

**BOARD OF EDUCATION  
COMMUNITY CONSOLIDATED SCHOOL DISTRICT 64  
Minutes of the Special Board of Education Meeting held at 6:30 p.m.  
August 14, 2017  
Jefferson School - Multipurpose Room  
8200 N. Greendale Avenue, Niles, IL 60714**

Board President Anthony Borrelli called the meeting to order at 6:03 p.m. Other Board members in attendance were Eastman Tiu, Mark Eggemann, Rick Biagi, Larry Ryles and Fred Sanchez. Board member Tom Sotos was not present. Also present were Superintendent Laurie Heinz, Public Information Coordinator Bernadette Tramm, and one member 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>.

**BOARD RECESSES AND ADJOURNS TO CLOSED SESSION**

At 6:04 p.m., it was moved by Board President Borrelli and seconded by Board member Ryles to adjourn to closed session to consider individual student matters [5 ILCS 120/2(c)(10)].

The votes were cast as follows:

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

NAYS: None

PRESENT: None.

ABSENT: Sotos

The motion carried.

The Board adjourned from closed session and resumed the special Board meeting at 6:38 p.m. In addition to those mentioned above, Chief School Business Official Luann Kolstad and approximately 25 members of the public were present.

Board President Borrelli clarified the procedure used by the Board to call a special meeting and also reviewed procedures to be used to remove an item from the Consent Agenda for separate consideration by the Board per Board Policy 2:220 School Board Meeting Procedure.

**PLEDGE OF ALLEGIANCE**

Board member Ryles led the Pledge.

**PUBLIC COMMENTS**

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

- Liz Cataudella, Krista Ward, Roisin Hamilton, Jim Karkazis, Sue Henley, Ana Budisin, Kate DeLaPasqua, Diane Hamel, and Natasha Peric each addressed the Board individually regarding communication to parents surrounding a threat posted on social media toward Maine South High School that involved a Lincoln Middle School student; resolution of the matter to ensure student safety for the opening of school and communications to parents; and ongoing communications about student behavior and discipline concerns that arise through the course of the school year.
- Jim Powers addressed the Board concerning expanding extended day kindergarten to the

elementary buildings to provide more spaces and to consider full-day kindergarten. Board President Borrelli noted that the Strategic Plan calls for an evaluation of the kindergarten program and the potential benefits and costs of extending to a full day program.

Because most of the public comments were delivered in the form of questions, Board President Borrelli, Dr. Heinz and Board members offered clarifying information and comments as each speaker delivered their remarks. Board President Borrelli frequently reiterated that the Board and administration have addressed this student discipline issue with the highest level of concern for the safety of all students and staff, and that Dr. Heinz on behalf of the Board has been working tirelessly with legal counsel to try and reach a settlement of this issue that would be in the best interest of the District, students and staff. He also pointed out numerous times that legal counsel had admonished the Board that student's privacy rights are protected under state and federal laws, and that the Board and District were severely constrained about what could be communicated publicly. He asked all present to understand that the Board cannot share detailed information relative to this situation and student, and he confirmed that Dr. Heinz has provided numerous updates to the Board. In addition, Dr. Heinz pointed out that there are criminal proceedings still pending and that legal counsel had advised that no further statements could be made.

Throughout the public comment period, Board members also offered their own individual comments and responses to speakers, expressing their frustrations with being unable to respond more clearly to members of the community about the resolution of the student discipline matter and further expressed frustration with the absence of the District's legal counsel at the meeting to be available to clarify the legal limitations on communications in the Student Records Act and other laws to them and the community. Board President Borrelli, Board members and Dr. Heinz also returned several times to review the flow of communications with the Board regarding the negotiation of the settlement agreement over the past month and the timing of when the agreement's content was provided to the Board.

Board President Borrelli and Dr. Heinz reaffirmed several times that the Board of Education and administration have been working very hard on behalf of *all* students at school and that they will be safe when school opens on August 17. Board President Borrelli noted that Park Ridge Police Chief Kaminski has already stated publicly that this is a very limited situation involving only these two individual students.

