



Board of Education Special Meeting April 1, 2021

VIRTUAL MEETING INFORMATION

Due to the Covid-19 pandemic, District 64 is continuing to conduct Board of Education meetings online through Zoom. You can connect as an attendee through Zoom via a computer, mobile device, or phone, and you will be able to listen and view the meeting. While public attendees will be muted, they have the opportunity to email comments which will be read aloud during the public comments section of the meeting with the name of the submitter. Please write your comments in accordance with [Board Policy 2:230](#), including ensuring a 3-minute time limit when read.

Public comments will be read at the beginning of the meeting for non-agenda items, and during discussion of agenda items. Please email your comments to:

d64-publiccomments@d64board.org

Attendee Options to Connect:

- Please click this [link](#) to join the webinar through a computer or mobile device.
Password: 499547
- Or iPhone one-tap: **+13126266799,,99884510531#,,,,*499547#**
- Telephone: **US: +1 312 626 6799 (Chicago)**
and dial when prompted –
Webinar ID: 998 8451 0531
Passcode: 499547

One District 64 administrator will participate in the virtual meeting from a public location and a limited number of the public will be able to attend. For the regular Board meeting on Thursday, April 1, Jefferson School (MPR), 8200 Greendale Ave, Niles will be the designated meeting location. The main entrance doors to the building will open 15 minutes prior to the start of the regular meeting. There is a strict limit of no more than 50 people gathering in one place in effect for this meeting, and face masks are mandatory. Anyone present at this location will be allowed to participate during the public comments portion of the meeting.

Please note that District 64 is following all meeting guidelines identified by the state.

Notes for online Board of Education meetings through Zoom:

- Attendees will be muted by default when calling or logging in to the Zoom meeting. The meeting will be in “listen only” mode.
- During the Public Comment portions, the Administrative Assistant to the Superintendent will read the emails that have been sent to d64-publiccomments@d64board.org.
- The District will make every effort to post recorded online Board meetings afterwards.

Inspire every child to



Meeting of the Board of Education Park Ridge – Niles School District 64

Special Board Meeting Agenda
Thursday, April 1, 2021

VIRTUAL MEETING

*Alternate Remote Attendance Location: Jefferson School- MPR
8200 Greendale Ave, Niles, IL 60714*

On some occasions, the order of business may be adjusted as the meeting progresses to accommodate Board members' schedules, the length of sessions, breaks, and other needs.

7:00 p.m. Meeting of the Board Convenes

- Roll Call

Pledge of Allegiance

Opening Remarks from President of the Board

Public Comments

Each speaker is given 3 minutes to address the Board. Comments may be made on almost any matter related to the operation of schools. Each person appearing before the Board will be treated with courtesy and respect, and the Board requests the same in return. In light of the privacy of personnel and student matters, commenters are strongly discouraged from speaking about individual staff or students during public comment. Commenters are instead encouraged to first raise such concerns privately with the Board President or Administration. The Board, however, recognizes each commenter's First Amendment rights; thus, it will not prohibit commenters from speaking about individual staff or students, subject to well-recognized exceptions under the First Amendment, such as obscenity, threats, fighting words, or incitements to violence.

A-1 Approval of Meeting Agenda

--Board President

The Board reserves the right to review the agenda at the beginning of each meeting and request additions, amendments, or deletions prior to approval.

A-2 Approval of Carpenter School Summer 2021 Construction Project

--Chief School Business Official/Director of Facility
Management

Action Item 21-04-1

A-3 Approval of Carpenter School Summer 2021 Flooring Project

--Chief School Business Official/Director of Facility
Management

Action Item 21-04-2

- A-4 Discussion & Approval of 2021-22 E-Rate Category 2 Projects Parts 1 & 2**
 -- Director of Innovation & Instructional Technology/ Chief School Business Official
Action Item 21-04-3
Action Item 21-04-4
Action Item 21-04-5
- A-5 Final Presentation & Approval of the District's 2021-26 Strategic Plan**
 --Superintendent
Action Item 21-04-6
- A-6 Approval of Recommended Personnel Report**
 --Board President
Action Item 21-04-7
 Personal Report Including:
 ● Resolution #1268 Honorable Dismissal of Teachers
- A-7 New Business**
- Adjournment**

Next Meeting: **April 8, 2021 - Virtual**
 Closed Meeting - 6:30 p.m.
 Regular Meeting - 7:00 p.m.
Alternate Remote Attendance Location: Washington School - MPR
 1500 Stewart Ave, Park Ridge, IL 60068

In accordance with the Americans with Disabilities Act (ADA), the Board of Education of Community Consolidated School District 64 Park Ridge-Niles will provide access to public meetings to persons with disabilities who request special accommodations. Any persons requiring special accommodations should contact the Director of Facility Management at (847) 318-4313 to arrange assistance or obtain information on accessibility. It is recommended that you contact the District, 3 business days prior to a school board meeting so we can make every effort to accommodate you or provide for any special needs.

Approval of Meeting Agenda

The Board reserves the right to review the agenda at the beginning of each meeting and request additions, amendments, or deletions prior to approval.

To: Board of Education
Dr. Eric Olson, Superintendent
From: Luann Kolstad, Chief School Business Official
Jason Borst, Director of Facility Management
Date: April 1, 2021
Re: Approval of Carpenter School Summer 2021 Construction Project

As authorized at the December 10, 2020 Board of Education meeting, the administration and Studio GC architects prepared construction documents and sought bids for the Carpenter summer 2021 construction project which includes replacement of the remaining HVAC areas that were not addressed in summer 2018.

The Bid opening for the Carpenter Summer 2021 Construction Project was at 9 a.m. on Tuesday, March 16, 2021. The District received bids from 10 contractors. The lowest responsible bid came from Construction Solutions of Illinois (CSI) in the amount of \$1,421,223. The initial estimate for the project was \$1,898,390, representing a difference of \$477,167. There was an estimate of \$135K included in the initial estimate, to furnish air conditioning in the North Gymnasium. This is not needed since the gymnasium was converted to include air conditioning when the original project was done in 2012. The flooring, which was included in the initial estimate of \$1,898,390, was bid out separately. The Board is being asked to accept the flooring bid in a separate Board action/report.

Studio GC met with Construction Solutions of Illinois to review the scope of the project and has recommended that the bid be awarded to Construction Solutions of Illinois (Attachment 1).

The Prevailing Wage premium paid on this work is approximately 9.6% of the project or \$136,437. Related to this work, the District will also incur architectural and engineering (7.5%) and construction management (2.0%) fees of \$135,016 for this project.

ACTION ITEM 21-04-1

I move that the Board of Education of Community Consolidated School District 64, Park Ridge – Niles, Illinois, award the bid for the Carpenter School Summer 2021 Construction Project to Construction Solutions of Illinois in the amount of \$1,421,223.

The votes were cast as follows:

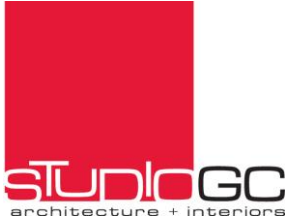
Moved by _____ Seconded by _____

AYES:

NAYS:

PRESENT:

ABSENT:



223 West Jackson Boulevard
Suite 1200
Chicago, IL 60606
Phone: 312 253 3400

March 18, 2021

Mrs. Luann Kolstad
Chief School Business Official
Park Ridge-Niles School District 64
164 South Prospect Avenue
Park Ridge, IL 60068

RE: 2021 HVAC Replacement & Remodeling
Carpenter Elementary School
Project No. 21023

Dear Luann:

Bids for the above referenced project were received at 9:00 a.m. on Tuesday, March 16, 2021. There were 14 bidders of record; 10 bids were received. A bid tabulation sheet is herein attached for your review.

