

**MINUTES OF A REGULAR MEETING,
BOARD OF EDUCATION, SCHOOL
DISTRICT #225, COOK COUNTY,
ILLINOIS, SEPTEMBER 10, 1990**

A regular meeting of the Board of Education, School District No. 225 was held on Monday, September 10, 1990 at approximately 7:30 p.m. at the Glenbrook High Schools Administration Building, pursuant to due notice of all members.

The president called the meeting to order. Upon calling of the roll, the following members answered present: Baer, Howland McConachie, Morris, Wilson, Winton, Zimmerman. Also present: Freeman, Lacivita, McGrew, Pommerenke, Wisner.

**APPROVAL OF THE MINUTES OF THE SPECIAL MEETING OF AUGUST 22, 1990 AND
THE REGULAR MEETING OF AUGUST 27, 1990 AND THE CLOSED SESSION OF AUGUST
27, 1990**

Motion by Mr. Wilson, seconded by Mr. Winton, to approve the minutes of the special meeting of August 22, 1990, and the regular meeting of August 27, 1990, and closed session of August 27, 1990, as presented.

Upon calling of the roll:

aye: Baer, McConachie, Morris, Wilson, Winton, Zimmerman

nay: none

abstain: Howland

Motion carried.

PLEASE NOTE: Mr. Howland abstained from the vote as he had not been in attendance on August 27th.

INTRODUCTION OF NEW TEACHERS

Dr. McGrew and Dr. Pommerenke introduced the teachers new to the district to the Board of Education. Mr. Morris welcomed the teachers to the district and wished them well in their new careers.

RECOGNITION OF COMMUNITY VISITORS

There were no community visitors who requested to address the Board.

DISCUSSION REGARDING ADDITIONAL TECHNOLOGY PROPOSALS

Mr. Lacivita presented a list of technology proposals which had been previously submitted by the schools and recommended by the Technology Review Committee. He requested that the proposal involving the industrial education equipment be tabled pending further review. The proposals presented included the following items and budgets:

	<u>Glenbrook North</u>	<u>Glenbrook South</u>
Computer Equipment for Mathematics Lab	-0-	\$21,000
Laptop Computers for Special Education	\$3,000	\$3,000
Computers for Journalism	\$5,650	\$6,000
Non-print Materials	\$5,000	\$5,100
Computer Equipment for Room A139	\$21,110	-
Equipment for Music Department	<u>\$21,910</u>	<u>-</u>
	\$56,670	\$35,100

Members of the Board asked questions concerning the proposals which were answered by Mr. Lacivita and other members of the staff who were present in the audience.

Mr. Wilson raised the issue of purchasing "clones" rather than Hewlett-Packard microcomputers. He asked that the issue be addressed in terms of advantages and disadvantages of using "clones." He also asked that the issue of color vs. monochrome monitors be addressed by the staff. Mr. Howland also stated that he was interested in these two issues being addressed.

Mr. Howland expressed a concern that the budget for the music equipment was larger than originally proposed. He indicated he could support the original amount, but could not support the larger amount unless he knew what would be reduced to offset the increase in music.

Mr. Baer stated that he was disappointed that specific technology proposals were being submitted and approved without an overall long range philosophical context as to how the technology would be utilized by the district.

Mrs. Zimmerman stated that she desired the overview to address how the technology proposals were going to affect student learning.

Mr. Winton raised a number of issues concerning the equipment such as leasing vs. purchasing, the use of Vectras vs. "clones," the life cycle of the equipment, and the desirable number of laptop computers for special education.

Mr. Morris reviewed the process used for developing the technology proposals over the last six months. He described the presentations of the long range plans by the schools in March and how the Board had given the Technology Review Committee a new charge of reviewing, coordinating, and recommending technology proposals to the Board of Education. The new charge had delayed the Committee's completion of its original charge. He indicated that the Committee had done an excellent job in addressing its new charge from the Board.

