

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

School Board Meeting Minutes
February 11, 2025

Greg Scapillato, President of the Arlington Heights School District 25 Board of Education, called the meeting to order at 6:17 on February 11, 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, and Greg Scapillato

Board members excused: Brian Cerniglia, Gina Faso, and Rich Olejniczak

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); 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); 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); 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).

Roll Call: A. Jogee, yes; K. Michael, yes; E. Nierman, yes; and G. Scapillato, yes. Motion carried 4/0.



The Board returned to open session at 7:01 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, Rich Olejniczak, and Greg Scapillato

Board members excused: None

Others Present: Dr. Brian Kaye, Superintendent; Stacey Mallek, Assistant Superintendent for Business/CSBO; Diane Kaffka, Assistant Superintendent for Student Services; Kendra Perri, Assistant Superintendent for Personnel and Planning; 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

Congratulations to the following middle school students for participating in the District 25 Spelling Bee.

South Middle School

Joshua Barnes
Ziva Delgado
Jacob Grubba

Thomas Middle School

Naqueeb Mohammad
Anagha Prasad
Prakash Siva Subramarian

Anagha Prasad is the winner of the District 25 Spelling Bee, and will represent District 25 in the Scripps Regional Spelling Bee. Joshua Barnes, Ziva Delgado, Naqueeb Mohammad, and Prahash Siva Subramarian will represent District 25 in the Knights of Columbus Bee.

Congratulations to the following Thomas Middle School students that qualified for the 2025 All-Illinois Junior Band. Thank you to their Band Director, Ms. Candace Horton.

Caroline Hong - Oboe
Colin O'Brien - Trumpet
Andrew Rice - Clarinet

Landon Rice - Euphonium
Ishaan Varma - Alto Saxophone

Congratulations to Thomas Middle School 8th grade band student, Andrew Schrenk, who entered the ILMEA Composition Contest and won Second place in the Junior Division. Joining about 300 other hopefuls from Illinois, Andrew wrote and submitted for consideration a composition for keyboard. He received his award at the annual Illinois Music Education Conference in Peoria on February 1. Thank you to Band Director, Ms. Candace Horton.

Congratulations to the South 7th Grade Girls Basketball Team that Qualified for the State Tournament, and came in 3rd Place. Thank you to their coaches Dan Burdi, Scott McTague, and Katelyn Sparlin.

Eva Bevacqua
Bella Caldera
Marley Camardella
Kate Fischer

Maddie Fourman
Georgia Hill
Gia Humann
Mila Kacprzyńska

Ioanna Kalergis
Mia Rigg
Madelyn Searle
Anissa Stanley

Kailen Stevens
Mallory Tosch
Arianna Conenna
Macy Joyce

Board Communications:

- Board Member Updates – Ms. Nierman noted that she recently attended the Science Olympiad Invite at Thomas, as well as a lockdown at one of the schools. Mr. Michael recently attended a professional learning session for Instructional Coaches at in District 25 as an Instructional Coach from School District 64. Mr. Scapillato attended the Windsor Science and Engineering Fair. Dr. Jogee attended the middle school dance competition at Thomas, as well as a 5th grade Band concert at South. She also attended the Coffee with the Board last weekend.
- ED-RED – Mr. Michael reported that he attended the February ED-RED meeting and the bulk of the meeting was about the recent Executive Orders that impact education, and he explained what they discussed. There was also discussion on the Paid Leave Ordinance for Cook County, polling places, and feedback regarding cell phone bans. The next meeting will be March 7. He stated that if the Board would be interested, he could provide a report on additional educational legislative reports that don't have anything to do with ED-RED.
- IASB – Dr. Jogee reported that she attended an informative webinar on how to welcome new Board members. IASB is going through a constitution review. COSSBA is hosting a Safety Conference in June. IASB will be holding a new Board member event in September.

There were no reports from:

- NSSEO

Community Input

- Tara Bywater addressed the Board regarding the support of the district's stance on immigration, and Diversity, Equity, and Inclusion.

Communications from District Partners

PTA – Dr. Kaye read a report from Ms. Bhansali. The scholarship applications are now available and due on March 1. The PTA units are hosting book fairs, and sponsoring clubs for our students after school. Forty-four students that participated in the Reflections program advanced to the regional level and twelve advanced to the state level. The AHC PTA is looking for nominations to fill various roles for the 2025-26 school year.

- ABC25 Foundation – Ms. Faso highlighted the recent event held on January 20, the school membership drive, and that the cruise to school contest is still open. The fundraiser this year is going to be held at Top Golf on April 6.
- ATA – Ms. Berg provided a spotlight on the many happenings at 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) Invoices; (C) Regular and Closed Session Meeting Minutes of January 14, 2025; (D) Hold Closed session minutes of July 16, 2024, August 13, 2024, September 24, 2024, and November 12, 2024 per Board Policy 2:220-E1; (E) Release Closed session minutes of August 12, 2024, October 8, 2024, and December 10, 2024 per Board Policy 2:220-E1; (F) Destruction of Audiotapes January 1, 2023 through June 30, 2023 per Board Policy 2:220-E1.

Roll Call: B. Cerniglia, yes; G. Faso, yes; A. Jogee, yes; K. Michael, yes; E. Nierman, yes; and R. Olejniczak, yes; G. Scapillato, yes. Motion carried 7/0.

