MINUTES OF REGULAR MEETING,  
BOARD OF EDUCATION, SCHOOL  
DISTRICT #225, COOK COUNTY,  
ILLINOIS, JUNE 28, 1999

A regular meeting of the Board of Education, School District No. 225 was held on Monday, June 28, 1999, at approximately 7:30 p.m. at Glenbrook High Schools Administration Building, pursuant to due notice of all members and the public.

The president called the meeting to order. Upon calling of the roll, the following members answered present: Isenberg, Lerner, Lyons, Rogal, Seymour, Shact, Wulf. Also Present: Babington, Freeman, Gross, Hales, Herrick, Lacivita, Riggle, Schilling, Smith.

RECOGNITION OF COMMUNITY VISITORS

President Shact asked if any community visitor wished to be recognized.

Marty Gold, 2990 Acorn Lane, Northbrook, addressed the Board regarding its procedure for establishing proof of residency for students. He suggested the procedure is burdensome and does not assure that the student is actually a resident.

BOARD AND SUPERINTENDENT REPORTS

Dr. Hales asked Board members to sign letters to district retirees thanking them for their dedicated to the district.

DISCUSSION REGARDING EDUCATION TO CAREERS GRANT

Dr. Hales stated the principals are requesting that funds from the Education to Careers grant be used to hire a program coordinators for the 1999-00 school year. In the past grant funds were approximately $17,000 which was not enough to pay for a program director and was used for the grant. This year the grant funds will be $34,000. Dr. Hales said he supports the request, with the understanding that the total amount of salaries, benefits, etc. for the coordinators will not exceed the amount of the grant. Dr. Hales stated that hiring of a coordinator will enable the district to help many more students.

Board members asked questions which were answered by the administration.
MOTION TO APPROVE EDUCATION TO CAREERS GRANT

Motion by Mr. Lerner, seconded by Mrs. Isenberg, to authorize the district's participation in the Education to Careers grant under the condition that all expenses incurred by the grant do not exceed the grant amount.

Upon calling of the roll:

aye: Isenberg, Lerner, Lyons, Rogal, Seymour, Shact, Wulf

nay: none

Motion carried.

Note: See attached agenda item #5

DISCUSSION REGARDING TECHNOLOGY PURCHASES FOR 1999-2000

Dr. Hales presented the technology equipment requests with the understanding that the funds will come from the building budgets. The requests were reviewed by Dr. Herrick to ensure the equipment needs are within the parameters of the Technology Plan as we look at the type of equipment requested, standardization and equipment platforms, etc. The district is moving toward greater standardization and possibly over the years moving to one platform. Our first and most important step is to move our current equipment to a standard operating system and clean up the software. Additional staff are hired over the summer to perform equipment maintenance and software upgrades. Ordering the equipment in a timely manner will allow the technology staff to prepare for the start of school. Dr. Hales stated that he is sorry that the timing hasn’t meshed with the presentation of the Technology Plan, but in speaking with Dr. Herrick, he is confident that the equipment being ordered is within the parameters of the plan.

Mr. Seymour asked if the equipment requested is a portion of the technology equipment needed for the two schools.

Dr. Herrick stated that we’ve never ordered the total number of machines needed and we’ve never thrown any machines out. He stated that they are trying to replace old machines with machines that are powerful enough to do the job. The Technology Plan will recommend purchasing considerably more computers per year than what is now being requested.

Dr. Hales stated that the plan will look at an ongoing equipment replacement plan, staff development, and network infrastructure to insure it will run smoothly and reliably.
MOTION TO APPROVE TECHNOLOGY PURCHASES FOR 1999-2000

Motion by Mrs. Rogal, seconded by Mr. Seymour, to authorize the technology purchases for 1999-2000 as listed in Dr. Herrick's memorandum dated June 24, 1999.

Upon calling of the roll:

aye: Lyons, Rogal, Seymour, Shact, Wulf, Isenberg, Lerner

nay: none

Motion carried.

Note: See attached agenda item #6

MOTION TO APPROVE CONSENT AGENDA

Mr. Shact asked if any Board member wanted an item removed from the consent agenda. Mr. Wulf requested to have Item #7.4 (textbook adoptions) removed from the consent agenda.