After further discussion, the Board took the following action:

MOTION TO AUTHORIZE THE PURCHASE OF EQUIPMENT FOR THE GLENBROOK SOUTH MATHEMATICS LAB

Motion by Mrs. McConachie, seconded by Mrs. Zimmerman, to authorize the purchase of equipment for the Glenbrook South mathematics lab in the amount of \$21,000.

Upon calling of the roll:

aye: Howland, McConachie, Morris, Wilson, Winton, Zimmerman

nay: Baer

Motion carried.

MOTION TO AUTHORIZE THE PURCHASE OF LAPTOP COMPUTERS

Motion by Mrs. McConachie, seconded by Mrs. Zimmerman, to authorize the purchase laptop computers for the special education department in the amount of \$3,000 for Glenbrook North and \$3,000 for Glenbrook South.

Upon calling of the roll:

aye: McConachie, Morris, Wilson, Winton, Zimmerman, Howland

nay: Baer

Motion carried.

MOTION TO AUTHORIZE THE PURCHASE OF COMPUTERS FOR JOURNALISM

Motion by Mrs. McConachie, seconded by Mrs. Zimmerman, to authorize the purchase of computers for journalism in the amount of \$5,650 for Glenbrook North and \$6,000 for Glenbrook South.

Upon calling of the roll:

aye: Morris, Wilson, Winton, Zimmerman, Howland, McConachie

nay: Baer

Motion carried.

MOTION TO AUTHORIZE THE PURCHASE OF NON-PRINT MATERIALS

Motion by Mrs. McConachie, seconded by Mrs. Zimmerman, to authorize the purchase of non-print materials in the amount of \$5,000 for Glenbrook North and \$5,100 for Glenbrook South.

Upon calling of the roll:

aye: Wilson, Winton, Zimmerman, Howland, McConachie, Morris

nay: Baer

Motion carried.

MOTION TO AUTHORIZE THE PURCHASE OF EQUIPMENT FOR COMPUTER LAB AT GLENBROOK NORTH

Motion by Mrs. McConachie, seconded by Mrs. Zimmerman, to authorize the purchase computer equipment for the computer lab at Glenbrook North in the amount of \$21,110.

Upon calling of the roll:

aye: Winton, Zimmerman, Howland, McConachie, Morris, Wilson

nay: Baer

Motion carried.

**MOTION TO AUTHORIZE THE PURCHASE OF EQUIPMENT FOR THE MUSIC DEPARTMENT
AT GLENBROOK NORTH**

Motion by Mrs. McConachie, seconded by Mrs. Zimmerman, to authorize the purchase equipment for the music department at Glenbrook North in the amount of \$21,910.

Upon calling of the roll:

aye: Zimmerman, McConachie, Morris, Wilson, Winton

nay: Baer, Howland

Motion carried.

PLEASE NOTE:Mr. Howland explained that while he favored the request in the original budgeted amount, he could not approve the \$4,000 plus overage until the administration advised the Board specifically where in the budget that amount would be coming from.

Mr. Howland requested that the administration advise the Board as to the source of the additional funds for the purchase of the music equipment. Mr. Morris directed the administration to address Mr. Howland's request.

DISCUSSION REGARDING COMPENSATION PLANS

Mr. Morris announced that the next item on the agenda was a discussion of administrative compensation plans. The Board had received a number of documents in their packets involving compensation plans, including merit pay plans.

Mr. Wilson stated that the current compensation system is unfair and that he favored consideration of adopting a merit pay system for the administrative staff.

Mrs. Zimmerman recalled that merit pay in education had been advocated for many years, but did not seem to work well when actually implemented.

Mr. Baer indicated that our pay plans should provide motivation and incentives for quality performance by the staff and that a number of methods could be employed to provide the motivation and incentives.

After further discussion, the Board took the following action.

MOTION NOT TO PURSUE FURTHER STUDY OF MERIT PAY PLANS AT THIS TIME

Motion by Mrs. McConachie, seconded by Mrs. Zimmerman not to pursue the further study of merit pay plans at this time.

Upon calling of the roll:

aye: Baer, Howland, McConachie, Morris, Winton, Zimmerman

nay: Wilson

Motion carried.

