

**MINUTES OF REGULAR MEETING,  
BOARD OF EDUCATION, SCHOOL  
DISTRICT #225, COOK COUNTY,  
ILLINOIS, MARCH 13, 2023**

A regular meeting of the Board of Education, School District No. 225 was held on Monday, March 13, 2023, at approximately 7:00 p.m. at Glenbrook District Office Public Meeting Room 100A, pursuant to due notice of all members and the public.

The president called the meeting to order. Upon calling the roll, the following members answered present:

Doughty, Glowacki, O'Hara, Seguin, Sztainberg, Taub

Also present: Georges, Gravel, Johns, Markey, Romano, Smith, Swanson, Williamson

**Approval of the Agenda for this Meeting**

Motion by Mr. Glowacki, seconded by Mr. O' Hara to approve the agenda for this meeting.

Upon calling of the roll:

aye: Doughty, Glowacki, O'Hara, Seguin Sztainberg, Taub

nay: none

Motion carried 6-0

**Recognition of Community Visitors**

None.

**Board and Superintendent Reports**

The administration provided an update regarding events and activities in the district and shared a video that showed some changes and updates to our science classrooms' learning spaces.

Mr. Shein arrived at approximately 7:10 p.m.

**Motion to Approve Consent Agenda Items**

Motion by Mr. Glowacki, seconded by Mr. Taub to approve the following items on the consent agenda:

- A. Personnel Report

- B. FOIA
- C. Approval of Accounts Payable Bills
- D. Approval of Payroll Disbursements
- E. Approval of Revolving Fund Reimbursement
- F. Minutes
  - a. February 27, 2023 Special Board Meeting
  - b. February 27, 2023 Special Closed Board Meeting
  - c. February 27, 2023 Regular Board Meeting
  - d. February 27, 2023 Regular Closed Board Meeting
  - e. March 06, 2023 Facilities Committee Meeting
- G. Gifts
- H. Textbook Changes
- I. Glenbrook Aquatics FTE Increase
- J. Overnight Trip for Glenbrook North Students to Participate in the FCCLA State Competition in Springfield, Illinois
- K. Overnight Student Trip for Glenbrook South Students to Attend the Business Professionals of America State Officer Training in Oak Brook, Illinois
- L. Overnight Student Trip for Glenbrook South Students to Attend the Business Professionals of America National Leadership Conference in Long Beach, California
- M. Overnight Trip for Glenbrook North Students to Participate in the ICTM State Math Competition in Normal, Illinois
- N. Overnight Trip for Glenbrook South Students to Participate in the FCCLA State Competition in Springfield, Illinois

aye: Doughty, Glowacki, O'Hara, Seguin, Shein, Sztainberg, Taub

nay: none

Motion carried 7-0.

### **Curriculum Reports: Tools and Technology**

The administration:

- Shared their work in the areas of tools and technology in the Science and Special Education departments
- Outlined successes and challenges of piloted classrooms in the Science department
- Reviewed the next steps in the science classroom refresh project
- Commented that Special Education has focused on the tools that we have adopted; utilizing PowerSchool Special Programs and Panaroma
- Stated that these tools have allowed us to re-examine our practices by using data to inform our decisions
- Outlined benefits of the new tools including data sharing, and strengthening communication with general education teachers, and parents as well
- Discussed the benefits of in-house training on these new tools
- Noted that Off Campus is starting their classroom learning spaces pilot in April

In response to board members' questions, the administration:

- Provided an explanation of the process to determine modifications in the learning spaces leading to a final prototype
- Reviewed some recent changes e.g. probe ware and eco-conscious products
- Briefly discussed what we have learned from virtual teaching related to wet labs compared to simulations
- Explained past storage challenges and the current positive classroom experience
- Commented that we do not know what technology has in store for us in the future, but excited to see what will be available and will continue to explore
- Shared experiences in the "new" classrooms
- Clarified how PowerSchool and Panorama work together
- Noted that these tools help streamline processes
- Expounded that parents will have access to information as part of a parent portal and noted that we already have a process for sharing information with outside providers consistent with Illinois student records laws
- Explained how we can track the post-secondary progress of our special education students through the Illinois State Board of Education and a post-secondary survey called Indicator 14
- Acknowledged that when we share student data we include comparison data to peers to help provide contextual information for determining eligibility for special services or accommodations
- Stated that it will take time to determine what information will be available through the parent portal, but the goal is to make all relevant IEP document accessible to families
- Discussed how students' disabilities are validated for post-secondary education purposes to set students up for success in college or other endeavors
- Commented on how Panorama's intervention program helps wrap all services around a student in a collaborative way and helps not duplicate work in different departments or in communication; discussed some trend information that is built into Panorama, as well as different features that are available
- Clarified that Panorama contains information relative to all students and Special Programs is designed to support information and processes specifically for students with disabilities

