



**DEKALB TOWNSHIP BOARD  
MEETING MINUTES  
May 12, 2021**

The meeting was called to order at 6:02 pm by Supervisor Teboda, and she stated for the record that due to the Governor's order restricting gatherings of people and in an effort to minimize the potential spread of COVID-19, the May Township Board meeting is being conducted virtually through Zoom for public health safety. The Zoom Meeting ID was 851 9922 2189 with Passcode 557413. Roll call was taken by Clerk Flavin as follows: Supervisor Teboda-Present, Highway Commissioner Smith-Absent, Assessor Dyer-Absent, Trustee Hess-Present via Zoom, Trustee King-Present, Trustee McNett-Present.

The Pledge of Allegiance was said by all in attendance.

**Town Hall (Public Comments):**

No public comments.

**Presentations:**

None

**Reports:**

**Supervisor Teboda:**

This last month has been spent tidying up and preparing for the transition to the new supervisor, Mary Hess. They have been meeting to discuss several open items including the electric aggregation program with Rock River Energy, which will be ending shortly and will need to be renegotiated and voted on at the June 2021 board meeting. Supervisor Teboda has been working on the Special Meeting for May 17, 2021, swearing in ceremony. She has contacted the Chronicle and invited them, and Judge Thomas Doherty will be doing the swearing in. She thanked Trustee King for her work on the appointment of the new Police Chief. OC Creative will complete new portraits for elected officials if they wish, which will be fulfilled per the remaining contract. Trustee Hess asked if Supervisor Teboda has communicated this to the new Trustees and about the special meeting, and she had not. Trustee Hess asked if the meeting would be in the garage as her family is coming, and Supervisor Teboda stated that was the plan. Trustee Hess agreed to send Nancy Bradlo and Dale Thurman formal email invites per Lisa King's request with a copy to Supervisor Teboda.

**Clerk Flavin:**

The National Association of Letter Carriers did not have their food drive this year and were asking that people donate money to the local food banks as they can buy in bulk at better prices.



**Highway Commissioner Smith:**

Absent

**Assessor Dyer:**

Absent

**Trustee McNett:**

The new Police Chief is in his 2<sup>nd</sup> week and they have high hopes for him, otherwise nothing to report.

**Lisa King:**

The students will be moving back August 18-20 and orientation starts in June. She's feeling better. Trustee King stated Larry Appleton of HRC won't be returning, but they are working with the tenants like Mike Pittsley and others as there are other DeKalb properties that could be managed better.

**Trustee Hess:**

Nothing to report but preparing for the transition on Tuesday and excited for it to happen.

There was some discussion about upcoming opportunities from TOI for elected official training.

Supervisor Teboda stated it would be beneficial to continue with Zoom meetings for those people who are not able to attend meetings in person.

**Bill Paying:**

A motion to approve the April Audit Report and May Bills to Pay was made by Trustee McNett and seconded by Trustee King. Trustee Hess asked how the Pines Consulting bills were being split up and Supervisor Teboda explained how the bills were split between the different funds. Clerk Flavin took a roll call vote: Trustee Hess: Yes; Trustee King: Yes; Trustee McNett: Yes; and Supervisor Teboda: Yes. Motion carried.

A motion to receive, file, and approve the April Treasurer's Budget Report was made by Trustee King and seconded by Trustee Hess. Clerk Flavin took a roll call vote: Trustee King: Yes; Trustee McNett: Yes; Supervisor Teboda: Yes; Trustee Hess: Yes. Motion carried.

**Unfinished Business:** None.

**New Business:**

- A. A motion to approve the regular board meeting minutes from April 13, 2021 was made by Trustee Hess and seconded by Trustee McNett. Clerk Flavin took a roll call vote: Trustee



McNett: Yes; Supervisor Teboda: Yes; Trustee Hess: Yes; Trustee King: Yes. Motion carried.

