

**BOARD OF EDUCATION**  
**COMMUNITY CONSOLIDATED SCHOOL DISTRICT 64**  
**Minutes of the Regular Board of Education Meeting held at 5:30 p.m.**  
**July 17, 2017**  
**Jefferson School - Multipurpose Room**  
**8200 N. Greendale, Niles, IL 60714**

Board President Anthony Borrelli called the meeting to order at 5:34 p.m. Other Board members in attendance were Fred Sanchez, Larry Ryles, Tom Sotos, Rick Biagi, and Eastman Tiu. Board member Mark Eggemann arrived at 5:49 p.m.; Board member Sotos departed at 10 p.m. Also present were Superintendent Laurie Heinz, Chief School Business Official Luann Kolstad, Assistant Superintendent for Human Resources Joel T. Martin, Public Information Coordinator Bernadette Tramm, and about 10 members of the public.

Board of Education meetings are videotaped and may be viewed in their full length from the District's website at: <http://www.d64.org>.

**PLEDGE OF ALLEGIANCE**

The Pledge was led by Board member Ryles.

**BOARD PRESIDENT REMARKS**

Board President Borrelli noted that a closed session would be added to the agenda following the planned New Board Member Orientation led by the District's legal counsel.

Board President Borrelli provided an update on the status of negotiations with secretarial, custodial and maintenance employees organized as the Support Staff Council (SSC). He reported that the scheduled meeting had been canceled as had the Board's own finance and salary discussions, but stated that this was not a cause for consternation. He reported that to save negotiating time, the Board would offer its already designed salary model discussed previously with the entire Board, and will await a response before moving forward.

Board President Borrelli then reviewed possible dates for the rescheduled Board member training led by a representative of the Illinois Association of School Boards (IASB); Board members agreed on September 25 for this session at which all members must be present.

**PUBLIC COMMENTS**

Board President Borrelli invited public comments on items not listed on the agenda, which were received as follows:

- Dara Soljaga, Liz Cataudella and Bridget Roberts individually expressed concerns regarding the announcement by Park Ridge Police of a threat posted on social media toward Maine South High School that involved a Lincoln Middle School student, communication to Lincoln parents about the matter, and ongoing communication to parents about student behavior issues that arise during the school year.

Board President Borrelli, Dr. Heinz and Mr. Tony Loizzi, the District's legal counsel, all provided clarifying information on messages provided to the school community based on the police investigation

and continuing legal proceedings, and affirmed the District's commitment to ensuring the safety of all students and providing timely communications within the confines dictated by numerous state and federal student privacy laws.

Board members, Dr. Heinz and Mr. Loizzi further discussed communications about student behavior issues, the range of incidents that might be communicated to parents and when this might occur, and what is permissible to be shared under privacy laws and potentially in coordination with local law enforcement.

**NEW BOARD MEMBER ORIENTATION**

Board President Borrelli introduced Mr. Loizzi of the District's legal firm Hodges, Loizzi, Eisenhammer, Rodick & Kohn LLP and noted the exceptional help provided by Mr. Loizzi and the firm in recently negotiating new Collective Bargaining Agreements with the Park Ridge Education Association and the Park Ridge Teacher Assistants Association. Mr. Loizzi provided a brief background of the firm and then distributed the firm's handbook providing summaries of key legal concerns specifically for school board members. He then reviewed seven primary areas and provided clarifying information on numerous questions put forward by Board members throughout his presentation: Board Member Oath of Office; Illinois Open Meetings Act (OMA); Illinois Freedom of Information Act (FOIA); Board Member Prohibited Conduct; Miscellaneous Legal Matters including the Illinois Educational Labor Relations Act, Student Issues, Education Reform, Employee Dismissal, Contract Bidding, and Subcontracting; and IASB Board Member Roles & Responsibilities and Board Member Governance.

Board members, Mr. Loizzi and Dr. Heinz then turned to a discussion of Mr. Loizzi's legal memo concerning the Board's responsibility to confirm employee hiring typically included for approval as the Personnel Report within a Consent Agenda. It was agreed by consensus that going forward, the Board's level of involvement in hiring of individuals named in the Personnel Report would be clarified initially by the wording on the agenda, a statement read before the action item at the meeting, and within the language of the motion itself.