Motion by Mr. Lyons, seconded by Mrs. Rogal, to approve the following items on the consent agenda:

1.) the appointment of the following certificated staff as recommended by the assistant superintendent for personnel:

APPOINTMENTS

<table>
<thead>
<tr>
<th>NAME</th>
<th>POSITION</th>
<th>EFFECTIVE</th>
<th>SCHOOL</th>
<th>SALARY</th>
</tr>
</thead>
<tbody>
<tr>
<td>DAVIDSON, Chad</td>
<td>Visual and Performing Arts Instructor</td>
<td>1999-2000 School Year</td>
<td>North</td>
<td>MA, Step 5 (0.8 FTE)</td>
</tr>
<tr>
<td>HUESMANN-LOYCHIK, Kimberly</td>
<td>Special Education Instructor</td>
<td>1999-2000 School Year</td>
<td>South</td>
<td>MA+15, Step 4</td>
</tr>
<tr>
<td>PICHMAN, Steven</td>
<td>Science Instructor</td>
<td>1999-2000 School Year</td>
<td>North</td>
<td>BA, Step 6</td>
</tr>
<tr>
<td>WOOD-HARRINGTON, Charlotte</td>
<td>Mathematics Instructor</td>
<td>1999-2000 School Year</td>
<td>South</td>
<td>MA, Step 4</td>
</tr>
</tbody>
</table>

2.) the reemployment of the following teacher as recommended by the assistant superintendent for personnel:
3.) the resignation of the following educational support staff as recommended by the acting director of human resources:

RESIGNATIONS

<table>
<thead>
<tr>
<th>NAME</th>
<th>POSITION</th>
<th>EFFECTIVE</th>
<th>SCHOOL</th>
<th>SALARY</th>
</tr>
</thead>
<tbody>
<tr>
<td>BROS NAN, Kathy</td>
<td>Mathematics Instructor</td>
<td>1999-2000</td>
<td>North School Year</td>
<td>MA, Step 5 0.7 FTE</td>
</tr>
</tbody>
</table>

WESTENDORF, Joy  Instructional Assistant  6/10/99 North

FLICKINGER, Emily Instructional Assistant  6/10/99 Off Campus

DEVINE, Stephen Paraprofessional  6/9/99 North

4.) the issuance of vendor check nos. 177238 through 177649 in the amount of $1,712,313.64 as listed on the attached check list dated June 28, 1999.

5.) the reissuing of replacement checks and to ratify the issuance of advance checks totaling $144,112.18, canceled checks totaling $8,670.72 for a net of $135,441.46 as shown on the attached supplemental bill list dated June 28, 1999.

6.) the issuance of vendor check numbers 177652 through 177653 for a total of $5,500.00 as listed on the attached check list dated June 28, 1999.

7.) the issuance of the electronic wire transfers for credit union, federal taxes, employee and employer portion of FICA and Medicare taxes and state taxes, and payroll check numbers 217255 through 218073, 218586 through 218889, and 219078 through 219091 totaling $3,533,856.65. With adjustments of $14,686.53 and employer matching FICA and Medicare of ($59,949.94), the gross payroll for the month of May was $3,488,593.24.

8.) the miscellaneous student fees for 1999-2000 as contained in Dr. Schilling’s memorandum dated June 28, 1999.
9.) the statement of compliance for life safety amendments No. 8 - Glenbrook South in the amount of $598,121.40, No. 9, Glenbrook North in the amount of $1,938,971.15; and No. 10 Glenbrook South in the amount of $10,790.75; and No. 11 Glenbrook North in the amount of $181,098.70.

10.) the acceptance of the following gifts:

<table>
<thead>
<tr>
<th>GIFT FROM</th>
<th>AMOUNT</th>
<th>SCHOOL</th>
<th>DEPARTMENT</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nancy Hartwig - Mildred</td>
<td>$225</td>
<td>South</td>
<td>Scholarship</td>
</tr>
<tr>
<td>Gallagher Scholarship</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Bill &amp; Lavon Eldred - Mildred</td>
<td>$15</td>
<td>South</td>
<td>Scholarship</td>
</tr>
<tr>
<td>Gallagher Scholarship</td>
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</tbody>
</table>

11.) to adopt the resolution establishing the prevailing wage rates for the Glenbrook High School district as those provided by the Illinois Department of Labor.

12.) to approve the resolution authorizing reimbursement for capital expenditures as attached for a maximum amount of $44,586,680.

13.) to award the bid for renovation work in the new photo lab at Glenbrook North to Floodstrom Construction Company, 770 Lake Cook Road, Deerfield, IL, at a total cost of $251,539.

Upon calling of the roll:

aye: Rogal, Seymour, Shact, Wulf, Isenberg, Lerner, Lyons

nay: none

Motion carried.