- B. Discussion and Action to Open Depository Accounts with Resource Bank and Transfer Existing Funds. Supervisor Teboda explained the course of action is as follows, the swearing in will take place Monday night and Trustee Hess and Supervisor Teboda will meet with First Midwest Bank to sign signature cards. If the Board chooses to transfer existing funds to Resource Bank, that would all be done by Trustee Hess after she takes office as Supervisor Hess. A motion was made to Open Depository Accounts with Resource Bank and Transfer Existing Funds after the new Township Board is sworn in was made by Supervisor Teboda and seconded by Trustee Hess. Clerk Flavin took a roll call vote: Supervisor Teboda: Yes; Trustee Hess: Yes; Trustee King: Yes; and Trustee McNett: Yes. Motion carried. Supervisor Teboda will contact Katrina Taylor of Resource Bank to let her know how we are proceeding.
- C. DeKalb Public Library COY Grant Request to Support the Library's early learning outreach program. Grant was explained by Supervisor Teboda, and she was in support of the grant. If the grant is approved, Supervisor Teboda suggested the board reach out to the library and do a subgrant amount since they wrote the grant on an old COY grant form, and the amount has increased since then, but she is not suggesting we approve them for more than they are asking. Discussion ensued explaining they are requesting \$500 from DeKalb Township through COY and the rest from other resources. The \$500 will go directly for the books per Supervisor Teboda. Trustee McNett asked if the board could approve them for \$750 and Supervisor Teboda didn't feel the board should go above what they are requesting because that would set a precedence for future requests. Trustee McNett asked if they could reapply for \$250 next month and Supervisor Teboda said they could or they could apply next month for \$500 because each grant is for as much as \$750. Supervisor Teboda stated books are an expendable item, and they might be reaching out to us again for another portion of the grant. A motion to approve the COY Grant was made by Trustee King and Seconded by Trustee McNett. Clerk Flavin took a roll call vote: Trustee King: Yes; Trustee McNett: Yes; Supervisor Teboda: Yes; and Trustee Hess: Yes.
- D. Discussion and Approval of COVID-19 Policy. Trustee Hess explained this evolved from a webinar she took and offers employees the opportunity to get the vaccine on work time. The lawyers assured them this is not a HIPAA violation. Employees are being asked if they are fully vaccinated and if they are not, they will be allowed to go during work. The safeguards are listed in the policy, and starting May 18, 2021 the building will be open to all members of the public including GA/EA clients. Trustee King asked if social spacing would be observed and if the conference room will be used for that purpose. Trustee King asked if an employee can opt out of a vaccination. Trustee Hess said we are not requiring them to get it, we are just asking them if they received it. Supervisor Teboda stated a lot of these things have been in place at least since August when she took over. Plexiglass was installed in the reception area because of early voting. A lot of it isn't new but just being put into a written policy. A motion to approve the COVID-19 policy as presented was made by Trustee Hess and seconded by Trustee King. Further discussion continued as Trustee King