Also during the public comment period, Dr. Heinz responded to a theoretical question about the District's expulsion policy by explaining the roles of the administration, Board and legal counsel during such a process, but clearly stated that she could not comment whether the current student discipline issue had involved this policy. She also noted that the state no longer allows a zero tolerance policy for various infractions due to SB100 and the School Code.

Turning to the opening of school, Dr. Heinz affirmed that she had been working with Lincoln Principal Tony Murray to plan for teachers to reassure all students about their safety at school, and that his preference was to work with his staff immediately on their return to the District tomorrow to develop the detailed plans to include this at the start of the school day.

Following further discussion, the Board agreed by consensus to conduct a special or emergency meeting

Wednesday or Thursday evening if it can be scheduled so that legal counsel could be present to review the prohibitions regarding communications of student discipline and records, and that counsel prepare a memo outlining the laws governing this topic.

### **APPROVE SETTLEMENT AGREEMENT WITH STUDENT 2017-18(1)**

#### ACTION ITEM 17-08-1

It was moved by Board member Borrelli and seconded by Board member Eggemann that the Board of Education of Community Consolidated School District 64, Park Ridge – Niles, Illinois, present motion to approve settlement agreement with the parents of Student 2017-18 (1) as presented.

Board members then offered their opinions about the proposed agreement, the process followed to negotiate the agreement, communications flow during the negotiations process, frustration with legal counsel not being present during the closed session this evening to present the agreement and respond to their questions, whether to delay taking action on the agreement prior to a further discussion in closed session with legal counsel present, and other courses of action that may be available. Dr. Heinz affirmed that a variety of options to resolve the issue had been considered, and that the agreement now presented to the Board is the recommended course of action from the District's legal counsel for a variety of reasons. She confirmed that this is the recommended safest course of action and has a guaranteed outcome.

Public comments were interjected by Mr. Karkazis and an unnamed audience member on the settlement agreement and communication with parents.

Board President Borrelli and Dr. Heinz reaffirmed that the agreement represents the best outcome for everyone in the District and that the best interests of students had been at the center of the work to bring this issue to resolution.

The votes were cast as follows:

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

NAYS: None.

PRESENT: None.

ABSENT: Sotos

The motion carried.

Board President Borrelli noted that further clarifications by legal counsel on the content of the settlement agreement would be provided to the Board along with a review of the specific legal constraints on communications would be planned for the emergency or special meeting being scheduled for Wednesday or Thursday.

Dr. Heinz confirmed that the agreement had been signed virtually by the parents and that it was effective immediately following the Board's vote.

At 8:16 p.m., Board President Borrelli called for a brief recess; the meeting resumed at 8:39 p.m.

### **ONGOING DISCUSSION ON FY18 DISTRICT 64 BUDGET**

Board President Borrelli noted that this was the Board's third discussion of the budget, building from the

Committee-of-the-Whole on June 12, 2017 and the regular meeting of June 26, 2017 when the tentative budget was adopted. He noted that a public hearing would be held on August 28, 2017, and that further discussion would be held prior to adoption of the final budget on September 25, 2017.

The Board then briefly returned to its prior consideration of scheduling a meeting later in the week. Following discussion, it was agreed by consensus that a special meeting would go forward on Thursday evening with legal counsel present for both a closed session and the public meeting.

Board President Borrelli clarified that the topic of having legal counsel present at all Board meetings was initially brought up at the July 17, 2017 meeting during the new Board member legal orientation provided by the District's counsel Tony Loizzi of Hodges, Loizzi, Eisenhammer, Rodick & Kohn LLP. He noted that individual Board members this evening have again raised the topic, but that the Board has not fully discussed nor made a decision on this proposal nor on a separate opinion offered by a Board member to consider going out to bid for the District's legal services.

