

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

School Board Meeting Minutes
September 30, 2025

Greg Scapillato, President of the Arlington Heights School District 25 Board of Education, called the meeting to order at 6:20 on September 30, 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: Melissa Buchberger, Brian Cerniglia, Dr. Anisha Jogee, Kevin Michael, Elizabeth Nierman, Greg Scapillato, and Deb Tranter

Board members excused: None

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 setting of a price for sale or lease of property owned by the public body. 5 ILCS 120/2(c)(6); 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: M. Buchberger, yes; B. Cerniglia, yes; A. Jogee, yes; K. Michael, yes; E. Nierman, yes; G. Scapillato, yes; D. Tranter, yes. Motion carried 7/0.



Public Hearing on the Budget

Mr. Scapillato called the Public Hearing on the Budget to order at 7:03 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 2025-2026 Budget.

The Public Hearing on the Budget adjourned at 7:04 p.m.



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

Board members present: Melissa Buchberger, Brian Cerniglia, Dr. Anisha Jogee, Kevin Michael, Elizabeth Nierman, Greg Scapillato, and Deb Tranter

Board members excused: None

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; Andrea Luessow, Director of Student Learning; Adam Harris, Head of Communications and Storytelling; Brad Katz, Information Technology Specialist; 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, on behalf of the Board, and Dr. Kaye presented certificates and congratulated the newly tenured teachers.

Dryden

Jordan Jackson

Greenbrier

Amy Braun

Matthew Evans

Megan Gamber

Jennifer Kuehm

Nicole Panarese

Sarah Solak

Briana Vega

Ivy Hill

Rebecca Nordquist

Parisa Piri

Olive-Mary Stitt

Christa Grabske

Lindsay Fraser

Gianna Rupert

Molly Russell

Patton

Stacy Hemmer

Stacie Pacini

South M.S.

Rebecca Bora

Elizabeth Miller

Katelyn Ornduff

Tracy Recklaus

Wesley Skym

Thomas M.S.

Bradford Keeler

Therese Perkins

Westgate

Abigail Anderson

Adam Mead

Windsor

Alyssa Floro

Megan McLaughlin

Abby Wendell

Board Communications:

- Board Member Updates – Mr. Michael thanked all staff in their preparation of curriculum nights. Ms. Tranter attended an IASB training for new school board members; thanked teachers for the start of the school year; and thanked Dr. Jogee for advocating on behalf of the Board at a COSSBA event in Washington, D.C. Mr. Scapillato thanked the staff for planning the curriculum night presentations. Dr. Jogee thanked staff members for their

curriculum night presentations; and thanked the families who visited the Board table at the Farmers Market.

- ED-RED – Mr. Michael reported on several upcoming legislative bills that affect education and may impact District 25 during the next legislative session.
- IASB – Dr. Jogee reported on her advocacy experience at the COSSBA Conference in Washington, D.C., and thanked the Board for its support.
- NSSEO – Ms. Nierman reported on the recent discussion about the member districts' engagement, focusing on the current Articles of Agreement and recommended updates.

Community Input - None

Communications from District Partners

- PTA – Ms. Lakomski reported that local units are focused on growing membership and tasks such as insurance, audits, and budgets. Many PTAs have made small changes to annual programs. The Pack the Piggies Fundraiser will be held again this school year. The Reflections National Art Program has kicked off. The Northwest Cook Region PTA will host their Annual Fall Region Meeting on October 20.
- ABC25 Foundation – Ms. Faso reported on the current open grant application process, and the opportunity to fund grants for staff throughout the district.
- ATA – Ms. Berg talked about 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) Regular and Closed Session Meeting Minutes of August 19, 2025.

Roll Call: M. Buchberger, yes; B. Cerniglia, yes; A. Jogee, yes; K. Michael, yes; E. Nierman, yes; G. Scapillato, yes; D. Tranter, yes. Motion carried 7/0.

Student Learning

Professional Learning for All Staff and Onboarding for New Faculty

Dr. FitzPatrick, along with Ms. Luessow, Ms. Kaffka, and Dr. Kaye, provided an overview of Opening Days professional learning for all staff, and onboarding for new faculty.

Professional learning in District 25 is tailored to staff roles, experiences, and content areas. By offering diverse opportunities, the district empowers staff to continuously improve, supporting students' success and advancing the mission of creating a dynamic learning community.

Student Services – No Report

Business and Finance

2025-2026 Budget

Ms. Mallek updated the Board on the changes to the tentative budget presented at the August 19, 2025 meeting.

Motion: K. Michael moved and A. Jogee seconded the motion that the Board of Education adopt the 2025-2026 Budget as presented.