Student Learning – No Report

Student Services – No Report

Business and Finance

Student Photography Contract

Ms. Mallek noted that historically we have had separate student photography companies overseen by our nine PTAs. The district solicited a Request for Proposal (RFP) for these services on behalf of the school PTAs to secure one company in efforts to streamline services from a district Technology and Transportation need, as well as increase potential commission rates back to our PTAs. Five responses were received and a rating system was used to evaluate them. Based on the results of the evaluation, it is recommended that the contract for student photography services be awarded to Stuart Rodgers, Ltd. for three school years (July 1, 2025 - June 30, 2028). They offered a sign-on bonus that the PTAs will equally receive. Dr. Kaye added that PTAs can still use whichever yearbook company they would like. Board members asked questions and there was discussion on if the funds will still go back to the PTAs; if Stuart Rogers is also a yearbook company; and who initiated the discussion.

Motion: K. Michael moved and A. Jogee seconded the motion that the Board of Education award the contract for Student Photography Services to Stuart-Rodgers, Ltd. for the school years 2025-26 through 2027-28.

Roll Call: B. Cerniglia, yes; G. Faso, yes; A. Jogee, yes; K. Michael, yes; E. Nierman, yes; and R. Olejniczak, yes; G. Scapillato, yes. Motion carried 7/0.

Facilities Management – No Report

Personnel and Planning – No Report

Superintendent Report

Superintendent Update

Dr. Kaye shared updates with the Board on various items. The district contacted the county to request that our buildings not be polling places, but we were notified that it was not possible. Thomas, South and Olive-Mary Stitt will not be polling places. He provided an update on the odor at the Miner School building. He has attended at least one PTA meeting at each building. World Read Aloud day was on February 5, and Dr. Kaye read to a 4th grade classroom at Olive-Mary Stitt. He showed a wellness video from South; a Cares Week

video from Greenbrier; and a video from Olive-Mary Stitt about Digital Citizenship Week, which was a district-wide event.

Freedom of Information Act Report

- Sheila Norman, Director of Marketing and Membership Communications, of the Illinois Retired Teachers Association, requested information on retiring certified staff; a response was provided on January 15, 2025.
- William Boodro requested information on electric bills, Miner School window replacement, and Miner School toilet renovation; a response was provided on January 24, 2025.

Second Reading of Policies - PRESS 117

Dr. Kaye noted that policies and exhibit are presented to the Board for a Second Reading. There are no changes from the First Reading.

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

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

Roll Call: B. Cerniglia, yes; G. Faso, yes; A. Jogee, yes; K. Michael, yes; E. Nierman, yes; and R. Olejniczak, yes; G. Scapillato, yes. Motion carried 7/0.

Illinois Vision 2030 Resolution

Dr. Kaye stated that this was presented at the previous meeting, and there is no additional information. A Board member highlighted a few items in the resolution that applied to the district.

Motion: K. Michael moved and A. Jogee seconded the motion that the Board of Education approve the Resolution "Illinois Vision 2030" as presented.

Roll Call: B. Cerniglia, yes; G. Faso, yes; A. Jogee, yes; K. Michael, yes; E. Nierman, yes; and R. Olejniczak, yes; G. Scapillato, yes. Motion carried 7/0.

Full-Day Kindergarten Survey Results

Dr. Kaye noted the timeline of the survey, which was distributed to parents with children enrolled in full-day kindergarten. The collected responses have been analyzed and shared with kindergarten teachers to inform instructional practices and program adjustments. Highlights of the full-day kindergarten program from the parent perspective included significant academic growth; social development; comprehensive curriculum; Teacher and Staff support; engaging learning activities; a positive school experience; and specials and extracurriculars. Successes and areas for improvement were reviewed. These insights will play a key role in shaping the continued development of the full-day kindergarten program. The district plans to administer a follow-up survey to the same group of parents near the end of the school year. A Board member asked a question regarding next steps.

Strategic Plan

Dr. Kaye presented on the upcoming strategic planning process. The district will be working with Perry D. Soldwedel, who facilitated the district's current plan, and the process will be similar. A timeline of the planning process was provided, which includes readiness and data preparation; stakeholder engagement; goal setting; and implementation planning. Expected outcomes include a clear direction for district priorities; improved student achievement and resource management; enhanced stakeholder collaboration; and sustainable and measurable improvements. Next steps were discussed.

Board members asked questions and there was discussion on if the planning will be virtual or in-person; making it a 10-year plan; a longer-term strategy and refining performance indicators in the current plan; the end date of the current plan; and if the district should extend the current plan for the year. Dr. Kaye would prefer the opportunity for engagement to be in person.

Draft Board Meeting Dates for 2025-2026

Dr. Kaye asked the Board for input on the draft dates. The administration would like to move the meetings from the second to the third Tuesday of the month, as it is better for financial payments to our vendors. Board members asked questions and there was discussion on the meeting dates. It will be brought back in March for another information item.

Community Input – None

Future Agenda Items

Topics with Dates to be Determined

- Professional Learning – Date TBD

New Topics – None

Motion: K. Michael moved and A. Jogee seconded that the Board of Education return to the Closed session meeting at 9:05 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; and R. Olejniczak, yes; G. Scapillato, yes. Motion carried 7/0.

The Board returned to open session at 9:47 p.m.

Motion: B. Cerniglia moved and G. Faso 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; and R. Olejniczak, yes; G. Scapillato, yes. Motion carried 7/0.

The Board adjourned the regular meeting at 9:47 p.m.

Submitted,

Lana M. O'Brien
Recording Secretary

Approved: March 11, 2025

President
Board of Education

Secretary
Board of Education

Date minutes available for public inspection: _____ March 12, 2025

Date minutes posted on District website: _____ March 12, 2025