

ARLINGTON HEIGHTS SCHOOL DISTRICT 25

1200 S. Dunton Ave.
Arlington Heights, Illinois 60005

School Board Meeting Minutes October 17, 2019

David Page, Vice President of the Arlington Heights School District 25 Board of Education, called the meeting to order on October 17, 2019 to accept a motion to adjourn into closed session at 7:04 p.m. The meeting was held at Thomas Middle School, 1430 N. Belmont Avenue, Arlington Heights, Illinois.

The meeting was noticed for closed session to discuss: Appointment, Employment, Compensation, Discipline, Performance or Dismissal of Specific Employees/Independent Contractors/Volunteers of the District, 5 ILCS 120/2(c)(1); Review closed session minutes, 5 ILCS 120/2(c)(21); Matters relating to individual students, 5 ILCS 120/2(c)(10).



Regular Meeting

David Page, Vice President of the Arlington Heights School District 25 Board of Education, called the meeting to order at 7:37 p.m. on October 17, 2019. The meeting was held at Thomas Middle School, 1430 N. Belmont Avenue, Arlington Heights, Illinois. Roll call was noted and the Pledge of Allegiance said.

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

Board members excused: Brian Cerniglia

Others Present: Dr. Lori Bein, Superintendent; Chris Fahnoe, Director of Technology; Adam Harris, Head of Communications and Storytelling; Brad Katz, Information Technology Specialist; Lana O'Brien, Recording Secretary; staff; and community.

Recognitions and Presentations

Mr. Page, on behalf of the Board, and Dr. Bein extended congratulations to South Middle School Golf Club. Dr. Jim Morrison, Principal of South Middle School, introduced the students.

The following students participated in the IESA Sectional Tournament and four players qualified for the IESA State Tournament. Their Coaches and Sponsors are Phil O'Grady, Kim Dwyer, and Janet Iacovelli.

Jack Erickson

Brandon Houghton

Luke Kruger* (tied for 6th place at State)
Richie Peters

Patrick Raupp*
Emily Torok*
Cathryn Wascher*

** Participated at IESA State tournament*

Community Input

Greg McGrath stated his opposition of Resolution One from the Illinois Association of School Boards.

Consent Agenda

Motion: S. Filipek 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) Public Hearing on the Budget, Regular and Closed Session Meeting minutes of September 19, 2019

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

Communications:

The following reports were given:

- NSSEO – Ms. Johannesen reported that Harvest Fest will be held this Saturday 3:00 – 7:00 p.m., at the Sunrise Lake Outdoor Education Center. A Bingo night fundraiser will be held at the Arlington Ale House on November 13, 7:00 – 9:00 p.m. The money raised will go to mini grants for teachers.
- IASB – Dr. Bein reported that the North Cook Division dinner meeting was held the previous evening, and she, Mr. Filipek, Ms. Johannesen, and Ms. Patel attended. There was an informative presentation given on equity. Mr. Cerniglia achieved Master Board Member Level 2, and Ms. Patel achieved Master Board Member Level 1, received admission to the LeaderShop Academy, and was voted in as a director-at-large on the executive committee. Dr. Bein also stated that the IASB Resolutions are at each Board seat, and asked the Board to reach out to the delegate, Mr. Cerniglia, with their votes. Mr. Cerniglia will vote on behalf of the Board at the November Joint Annual Conference.
- ED-RED – Ms. Patel reported that ED-RED continues to advocate for the school districts. There are several committees for which they are recruiting.

The following reports were received:

- ATA – Ms. Drevline showed a video about various happenings in the district. She thanked Dr. Bein for including the ATA Executive Board at the HumanEx presentation today. Ms. Drevline was thanked for her time in making the informative video.

There were no reports from the following.

- PTA
- ABC25

Committee of the Whole Reports

Student Learning – No Report

Student Services – No Report

Business and Finance

Employee Benefits Renewal for 2020

Dr. Bein reported that the insurance renewal information had been received from the broker and shared with the district insurance committee, which Mr. Conley serves as a member. The committee reviews the trends with the broker. The proposed renewal increase for medical insurance is 3.9% on a blended average. Two factors impact the premiums: 1) The Board has a negotiated cap of 6% on the increase in premium they will pick up each year, and 2) the employees have to pay a minimum of 3% of premium for single insurance and 33% of premium for family insurance. Mr. Conley added that Ms. Mallek does a great job of facilitating the process, and the committee collaborates on putting the details together.

Motion: R. Olejniczak moved and E. Johannesen seconded the motion that the Board of Education approve the “Resolution for the Continuation of Various Insurance Coverages for the 2020 Calendar year”.