**BOARD RECESSES AND ADJOURNS TO CLOSED SESSION**

At 8:18 p.m., it was moved by Board President Borrelli and seconded by Board member Sotos to adjourn to closed session to discuss student disciplinary cases [5 ILCS 120/2(c)(9)].

The votes were cast as follows:

AYES: Tiu, Eggemann, Biagi, Borrelli, Sotos, Ryles, Sanchez

NAYS: None.

PRESENT: None.

ABSENT: None.

The motion carried.

The Board adjourned from closed session at 9:15 p.m. and following a short recess, reconvened the regular Board meeting at 9:18 p.m. In addition to those mentioned previously, Director of Innovation and Instructional Technology Mary Jane Warden, Director of Student Services Jane Boyd, and Assistant Director of Student Services Vasiliki Frake were also present.

### **STUDENT WELLNESS, DATA & CITIZENSHIP EDUCATION**

Dr. Heinz, joined by Director of Student Services Jane Boyd, reviewed District 64's approach to student wellness and citizenship education, which focuses on helping students make positive choices. They addressed the programs in place to promote healthy social emotional development, provide preventative wellness education, and create relationships with positive role models. They pointed out that social emotional learning is comprised of five components: self-awareness, self-management, responsible decision-making, relationship skills, and social awareness. District 64 has a comprehensive grades K-8 curriculum based on wellness in all its forms that covers a specific list of continuing topics and is also responsive as new issues evolve in the community. Dr. Heinz and Director Boyd noted that social emotional learning is part of District 64's 2020 Vision Strategic Plan and also encompasses the state learning standards in these areas. The social emotional curriculum follows the same pyramid format as academic instruction, where all students receive high quality Tier 1 instruction that is preventative and proactive. They pointed out that based on the positive experience of using the Second Step curriculum for several years at different grade levels and schools, it would be implemented District-wide at all grade levels K-8 beginning with the 2017-18 school year as the District's Tier 1 program provided to all students. In conjunction with Second Step, the District also is beginning to utilize a system called Positive Behavior Intervention and Supports (PBIS) to organize how each school approaches discipline and how the data about discipline infractions are charted, so that the data can be tracked and utilized to potentially spot emerging concerns and provide additional instruction or support. Director Boyd noted that all District 64 schools already have behavior expectations that are organized using different acronyms linked to positive behaviors, such as SOARS or ROARS. They noted that PBIS is useful in building common language and expectations around student discipline so that it can be better coordinated across the District. Dr. Heinz and Director Boyd also provided examples of the type of additional social emotional learning opportunities and support aligned with best practice offered in Tier 2 for about 5-10% of students and the most intensive support offered in Tier 3 required by perhaps 1-5% of all students. Dr. Heinz and Director Boyd also noted that the District gathers data from connectedness surveys of students, school climate surveys, and the 5Essentials survey and monitors this information to spot trends and make adjustments to instruction proactively. Dr. Heinz reviewed and discussed with Board members the annual discipline data report tracking various infractions and noted that the total number of infractions had declined over the past three years to just over 100 for the 2016-17 school year. Dr. Heinz noted that the data is reviewed monthly by school teams to inform areas of need or identify any patterns. Dr. Heinz affirmed that District 64's model for social emotional learning also is supported by strong family and community partnerships, and provided examples of these important interconnections.

Moving to a focus area for 2017-18, Dr. Heinz was joined by Park Ridge Police Chief Frank Kaminski to provide an update on vaping as an emerging community-wide wellness concern. Dr. Heinz noted that the District was moving forward in creating a "Healthy U" Parent University program in 2017-18 that would target this issue specifically, working in conjunction with the Maine Community Youth Assistance Foundation (MCYAF) and focusing on middle school students, parents and staff. Chief Kaminski updated the Board on the changes to the City's local smoking ordinance to add specific penalties for underage use of vaping/electronic smoking devices. The discussion then turned to a proposal under consideration to potentially introduce School Resource Officers (SRO) into the middle schools as a pilot program in 2017-18. Chief Kaminski provided background on how SROs are used at the high schools and the positive benefits of developing trusting relationships between police and students. Following discussion, the Board consensus was in support of pursuing this proposal further,

and that administration return with a recommendation of the goals for use of SROs at both middle schools as well as timing and cost for further Board consideration and action.