asked if the staff had seen it yet and Trustee Hess stated she notified the GA staff that they would receive a copy of the policy later this week if the board approves it tonight. Trustee Hess stated Craig and Rich have reviewed it and are in agreement with it, so it will be across all departments. The Township Attorney Brad Stewart is the one who originally drafted the policy, and he copied Road District Attorney John Redlingshafer and each of the department heads. Trustee King stated the last page says DeKalb Township is recommending that you receive a COVID-19 vaccine as part of your employment so that doesn't sound real optional. Trustee King wondered how the staff will feel when they read this as it doesn't sound optional and Trustee McNett said it's recommended not mandated. Trustee King again asked if the staff had seen this because recommended doesn't sound as optional as optional. Trustee Hess said you can't really share it with the staff until it's approved. Supervisor Teboda speaking to Trustee King said she thought the same thing when she read through the final version but when you get to the end it states the township is not requiring it. It's almost like yes this is really what we would like you to do but then we are going to soften the blow by saying you don't have to do it. Trustee King said that's all she's concerned about and wants people to know that they have options, and she thinks it's better than people feeling pushed to do something that may not align with themselves because she knows people who are against vaccinations, and whatever her opinion is, people have a right to be against it and not be forced to do it. Supervisor Teboda stated she likes that it does give them the option to make the choice. After no further discussion, Clerk Flavin took a roll call vote: Trustee Hess: Yes; Trustee King: Yes; Trustee McNett: Yes; and Supervisor Teboda: Yes. Motion carried. Discussion continued as Trustee King said to Trustee McNett that she thinks when authorities say we recommend, they don't interpret it as I have an option. Supervisor Teboda stated she has been encouraging and recommending, and there are a small group of people who are taking it as Nancy's going to be mad at me if I don't get it, and she has been trying to be as soft and nonjudgmental as possible. Trustee King related recommending to how NIU recommends courses and how students interpret recommendations for classes, and they often feel they have to take those classes but she tells them, no, it's recommended, although it might increase the outcome of their performance if they do take it. It depends on the person hearing it how they experience and interpret it, what that word means to them. Trustee McNett said we need to go to the definition of the word and it's pretty spelled out. Trustee King stated it's not the literal language but that it's coming from the authority/employer. Trustee McNett stated if they read through it, they should quickly realize even if initially they thought oh gosh they are going to make me do it, once they get to that paragraph we talked about. Supervisor Teboda stated sometimes when you read through things, you do it very, very quickly and let me just sign my name, but no, I did not see that. Trustee King stated this is really what they want me to do, they are just not saying it so what are the implications and what will happen if I don't do it. How will they respond to me and treat me because I'm not saying it happens here, but workplace bullying and all that stuff does happen when people don't fall in line with what the expectation is. Then they become subject and honestly as a black person marginalization is a real thing and as a woman marginalization is a real thing,



so if you don't go what the flow is and because somebody else read it and understood it to be one way doesn't mean that the other people who read it understood it that way. So, I just like to be clear about it and if I ever get a question about it like when students say to me if I don't take the class what happens, and I say nothing. Oh, so why do they recommend it. They recommend it because blah blah blah and so that conversation is not bizarre or unusual or adversarial. It's about clarity. Trustee McNett stated he hopes the follow up paragraph helps with the clarity you're talking about. Trustee King said, well, let's hope. Trustee McNett said you can only do so much. Supervisor Teboda stated, you're going to have department heads like Mary as a Supervisor and Rich and Craig who would hopefully provide that support and clarity. Trustee McNett stated if the question is asked, they can say no it says right here. Supervisor Teboda stated it's not an either or I have to tow this line or that line.

- E. Motion to authorize Township Supervisor and Attorney to execute settlement agreement for challenge to General Assistance tax levy, not to exceed \$12,000. Supervisor Teboda stated if it's passed by this Board, it is not something Supervisor Teboda will be part of because of the transition. When Attorney Stewart was here and discussed the General Assistance Tax Levy challenge, this is an ongoing process and it's not going to happen before Monday, May 17, 2021, but it will probably hopefully happen shortly thereafter. A motion to authorize Township Supervisor and Attorney to execute settlement agreement for challenge to General Assistance tax levy, not to exceed \$12,000 was made by Trustee King and seconded by Trustee Hess. Trustee King asked if they could come back and change it. Supervisor Teboda stated once the settlement is agreed upon, that's pretty much it. Trustee King stated she didn't think they had agreed upon a settlement. Supervisor Teboda stated she thinks that preliminary this is the direction it is moving in and that's why Attorney Brad Stewart wanted to have this on the agenda. Clerk Flavin took a roll call vote: Trustee McNett: Yes; Supervisor Teboda: Yes. Trustee Hess: Yes; and Trustee King: Yes. Motion carried.
- F. Discussion of Vacancy in the Clerk Position. The Township is in receipt of a letter that the Township Attorney Brad Stewart said could be read aloud (see attached letter from Nicole Crespo). Supervisor Teboda stated there is no action on this it's just a discussion of the clerk position. Trustee Hess stated she was made aware of this right around the election time but we needed her to officially let us know that she was not going to be able to take the oath of office. She has actually moved out of the state already so we can't really take any action on this until after the swearing in on May 17, 2021. Trustee Hess suggest that when she does not take office on May 17<sup>th</sup> that the Board could direct the supervisor to submit a press release to various news outlets in the community and use social media to announce this vacancy and open it up to any resident of DeKalb Township who is interested and ask that in preparation for making the June board packet that anyone who is interested in the position submit a letter briefly explaining why they are interested in the position, make sure that they meet all residency requirements, confirm that they are a registered voter, and so forth. We could even potentially send a letter to individual candidates who ran for office within the city to different taxing bodies letting them know



