

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

School Board Meeting Minutes
September 24, 2024

Greg Scapillato, President of the Arlington Heights School District 25 Board of Education, called the meeting to order at 6:19 on September 24, 2024. 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, Gina Faso, Dr. Anisha Jogee, Kevin Michael Elizabeth Nierman, and Greg Scapillato

Board members excused: Rich Olejniczak

Others Present: Dr. Brian Kaye, Superintendent; Kendra Perri, Assistant Superintendent for Personnel and Planning; Stacey Mallek, Assistant Superintendent for Business/CSBO; Dr. Becky FitzPatrick, Assistant Superintendent of Student Learning; Diane Kaffka, Assistant Superintendent for Student Services; and Lisa Szydowski, MTSS Coordinator

Motion: K. Michael moved and A. Jogee 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); 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).

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



Public Hearing on the Budget

Mr. Scapillato called the Public Hearing on the Budget to order at 7:07 p.m. He asked if anyone present was there for the Public Hearing, and noted that in compliance with legal requirements, the tentative budget was presented at the previous Board meeting, and has

been posted on the district website. Since there were no questions or comments on the budget, Mr. Scapillato adjourned the Public Hearing on the 2024-2025 Budget.

The Public Hearing on the Budget adjourned at 7:07 p.m.



The Board returned to open session at 7:07 p.m. Roll call was noted and the Pledge of Allegiance said.

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

Board members excused: Rich Olejniczak

Others Present: Dr. Brian Kaye, Superintendent; Stacey Mallek, Assistant Superintendent for Business/CSBO; Becky FitzPatrick, Assistant Superintendent for Student Learning; Kendra Perri, Assistant Superintendent for Personnel and Planning; Diane Kaffka, Assistant Superintendent for the Department of Student Services; Chris Fahnoe, Director of Technology and Assessment; Andrea Luessow, Director of Student Learning; Adam Harris, Head of Communications and Storytelling; Brad Katz, Information Technology Specialist; Lana O'Brien, Recording Secretary; staff; and community.

Recognitions and Presentations

Ms. Perri stated that earning tenure in District 25 is a meaningful achievement and she congratulated the tenured teachers on their tireless effort and enduring commitment to teaching. Mr. Scapillato and Dr. Jogee, on behalf of the Board, and Dr. Kaye presented certificates and congratulated the newly tenured teachers.

Yolanda Bolithon	Dryden	Lauren Cruz	South M.S.
Mollyann Siegel	Dryden	Erin Lillie-McMains	South M.S.
Caroline Sorrentino	Dryden	Lisa Smith	South M.S.
Jennifer Lynn	Greenbrier	Tyler Stordahl	South M.S.
Stephanie Stratton	Greenbrier	Ann Swiderski	South M.S.
Kathleen Miklautsch	Ivy Hill	Jessica Franco	Thomas M.S.
Michelle Angelico	Olive-Mary Stitt	Sureiya Peshek	Thomas M.S.
Alyssa Dorszewski	Olive-Mary Stitt	Kaitlyn Pucci	Thomas M.S.
Stephanie Kelly	Olive-Mary Stitt	Carolyn Taylor	Thomas M.S.
Amanda Lace	Olive-Mary Stitt	Patricia Zieleniewski	Thomas M.S.
Emilee Lim	Olive-Mary Stitt	Hannah Blanchard	Westgate
Kathleen Morris	Olive-Mary Stitt	Megan Evans	Westgate
Lindsay Schultz	Olive-Mary Stitt	Brett Hackmann	Westgate
Elizabeth Gabianelli	Patton	Wendi Jandt	Westgate
Deirdre O'Brien	Patton	Corinne Levin	Westgate
Anne Rough	Patton	Margaret O'Grady	Westgate
Daniel Burdi	South M.S.	Afton Olson	Westgate

Lisa Smorczewski	Westgate	Dana McAndrew	Windsor
Amanda Winter	Westgate	Kimberly Solano	Windsor
Courtney Fleaka	Windsor		

Board Communications:

- Board Member Updates – Dr. Jogee noted that she addressed the new faculty on the first day of their training; and Board members attended the Opening Day event and ribbon cutting ceremonies. Mr. Scapillato and Ms. Nierman added their positive comments about the events. Ms. Nierman thanked the teachers and administrators for their curriculum nights.
- ED-RED – Mr. Michael reported that he will be attending the annual kickoff luncheon on October 18.
- IASB – Dr. Jogee reported that Mr. Michael, Dr. Kaye, and she will be presenting at the Joint Annual Conference on November 23 at 3:00 p.m. IASB has an online forum that Board members and other various groups can access on their website.
- NSSEO – Ms. Nierman reported that NSSEO has started their work on the Strategic Plan, and she described the process. Strategic Plan meetings will be held on December 3 and 10. Ms. Nierman will be representing the Board, and be joined by district representatives, Ms. Kaffka and Ms. Mallek.

