

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

School Board Meeting Minutes
October 21, 2025

Greg Scapillato, President of the Arlington Heights School District 25 Board of Education, called the meeting to order at 6:18 p.m. on October 21, 2025. 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: Melissa Buchberger, Brian Cerniglia, Dr. Anisha Jogee, Kevin Michael, Elizabeth Nierman, Greg Scapillato, and Deb Tranter

Board members excused: None

Others Present: Dr. Brian Kaye, Superintendent

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) ; The setting of a price for sale or lease of property owned by the public body. 5 ILCS 120/2(c)(6); 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); Student disciplinary cases, 5 ILCS 120/2(c)(9).

Roll Call: M. Buchberger, yes; B. Cerniglia, yes; A. Jogee, yes; K. Michael, yes; E. Nierman, yes; G. Scapillato, yes; and D. Tranter, yes. Motion carried 7/0.



The Board returned to open session at 7:10 p.m. Roll call was noted and the Pledge of Allegiance said.

Board members present: Melissa Buchberger, Brian Cerniglia, Dr. Anisha Jogee, Kevin Michael, Elizabeth Nierman, Greg Scapillato, and Deb Tranter

Board members excused: None

Others Present: Dr. Brian Kaye, Superintendent; Stacey Mallek, Assistant Superintendent for Business/CSBO; Diane Kaffka, Assistant Superintendent for Student Services; Adam Harris, Head of Communications and Storytelling; Brad Katz, Information Technology Specialist; Lana O'Brien, Recording Secretary; and community.

Diligent Community Presentation

Ms. O'Brien explained that Diligent is sunsetting BoardDocs, so the district is moving to Diligent Community for Board meeting management. She provided an overview of the Diligent Community program, and answered questions from Board members.

Recognitions and Presentations - None

Board Communications:

- Board Member Updates – Ms. Buchberger attended the Regional PTA meeting last night. Ms. Tranter has been visiting District 25 schools the past few weeks; attended the South M.S. Variety Show, a Good Neighbors Network fundraiser, and an IASB webinar. Mr. Scapillato attended an IASB webinar. Dr. Jogee attended the South Variety Show.
- Legislative Report – Mr. Michael, along with Dr. Jogee and Ms. Buchberger, attended the ED-RED kickoff luncheon on October 20. He provided a summary of the event, and also discussed recent legislation. The next ED-RED meeting will be a virtual meeting on November 6.
- IASB/COSSBA –Dr. Jogee stated that the North Cook Division meeting will be held tomorrow, and local school boards will vote on the division nominating slate. The IASB Strategic Plan survey for Board members is due by November 30.
- NSSEO – Ms. Nierman noted that the NSSEO Board will review the articles on November 5, and then she will bring them to the District 25 Board to vote on. She talked about Sunrise Lake Outdoor Education Center, and noted that she can arrange a tour for Board members. Sunrise Lake is Hosting a Harvest Fest November 1.

Community Input – None

Communications from District Partners

- PTA – Dr. Kaye read a report from Ms. Lakomski. The Regional PTA meeting was held last night and each school received awards. The next PTA meeting will be for unit Presidents only.
- ABC25 Foundation – Dr. Kaye noted that ABC25 received 61 completed grants.

There were no reports from:

- ATA

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) Treasurer's Report (C) Invoices; (D) Fixed Asset Disposal Report, 2024-2025; (E) Special Meeting and Special Closed Session Meeting Minutes of September 16, 2025; (F) Regular and Closed Session Meeting Minutes of September 30, 2025; (G) Board bill.

Roll Call: M. Buchberger, yes; B. Cerniglia, yes; A. Jogee, yes; K. Michael, yes; E. Nierman, yes; G. Scapillato, yes; and D. Tranter, yes. Motion carried 7/0.

Student Learning – No Report

Student Services – No Report

Business and Finance

Benefits Renewal

Ms. Mallek noted that the insurance committee met twice. The proposed renewal increase exceeded 8% 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. She reviewed the insurance committee recommendations to mediate the cost of rising premiums, which included increasing the deductibles, coinsurance, and out-of-pocket maximum for the BCO PPO; increasing the individual stop-loss level for reinsurance; and engaging AECRx to perform a detailed audit of our pharmacy claims. The renewal increase is consistent with annual inflation rates for medical and pharmaceutical, increased costs associated with specialty pharmaceuticals, reduced prescription rebate fee credits and other BCBS fees. She reviewed the changes to the Blue Advantage HMO, and high-deductible PPO plans.

There are no changes to the vision and life insurance plans, and small changes to the dental plan. A Board member asked for clarification on the Board cost for medical insurance. Ms. Mallek and the Insurance Committee were thanked.