about this vacancy, just to make sure that it's widely known in the community that this is available, but again Trustee Hess stated I can't do anything until May 18, 2021. Supervisor Teboda reached out to Attorney Brad Stewart as to the resignation in the interim without having a clerk sworn in on June 9, 2020 in the hopes that we would have the acceptance of the resignation by the Board and the appointment of a new clerk, and he explained that Clerk Flavin is considered a holdover until the new clerk is sworn in. Supervisor Teboda has had a conversation with Clerk Flavin that if there is anything that needs to be signed or sealed in the interim that he is still the Clerk for DeKalb Township. He will not need to be sworn in and Clerk Flavin is in agreement with this plan. Trustee Hess stated our intention is to have it done on June 9, 2020.

**Old Business:** None

**Other Business:**

- A. Special Township Board Meeting scheduled for Monday, May 17, 2021, at 6:00 pm in the garage.
- B. The next regular meeting will be on Wednesday, June 9, 2021, at 6:00 pm.

Trustee King thanked Supervisor Teboda for stepping up to the Supervisor position. Trustee McNett thanked Clerk Flavin for stepping up as well. Some reminiscing took place and thankfulness regarding everyone's service to the community.

**Adjournment:** A motion to adjourn was made by Trustee King and seconded by Supervisor Teboda. Clerk Flavin took a roll call vote: Supervisor Teboda: Yes; Trustee Hess: Yes; Trustee King: Yes; and Trustee McNett: Yes. Motion carried. Meeting adjourned at 7:00 pm.

Respectfully submitted,

A handwritten signature in blue ink, appearing to read 'Kevin Flavin', written over a horizontal line.

Kevin Flavin, Township Clerk

A handwritten signature in black ink, appearing to read 'Nancy Teboda', written over a horizontal line.

Nancy Teboda, Supervisor



10th of May, 2021

From: Nicole Crespo

To: DeKalb Township Board/ Voters of DeKalb Township  
2323 S 4th Street  
DeKalb, Illinois, 60115

To the DeKalb Township Board and the voters of DeKalb Township,

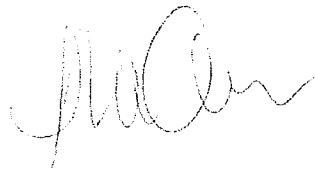
It is with my most sincere apology that I will not be able to fulfill my duties as DeKalb Township Clerk as elected, due to an opportunity that has been given to me out of state. I had full intention of committing myself to the role of clerk, but could not pass up an opportunity to advance myself academically and professionally.

I would like to thank the voters of DeKalb Township for electing me. It was a great honor, and I know there will be a fitting citizen to step up and fill the position.

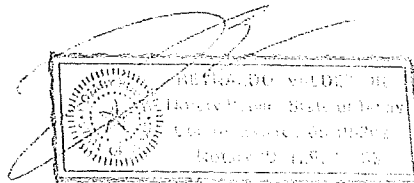
In summation, I do hereby step down as DeKalb Township Clerk Elect, effective immediately.

Thank you and good luck in the future,

Sincerely,



Nicole Crespo



MAY 10 2021