### **Award of Bids for Summer 2023 Capital Projects**

The administration:

- Reminded the Board where they are in the process of work for the summer of 2023
- Provided background on the bidding process including alternate bids
- Shared an overview of the work needed to update a student common space at GBN
  - Noted an alternate bid was put in place for the ceiling project which will add \$52,500 to the project because it is a key student space in the building
- Supplied a rationale for the needed updates to the common student space at GBN
- Would like to put out to bid to refresh the carpeting, add soft seating and make the ceiling consistent with that in the student activity center
- Is asking for the \$333,000 to do additional work to update the space such as

carpeting

- Noted the money would come from the existing capital projects fund
- Explained how money is transferred each year for capital projects
- Addressed the need for standardization of items such as ceilings
- Recommended bringing back on the consent agenda at the March 20, 2023 board meeting an updated document that will include all base bids, and the alternate bid will be pulled from the document
- Noted that an alternate bid for ceiling tiles along with carpeting and furniture will be brought to the April 10 board meeting
- Recommended rejecting the bid from Chicago Flyhouse for the Glenbrook North CPA rigging, drapery, and acoustical ceiling replacement work for \$1,545,763
  - It is recommended that this project be:
    1. Deferred to the Summer of 2024; and
    2. Rebid in April 2023, with the awarding of a bid in May 2023
  - Explained that this revised timeline will increase the bidding competition and allow contractors with longer lead times the opportunity to bid

In response to board members' questions, the administration:

- Described the proposed ceiling tile and how it differed from the classroom ceilings
- Briefly explained the process
- Indicated that future bids may come earlier in December to get ahead on projects and guarantee work and materials are available

Board members:

- Suggested having a master plan to do things in a purposeful way
- Expressed interest in bidding on additional work

### **Replacement of Batting Cages at Glenbrook South**

The administration:

- Stated that Glenbrook South's two baseball batting cages and one softball batting cage poles are deteriorating
- Explained that after reviewing current and future needs, and repair opportunities, a total replacement is necessary
- Commented that the estimated cost to replace the three batting cages as described above is \$85,000; the Booster Club has raised some of the money and some of the money will come from the building's operating budget
- Shared that the project will be funded primarily through fundraising dollars, and the 2022-23 school operating budget
- Recommended that the project be bid and results be brought to the March 20, 2023 board meeting for discussion

In response to a Board member's questions, the administration:

- Reviewed how the process for Booster Club donations works; typically the Booster Club identifies that there is a need and then works with the administration to fulfill the need
- Noted that these projects don't have to go through a bidding process because the work is funded by a donation
- Explained that typically projects are discussed a year in advance and presented to the Facilities Committee
- Clarified the differences between the baseball and softball areas

### **General Education Licensed Personnel Staffing Plan for the 2023-2024 School Year**

The administration:

- Described the development of the new staffing process
- Stated that historically the school district utilized a formula for determining the amount of licensed personnel required for the upcoming school year
- Noted that while the formula has offered staffing levels that have met most student needs for several decades, it has had its limitations
- Shared that this year the Cabinet and building administrative teams (BATs) worked collaboratively to review the historical approach to staffing and sought to transition to a zero-based approach where the staffing plan is wholly based on student and school needs
- Proposed an increase of 9.9 FTE from the 2023-24 school year
- Highlighted the historical and new opportunities for teacher leadership roles in core academic departments and student services that span a wide range of responsibilities in supporting the operation of the school, and offering additional support to parents, students, and teachers
- Described the rationale for the need for the number of additional staff in particular in the EL area and Multi-Tiered System of Support (MTSS) and other teacher leadership areas

In response to board members' questions, the administration:

- Clarified the support in math at GBN and the movement of FTE in math to an intervention space
- Explained differences in staffing between the schools and differences in the larger at-risk populations between the schools
- Reviewed the difference between equity and parity between the buildings
- Noted that one building has more social workers and the other has more psychologists within the student services departments based upon specific historical needs
- Commented that the reason for the increase in psychologists is to support the 504 needs that have increased exponentially

