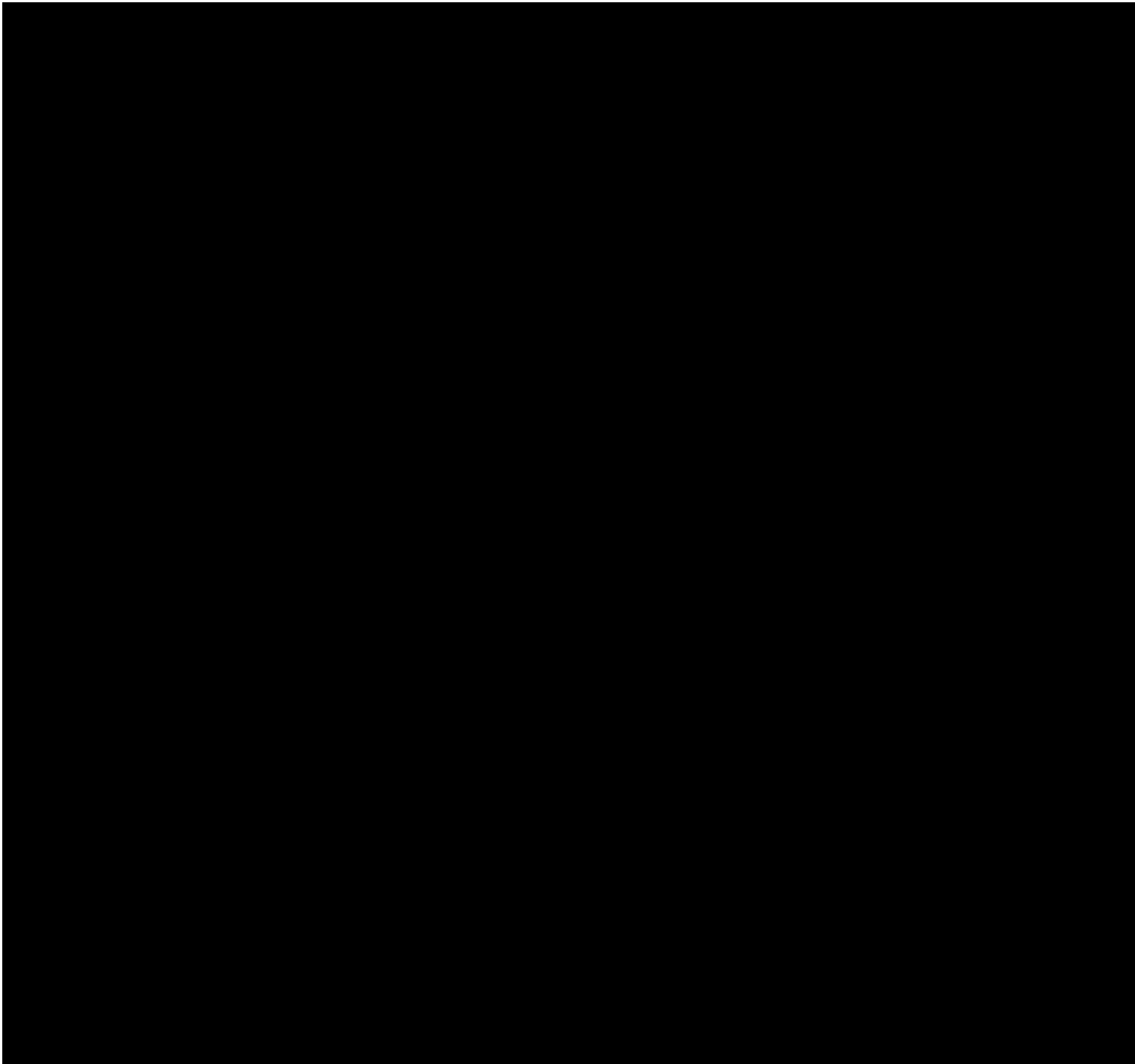
From: Tammy Prentiss <tprentis@hinsdale86.org>
Date: Wed, Sep 15, 2021 at 9:43 PM
Subject: ANEW- Saxman
To: Board of Education <boe@hinsdale86.org>
Cc: Tammy Prentiss <tprentis@hinsdale86.org>