**APPROVAL OF ELEMENTARY HOT LUNCH PRICE AND DISCUSSION OF POTENTIAL SUSTAINABILITY EFFORTS RELATED TO LUNCH PROGRAM**

CSBO Kolstad reported that following approval this spring, administration had moved forward in planning for the transition to Quest Food Management Services as the District’s new food service provider and to introduce hot lunch to the elementary schools for the 2017-18 school year. In tandem with this transition, she reviewed the opportunity to provide different levels of sustainability practices, such as composting, at both the elementary and middle schools, and reviewed the differing potential impact on the base lunch price of \$4.25. She also reviewed incentives offered by the District’s waste hauling provider, Lakeshore Recycling, to initiate composting at the two middle schools for the first year, and an annual donation pledged by Quest to the cost of composting. She recommended that the District initiate a pilot program at a discounted rate for 2017-18. Dr. Heinz, CSBO Kolstad and Board members discussed the various sustainability practices and different ways that the costs could possibly be absorbed through the lunch price, enlisting school PTO/A in support or by other means.

ACTION ITEM 17-07-1

It was moved by Board member Biagi and seconded by Board member Eggemann that the Board of Education of Community Consolidated School District 64, Park Ridge - Niles, Illinois, approve a lunch price of \$4.40 for elementary schools and \$4.30 for middle schools, and authorize composting at all seven buildings for the 2017-18 school year at an expected cost of \$7,000 not to be taken from the capital budget for District 64 and for the administration to endeavor to find alternative methods of funding for that in future years.

The votes were cast as follows:

AYES: Sanchez, Ryles, Borrelli, Biagi, Eggemann, Tiu

NAYS: None.

PRESENT: None.

ABSENT: Sotos

The motion carried.

**APPROVAL OF 2017-18 DISTRICT 64 TITLE I PLAN**

Student Services Director Boyd reported on the District’s use of Title I federal grant funding over the past three years, which have been used to: provide before and after school math tutors at the targeted elementary schools -- Franklin and Field; to employ a full-time math intervention teacher at Emerson; and to provide tuition waivers at Jefferson for students found to be eligible. She reviewed the District’s recommendation to continue participating in the federal Title I grant program and to maintain the focus on remedial math services for 2017-18. She provided further clarifying information about the program funding and focus in response to Board member questions.

ACTION ITEM 17-07-2

It was moved by Board member Eggemann and seconded by Board member Ryles that the Board of Education of Community Consolidated School District 64, Park Ridge – Niles, Illinois, approve the proposed Title I District plan for the 2017-18 school year.

The votes were cast as follows:

AYES: Tiu, Eggemann, Biagi, Borrelli, Ryles, Sanchez  
NAYS: None.  
PRESENT: None.  
ABSENT: Sotos

The motion carried.

**UPDATE ON DISTRICT 64 ENGLISH LANGUAGE PROGRAM AUDIT FINDINGS AND APPROVAL OF FTE ALLOCATION INCREASE**

Student Services Director Boyd and Assistant Director Frake reported on the steadily increasing number of English Learner (EL) students in District 64, having doubled in just seven years, and reviewed the number of languages and services being received by students. They also provided an update on the recent audit conducted by the Illinois State Board of Education. They noted that due to changes in the state's interpretation of scoring on the annual ACCESS English language proficiency assessment taken by EL students, more students are remaining in the program for the upcoming school year. Director Boyd and Assistant Director Frake provided clarifying information about the program requirements and the way District 64 delivers services to students. They recommended that to meet student needs, the District should add 1.0 FTE in EL teacher allocation for the 2017-18 school year.

ACTION ITEM 17-07-3

It was moved by Board member Tiu and seconded by Board member Eggemann that the Board of Education of Community Consolidated School District 64, Park Ridge – Niles, Illinois, approve a 1.0 FTE increase in EL teachers for the 2017-18 school year.

The votes were cast as follows:

AYES: Sanchez, Ryles, Borrelli, Biagi, Eggemann, Tiu  
NAYS: None.  
PRESENT: None.  
ABSENT: Sotos

The motion carried.

