

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

School Board Meeting Minutes  
November 12, 2024

Greg Scapillato, President of the Arlington Heights School District 25 Board of Education, called the meeting to order at 6:23 on November 12, 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: Brian Cerniglia, Dr. Anisha Jogee, Kevin Michael, Elizabeth Nierman, and Greg Scapillato

Board members excused: Gina Faso

Others Present: Dr. Brian Kaye, Superintendent; Kendra Perri, Assistant Superintendent for Personnel and Planning; Stacey Mallek, Assistant Superintendent for Business/CSBO; and Lisa Szydlowski, MTSS Coordinator

**Motion:** K. Michael moved and A. Jogee 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); Litigation, when an action against, affecting or on behalf of the particular District has been filed and is pending before a court or administrative tribunal, or when the District finds that an action is probable or imminent, in which case the basis for the finding shall be recorded and entered into the closed meeting minutes. 5 ILCS 120/2(c)(11); The placement of individual students in special education programs and other matters relating to individual students, 5 ILCS 120/2(c)(10); Student disciplinary cases, 5 ILCS 120/2(c)(9); Security procedures, school building safety and security, and the use of personnel and equipment to respond to an actual, a threatened, or a reasonably potential danger to the safety of employees, students, staff, the public, or public property, 5 ILCS 120/2(c)(8). Roll Call: B. Cerniglia, yes; A. Jogee, yes; K. Michael, yes; E. Nierman, yes; and G. Scapillato, yes. Motion carried 5/0.



The Board returned to open session at 7:02 p.m. Roll call was noted and the Pledge of Allegiance said.

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

Board members excused: Gina Faso

Others Present: Dr. Brian Kaye, Superintendent; Stacey Mallek, Assistant Superintendent for Business/CSBO; Becky FitzPatrick, Assistant Superintendent for Student Learning; 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

Congratulations to Stanley Powers from the South Middle School Golf Club, who qualified for the IESA State Tournament. Thank you to Coach Allison Buck.

Congratulations to the South Middle School Girls and Boys, and Thomas Middle School Girls and Boys Cross Country Teams that participated at the State Cross Country meet. Thank you to their Coaches Kim Radzak, Tim Evans, and Tyler Stordahl from South, and Sarah Dunn, Becky Fahnoe, Joe Kim, and Todd Slowinski from Thomas.

### South Middle School

Tess Bauer  
Isabella Caldera  
McKenna Carroll - 19th Place  
Audrey Childs  
Erin Collins  
Loretta Cox  
Eddie Furman  
Gretchen Heckard  
Brennan Kayser  
Breanna Klockenga  
Kaylee Leone  
Ellie Maupin  
Matthias Mendoza  
Lily Newman  
Cameron Niemiec  
Oliver Nierman  
Samuel Pagnotto  
Zach Samuels  
James Small  
Ethan Tang  
Will Thanopoulos  
Rodrigo Zapata-Solano

### Thomas Middle School

Vada Ashman  
Lucy Blandford - 24th Place  
Lauren Cole  
Matthew Cole  
Kyle Dugan - 21st Place  
Billy Dugan  
McKenna Fox  
Megan Fritzsche  
Adelaide Galla – 1<sup>st</sup> Place  
Chase Larson  
Josh Morrison  
Ryan Pham  
Madelyn Reece  
Landon Rice  
Austin Ryter  
Madeline Serur - 14th Place  
Lucas Siena  
Ewan Smith  
Clara Vincent - 5th Place  
Eliana Yeh

Thank you to the Arlington Heights School District 25 Board of Education members for volunteering and supporting public education and for their commitment and contributions to our public schools, students, and community. This year's School Board Members Day theme is "Give them the recognition they have Earned!" Each Board member was given a certificate signed by Dr. Kaye and Ms. Berg, ATA President, acknowledging their efforts on behalf of the district.

#### Board Communications:

- Board Member Updates – Ms. Nierman thanked the staff for Parent/Teacher conferences. Dr. Jogee noted that she attended a City of Support event on November 7 that the Board was invited to.
- ED-RED – Mr. Michael reported that he attended the Annual ED-RED kickoff luncheon on October 18, and he reviewed the presentation. He also attended the November 8 virtual meeting, which focused on Title IX. He reviewed recent legislative updates.
- IASB – Dr. Jogee reported that the Joint Annual Conference is November 22 – 24. Dr. Jogee, Mr. Michael, and Dr. Kaye are presenting a session at the conference. She asked that Board members who attend the conference share what they learned at the December Board meeting.
- NSSEO – Ms. Nierman explained the mechanical upgrades needed at Kirk School. The NSSEO Board will be voting on it at the next meeting. If any Board members would like to tour any of the schools during the school day, please contact her. Ms. Mallek, Ms. Kaffka, Dr. Kaye, and Ms. Nierman will be attending the Strategic Plan meeting on December 10. Timber Ridge is hosting a holiday store for their students.

