

**MINUTES OF REGULAR MEETING,  
BOARD OF EDUCATION, SCHOOL  
DISTRICT #225, COOK COUNTY,  
ILLINOIS, AUGUST 23, 1999**

A regular meeting of the Board of Education, School District No. 225 was held on Monday, August 23, 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, Lyons, Rogal, Seymour, Shact, Wulf. Absent: Lerner. Also Present: Babington, Freeman, Hales, Lacivita, Lanz, Rainier, Riggle, Schilling, Sennholtz, Smith, Taccona.

**RECOGNITION OF COMMUNITY VISITORS**

President Shact asked if any community visitor wished to be recognized. No member of the audience requested to address the Board.

**BOARD AND SUPERINTENDENT REPORTS**

Mr. Shact advised the board of a Fundamentals of School Law and Finance workshop on Saturday, September 18. Interested board members should contact Dr. Hales.

Mr. Shact stated there is an IASB technology workshop in November. Mr. Shact asked board members to advise him if interested to determine if there should be a delegation.

Dr. Hales advised the board of the new teacher orientation. He thanked the individuals responsible for conducting the orientation. Today was the first day for staff.

Dr. Hales stated interviews are scheduled on Wednesday and Thursday of this week for the Director of Special Education. He will keep the board informed as the process progresses.

**MOTION TO APPROVE CONSENT AGENDA**

Mr. Shact asked if any Board member wanted an item removed from the consent agenda. Board members requested to have Item #4.3 (differential responsibilities appointments) moved to closed session and Item #4.5 (independent contractor contracts), and Check #V96177 removed from the consent agenda for discussion.

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

1.) the minutes of the regular Board meeting and closed session of July 26, 1999.

2.) the appointment of the following certificated staff as recommended by the director of human resources:

**APPOINTMENTS**

<b><u>NAME</u></b>	<b><u>POSITION</u></b>	<b><u>EFFECTIVE</u></b>	<b><u>SCHOOL</u></b>	<b><u>SALARY</u></b>
ABBOTT, Nicole	Foreign Language Instructor	1999-2000 School Year	North	MA+15, Step 1 (0.6 FTE)
ENGLISH, Michael	Physical Education Instructor	1999-2000 School Year	North	BA, Step 1 (0.2 FTE)
LEAVITT, Terry	Special Education Instructor	1999-2000 School Year	North and South	MA+15, Step 7
MCCARTY, Lauren	Foreign Language Instructor	1999-2000 School Year	North	MA+30, Step 1 (0.4 FTE)
STANDERSKI, Michael	Business Education Instructor	1999-2000 School Year	North	BA+15, Step 1

3.) the reemployment of the following teacher as recommended by the assistant superintendent for personnel:

<b><u>NAME</u></b>	<b><u>POSITION</u></b>	<b><u>EFFECTIVE</u></b>	<b><u>SCHOOL</u></b>	<b><u>SALARY</u></b>
SEWARD, Linda	Foreign Language Instructor	1999-2000 School Year	North	MA, Step 7 (0.2 FTE)

4.) the following increases in FTE as recommended by Victoria Helander-Heiser:

<u>NAME</u>	<u>POSITION</u>	<u>EFFECTIVE</u>	<u>SCHOOL</u>	<u>FTE</u>
BROSNAN, Kathy	Mathematics Instructor	1999-2000 School Year	North	From 0.7 to 0.9 FTE
DOWNS, Julia	English Instructor	1999-2000 School Year	South	From 0.4 to 0.6 FTE
HART, Annahi	Foreign Language Instructor	1999-2000 School Year	North	From 0.6 to 0.8 FTE
PETTY, Kim	Career and Consumer Science Instructor	1999-2000 School Year	North	From 0.8 to 0.9 FTE

5.) the resignation of the following educational support staff as recommended by the director of human resources:

