

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

School Board Meeting Minutes  
March 11, 2025

Greg Scapillato, President of the Arlington Heights School District 25 Board of Education, called the meeting to order at 6:17 on March 11, 2025. The meeting was held at Greenbrier Elementary School, 2330 N. Verde Drive, Arlington Heights, Illinois. Roll call was noted and the Pledge of Allegiance said.

Board members present: Gina Faso, Kevin Michael, Elizabeth Nierman, and Greg Scapillato

Board members excused: Brian Cerniglia, Dr. Anisha Jogee, and Rich Olejniczak

Others Present: Dr. Brian Kaye, Superintendent

**Motion:** K. Michael moved and G. Faso 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); 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: G. Faso, yes; K. Michael, yes; E. Nierman, yes; and G. Scapillato, yes. Motion carried 4/0.



The Board returned to open session at 7:04 p.m. Roll call was noted and the Pledge of Allegiance said.

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

Board members excused: Brian Cerniglia and Rich Olejniczak

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; 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 students who participated in the Arlington Heights Council of PTAs Reflections art program. Amanda Bhansali, AHCPTA President; and Shelly Daley, Reflections Chairperson helped to recognize the students. The theme this year was "Accepting Imperfection".

#### Dryden Elementary

Mila Johnson  
Hazel McQuillan

#### Olive-Mary Stitt Elementary

Eloise Berglund  
Josephine Berglund

#### Patton Elementary

Elle Boylan  
Blayke Bucciarelli  
Olivia Dames  
Henley Donaldson  
Ava Duski  
Addie Hendrickson  
Lillian Jami  
Juliet Kayse  
Ayden Kizhake  
Abby Martin

Emilia McCarty  
Sara McCarty  
Aashvi Parekh  
Ananya Parekh  
Audrey Perkins  
Kaitlyn Peterson  
Greta Range  
Joe Scapillato  
Livie Speakman  
Austin Sudol  
Logan Sudol  
Olivia Wojtaszek

#### South Middle School

Addison Daley

#### Westgate Elementary

Ender Alkin  
Nathan Alkin  
Zoey Breen

Cully Daley  
Gannon Daley  
Alexandra Dziedzic  
Christian Dziedzic  
Emma Gavin  
Savannah Halliday  
Charlie Manola  
Hope Manola  
Imogen Nickl  
Grace Powers  
Aiden Walker  
Tyler Walker  
Kasia Zapart  
Scarlet Zapart

#### Windsor Elementary

Emma Houghton  
Eve Houghton  
Lilla Nagy

Congratulations to the Thomas 7th Grade Boys Basketball Team that Qualified for the State Tournament, and came in 2nd Place. Thank you to their coaches Anthony Kuch and Dave Keller.

Jack Bradley  
Ben Bristow  
Leo Butcher  
Alex Cappas  
Declan Drost

Henry Gilbert  
Charlie LaMonica  
Ryan Pham  
Jake Swanick  
Ryan Swanick

Jackson Sylvia  
Griffin Wentink  
Josh Bukstein

Congratulations to the Thomas Dance Team that qualified for the State Competition and came in 5th place. Thank you to their coaches Gaby Mularczyk and Riley Wharton

Charlotte Brinson  
Layla Fredell  
Ava Groberski  
Isabelle Groner  
Hannah Marcus  
Abigail Mau  
Aisley Murray

Sofia Paciorek  
Audrey Panico  
Alyssa Peterson  
Emma Pils  
Francesca Scala  
Eliza Sepe  
Ella Tomaszewicz

Kennedy Tovar  
Olive Treutler  
Maya Tyson  
Grace Worthington  
Allison Zanini  
Sophia Zitella