We have analyzed the bids and the qualifications of the bidders and recommend that the contract for the 2021 HVAC Replacement and Remodeling at Carpenter Elementary School be awarded to the lowest responsible, responsive bidder, **Construction Solutions of IL** in the amount of their base bid proposal of \$1,417,723.00 plus Alternate No. 1 of \$3,500.00 for a **total contract amount of \$1,421,223.00**.

Please note that the total bid amount includes a total of \$85,000.00 in contingency allowance monies. Any unused allowance money will be credited back to the school district at the conclusion of the project.

Please do not hesitate to contact me if you have any questions.

Sincerely,

Richard Petricek, AIA
Senior QA and QC Manager

Enclosure – Bid Tabulation

cc: Vicki Luczynski, StudioGC



223 W. Jackson Blvd., Suite 1200
 Chicago, IL 60606
 P: 312.253.3400 F: 312.253.3401

Client: Park Ridge-Niles School District 64
Project Name: 2021 HVAC Replacement & Remodeling
 Carpenter Elementary School
Project No.: 20123
Bid Date: Tuesday, March 16, 2021 @ 9:00 a.m.
Project Architect: Richard Petricek

BID TAB WORKSHEET

Contractor	Total Bid Amount	Alternate	Addn		Bid Bond	Remarks
		No. 1	#1	#2		
All Construction Group 773-489-1280	\$1,678,000.00	\$12,000.00	X	X	X	
Amber Mechanical 708-597-9700	\$1,740,000.00	\$2,900.00	X	X	X	
Bergen Construction 847-991-1500	\$1,618,000.00	\$3,500.00	X	X	X	
Boller Construction 847-662-5566	\$1,698,000.00	\$2,800.00	X	X	X	
Construction Solutions of IL 708-239-0001	\$1,417,723.00	\$3,500.00	X	X	X	
D Kersey Construction 847-919-4980	\$1,669,700.00	\$3,850.00	X	X	X	

Alt. #1: Provide insulated closure panel at back side of existing univent louvers.



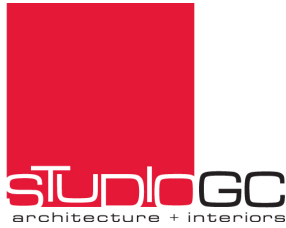
223 W. Jackson Blvd., Suite 1200
 Chicago, IL 60606
 P: 312.253.3400 F: 312.253.3401

Client: Park Ridge-Niles School District 64
Project Name: 2021 HVAC Replacement & Remodeling
 Carpenter Elementary School
Project No.: 20123
Bid Date: Tuesday, March 16, 2021 @ 9:00 a.m.
Project Architect: Richard Petricek

BID TAB WORKSHEET

Contractor	Total Bid Amount	Alternate	Addn		Bid Bond	Remarks
		No. 1	#1	#2		
FBG 630-303-8616	NO BID					
FE Moran 847-404-7129	\$1,679,000.00	\$2,500.00	X	X	X	
F. H. Paschen 773-444-1584	NO BID					
Henry Bros. 708-658-0247	NO BID					
Kandu Construction, Inc. 847-779-3616	\$1,493,000.00	\$1,300.00	X	X	X	
The Ogni Group 630-222-7260	NO BID					

Alt. #1: Provide insulated closure panel at back side of existing univent louvers.



223 W. Jackson Blvd., Suite 1200
 Chicago, IL 60606
 P: 312.253.3400 F: 312.253.3401

Client: Park Ridge-Niles School District 64
Project Name: 2021 HVAC Replacement & Remodeling
 Carpenter Elementary School

Project No.: 20123
Bid Date: Tuesday, March 16, 2021 @ 9:00 a.m.
Project Architect: Richard Petricek

BID TAB WORKSHEET

Contractor	Total Bid Amount	Alternate	Addn		Bid Bond	Remarks
		No. 1	#1	#2		
RL Sohol 815-436-1177	\$1,595,000.00	\$3,000.00	X	X	X	
Vision Construction 708-488-0926	\$1,718,000.00	\$5,000.00	X	X	X	

Alt. #1: Provide insulated closure panel at back side of existing univent louvers.

To: Board of Education
Dr. Eric Olson, Superintendent
From: Luann Kolstad, Chief School Business Official
Jason Borst, Director of Facility Management
Date: April 1, 2021
Re: Approval of Carpenter School Summer 2021 Flooring Project

As authorized at the December 10, 2020 Board of Education meeting, the administration and Studio GC architects prepared construction documents and sought bids for the Carpenter summer 2021 construction project which includes replacement of the flooring in the areas that are being affected by the HVAC work taking place in summer 2021.

The Bid opening for the Carpenter Summer 2021 Flooring Project was at 10 a.m. on Tuesday, March 16, 2021. The District received bids from 3 contractors. The lowest responsible bid came from Michael Kautz Carpets & Designs, Inc. in the amount of \$102,565. The initial estimate for the project was included in the total estimate for the Carpenter summer 2021 project. The materials required for this project were ordered separately from the bid due to manufacturing issues that may have resulted in the District not receiving the flooring materials in a timely manner. The cost of the materials is \$43,613.00.

Studio GC met with Michael Kautz Carpets & Design, Inc. to review the scope of the project and has recommended that the bid be awarded to Michael Kautz Carpets & Designs, Inc. (Attachment 1).

The Prevailing Wage premium paid on this work is approximately 9.6% of the project or \$9,846. Related to this work, the District will also incur architectural and engineering (7.5%) and construction management (2.0%) fees of \$13,887 for this project. The A&E and CM fees are paid on the total project cost of \$146,178 (labor and materials).

ACTION ITEM 21-04-2

I move that the Board of Education of Community Consolidated School District 64, Park Ridge – Niles, Illinois, award the bid for the Carpenter School Summer 2021 Flooring Project to Michael Kautz Carpets & Designs, Inc. in the amount of \$102,565.

The votes were cast as follows:

Moved by _____ Seconded by _____

AYES:

NAYS:

PRESENT:

ABSENT:



223 West Jackson Boulevard
Suite 1200
Chicago, IL 60606
Phone: 312 253 3400

March 18, 2021

Mrs. Luann Kolstad
Chief School Business Official
Park Ridge-Niles School District 64
164 South Prospect Avenue
Park Ridge, IL 60068

RE: 2021 Flooring Replacement
Carpenter Elementary School
Project No. 21015

Dear Luann:

Bids for the above referenced project were received at 10:00 a.m. on Tuesday, March 16, 2021. There were five (5) bidders of record; three (3) bids were received. A bid tabulation sheet is herein attached for your review.

We have analyzed the bids and the qualifications of the bidders and recommend that the contract for the 2021 Flooring Replacement at Carpenter Elementary School be awarded to the lowest responsible, responsive bidder, **Michael Kautz Carpets & Designs, Inc.** in the amount of their base bid proposal of **\$102,565.00**.

Please note that the total bid amount includes a total of \$20,000.00 in contingency allowance monies. Any unused allowance money will be credited back to the school district at the conclusion of the project.