**RESIGNATIONS**

<u>NAME</u>	<u>POSITION</u>	<u>EFFECTIVE</u>	<u>SCHOOL</u>
AYERS, Lester	Custodian	7/27/99	North
IVASKA, Peter	Instructional Assistant	6/9/99	South
LEEKE, Lisa	Custodian	8/6/99	North
LUCCHESI, Elizabeth	Instructional Assistant	8/23/99	North
TOWNSLEY, William	Instructional Assistant	8/20/99	Off Campus

6.) the appointment and transfer of the following educational support staff as recommended by the director of human resources:

**APPOINTMENTS**

<u>NAME</u>	<u>POSITION</u>	<u>EFFECTIVE</u>	<u>SCHOOL</u>	<u>SALARY</u>
SLY, Robert (rep. S. Guza)	Computer Lab Manager	8/30/99	South	IA08

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SIMONS, Benjamin (rep. M. Halloran)	Custodian	8/5/99	South	CE01
MURDOUGH, Charles (rep. K. Levinberg)	Instructional Assistant	8/23/99	North	IA03
SPELLMAN, Julie (rep. C. Brown)	Paraprofessional	8/23/99	South	PA01

**TRANSFERS**

KLOPP, Mark (rep. L. Ayers)	Maintenance Helper	8/5/99	North	MA04
BROWN, Celeste (rep. K. Anderson)	Paraprofessional	8/23/99	South	PA02
MORRIS, Bonnie (rep. I. Goldstein)	Paraprofessional	8/23/99	South	PA02

7.) to approve a 1.7% increase in the evening high school salary schedule for 1999-2000.

8.) to approve the following Evening High School instructors for the first semester of the 1999-2000 school year as recommended by the director of human resources:

<u>Name</u>	<u>Subject</u>	<u>No. of Courses</u>	<u>Stipend</u>
Chiara Andrews	Science	1	\$1,496
Margaret Barrett	English	2	\$5,870
Warren Bjork	Science	1	\$3,223
Richard Blazeovich	20th Century U.S. History	2	\$6,446
Allen Bulow	Driver Education	1	\$2,647
Darlene Colmar	Psychology	1	\$1,784
Amie Elliott	Photography	1	\$2,647
Rochelle Foreman	Mathematics	1	\$3,223
Sue Anne Gale	Art Courses	2	\$6,446
Jennifer Hercreg	English	1	\$2,647

<u>Name</u>	<u>Subject</u>	<u>No of Courses</u>	<u>Stipend</u>
Bill Horine	Film Study Law	2	\$6,446
Sue Kish	English	2	\$4,144
Steve Kornick	Automotives	1	\$3,223
Faith Paich	Consumer Education Family Living/ Child Dev.	3	\$9,669
Joe Perica	Counselor	½	\$1,611.50
Gus Prochazka	U.S. History	2	\$6,446
Deanne Rehmer	Computers	2	\$6,446
Janet Vinopal	Health	1	\$3,223
James Woell	Assistant Principal 1 Semester		\$2,300

9.) the salary adjustments for academic attainment as contained in Mr. Lacivita's memorandum dated August 19, 1999.

10.) a 3/5 special leave of absence for the 1999-2000 school year for Christine Drucker, mathematics teacher at Glenbrook North.

11.) the reimbursement of the revolving fund for employees for the month of July in the amount of \$21,999.30, represented by checks No. 086155, 086226 through 086252, 086342 through 086357, 086431 through 086443, 086464 through 086477.

12.) the reimbursement of the revolving fund for vendors for the month of July in the amount of \$32,086.29 represented by checks No. 086156, 086161 through 086223, 086257 through 086339, 086359, 086364 through 086428, and 086452 through 086460. Voided checks No. 086157, 086158 through 086160, 086224, 086225, 086253 through 086256, 086340, 086341, 086358, 086360 through 086363, 086429, 086430, 086444 through 086451 and 086461 through 086463. Canceled checks No. 084664 and 085393.

13.) the issuance of vendor check Nos. 180696 through 180985 in the amount of \$2,061,268.90 as listed on the attached check list dated August 23, 1999 excluding voided check Nos. 180901 through 180905.