#### Community Input - None

#### Communications from District Partners

- PTA – Dr. Kaye read a report from Ms. Bhansali. The Northwest Cook Region PTA annual meeting and recognition was recently held, and several District 25 schools received rewards and recognition. Highlights from the school PTAs were shared. The PTA currently has openings for the President-Elect and Second Vice President roles, and anyone who has served on an Executive Council at any district school and is currently a PTA member is eligible.
- ABC25 Foundation – Dr. Kaye read a report from Ms. Faso. Thirty-eight grants were received totaling over \$50,000, and ABC25 is reviewing them. They are working on the membership drive, and planning and preparing for this year's Fun Fest.
- ATA – Ms. Berg thanked the Board for all they do for our district. She talked about the various happenings at the schools, including Veteran's Day activities.

### 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; (B) Invoices; (C) Treasurer's Report; (D) Regular and Closed Session Meeting Minutes of October 8, 2024.

Roll Call: B. Cerniglia, yes; A. Jogee, yes; K. Michael, yes; E. Nierman, yes; R. Olejniczak, yes; and G. Scapillato, yes. Motion carried 6/0.

### Student Learning

#### Assessment and Illinois School Report Card

Dr. FitzPatrick, along with Amanda Czerniuk, Assessment Coordinator, presented the report to the Board. Ms. Czerniuk reviewed the Illinois Science Assessment (ISA) results and noted that District 25 proficiency rates continue to outperform the state and District 214 sender districts; and overall science proficiency increased nine percentage points over last year. The Illinois Assessment of Readiness (IAR) and NWEA MAP overall math and ELA growth were reviewed. They discussed in detail growth and proficiency in both math and ELA.

In summary, District 25's overall proficiency in science, math and ELA increased over the last year, and exceeds those of the state and neighboring districts; District 25 students are growing as expected or achieving higher than expected growth; proficiency gaps exist between student groups; proficiency gaps for the ML students narrowed this year; District 25 administrators continue to analyze student assessment data to identify areas of further growth; and the schools continue to use MAP assessment data to determine which students need intervention and enrichment within and outside of the classroom.

Dr. Kaye reviewed the Illinois School Report Card, which was released on October 30. Each school's Summative Designation is a critical designation that wraps all academic data into one label and compares schools across the state. District 25 schools all received Exemplary or Commendable labels. He noted that the state is interested in realigning how they designate schools.

Board members asked questions and there was detailed discussion on expected growth and meeting benchmarks; opportunities for elementary teachers to collaborate; what areas the instructional coaches assist with; the data that ISBE uses to determine the equity journey continuum score; differences between the schools; the phases of the program review process; proficiency comparison with other sender districts; instructional minutes in different grades; and student group growth. Dr. FitzPatrick and Ms. Czerniuk were thanked for their presentation.

### Student Services – No Report

### Business and Finance

#### Tentative Tax Levy

Ms. Mallek presented the Tentative Tax Levy to the Board. She reviewed the 2023 Tax Levy and shared historical information from the past several years. Revenues from local

property taxes generate approximately 83% of all revenues for District 25. Taxes are based on a dollar amount limited to an increase each year of the Consumer Price Index (CPI), or 5%, whichever is less. The proposed levy is 4.96% higher than the 2023 levy extension in the capped funds. This is to capture the 3.4% CPI plus new growth. We anticipate the actual increase will be closer to 4.1%, which represents the 3.4% increase due to CPI plus 0.7% new growth. In addition to the above, and as a result of the successful bond referendum in June of 2022, the bond and interest levy will remain at \$9.4 million. With the 2023 tax levy, the district abated \$1.9M of the bond and interest levy, bringing the actual extension to \$7.55M. The annual levies for the bonds are set at the time of the bond sale.

Dr. Jogee left the meeting at 9:25 p.m. and returned at 9:28 p.m.

Ms. Mallek shared the levy timeline in accordance with legal requirements.

Presentation of Tentative Levy	November 12, 2024
Public Hearing & Levy Adoption	December 10, 2024
Levy Filed	Prior to December 31, 2024

#### Workers' Compensation Renewal

Ms. Mallek stated that the renewal for 2025 reflects a 11.29% increase over the 2024 premium. Projected payroll and workers compensation rates impact the renewal. The 2024-25 projected payroll increase was 6.51% due to the number of positions added due to full-day kindergarten and approved salary increases. The additional 5% increase is based on the State increase for our class codes and our experience. We anticipate the overall cost after the audit will decrease because we did not fill all of the positions.

**Motion:** K. Michael moved and A. Jogee seconded the motion that the Board of Education approve the workers compensation renewal through the Illinois Public Risk Fund as presented.