MOTION TO APPROVE FIELDHOUSE RENTAL ARRANGEMENT WITH NORTHBROOK PARK DISTRICT

The item of fieldhouse rental arrangements with the Northbrook Park District was tabled until the next meeting of the Board.

REVIEW OF BOARD POLICY: SPECIAL EDUCATION (IDD)

Dr. McGrew stated that the Board had received a revised copy of the Board policy on special education. He indicated that the revisions are the result of changes in State rules and regulations.

After further discussion, the Board took the following action.

MOTION TO APPROVE REVISED SPECIAL EDUCATION BOARD POLICY AND PROCEDURES (IDD)

Motion by Mr. Baer, seconded by Mrs. Zimmerman, to approve the revised special education Board policy and procedures as recommended by the administration.

Upon call for a vote on the motion, all present voted aye.*

Motion carried.

NOTE: (See attached)

REVIEW OF BOARD POLICY: FEES FROM RESIDENTIAL REAL ESTATE DEVELOPERS (DEN)

Mr. Wisner described two concerns he has with the current policy. He indicated that the current policy provides for the fee to be paid to the district based on the estimated value of the house. He stated that often the sales price was much higher than the estimated value. Mr. Wisner recommended that the fee be based on the actual sale price of the house.

Mr. Wisner also reported that the current policy does not speak directly to the issue of apartments. He recommended that apartments should be included in the policy and that estimated values supported by documentation be used to determine the fees.

After further discussion, the Board took the following action.

MOTION TO APPROVE REVISED BOARD POLICY: FEES FROM RESIDENTIAL REAL ESTATE DEVELOPERS (DEN)

Motion by Mr. Wilson, seconded by Mrs. McConachie, to approve the revised residential fees policy as recommended by the administration.

Upon calling of the roll:

aye: Baer, McConachie, Morris, Wilson, Winton, Zimmerman

nay: none

abstain: Howland

Motion carried.

NOTE: (See attached)

PLEASE NOTE: Mr. Howland abstained from the vote because he does not favor the basic policy and consequently is ambivalent to fine-tuning adjustments to same.

Mr. Howland requested that the Board be given information on fees obtained by the district as required by the Board policy.

REVIEW OF BOARD POLICY: DRUG AND ALCOHOL (GBL)

Dr. McGrew reported that the Board policy on Drug and Alcohol recently approved by the Board, was revised in accordance with earlier comments of the Board.

Mrs. McConachie indicated that the revised policy was an improvement over the previous version of the policy.

After further discussion, it was decided to adopt the revised policy and add the policy to a future Board agenda for additional review.

MOTION TO APPROVE THE REVISED BOARD POLICY RELATIVE TO DRUGS AND ALCOHOL (GBL)

Motion by Mr. Wilson, seconded by Mrs. Zimmerman, to approve the revised Drug & Alcohol policy, to review the policy at a future Board meeting, and to establish a termination date on the policy of December 31, 1990.

Upon call for a vote on the motion, all present voted aye.*

Motion carried.

NOTE: (See attached)

Mr. Wilson requested that a long range agenda be prepared of major items that will be addressed by the Board at future meetings.

REVIEW OF SIGNODE PROPERTY DEVELOPMENT

Mr. Wisner reviewed for the Board the status of the proposed residential development of part of the Signode property east of Glenbrook South. After describing the various issues involved, he recommended that the Board of Education:

1. Support the recommendation for a traffic signal at Hospital Road with the appropriate lanes and crossing provisions.
2. Oppose the B-1 zoning request for the northeast corner of West Lake Avenue and Pfingsten Road.
3. Recommend instead of the B-1 zoning that I-1 zoning be approved with additional approval for a bank.
4. Recommend construction of sidewalks on the east side of Pfingsten Road the entire length of the Signode property.
5. Recommend that if any commercial development is approved for the corner of West Lake Avenue and Pfingsten Road, the developer commission a study to determine what, if any, improvements must be made to the intersection to provide for maximum safety for those people who may cross Pfingsten Road at that location. The cost of the improvements and the study should be borne by the developer.