Returning to the budget review, as requested by the Board for further discussion tonight CSBO Kolstad distributed information regarding stipends available to teachers from the 2016-20 Collective Bargaining Agreement schedule. She reviewed how the stipends were reworked during the collective bargaining process last year, and noted that various stipends are covered by fees and others are being eliminated or have otherwise been negotiated. Board discussion then focused particularly on lunch supervision stipends available to teachers. CSBO Kolstad clarified that the CBA provides for up to six teacher stipends at each elementary school and five at each middle school, with other lunchroom positions filled by teacher assistants and by lunch room supervisors hired specifically for this position. Dr. Heinz noted the value of having teachers included in the mix of supervisors working with students during the lunch recess, who can readily assist the Assistant Principals in handling discipline concerns. Board members continued to discuss whether savings could be found in this budget item by reducing the number of higher paid teachers and teacher assistants and increasing the use of lower paid lunch room supervisors without reducing the effectiveness of the supervision provided. Dr. Heinz reported that safety remains a priority, and that she would be working with school administrators to review and emphasize the expectations for active supervision by quadrants required for all staff working to supervise students during the lunch recess. CSBO Kolstad also will review the budget as final hiring is in place for the opening of school.

The Board then continued its review and discussion of individual expenditures across all funds, with CSBO Kolstad providing clarifying information on a range of items, including: music stipends; per diem days for curriculum specialists and department chairs; mileage reimbursements; overtime for teacher assistants and personal care stipends; club stipends; IHSA sports; nurses and substitutes; outside supervision; Quality Improvement Team; library; Office of Superintendent expenses; insurance benefits; Office of the Principal expenses and residency overtime; telephone stipends; mentor stipends; District telephone/information services; tuition reimbursement; professional services for Operations & Maintenance projects; capital equipment/vehicle; legal expenses; and architectural fees for capital projects, among other items discussed.

Commenting on the budget as a whole, CSBO Kolstad pointed out that because budgeting is done from a zero-based philosophy and therefore is very tight, the tentative budget for 2017-18 continues the practice of including an identified \$500,000 contingency line item. She noted that these funds are not

used without the Board's specific direction, and had not been utilized in 2016-17 as will be reported when the year-end unaudited financials are presented at the August 28, 2017 meeting. As requested by the Board for further discussion tonight, CSBO Kolstad then provided various percentage breakdowns of the uses of funds, and reported that about 82% was dedicated to salaries and benefits according to the 2016-17 unaudited financials. She confirmed that the collective bargaining agreements with teachers and other employee groups are among the key factors in driving the budget, along with the District's class size guidelines that dictate when new sections are added as well as educational program costs of the curriculum offered to students.

Turning to the revenue side of the tentative budget, CSBO Kolstad pointed out that the tentative budget includes federal grant payments. However, since the state has only made one payment on the categorical grants for special education and transportation owed to District 64 for the 2016-17 school year, she reported that the remainder of those amounts owed to District 64 have been included in the 2017-18 budget. She also noted that no payments of 2017-18 categoricals at all have been budgeted, but that payment of General State Aid is included. She also provided clarifying information about the responsibilities principals have for their budgets and expenditures under their control.

CSBO Kolstad, Dr. Heinz and Board members reviewed the tentative budget summary, which indicated an annual Operating Funds deficit of approximately \$1.17 million. CSBO Kolstad confirmed that this projected deficit is primarily the impact of the new teacher CBA of approximately \$800,000 in one-time costs for the retirement incentive and benefit payments. She pointed out, however, that significant salary and benefit savings are projected going forward due to the reduced costs of replacing these senior, experienced teachers at the top of the pay scale with new teachers entering at the beginning of it. When these expenses are removed, she noted the projected annual Operating Funds deficit is about \$370,000 in the 2017-18 tentative budget. Following further Board discussion, the Board consensus was to ask Dr. Heinz and CSBO Kolstad to work with the administrative team to identify expenditure reductions of \$370,000 and \$1.17 million for discussion at the next Board meeting, with the goal of identifying what could potentially be eliminated to balance the total Operating Funds budget for 2017-18 under both scenarios.

