

ARLINGTON HEIGHTS SCHOOL DISTRICT 25

1200 S. Dunton Ave.
Arlington Heights, Illinois 60005

School Board Meeting Minutes
March 12, 2020

Brian Cerniglia, President of the Arlington Heights School District 25 Board of Education, called the meeting to order on March 12, 2020 to accept a motion to adjourn into closed session at 6:51 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/Independent Contractors/Volunteers of the District, 5 ILCS 120/2 (c)(1); Review closed session minutes, 5 ILCS 120/2 (c)(21); Collective negotiating matters between the public body and its employees or their representatives, 5 ILCS 120/2(c)(2); Matters relating to individual students, 5 ILCS 120/2(c)(10); Litigation when an action is probable, 5 ILCS 120/2(c)(12); Security procedures to respond to the safety of employees, students, staff, the public, or public property, 5 ILCS 120/2(c)(8).



Public Hearing: Reduction in Workforce



Regular Meeting

Brian Cerniglia, President of the Arlington Heights School District 25 Board of Education, called the meeting to order at 7:30 p.m. on March 12, 2020. 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, Scott Filipek, Erin Johannesen, David Page, and Anisha Ismail Patel

Board members excused: Rich Olejniczak

Others Present: Dr. Lori Bein, Superintendent; Stacey Mallek, Assistant Superintendent for Business/CSBO; Brian Kaye, Assistant Superintendent for Personnel and Planning; Dr. Becky FitzPatrick, Assistant Superintendent for the Department of Student Learning; Dr. Peg Lasiewicki, Assistant Superintendent for Student Services; Chris Fahnoe, Director of Technology and Assessment; Brad Katz, Information Technology Specialist; Lana O'Brien, Recording Secretary; staff; and community.

Recognitions and Presentations

Mr. Cerniglia, on behalf of the Board, and Dr. Bein extended congratulations to the district Spelling Bee participants. Sharon Nelles, Literacy Coordinator, introduced the students. She explained a spelling bee occurs at each middle school, and the top three from each middle school move to the district spelling bee.

South Middle School

Kanya Rajenderan
Colin Ryan
Alena Tharakan

Thomas Middle School

Nishchal Aradhya
Mahek Goel
Lauren Jung

Mr. Cerniglia, on behalf of the Board, and Dr. Bein extended congratulations to the Thomas Middle School students that qualified for the 2020 All-Illinois Junior Band. Dr. Bein explained that to qualify for the All-Illinois Junior Band, students had to prepare a scale sheet and two selections of music. In November, they submitted audio recordings of their performance to be considered/judged for acceptance, and competed with several hundred applicants from all over the state for a limited number of spots. The event was held in January on the University of Illinois campus where students had rehearsals and sectionals all day Friday and Saturday, culminating in a performance in Krannert Center on Saturday afternoon. Lori Naumowicz, Principal of Thomas Middle School, introduced Candice Horton, their band director, who introduced the students.

Ryder Schuch, Trumpet
Bethany Reed, Percussion

Kevin Harte (Alternate), Tuba

Community Input

Melissa Cayer asked if the consent agenda documents are online for the public to view.

Consent Agenda

Motion: E. Johannesen moved and D. Page 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 Reports for December 2019 and January 2020; (C) Fixed Asset Disposal Reports for February and March; (D) Invoices; (E) Board bills; (F) Regular and Closed Session Meeting minutes of January 16, 2020; (G) Special Board Meeting minutes of January 23, 2020; (H) Hold Closed session minutes of September 19, 2019 and November 14, 2019 per Board Policy 2:220-E1; (I) Release Closed session minutes of August 15, 2019, October 17, 2019, and December 12, 2019 per Board Policy 2:220-E1; (J) Hold Audiotapes January 18, 2018, February 28, 2018, April 12, 2018, and May 24, 2018 per Board Policy 2:220-E1; (K) Destruction of Audiotapes February 8, 2018, April 26, 2018, June 6, 2018, June 13, 2018, and June 21, 2018 per Board Policy 2:220-E1; (L) Intergovernmental Agreement for Food Service for District 26.

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

Dr. Bein introduced Aska Lemke, who will be the new Assistant Principal at Ivy Hill Elementary School starting with the 2020-2021 school year.

