

ARLINGTON HEIGHTS SCHOOL DISTRICT 25

1200 S. Dunton Ave.
Arlington Heights, Illinois 60005

School Board Meeting Minutes June 21, 2018

Brian Cerniglia, President of the Arlington Heights School District 25 Board of Education, called the meeting to order on June 21, 2018 to accept a motion to adjourn into closed session at 6:35 p.m. The meeting was held at the Dunton Administration Building, 1200 S. Dunton Avenue, Arlington Heights, Illinois.

The meeting was noticed for closed session to discuss: Appointment, Employment, Compensation, Discipline, Performance or Dismissal of Specific Employees of the District, 5 ILCS 120/2 (c)(1); Review closed session minutes, 5 ILCS 120/2 (c)(21); Selection of a person to fill a vacancy in a public office, 5 ILCS 120/2(c)(3).



Regular Meeting

Brian Cerniglia, President of the Arlington Heights School District 25 Board of Education, called the meeting to order on June 21, 2018 at 7:32 p.m. The meeting was held at the Dunton Administration Building, 1200 S. Dunton Avenue, Arlington Heights, Illinois. Roll call was noted and the Pledge of Allegiance said.

Board members present: Brian Cerniglia, Chad Conley, Erin Johannesen, Rich Olejniczak, David Page, and Anisha Ismail Patel

Board members excused: None

Others Present: Dr. Lori Bein, Superintendent; Dr. Eric Olson, Assistant Superintendent for the Department of Student Learning; Dr. Jake Chung, Assistant Superintendent for Personnel & Planning; Aimee LeBlanc, Assistant Superintendent of Student Services; Chris Fahnoe, Director of Technology and Assessment; Adam Harris, Communications Coordinator; Brad Katz, Information Technology Specialist; Lana O'Brien, Recording Secretary; press; staff; and community.

Recognitions and Presentations

Mr. Cerniglia, on behalf of the Board, and Dr. Bein extended congratulations to the students from the South and Thomas Middle School Track and Field teams that participated at the State meet. The coaches from South MS (Mr. Watson, Mr. Frintner, Mr. Gnutek, Ms. Radzak, and Mr. Zimmerman), and Thomas MS (Mr. Keadle, Ms. Golemo, Ms. Joerger, and Mr. Kim) were introduced by both middle school principals. This was the 20th year participating in the State meet. Thomas Middle School was thanked for hosting the sectional meet. The athletes, coaches, and parents were thanked by the Board and Dr. Bein. The Board and Dr. Bein were thanked for their support of the athletic teams.

Mr. Cerniglia, on behalf of the Board, and Dr. Bein recognized Daniel Mendoza, Larry Joynt, and Kevin Steck for their work on the Dryden Place Community Garden. Dr. Chung explained that they have been instrumental in the success of this program, which was expanded by 20% this year. The Arlington Heights Police Department reported that 911 calls in the area are down by 40%. Mr. Joynt and Mr. Steck thanked Dr. Chung for everything that he has done for the project. The Board is very pleased with the community involvement, and noted that it has been a very positive program for the entire community.

Appointment of member to fill Board vacancy

Mr. Cerniglia introduced Scott Filipek. He was selected by the Board to fill the seat vacated by Diana Chrissis.

Motion: D. Page moved and R. Olejniczak seconded the motion that the Board of Education appoint Scott Filipek to fill the current Board vacancy. The appointment will be for a period of time consistent with the requirements of the Illinois School Code.

Roll Call: B. Cerniglia, yes; C. Conley, yes; E. Johannesen, yes; R. Olejniczak, yes; D. Page, yes; and A. Patel, yes. Motion carried 6/0.

Mr. Cerniglia administered the Oath Of Office to Mr. Filipek. Mr. Filipek introduced his family and friends and thanked them for their support.

Community Input

Mr. Christopher Holt spoke about the need to maintain a scheduled recess for elementary students.

Consent Agenda

Motion: D. Page moved and E. Johannesen seconded the motion that the Board of Education approve those items on the Consent Agenda as follows:

(A) Personnel Report and Addendum to Personnel Report; (B) Treasurer's Report; (C) Invoices; (D) Prevailing Wage Resolution for 2018-2019; (E) Fixed Asset Disposal Report; (F) Accept Donations to District 25 for 2017-2018; (G) Regular, and Closed Session Meeting minutes of May 24, 2018; (H) Special and Closed Session Meeting minutes of June 6, 2018; (I) Special and Closed Session Meeting minutes of June 13, 2018

Roll Call: B. Cerniglia, yes; C. Conley, yes; S. Filipek, yes; E. Johannesen, yes; R. Olejniczak, yes; D. Page, yes; and A. Patel, yes. Motion carried 7/0.