Please do not hesitate to contact me if you have any questions.

Sincerely,

Richard Petricek, AIA
Senior QA and QC Manager

Enclosure – Bid Tabulation

cc: Vicki Luczynski, StudioGC



223 W. Jackson Blvd., Suite 1200
 Chicago, IL 60606
 P: 312.253.3400 F: 312.253.3401

Client: Park Ridge-Niles School District 64
Project Name: 2021 Flooring Replacement
 Carpenter Elementary School
Project No.: 21015
Bid Date: Tuesday, March 16, 2021 @ 10:00 a.m.
Project Architect: Richard Petricek

BID TAB WORKSHEET

Contractor	Total Bid Amount	Addendum	Bid Bond	Remarks
		#1		
Best Buy Carpet 773-818-5204	NO BID			
Michael Kautz Carpets & Design 847-394-8200	\$102,565.00	X	X	
Mazarini, Inc. 773-707-7170	\$115,333.33	X	X	
Pinnacle Flooring Company 708-774-2826	\$117,500.00	X	X	
Tiles in Style 630-673-9006	NO BID			

To: Board of Education
Dr. Eric Olson, Superintendent
From: Mary Jane Warden, Director of Innovation & Instructional Technology
Luann Kolstad, Chief School Business Official
Date: April 1, 2021
Re: Discussion & Approval of 2021-22 E-Rate Category 2 Projects Part 1 & 2

The 2021-22 E-Rate Category 2 projects center around four areas of the District's network infrastructure related to switch refresh, expansion of virtual server environment, network monitoring, and wiring upgrades. Part of this memorandum addresses the question asked at the March 11, 2021 Board of Education meeting about the Wyebot product subscription. This memorandum also addresses part 2 of the E-Rate Category Projects: 3) Continuation of the switch infrastructure update and 4) Expansion of the virtualization server environment.

Wyebot Subscription Details

The Wyebot product is a SAAS (software as a service) product that comprises two general components, the sensors and the AI software (in the cloud) that retrieves and aggregates the data collected through the sensors. In addition, when the system identifies problems, the service also recommends possible solutions to remedy the issue. These components go hand-in-hand and one cannot operate without the other. The sensors act as a client (a device connected to the District's wireless network) and captures the client experience giving the network team insights to this experience. For instance, the system will be able to tell you if a microwave is running in a space giving interference or that a client's load times are lagging. So when someone reports an issue with the wireless network, these sensors have the historical data captured so that data can be analyzed to deduce what was happening at the time an issue occurred.

The subscription is the licensing and access to the Wyebot system. A 1-year subscription would cost \$10,000 for 10 sensors, which is what we're purchasing. The 3-year subscription saves the District \$4,500.00 when compared to a 1-year. A 3-year subscription would also allow the D64 Network Team enough time to implement and utilize the system, gather enough data over time, and see what insights are gained with the historical data collected. A five-year subscription would save \$1,000.00 more per year on subscription costs, but the insights learned over the next three years might lead us to make further adjustments to the monitoring system. All in all, the Network Team didn't want to get locked into a longer term contract in this initial implementation, but decided on the three-year subscription to take advantage of a multi-year discount as it aligns with intended goals. Renewal rates will stay the same.

Here again is the purchase details for the Network Monitoring Project. Wyebot has offered us the discounted cost upfront, so the District would be paying \$15,360.00 for the 3-year subscription, which boils down to \$5,120.00 per year.

Equipment	Cost	Cost After E-Rate Discount
10 Wyebot Sensors with a 3-year subscription	\$25,600.00	\$15,360.00
Total Proposed Cost	\$25,600.00	\$15,360.00

Continuation of the Switch Infrastructure Update

In Spring of 2020, the D64 Network Team began an update to the switch infrastructure to ensure security, reliability, and sustainability. Switches are the appliances in each of our network distribution closets that provide access to services like the Internet to all the other connected devices. A primary focus of these updates are to phase out switches that have been discontinued (no longer manufactured or sold) in 2019 and will stop receiving security updates and support in June of 2024. Not leaving the updates for replacement all at once allows for our D64 Network Team (which comprises two people) to carry out the work in-house rather than hiring an outside contractor as well as spreads the budgetary impact across multiple years.

As a continuation of the work that began last summer, we posted an RFP through the E-Rate process for the switches and associated hardware and received a total of three proposals. The responses are summarized below.

GHA	CDW	CMS
\$14,987.62	\$21,628.46	\$24,086.00
- 3rd party Juniper-compatible transceivers and cabling - 3-year support for Juniper switches	- 3rd party Juniper-compatible transceivers and cabling - 1-year support for 48P Juniper switch - 3-year support for 24P Juniper switch	- Juniper transceivers and cabling - 3-year support for Juniper switches

Currently, the District uses a mix of Juniper and third party transceivers and cabling with Juniper switches and has had no issues with compatibility or performance. The District is recommending that we proceed with the GHA quote as it provides the best value for the district while also meeting our needs.

GHA Quote Breakdown for Switch Purchase

Equipment	Cost	Cost After E-Rate Discount
Juniper EX4300-48Port Switch (with 3-year support)	\$8,151.00	\$4,890.65
Juniper EX4300-24Port Switch (with 3-year support)	\$5,021.00	\$3,013.16
SFP transceiver modules (3rd party)	\$809.72	\$485.83
Cabling (3rd party)	\$1004.88	\$602.93
Total Proposed Cost	\$14,987.62	\$8,992.57

Expansion of Virtualization Server Environment

The District uses a Scale Computing-based server virtualization environment in order to minimize downtime, provide safeguards against ransomware attacks, and efficiently manage locally run servers and services. The District posted an RFP for an expansion of this Scale Computing platform through the E-Rate process. This additional node will be used to run the E-Rate covered services such as the wireless controller software appliance, caching applications for ISBE mandated testing, and general web caching like google chrome os updates to reduce the largest loads on our internet connection.

The District received 4 bids. As per E-Rate, alternative options can be provided and the District did receive a bid from a company, ApplianSys, pitching its dedicated caching appliance Cachebox. The Cachebox system as quoted amounted to a cost of \$31,737.00. The Cachebox product would not be able to run caching applications for ISBE mandated testing or the wireless controller software appliance, so we decided to move forward and review the remaining 3 bids related to the Scale Computing-based server virtualization environment.

The District received the following quotes for the additional Scale Computing node:

GHA	CDWG	MNJ
\$16,600.80	\$20,135.12	\$25,562

The District recommends that we move forward with GHA’s proposal, as it provides the best value for the district while also meeting our needs. Below is the quote summary and the cost before and after the E-Rate discount reimbursement. The 3-year support that provides updates is bundled in GHA’s bid as it was with all the other bids that were received.

GHA Quote Breakdown for Scale Server Node Addition

Equipment	Cost	Cost After E-Rate Discount
Scale® Server Node	\$14,279.73	\$8,567.84
3-year ScaleCare Support	\$1,980.82	\$1,188.49
Node Installation Remote Support	\$262.25	\$157.35
Shipping	\$60.00	\$36.00
Total Proposed Cost	\$16,600.80	\$9,960.48

Summary

These two infrastructure projects outlined in this memorandum are a combined investment of \$31,588.42. which amounts to a 40% E-Rate discount of \$12,635.37 to be reimbursed to the District. The cost of the Wyebot system as mentioned above is discounted upfront, so the District would be paying \$15,360.00 for the 3-year subscription.