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14.) the reissuing of replacement checks and to ratify the issuance of advance checks totaling \$32,563.62, canceled checks totaling \$56,007.17 for a net of (\$23,443.55) as shown on the attached supplemental Bill List dated August 23, 1999.

15.) the issuance of vendor check Nos. 180446 through 180687 in the amount of \$13,936.97 as listed on the attached check list dated August 23, 1999.

16.) the issuance of vendor check Nos. 180991 through 180997 for a total of \$7,161.63 as listed on the attached check list dated August 23, 1999.

17.) 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 223234 through 223297, 223356 through 223644, and 223839 through 224170 totaling \$1,230,653.87. With adjustments of (\$32,824.22) and employer matching FICA and Medicare of (\$58,362.86), the gross payroll for the month of July was \$1,139,466.79.

18.) the Northern Suburban Special Education District (NSSED) budget for 1999-2000 and Low Incidence Cooperative Agreement (LICA) budget for 1999-2000.

Upon calling of the roll:

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

nay: none

Motion carried.

Note: See attached agenda item #4

**DISCUSSION REGARDING INDEPENDENT CONTRACTOR CONTRACTS FOR 1999-2000 SCHOOL YEAR**

Mr. Wulf asked if the fee paid to Gottfred Speech Associates is an hourly fee or 40 minute session. He also questioned why the fee charged for multiple students (collaborative class) is substantially more when the services provided to each student would be less.

Dr. Hales stated that Dr. Gross and our staff feel that Gottfred provides services at a more cost effective rate than we could if we utilize our own staff. Dr. Hales stated he wasn't sure, but that the rate is based on a clinical hour and it might be an hour. Dr. Hales will contact Gottfred and if he finds out differently, he will advise the board.

Mr. Wulf stated that he is aware of speech pathology and he stated that \$82, \$93 and \$103 dollars per hour is way out of line, particularly given the dramatic changes that have taken place in the speech pathology industry in the last three to six months. If a speech pathologist is working with two students, they don't get more money because they're working with two students, no more than we pay a teacher \$5,000 per student for one class and \$150,000 if they have 30 students in the class. He doesn't understand the rationale.

Dr. Hales will contact Gottfred to obtain the answers.

Mrs. Isenberg stated that we are spending more money on psychologists and psychiatrists total this year than last year in addition to hiring a full time psychologist. Mrs. Isenberg stated that this isn't saving the district money.

Dr. Hales stated we eliminated two part time psychologists. He stated the other costs were based on Mr. Mooney's other rate of \$350/day and while the rate has gone up, Mr. Mooney hasn't received an increase in ten or twenty years and he felt an increase is appropriate. He is dropping from two days per week to one day per week.

Mrs. Isenberg stated the board made a decision on something and she feels she can't vote on it now.

Mr. Wulf asked if Mr. Mooney's \$100 daily rate increase is significant considering the other psychologists are at \$60 per hour.

Mr. Shact stated he would like to obtain a motion to approve the independent contractor contracts and if board members want to hold off on this, they can vote no and the board can discuss the matter further.

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**MOTION TO TABLE INDEPENDENT CONTRACTOR CONTRACTS FOR 1999-2000  
SCHOOL YEAR**

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Motion by Mr. Lyons, seconded by Mrs. Isenberg, to table the independent contractor contracts until the next meeting.

Upon calling of the roll:

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

nay: none

Motion carried.

Note: See attached agenda item #4.5

**DISCUSSION REGARDING CHECK FOR VOCATIONAL SERVICES**

Mrs. Isenberg stated we are paying \$700.00 for a vocational evaluation for one student. She stated that we have no choice, but to pay the bill, but she questions why we need to go to outside sources to provide vocational evaluation when we have specialized vocational people in our school that we are paying a salary to, plus psychologists, psychiatrists, guidance counselors. She said this is one student and she doesn't think it is equitable for one student to receive this service while other students are told they're not going to have this type of service. She stated we should try to utilize our staff first before we go outside and spend that kind of money.