Communications:

There were no reports from the following:

- NSSEO
- IASB
- ED RED
- PTA
- ABC/25 Foundation

- ATA

Committee of the Whole Reports

Student Learning

Strategic Plan Update: Increase Technology Access

Mr. Fahnoe presented information on increasing technology access. During the 2016-2017 school year a 1:1 Chromebook deployment began for the middle schools. Equipment from the middle schools was cascaded to the elementary schools. The district is in the process of addressing the older equipment that went to the elementary schools. Access, changes in instruction, training needs, and management and procedures were all considerations that were taken into account. Positive changes have been seen in instruction.

During the 2017-2018 school year, elementary deployment models were explored based on feedback from staff and administrators regarding instructional goals. Over the past several years the district has moved towards an elementary classroom deployment model that provides access to devices at a 2:1 ratio (or lower) that may include MacBooks, iPads, or Chromebooks.

For the 2018–19 school year, there will be a formalization of Chromebooks at the fifth-grade level for all students. The 5th grade students will not have the opportunity to take them home but they will be housed in the classroom and available as needed for instructional needs. The existing 5th grade equipment will be cascaded to other elementary grade levels within the building. We will also continue the replacement cycle for existing classroom and staff, explore additional access for Teaching Assistants, and revisit the needs and modify Early Childhood deployment accordingly. The considerations for 2018-2019 are universal training for 5th grade staff, storage needs within the classroom, and general staff support with maintenance and repairs. There will be an annual review and we will be flexible in what support is needed.

The Board asked several questions regarding the selection of Chromebooks and the timeline going forward. The instructional goals and models are determined, and then a decision is made as to what technology we have to support them. The district maintains various instructional models and not all of them involve technology. Mr. Fahnoe was thanked for his work.

Student Services

Strategic Plan Update: Explore Inclusion Model

Ms. LeBlanc presented information on the district's exploration of inclusion models. During the 2017-2018 school year one school in Wisconsin and two Chicago Public Schools were identified as local inclusion programs as models. A Teaching Assistant study committee looked at the use of Teaching Assistants in the classrooms. A book study with the Student Services Coordinators was completed. Dr. Olson was thanked as Student Services partnered with the Department of Student Learning in

training the Student Services staff on the district curriculum. A Think Tank committee consisting of parents and administrators was formed and monthly meetings were started.

In the 2018-2019 school year, Ms. LeBlanc and Ms. Kramp, Student Services Coordinator will visit the three identified inclusion model schools. The Teaching Assistant study committee will identify specific programs that the TA's utilize in the classroom. A co-teaching model in 4th and 5th grades at Olive-Mary Stitt to support inclusion will be piloted. At Patton, staff will work with the NSSEO Autism coach throughout the school year to support students with their special needs within the general classroom, when appropriate. As all of the pieces are put together, the current practices will be assessed.

There was discussion on which inclusion model schools will be visited and the Board requested follow up information during the next school year. Ms. LeBlanc was thanked for the detailed information.

Business and Finance

Resolution Abating Working Cash Fund

Dr. Bein provided information on the resolution abating working cash fund. The \$8.0 million sold in 2018 was targeted for the Greenbrier addition and district-wide life safety work. The bond proceeds are deposited into the Working Cash Fund. The building additions are paid for out of the Capital Projects Fund. At the end of the year, we need to transfer the bond proceeds from the Working Cash Fund to the Capital Projects Fund to cover the costs.

Motion: D. Page moved and R. Olejniczak seconded the motion to approve the Resolution Abating Working Cash Fund not to exceed the amount of \$21 million. Roll Call: B. Cerniglia, yes; C. Conley, yes; S. Filipek, yes; E. Johannesen, yes; R. Olejniczak, yes; D. Page, yes; and A. Patel, yes. Motion carried 7/0.

Buildings and Grounds – None

Personnel and Planning

Non-Certified Employee Compensation, 2018-2019

Dr. Chung stated that we have highly qualified staff and also want to be fiscally responsible, and are recommending an increase based on the CPI for these groups.

Motion: D. Page moved and E. Johannesen seconded the motion to approve the 2018-2019 compensation for the non-certified employees as submitted. Roll Call: B. Cerniglia, yes; C. Conley, yes; S. Filipek, yes; E. Johannesen, yes; R. Olejniczak, yes; D. Page, yes; and A. Patel, yes. Motion carried 7/0.

Administrative Compensation, 2018-2019

Dr. Chung stated that we have outstanding administrators, and have had low administrative turnover the past four years. We want to fairly compensate them and

be fiscally responsible, and recommend an increase based on the CPI for the majority of the administrators. The Board briefly discussed the reasoning for giving raises based on the CPI.