Roll Call: M. Buchberger, yes; B. Cerniglia, yes; A. Jogee, yes; K. Michael, yes; E. Nierman, yes; G. Scapillato, yes; D. Tranter, yes. Motion carried 7/0.

Administrator Compensation Report Public Act 96-0434

Ms. Mallek noted that this item must be presented to the Board before it is posted on the website by October 1.

Administrator and Teacher Salary & Benefit Report 2025

Ms. Mallek noted that this item must be presented to the Board before it is posted on the website by October 1.

Facilities Management – No Report

Personnel and Planning

Sixth Day Enrollment

Ms. Perri reviewed enrollment data from Thursday, August 28, 2025. The total enrollment from Early Childhood to 8th grade is 5,292 which is a decrease of 74 students from last year. 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.

Superintendent Report

Superintendent Update

Dr. Kaye shared updates with the Board on various items including the Connection with the Board event at the Arlington Heights Farmers Market on September 27; an update on the Strategic Plan Refresh Team, which will launch soon; and congratulating the Board for earning the 2025 School Board Governance Recognition Award.

Freedom of Information Act Report

- Sheri Reid, Data Acquisition Specialist of SmartProcure requested information on vendors; a response was provided on August 19, 2025.
- William Boodro requested information on CM Fee Invoice Schedules; a response was provided on August 21, 2025.
- Janie Jordan of Data Research Partners LLC, requested information on employees; a response was provided on August 25, 2025.
- Owen Wang of North Cook News, requested information on AP Scholars; a response was provided on September 2, 2025.
- Owen Wang of North Cook News, requested student information; a response was provided on September 11, 2025.
- Owen Wang of North Cook News, requested information on principal contracts; a response was provided on September 12, 2025.

- CT Mills requested information on curriculum, technology and assessment contracts; a response was provided on September 15, 2025.
- William Boodro requested information on a capital improvement bid; a response was provided on September 16, 2025.

First Reading of Policies

Dr. Kaye highlighted the clarifications requested and any changes recommended by the Board's Policy Committee for adoption.

PRESS 119:

1:10	School District Legal Status
1:20	District Organization, Operations, and Cooperative Agreements
1:30	School District Philosophy
2:10	School District Governance
2:80	Board Member Oath and Conduct
2:120-E1	Guidelines for Serving as a Mentor to a New School Board Member
2:120-E2	Website Listing of Development and Training Completed by Board Members
2:125-E3	Resolution to Regulate Expense Reimbursements
2:130	Board-Superintendent Relationship
2:220-E4	Open Meeting Minutes
2:220-E7	Access to Closed Meeting Minutes and Verbatim Recordings
2:220-E9	Requirements for No Physical Presence of Quorum and Participation by Audio or Video During Disaster Declaration
2:240-E1	PRESS Issue Updates
2:240-E2	Developing Local Policy
3:30	Chain of Command
4:50	Payment Procedures
4:180	Pandemic Preparedness; Management; and Recovery
5:20-E	Resolution to Prohibit Sexual Harassment
5:270	Employment At-Will, Compensation and Assignment
7:40	Nonpublic School Students, Including Parochial and Home-Schooled Students
7:90	Release During School Hours
7:130	Student Rights and Responsibilities
7:140	Search and Seizure
7:325	Student Fundraising Activities
8:80	Gifts to the District
8:110	Public Suggestions and Concerns

Misc:

5:180	Temporary Illness or Temporary Incapacity
8:12	Community Involvement in Decision Making

Community Input - None

Future Agenda Items

Topics with Dates to be Determined - None

New Topics – None

Motion: K. Michael moved and A. Jogee seconded that the Board of Education return to the Closed session meeting at 8:50 p.m. for the same reasons as previously stated.

Roll Call: M. Buchberger, yes; B. Cerniglia, yes; A. Jogee, yes; K. Michael, yes; E. Nierman, yes; G. Scapillato, yes; D. Tranter, yes. Motion carried 7/0.

The Board returned to open session at 9:48 p.m.

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

Roll Call: M. Buchberger, yes; B. Cerniglia, yes; A. Jogee, yes; K. Michael, yes; E. Nierman, yes; G. Scapillato, yes; D. Tranter, yes. Motion carried 7/0.

The Board adjourned the regular meeting at 9:48 p.m.

Submitted,

Dr. Brian A. Kaye
Superintendent
for
Lana M. O'Brien
Recording Secretary

Approved:

President
Board of Education

Secretary
Board of Education

Date minutes available for public inspection:

Date minutes posted on District website:
