

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

School Board Meeting Minutes  
September 27, 2022

Dr. Anisha Jogee, President of the Arlington Heights School District 25 Board of Education, called the meeting to order on September 27, 2022 to accept a motion to adjourn into closed session at 6:15 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); Litigation, when an action against, affecting or on behalf of the particular District has been filed and is pending before a court or administrative tribunal, or when the District finds that an action is probable or imminent, in which case the basis for the finding shall be recorded and entered into the closed meeting minutes, 5 ILCS 120/2(c)(11); The placement of individual students in special education programs and other matters relating to individual students, 5 ILCS 120/2(c)(10); Security procedures, school building safety and security, and the use of personnel and equipment to respond to an actual, a threatened, or a reasonably potential danger to the safety of employees, students, staff, the public, or public property. 5 ILCS 120/2(c)(8).



**Public Hearing on the Budget**



Regular Meeting

Dr. Anisha Jogee, President of the Arlington Heights School District 25 Board of Education, called the meeting to order at 7:21 p.m. on September 27, 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, Chad Conley, Gina Faso, Scott Filipek, Dr. Anisha Jogee, Rich Olejniczak, and Greg Scapillato

Board members excused: None

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 Learning; Diane Kaffka, Assistant Superintendent for Student Services; 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

Dr. Jogee, on behalf of the Board, and Dr. Bein presented certificates to the newly tenured teachers. Dr. Bein stated that earning tenure in District 25 is a meaningful achievement, and we are impressed and thankful for the positive impact these teachers have on our children and colleagues.

Rachel Angelico	Dryden	Erin Matray	Olive-Mary Stitt
Laura Dietrich	Dryden	Stacie Stanton	Patton
Colleen Foster	Dryden	Kimberly Malinowski	Thomas M.S.
Beth Simon-Kovacic	Dryden	Christina Papahronis	Thomas M.S.
Meaghan Hagman	Greenbrier	Lauren Coghlan	Westgate
Beth Hornberg	Greenbrier	Michelle Gillespie	Westgate
Asima Bhatti	Ivy Hill	Heather Portera	Westgate
Katherine Conomikes	Ivy Hill	Allison Keough	Windsor
Georgia Panousis	Ivy Hill	Alexandra Leberecht	Windsor
Lauren Runyon	Ivy Hill		

Community Input

- Sheila Cruz addressed the Board regarding books.
- Anita Pacheco addressed the Board regarding books in the curriculum.
- Ilya Fishman addressed the Board regarding a book and a transgender study.
- Sam Pappas addressed the Board regarding books.
- Melissa Cayer addressed the Board regarding an update on the Cook County second installment bill, and for the Board to vote no for the TIF district.

Superintendent Report

Safety and Security Update

Dr. Bein provided an update to the Board on school safety. The plans and practice include soft and hard lockdowns; school and bus evacuation; relocation; shelter-in-place and medical emergencies. Each school has an incident command structure which is reviewed annually. The district has threat assessment team, and well as crisis teams for the district and each school. The district also provides annual training for all staff. Dr. Bein and the School Resource Officers (SROs) are going to meet with staff at each building this fall to review safety plans.

The administration meets with area partners each school year, and administrators work with the SROs almost weekly. She noted that the SROs are reinstating the School Safety Task Force, and explained that it entails community awareness and planning.

She highlighted details about the facilities' access controls including vestibule and video doorbells; badges and keycards; lockdown buttons, blue lights and communication; the building intercom; phones in rooms; the camera system; and door locks and locking systems. Dr. Bein noted that the district is piloting a new door locking system.

The district participates in an annual safety audit. The district will participate in an additional extensive safety audit by a national safety company in October, which has been done three times in the past six years. The company provides a detailed report including recommendations and photos. The audit also involves inspections of all of the district's door hardware. The safety auditor looks at four things: deterrence, detection, delay, and response.

Dr. Bein reviewed the training that the Arlington Heights Police Department goes through. They consistently train for school emergencies. The SROs attended the national safety conference, and Dr. Bein thanked the Board for supporting their attendance at the conference, and Officer O'Leary and Officer Malik for attending. The police are trained that the first officer in an emergency is going to enter and engage the intruder. Police can get into any of our schools, and first responders have access to the district site plans, door maps and interior floor plans. The plans are regularly updated with the most current information.