Motion: D. Page moved and E. Johannesen seconded the motion to approve the contracts and 2018-2019 compensation for principals, assistant principals, directors, and coordinators as submitted.

Roll Call: B. Cerniglia, yes; C. Conley, yes; S. Filipek, yes; E. Johannesen, yes; R. Olejniczak, no; D. Page, yes; and A. Patel, yes. Motion carried 6/1.

Registered Nurse Job Description Update

Ms. LeBlanc and Dr. Chung explained that District 25, like many districts, is experiencing difficulty hiring and retaining Registered Nurses who hold a Professional Educator License (previously referred to as Certified School Nurses). As we head into the 2018-19 school year, we are faced with 2.0 open CSN positions and no candidates. The district needs to make adjustments in lieu of the ongoing CSN shortage.

Ms. LeBlanc provided detailed background regarding the district's current nursing needs. After reviewing practices implemented by surrounding districts, reviewing the Illinois State Board of Education requirements for nurses, meeting with representatives from the registered nurses group, and consulting with the ISBE nurse consultant, a plan was drafted to meet the needs of students, provide training to staff, and attract/retain qualified nurses. Other local districts have implemented a similar plan.

Motion: D. Page moved and E. Johannesen seconded the motion to approve the new registered nurse staffing and compensation model.

Roll Call: B. Cerniglia, yes; C. Conley, yes; S. Filipek, yes; E. Johannesen, yes; R. Olejniczak, yes; D. Page, yes; and A. Patel, yes. Motion carried 7/0.

Strategic Plan Update: Strengthen Community Relations

Dr. Chung and Mr. Harris presented information on strengthening community relations. Dr. Chung provided information to the Board concerning building trust and improving the communication and collaboration with the Arlington Teachers' Association and the District 25 administration. A retreat with district administrators and the ATA executive team was held in the summer of 2014 and again in December 2017. Dr. Chung shared the results from a joint survey, which showed that we are performing at a high level and that trust is greatly improved.

Mr. Harris presented information to the Board regarding solidifying the positive reputation of teachers and teaching. The perspective between what the teachers are doing vs. what the community thinks creates a lack of trust. We create trust by opening a window to the classroom to families and the community, showing off the many amazing and impactful moments teachers have on the District 25 students. This was done by utilizing various social media platforms, the INSIGHT magazine,

the District 25 website, Facebook Live videos, and media coverage. Mr. Harris reviewed each of these tools in detail. The engagement in social media is growing. Teachers are doing more tweeting and collaborating over Twitter, and showing their personalities. Facebook followers have tripled since 2015. The INSIGHT magazine is currently being printed and will be mailed next week. The district website is our billboard. Our students talk on Facebook Live videos, and through them people understand how great our teachers are. There has been an uptick in television coverage in the district in many positive ways. The reactions that we see on social media show that teachers can be transparent, and it is building confidence. Great things are going on in their classrooms.

Board members appreciate everything that is being done to work toward strengthening community relations, and the whole team was thanked. It was stated that the culture and climate are key to a positive district, and that the district has a collaborative group of administrators and teacher-leaders. Dr. Bein noted that these two reports were put together because they are closely connected. Dr. Bein reviewed with the Board the components of the original Strategic Plan and that the remainder of the items will take us through the next two school years.

Superintendent Report

First Reading of Policies and Exhibits

Dr. Bein presented the following policies and exhibits to the Board for a first reading. These will be brought back at another time for the final vote. These are not the result in change of law, but are suggestions that the Illinois Association of School Board made after reviewing the district's Collective Bargaining Agreement.

Collective Bargaining Agreement:

- 5:30 Hiring Process and Criteria
- 5:35 Compliance with the Fair Labor Standards Act
- 5:60 Expenses
- 5:80 Court Duty
- 5:270 Employment At-Will, Compensation, and Assignment
- 5:290 Employment Termination and Suspensions
- 5:300 Schedules and Employment Year
- 5:310 Compensatory Time-Off
- 5:320 Evaluation
- 5:330 Sick Days, Vacation, Holidays, and Leaves

- 1:30 School District Philosophy

Motion: D. Page moved and E. Johannesen seconded the motion to adjourn the meeting.

Roll Call: B. Cerniglia, yes; C. Conley, yes; S. Filipek, yes; E. Johannesen, yes; R. Olejniczak, yes; D. Page, yes; and A. Patel, yes. Motion carried 7/0.

The meeting adjourned at 9:18 p.m.

Submitted,

Lana O'Brien
Recording Secretary

Approved: July 19, 2019

President
Board of Education

Secretary
Board of Education

Date minutes available for public inspection: July 20, 2018

Date minutes posted on District website: July 20, 2018