ACTION ITEM 21-04-3

I move that the Board of Education of Community Consolidated School District 64, Park Ridge - Niles, Illinois, approve the Additional Network Monitoring Equipment in the amount of \$15,360.00 to Wyebot.

The votes were cast as follows:

Moved by _____ Seconded by _____

AYES:

NAYS:

PRESENT:

ABSENT:

ACTION ITEM 21-04-4

I move that the Board of Education of Community Consolidated School District 64, Park Ridge - Niles, Illinois, approve the Continuation of the Switch Infrastructure Update in the amount of \$14,987.62 to GHA.

The votes were cast as follows:

Moved by _____ Seconded by _____

AYES:

NAYS:

PRESENT:

ABSENT:

ACTION ITEM 21-04-5

I move that the Board of Education of Community Consolidated School District 64, Park Ridge - Niles, Illinois, approve the Expansion of the Virtual Server Environment in the amount of \$16,600.80 to GHA.

The votes were cast as follows:

Moved by _____ Seconded by _____

AYES:

NAYS:

PRESENT:

ABSENT:

To: Board of Education
From: Dr. Eric Olson, Superintendent
Date: April 1, 2021
Re: Final Presentation & Approval of the District's 2021-26 Strategic Plan

Tonight is the final presentation of the proposed strategic plan for 2021-2026. We have previously shared with the Board of Education background information on the work of the various groups that contributed to the plan, and had committee members present to share their points of view at the February 25 special meeting. We are now asking the Board to approve the new strategic plan.

ACTION ITEM 21-04-6

I move that the Board of Education of Community Consolidated School District 64, Park Ridge – Niles, Illinois, approve the 2021-26 District 64 Strategic Plan including: the new motto, mission and vision statements; and the five goals and their associated objectives.

The votes were cast as follows:

Moved by _____ Seconded by _____

AYES:

NAYS:

PRESENT:

ABSENT:



Together we discover, learn, grow, and care

**STRATEGIC PLAN
2021 - 2026**



TABLE OF CONTENTS

Background

How did we get here?

Motto, Mission & Statement

Why do we exist/what's our purpose?

What are we striving for?

Goals

Identified goals and defined objectives

Attaining our Goals

How will the Board of Education and the community know when and how we've accomplished our goals?

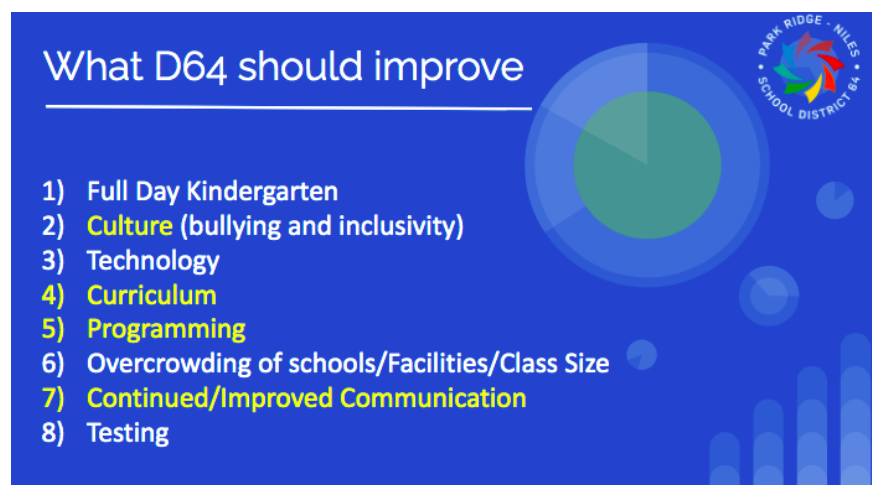
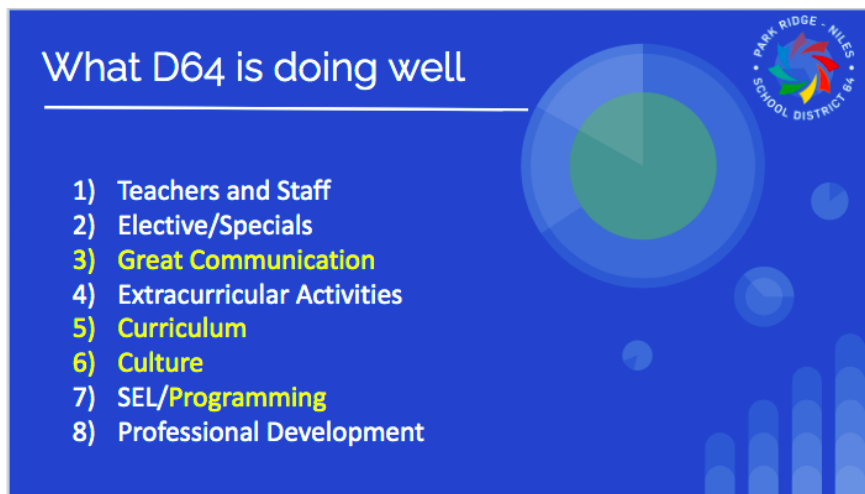
Definition of Terms

Gratitude

BACKGROUND

A Strategic Planning Committee was created in the Fall of 2020, comprised of representatives from members of the Board of Education, administrators, teachers, staff, parents, and community members. The first meeting of the Strategic Planning Committee was held virtually on October 23, 2020. Approximately 20 people were in attendance. The following members contributed to the committee: Board members Dr. Denise Pearl and Rebecca Little; parents of each school Helen Pasley, Kelly Lawrence, Jeff Flyke, Lisa Radosav, John Orlando, Tracey Edsey, and Josef Steinfelds; community member Jackie McNeille; teachers Paul Csongradi, Angel Villareal, Sarah Kwak, and Sara Born; building principals Dr. Samantha Alaimo and Courtney Goodman; District administrators Dr. Lori Lopez, Dr. Joel Martin, and Superintendent Dr. Eric Olson.

Prior to the creation of the committee, the District conducted two *ThoughtExchange* surveys of parents and staff to gain their opinion of what the District was doing well and what it could improve on. The Spring, 2020 survey had 624 participants, while the Fall, 2020 saw a larger participation rate with 2045 people responding. Below are the results of those surveys showing the main positives and negatives identified in the participants' responses:



At the October 23, 2020 committee meeting, Dr. Olson gave a state of the district presentation to provide information regarding the school district. Dr. Olson then introduced the facilitator, Anna Weselak of Weselak & Associates, to lead the strategic planning process.

Beginning with a short ice breaker, introductions were made with self-introductions of each person and the stakeholder group he or she was representing. The committee then developed the ground rules upon which they worked. Mrs. Weselak gave an overview of the process that was to be used for strategic planning and the work began.

The first task of the committee was to complete a SWOT (Strengths, Weaknesses, Opportunities, and Threats) analysis. The committee was asked to brainstorm what came to mind to each of them as to what the District is doing well.

Strengths were defined as assets that exist within the district and among the stakeholders. The committee members were asked to individually type their items in the Chat Box. The items were all read by the facilitator and saved in the meeting Chat. A list was then generated.

Weaknesses were defined as liabilities that exist within the district and among the stakeholders. The full committee was divided into 5 groups, each group was assigned a recorder who listed the areas of weakness that members of the group perceived. Again, a list was generated of these weaknesses.