After further discussion, the Board took the following action.

MOTION TO APPROVE THE RECOMMENDATIONS RELATIVE TO THE SIGNODE PROPERTY DEVELOPMENT

Motion by Mr. Wilson, seconded by Mr. Winton, to approve the recommendations presented by Mr. Wisner.

Upon calling of the roll:

aye: Howland, McConachie, Morris, Wilson, Winton, Baer

nay: none

abstain: Zimmerman

Motion carried.

DISCUSSION REGARDING OCTOBER BOARD OF EDUCATION MEETING DATES

The Board decided to meet on the Board's regular meeting dates during the month of October: October 8 and October 22, 1990.

SALARY ADJUSTMENTS FOR ACADEMIC ATTAINMENT - 1990-91 SCHOOL YEAR

Motion by Mrs. McConachie, seconded by Mr. Wilson, to approve the salary adjustments for academic attainment - 1990-91 school year as listed on the attached list as recommended by the director of personnel.

Upon calling of the roll:

aye: McConachie, Morris, Wilson, Winton, Zimmerman, Baer, Howland

nay: none

Motion carried.

NOTE: See attached.

9/10/90

APPROVAL OF CONTRACTS FOR NON-TENURED STAFF (1990-91)

Motion by Mrs. McConachie, seconded by Mr. Wilson, to approve the following contracts of non-tenured staff for the 1990-91 school year as recommended by the director of personnel:

<u>NAME</u>	<u>ACADEMIC AREA</u>	<u>SCHOOL</u>	<u>SALARY</u>
BACHMANN, Virginia	English	South	\$35,802.00
BRADLEY-FOX, Eunice	Special Education	South	\$34,212.58
CABOT, Idalia	Physical Education	South	\$32,178.00
CARLSON, Patricia	I/S Special Ed.	North	\$54,825.00
CHAPMAN, Richard	Music	North	\$27,771.00
CLARKE, Bonnie	School Nurse	North	\$30,670.00
COLLINS, Julia	Science	North	\$34,231.00
CRABTREE, Mary Frances	Foreign Language	South	\$21,543.00 (2/5)
DOYLE, Robin	Physical Education	South	\$32,603.00
DURLAK, Christine	Special Education	N & S	\$57,669.00
FIELD, Joan T.	English	North	\$43,036.00
GOLDIN, Richard	Science	North	\$27,771.00
GROSSFELD, Nancy Lynn	Physical Education	South	\$26,136.00
HANSEN, Kathryn	Librarian	South	\$41,173.00
HAYES, Preston	Science	South	\$37,311.00
HENDERSON, Thomas	Science	South	\$31,276.00
HOFFMAN, Donna	Mathematics	South	\$27,090.60 (3/5)
HOLMBECK, Steven	Physical Education	North	\$34,111.00
HUSSMANN, Benedict	Social Studies	South	\$31,276.00
JAMES, Brian	Driver Ed./Health	North	\$37,311.00
KALLAY, Jeffrey	Social Studies	North	\$27,771.00
LIPSKY, Devra	Foreign Language	South	\$28,979.00
LYONS, Suzanne	Librarian	South	\$31,276.00
MILLER, John	Foreign Language	North	\$23,436.00 (3/5)
MONAGHAN, Ellen	Home Economics	South	\$20,466.00 (3/5)
MUSKAT, Karen	English	South	\$47,515.00
PERIVOLIDIS, Phyllis	Foreign Language	North	\$45,161.00
SCHAEFER, Lois	School Nurse	South	\$27,771.00
SCHAUMBERGER, Kathy	Mathematics	South	\$29,008.00
SHANE, Ludmilla	Foreign Language	South	\$36,889.00
SULLIVAN, John	Social Studies	South	\$32,178.00
WOJCIK, Gregory	Music	South	\$14,924.40 (2/5)

Upon calling of the roll:

aye: Morris, Wilson, Winton, Zimmerman, Baer, Howland, McConachie

nay: none

Motion carried.