BOE,

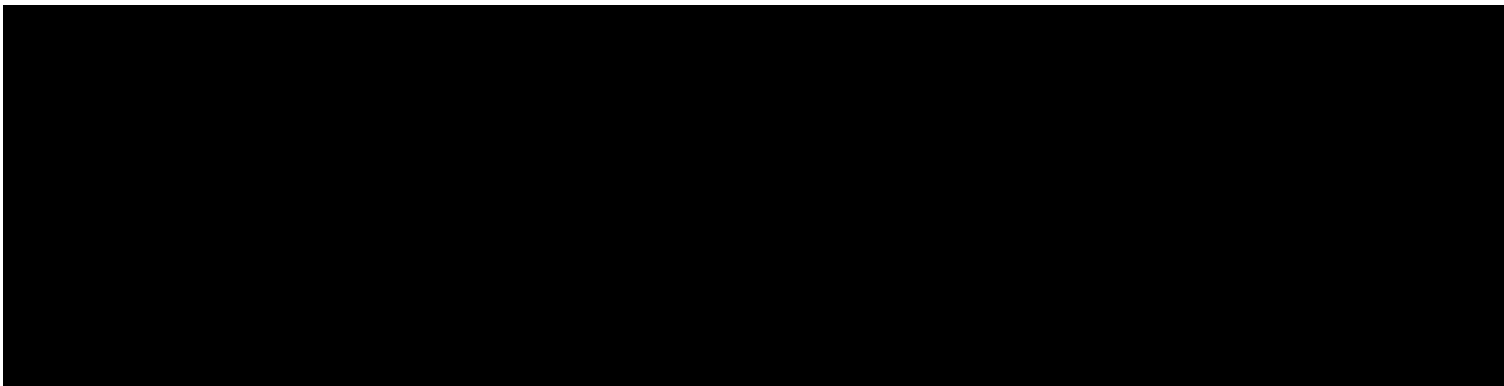
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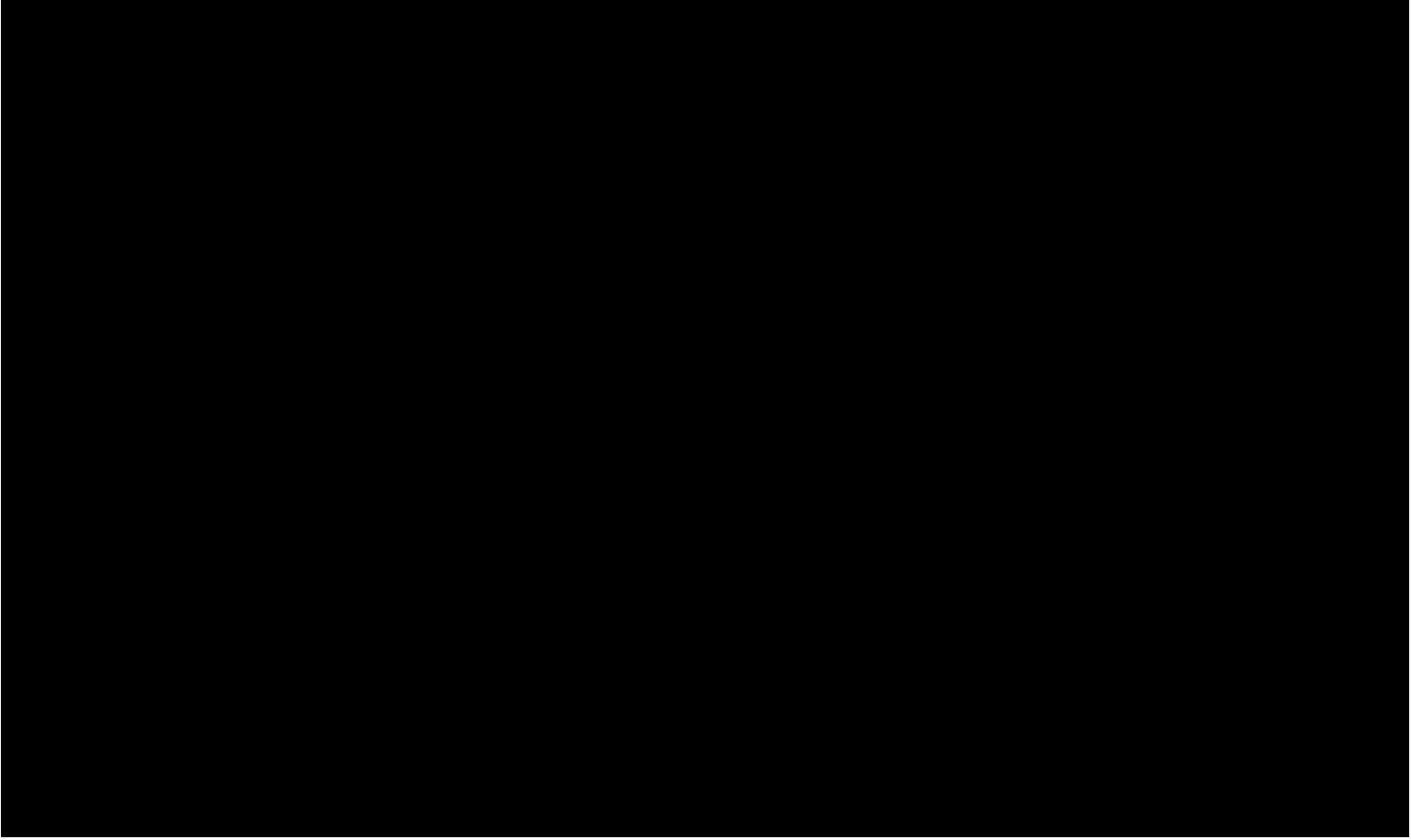
Dear Superintendent Prentiss,

[REDACTED]



Dear Superintendent Prentiss,





Please let me know if you have further questions,
Tammy

--

Tammy Prentiss Ed.S.

Hinsdale Township High School District 86

630-655-6110

tprentis@hinsdale86.org