The next session began on Saturday morning, October 24, where committee members reviewed the complete list of Strengths and Weaknesses. The committee then completed the SWOT Analysis by dividing into breakout groups. Two groups were asked to identify Opportunities and two groups were asked to identify potential Threats. The definitions of these terms were given as:

Opportunities: Favorable or advantageous combinations of circumstances that provide the district with the chance to explore new directions.

Threats: Possible dangers that could threaten the viability and future success of the district.

The committee was divided into groups and shared the opportunities and threats as assigned. Each group reported out to the whole committee.

A summary of the SWOT analysis can be found below with the lists of perceived strengths and weaknesses; and identified opportunities and threats.



STRENGTHS	WEAKNESSES
<ul style="list-style-type: none"> · Retaining quality teachers · Financial stability · Fiscal responsibility · Dedicated staff · Engaged parents · Supt/principal communications to parents · Caring about kids · Great teachers & collaborative families · Parental involvement · Excellent teachers · Differentiating for all students · Music, math, art, · Community support · Excellent teachers · Parent engagement · Dedicated Teachers & Staff · Resources · Parent engagement · Parent engagement · Constantly striving for high levels of success in all areas · Care for kids · Great teachers · Teachers who care · Transparency · Great staff, leadership that recognizes talent · Legacy · SEL at elementary level · Teaching the whole child · Electives for middle school · Traditions in the community · Teachers care about their students · Wonderful elective program at Middle School · Very engaged admin team · Responsive leadership (administrators/teachers) · Parent engagement · Reading 	<ul style="list-style-type: none"> · Handwriting/fine motor skills · Spelling and word roots instruction · Rigor of instruction/curriculum · Foreign language - offer more languages · Special education programming and continuum · Use of instructional assistants to support Special education students · Behavior - positive reinforcements for good behaviors · Sustainability · Missed opportunity for innovation or a more innovative curriculum · More differentiation, especially for that group of students who fall just below the Channels of Challenge program criteria · More rigor · District communication, esp. about initiatives like this · Group 2: Less emphasis on punitive discipline · Consistency across schools · SPED reading program is hard to differentiate for students · Differentiation built into the curriculum/Staff being able to differentiate · Consistency across the district with curriculum and teachers. Reading program has helped. Consistency across the curriculum. · Consistency within SPED across buildings · MTSS Structures & Differentiation · Core values of the district---what are they? · Student Engagement · Parent Driven Decisions

<ul style="list-style-type: none"> · Attention to SEL · Resources for both teachers and students · Dedicated staff · Community pride in PR/Niles · Relationship between staff/parents and parents/admin · Strong support staff · Teacher-Abundance of resources · SEL support for students · Great kids!! · Great students · Yes, awesome students! · Alignment with the high school district · Staff willing to do what it takes to get the job done · Teacher relationships with teachers · Good support for special education students. · Strength, reason people move to Park Ridge 	<ul style="list-style-type: none"> · Overfilling plates for all stakeholders. · Consistent Communication. · Facilities upgrade, 21st century learning, to create more innovative learning areas. · Plan for diversity for the upcoming 5 years <ul style="list-style-type: none"> • Partner with colleges around the area to acquire great quality teachers. · Culture of succession planning, hiring within for administrators. · SPED, how SPED services are given to best support students. · Full day kindergarten. · Play offense rather defense (PR Strategy). · Service-learning · Lack of diversity (students and staff) · Relationships between some of stakeholder groups could improve <ul style="list-style-type: none"> · Special Education program · Improved communication · Age of buildings sometimes challenges a 21st-century learning model · Overcrowding in some schools · Innovative curricula design · Sometimes our traditions stop us from proceeding forward · Student performance on science test scores · Lack of full-day kindergarten option (busing challenge that comes with it) · Finding time for more staff development · Consistency · innovation!
---	--

OPPORTUNITIES	THREATS
<ul style="list-style-type: none"> · Partnership with PR/Niles Police, Department Park District Libraries · Partner with 207 colleges and univ. · Partner with other community agencies to support initiatives in the schools · Sustainability: outdoor classrooms sustainability within the schools i.e. recycling · Parents as partners; parent engagement in purposeful ways; involvement; tap talents and experiences · Technology: use the internet as learning tool to enhance learning · Involving students in decision making · Partner with other schools and diverse communities · Review practices such as MS electives with students involved as decision-makers · Parents as partners; parent engagement in purposeful ways; involvement; tap talents and experiences · Technology: Use the internet as learning tool to enhance learning · Involving students in decision making · Partner with other schools and diverse communities · Review practices such as MS electives with students involved as decision-makers · Parent partnerships moving forward · Look at schedules and programing to increase educational needs to support the needs of students and communities. · Professional development to grow to work together and grow professionally. · Improve and grow in a growth mindset for staff. · Support staff to be risk-takers to be better and not be afraid to do it differently · Great teachers now and grow new teachers/leaders in the district · Take a long view in creating leaders for the future 	<ul style="list-style-type: none"> · Regulation in policy from State Board of Education · Change of policy at state level · Population growth · Population flight due to raise in taxes · Post COVID unintended consequences · Data privacy for children · Social media related to misinformation · Social media related to bullying · Special Ed laws · Not progressing forward with new approaches to new ideas, strategies including discipline · Teachers union vs administration relationship · Spacing issues and physical infrastructure · Communication issues as to what is going on between teachers, students, parents, community · Financial aspect of COVID spending prevent money on curricula · Lack of utilizing momentum from COVID to drive innovation and tech · Lack of follow-up on use of tools and training perhaps use pilot study to implement curricula with staff buy-in · Lack of staff buy-in new strategies and technologies · Lack of diversity may harm cultural competency among students and staff. · Worldwide issues occurring in society. · Lack of preparation of students for a global society · PR exceptionalism—we have never done it that way. Tradition blockers · Lack of continued curriculum rigor

- Try other things because of good test scores
- Use technology in different ways: cold weather, homebound, link students and teacher
- All students now have access to tech K-8
- Current COVID may have caused anxiety in students, address this when students return to classrooms support with social workers available in the district

- Continually changing curriculum and its effects on students and teacher buy-in
- Shortsightedness with dependence on tech that may affect academic rigor

VISION AND MISSION STATEMENTS

The next task of the committee was to review and refine the Vision and Mission Statements. Based on the state of the district and the SWOT analysis, the Vision and Mission statements from the Strategic Vision 2020 (Strategic Plan 2015-2020) were reviewed. The Mission Statement, for the purpose of this strategic plan, is defined as to “what’s our purpose or why do we exist”, and the Vision is “what we are continuing to strive for”.

The Vision and Mission Statements were later further refined by the Senior Administrative Team. The committee concluded on October 24 with the understanding that the Administrative Team would review and refine the statements. It should be noted that some members felt that it was not the responsibility of the District to prepare students for a global society.

Suggested Vision Statement

Together we discover, learn, grow and care.

Proposed Mission Statement

- District 64 will inspire all students to discover their strengths, embrace learning, achieve personal excellence, and demonstrate care; as
- Students thrive in a rich, rigorous, and innovative curriculum delivered by highly qualified teachers; where . . .
- Each student learns and grows in a safe, nurturing environment; and
- In collaboration with students, parents, teachers and the community, District 64 provides opportunities for each learner to investigate, be successful, be resilient, and become inspired and empowered as they contribute to our global society.

