

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

School Board Meeting Minutes
January 14, 2025

Greg Scapillato, President of the Arlington Heights School District 25 Board of Education, called the meeting to order at 6:04 on January 14, 2025. 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: Dr. Anisha Jogee, Kevin Michael, Elizabeth Nierman, Rich Olejniczak, and Greg Scapillato

Board members excused: Brian Cerniglia and Gina Faso

Others Present: Dr. Brian Kaye, Superintendent

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); The placement of individual students in special education programs and other matters relating to individual students, 5 ILCS 120/2(c)(10); Student disciplinary cases, 5 ILCS 120/2(c)(9); 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); 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).
Roll Call: A. Jogee, yes; K. Michael, yes; E. Nierman, yes; and R. Olejniczak, yes; G. Scapillato, yes. Motion carried 5/0.



Public Hearing on the Waiver of Administrative Cost Cap for FY25

Mr. Scapillato called the Public Hearing on the Administrative Cost Cap to order at 7:01 p.m. He asked if anyone present was there for the Public Hearing. Since there were no questions or comments, Mr. Scapillato adjourned the Public Hearing at 7:02 p.m.



The Board returned to open session at 7:02 p.m. Roll call was noted and the Pledge of Allegiance said.

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

Board members excused: Brian Cerniglia and Gina Faso

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

Recognitions and Presentations

Congratulations to the South and Thomas band and choir students who tried out and participated in the ILMEA District 7 Honor Band and Choir.

South - Concert Band

Alyssa Culley, flute

South - Choir

Jack Hemmila - Baritone

Natalie Jares - Alto

Vada Johnson - Soprano

Max Lange - Alto

Elan Pattie - Baritone

Ava Rosciano - Alto

Siobhan Simpson - Baritone

Thomas - Concert Band

Ian Jung - Clarinet

Harshan Rajkumar Anusha - Tuba

Andrew Rice, Clarinet

Landon Rice - Euphonium

Ishaan Varma - Alto Saxophone

Thomas - Jazz Band

Colin O'Brien - Trumpet

Io Shigefuji - Piano

Thank you to their music and choir teachers, Oksana Lukaszewskyj, Carolyn Schneider, and Kenneth Cook from South and Candi Horton and Dana Berry from Thomas.

Presentation of the 2023-24 Financial Audit

Mr. Scapillato welcomed Jason Coyle from Baker Tilly, LLC, who highlighted information from the fiscal year 2024 Audit Report. The district does a higher level of reporting, which is not required, but is good for transparency. The Management's Discussion and Analysis document summarizes the highlights of the year, and compares this year to the prior year. He noted that the majority of the revenue comes from property taxes, and a majority of the expenditures is mainly related to instructing and caring for the students and student transportation. The internal controls are similar to previous years, and there is nothing to improve upon. Again this year, District 25 achieved the designation of Financial

Recognition status, which is the highest category of financial strength from the Illinois State Board of Education. Mr. Coyle was thanked for the detailed report.

Board Communications:

- Board Member Updates – Dr. Jogee stated that she and Mr. Michael, along with Dr. Kaye, attended the ICDHR Martin Luther King Jr. remembrance dinner in December. Mr. Scapillato visited an elementary classroom, and also attended a village Board meeting in December where they discussed the Cook County paid leave ordinance. He is grateful for the support from the village for providing an exemption, which will save the district money.
- ED-RED – Mr. Michael reported that the ED-RED Legislative Dinner will be held on January 27, 2025. The next regular meeting will be held online on Friday February 7. He attended a Zoom meeting today regarding Tier I and II TRS retirement information. Ms. Mallek added that today's speaker sees a solution occurring during this legislative session.
- IASB - Board members who attended the Joint Annual Conference in November presented a report on what they learned. Dr. Jogee noted that she and Dr. Kaye attended a COSSBA webinar on school safety.
- NSSEO – Ms. Nierman asked to get feedback from Board members on the priorities from NSSEO's strategic plan. Priorities include Instruction and Programming; Facilities and Finance; Governance; and Highly Quality Staff. Board members agreed, and she will vote to approve the priorities. She will have a more comprehensive presentation at a future Board meeting.

