

ARLINGTON HEIGHTS SCHOOL DISTRICT 25  
1200 S. Dunton Ave.  
Arlington Heights, Illinois 60005

School Board Meeting Minutes  
June 9, 2022

Dr. Anisha Jogee, President of the Arlington Heights School District 25 Board of Education, called the meeting to order on June 9, 2022 to accept a motion to adjourn into closed session at 6:17 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: The appointment, employment, compensation, discipline, performance, or dismissal of specific employees, specific individuals who serve as independent contractors, or specific volunteers of the District or legal counsel for the District, including hearing testimony on a complaint lodged against an employee, a specific individual who serves as an independent contractor, or a volunteer of the District or against legal counsel for the District to determine its validity, 5 ILCS 120/2 (c)(1); Discussion of minutes of meetings lawfully closed, whether for purposes of approval by the body of the minutes or semi-annual review of the minutes as mandated by Section 2.06. 5 ILCS 120/2(c)(21); Collective negotiating matters between the District and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees, 5 ILCS 120/2(c)(2).



Regular Meeting

Dr. Anisha Jogee, President of the Arlington Heights School District 25 Board of Education, called the meeting to order at 7:06 p.m. on June 9, 2022. 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, Scott Filipek, Dr. Anisha I. Jogee, Rich Olejniczak, and Greg Scapillato

Board members excused: Chad Conley and Gina Faso

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

Recognitions and Presentations - None

### Board Communications:

The following reports were given:

- Board Member Updates – Mr. Scapillato noted that he attended the Patton Field Day, which was a great way to end the year. He and Dr. Jogee participated in the Bike Arlington event. Dr. Jogee added that she attended the Memorial Day parade, and several Board members visited the Farmer’s Market.
- IASB – Dr. Jogee thanked Ms. O’Brien for coordinating the registration of the Joint Annual Conference, and noted that several Board members will be attending. Mr. Scapillato provided highlights about an IASB equity webinar that he attended.
- NSSEO – Dr. Jogee, on behalf of the Board, took a tour of Miner School recently and talked about the school.

There were no reports from the following:

- ED-RED

### Community Input

- Sheila Cruz addressed the Board regarding the referendum.
- Joanne Carroll addressed the Board regarding the referendum.
- Cathy Jo Horan addressed the Board regarding the referendum.
- Sam Pappas addressed the Board regarding the Director of Equity.
- Art Ellingsen addressed the Board regarding the referendum.
- Jennifer Vesely addressed the Board regarding the referendum.
- Karen Joseph addressed the Board regarding her support for the Director of Equity.

### Communications from District Partners:

The following reports were received:

- ATA – Ms. Berg thanked the members of the negotiations team, and noted that it was a very collaborative process. She announced that 78% of the ATA members voted, and that 84% approved the contract. The Board thanked Ms. Berg.

There were no reports from the following:

- PTA
- ABC25

Student Learning – No Report

Student Services – No Report

Business and Finance – No Report

Facilities Management – No Report

Personnel and Planning

Approve 2022-2026 ATA Agreement

Dr. Kaye noted that the Board of Education in collaboration with the Arlington Teachers' Association reviews the Professional Agreement to ensure the district is utilizing its resources to provide the highest quality education for the children of the community. The bargaining process was collaborative and productive. He thanked the members of the negotiations team, and noted that the team met eight times throughout the year. He highlighted parts of the agreement including that it is a four-year agreement for 2022-2026; supports maintaining a highly-qualified staff; consolidates the two salary schedules to one compensation structure; reduces the number of lanes and steps; encourages and supports continued education for employees; and offers an attractive salary for new teachers. The overall costs fall within the CPI, and the district will be a competitive employer.

A Board member added that it was a very collaborative effort, and the ATA Board represented their members very well. He thanked Mr. Lutz for representing the IEA and providing good input for the group.

**Motion:** G. Scapillato moved and B. Cerniglia seconded the motion that the Board of Education approve the 2022-2026 Professional Agreement between the Arlington Heights School District 25 Board of Education and the Arlington Teachers' Association. Roll Call: B. Cerniglia, yes; S. Filipek, yes; A. Jogee, yes; R. Olejniczak, yes; G. Scapillato, yes. Motion carried 5/0.

Personnel Plan

Dr. Kaye noted that staffing projections are based on student enrollment projections, program needs, mandated state programming, student identified needs, and the goals of the district. He noted the changes, which included elimination of contact tracers; decrease in lunch stipends; inclusion of the Special Olympics stipend and two additional Cross Country stipends; additional Special Education Teaching Assistants based on enrollment; and the addition of the Director of Equity position, which will help the district meet the Board's direction. Dr. Kaye detailed some of the items from the Director of Equity job description, and that the position will also be responsible for the Multilingual program. The district will continue to budget a contingency amount for five certified staff and six Teaching Assistants.