2021-2026 GOAL SETTING

The final task of the day for the Strategic Planning Committee was to develop 3 to 5 goals for the next 5 years. This was done as a brainstorming activity. Each committee member was asked to silently write suggested outcomes for District 64 on a sheet of paper, listing as many outcomes as they wished with only one outcome per line. Each committee member was given 5 minutes to share his/her list with another committee member to see if there were any similarities in the lists. The committee then worked in small breakout groups to sort their individual lists. Each group also recorded how many people included the same item in their individual lists. The entire committee came back together as the whole committee to report out their results.

The reporter for each group reported items from their list and they were recorded on a spreadsheet by the facilitator. It was noted how many times each item was mentioned within all the groups. Each group took turns identifying items from their lists until all items were

exhausted. The items were then sorted into groups of similar items. Based on the items in each column, a goal statement was identified for each column using SMART (Specific, Measurable, Attainable, Realistic, Timed) Goal criteria.

The result of the activity identified the following 5 proposed goals for 2021-2026. The senior administrative team then met weekly for a couple of months to redefine these goals.

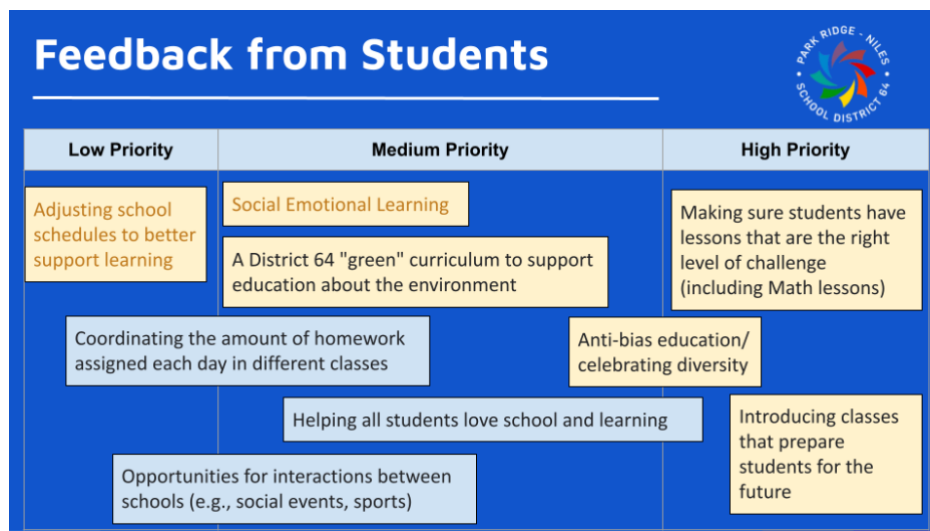
<p>Goal # 1 Provide 21st Century Facilities</p>	<p>Goal #2 Facilitate Communication and Relationships (Engaging Stakeholders Nurturing Partnerships)</p>	<p>Goal #3 Improve the Learning Experience</p>	<p>Goal #4 Expand Learning Opportunities</p>	<p>Goal #5 Enhance Diversity, Inclusion, Equity, and Access</p>
---	---	---	---	--

NEXT STEPS

The committee understood at the completion of the first retreat that further steps would be taken in the journey to complete the District 64 Strategic Plan for 2021-2026.

The Administrative Team met weekly in November, December, and January to refine the Vision while also working on developing the goals, objectives, and action plan. This work was driven by the items and ideas identified by the committee.

In addition to the senior administrative meetings, Superintendent Dr. Eric Olson and Assistant Superintendent for Student Learning, Dr. Lori Lopez, met with 7th and 8th grade students to gain feedback and input from the students in order to give them a voice. Students provided comments on the identified goals, ranked them in order of priority (identified in yellow below), and provided their own input (identified in blue).



Upon completion of the work, the Strategic Planning Committee met again in January of 2021 to review the proposed Strategic Plan, which included a summary of the SWOT Analysis and drafted versions of the Vision Statement, Mission, Goals and Action Plans. The committee put a few final touches to the plan. The committee decided that the goals would not be listed in order of priority or rank, as the members felt strongly that each goal was equally important. Committee members left the January session feeling very positive about the process.



Motto

Together we discover, learn, grow & care

Mission Statement

To foster opportunities for discovery

To engage in a quality education that accelerates learning

To develop skills and abilities so that all can grow

*To nurture interdependence, appreciation of differences,
and care for self and others*

Vision Statement

*District 64 seeks to provide an engaging curriculum,
rooted in rigor, exploration, and innovation,
while cultivating interdependent relationships
to positively impact the community and the world.*

GOALS



Goal Area: Maximize Resources for Sustainability

Objectives

- ⇒ **Maintain financial responsibility while committing to the enhancement of student learning and providing necessary resources to sustain facilities**
People Responsible: Chief School Business Official (CSBO) & Assistant Superintendent of Human Resources
Completion date: Ongoing (2021-2026)

- ⇒ **Increase energy efficiency of facilities**
People Responsible: Director of Facility Management & CSBO
Completion date: Ongoing (2021-2026)

- ⇒ **Implement next 5-year facility plan by continuing to enhance District facilities towards a 21st-century learning environment**
People Responsible: Superintendent, CSBO, & Director of Facility Management
Completion date: June, 2021

- ⇒ **Develop a comprehensive plan for ongoing data privacy and cybersecurity**
People Responsible: Superintendent, CSBO, & Director of Facility Management
Completion date: July, 2022

- ⇒ **Continue to assess and refine staffing models and define roles**
People Responsible: Assistant Superintendent for Human Resources
Completion date: Ongoing (2021-2026)

- ⇒ **Explore opportunities to expand the substitute pool in District 64**
People Responsible: Assistant Superintendent for Human Resources
Completion date: Ongoing (2021-2026)

Goal Area: Broaden Best Practices

Objectives

- ⇒ Complete a curriculum review to increase best practices in Math instruction with a focus on rigor
People Responsible: Assistant Superintendent for Student Learning
Completion date: June, 2022

- ⇒ Complete a curriculum review to increase inquiry-based, culturally inclusive instruction in K-5 social studies
People Responsible: Assistant Superintendent for Student Learning
Completion date: June, 2023

- ⇒ Complete a curriculum review to increase inquiry-based, culturally inclusive instruction in K-5 social studies
People Responsible: Assistant Superintendent for Student Learning
Completion date: June, 2023

- ⇒ Build capacity to ensure consistency across the district with MTSS, 504 plans, and the Special Education program
People Responsible: Director of Student Services
Completion date: June, 2023

- ⇒ Expand staff capacity to design and implement differentiated lessons
 - *Assistant Superintendent for Student Learning, Director of Student Services*
 - 2021-2026

- ⇒ Expand staff capacity to make data-informed decisions to improve instruction and interventions
People Responsible: Assistant Superintendent for Student Learning
Completion date: June, 2023

- ⇒ Evaluate programming and develop trainings for non-tenured staff
People Responsible: Director of Student Services
Completion date: June, 2022

Goal Area: Explore Program Expansion

Objectives

- ⇒ **Form a future-ready group focused on innovation**
People Responsible: Assistant Superintendent for Student Learning & Director of Technology
Completion date: May, 2021

- ⇒ **Explore full-day kindergarten options and determine outcomes**
People Responsible: Superintendent & Assistant Superintendent for Student Learning
Completion date: August, 2021

