

ARLINGTON HEIGHTS SCHOOL DISTRICT 25  
1200 S. Dunton Ave.  
Arlington Heights, Illinois 60005

School Board Meeting Minutes  
October 8, 2024

Greg Scapillato, President of the Arlington Heights School District 25 Board of Education, called the meeting to order at 6:20 on October 8, 2024. The meeting was held at the Dunton Administration Building, 1200 S. Dunton Avenue, Arlington Heights, Illinois. Roll call was noted and the Pledge of Allegiance said.

Board members present: Dr. Anisha Jogee, Kevin Michael Elizabeth Nierman, Rich Olejniczak, and Greg Scapillato

Board members excused: Brian Cerniglia and Gina Faso

Others Present: Dr. Brian Kaye, Superintendent; Kendra Perri, Assistant Superintendent for Personnel and Planning; Dr. Becky FitzPatrick, Assistant Superintendent for Student Learning; and Lisa Szydlowski, MTSS Coordinator

**Motion:** E. Nierman moved and K. Michael seconded that the Board of Education adjourn into closed session to discuss: The appointment, employment, compensation, discipline, performance, or dismissal of specific employees, specific individuals who serve as independent contractors, or specific volunteers of the District or legal counsel for the District, including hearing testimony on a complaint lodged against an employee, a specific individual who serves as an independent contractor, or a volunteer of the District or against legal counsel for the District to determine its validity, 5 ILCS 120/2 (c)(1); Discussion of minutes of meetings lawfully closed, whether for purposes of approval by the body of the minutes or semi-annual review of the minutes as mandated by Section 2.06. 5 ILCS 120/2(c)(21); Collective negotiating matters between the District and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees, 5 ILCS 120/2(c)(2); Student disciplinary cases, 5 ILCS 120/2(c)(9).  
Roll Call: A. Jogee, yes; K. Michael, yes; E. Nierman, yes; R. Olejniczak, yes; and G. Scapillato, yes. Motion carried 5/0.



The Board returned to open session at 7:00 p.m. Roll call was noted and the Pledge of Allegiance said.

Board members present: Brian Cerniglia, Gina Faso, Dr. Anisha Jogee, Kevin Michael Elizabeth Nierman, Rich Olejniczak, and Greg Scapillato

Board members excused: None

Others Present: Dr. Brian Kaye, Superintendent; Stacey Mallek, Assistant Superintendent for Business/CSBO; Becky FitzPatrick, Assistant Superintendent for Student Learning; Kendra Perri, Assistant Superintendent for Personnel and Planning; Diane Kaffka, Assistant Superintendent for the Department of Student Services; Chris Fahnoe, Director of Technology and Assessment; Adam Harris, Head of Communications and Storytelling; Brad Katz, Information Technology Specialist; Lana O'Brien, Recording Secretary; staff; and community.

Recognitions and Presentations - None

Board Communications:

- Board Member Updates – Dr. Jogee noted that she attended the Patton walk to school day.
- ED-RED – Mr. Michael reported that he will be attending the annual kickoff luncheon on October 18.
- IASB – Dr. Jogee noted that Board members attended the North Cook Division dinner meeting recently, and she reviewed topics that were discussed.
- NSSEO – Ms. Nierman provided an update to the Board on where NSSEO is with their Strategic Planning progress. The Environmental Scan, which is the report that is developed from the data gathered, will be presented at the NSSEO Board meeting on November 6.

Community Input – None

Communications from District Partners

- ABC25 Foundation – Ms. Faso reported that the grants are open for the teachers until October 18, and some have already been received. Additional communication to teachers is requested. She thanked all of the grant volunteers in advance of their work. The Fun Fair will be held this winter at South Middle School.
- ATA – Ms. Berg talked about the various happenings at the schools.

There were no reports from the following

- PTA

Consent Agenda

**Motion:** K. Michael moved and A. Jogee seconded the motion that the Board of Education approve those items on the Consent Agenda as follows: (A) Personnel Report and Addendum to Personnel Report; (B) Invoices; (C) Treasurer's Report; (D) Regular and Closed Session Meeting Minutes of September 24, 2024.

Roll Call: B. Cerniglia, yes; G. Faso, yes; A. Jogee, yes; K. Michael, yes; E. Nierman, yes; R. Olejniczak, yes; and G. Scapillato, yes. Motion carried 7/0.

