

ARLINGTON HEIGHTS SCHOOL DISTRICT 25

1200 S. Dunton Ave.
Arlington Heights, Illinois 60005
Special School Board Meeting Minutes
May 8, 2024

Greg Scapillato, President of the Arlington Heights School District 25 Board of Education, called the special meeting to order at 6:02 p.m. on May 8, 2024. The meeting was held at the Dunton Administration Building, 1200 S. Dunton Avenue, Arlington Heights, IL. Roll call was noted and the Pledge of Allegiance said.

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); Student disciplinary cases, 5 ILCS 120/2(c)(9); 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); 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).

Board members present: Brian Cerniglia, Dr. Anisha Jogee, Kevin Michael, Elizabeth Nierman, Rich Olejniczak, and Greg Scapillato

Board members excused: Gina Faso

Others Present: Dr. Lori D. Bein, Superintendent; Dr. Brian Kaye, Assistant Superintendent for Personnel & Planning; Diane Kaffka, Assistant Superintendent for Student Services; Adam Harris, Head of Communications and Storytelling; press; and community.

Motion: K. Michael moved and R. Olejniczak seconded that the Board of Education adjourn into 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); Student disciplinary cases, 5 ILCS 120/2(c)(9); 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); 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).

Roll Call: A. Jogee, yes; K. Michael, yes; E. Nierman, yes; R. Olejniczak, yes; G. Scapillato, yes. Motion carried 5/0.

Brian Cerniglia entered the meeting at 6:16 p.m.

The Board returned to open session at 7:16 p.m.

Termination of Employee

Motion: K. Michael moved and R. Olejniczak seconded that the Board of Education terminate the employment of Registered Nurse, Tory Eitz, effective immediately, due to gross misconduct committed outside the scope of her employment, multiple unauthorized violations of District 25 Policy and Procedures, and willful insubordination, as recommended by the Administration.

Roll Call: B. Cerniglia, yes; A. Jogee, yes; K. Michael, yes; E. Nierman, yes; R. Olejniczak, yes; G. Scapillato, yes. Motion carried 6/0.

Mr. Scapillato read a statement. "The recent breach of trust by one registered nurse at Westgate Elementary is distressing and concerning. The Board and Administration care deeply about the safety and well-being of our students, families, and staff in our community. The action we took at today's meeting is not something we take lightly. Our administration and legal team have provided the Board with evidence of egregious conduct, violation of school policies, and willful insubordination, leading to today's recommendation for termination of employment. There is also an ongoing police investigation. We take our responsibility seriously to do our part to keep our school environment safe. Our Administration is working with the Cook County Department of Public Health and the Illinois State Board of Education to review and enhance our policies, and oversight of student medication management. "

Community Input

- Gina DeBoni addressed the Board regarding "Agenda Item 2A", [Termination of Employee].
- Autumn Jenks addressed the Board regarding "Tori Eitz".
- Amy Streff addressed the Board regarding what will be done about IEPs, current medical needs, and reports of student behaviors.
- Meghan Montague addressed the Board regarding "What is going on [at Westgate]; even this [Board] meeting".

Motion: K. Michael moved and R. Olejniczak seconded that the Board of Education adjourn the special meeting.
Roll Call: B. Cerniglia, yes; A. Jogee, yes; K. Michael, yes; E. Nierman, yes; R. Olejniczak, yes; G. Scapillato, yes. Motion carried 6/0.

The Board adjourned the special meeting at 7:30 p.m.

Submitted,

Lori D. Bein, Ed.D.
Superintendent

Approved: June 11, 2024

_____ President Board of Education	_____ Secretary Board of Education
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Date minutes available for public inspection:	_____ June 12, 2024
Date minutes posted on District website:	_____ June 12, 2024