#### Board Communications:

- Board Member Updates – Ms. Nierman attended the Westgate safety meeting on Monday. Dr. Jogee also attended the Westgate safety meeting, observed the IS Program at Westgate, the Early Childhood program at Greenbrier, and attended various PTA events. Mr. Michael attended the IASB North Cook Division meeting along with Dr. Jogee Mr. Scapillato, and Dr. Kaye. Mr. Scapillato attended the Westgate Variety show, and various band concerts in the district.
- ED-RED – Mr. Michael reported that he attended the ED-RED meeting on March 7 via Zoom, and reviewed topics and recent legislation that were discussed at the meeting. The next meeting will be held on April 4. Ms. Mallek added that March 21 is the end of the legislative filing season in the state, so there may be additional legislation passed.
- IASB – Dr. Jogee reported that the Board has submitted a proposal to present at the Joint Annual Conference this November. Two Board members will be attending the COSSBA conference later this month.
- NSSEO – Ms. Nierman provided background on the NSSEO Governing Board structure. There has been discussion about having a two-tiered operational and governing Board system. A Committee of the Whole meeting will be held on March 31 for further discussion on the topic. She expects to update the Board at the April meeting. Dr. Kaye added some detail, and noted that District 25 values what NSSEO does for all of our students.

#### Community Input

- Sam Pappas addressed the Board regarding Vision 2030 and the termination of DEI.

#### Communications from District Partners

- ABC25 Foundation – Ms. Faso reported that the ABC25 Fundraiser will be held on April 6 at Top Golf, and everyone is invited to attend.
- ATA – Ms. Berg provided a spotlight on the many happenings at the schools.

There were no reports from:

- PTA

### 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 February 11, 2025.

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

### Student Learning – No Report

### Student Services – No Report

### Business and Finance

#### Student Fees 2025-2026

Ms. Mallek provided information on the various student fees for 2025-2026. There will be an increase in the paid bus rider transportation fee of 5% due to an increase in the cost of the bus transportation contract. We are proposing a 25 cent increase for both lunch and breakfast, and a 10 cent increase for milk. Costs for students that qualify for reduced meals is set by the government. Student fees for kindergarten will increase to cover the curriculum materials costs. There will be a \$5 increase in the middle school participation fee. Other fees are based on our actual cost, and based on our expected cost for next year, there will be a \$1 increase for diplomas. Early Childhood tuition cost is based on the actual cost for the program, and we are recommending an increase of \$20 a month for 10 months, or \$200 annually.

Dr. Jogee left the meeting at 8:17 p.m.

**Motion:** K. Michael moved and A. Jogee seconded the motion that the Board of Education approve the Student Fees for the 2025-2026 school year as presented.

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

Dr. Jogee returned to the meeting at 8:23 p.m.

### Construction Finance Update

Ms. Mallek presented a summary of the financial status of the projects funded by the referendum. Costs through March were shown. The district is finalizing the unused allowances, and Phase 1 is nearly closed out. The bids included part of the capital projects plan, as well as the Patton Gym, which was not part of the original scope. She reviewed the capital projects in the five-year plan since 2022 that were not part of the full-day kindergarten bid. A summary of the budgeted and actual full-day kindergarten additions and capital projects costs, as well as construction finance proceeds, were reviewed. Ms. Mallek was thanked for the detailed report.

## Facilities Management

### Miner Window Replacement Phase 2 Bid Award

Mr. Schulz noted that last summer Phase 1 of the Miner window replacement was completed. Phase 2 will include the side facing toward Windsor. There are also future plans for Phase 3.

**Motion:** K. Michael moved and A. Jogee seconded the motion that the Board of Education award Monarch Construction Company for the Miner Window Replacement Project Phase 2 in the total amount of \$931,300, as identified and reject Alternate #1, and immediately assign the awarded contractor agreement to Nicholas & Associates, Inc., as Construction Manager.

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

### Award of Capital Projects 2025

Mr. Schulz provided information on the scope of work for the projects. The bid package encompasses a variety of project scopes for the 2025 Capital Improvements, with a primary focus on updates at Thomas Middle School to enhance energy efficiency and modernize finishes. Outdated classroom cabinets and casework, as well as outdated whiteboards and tack boards will be replaced at Patton. The third and final phase of corridor flooring replacement will be completed at South, and several existing classrooms at Westgate will receive flooring replacements. A Board member asked why the district did not take the low bid on the electric work, and Mr. Schulz stated that their bid was non responsive due to a material error.

**Motion:** K. Michael moved and A. Jogee seconded the motion that the Board of Education award RB Construction for General Trades in the total amount of \$1,114,000 as identified and reject Alternates #2 and 3, and immediately assign the awarded contractor agreement to Nicholas & Associates, Inc., as Construction Manager.