Community Input

- Meredith Rice addressed the Board regarding the band program.

Mr. Scapillato requested that the order of the agenda be changed to move the Consent Agenda before Communications from District Partners, and the Board agreed.

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 Reports (C) Invoices; (D) Regular and Closed Session Meeting Minutes of December 10, 2024; (E) Board bills.

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

Ms. Perri introduced Steven Prorok, who will be the new Principal at South Middle School; and Jessica Martinsen, who will be the new Principal at Dryden Elementary School for the 2025-2026 school year.

Mr. Olejniczak left the meeting at 8:08 p.m. and returned at 8:11 p.m.

Communications from District Partners

- PTA – Mr. Scapillato read a report from Ms. Bhansali. The PTA is honored to be the custodian of the new Marybeth Anderson Education Fund and Scholarship in addition to the scholarships currently offered to graduating seniors who have attended a District 25 school. This year's applications will be available at the end of the month. Scholarships will be awarded at the annual scholarship breakfast to be held April 25. The PTA is looking to fill two positions. If you have not yet joined the PTA, please visit your school's website to do so.
- ABC25 Foundation – ABC25 is holding two Magic of Science sessions on January 20. January 31 is the final day for teachers who obtained grants to submit their purchase orders. February 15 is the last day for the membership drive. A fundraiser will be held on April 6 at Top Golf.
- ATA – Ms. Berg provided a spotlight on what some teachers did over winter break; and the many happenings at the schools.

Student Learning – No Report

Student Services – No Report

Business and Finance

Resolution for Waiver of Limitation of Administrative Cost Cap for FY25

Ms. Mallek explained the need for the waiver. The increases between last year's actual and the current budget causing us to exceed the 5% administrative cost cap limitation are an increase in internal services due to the addition of another copier in every school, and an increase in special area administration services from due to the addition of a DSS Coordinator position approved as part of the advance personnel plan last year and changes in benefit elections. District 25 is identified by ISBE as having administrative expenditures per pupil in the 25th percentile and below for all district of the same type. As a result, the Board of Education has the ability to apply for a waiver of this School Code mandate for the 2024-25 school year after posting required notices and hosting a public hearing. A Board member asked about the administrative cost cap and budget.

Motion: K. Michael moved and A. Jogee seconded the motion that the Board of Education approve the approve the Resolution for Waiver or Modification of Illinois School Code 105 ILCS 5/17-1.5 For Limitation on Administrative Costs for School Year 2024-25.

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

Resolution providing for the issue of not to exceed \$15,000,000 General Obligation School Bonds of the District for the purpose of paying certain costs of those capital projects approved by referendum at the June 28, 2022, general primary election, providing for the

levy of a direct annual tax sufficient to pay the principal and interest on the bonds, and authorizing the proposed sale of the bonds to the purchaser thereof

Ms. Mallek stated that the parameters for the bond sale are indicated in the agenda and are noted in the minutes. This was presented at the December Board meeting. A Board member asked Ms. Mallek to explain that the district is not issuing new bonds.

Motion: K. Michael moved and A. Jogee seconded the motion that the Board of Education approve the "Resolution providing for the issue of not to exceed \$15,000,000 General Obligation School Bonds, Series 2025, of the District, for the purpose of paying certain costs of those capital projects approved by referendum at the June 28, 2022, general primary election, providing for the levy of a direct annual tax sufficient to pay the principal and interest on said bonds, and authorizing the proposed sale of said bonds to the purchaser thereof."

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

Facilities Management

2025 Capital Projects Approval

Mr. Schulz stated that he is seeking approval to proceed with the intended projects for this year's capital projects that were included in the capital plan that was presented at the previous Board meeting. Approval of these projects will allow us to finalize the designs, send out to bid when necessary, and make final recommendations based on the prices we receive and the overall goals and budget of the improvements. Approvals of bids will be brought forth at future meetings, as necessary. He provided an overview of the larger projects.

Motion: K. Michael moved and A. Jogee seconded the motion that the Board of Education approve the proposed 2025 capital projects as presented.