Community Input – None

Communications from District Partners

- PTA – Ms. Bhansali reported that the schools have hosted back-to-school events, and welcomed different grade levels with themed events. Schools are focusing on their fundraisers for the year. The PTA “Reflections” program encourages children to create works of art in any of the six different arts categories, and this year’s theme is “Accepting Imperfection.” Every student in District 25 has the opportunity to submit artwork to the Reflections program through their school’s PTA, which are due at the beginning of November. The PTA thanks the parents and teachers who have joined the PTA this school year. If families have yet not joined, they can visit the website.
- ABC25 Foundation – Ms. Faso thanked the families that have joined ABC25. They have been planning the events for the year. The Fun Fair will move to the winter, and there will also be a spring event. Grants are open for the teachers until October 18, and they will be awarded the week of November 18.
- ATA – Ms. Berg talked about the excitement about the new spaces in the elementary schools, and the various happenings in the schools.

Consent Agenda

Motion: K. Michael moved and A. Jogee 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) Special Meeting and Special Closed Session Meeting Minutes of August 12, 2024; (E) Regular and Closed Session Meeting Minutes of August 13, 2023; (F) Hold Closed session minutes of January 1, 2024 through June 30, 2024 per Board Policy 2:220-E1; (G) Hold Audiotape September 27, 2022 per Board Policy 2:220-E1; (H) Destruction of Audiotapes August 9, 2022 through September 13, 2022 and November 7, 2022 through December 13, 2022 per Board Policy 2:220-E1

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

Student Learning

Professional Learning for All Staff and Onboarding for New Faculty

Dr. FitzPatrick, along with Ms. Luessow, Director of Student Learning, provided an overview of professional learning for all staff and onboarding for new faculty to the Board. The district is dedicated to providing high-quality professional learning opportunities for staff, focused on fostering continuous growth and improving student outcomes. These opportunities equip educators with the latest teaching strategies, technological tools, and collaborative practices to effectively address their students' diverse needs.

New faculty onboarding consisted of four days of training, forty sessions, and over fifty presenters. Overwhelming positive feedback was received this year from new faculty; including feeling supported, having time in their home building, and feeling more prepared. Ms. Luessow reviewed the new faculty modules, as well as the personalized mentoring program.

The Opening Days professional development for staff was differentiated, role-specific, and focused on literacy and student support. There is also a district-wide book study this year. There was positive feedback from the afternoon of Opening Day with all staff at Thomas. Over 450 hours of professional development are planned for the upcoming school year, which will be a benefit to our students. The Department of Student Learning was thanked for all of the planning and work to support the staff.

Approved eLearning Plan Review

Ms. Luessow reviewed the approved District 25 eLearning plan. It was originally approved in 2020, and then was renewed in 2023 through the 2025-26 school year. She explained the benefits of the eLearning plan.

Mr. Scapillato reminded the Board that the Board requested this be added to the agenda. Board members asked questions and there was discussion on the feedback that the Board received after the eLearning Day during the 23-24 school year; the overhead that parents and teachers have on an eLearning Day; when the plan is used; and the impact to the district for adding a day to the end of the school year. Dr. Kaye noted that this is just an option to use for an emergency day so we do not have to add more days to the end of the school year. He explained the reasons as to why he may opt to use an eLearning Day. The Department of Student Learning was thanked for the information.

Student Services – No Report

Business and Finance

2024-2025 Budget

Ms. Mallek stated that the changes since the tentative budget was presented in August were provided in the Board packet.

Motion: K. Michael moved and A. Jogee seconded the motion that the Board of Education adopt the 2024-2025 Budget as presented.

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

Administrator Compensation Report Public Act 96-0434

Ms. Mallek noted that this and the next agenda item must be presented to the Board before they are posted on the website by October 1.

Administrator and Teacher Salary & Benefit Report 2024

Facilities Management – No Report

Personnel and Planning

Sixth Day Enrollment

Ms. Perri reviewed enrollment data from Thursday, September 6, 2024. The total enrollment from Early Childhood to 8th grade is 5,366, which is a increase of 96 students from last year, or a 2% increase in the district. Typically, we see enrollment rise throughout the school year as families move into the district. The district, with support from the Board, has a strong focus on keeping class size numbers as low as possible at the elementary level to provide a stronger learning environment and continue to differentiate instruction, while still being fiscally responsible.

There was an increase of 105 kindergarten students, with 10 students enrolled in half-day kindergarten. Ms. Perri reviewed enrollment at each school and noted that three schools are showing an increase, with the largest increase at Olive-Mary Stitt. Early Childhood enrollment was reviewed, and will increase steadily throughout the school year as students age into the program. Enrollment history for K-8 students, which includes out of district placements, was reviewed.