Communications:

The following reports were given:

- NSSEO – Ms. Johannesen reported that NSSEO is managing the COVID-19 outbreak very well, and is working diligently to stay on top of everything. Kirk School closed today and tomorrow for a deep cleaning. Their annual legislative roundtable for tomorrow was cancelled and will hopefully be rescheduled.
- ED-RED – Ms. Patel reported that John Cullerton, former Illinois Senate President, spoke at the legislative dinner, which she and Dr. Bein attended. Ms. Mallek said that at last week's meeting Fritz Kaegi, Cook County Assessor, explained how the new technology in the Assessor's office is improving office automation functions.

The following reports were received:

- ATA – Ms. Drevline thanked Dr. Bein for inviting ATA members to participate on the Strategic Planning Committee. She stated that day two of IAR testing was completed today, and the tentative ATA social will be held on March 19 at Gatsby's in Arlington Heights. She thanked Dr. FitzPatrick and the DSL Coordinators for working on the remote learning plan for the district, and Dr. Bein for her continued communication. She thanked the Board for their continued support.

There were no reports from the following.

- PTA
- IASB
- ABC25

Committee of the Whole Reports

Student Learning

Elementary Social Studies Curriculum Adoption

Dr. FitzPatrick noted that at the previous board meeting, the elementary Social Studies curriculum information was presented, and that there was no new information at this time.

Motion: S. Filipek moved and C. Conley seconded the motion that the Board of Education approve the elementary Social Studies curriculum adoption as presented. Roll Call: B. Cerniglia, yes; C. Conley, yes; S. Filipek, yes; E. Johannesen, yes; D. Page, yes; and A. Patel, yes. Motion carried 6/0.

Middle School Science Curriculum Adoption

Dr. FitzPatrick introduced Melanie Zenisek, Science and Social Studies Coordinator, and two members of the Science Curriculum Committee, Kim Dyer, South Middle School Science teacher, and Russ Crittenden, Thomas Middle School Science teacher. Dr. FitzPatrick stated that she was very impressed with the collaboration of both middle school science departments.

Ms. Zenisek shared that Science and Technology Concepts Middle School (STCMS) will engage students in authentic science, technology, engineering, and math (STEM) experiences through hands-on learning, science note booking, and a deep dive into content. She reviewed the committee's timeline and explained that the committee, which included all middle school science teachers, along with a building level administrator, Dr. FitzPatrick and her, reviewed best practices, and had discussions with District 214. The committee wanted to ensure that the new curriculum would allow the students to be high school, college, and career ready.

Aspects that were central to their decision making included coherent storylines building toward students answering a question or solving a problem; three-dimensional learning construction being consistent across every unit and lesson; hands-on investigations; literacy and mathematics connections bridging science contact and leading to deeper understanding; Spanish translations of student notebooks and textbooks; and having Cloud-based technology so students have access to their online resources on different devices.

The scope and sequence for each grade level, as well as an overview of professional learning was reviewed. Professional learning in 2020-2021 will include content support for teachers, standards-based grading support, and continued work on scope and sequence. The costs include professional development for staff, a class set of textbooks for each teacher, a six-year online subscription, consumable materials for two years, and shipping. Buildings will absorb the consumable materials cost in years 3 through 6.

Rus Crittenden piloted the genetics unit and explained that it was a very positive experience for the students. It is labor intensive for the staff the first time it is used, but it is worth the effort. Kim Dyer piloted the 8th grade unit and felt it was much richer, and the students are able to focus more. Students who piloted the 8th grade program and graduated, felt that they were more prepared for freshman biology in high school than their counterparts.

Board members were pleased that the program incorporated technology and engineering, and is more hands on. The teachers were asked if they had any concerns transitioning 6th and 7th graders through the program, and it was felt that by the time the students graduate, they will be ready for high school, even though they would learn science in a different order. The committee was thanked for all the work that was put into selecting the new curriculum.

Motion: A. Patel moved and E. Johannesen seconded the motion that the Board of Education approve the middle school science curriculum adoption as presented. Roll Call: B. Cerniglia, yes; C. Conley, yes; S. Filipek, yes; E. Johannesen, yes; D. Page, yes; and A. Patel, yes. Motion carried 6/0.

Strategic Plan Update: PreK-8 Social and Emotional Learning Review

Dr. FitzPatrick introduced Sharon Nelles, Literacy and Social-Emotional Learning Coordinator, Alanna Drufke, Ivy Hill 3rd grade teacher, and Erin Lillie-McMains, South Middle School Social Worker. Dr. FitzPatrick provided background information on Social Emotional Learning (SEL), and explained that the SEL curriculum review falls under best practices of the district's Strategic Plan. The program can be integrated into our current PK-8 curriculum.