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

Personnel and Planning

INSIGHTeX Staff Satisfaction and Engagement

Ms. Perri presented the INSIGHTeX staff satisfaction and engagement report, which included the process utilized, district-level data, and historical data. The detailed results of the staff surveys were shared with building leaders and cabinet-level leadership. The next steps include working with each school's leadership team to review their school's data and to help them determine action plans for their school. Board members asked questions and there was discussion on the percentage of eligible participants and how it compares to last year; what is done with the data, and what are the next steps; and if there also qualitative data. Ms. Perri was thanked for the presentation.

Superintendent Report

Dr. Kaye shared updates with the Board on various items including the South and Dryden Principal searches, and future meet-and-greets for the community; a presentation on AI in education given by Mr. Fahnoe and District 214 at the Arlington Heights Memorial Library;

the January 6 SIP Day; a Miner building update; and ABC25 grants. He thanked Ms. O'Brien for her support at the Joint Annual Conference. The results of the kindergarten survey will be presented at the February meeting.

Freedom of Information Act Report

- William Boodro requested information on electric bills; a response was provided on December 19, 2024.
- Sheri Reid, Dada Acquisition Specialist of SmartProcure, requested vendor information; a response was provided on December 23, 2024.
- William Boodro requested information on the Westgate plumbing project; a response was provided on January 3, 2025.
- Molly Hudgens, Deputy Director of Research, SEIU Local 73, requested custodial and Building maintenance staff information; a response was provided on January 7, 2025.
- Joann Johnson requested information on enrollment in advanced math and language arts; a response was provided on January 7, 2025.

First Reading of Policies - PRESS 117

Dr. Kaye noted that policies and exhibits are presented to the Board for a First Reading. These policies and exhibits reflect modifications and additions as recommended by the Illinois Association of School Boards, and were reviewed by the Policy Committee. Dr. Kaye stated that using the title "Certificated Personnel" on Policy 5:230 is obsolete, and he recommends removing it before the second reading. He also reviewed the two miscellaneous policies.

2:105	Ethics and Gift Ban
2:120	Board Member Development
4:60	Purchases and Contracts
4:150	Facility Management and Building Programs
4:170	Safety
5:10	Equal Employment Opportunity and Recruitment of Underrepresented Individuals
5:20	Workplace Harassment Prohibited
5:90	Abused and Neglected Child Reporting
5:125	Personal Technology and Social Media Usage and Conduct
5:230	Maintaining Student Discipline
6:60	Curriculum Content
6:135	Accelerated Placement Program
6:270	Guidance and Counseling Support
7:10	Equal Educational Opportunities
7:100	Health, Eye, and Dental Examinations; Immunizations; and Exclusion of Students
7:160	Student Appearance
7:180	Prevention of and Response to Bullying, Intimidation, and Harassment
7:200	Out-of-School Suspension Procedures
8:10	Connection with the Community

Misc:

2:240-E3 Processing Suggested Changes to Board Policy

5:330 Sick Days, Vacation, Holidays, and Leaves

Illinois Vision 2030 Resolution

Dr. Kaye stated that this was presented at the Joint Annual Conference in November. Vision 2030 provides a blueprint to enhance public education through future-focused learning with shared accountability and predictable funding. Illinois school districts are being asked to express support for the goals and priorities of Vision 203 by passing a resolution at a public meeting. This will be brought back at the February meeting for a vote by the Board.

Community Input – None

Future Agenda Items

Topics with Dates to be Determined

A Board member would like to have more information on the method that the district uses for professional development. Board members discussed the topic in detail including a previous Board vote on professional development time; that this is an operational topic; and the outcome of professional development and how it is measured. Dr. Kaye suggested that the discussion begin with a high-level understanding of professional learning in the district.

New Topics – None

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

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

The Board adjourned the regular meeting at 9:13 p.m.

Submitted,

Lana M. O'Brien
Recording Secretary

Approved: February 11, 2025

President
Board of Education

Secretary
Board of Education

Date minutes available for public inspection: February 12, 2025

Date minutes posted on District website: February 12, 2025