**DISCUSSION OF ADMINISTRATIVE AND EXEMPT COMPENSATION INCREASES EFFECTIVE JULY 1, 2017**

Dr. Heinz reported on her goal of attracting and retaining high quality educational leaders to District 64 who will help lead and implement the rigorous 2020 Vision Strategic Plan. She reported that since her arrival in District 64, her approach has been to standardize the process of administrative salary increases by using an objective system to determine raises and how administrators should be compensated when they enter District 64. She referenced a quartile system, based on an individual's years of administrative experience, which is helpful in comparing administrators across area districts that District 64 routinely uses as benchmarks for employment and academic achievement and other metrics. She noted that the goal was to work toward having every administrator be compensated in the correct quartile based on their experience, which has meant that some have received higher annual raises to reach that point while others may be held to a minimal adjustment if they are an outlier in their band. Dr. Heinz reported that her goal would be to receive a budget of \$66,179 to distribute to the administrative group of 18 individuals to provide annual increases for 2017-18 and an additional budget of \$8,821 for market adjustments toward positioning administrators correctly in their appropriate bands in relationship to other benchmark districts, or a total compensation budget of \$75,000. Dr. Heinz also reviewed the compensation increases provided to teachers and teacher assistants as part of the new Collective Bargaining Agreements for these employee groups. She affirmed that the tentative budget for 2017-18

included a placeholder for administrative compensation that would exceed the amount now being requested. Dr. Heinz and Board members discussed whether to continue implementing this standardized, market-driven approach to administrative compensation. Member Biaggi asked for data on percentages of like-Districts to be shared when this topic comes back to the Board. Based on Board discussion, Dr. Heinz will continue refining the proposal and will bring a final recommendation to the Board for consideration at the August 25, 2017 meeting.

## **CONSENT AGENDA**

Board members agreed to remove the Personnel Report from the Consent Agenda and to consider it separately for approval (*see motions below*).

A. PERSONNEL REPORT (*was removed from Consent Agenda and considered separately - see motions below*)

**Marieclaire Apuli** - Employ as C of C Language Arts Teacher at Emerson School effective August 15, 2017 – BA, Step 1, \$50,050.00.

**Paul Csongradi** - Employ as Science/Social Studies Teacher at Emerson School effective August 15, 2017 – BA, Step 1, \$50,050.00.

**Vanessa Kaegi** - Employ as Social Worker Teacher at Field School effective August 15, 2017 – MA24, Step 1, \$63,182.00.

**Kathleen Keesbury** - Employ as (.50) C of C Teacher at Washington School effective August 15, 2017 – MA, Step 1, \$28,784.00.

**Samantha Krasinski** - Employ as Special Education Instructional Teacher at Field School effective August 15, 2017 – BA, Step 1, \$50,050.00.

**Stephen Lieggi** - Employ as Night Custodian at Field School effective July 17, 2017 – \$17.03 Hr.

**Patricia Lubash** – Employ as Exempt Nurse 6.5 hours per day at Roosevelt School effective August 15, 2017 – \$33.00 hr.

**Martin Nocedal** - Employ as (.40) Instrumental Music Teacher at Emerson/Field School effective August 15, 2017 – MA, Step 1, \$23,027.20.

**Jessica Radek** - Employ as Instructional Technology Coach Teacher at Field School effective August 15, 2017 – BA, Step 1, \$50,050.00.

**Audrey Noonan** - Employ as Instructional Teacher at Roosevelt School effective August 15, 2017 – BA, Step 1, \$50,050.00.

**Chrystal Abplanalp** - Employ/Rehire as Teaching Assistant at Lincoln School effective August 15, 2017 - Base, Step 4, \$22,290.45.

**Sandy Blethen** - Employ/Rehire as Part-time (.50) C of C Facilitator at Carpenter School effective August 15, 2017 – BA24, Step 21, \$40,032.50.

**Jennifer Buti** - Employ/Rehire as Part-time (.91) Intervention/C of C Teacher at Roosevelt School effective August 15, 2017 - MA, Step 14, \$69,028.05.

**Megan Erndahl** - Employ/Rehire as Teaching Assistant at Roosevelt School effective August 15, 2017 – Base, Step 4, \$20,698.27.