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

Resolution to Regulate Expense Reimbursements 2019-2020

Dr. Bein stated that by law this needs to be approved annually. The resolution requires that the board set a maximum allowable reimbursement amount that cannot be exceeded without Board approval. Because we have clear administrative procedures in place that have limits on per-diem reimbursement amounts for all types of reimbursable expenses, we are recommending it be set at the amount of \$333,793, which reflects the total amount included in the 2019-20 budget for professional development expenditures.

Motion: E. Johannesen moved and R. Olejniczak seconded the motion that the Board of Education approve the “Resolution to Regulate Expense Reimbursements”.

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

Facilities Management – No Report

Personnel and Planning– No Report

Superintendent Report

HumanEx Presentation

Dr. Bein introduced Svetlana Popovic, the district's Coach from HumanEx, who described the company and the service they provide. She explained that climate is what employees need to do their job, and culture is how employees approach their work and the way they behave.

An anonymous and confidential online assessment was given to staff, which included 88 statements that covered 15 dimensions, and assessed four areas; you, team/department, administrator or supervisor, and the whole organization. Results were shared with administration and the ATA Executive group earlier in the day.

Participation was very good, with 611 staff, or 73% that submitted the survey. We would like to obtain a better participation rate for next fall when the survey will be administered again. Results were given, and the top five questions from the survey were ranked and showed that staff are committed to the success of our organization. The top five dimensions are engage-inspire, pride, continuous improvement, quality, and satisfaction. The difference between bottom and top statement is 1.2, and 89% of the questions fell at or above 4.0, which is not seen often.

Satisfaction and engagement are very high at 81.61%. The average is 61% in education, and 35% in business. All of the schools are in the same range, which is not usually seen, as elementary schools are usually higher than middle schools.

Next steps were explained. Each school is inviting Ms. Popovic to help them develop goals with areas to improve. The district will look at professional development, coaching, recognition and performance planning. The survey will be given once per year for three years.

The Board asked several questions, and there was discussion regarding next steps, including the community, how this survey ties into the 5Essentials survey, and the clarification on participation vs. percentile. Board members were very pleased with the results, and that the staff feels engaged and inspired to come to work. Ms. Popovic was thanked for her presentation.

Second Reading of Policies

Dr. Bein stated that there was one change made to Policy 2:230 since the first reading. The policy would have limited the time for community input, but the District 25 Board does not set a limit, so those sections were denied. The rest of the policies remained the same.

Press 101:

2:110 Qualifications, Term and Duties of Board Officers

2:140	Communications To and From the Board
2:140-E	Guidance for Board Member Communications, Including Email Use
2:230	Public Participation at School Board Meetings and Petitions to the Board
5:180	Temporary Illness or Temporary Incapacity
6:40	Curriculum Development
6:340	Student Testing and Assessment Program

Motion: R. Olejniczak moved and E. Johannesen seconded the motion that the Board of Education approve the second reading of the following policies and exhibits reflecting modifications and additions as recommended by the Illinois Association of School Boards.

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

Second Reading of Policies – Five Year Review

Dr. Bein stated that the following policies are presented by the Illinois Association of School Boards for a five-year review, keeping material aligned with good governance principles and keeping the legal references current. The changes are all very minor.

Five-Year Review - Press 101:

2:240	Board Policy Development
3:60	Administrative Responsibility of the Building Principal
4:90	Activity Funds
5:35	Compliance with the Fair Labor Standards Act
5:40	Communicable and Chronic Infectious Disease
5:130	Responsibilities Concerning Internal Information
5:310	Compensatory Time Off
6:110	Programs for Students At Risk of Academic Failure and/or Dropping Out of School and Graduation Incentives Program
7:170	Vandalism

Motion: R. Olejniczak moved and E. Johannesen seconded the motion that the Board of Education approve the second reading of the policies presented by the Illinois Association of School Boards for a five-year review.

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

The Board returned to closed session.

Motion: R. Olejniczak moved and C. Conley seconded the motion to adjourn the regular meeting.

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

The regular meeting adjourned at 8:30 p.m.

Motion: R. Olejniczak moved and C. Conley seconded that the Board of Education adjourn closed session.

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

The Board adjourned the closed session at 8:55 p.m.

Submitted,

Lana O'Brien
Recording Secretary

Approved: November 14, 2019

President
Board of Education

Secretary
Board of Education

Date minutes available for public inspection: November 18, 2019

Date minutes posted on District website: November 18, 2019