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 2026 Calendar Year.

Roll Call: M. Buchberger, yes; B. Cerniglia, yes; A. Jogee, yes; K. Michael, yes; E. Nierman, yes; G. Scapillato, yes; and D. Tranter, yes. Motion carried 7/0.

Facilities Management – No Report

Personnel and Planning – No Report

Superintendent Report

Superintendent Update

Dr. Kaye shared updates with the Board on various items including a Diwali event he attended today at Ivy Hill; ABC25 will be hosting an anti-bullying event on January 19 at

South M.S.; and ABC25's Top Golf fundraiser will be held on March 15. A Strategic plan refresh team survey was sent out, and the goal is to have representatives from students, staff, administrators, and families. He showed a video and thanked the Principals and Assistant/Associate Principals for National Principals month.

Freedom of Information Act Report

- Owen Wang of North Cook News, requested student information; a response was provided on October 1, 2025.
- Steve Watts requested employee information; a response was provided on October 3, 2025.
- wethebosses1@gmail.com requested information on administrator salaries and budget and expenditure information; a response was provided on October 8, 2025.
- John McKeogh requested information on Board oaths, SIS audit logs, communication, policies, and insurance; a response was provided on October 9, 2025.
- John McKeogh requested information on communication, policies, and insurance; a response was provided on October 16, 2025.

IASB Resolutions - 2025

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 2025 Resolutions Committee Report. Board members discussed the process that they will use to determine how the delegate will vote on behalf of the Board. Board members are asked to send their recommendations to Dr. Jogee by November 4. At the November 11 Board meeting, Dr. Jogee will facilitate the discussion, gather the Board's input, and then the majority decision will be the Board's decision.

Second Reading of Policies – PRESS 119

Dr. Kaye noted that there were no changes from the previous month.

PRESS 119:

- 1:10 School District Legal Status
- 1:20 District Organization, Operations, and Cooperative Agreements
- 1:30 School District Philosophy
- 2:10 School District Governance
- 2:80 Board Member Oath and Conduct
- 2:120-E1 Guidelines for Serving as a Mentor to a New School Board Member
- 2:120-E2 Website Listing of Development and Training Completed by Board Members
- 2:125-E3 Resolution to Regulate Expense Reimbursements
- 2:130 Board-Superintendent Relationship
- 2:220-E4 Open Meeting Minutes
- 2:220-E7 Access to Closed Meeting Minutes and Verbatim Recordings
- 2:220-E9 Requirements for No Physical Presence of Quorum and Participation by Audio or Video During Disaster Declaration

2:240	Board Policy Development
2:240-E1	PRESS Issue Updates
2:240-E2	Developing Local Policy
3:30	Chain of Command
4:50	Payment Procedures
4:90	Student Activity and Fiduciary Funds
4:180	Pandemic Preparedness; Management; and Recovery
5:20-E	Resolution to Prohibit Sexual Harassment
5:270	Employment At-Will, Compensation and Assignment
7:40	Nonpublic School Students, Including Parochial and Home-Schooled Students
7:90	Release During School Hours
7:130	Student Rights and Responsibilities
7:140	Search and Seizure
7:300	Extracurricular Athletics
7:325	Student Fundraising Activities
8:80	Gifts to the District
8:110	Public Suggestions and Concerns

Misc:

5:180	Temporary Illness or Temporary Incapacity
8:12	Community Involvement in Decision Making

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

Roll Call: M. Buchberger, yes; B. Cerniglia, yes; A. Jogee, yes; K. Michael, yes; E. Nierman, yes; G. Scapillato, yes; and D. Tranter, yes. Motion carried 7/0.

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 8:26 p.m. for the same reasons as previously stated.

Roll Call: M. Buchberger, yes; B. Cerniglia, yes; A. Jogee, yes; K. Michael, yes; E. Nierman, yes; G. Scapillato, yes; and D. Tranter, yes. Motion carried 7/0.

The Board returned to open session at 9:30 p.m.

Motion: K. Michael moved and G. Scapillato seconded that the Board of Education adjourn the regular meeting.

Roll Call: M. Buchberger, yes; B. Cerniglia, yes; A. Jogee, yes; K. Michael, yes; E. Nierman, yes; G. Scapillato, yes; and D. Tranter, yes. Motion carried 7/0.

The Board adjourned the regular meeting at 9:31 p.m.

Submitted,

Lana M. O'Brien
Recording Secretary

Approved: November 11, 2025

President
Board of Education

Secretary
Board of Education

Date minutes available for public inspection: November 12, 2025

Date minutes posted on District website: November 13, 2025