

**MINUTES OF REGULAR MEETING,
BOARD OF EDUCATION, SCHOOL
DISTRICT #225, COOK COUNTY,
ILLINOIS, AUGUST 14, 2017**

A regular meeting of the Board of Education, School District No. 225 was held on Monday, August 14, 2017, at approximately 7:04 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 of the roll, the following members answered present:

Boron, Doughty, Glowacki (arrived at 7:45 p.m.), Shein, Taub

Absent: Hanley, Kim

Also present: Fagel, Finan, Geallis, Geddeis, Gravel, Riggle, Swanson, Williamson

Approval of Agenda for this Meeting

Motion by Mr. Doughty, seconded by Mr. Boron to approve the agenda for this meeting.

Upon calling of the roll:

aye: Boron, Doughty, Shein, Taub

nay: none

Motion carried 4-0.

Glenbrook Stories

None.

Recognition of Community Visitors

None.

Board and Superintendent Reports

Dr. Riggle:

- Noted today was the first day of school for new teachers
- Provided a construction update and stated that on Friday the ROE will do their inspection
- Stated today was the first day for 10 month custodians and we can already see a big change in the buildings

Dr. Finan:

- Provided a short overview of the new teacher's first day schedule

Mrs. Fagel:

- Shared that we are off to a good start
- Noted it is very generous to give the new teachers 5 days to prepare for the school year

- Stated the new gym floor is beautiful, bleachers are going in and the concession stand is coming along beautifully
- Thanked Casey Wright and Brian Murdy for their work getting the school ready

In response to a board member’s question, Dr. Finan and Mrs. Fagel shared the activities scheduled for tomorrow.

Motion to Approve Consent Agenda Items

A board member complimented the administration on the new paperwork for professional leave.

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

1. Appointments
 - a. Certified

Name	School	Position	Salary	Start Date
Jessie Berkenfield	GBS	Counselor	MA, Step 1, .2 FTE	August 21, 2017
Lauren Carranza	GBN	Spanish Teacher	BA, Step 8, .8 FTE	August 21, 2017
Josh Morrel	GBN	World Language Instructional Supervisor	MA + 30, Step 8, 1.0 FTE, Plus 15% for 203 Days	August 7, 2017

- b. Support Staff

<u>Name</u>	<u>Building Position</u>	<u>Calendar FTE Start Date</u>	<u>Schedule Salary</u>	<u>Hourly Wage</u>
Colletti, Danielle	GBN SPED IA	186.5 .67 8/21/17	IA-2/Step 3 \$26,819	\$19.17
D’Andrea, Samantha	GBN Head Age Group Coach, GA	260 1.0 7/3/17	EX-P/Step 0 \$30,160	\$14.50
Demos, Michael	GBS Dean’s IA	186.5 .67 8/21/17	IA-2/Step 4 \$27,353	\$19.56
Duerst, Elizabeth	GBN SPED IA	186.5 .67 8/21/17	IA-2/Step 3 \$26,819	\$19.17
Fuentes, Brenda	GBN Evening Custodian	203 .78 8/21/17	CU-E/Step 1 \$30,131	\$18.55

Green, Aaron	GBS Science IA	186.5 .78 8/21/17	IA-2/Step 5 \$27,898	\$19.94
Gutierrez, Roberto	GBN Evening Custodian	260 1.0 7/3/17	CU-E/Step 8 \$45,417	\$21.84
Hianik, Therese	GBS Library Assistant	186.5 .54 8/21/17	IA-2/Step 2 \$39,103	\$18.80
Hoshaw, Matthew	GBS PE Fitness Coordinator	239 .92 8/7/17	X-1/Step 1 \$37,729	\$19.73
Houmpavlis, Konstantina	GBN Math IA	186.5 .26 8/21/17	IA-2/Step 3 \$26,819	\$19.17
Kudert, Grant	GBN Science IA	186.5 .16 8/21/17	IA-2/Step 3 \$26,819	\$19.17
Luke, Gregory	GBN Dean's Para	186.5 .67 8/21/17	Para-1 \$21,696	\$15.51
Nabolotny, Michael	GBN Dean's IA	186.5 .67 8/21/17	IA-2/Step 2 \$26,296	\$18.80
Najera, Maria	GBS Evening Custodian	260 1.0 8/7/17	CU-E/Step 2 \$39,573	\$19.03
Perkins, Justin	GBN Science IA	186.5 .63 8/21/17	IA-2/Step 7 \$27,087	\$20.75
Peterson, Sue	GBS Library IA	186.5 .67 8/21/17	IA-2/Step 4 \$27.353	\$19.56