## **APPROVAL OF RECOMMENDED PERSONNEL REPORT**

Board President Borrelli stated that the Board is relying upon the recommendation of the Superintendent and administration in their professional judgment as to the hiring of these individuals per Policy 2:130.

### Personnel Report

**Haley Amato** - Employ as (.50) Kindergarten at Franklin School and (.50) Assistant at Franklin School effective August 15, 2017 – BA, Step 1, \$25,025.00 and Base, Step 1, \$9,918.18.

**Catherine Cassarella** - Employ as District Diabetic/Glucagon Before/After School Staff effective August 15, 2017 – \$27.00 hr.

**Snezana Cenich** - Employ as District Diabetic/Glucagon Before/After School Staff effective August 15, 2017 – \$27.00 hr.

**Laura Daehler** - Employ as Exempt Nurse 7 hours per day at Carpenter School effective August 15, 2017 – \$28.00 hr.

**Christina Dazzo** - Employ as Special Education Resource Teacher at Carpenter School effective August 15, 2017 – BA24, Step 1, \$53,852.00.

**Meghan Faris** - Employ as Kindergarten Teacher at Washington School effective August 15, 2017 –

BA, Step 1, \$50,050.00.

**Marie Greco** - Employ as Special Education Teaching Assistant at Washington School effective August 15, 2017 - Base, Step 1, \$19,836.37.

**Kendra Hutchinson** - Employ as (.60) C of C Math/Elective Teacher at Emerson School effective August 15, 2017 – MA, Step 1, \$34,540.80.

**Elizabeth Ishoo** - Employ as (.70) Intervention/C of C Teacher at Roosevelt School effective August 15, 2017 – MA, Step 1, \$40,297.60.

**Shahnaz Jabbari** - Employ as Lunch Program Supervisor at Carpenter School effective August 17, 2017 - \$14.00 Hr.

**Vanessa Jeske** - Employ as (.94) Language Arts C of C Teacher at Lincoln School effective August 15, 2017 – MA, Step 1, \$54,113.92.

**Bethany Johnson** - Employ as (.50) Kindergarten Teacher at Carpenter School effective August 15, 2017 – BA, Step 1, \$25,025.00.

**Doris Jordan** - Employ as Lunch Program Supervisor at Field School effective August 17, 2017 - \$14.00 Hr.

**Colleen King** - Employ as Full-time C of C Teacher at Carpenter/Franklin School effective August 15, 2017 – BA12, Step 1, \$51,918.00.

**Maria Lakerdas** - Employ as EL Teacher at Roosevelt School effective August 15, 2017 – MA, Step 1, \$57,568.00.

**Kia London** - Employ as (.54) Spanish Teacher at Carpenter School effective August 15, 2017 – BA24, Step 1, \$29,080.08.

**Katherine Luna** - Employ as Social Worker at Lincoln School effective August 15, 2017 – MA24, Step 1, \$63,182.00.

**Kathleen McCormack** - Employ as Lunch Program Supervisor at Washington School effective August 17, 2017 - \$14.00 Hr.

**Doreen McEnaney** - Employ as Lunch Program Supervisor at Washington School effective August 17, 2017 - \$14.00 Hr.

**Allison Riley** - Employ as Library Information Specialist Teacher at Field School effective August 15, 2017 – BA24, Step 1, \$53,852.00.

**Michael Schaefer** - Employ as Teaching Assistant at Roosevelt School effective August 15, 2017 - Base, Step 1, \$19,836.37.

**Janet Sears** - Employ as Lunch Program Supervisor at Field School effective August 17, 2017 - \$14.00 Hr.

**Theresa Simonetti** - Employ as 10-Month, Level IV Secretary at Emerson School effective August 2, 2017 – \$18.65 Hr.

**Deanna Siplot** - Employ as Lunch Program Supervisor at Carpenter School effective August 17, 2017 - \$14.00 Hr.

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

**Molly Thornton** - Employ as (.50) Kindergarten Teacher at Roosevelt School effective August 15, 2017 – BA, Step 1, \$25,025.00.