APPOINTMENTS & TRANSFERS - EDUCATIONAL SUPPORT STAFF

Motion by Mrs. McConachie, seconded by Mr. Wilson, to accept the following appointments and transfers of educational support staff as recommended by the director of personnel:

APPOINTMENTS

<u>NAME</u>	<u>POSITION</u>	<u>EFFECTIVE</u>	<u>SCHOOL</u>	<u>SALARY</u>
BITTA, Michael (repl. Leonard Asquini)	Paraprofessional Supervision	8-27-90	North	\$10.30/Hr.
LASPISA, Susan (repl. Janet Cronkhite)	Paraprofessional	9-4-90	North	\$8.25/Hr.
ALLEN, Lauren (repl. Nancy Schultz)	Paraprofessional ESL	9-4-90	South	\$9.90/Hr.
DOLGIN, Carmen (repl. Michele Froelich)	Secretary English	9-5-90	South	\$8.85/Hr.

TRANSFERS

FROELICH, Michele (repl. Marilyn Mallek)	Paraprofessional	9-5-90	South	\$9.90/Hr.
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Upon calling of the roll:

aye: Wilson, Winton, Zimmerman, Baer, Howland, McConachie, Morris

nay: none

Motion carried.

RESIGNATIONS - EDUCATIONAL SUPPORT STAFF

Motion by Mrs. McConachie, seconded by Mr. Wilson, to accept the resignations of the following educational support staff members as recommended by the director of personnel:

RESIGNATIONS

<u>NAME</u>	<u>POSITION</u>	<u>EFFECTIVE</u>	<u>SCHOOL</u>
MALLEK, Marilyn	Paraprofessional	8-24-90	South
CRONKHITE, Janet	Paraprofessional	9-5-90	South

Upon a call for a vote on the motion, all present voted aye.*

Motion carried.

AWARD OF BID - AERIAL WORK PLATFORM FOR FIELDHOUSE AND REALLOCATION OF BUDGET - GLENBROOK NORTH

Motion by Mr. Wilson, seconded by Mr. Baer, to award the bid for an aerial working platform for use in the fieldhouse at Glenbrook North to Aggregate Equipment & Supply, 2425 Hubbard Ave., Decatur, IL 62526, at a total cost of \$14,144.00 and to authorize a reallocation of funds as described in Mr. Fuller's memo of August 28, 1990.

Upon calling of the roll:

aye: Winton, Zimmerman, Baer, Howland, McConachie, Morris, Wilson

nay: none

Motion carried.

NOTE: (See attached)

AWARD OF BID - IRRIGATION SYSTEM - GLENBROOK NORTH

Motion by Mr. Wilson, seconded by Mr. Baer, to award the bid for installation of an irrigation system for a portion of the back fields at Glenbrook North to GB Sprinkler Systems, 140 Shepard, Wheeling, IL 60090 for a total cost of \$11,500.00.

Upon calling of the roll:

aye: Zimmerman, Baer, Howland, McConachie, Morris, Wilson, Winton

nay: none

Motion carried.

**AWARD OF BID - CHAIRS AND FOLDING TABLES FOR THE LYCEUM ADDITION -
GLENBROOK SOUTH**

Motion by Mr. Wilson, seconded by Mr. Baer, to award the bid for chairs and folding tables for the Lyceum Addition at Glenbrook South to Lowery McDonnell, 6950 E. Prairie Rd., Lincolnwood, IL 60645 for a total cost of \$17,532.00.

Upon calling of the roll:

aye: Baer, Howland, McConachie, Morris, Wilson, Winton, Zimmerman

nay: none

Motion carried.

AWARD OF BID - TABLET ARM CHAIRS - GLENBROOK NORTH AND GLENBROOK SOUTH

Motion by Mr. Wilson, seconded by Mr. Baer, to award the bid for 120 tablet arm chairs for Glenbrook North and 150 tablet arm chairs Glenbrook South to Lowery McDonnell Company, 6950 E. Prairie Rd., Lincolnwood, IL 60645 for a total cost of \$15,539.00.

Upon calling of the roll:

aye: Howland, McConachie, Morris, Wilson, Winton, Zimmerman, Baer

nay: none

Motion carried.