The mental health supports that are offered were reviewed in detail and include the SROs support through the AHPD Social Worker; the district's RULER program for Tier 1; Tier 2 and Tier 3 needs; and increased staffing for social workers and psychologists in the past few years. Families are notified in advance of all safety drills via school newsletters. Emergency information is communicated via text, School Messenger, and social media accounts. Proactive safety information is always shared with the entire community.

Board members asked questions and there was discussion on what happens when the lockdown button is pushed. Board members thanked Officer O'Leary for all that he and the police do for the district and the well-being of the students. Dr. Bein was thanked for the presentation and her commitment to school safety in the district.

#### Board Communications:

- Board Member Updates – Dr. Jogee stated that she attended the Rolling Meadows High School football game, and students that graduated from District 25 played in the game.
- ED-RED – Mr. Olejniczak reported that the annual kick off meeting will be held on October 6. He also stated that the Cook County property tax bills will be

mailed on December 1 and due on December 31. Ms. Mallek noted that a webinar was posted last week on the property tax issue. We expect to get the district's tax rates by the end of October, so the budget doesn't reflect this, but it includes an estimated number.

- IASB – Dr. Jogee thanked Ms. O'Brien for creating a Joint Annual Conference Google form, and asked the Board to review the sessions and select which they will attend. Also, the North Cook Division Dinner meeting will be held on October 26 in Evanston.
- NSSEO – Mr. Filipek reported that the NSSEO fundraiser Bingo night will be held on October 12, 7:00 – 9:00 p.m. at the Arlington Ale House. The Mount Prospect October Fall Fest will be opening one hour early on Saturday, October 8 so they can accommodate children with special needs.

#### Communications from District Partners

- ABC25 – Ms. Faso reported that the ABC25 Board meeting is tonight. They are in need of liaisons at Greenbrier and Patton. The grant submission form is currently open. Each school is also eligible for a \$2,500 membership-based grant.
- ATA – Ms. Berg talked about the top six best things about working in District 25 according to teachers.

There were no reports from the following

- PTA

#### Consent Agenda

**Motion:** G. Scapillato moved and S. Filipek 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 September 13, 2022; (D) Hold Closed session minutes of January 1, 2022 through June 30, 2022 per Board Policy 2:220-E1; (E) Hold Audiotapes July 1, 2020 through October 15, 2020 and November 1, 2020 through December 31, 2020 per Board Policy 2:220-E1; (F) Destruction of Audiotapes October 26, 27, and 29, 2020 per Board Policy 2:220-E1

Roll Call: B. Cerniglia, yes; C. Conley, yes; G. Faso, yes; S. Filipek, yes; A. Jogee, yes; R. Olejniczak, yes; and G. Scapillato, yes. Motion carried 7/0.

#### Student Learning

##### Summer U and ESY Review

Dr. FitzPatrick along with Allison Yoder, Assistant Principal and Student Services Coordinator at Westgate; Dana Berry, Band Teacher at Thomas and Ivy Hill; and Nick Filipowski, Associate Principal at Thomas, reviewed information regarding this summer's programs.

Ms. Yoder was the principal for the Extended School Year (ESY) program, which was held at Westgate and served 117 students in early childhood through 7<sup>th</sup> grade from June 8 to July 1. The expenditures were reviewed. Dr. FitzPatrick noted that ESY is offered to students that might be eligible for IEPs, and that need extra support during the summer

Mr. Berry reviewed the Summer Band program, which was held at Thomas Middle School, and served 139 students. Summer Band was offered to students entering sixth through eighth grade from July 25 through August 4. Summer Band students participate in daily rehearsals, group lessons, and a final concert. Mr. Berry noted that the benefits of the program for 6<sup>th</sup> graders are spending time in the middle school building, having fun, and meeting new people. It also helps the 7<sup>th</sup> and 8<sup>th</sup> graders by getting them playing their instruments in the summer. Tuition is \$60 per person, which covers all of the expenses. Dr. FitzPatrick noted that approximately 40% of the band participate; and that the band teachers are instrumental to the program.