Sharon Nelles reviewed the committee's timeline and explained that the committee included PK-8 grade teachers, a social worker from each school, all building principals, Dr. FitzPatrick, and her. In the fall of 2019, the SEL committee reviewed various curriculum programs before deciding to pilot RULER, which is an approach to SEL created by the Yale Center for Emotional Intelligence. RULER is an acronym for the five skills of emotional intelligence, which include recognizing emotions in self and others; understanding the causes and consequences of emotions; labeling emotions accurately; expressing emotions appropriately; and regulating emotions effectively.

Aspects that were central to their decision making included that the program focuses first on developing adults in the school, so they can be role models and knowledgeable implementers; creates a positive emotional climate; enhances emotional intelligence in students and adults in their lives; and provides several online resources. The implementation will begin with staff professional learning during the 2020-2021 school year and continue with student learning and family engagement during the 2021-2022 school year. Each school will have its own implementation team, and will lead the learning at that building. RULER will have a positive impact on students, teachers, classrooms, and schools.

Alanna Drufke, 3rd grade teacher at Ivy Hill School, explained that the RULER program impacts students in a positive way. The program does not have isolated lesson plans, but is very open ended and provides many different resources that makes sense for the students. It is an authentic way to talk about SEL, and apply what they've learned throughout the day. She gave examples of how she used the program in her classroom. Students build empathetic skills, and she sees them making connections.

Erin Lillie-McMains, South Middle School Social Worker, shared that the program uses consistent language and vocabulary, and learning is accelerated. There is a natural integration into the pre-existing curriculum. The middle school day is content driven so it is appealing to middle school teachers. There will be 12-15 months of teacher development first, and they will know the program very well before rolling it out to students. Emotionally healthier teachers lead to emotionally healthier students, which then leads to greater student academic success.

Dr. Bein stated that the committee has been very actively involved, and they received direct training at Yale. The committee members are each teaching at least two

experiences to their staff, which has been very engaging. The Board is pleased that the program overlays over every curriculum, provides support for all staff, includes a literature component, and feels that it is a huge benefit to our community. Board members thanked the committee for their time and extra effort.

Student Services – No Report

Business and Finance

Budget Update – 2nd Quarter 2019/20

Ms. Mallek shared highlights from the second quarter budget update for the 2019-2020 school year. She reviewed the revenues and expenditures in each fund. A total deficit of \$1.77 million was budgeted, of which \$1.87 million is for capital projects not funded by the bonds in prior years. Based on the results of the first two quarters, it is probable we will end the year with less state transportation revenue than budgeted, although total revenue across all funds may be close to budget. The district is on target with expenses, and has not spent any of the contingency for non-personnel, and we don't expect we will. It is possible that there will be a larger deficit in the Transportation Fund as a result of the audit adjustment and funding proration. It is projected, at this point, that the overall planned deficit will be less than budgeted. Ms. Mallek was thanked for the report.

Extension of Bus Transportation Contract

Ms. Mallek stated that by law, school boards may enter into contracts for up to three years for transportation of pupils to and from school. Such contracts may be extended for up to two additional years by mutual agreement of the parties, and thereafter may be extended on a year-to-year basis by mutual agreement of the parties. No such contract may be extended on a year-to-year basis if a school board receives a timely request from another interested contractor, and the district did not receive any requests from any other vendors.

The district is in the second year of our two-year extension with Cook County School Bus Company after the most recent bid. We requested a proposal to extend the contract for next year. The bus company has proposed a 6% increase for 2020-21, or an increase of about \$77,000 based on maintaining the same number and types of routes. These increases are based on their need to increase their starting hourly rate to remain competitive, the national school bus driver shortage, insurance increases, and a need to replace some buses to maintain our required average age of the fleet. Ms. Mallek is comfortable recommending this extension to the board. The district has been pleased with the services of Cook County School Bus Company during this current contract.

Motion: E. Johannesen moved and D. Page seconded the motion that the Board of Education approve the extension of the bus transportation contract with Cook County School Bus Company for 2020/21.

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

2020-21 Student Fees

Ms. Mallek presented information regarding the proposed student fees for the 2020-2021 school year. The district contract extension with the bus company reflects a 6% increase. Based on this, the district is recommending an increase in the transportation fee from \$412/year to \$436/year. This fee is paid only by families that don't qualify for free transportation.