**MOTION TO APPROVE CHECK**

Motion by Mrs. Isenberg, seconded by Mr. Lyons, to approve the payment of check #V96177.

Upon calling of the roll:

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

nay: none

Motion carried.



**DISCUSSION REGARDING STATUS OF STUDENT TRANSPORTATION ROUTES  
AND REGISTRATIONS**

Dr. Schilling stated he sent out a transportation letter and received approximately 400 responses before August 4. At that time passes were ordered. For the last two weeks, there have been up to eight individuals out of the Business Office doing bus transportation and up to four people in each building because parents need help with maps, etc. in conjunction with the book sale. It has shut down the office for a couple weeks to say the least. As of today we have registered approximately 970 students. Glenbrook North's registration is basically finished as of today. Glenbrook South's make-up day is tomorrow and then there will be stragglers coming in. At this point we have signed up approximately 77% of the number that were with Ryder. With Ryder we based our fees on 1266 pupils. Dr. Schilling said that while our round-trip figures aren't that far off, the round trip with the activity fee is almost half of what it was. Also the number of PM's is up slightly. Overall, there appears to be a lot fewer students registering for bus transportation. There was sizable enrollment at Glenbrook North today, so that may occur tomorrow at Glenbrook South since that's the make-up day. We've collected about \$350,000 so far. The Business Office has dealt with a large number of inquiries. The staff has responded extremely well. The cost for the activity routes is about \$71,000 and the administration cost almost doubled because of the time spent in the last two weeks far exceeds anything that they thought they'd be doing. The cost estimate as of today is \$675,000 for the entire transportation, a difference of \$328,000 from what they collected. The free students counted as a collection because the board is required by law to pay for free students. Of the 347,000, 31,600 is actually money that we will be paying for on behalf of students who are entitled to free transportation. Basically the budget for the Board would be 359,703 for the transportation and if it is kept intact as we see it now.

Dr. Schilling stated that with the changes in time they are trying to run routes and in order to meet both time schedules of about 20-25 minute routes, with a passing time of about ten minutes to get the same busses at North to South so they can start routes and hopefully drop students off before school starts. Dr. Schilling stated it is broken down slightly different. There is a total count and FTE count. The FTE count is counting those people who are only taking AM or PM service because they're not paying full price. The activity bus is separate \$38,000 is primarily for freshman because 90% of the students are freshman and a handful are sophomores. Only a few upperclassmen take the bus. The activity bus allows students

to participate in activities because their parent may not be able to take them home. Dr. Schilling stated he looked at possibilities in reducing the number. The only possibilities to keep both schedules as is to consolidate two routes at each building. He would run the first three days of school with 15 busses at each because it's almost impossible to get ahold of each parent and adjust the schedule. Into the second week it could be done and would result in a \$37,000 savings. The activity busses cost \$71,000 and we've collected \$38,000. The key from an instructional perspective activities at Glenbrook have always taken very important. While we could eliminate the bus and have the students get home on their own and save another \$35,000 that would have a major impact on any activity or sports for freshman students. The only viable option is to eliminate some routes and not provide the service. He stated he was not sure where the line would be drawn because you could argue half the routes are not profitable or less than half which would be a problem if the student is living 3 or 4 miles from school. How would the student get to school? There are a number of routes that are under a mile and a half which, if they are not profitable, the students could be asked to walk to school. The board made a decision to subsidize those students as well. Some of the students are being picked up less than 4 blocks from school and being delivered. Again, this is a major issue because the students would have to find another way to school.

Board members asked questions which were answered by Dr. Schilling.

Mr. Lyons suggested waiting to see how the bus registrations shape up and after a week or two eliminating one or two busses would make sense. He stated this isn't the time to try to make monumental changes to the bus transportation routes.

Mrs. Isenberg asked how the board should communicate to the community besides the newspaper that the board is subsidizing the bus service.

Mrs. Rogal stated parents received letters advising them that there is up to a \$100 subsidy.