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

**Motion:** K. Michael moved and A. Jogee seconded the motion that the Board of Education award Amber Mechanical for HVAC in the total amount of \$146,900 as identified and reject Alternates #2 and 3, and immediately assign the awarded contractor agreement to Nicholas & Associates, Inc., as Construction Manager.

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

**Motion:** K. Michael moved and A. Jogee seconded the motion that the Board of Education award Shoreline for Electrical in the total amount of \$570,000 as identified and reject Alternates #2 and 3, and immediately assign the awarded contractor agreement to Nicholas & Associates, Inc., as Construction Manager.

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

## Personnel and Planning Enrollment Report

Ms. Perri presented demographic trends and enrollment projections that were completed in December 2024 by Dr. John Kasarda, Consulting Demographer. She described the scope of work that was completed, as well as the demographic history. An overview of District 25 was given, as well as housing and population trends, and student migration. The district had a record increase of 209 students in 2024 due to the addition of full-day kindergarten. Enrollment projections through 2035 were shown and the trends indicate a more optimistic outlook with stronger than expected stability and growth. The recent recovery aligns with updated demographic trends, and Dr. Kasarda predicts that there may be a marginal rise in 2029 due to people over 65 moving out and families with younger children moving in. Board members asked questions and there was discussion on the construction that was done to accommodate full day kindergarten. Ms. Perri was thanked for the presentation.

## ATA Memorandum of Understanding

Ms. Perri explained that the MOU clarifies the application of Bereavement Leave as outlined in the collective bargaining agreement. Four employees were impacted and the change would be retroactive to the beginning of the 2024-25 school year.

**Motion:** K. Michael moved and A. Jogee seconded the motion that the Board of Education approve the Memorandum of Understanding with the ATA, Bereavement Leave as presented.

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

## Superintendent Report Superintendent Update

Dr. Kaye shared updates with the Board on various items. Former Principal, Mary Stitt will turn 100 on April 14, and Olive-Mary Stitt is looking at different activities that they can do to recognize her. He also explained the recent safety communications. A communication has gone out regarding a safety information meeting that will be hosted at Thomas on March 12 for all of the community. The event will not be recorded, but communication will be sent out after the event.

## Freedom of Information Act Report

- Rhonda Norris, Sales Support Administrator at Proven IT, requested information on copier and printer leases and maintenance agreements; a response was provided on February 10, 2025.
- Abbas Khan, CEO at Inovo AI Solutions LLC, requested vendor and purchase information; a response was provided on February 17, 2025.
- Michael Rost requested information on insurance policies; a response was provided on February 17, 2025.
- Justin Wenig requested information on vendor contracts; a response was provided on February 18, 2025.
- William Boodro requested information on electric bills; a response was provided on February 28, 2025.

### eLearning Survey Results

Dr. Kaye provided the eLearning survey results to the Board from the February 12 eLearning Day. Feedback from the parent survey and staff survey were presented. A Board member asked for clarification on the survey comments. Dr. Kaye was thanked for being proactive on the survey, and for being transparent. He noted that an eLearning day provides for a predictable school calendar.

### Set Date for Board Organization Meeting

Dr. Kaye noted that this is not an action item. It is recommended that the Board has the Organization Meeting as part of the April 22 regular Board meeting. At that meeting, the Board will seat new Board members, select officers and set Board meeting dates for 2025-26. The Board determined that the Organization meeting will be April 22 during the regular Board meeting.

### Strategic Plan

Dr. Kaye noted that this was presented at the previous meeting, and based on the feedback that he received to update the current plan, the timeline will be updated. The district will keep the same goals, yet the data may change. A Board member asked how can the community participate.

### 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 9:36 p.m. for the same reasons as previously stated.

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

The Board returned to open session at 10:51 p.m.

**Motion:** K. Michael moved and G. Faso seconded that the Board of Education adjourn the regular meeting.

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

The Board adjourned the regular meeting at 10:51 p.m.

Submitted,

Lana M. O'Brien  
Recording Secretary

Approved: April 22, 2025

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President  
Board of Education

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Secretary  
Board of Education

Date minutes available for public inspection: April 23, 2025

Date minutes posted on District website: April 23, 2025