- ⇒ **Develop and implement Pre-K-8 Standards-Based practices in grading and reporting**
People Responsible: Assistant Superintendent for Student Learning & Director of Technology
Completion date: Ongoing (2021-2026)

- ⇒ **Review and enhance the District's crisis plan**
People Responsible: Director of Student Services & CSBO
Completion date: July, 2022

- ⇒ **Continue to review and implement any necessary changes in special education current programs and services**
People Responsible: Director of Student Services
Completion date: July, 2024

- ⇒ **Review and implement school schedules and programs that best represent success for 21st-century learning**
People Responsible: Assistant Superintendent for Student Learning
Completion date: Ongoing (2021-2026)

- ⇒ **Continue enhancing the district's social-emotional learning program**
People Responsible: Assistant Superintendent for Student Learning
Completion date: Ongoing (2021-2026)

Goal Area:

Enhance Diversity, Inclusion, Equity, & Access

Objectives

- ⇒ Review and grow hiring practices for greater outreach
People Responsible: Assistant Superintendent for Human Resources
Completion date: January, 2023

- ⇒ Implement age-appropriate anti-bias education
People Responsible: Assistant Superintendent for Human Resources, Assistant Superintendent for Student Learning, & Director of Student Services
Completion date: June, 2023

- ⇒ Ensure access to culturally-inclusive materials in all subject areas
People Responsible: Assistant Superintendent for Student Learning
Completion date: June, 2025

- ⇒ Expand school settings/events that honor and celebrate diversity
People Responsible: Assistant Superintendent for Student Learning & Director of Student Services
Completion date: Ongoing (2021-2026)

Goal Area: Strengthen Relationships and Communication

Objectives

- ⇒ Review and enhance the district's social media guidelines
People Responsible: Communications Coordinator & Director of Technology
Completion date: July, 2022

- ⇒ Review and grow a comprehensive communication strategy that guides all District 64 staff
People Responsible: Communications Coordinator
Completion date: December, 2021

- ⇒ Further cultivate the organizational health of the district
People Responsible: Superintendent
Completion date: Ongoing (2021-2026)

- ⇒ Overhaul district website to provide better navigation and user experience
People Responsible: Communications Coordinator & Director of Technology
Completion date: July, 2023

- ⇒ Develop and build upon existing community partnerships
People Responsible: Superintendent
Completion date: July, 2023

- ⇒ Promote the positive reputation of staff and learning in District 64
People Responsible: Communications Coordinator
Completion date: Ongoing (2021-2026)

The same information from the previous page is shared below, this time in order of completion:

Objectives	Leaders	Timeline
		2021
Form a future-ready group focused on innovation	Asst. Supt. for Student Learning, Director of Student Services	May, 2021
Implement next 5-year facility plan by continuing to enhance facilities towards a 21st century learning environment	Superintendent, CSBO, Director of Facility Management	June, 2021
Determine full-day Kindergarten Options	Superintendent, Administrative Team, Committee	August, 2021
		2021-2022
Explore opportunities to expand the substitute pool	Asst. Supt. for Human Resources	December, 2021
Continue to assess & refine staffing models & roles	Asst. Supt. for Human Resources	December, 2021
Review & grow a comprehensive communication strategy that guides all D64 staff	Public Information Coordinator	December, 2021
Review curriculum to increase best practices in Math instruction with a focus on rigor	Asst. Supt. for Student Learning	June, 2022
Evaluate programming & develop trainings for non-tenured staff	Director of Student Services	June, 2022
Review the district's social media guidelines	Public Information Coordinator & Director of Technology	July, 2022
Develop a comprehensive plan for ongoing data privacy & cybersecurity	Director of Technology	July, 2022
Review & enhance the district's crisis plan	Director of Student Services; CSBO	July, 2022
		2022-2023
Review & grow hiring practices for greater outreach	Asst. Supt. for Human Resources	January, 2023
Review curriculum to adopt an inquiry-based, culturally inclusive K-5 social studies curriculum aligned to ELA whenever possible	Asst. Supt. for Student Learning	June, 2023
Build capacity to ensure district-wide consistency with MTSS, 504 plans, & the Special Education program	Director of Student Services	June, 2023

Objectives	Leaders	Timeline
Develop & build upon existing community partnerships	Superintendent	July, 2023
Overhaul district website for better navigation & user experience	Public Information Coordinator & Director of Technology	July, 2023
		2023-2024
Implement age-appropriate anti-bias education	Asst. Supt. for Student Learning, Director of Student Services	June, 2024
Expand staff capacity to design and implement differentiated lesson	Asst. Supt. for Student Learning, Director of Student Services	June, 2024
Expand staff capacity to make data-informed decisions to improve instruction & interventions	Asst. Supt. for Student Learning, Director of Student Services	June, 2024
Continue to review & implement any necessary changes in special education current programs & services	Director of Student Services	July, 2024
Develop & implement PreK-8 Standards-Bases practices in grading & reporting	Asst. Supt. for Student Learning, Director of Student Services	August, 2024
		2024-2025
Ensure access to culturally inclusive materials in all subject areas	Asst. Supt. for Student Learning	June, 2025
Improving green curriculum & green practices	Asst. Supt. for Student Learning	June, 2025
Review & implement school schedules & programs that best represent success for 21st century learning	Asst. Supt. for Student Learning	June, 2025
		2025-2026
Increase energy efficiency of facilities	Director of Facility Management, CSBO	June, 2026
Expand school settings/events that honor & celebrate diversity	Asst. Supt. for Student Learning, Director of Student Services	June, 2026
Further cultivate the organizational health of the district	Superintendent	June, 2026
Maintain financial responsibility while committing to the enhancement of student learning & providing necessary resources to sustain facilities	CSBO, Asst. Supt. for Human Resources	June, 2026
Promote the positive reputation of staff and learning in D64	Public Information Coordinator	June, 2026

ATTAINING OUR GOALS

The administrative team has identified ways to evaluate the completion of each objective of the identified goals. The goals' completion will be tracked on the District's website via a dashboard in order for the community to track the progression of the Strategic Plan's implementation. In addition, this will offer another opportunity for transparency in communication with our stakeholders.

DEFINITION OF TERMS

The field of education is full of acronyms and terms that are not necessarily familiar to someone who is not working in the educational system. To help clarify, we have provided definitions below for reference. At times, we've also included definitions of certain terms in order to clarify meaning and help with understanding what the District's intended use of the term was in the context of the plan.

Anti-bias education - this refers to creating a community that supports dimensions of human differences, including culture, race, language, ability, learning styles, ethnicity, family structure, religion, sexual orientation, gender, age, and socioeconomic status.

Community Partnerships - these are organizations or individuals who partner with the school district to enhance our effectiveness, and may be nonprofit organizations, public agencies, government offices, or certain private businesses.

Crisis Plan- this plan outlines what the district will do in an emergency, such as a fire, or the need to evacuate a building. A copy of the plan is available in each classroom.

Culturally-inclusive - this instruction includes and affirms all District 64 students and families in our community with regard to race, ethnicity, socioeconomic status, gender, sexual orientation, gender expression, religion, and learning needs.

Curriculum review - this is when the district spends a focus on a particular subject area in order to determine its effectiveness and whether new programs or methods are needed.

Data-informed decisions - these decisions are based on the use of data alongside experiences, user research, and other inputs to make decisions.