2. Resignations/Terminations
 - a. Certified - none
 - b. Support Staff

<u>Name</u>	<u>Position</u>	<u>Effective</u>	<u>School</u>
Brander, Dawn	Testing Coordinator	7/31/17	GBS
Cain, Andrea	Math IA	6/8/17	GBS
Guilde, Andrew	Dean's IA	7/24/17	GBS
Kozuch, Jennifer	Preschool IA	8/1/17	GBN
O'Neil, Calley	Technology Trainer	6/16/17	GBN
Schroeder, Robin	English TLC IA	7/24/17	GBS

3. FOIA
4. Approval of Accounts Payable Bills
 - August 15, 2017 = \$3,794,513.84
5. Approval of Payroll Disbursements - none
6. Minutes
 - July 17, 2017 Finance Committee
 - July 24, 2017 Regular Board Meeting
 - July 24, 2017 Closed Board Meeting

7. Gifts

Gift From	Amount or Item	School	Department	Account
Carol Bell	\$1000.00	GBS	Science - Horticulture Project	ESSC4200
AT&T Corporate Giving Program	\$50.00	GBS	Special Events - Teacher Appreciation	830940

8. Resolution Abating the Working Cash Fund
9. Approval of Professional Leave Expenses

- a. Steelcase
- b. 2017 Teaching and Learning Conference
10. Academic Attainment
11. GBS and GBN Debate Travel Schedule for 2017-2018
12. Approval of Revolving Fund Disbursement = \$7,958.60
13. Certified FTE Adjustment for the 2017-18 School Year

Upon calling of the roll:

aye: Boron, Doughty, Shein, Taub

nay: none

Motion carried 4-0.

Discussion/Action: District Initiatives for 2017 - 2018

Dr. Riggle stated this is a first look at the work identified by the administration for the 2017-2018 school year.

District-wide Initiatives

1. Collective bargaining
 - a. GEA - new agreement on language and total compensation
 - b. GESSA - new agreement on total compensation
 - c. GESPA - new agreement on total compensation
2. Wellness & Meaningful Work
 - a. Homework - next steps
 - b. 80/20 implementation
 - c. Final evaluations (exams): philosophy and policy
 - d. School calendar for 2019 - 2020
 - e. School start time
 - f. Late arrival days
 - g. Digital Citizenship
 - h. Learning spaces project
3. Security review and Crisis planning
 - a. Review of existing crisis plans
 - b. 4E training and implementation: <http://www.tieronetacticalsolutions.com/>
 - c. Recommendations for facility enhancements
 - d. *FINAL PRODUCTS*: updated crisis manual for each building (GBN, GBS, GBOC / GBE, Glenbrook Transition, and GDO using common template) and training schedule for 4E implementation
 - e. ISBE template for School Emergency Operations: www.isbe.net

4. Further development of websites and intranet
5. Enhancement of social media
6. State Compliance Review (TBD by ROE)
7. Life Safety Projects for Summer 2018
8. Technology Department Restructuring
9. Records maintenance - continue movement to reduce and digitize records
10. Transportation Study

Board Policies– numerous policies will be reviewed during the 2017-2018 school year

Dr. Riggle asked the Board for thoughts and priorities of the Board.

Board members:

- Stated collective bargaining is critical
- Would like a report on homework (conversations, what is actually being done)
- Asked for a follow-up report with more detail (timelines and expected outcomes)
- Suggested a timeline and/or rollout plan on Mindsets
 - Discussed the importance of the character component
 - Civility missing from daily life
 - Does not want the importance of character lost in the process
 - Character is critical in children's growth and they look to teachers and their peers, respect must be articulated and reinforced

Building Level

GBN

Dr. Finan provided an overview of the undertaking that GBN will be working on over the next school year:

1. A GBN Community Mindset
2. Community Mindset Narrative

Dr. Finan stated a detailed report will be brought back to the Board based on the work being completed.