Note: See attached agenda item #5

DISCUSSION REGARDING TEXTBOOK ADOPTIONS FOR THE 1999-2000 SCHOOL YEAR

Mr. Wulf commented that he asked questions regarding the textbook adoptions which were not answered. He also stated that some of the reasons for textbook changes were not academically complete, thorough or justifiable. He plans to vote nay on the textbook adoptions for those reasons.
Dr. Hales said he was out of town.

Mrs. Isenberg asked when the books have to be ordered to have them in time for the start of school.

Mr. Smith stated if the books are ordered much later, we would start school without the textbooks.

Dr. Hales said we could have answers to Mr. Wulf's questions by the next board meeting.

Mrs. Isenberg commented that perhaps the textbook adoptions shouldn't be tabled.

Dr. Hales said that would be the board's decision.

Mr. Lyons stated if answers are provided to Mr. Wulf's questions, the Board could meet within 48 hours if four board members are available.

Mr. Wulf stated he had no problem if the board wanted to vote on the textbooks, that his is more of a conceptual issue.

**MOTION TO APPROVE TEXTBOOK ADOPTIONS FOR THE 1999-2000 SCHOOL YEAR**

Motion by Mr. Lyons, seconded by Mrs. Rogal, to approve the textbook changes for the 1999-2000 school year as indicated in Mr. Lacivita's memorandum dated June 24, 1999.

Upon calling of the roll:

aye: Seymour, Shact, Isenberg, Lerner, Lyons, Rogal

nay: Wulf

**Motion carried.**

Note: See attached agenda item #7.4
DISCUSSION REGARDING SPECIAL EDUCATION STAFFING FOR 1999-2000

Mr. Lacivita stated that at the last Board meeting he advised that there was an exceptional increase in the number of special education students. Over the three year period from 1995-96 through 1998-99, the number of students with an IEP increased by about 32%. Enrollment data has been examined which reflects the need for 5.6 staff members, but he is requesting that the board approve 4 staff members including the continuation of the itinerant position at Off Campus. Mr. Lacivita stated we would receive additional federal funds because of the increase in special education students.

Mr. Seymour stated he attributes the increase in special education students to the feeder districts. Mr. Seymour stated he doesn’t have a problem with the formula; his concern is that we are not informed of the number of special education students in the elementary districts so that we can plan accordingly. He stated that the problem is not on our end.

Mr. Wulf stated as a general rule special education students don’t “bloom full blown” in 8th grade. If a student has a special education problem he/she usually has it in 1st, 2nd, or 3rd grade. The problem doesn’t suddenly manifest itself in 8th grade or sophomore year. Are these are truly students who need the services or is this a societal issue.

Dr. Hales stated these are students who are identified in elementary or middle school.

Mr. Seymour stated that he doesn’t believe the students are receiving special education services in the lower grades, which is why there is an increase.

Dr. Hales stated the students don’t receive special education services unless they are identified and meet the criteria.

Mr. Seymour asked how many students are being identified for the first time in 8th grade.

Dr. Gross stated there are significant identifications made during the junior high years.

Dr. Schilling said that based on the type of disabilities or needs, for many years Dr. Gross has been able to declassify students with parent permission and channel students who aren’t necessarily special education students into resources for at-risk students and provide a better educational plan for these students. Part of the problem is larger numbers. The other part of the problem is our percentage is becoming more in tune with the others because we have put in all the at-risk programs and not all the students fit those. The bottom line is we have to provide the services to meet the student needs.
Mr. Olson commented that we have a very good program and that some parents may move into the district to receive services. He asked if there is a way to track how many people have moved into the district for the first time within the last twelve months. We might be able to correlate that to a demand for our services and our reputation, as opposed to those who have come through our feeder schools.

Dr. Gross stated she sits in on the intakes for the students. The preponderance of students come in from the sender districts. There are people who move in, but she stated she doesn't think those numbers are significant.

Mr. Olson stated that going forward he would feel more comfortable having access to the information about what kind of trends we are seeing and what it means.

Dr. Gross stated she believes the feeder districts would be happy to provide the enrollment data for 6, 7, and 8\textsuperscript{th} grades. She said she could obtain that information.

Mr. Shact asked if the special education enrollment information has been provided by the feeder districts in the past.

Dr. Gross stated the information has not been provided, but that we can ask for the information.

Mr. Wulf questioned whether it is time to look at special education program from k-12 and maybe some of the techniques used in the high school could be implemented earlier on like a head start program. He thinks we're going to have to take an overall look at the whole program and maybe we should have more input over the feeder districts. Maybe some of the techniques can be more effective at an earlier age.