**Pamela Johnson** - Employ/Rehire as (.50) C of C Teacher at Carpenter School effective August 15, 2017 – MA24, Step 12, \$39,088.50.

**Elizabeth Miller** - Employ/Rehire as 3rd Teacher at Roosevelt School effective August 15, 2017 – MA, Step 2, \$58,506.00.

**Molly Purse** – Employ/Rehire as Teaching Assistant at Field School effective August 15, 2017 - Base, Step 4, \$20,698.27.



80 - Tort Immunity Fund ----- -  
90 - Fire Prevention and Safety Fund ----- -

Checks Numbered: 127448-127700 Total: \$2,258,435.48

Payroll and Benefits for Month of June, 2017

10 - Education Fund----- \$10,914,506.33  
20 - Operations and Maintenance Fund ----- 342,177.24  
40 - Transportation Fund ----- 1,468.65  
50 - Retirement (IMRF/SS/Medicare)----- 153,317.34  
51 - SS/Medicare----- 214,349.00  
80 - Tort Immunity Fund ----- -

Checks Numbered: 13313-13465  
Direct Deposit: 900116877 - 900120676 Total: \$11,625,818.56

The Accounts Payable detailed list can be viewed on the District 64 website [www.d64.org](http://www.d64.org) > Departments > Business Services.

D. DESTRUCTION OF AUDIO CLOSED MINUTES (NONE)

ACTION ITEM 17-07-4

It was moved by Board member Biagi and seconded by Board member Eggemann that the Board of Education of Community Consolidated School District 64, Park Ridge - Niles, Illinois, approve the Consent Agenda of July 17, 2017, which includes the Personnel Report; Bills for the Period Ending June 30, 2017; Bills, Payroll and Benefits for the Period Ending July 17, 2017; and Destruction Audio Closed Minutes (none).

Multiple Board members requested the personnel report be removed from the Consent Agenda and be considered separately. Following clarification of procedures, Board member Eggemann rescinded his second of the motion and Board member Biagi rescinded his motion.

ACTION ITEM 17-07-4(a)

It was moved by Board member Biagi and seconded by Board member Eggemann that the Board of Education of Community Consolidated School District 64, Park Ridge - Niles, Illinois, approve the Consent Agenda of July 17, 2017, which includes Bills for the Period Ending June 30, 2017; Bills, Payroll and Benefits for the Period Ending July 17, 2017; and Destruction Audio Closed Minutes (none).

The votes were cast as follows:

AYES: Sanchez, Ryles, Borrelli, Biagi, Eggemann, Tiu

NAYS: None.

PRESENT: None.

ABSENT: Sotos

The motion carried.

ACTION ITEM 17-07-4(b)



It was moved by Board member Biagi and seconded by Board member Eggemann that the Board of Education of Community Consolidated School District 64, Park Ridge – Niles, Illinois, approve the Personnel Report, noting that the Personnel Report is based on the recommendation of the Superintendent and not upon the Board’s direct knowledge regarding any of the specific individuals selected for employment.

The votes were cast as follows:

AYES: Tiu, Eggemann, Biagi, Borrelli, Ryles, Sanchez

NAYS: None.

PRESENT: None.

ABSENT: Sotos

The motion carried.

### **APPROVAL OF MINUTES**

#### ACTION ITEM 17-07-5

It was moved by Board member Eggemann and seconded by Board member Tiu that the Board of Education of Community Consolidated School District 64, Park Ridge –Niles, Illinois, approve the minutes from the Regular and Closed Session on June 26, 2017.

The votes were cast as follows:

AYES: Tiu, Eggemann, Biagi, Borrelli, Ryles, Sanchez

NAYS: None.

PRESENT: None.

ABSENT: Sotos

The motion carried.

### **OTHER DISCUSSION AND ITEMS OF INFORMATION**

Dr. Heinz reviewed the draft agenda for the August 25 regular meeting; Board members and Dr. Heinz offered additional topics to potentially be addressed at this and other upcoming meetings.

### **ADJOURNMENT**

At 11:35 p.m., it was moved by Board member Eggemann and seconded by Board member Biagi to adjourn, which was approved by voice vote.

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President

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Secretary