Roll Call: B. Cerniglia, yes; A. Jogee, yes; K. Michael, yes; E. Nierman, yes; R. Olejniczak, yes; and G. Scapillato, yes. Motion carried 6/0.

#### 2025 ISBE School Maintenance Project Grant

Ms. Mallek explained that this is a state matching grant program providing awards up to \$50,000 to grantees exclusively for the maintenance or upkeep of buildings or structures for educational purposes. We are writing the grant to offset the cost of the replacing the air handler units at Westgate Elementary School. This work was identified as "recommended" on our 10-year life safety survey and qualifies as a *Health/Life Safety* priority project. A Board member said that the district does a great job of finding grants to offset costs.

**Motion:** K. Michael moved and A. Jogee seconded the motion that the Board of Education approve the FY2025 School Maintenance Project Grant application as presented.

Roll Call: B. Cerniglia, yes; A. Jogee, yes; K. Michael, yes; E. Nierman, yes; R. Olejniczak, yes; and G. Scapillato, yes. Motion carried 6/0.

#### Facilities Management – No Report

## Personnel and Planning – No Report

### Superintendent Report

#### Freedom of Information Act Report

- Malgorzata Olszanski requested information on sanitary products; a response was provided on October 16, 2024.
- Sarah James, Data Coordination Specialist, of Employee Data Analytics requested information on District 25 employees; a response was provided on October 16, 2024.
- Marie Campbell requested information on portable toilet rentals; a response was provided on October 22, 2024.

### Board Member Day Resolution

Dr. Kaye thanked the Board for all they do and read the Resolution. A video of Board members' children thanking them was shown.

**Motion:** K. Michael moved and A. Jogee seconded the motion that the Board of Education approve the Resolution Recognizing Illinois School Board Member Day, November 15, 2024.

Roll Call: B. Cerniglia, yes; A. Jogee, yes; K. Michael, yes; E. Nierman, yes; R. Olejniczak, yes; and G. Scapillato, yes. Motion carried 6/0.

### IASB Resolutions

Dr. Jogee provided information to the Board and asked Board members if they had any questions, or would like to make any changes. The Board discussed the cell phone usage item, and the IASB Constitutional Amendment. Dr. Jogee will tally the results, which will be uploaded to BoardDocs.

**Motion:** K. Michael moved and R. Olejniczak seconded the motion that the Board of Education approve that Dr. Anisha Jogee be appointed the 2024 IASB Delegate to the 2024 IASB Delegate Assembly on behalf of Arlington Heights School District 25 and be granted the authority to vote on the IASB resolutions and the IASB Constitutional Amendment at the 2024 Delegate Assembly solely in accordance with the consensus of the Arlington Heights School District 25 School Board on November 12, 2024.

Roll Call: B. Cerniglia, yes; A. Jogee, yes; K. Michael, yes; E. Nierman, yes; R. Olejniczak, yes; and G. Scapillato, yes. Motion carried 6/0.

### Third Party (Independent) Audit of Board Policies and Administrative Procedures

A Board member suggests that this agenda item be tabled until the December 10 Board meeting.

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

Dr. Kaye noted that there are no changes since the last meeting.

**Motion:** K. Michael moved and R. Olejniczak seconded the motion that the Board of Education approve the Data Sharing Agreement with Township High School District 214 as presented.

Roll Call: B. Cerniglia, yes; A. Jogee, yes; K. Michael, yes; E. Nierman, yes; R. Olejniczak, yes; and G. Scapillato, yes. Motion carried 6/0.

**Second Reading of Policies – PRESS 116**

Dr. Kaye noted that there are no changes since the last meeting.

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

**Motion:** K. Michael moved and A. Jogee seconded the motion that the Board of Education approve the policies as presented.

Roll Call: B. Cerniglia, yes; A. Jogee, yes; K. Michael, yes; E. Nierman, yes; R. Olejniczak, yes; and G. Scapillato, yes. Motion carried 6/0.

**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 return to the Closed session meeting at 10:04 p.m. for the same reasons as previously stated.

Roll Call: B. Cerniglia, yes; A. Jogee, yes; K. Michael, yes; E. Nierman, yes; R. Olejniczak, yes; and G. Scapillato, yes. Motion carried 6/0.

The Board returned to open session at 10:18 p.m.

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

Roll Call: B. Cerniglia, yes; A. Jogee, yes; K. Michael, yes; E. Nierman, yes; R. Olejniczak, yes; and G. Scapillato, yes. Motion carried 6/0.

The Board adjourned the regular meeting at 10:20 p.m.

Submitted,

Lana M. O'Brien  
Recording Secretary

Approved: December 10, 2024

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President  
Board of Education

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Secretary  
Board of Education

Date minutes available for public inspection:      December 11, 2024

Date minutes posted on District website:      December 11, 2024