Dr. Hales stated that the administration had no indication that Ryder was having problems. We never administered a transportation program before, so we are finding out things every day. Dr. Schilling and his staff have worked numerous hours on transportation. We are learning how to improve things for next year. The township will bring in a transportation consultant, and whether this will help us or not, we don't know. We need to look at the kinds of alternatives Dr. Schilling suggested. Dr. Hales stated that probably be looking at a situation where if we raise a transportation levy we can afford to continue the system as it is now. If we're going to run it at a loss, Dr. Schilling needs direction for next year to construct a bare bones transportation system.

Dr. Schilling stated he is going to do a demographic on the bus transportation because if we don't come up with some creative solutions, the bus transportation problem will be compounded next year. If the board's goal is to break even next year we would have to double the fee which would discourage people from taking the bus. Dr. Schilling stated that if freshman parents could indicate their interest in May, that would allow us to reroute the buses and be more efficient.

Dr. Hales stated that all the Northfield Township Superintendents will be bringing in a transportation consultant to look at bus transportation.

Mr. Shact stated that it seems be a marketing problem. We started out with newspaper headlines about huge price increases, parents got upset and they made decisions that they would carpool. We subsequently came in with a subsidy, but people's minds were already set and now we have the problem. We've cut the price in half and conceivably ridership won't go up and we have half the revenue we have now.

Dr. Schilling stated that the goal is to have a solution by next year.

Dr. Schilling stated over the next 8 weeks he will look at bus ridership and make a recommendation to the board.

Note: See attached agenda item #5.

#### **DISCUSSION REGARDING SUBSTANCE ABUSE BOARD POLICY**

Mr. Lacivita stated there are two changes proposed to the substance abuse policy. The first change extends the scope of the policy to include the purchase of or plan to purchase illegal substances. The second change clarifies the scope of the policy to include any amount of an illegal substance.

Mr. Shact stated that this policy will be on the August 30 board agenda for approval.

Note: See attached agenda item #6.1.

#### **DISCUSSION REGARDING WEAPONS POSSESSION BOARD POLICY**

Mr. Lacivita stated the definition of weapons has been expanded to include the changes in the definition of a weapon under Section 10-22.6 of the School Code and Section 921 of Title 18, United States Code, as well to include other potential items which could be used to cause bodily harm.

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Mr. Shact stated that this policy will be on the August 30 board agenda for approval.

Note: See attached agenda item #6.2.

**MOTION TO MOVE INTO CLOSED SESSION**

Motion by Mr. Wulf, seconded by Mr. Lyons, to move into closed session at approximately 8:56 p.m. to consider the appointment, employment, compensation, discipline, performance, or dismissal of specific employees (Section 2 (c) (1) of the Open Meetings Act).

Upon calling of the roll:

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

nay: none

Motion carried.

The Board returned to open session at approximately 10:30 p.m.

**MOTION REGARDING PERSONNEL ACTIONS**

Motion by Mr. Wulf, seconded by Mr. Lyons, to approve the differential responsibilities appointments as contained in Mr. Lacivita's memorandum dated August 20, 1999.

Upon calling of the roll:

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

nay: none

Motion carried.

Note: See attached agenda item #4.3.

**MOTION TO MOVE INTO CLOSED SESSION**

Motion by Mr. Wulf, seconded by Mrs. Isenberg, to move into closed session at approximately 10:35 p.m. to consider collective negotiating matters (Section 2 (c) (2) of the Open Meetings Act)

Upon calling of the roll:

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

nay: none

Motion carried.

The Board returned to open session at approximately 11:15 p.m.

**ADJOURNMENT**

Motion by Mr. Wulf, seconded by Mrs. Isenberg, to adjourn the meeting at approximately 11:15 p.m.

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

Motion carried.

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

CERTIFIED TO BE CORRECT:

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PRESIDENT - BOARD OF EDUCATION

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SECRETARY - BOARD OF EDUCATION

NEXT REGULAR MEETING: SEPT. 13, 1999 Glenbrook Admin. Building  
7:30 P.M. 1835 Landwehr Road  
Glenview, Illinois