For school lunches, the USDA target rate is free reimbursement minus paid reimbursement, or \$3.00, for 2019-20. Our current weighted average is \$3.01. ISBE anticipates that the target rate will increase to \$3.10 for 2020-21. Historical data shows that every time we increase lunch prices, we see a dip in participation. Based on this, we are recommending an increase of \$0.15 to cover us for the next two years, rather than increase by \$0.10 for next year and then again in the following year. There has not been an increase in lunch pricing since the 2016-2017 school year. The district also offers a school breakfast program at two elementary schools with mostly limited participation. While we offer the program to paid students, only students who qualify for free are currently participating. Based on our actual cost of serving breakfast, we are recommending a \$0.10 increase in the breakfast price for 2020-21.

There will be no change in student fees, which have not increased in the last ten years. There will be slight increases in the graduation fee as the cost of these gowns have increased.

The district is proposing an increase in the tuition fee for the early childhood Children's Circle program from \$320/month to \$340/month (for ten months) based on the actual cost of the program for typical students. There is a waiting list of families wanting access to the program as it is still less expensive than other local programs.

Ms. Mallek stated that she plans to bring this item back for action at the next Board meeting. Board members commented that it was beneficial to hold lunch fees stable for as long as possible, and they are pleased that it is only a one-time increase.

Internet and WAN Lease Agreement

Ms. Mallek explained that at the January Board meeting, she shared with the Board that the district would be recommending the low bidder when this item was brought back for action. Since that time, the State has awarded the contracts for Internet Egress and Last Mile and WAN Circuits Fiber. Under this five-year agreement, the consortium will pay directly the cost of the WAN/internet services for our district not covered by e-rate. There will be a \$0 cost to the district for internet/WAN services beginning July 1, versus the net \$18,612/month we are currently paying.

Mr. Katz explained that this would provide better service with higher speeds. Ms. Mallek anticipates that for the next budget we will include a partial dollar amount for this item in case it is not in place for July 1. The district hopes to take it out of the final budget by September.

Board members were pleased that there will be a substantial savings to the district. Ms. Mallek and Mr. Katz were thanked.

Motion: S. Filipek moved and E. Johannesen seconded the motion that the Board of Education reject all bids received under the E-Rate 470 for WAN and internet services and approve the Illinois Department of Innovation and Technology Consortium Member Service Agreement for these services.

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

Facilities Management – No Report

Personnel and Planning

Honorable Dismissal of Probationary Teachers, Resolution A

Mr. Kaye recommended that the Board of Education approve the Resolution for Honorable Dismissal of Probationary Teachers. Mr. Kaye stated that the district analyzes its staffing plans based on student enrollment projections, program needs, mandated state programming, student identified needs, and the goals of the district. Every effort is made to forecast the needs of our staff members and make decisions that will ensure our district is fiscally responsible. Staffing plans and evaluating student enrollments are still in progress.

Motion: E. Johannesen moved and A. Patel seconded the motion that the Board of Education adopt Resolution A authorizing the honorable dismissal of probationary teachers.

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

Dismissal of First, Second and Third-Year Probationary Teachers for Reasons Other than Reduction-In-Force, Resolution B

Mr. Kaye stated that Section 24-11 of the *School Code* requires certain steps be taken when dismissing probationary teachers as a result of reasons other than reduction-in-force.

Motion: D. Page moved and E. Johannesen seconded the motion that the Board of Education adopt Resolution B authorizing the dismissal of first, second and third-year probationary teachers for reasons other than reduction-in-force and not re-employ the teachers for the 2020-2021 school year.

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

Superintendent Report

First Reading of Policies

Dr. Bein noted that the following policies are presented to the Board for a first reading. These policies reflect modifications and additions as recommended by the Illinois Association of School Boards. We will bring them back for approval at the next

meeting. Ms. O'Brien was thanked for the detailed summary that she provides with the policies.

Press 102:

2:260 Uniform Grievance and Conflict Resolution Procedures
4:60 Purchases and Contracts

The Board did not return to the closed session.

Motion: D. Page moved and A. Patel seconded the motion to adjourn the meeting. Roll Call: B. Cerniglia, yes; C. Conley, yes; S. Filipek, yes; E. Johannesen, yes; D. Page, yes; and A. Patel, yes. Motion carried 6/0.

The regular meeting adjourned at 8:52 p.m.

Submitted,

Lana M. O'Brien
Recording Secretary

Approved: April 2, 2020

President
Board of Education

Secretary
Board of Education

Date minutes available for public inspection: April 3, 2020

Date minutes posted on District website: April 3, 2020