Differentiated lessons - these lessons refer to a wide variety of teaching techniques and lesson adaptations that educators use to instruct a diverse group of students, with diverse learning needs, in the same learning environment.

Diversity - this refers to having a range of people with various racial, ethnic, socioeconomic, and cultural backgrounds, as well as different experiences and interests.

5 Year Facility Plan - this is a working plan that details everything the district is planning for the next five years when it comes to facilities.

504 plans - this is an individual student plan for how the school will provide support and remove barriers for a student with a disability.

Green- this refers to curriculum and practices that help students become aware of the human footprint on our planet and ways we can seek to reduce it, both in our community and beyond.

Inclusion- in education, this refers to a model wherein students with special needs spend as much of their time as possible with general education students.

Innovation - this focuses on looking towards new ideas, technologies, or methods for how we can improve teaching and learning.

Intervention- this is a program or set of steps to help kids improve at certain learning targets that challenge them.

Inquiry-based - this type of learning is an approach that emphasizes the student's role in the learning process. Rather than the teacher telling students what they need to know, students are encouraged to explore material, ask questions, and share ideas.

Multi-tiered Systems of Supports (MTSS) - this is a systemic, continuous framework in which data-based problem solving and decision-making is practiced across all levels of the educational system for supporting students.

Non-certified - these people make up the educational support staff of the district.
Standards-based Practices - this refers to systems of instruction, assessment, grading, and reporting that are based on students demonstrating understanding or mastery based on standards.

Organizational Health - this refers to an organization's ability to function effectively, to cope with change appropriately, and to grow from within which results in high performance.

Social-Emotional Learning (SEL) - this area of education refers to children and adults acquiring and effectively applying the knowledge, attitudes, and skills necessary to understand and manage emotions, set and achieve positive goals, feel and show empathy for others, establish and maintain positive relationships, and make responsible decisions.

Special Education - this area of education provides students with identified disabilities specialized instruction designed to meet their unique learning needs, giving them the opportunity to develop to their fullest potential.

Staffing models - these models are a related set of reports, charts, and graphs that are used to measure workload and how staff are utilized in order to calculate costs and determine staffing.

Standards-based Practices - this refers to systems of instruction, assessment, grading, and reporting that are based on students demonstrating understanding or mastery based on standards.



GRATITUDE

As a final note, Superintendent Olson and the entire District 64 administrative team would like to thank the Strategic Planning Committee for their participation in the creation of this plan. To each member who volunteered their time to help plan for a better district for our community and our students - Thank you!

Committee Members

Anna Weselak (facilitator)
Dr. Denise Pearl (Board member)
Rebecca Little (Board member)
Helen Pasley
Kelly Lawrence
Dr. Samantha Alaimo
Dr. Joel Martin

Lisa Radosav
John Orlando
Tracey Edsey
Jackie McNeilley
Paul Csongradi
Courtney Goodman
Dr. Eric Olson

Sara Born
Sarah Kwak
Jeff Flyke
Angel Villareal
Nicole Woitowich
Dr. Lori Lopez

Finally, a special thank you goes to the entire Board of Education for their support and input along the way, particularly Board members Dr. Denise Pearl and Rebecca Little, who participated in the planning process via the Strategic Planning Committee.

A sincere thank you to all!

Approval of Recommended Personnel Report

ACTION ITEM 21-04-7

I move that the Board of Education of Community Consolidated School District 64, Park Ridge – Niles, Illinois, approve the Personnel Report dated April 1, 2021, including Resolution #1268 Honorable Dismissal of Teachers; 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:

Moved by _____ Seconded by _____

AYES:

NAYS:

PRESENT:

ABSENT:

April 1, 2021
Personnel Report

Theresa Zumba	Resign as Nurse at Lincoln Middle School effective March 31, 2021.
Kathleen Loftus	Retire as Library Information Specialist at Carpenter School effective June 11, 2021.
Sarah Knox	Approval of Formal Resolution Authorizing Honorable Dismissal of Teacher.

RESOLUTION #1268

HONORABLE DISMISSAL OF TEACHERS

WHEREAS, the teachers listed in this Resolution are employed by the Board of Education of Park Ridge-Niles Community Consolidated School District 64 during the 2020-2021 school year; and

WHEREAS, the Board has determined to decrease the number of teachers employed in the School District; and

WHEREAS, each teacher has been categorized into one or more positions that the teacher is qualified to hold, based upon legal qualifications and any other qualifications established in the District's job description for such positions; and

WHEREAS, within each position and subject to agreements made by the District's Joint Committee on honorable dismissals, the District has assigned each teacher to one of four groupings based on performance evaluation ratings; and

WHEREAS, the Board must first dismiss those teachers in Group 1 before dismissing any teacher in Group 2 who is qualified to hold a position currently held by a teacher in Group 1, and these Group 1 teachers are not entitled to recall rights; and

WHEREAS, the Board must first dismiss those teachers in Group 2 before dismissing any teacher in Group 3 who is qualified to hold a position currently held by a teacher in Group 2, and these Group 2 teachers are entitled to limited recall rights only in certain circumstances; and

WHEREAS, the Board must first dismiss those teachers in Group 3 before dismissing any teacher in Group 4 who is qualified to hold a position currently held by a teacher in Group 3, and teachers in Groups 3 and 4 are entitled to recall rights; and

WHEREAS, as between or among teachers in Group 1 qualified to hold a position, the sequence of dismissal is at the Board's discretion; and

WHEREAS, as between or among teachers in Group 2 qualified to hold a position, the teacher or teachers with the lowest average performance evaluation rating must be dismissed first; and

WHEREAS, as between or among teachers in Group 2 with the same average performance evaluation rating and within each of Groups 3 and 4, the teacher or teachers with the shorter length of continuing service with the District must be dismissed first unless an alternative method of determining the sequence of dismissal is established in a collective bargaining agreement or contract between the Board and a professional faculty members' organization; and

WHEREAS, whenever the number of honorable dismissal notices based upon economic

necessity exceeds five (5) or one hundred fifty percent (150%) of the average number of teachers honorably dismissed in the preceding three (3) years, whichever is greater, the Board is required to hold a public hearing on the question of dismissals; and

WHEREAS, a public hearing on the question of the dismissals is not required; and

WHEREAS, the Board has concluded that the teachers named in this resolution will be honorably dismissed at the end of the 2020-2021 school year, pursuant to Section 24-12 of the *School Code* (105 ILCS 5/24-12).

NOW, THEREFORE, Be It Resolved by the Board of Education of Park Ridge-Niles Community Consolidated School District No. 64, Cook County, Illinois, that:

Section 1: The following teachers shall be honorably dismissed at the end of the 2020-2021 school year because of the decision of the Board to decrease the number of teachers employed:

Knox, Sara

Section 2: The President and Secretary of the Board are authorized and directed to give the teachers a written Notice of Honorable Dismissal, together with the reason therefore, attached as Exhibit A1 and incorporated by reference, by first class mail at least forty-five (45) days before the end of the school year.

Section 3: The Superintendent or designee shall also deliver a copy of the Notice to the teachers by certified mail, return receipt requested, and electronic mail.

Section 4: This Resolution is in full force and effect upon its passage.

ADOPTED this 1st day of April, 2021, by the following vote:

AYES:

NAYS:

ABSENT:

ATTEST

Board President

Board Secretary