**Suzanne Tomaszewski** - Employ as Lunch Program Supervisor at Washington School effective August 17, 2017 - \$14.00 Hr.

**Christopher Vana** - Employ as Special Education Teacher at Lincoln School effective August 15, 2017 – MA, Step 1, \$57,568.00.

**Michelle Ventura** - Employ as Lunch Program Supervisor at Roosevelt School effective August 17,

2017 - \$14.00 Hr.

**Richard Hobson** - Employ/Rehire as (.92) Spanish/ASC Teacher at Lincoln School effective August 15, 2017 - MA, Step 4, \$55,892.76.

**Joan Lindgren** - Employ/Rehire as (.66) Physical Education Teacher at Lincoln/Franklin School effective August 15, 2017 - MA, Step 2, \$38,613.96.

**Jennifer Loring** - Employ/Rehire as (.50) Intervention Teacher at Roosevelt School effective August 15, 2017 – MA48, Step 21, \$50,314.50.

**Samanta Meza** - Employ/Rehire as (.65) Physical Education Teacher at Field School effective August 15, 2017 – MA, Step 12, \$47,173.75.

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

**Brittany Pater** - Employ/Rehire as (.81) Physical Education Teacher at Washington School effective August 15, 2017 – MA, Step 12, \$41,297.85.

**Heather Friese** - Change to (.52) Physical Education Teacher at Jefferson School effective August 15, 2017 – MA48, Step 27, \$58,881.00.

**Ashley Hardiman** - Change to Technologist at Carpenter School effective August 15, 2017 – \$20.50 hr.

**Pamela Johnson** - Change to Full-time 5th Grade Teacher at Carpenter School effective August 15, 2017 – MA12, Step 12, \$78,177.00

**Queta Karstens** - Change to Exempt Nurse 7 hours per day at Franklin School effective August 15, 2017 – \$28.00 hr.

**Sherilyn Lavelle** - Change to Exempt Nurse 7 hours per day at Field School effective August 15, 2017 – \$31.00 hr.

**Patricia Lubash** - Change to 7 hours per day Exempt Nurse at Roosevelt School effective August 15, 2017 – \$33.00 hr.

**Julie Voigt** - Change to Full-time Art Teacher at Field School effective August 15, 2017– MA48, Step 14, \$90,795.00.

**Judyth Mathe** - Retire as Kindergarten Teacher at Washington School effective June 2, 2017.

**Janice Roche** - Retire as Special Needs Assistant at Washington School effective June 2, 2017.

**Susan Battista** - Resign Special Needs Assistant at Emerson School effective June 2, 2017.

**Michela Ruff** - Resign Art Teacher at Field School effective June 2, 2017.

**Staci Rusch** - Resign Assistant at Jefferson School effective June 2, 2017.

#### ACTION ITEM 17-08-2

It was moved by Board member Biagi and seconded by Board member Sanchez 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.

**SUPERINTENDENT UPDATE**

Dr. Heinz briefly reported that the new school year begins with back-to-back Institute Days for teachers on Tuesday and Wednesday, August 15 and 16, with grades 1-8 students returning on Thursday, August 17. She reviewed the professional development activities planned for teachers and the focus on student engagement selected for the year ahead. Dr. Heinz reported that school facilities are ready for staff and students to return, and remarked on the extraordinary transformation achieved at Lincoln’s Learning Resource Center and the major projects completed at Field and other schools.

Board President Borrelli reminded the Board that the time for the Thursday special meeting would be confirmed, but that the meeting would begin with a closed session prior to the special meeting in public to allow for ample discussion of the communications surrounding student behavior and discipline issues with legal counsel present throughout.

At 10:31 p.m., it was moved by Board member Tiu and seconded by Board member Eggemann to adjourn, which was approved by voice vote.

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President

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Secretary