Student Learning – No Report

Student Services – No Report

Business and Finance

Benefits Renewal 2025

Ms. Mallek noted that the insurance committee met in September. The proposed renewal increase is 6.2% on a blended average. Two factors impact the premiums: 1) The Board has a negotiated cap of 6% on the increase in premium they will pick up each year, and 2) the employees have to pay a minimum of 3% of premium for single insurance and 33% of premium for family insurance. To mediate the cost of rising premiums, the district recommends adding the Blue Option network to the High Deductible Health Plan; changing the prescription Copays for three medical plans, HMO Illinois, HMO Blue Advantage, and Blue Choice Option PPO; and an increase in the Emergency Room co-pay from \$100 to \$300 per visit. Based on the renewal premiums and these factors, the employee cost for single insurance will not change, remaining at \$70.30/month. The family insurance employee premium will increase from \$825.87/month to \$889.18/month. The employee will be paying 6.7% of the total single premium and 36% of the total family premium and the Board's increase will be 6.0% for both single coverage and family coverage. The renewal increase is consistent with annual inflation rates for medical and pharmaceutical and increased costs associated with specialty pharmaceuticals. There are no changes to the vision and life insurance plans, and a small change to the dental plan. The district is changing the online enrollment benefits software that is used.

**Motion:** K. Michael moved and A. Jogee seconded the motion that the Board of Education approve the Resolution for the Continuation of Various Insurance Coverages for the 2025 Calendar Year.

Roll Call: B. Cerniglia, yes; G. Faso, yes; A. Jogee, yes; K. Michael, yes; E. Nierman, yes; R. Olejniczak, yes; and G. Scapillato, yes. Motion carried 7/0.

Facilities Management – No Report

Personnel and Planning

Memorandum of Understanding (MOU) Part Day Teacher and Part Day Administrator

Ms. Perri noted that the district is interested in implementing a structure where two positions are combined into Part Day as Administration and Part Day as Certified Staff for the 2024-2025 school year. It was a collaborative effort between ATA and the Administration. It will be in effect until the end of the 2024-2025 school year, with the option of extending it for additional years.

**Motion:** K. Michael moved and A. Jogee seconded the motion that the Board of Education approve the Memorandum of Understanding "PART DAY TEACHER AND PART DAY ADMINISTRATOR" as presented.

Roll Call: B. Cerniglia, yes; G. Faso, yes; A. Jogee, yes; K. Michael, yes; E. Nierman, yes; R. Olejniczak, yes; and G. Scapillato, yes. Motion carried 7/0.

### Superintendent Report

#### Freedom of Information Act Report

- Owen Wang, North Cook News, requested information on a student evacuation plan; a response was provided on September 22, 2024.

#### Data Sharing Agreement with Township High School District 214

Dr. Kaye noted that this will be an information item only. We received the final agreement this morning, so we need time to review it. Dr. Kaye reviewed the changes to the agreement since the last meeting. It will be brought back to the next meeting for Board approval.

#### First Reading of Policies – PRESS 116

Dr. Kaye noted that five policies were reviewed by the Policy Committee. Title IX language was added to the policies. They will be brought back at the next meeting for approval.

2:260	Uniform Grievance Procedure
2:265	Title IX Grievance Procedure
5:100	Staff Development Program
7:20	Harassment of Students Prohibited
7:185	Teen Dating Violence Prohibited

#### IASB 2024 Resolutions

Dr. Kaye noted that each year at the Joint Annual Conference, an Illinois Association of School Boards Delegate Assembly is held. At the Delegate Assembly, one District 25 Board member will cast the District 25 vote for each of the items noted in the 2024 Resolutions Committee Report. Board members asked questions and there was discussion on how the resolutions are presented as well as the process that they will use to determine how the delegate will vote on behalf of the Board. Ms. Mallek provided input on two resolutions. Board members are asked to send their recommendations to Dr. Jogee by November 1. At the November 12 Board meeting, Dr. Jogee will facilitate the discussion, gather the Board's input, and then the majority decision will be the Board's decision.

#### Community Input – None

#### Future Agenda Items

#### Topics with Dates to be Determined – None

#### New Topics – None

**Motion:** K. Michael moved and A. Jogee seconded that the Board of Education adjourn the regular meeting.

Roll Call: B. Cerniglia, yes; G. Faso, yes; A. Jogee, yes; K. Michael, yes; E. Nierman, yes; R. Olejniczak, yes; and G. Scapillato, yes. Motion carried 7/0.

The Board adjourned the regular meeting at 7:44 p.m.

Submitted,

Lana M. O'Brien  
Recording Secretary

Approved: November 12, 2024

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President  
Board of Education

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Secretary  
Board of Education

Date minutes available for public inspection:      November 13, 2024

Date minutes posted on District website:      November 13, 2024