MOTION TO AUTHORIZE AN ADVANCE CHECK - CAMOSY

Motion by Mr. Wilson, seconded by Mrs. Zimmerman, to write an advance check to Camosy, Inc. in the amount of \$134,537.00

Upon calling of the roll:

aye: McConachie, Morris, Wilson, Winton, Zimmerman, Baer, Howland

nay: none

Motion carried.

DISCUSSION REGARDING CHANGE ORDERS RELATIVE TO PHASE I CONSTRUCTION

Board members had received in their packets a memo from Mr. Wisner explaining a change order being requested for Glenbrook South to change the wire size from No. 12 to No. 8 to accommodate the additional voltage drop for the Porter athletic equipment for the fieldhouse totaling \$13,085.00 for labor and material.

After further discussion, the following action was taken.

MOTION TO APPROVE CHANGE ORDERS RELATIVE TO PHASE I CONSTRUCTION

Motion by Mr. Wilson, seconded by Mrs. McConachie, to approve the change order, as presented.

Upon calling of the roll:

aye: Morris, Wilson, Winton, Zimmerman, Baer, Howland, McConachie

nay: none

Motion carried.

DISCUSSION RELATIVE TO CONTRACT WITH RYAN CONSTRUCTION COMPANY

Mr. Wisner described several issues involving the contract with Ryan Construction Company to rough grade, seed, and construct storm sewers and sidewalks in the Building Trades project 8-lot subdivision site. He indicated that a number of extra charges had been requested by Ryan including charges for the removal of additional trees and for the construction of a temporary storm sewer ditch. He indicated that he has been meeting with Ryan and has reached a compromise. Mr. Wisner recommended the Board approve an addition of \$10,000 to the original contract to cover all of the extra charges.

After further discussion, the Board took the following action.

MOTION TO APPROVE REVISED CONTRACT WITH RYAN CONSTRUCTION COMPANY

Motion by Mr. Baer, seconded by Mrs. McConachie, to approve the addition of \$10,000 in extra charges for the contract with the Ryan Construction Company as described in Mr. Wisner's memo dated September 10, 1990.

Upon calling of the roll:

aye: Wilson, Winton, Zimmerman, Baer, Howland, McConachie, Morris

nay: none

Motion carried.

NOTE: (See attached)

BOARD REPORTS

Mr. Baer reported that there would be a meeting of the Educational Foundations Committee Saturday morning, September 15, 1990 at 8:30 a.m. in the District Administration Building.

Mrs. McConachie reported that there would be a meeting of the Superintendent's Evaluation Committee Thursday morning, September 13, 1990 at 7:00 a.m. at Allgauers.

Mrs. McConachie invited members of the Board to attend the ED-RED Council meeting Wednesday evening, September 12, 1990, 7:30 p.m. at Maine South High School to hear an address by the Governor's assistant for education.

Mr. Wilson reported that work of the Illinois Math/Science Academy Alliance had been going very well and much progress had been made in achieving the group's goals.

(Mrs. Zimmerman left the meeting at this time.)

Mr. Howland requested that the list of names received by the Board of those individuals who receive Board agendas and minutes be place in a matrix format, with the organizations that the individuals represent be indicated, if known.

Mr. Morris reported on the status of the proposed arrangements with the Northbrook Park District for the rental of the Glenbrook North fieldhouse. He indicated that the arrangements had not been completed and that additional discussions were necessary.

Mr. Howland requested that Dr. McGrew give the Board a summary of his comments to the staff at the opening-of-school assembly concerning Dr. McGrew's proposals for two grades in English courses and improved homework procedures.

SUPERINTENDENT'S REPORT

Dr. McGrew reported on a "futures conference" sponsored by the Illinois Mathematics/Science Academy on October 11-14, 1990 and invited interested Board members to attend the conference.

Dr. McGrew reviewed for the Board the availability of facilitators to assist the Board in the development of a long range strategic plan. The topic of developing a long range strategic plan will be on the agenda for the next Board meeting.