A Board member noted that the administration did a great job evaluating the Director of Equity position over several months. It fits within the budget, and the district is not adding that number of dollars to the budget. This position is a much broader role, and is not focused on one aspect, but will look at all of the programs, as well as lead the Multilingual program. A Board member added that the mission of our district is to make sure that every student has a sense of belonging.

**Motion:** G. Scapillato moved and B. Cerniglia seconded the motion that the Board of Education approve the Personnel Plan for 2022-2023 as submitted.

Roll Call: B. Cerniglia, yes; S. Filipek, yes; A. Jogee, yes; R. Olejniczak, yes; G. Scapillato, yes. Motion carried 5/0.

#### Administrative Compensation

Dr. Kaye presented the compensation plan for returning administrators. The district has outstanding, dedicated administrators that make a profound impact on our students. The district reviews administrative compensation on an annual basis in order to remain fiscally responsible and ensure that we attract and retain staff. Each contract represents a 5% increase in base salary. The district has had minimal leadership mobility during the past three school years.

A Board member discussed their thoughts for why they have voted on this topic in the past. They explained the reasons that they do not feel that all administrators should receive the same increase. The Board member was thanked for sharing their perspective.

**Motion:** G. Scapillato moved and B. Cerniglia seconded the motion that the Board of Education approve the contracts and 2022-2023 compensation for all administrators including principals, assistant principals, assistant superintendents, directors, and coordinators as submitted.

Roll Call: B. Cerniglia, yes; S. Filipek, yes; A. Jogee, yes; R. Olejniczak, yes; G. Scapillato, yes. Motion carried 5/0.

#### Non-Certified Employee Compensation

Dr. Kaye reported that the district reviews non-certified employee compensation on an annual basis in order to remain fiscally responsible and ensure that we attract and retain staff. Dr. Kaye noted that this is for the current employees that work in the following non-certified groups: Educational Support Personnel (E.S.P.); Building Support Technicians (B.S.T.); Teaching, Clerical Assistant, and Registered Nurse (T.C.A.R.N); Food Service; and individuals classified as 'Other' at the Dunton Administrative Building. These increases will support the district to maintain, develop and attract high-quality, innovative employees. The recommended increase is 5%, but the total anticipated increase will be 2.9%.

**Motion:** G. Scapillato moved and B. Cerniglia seconded the motion that the Board of Education approve the 2022-2023 compensation for the non-certified employee groups as submitted.

Roll Call: B. Cerniglia, yes; S. Filipek, yes; A. Jogee, yes; R. Olejniczak, yes; G. Scapillato, yes. Motion carried 5/0.

#### Consent Agenda

**Motion:** G. Scapillato moved and B. Cerniglia 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) Invoices; (C) Regular and Closed Session Meeting minutes of May 5, 2022; (D) Special Joint Meeting Minutes with the Arlington Heights Memorial Library of May 21, 2022; (E) Regular and Closed Session Meeting minutes of May 23, 2022; (F) Accept Donations to District 25 for 2021-2022  
Roll Call: B. Cerniglia, yes; S. Filipek, yes; A. Jogee, yes; R. Olejniczak, yes; G. Scapillato, yes. Motion carried 5/0.

Dr. Kaye introduced two current administrators that are transitioning to new positions. Ms. Diane Kaffka will be the new Assistant Superintendent for Student Services; and Ms. Shab Poloz will be the new Director of Equity for the 2022-2023 school year.

### Superintendent Report – No Report

#### Community Input

- Sheila Cruz addressed the Board regarding the Arlington Heights community not needing to address diversity, equity and inclusion.
- Sarah Yoo addressed the Board regarding being thankful of the district's effort to make everyone feel more included.

#### Future Agenda Items

Topics with Dates to be Determined - None

#### New Topics

Two Board members would like to discuss gun safety concerns, and possibly have the police department provide a school safety report.

**Motion:** R. Olejniczak moved and B. Cerniglia seconded that the Board of Education move into the Closed session at 8:11 p.m.

Roll Call: B. Cerniglia, yes; S. Filipek, yes; A. Jogee, yes; R. Olejniczak, yes; G. Scapillato, yes. Motion carried 5/0.

**Motion:** G. Scapillato moved and B. Cerniglia seconded that the Board of Education adjourn closed session at 9:25 p.m.

Roll Call: B. Cerniglia, yes; S. Filipek, yes; A. Jogee, yes; R. Olejniczak, yes; G. Scapillato, yes. Motion carried 5/0.

**Motion:** G. Scapillato moved and B. Cerniglia seconded that the Board of Education adjourn the regular meeting.

Roll Call: B. Cerniglia, yes; S. Filipek, yes; A. Jogee, yes; R. Olejniczak, yes; G. Scapillato, yes. Motion carried 5/0.

The Board adjourned the regular meeting at 9:30 p.m.

Submitted,

Lana M. O'Brien  
Recording Secretary

Approved: August 9, 2022

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President  
Board of Education

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Secretary  
Board of Education

Date minutes available for public inspection: August 10, 2022

Date minutes posted on District website: August 10, 2022