Note: See attached agenda item #8.

**MOTION TO APPROVE SPECIAL EDUCATION STAFFING FOR 1999-2000**

Motion by Mr. Seymour, seconded by Mr. Lerner, to approve three special education teachers, plus the continuation of the itinerant position.

Upon calling of the roll:

aye: Shact, Wulf, Isenberg, Lerner, Lyons, Rogal, Seymour

nay: none

Motion carried.

Note: See attached agenda item #8
DISCUSSION REGARDING STUDENT TRANSPORTATION FEES

Dr. Schilling summarized how the transportation program is currently being run and made four recommendations regarding student transportation in his memorandum to the board. Dr. Schilling asked the board whether or not they wished to subsidize transportation for the coming year to hold down the cost increase to parents. If the board is going to subsidize transportation, a decision will need to be made whether to subsidize students who live under a mile and a half, which is generally not done.

Mr. Shact asked individual board members if they could support the four recommendations as provided by Dr. Schilling. Board members gave their opinion.

Dr. Schilling will use the Board’s input to gather more information and develop additional recommendations. He asked board members if they favored a discount for families with multiple children. Board members asked Dr. Schilling contact the feeder districts regarding their practice of providing a discount for families with multiple children. Dr. Schilling will obtain the information and provide it to the board prior to the next meeting.

Note: See attached agenda item #9.

DISCUSSION REGARDING BUILDING RENTAL RATES FOR 1999-2000

Mr. Shact asked if the board has questions regarding the proposed rental rates.

Mr. Lyons asked if the rates are based on actual costs.

Dr. Schilling stated the costs are based on actual changes in the hourly rates.

The building rental rates will be placed on the consent agenda for the next board meeting.

Note: See attached agenda item #10.

DISCUSSION REGARDING REAL ESTATE TAX ABATEMENT BOARD POLICY AND PROCEDURES

Dr. Schilling stated he met with the four taxing bodies since the last board meeting. The park district and library districts indicated that they will not participate in an abatement. The representatives from Beitler indicated they can make their project work, but only if there is full participation by Districts 30 and 225. The charge from the board was that they would like to see a better deal, but they said a better deal is only possible if there is participation from all the taxing bodies. If everyone was in at 100%, it could probably be brought back a little for everyone, but with the
park district and library dropping out, they are counting on Districts 30 and 225 to make it work. The Village of Northbrook has agreed that if district 225 would like to pursue the tax abatement, they will supply the attorney, so it won’t cost District 225 anything to have it drafted. Beitler has agreed to three minor changes. What they’ve basically done at this point is they would agree to two phases, which is cutting their abatement approval in half. This doesn’t mean that they couldn’t come back to us in the future, but we wouldn’t be approving it at this time. We would see how that project develops. We can approve half of it and the other half would be on hold. The second is that reducing from 16 to 15 years which is a minor issue, but that was their original request. Fifteen years is the same as Crate and Barrel. The last piece which is the same as Crate and Barrel’s agreement, which Beitler didn’t have in their original proposal, is if there is any commercial property tax relief from Cook County during the term that reduces their liability that our revenue would go up proportionately. Dr. Schilling stated at this point he needs a decision because Beitler is at the point where they would like decide if they will go ahead or not. Dr. Schilling indicated to Beitler that he would go back to the board and ask if they are interested in doing this. Dr. Schilling asked for approval if the board is interested.

Mrs. Isenber asked Dr. Schilling how much was abated for Crate and Barrel.

Dr. Schilling stated that for the four districts it is up to $4 million dollars, for each of two phases. The four taxing districts in total will abate $8 million dollars over the fifteen years.

Mrs. Isenberg stated she is opposed to the tax abatement because she feels she is asking the village to increase the amount of money they are giving us through impact fees. She doesn’t believe we can turn around on the other hand and say we’re going to abate taxes for industry.

Mr. Shact polled the board for their opinion. Board members expressed their opinion on the tax abatement.

Dr. Schilling stated that District 30 is 100% supportive of the tax abatement. He said that they do not have as much commercial property and the vacant land they have is either in Techny or it is in the GNAS area and has been TIF’ed by the Village of Glenview. District 30 would have about $3 million in abatement, but they will get $6 million dollars that they’re not getting now and we would get $3.7 million dollars. Dr. Schilling stated from a practical standpoint, he would say if we chose not to do the abatement, then that is $3.7 million dollars we wouldn’t have to do facilities, etc. Dr. Schilling stated the village likes the idea of high end office space, otherwise they wouldn’t be participating.