Ms. Perri reviewed the updated Kasarda demographic projections, and noted that we have 75 more students than projected. The district will be working with him this year. She thanked the work of the administration, and noted that Arlington Heights continues to remain a destination district for families. A Board member asked about, and there was discussion on class size targets.

Superintendent Report

Freedom of Information Act Report

- William Boodro requested information on Full-Day Kindergarten, capital projects, bond amortization schedule, and the Superintendent contract; a response was provided on August 14, 2024.
- Rylan Klatt, North Cook News, requested information on vendor and employment contracts; a response was provided on August 20, 2024.
- Owen Wang, North Cook News, requested staff information; a response was provided on August 21, 2024.
- Owen Wang, North Cook News, requested new and retiring staff information; a response was provided on August 29, 2024.
- Owen Wang, North Cook News, requested information on student activities and clubs; a response was provided on August 29, 2024.
- Owen Wang, North Cook News, requested information on school calendars for this year; a response was provided on August 29, 2024.
- William Boodro requested information on Full-Day Kindergarten, capital projects, and invoices; a response was provided on September 3, 2024.
- Shante Delgado, American Benefits Specialists, staff information; a response was provided on September 10, 2024.
- Sheri Reid, Data Acquisition Specialist with SmartProcure, requested vendor information; a response was provided on September 11, 2024.
- William Boodro requested invoices for Full-Day Kindergarten expansion and capital projects; a response was provided on September 16, 2024.

Second Reading of Policies

Dr. Kaye explained a change on Policy 4:80 since the First Reading. All other language has remained the same.

Motion: K. Michael moved and A. Jogee. seconded the motion that the Board of Education the policies and exhibits as presented.

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

2:70	Vacancies on the Board of Education – Filling Vacancies
2:70-E	Exhibit – Checklist for Filling Board Vacancies by Appointment
2:125	Board Member Compensation; Expenses
2:125-E1	Exhibit – Board Member Expense Reimbursement Form
2:125-E2	Exhibit – Board Member Estimated Expense Approval Form
2:160	Board Attorney
2:160-E	Exhibit - Checklist for Selecting a Board Attorney
4:15	Identity Protection
4:70	Resource Conservation
4:80	Accounting and Audits
5:130	Responsibilities Concerning Internal Information
5:180	Temporary Illness or Temporary Incapacity
5:200	Terms and Conditions if Employment and Dismissal
5:290	Employment Termination and Suspensions
5:300	Schedules and Employment Year

5:310	Compensatory Time-Off
5:320	Evaluations
5:330	Sick Days, Vacation, Holidays, and Leaves
6:110	Programs for Students At Risk of Academic Failure
6:140	Education of Homeless Children
6:150	Home and Hospital Instruction
7:170	Vandalism

Board Agreements

Mr. Scapillato thanked Dr. Jogee, Ms. Nierman, and Dr. Kaye for streamlining the document. Dr. Jogee noted that they met twice and performed a thorough review of the document, as they wanted to ensure clarity in a precise way. She explained the process that they utilized to streamline it. Board and Superintendent communication was added.

Motion: K. Michael moved and A. Jogee seconded the motion that the Board of Education adopt the Board of Education District 25 Agreements as presented.

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

Data Sharing Agreement with Township High School District 214

Dr. Kaye stated that this is a draft agreement, and will be brought to the October 8 meeting for Board approval. District 25 would like to form a collaborative data-sharing partnership with District 214 to enhance student transitions and improve educational outcomes. This agreement formalizes data-sharing practices between the two districts, enabling District 25 to provide District 214 with valuable insights into students' academic experiences prior to their transition. Dr. Kaye shared the benefits of the agreement with the Board.

Community Input – None

Future Agenda Items

Topics with Dates to be Determined

- Third party (independent) Audit of Board Policies and Administrative procedures. Purpose for efficacy and compliance. – TBD
Dr. Kaye noted that he will present the current compliance audit at the October 8 meeting. Board members had questions and there was discussion on what PRESS Plus does for the district, and why we would need an additional audit; the amount of the work for staff to make sure we are ready for the compliance visit; the current overhead on our staff; if neighboring districts have done any audits outside of ISBE; and any risks associated with performing the audit from a community, legal, or government perspective.

New Topics - None

Motion: K. Michael moved and A. Jogee seconded that the Board of Education return to the Closed session meeting at 8:46 p.m. for the same reasons as previously stated.

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

The Board returned to open session at 9:50 p.m.

Motion: K. Michael moved and A. Jogee seconded that the Board of Education adjourn the regular meeting.

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

The Board adjourned the regular meeting at 9:51 p.m.

Submitted,

Lana M. O'Brien
Recording Secretary

Approved: October 8, 2024

President
Board of Education

Secretary
Board of Education

Date minutes available for public inspection: _____ October 9, 2024

Date minutes posted on District website: _____ October 9, 2024