- Stated that we will have to be tighter in other areas of the budget to support this staffing increase
- Explained that we will use ongoing revenues to sustain the increase in FTE because we will have a significant number of retirements that will be a cost-saving to the district
- Validated that some classes have to be smaller to meet the type of student needs required to be addressed by statute or in School Code
- Described the reduction in force process and the reassignment of tenured licensed staff based upon their licensures and shifting to other courses or traveling to the other school
- Noted that teachers on special assignments could be shifted to teaching assignments to address fluctuations in enrollment
- Remarked that students and staff can shift between buildings to support student requests and staff with teachers
- Summarized the process for determining FTE in comparison to past practice

**General Education Licensed Personnel Staffing Plan for the 2023-2024 School Year**

Motion by Mr. Glowacki, seconded by Ms. Seguin to approve the licensed personnel staffing plan as described here tonight for the 2023-2024 school year as presented.

aye: Doughty, Glowacki, O'Hara, Seguin, Shein, Sztainberg, Taub

nay: none

Motion carried 7-0.

**Board Policy and/or Procedures**

**a. 3020 Procedures - Administrative Personnel**

The administration:

- Stated that in our ongoing effort to review our policies and procedures, the Policy Committee has vetted these procedures
- Described current practice is now in policy so that new hires can see all elements of compensation for administrators
- Noted the Board maintains the ability for deviations from policy
- Reflects current reality just put into practice
- Recommended the addition in Section C - Base Salary Compensation
- Noted the additional language outlines in greater detail how an administrative salary structure is determined as it relates to a factor of the base salary placement of an administrator on the teacher's salary schedule
- Commented that these procedures will be on the consent agenda at the next board meeting

In response to Board members' questions, the administration:

- Responded that we are conducting a comprehensive salary study, but an initial look shows that we are competitive in the marketplace; there is flexibility in placement on step
- Clarified regarding 260 employees and the number of work days giving consideration for paid vacation and holidays; the number of days and level of responsibility are both considered in salary percentages
- Suggested having conversations about the hiring process falling within the targets in comparison to other districts

### **Establishing the Date for the Organization of the Board of Education Meeting**

The administration:

- Stated that this is an annual announcement required by board policy to set the date of the organizational meeting of the Board of Education
- Recommended May 1, 2023 as the organizational meeting

### **Review and Summary of Board Meeting**

The board president summarized the Board meeting and shared the future meeting dates.

### **Possible Topics for Future Board Meetings**

Future Meeting Dates:

Monday, March 20, 2023 - 7:00 p.m. - Regular Board Meeting

Monday, April 10, 2023 - 7:00 p.m. - Regular Board Meeting

### **Motion to Move into Closed Session**

Motion by Mr. Glowacki, seconded by Mr. Taub to move into closed session at approximately 10:15 p.m. to consider the appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body or legal counsel for the public body, including hearing testimony on a complaint lodged against an employee of the public body or against legal counsel for the public body to determine its validity; student disciplinary cases; litigation, when an action against, affecting or on behalf of the particular public body has been filed and is pending before a court or administrative tribunal, or when the public body finds that an action is probable or imminent, in which case the basis for the finding shall be recorded and entered into the minutes of the closed meeting (Section 2(c) (1), (9) and (11) of the Open Meeting Act).

Upon calling of the roll:

aye: Doughty, Glowacki, O'Hara, Seguin, Shein, Sztainberg, Taub

nay: none

Motion carried 7-0.

**Motion Regarding Student Discipline**

Motion by Mr. Glowacki, seconded by Mr. Taub move that we expel student 02202023 per terms and period discussed in closed session and as outlined by the MDRC.

Upon calling of the roll:

aye: Doughty, Glowacki, O'Hara, Seguin, Shein, Sztainberg, Taub

nay: none

Motion carried 7-0.

The Board returned to the open session at 12:01 a.m.

**Adjournment**

Motion by Mr. Glowacki, seconded by Mr. Taub to adjourn the meeting at approximately 12:01 a.m.

Upon the call for a vote on the motion, all present voted aye.\*

Motion carried 7-0.

\* Doughty, Glowacki, O'Hara, Seguin, Shein, Sztainberg, Taub

CERTIFIED TO BE CORRECT:

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PRESIDENT - BOARD OF EDUCATION

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SECRETARY - BOARD OF EDUCATION