Mr. Filipowski was the principal for Summer U, which was held at South Middle School and served 586 students entering 1<sup>st</sup> through 8<sup>th</sup> grade from June 8 to July 1. As in the past, classes consisted of review and enrichment courses. Enrichment classes are different from what is offered during the school year. There were also opportunities specifically designed for continued growth of the English Learners (EL). The Summer U budget summary was presented, with a final balance of \$29,565.91. The district receives a grant reimbursement for the EL program. Enrichment courses are tuition-based.

The dates for 2023 summer programming were presented:

Summer U	June 12 - 30
ESY	June 12 - 30
Camp Invention	July 10 - 14
Summer Band	July 24 - August 3

Board members asked questions and there was discussion on the faculty that is brought into the Summer Band program; how to measure if the funding for Summer U review courses were well spent; funding the review courses going forward; and advertising the Summer U program. The group was thanked for the report.

### Student Services

#### Local Education Agency Determination for Special Education

Ms. Kaffka stated that the Illinois State Board of Education provides an annual assessment of the district's implementation of the requirements of the Individuals with Disabilities Education Act (IDEA), which ensures that districts are performing with respect to the provision of special education and related services. The district has met all of the requirements and scored 27 out of 27 with an overall percentage of 100. She reviewed each indicator in detail, and highlighted the scores in each. Ms. Kaffka was thanked for the information.

Business and Finance  
2022-2023 Budget

Ms. Mallek noted that the tentative budget was presented at the August 9, 2022 Board meeting and has been posted on the website. She reviewed the changes since the tentative budget was presented.

**Motion:** G. Scapillato moved and C. Conley seconded the motion that the Board of Education adopt the 2022-2023 Budget as presented.

Roll Call: B. Cerniglia, yes; C. Conley, yes; G. Faso, yes; S. Filipek, yes; A. Jogee, yes; R. Olejniczak, no; and G. Scapillato, yes. Motion carried 6/1.

Employee Benefits Renewal

Ms. Mallek noted that the insurance committee met. The proposed renewal increase was 11.2% 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. Based on the renewal premiums and these factors, the employee cost for single insurance will increase from \$26.87/month to \$70.30/month and for family insurance will increase from \$643.35/month to \$787.36/month. The district will work at better communicating with staff on ways that they can help try to save dollars in the insurance plan. The renewal increase is consistent with annual inflation rates for medical and pharmaceuticals and increased costs associated with specialty pharmaceuticals. The renewal is calculated based on the most recent twelve months of claims data. Claims over the past twelve months have increased dramatically.

The vision insurance plan is up for renewal in 2023. The renewal was marketed, but other carriers either declined to offer proposals, or the ones submitted were not competitive. The insurance committee is recommending that the Board approve VSP as the District's Vision Insurance Plan for 2023 with a two-year rate guarantee and a slight increase. The district offers a dental HMO and dental PPO plan through Delta Dental. There is no renewal increase for the dental PPO plan and for the DHMO there is an increase of 6%.

The district provides Basic Life Insurance, AD&D Insurance, and Employee Assistance through Dearborn National/BCBS of IL. This insurance was up for renewal and based on our past experience with Dearborn National/BCBS of IL and a competitive bid, we are recommending that the Board approve a change to Lincoln Financial. With the switch to Lincoln Financial for 2023, there will be a slight cost decrease and a two-year rate guarantee.

**Motion:** G. Scapillato moved and R. Olejniczak seconded the motion that the Board of Education approve the "Resolution for Continuation of Various Insurance Coverages for the 2023 Calendar Year" with the changes as presented.

Roll Call: B. Cerniglia, yes; C. Conley, yes; G. Faso, yes; S. Filipek, yes; A. Jogee, yes; R. Olejniczak, yes; and G. Scapillato, yes. Motion carried 7/0.

#### Administrator Compensation Report Public Act 96-0434

Dr. Bein noted that this must be presented to the Board before it is posted on the website by October 1. Ms. Mallek explained the difference between the Administrator Compensation Report Public Act 96-0434 and the following agenda item, Administrator and Teacher Salary and Benefit Report 2022. Both reports must also be presented at a school board meeting before posting it on the district website by October 1.

#### Administrator and Teacher Salary & Benefit Report 2022

This was discussed with the previous agenda item.