Note: See attached agenda item #11.
OTHER

DISCUSSION REGARDING AMENDMENT TO SUMMER SCHOOL TEACHER CONTRACTS

Mr. Lacivita stated this is a routine item the board has approved this procedure for a number of years. It allows teachers to make contributions to the Teachers’ Retirement System (TRS) on their summer school salaries rather than Social Security.

Dr. Hales asked why we need to approve this item every year.

Mr. Lacivita stated it is required because we need to amend the individual teacher contracts.

Dr. Hales asked if the board could adopt a policy that would do that.

Dr. Schilling stated that it is the individual teacher’s choice and doesn’t apply across the board. The statute requires that the teacher’s contract be amended.

MOTION TO APPROVE AMENDMENT TO SUMMER SCHOOL TEACHER CONTRACTS

Motion by Mr. Lerner, seconded by Mrs. Isenberg, to amend teacher contracts to provide for Teachers’ Retirement System (TRS) contributions for summer school salaries for the following summer school teachers:

Robert Armstrong
Virginia Bachmann
Allen Bulow
Frances Dussias
Ronald Harris
Thomas Neville
Burton Rhodes

Upon calling of the roll:

aye: Wulf, Isenberg, Lerner, Lyons, Rogal, Seymour, Shacht

nay: none

Motion carried.

Note: See attached agenda item #12

DISCUSSION REGARDING GIFT BAN POLICY

Mr. Lyons stated that legislation was passed that requires the district to have a gift ban policy in place as of July 1. He asked if we have a policy in place and what the ramifications would be if we did not have a policy on July 1.
Mr. Lacivita stated that the district does have a gift ban policy in effect which prohibits gifts to staff except for nominal gifts such as flowers. Mr. Lacivita stated that adding the board to the policy is optional. The board will have to decide whether the gift ban relates to the board.

Dr. Hales stated we will look at the IASB template and bring a policy to the board for consideration.

**MOTION TO MOVE INTO CLOSED SESSION**

Motion by Mrs. Isenberg, seconded by Mr. Lyons, to move into closed session at approximately 9:30 p.m. to consider the appointment, employment, compensation, discipline, performance, or dismissal of specific employees; to consider matters relating to individual students; and to consider litigation which has been filed and is pending or is probable or imminent (Sections 2 (c) (1), (10), and (11) of the Open Meetings Act).

Upon calling of the roll:

aye: Shact, Wulf, Isenberg, Lerner, Lyons, Rogal

nay: Seymour

**Motion carried.**

The Board returned to open session at approximately 9:55 p.m.

**MOTION REGARDING PERSONNEL ACTIONS**

Motion by Mr. Lyons, seconded by Mrs. Rogal, to approve the following personnel actions.

1.) the approval of a full time special leave of absence for the 1999-2000 school year for Cecile Frydman, assistant principal for pupil personnel services at Glenbrook South.

2.) the appointment of Robert Ferrantelli as the interim assistant principal for pupil personnel services at Glenbrook South for the 1999-2000 school year at a salary of $101,646.

Upon calling of the roll:

aye: Lerner, Lyons, Rogal, Seymour, Shact, Wulf, Isenberg

nay: none

**Motion carried.**
MOTION TO MOVE INTO CLOSED SESSION

Motion by Mr. Wulf, seconded by Mr. Lyons, to move into closed session at approximately 10:00 p.m. to consider the appointment, employment, compensation, discipline, performance, or dismissal of specific employees; to consider matters relating to individual students; and to consider litigation which has been filed and is pending or is probable or imminent (Sections 2 (c) (1), (10), and (11) of the Open Meetings Act).

Upon calling of the roll:

aye: Lerner, Lyons, Rogal, Shact, Wulf, Isenberg

nay: Seymour

Motion carried.

The Board returned to open session at approximately 10:15 p.m.

ADJOURNMENT

Motion by Mr. Wulf, seconded by Mr. Lyons, to adjourn the meeting at approximately 10:15 p.m.

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

Motion carried.

* Means Isenberg, Lerner, Lyons, Rogal, Seymour, Shact, and Wulf all voted aye.

CERTIFIED TO BE CORRECT:

PRESIDENT - BOARD OF EDUCATION

SECRETARY - BOARD OF EDUCATION

NEXT REGULAR MEETING: JULY 12, 1999 Glenbrook Admin. Building
7:30 P.M. 1835 Landwehr Road
Glenview, Illinois