GBS

Mrs. Fagel stated that the measurable outcomes of the work needs to be more fully developed. She shared the members of the team that are working on the Identity initiative rollout and stated they started by asking staff what is most important to them

1. Identity – student's identity – maximize the student's full potential
 - a. Information provided for staff
 - b. How staff engage in the work: process graphic

The Mindset theory is being developed district wide. The core work gets done in the departments. The departments will be used to implement the theory throughout the organization.

In response to board members' questions on additional work outside of initiatives or more detailed information on initiatives, the administration:

- Explained two bonds come due in 2018 that will need to be reviewed
- Noted Elizabeth Hennessey is no longer part of William Blair and further conversations will be had at the September finance committee meeting
- Additional outstanding topics include student transportation review and additional discussion on student fees
- Reviewed work on wellness/meaningful work (80/20, TEAM, quantity and quality) and noted teachers have been very reflective on the data collected
- Provided feedback on homework free zone conversations which will continue, but go hand in hand with calendar and explained current challenges, no specific deadlines
- Provided some specifics on board policies that need work, outlined policy priorities, many of the policies need clean up and some will need collective bargaining to be completed before revisions can be made
- Provided information on the district's technology security
 - Shared our technology staff's security certifications
 - Noted continued security audits will be performed
 - Stated a fulltime technology security staff person is not needed at this time
 - Reviewed our in-house staff members who are responsible for both the network and computer security
 - Technology security will be added to initiatives
- Explained who is part of the ILT (Instructional Leadership Team)
- Answered clarifying questions on how the Mindset theory is being implemented, the next steps and discussed how the vision is developed
- Noted the Identity initiative has not been rolled out to the parents, it is being rolled out to the staff first, hopefully next year to parents and students

Dr. Riggle stated that we will continue to refine and revise the scope of work for 2017-2018. We will work on getting timelines and outcomes and bring back a document for further conversation.

Miscellaneous Topics

In response to a board member's question, Dr. Riggle:

- Stated if the Board wants to look into the feasibility of black box theatres this should be a topic for a Finance committee meeting
- Noted the Board should discuss the level of interest and financial realities
- Can provide data on theatre student numbers

A Board member stated he understands the fiscal restraints, but we need to dream big. It is necessary to review to know if it is a possibility.

Dr. Riggle asked the Board members for their feedback.

The Board president stated the Board should wait until we have the full board to discuss the desire to move forward on this topic. Would like to wait to see if we have the full consensus of the Board. This topic will be added to the next regular board meeting's agenda.

Dr. Riggle stated he would put together a document for that meeting with a possible approach to the topic for the Board's review. He noted the estimated cost for the black box theatres the last time we looked at this was \$3.5M for each school, a total of \$7M.

Review and Summary of Board Meeting

Upcoming Board Meetings:

Monday, August 21, 2017 – 6:00 p.m. - Special Board Meeting
Monday, August 28, 2017 - 7:00 p.m. - Regular Board Meeting

Motion to Move into Closed Session

Motion by Mr. Doughty, seconded by Mr. Boron to move into closed session at approximately 8:24 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;
- the selection of a person to fill a public office, as defined in this Act, including a vacancy in a public office, when the public body is given power to appoint under law or ordinance, or the discipline, performance or removal of the occupant of a public office, when the public body is given power to remove the occupant under law or ordinance;
- student disciplinary cases;
- and 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), (3), (9), and (11) of the Open Meetings Act).

Upon calling of the roll:

aye: Boron, Doughty, Glowacki, Shein, Taub

nay: none

Motion carried 5-0.

The Board returned to open session at 9:52 p.m.

Adjournment

Motion by Mr. Boron, seconded by Mr. Taub to adjourn the meeting at approximately 9:52 p.m.

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

Motion carried 5-0.

* Boron, Doughty, Glowacki, Shein, Taub

CERTIFIED TO BE CORRECT:

PRESIDENT - BOARD OF EDUCATION

SECRETARY - BOARD OF EDUCATION