#### Facilities Management – No Report

#### Personnel and Planning

##### Dismissal of SEIU, Local #73 Employee for Reasons other than Reduction-in-Force

This item is being pulled from the agenda.

#### Superintendent Report (continued)

##### Freedom of Information Act Report

- Mary Hernandez, Southern Illinois University Edwardsville, requested information on current district educators; a response was provided on September 19, 2022.

#### Department Highlights/Strategic Plan Update

Dr. Bein provided highlights for the Board on each of the district departments. The Department of Student Learning (DSL) is developing the kindergarten instructional program, and a process to review advance learning programs. Technology has an enhanced focus on data privacy and security, and is coordinating with DSL on supporting curriculum-aligned digital learning. The Department of Student Services (DSS) is working with NSSEO on an audit of all of District 25 special service programs. They are also updating McKinney-Vento supports, and clarifying practices with Coordinators.

Personnel and Planning is reviewing hiring procedures, educating staff on the evaluation process, and working with the Director of Equity to expand the role. Business and Finance is working on the full day kindergarten construction, the annual benefits renewal, and the five-year forecast. Food and Nutrition Services is back to a more typical experience, so staff training, communication and marketing of meal programs and student engagement are being provided. Facilities is working on the full day kindergarten construction, the asbestos reinspection, and the SEIU negotiations with Personnel and Planning.

The Superintendent's office focus is the implementation of the Strategic Plan, the safety and security audit, supporting construction and kindergarten program development, the equity integration, the policy manual review, and the ISBE Compliance Audit.

Communications is working on the website transition to the new system, a construction blog starting in 2023, and reviewing and updating the Communications Guide.

Implementing the goals of Strategic Plan 2025 is also an ongoing focus for each member of the Cabinet. Dr. FitzPatrick explained and showed the new Strategic Plan dashboard. The district is expecting it to go live in early October, and be kept through 2025. It will serve to communicate District 25's Indicators of Success in an easy-to-understand format for all district constituents; communicate strategies being implemented by each department to achieve goals; communicate progress on each strategy toward a June 2025 completion date; and highlight district accolades. Dr. FitzPatrick noted that it will be updated quarterly and is divided into three separate sections: home; indicators; and strategies. She showed and explained the sections in detail. The administration is proud of this work, and is excited to have a way to more visually share the progress. Dr. Bein thanked Dr. FitzPatrick for facilitating the process.

The Board asked questions and there was discussion on the difference between the data on the dashboard and the Illinois School Report Card; the goals, and how we compare the information; how the dashboard will be communicated to the community; when to expect the frequency of the updates; and if we should add full day kindergarten to this. A Board member stated that it is a great start, and appreciated the accountability and level of transparency.

#### Second Reading of Policies – PRESS 108

Dr. Bein noted the updates from the last meeting. Additional information was provided on Policy 4:165 regarding legal references.

#### Press 108:

- 2:220-E8 Exhibit – Board of Education Records Maintenance Requirements and FAQs
- 2:260 School Board Uniform Grievance Procedure
- 4:165 Awareness and Prevention of Child Sexual Abuse and Grooming Behaviors
- 7:160 Student Appearance
- 7:240 Conduct Code for Participants in Extracurricular Activities

**Motion:** G. Scapillato moved and R. Olejniczak seconded the motion that the Board of Education approve the policies as presented.

Roll Call: B. Cerniglia, yes; C. Conley, yes; G. Faso, yes; S. Filipek, yes; A. Jogee, yes; R. Olejniczak, yes; and G. Scapillato, yes. Motion carried 7/0.

#### Second Reading of Policies – PRESS 109, CBA, Misc.

Dr. Bein explained the additional information provided since the last meeting regarding Policy 2:110. The Board discussed the terms for the officer positions in detail, as well as the reason for bringing it to the Board.



Press 109:

2:230	Public Participation at Board of Education Meetings and Petitions to the Board
3:70	Succession of Authority
4:70	Resource Conservation
5:70	Religious Holidays
5:80	Court Duty
5:110	Recognition for Service
5:140	Solicitations By or From Staff
5:240	Suspension
6:70	Teaching About Religions
6:80	Teaching About Controversial issues
6:140	Education of Homeless Children
6:290	Homework
6:330	Achievement and Awards
7:15	Student and Family Privacy Rights
7:270	Administering Medicines to Students
7:285	Anaphylaxis Prevention, Response, and Management Program

CBA:

5:180	Temporary Illness or Temporary Incapacity
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Misc.:

2:110	Qualifications, Term, and Duties of Board Officers
3:92	Administrator Benefits Plan

**Motion:** G. Scapillato moved and C. Conley seconded the motion that the Board of Education approve the policies as presented. The Board chose not to move forward with this motion.

**Motion:** G. Faso moved and R. Olejniczak seconded the motion that the Board of Education approve all of the policies except for 2:110 at this time.

Roll Call: B. Cerniglia, yes; C. Conley, yes; G. Faso, yes; S. Filipek, yes; A. Jogee, no; R. Olejniczak, yes; and G. Scapillato, yes. Motion carried 6/1.

**Motion:** G. Scapillato moved and A. Jogee seconded the motion that the Board of Education approve Policy 2:110 as presented.

Roll Call: B. Cerniglia, no; C. Conley, no; G. Faso, no; S. Filipek, no; A. Jogee, yes; R. Olejniczak, no; and G. Scapillato, yes. Motion did not pass 2/5.

Second Reading of Policies – Section 2: Board of Education, General Review

Dr. Bein explained the additional information provided since the last meeting regarding Policy 2:220, and the amount of time to retain Board meeting video recordings. The Board discussed in detail the timeframe to retain Board meeting video recordings.

Section 2, Board of Education:

- 2:60 Board Member Removal from Office
- 2:140 Communications To and From the Board
- 2:150 Committees
- 2:220 Board of Education Meeting Procedure

**Motion:** G. Scapillato moved and R. Olejniczak seconded the motion that the Board of Education approve the policies as presented. The Board chose not to move forward with this motion.

**Motion:** G. Scapillato moved and R. Olejniczak seconded the motion approve the policies presented with the exception of Policy 2:220, amending the retention of Board meeting videos for the duration of five years.

Roll Call: B. Cerniglia, yes; C. Conley, no; G. Faso, yes; S. Filipek, yes; A. Jogee, yes; R. Olejniczak, yes; and G. Scapillato, yes. Motion carried 6/1.

IASB 2022 Resolutions

Dr. Bein reviewed the procedure for voting on the resolutions. She asked that the Board members review the document, as they will vote on the resolutions at the November 15 Board meeting.

Community Input

- Ewa Wojcik addressed the Board regarding safety.

Future Agenda Items

Topics with Dates to be Determined

- Code of Conduct Review – November 15, 2022
- 2022 Illinois School Report Card – November 15, 2022

New Topics

Two Board members requested information on the library book selection process. A Board member requested to add discussion on Summer U funding. Dr. Jogee asked to select a date for a Board Development session. She suggested 90 minutes on November 7, 2022, 7:00 p.m.- 8:30 p.m.

**Motion:** R. Olejniczak moved and B. Cerniglia seconded that the Board of Education move into the Closed session at 10:04 p.m.

Roll Call: B. Cerniglia, yes; C. Conley, yes; G. Faso, yes; S. Filipek, yes; A. Jogee, yes; R. Olejniczak, yes; and G. Scapillato, yes. Motion carried 7/0.

**Motion:** C. Conley moved and R. Olejniczak seconded that the Board of Education adjourn closed session at 10:43 p.m.

Roll Call: B. Cerniglia, yes; C. Conley, yes; S. Filipek, yes; A. Jogee, yes; R. Olejniczak, yes; G. Scapillato, yes. Motion carried 6/0.

**Motion:** C. Conley moved and R. Olejniczak seconded that the Board of Education adjourn the regular meeting.

Roll Call: B. Cerniglia, yes; C. Conley, yes; S. Filipek, yes; A. Jogee, yes; R. Olejniczak, yes; G. Scapillato, yes. Motion carried 6/0.

The Board adjourned the regular meeting at 10:47 p.m.

Submitted,

Lana M. O'Brien  
Recording Secretary

Approved: November 15, 2022

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President  
Board of Education

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Secretary  
Board of Education

Date minutes available for public inspection: November 16, 2022

Date minutes posted on District website: November 16, 2022