

**MINUTES OF REGULAR MEETING,
BOARD OF EDUCATION, SCHOOL
DISTRICT #225, COOK COUNTY,
ILLINOIS, JULY 9, 2001**

A regular meeting of the Board of Education, School District No. 225 was held on Monday, July 9, 2001, at approximately 7:30 p.m. at the 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: Beyne, Lerner, Olson, Rogal, Seymour, Shact. Absent: Long. Also present: Babington, Hales, Helander-Heiser, Lacivita, Rainier, Schilling, Smith, Taccona.

RECOGNITION OF COMMUNITY VISITORS

President Rogal asked if any community visitors wished to be recognized. No members of the audience requested to address the Board.

BOARD AND SUPERINTENDENT REPORTS

Mr. Shact congratulated Mrs. Beyne on the accomplishments of her daughter, Helen, whose club volleyball team placed eleventh in a recent national tournament.

DISCUSSION REGARDING TWO CONSTRUCTION PROJECT CHANGE ORDERS FOR GLENBROOK SOUTH

Dr. Schilling reviewed current and pending change orders for Glenbrook South construction projects. During discussion the Board members thanked Dr. Schilling for the information and requested that future reports also include the total for all change orders, including those under \$10,000, as well as the total contingency allowance for the project.

MOTION TO APPROVE TWO CONSTRUCTION PROJECT CHANGE ORDERS FOR GLENBROOK SOUTH

Motion by Mr. Lerner, seconded by Mrs. Beyne, to approve the two construction project change orders for Glenbrook South as contained in Dr. Schilling's memorandum dated July 9, 2001.

Upon calling of the roll:

aye: Beyne, Lerner, Olson, Rogal, Seymour, Shact

nay: none

Motion carried.

Note: See attached agenda item #4

MOTION TO APPROVE CONSENT AGENDA

Mrs. Rogal announced that one appointment would be added to the consent agenda. She then asked if any Board member wished to have any other item removed from the consent agenda for a separate vote. No Board member requested to have an item removed from the consent agenda.

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

1.) the minutes of the regular Board meeting and closed session of June 25, 2001.

2.) 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>
BODEN, William	Custodian	6/30/01	North
PAGANO, Barbara	Secretary	6/30/01	North

3.) the appointment of the following certificated 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>
BALSER, Sherry	Spanish Instructor	2001-02 School Year	South	BA+15 Step 8
LUPPINO, Bjorg	Spanish Instructor	2001-02 School Year	South	MA Step 13 (0.2 FTE)
PHILLIPS, Penn	Mathematics Instructor	2001-02 School Year	North	BA, Step 5 (0.8 FTE)
STRONG, Douglas	Special Education Instructional Supervisor	7/1/01	Off Campus	\$82,265

4.) the increased employment of the following current part time teachers as recommended by the director of human resources.

<u>NAME</u>	<u>POSITION</u>	<u>EFFECTIVE</u>	<u>SCHOOL</u>	<u>SALARY</u>
CLESS, Martin	Business Education Instructor	2001-02 School Year	North	From 0.6 to 0.7 FTE
GENISIO, Karen	English Instructor	2001-02 School Year	North	From 0.4 to 0.6 FTE

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

APPOINTMENT

<u>NAME</u>	<u>POSITION</u>	<u>EFFECTIVE</u>	<u>SCHOOL</u>	<u>SALARY</u>
SROKA, Susan	Instructional Assistant	8/24/01	North	12.30/hr.

TRANSFER

NISI, Michael	Instructional Assistant	8/24/01	North	12.91/hr.
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6.) the issuance of Vendor Check Nos. 205634 through 205822 in the amount of \$799,848.90 as listed on the attached check list dated July 9, 2001 excluding voided checks Nos. 205634 through 205638 and 205822.

7.) the reissuing of replacement checks and to ratify the issuance of advance checks totaling \$2,590.30, canceled checks totaling \$2,649.79 for a net of (-\$59.49) as shown on the attached Supplemental Bill List dated July 9, 2001.

8.) the issuance of Vendor Check Nos. 205823 through 205825 for a total of \$1,554.56 as listed on the attached check list dated July 9, 2001, excluding voided check Nos 205823 and 205825.

9.) the reimbursement of the Revolving Fund for Employees for the month of June in the amount of \$48,523.71 represented by checks No. 096330 through 096390, 096486 through 096533, 096592 through 096612, 096754 through 096788, 096886 through 096938 and 096943.

10.) the reimbursement of the Revolving Fund for Vendors for the month of June in the amount of \$77,946.93 represented by checks No. 096280 through 096325, 096392, 096397 through 096483, 096538 through 096589, 096614, 096627 through 096751, 096790, 096793 through 096883 and 096940 through 096942. Voided checks No.096274 through 096279, 096326 through 096329, 096391, 096393 through 096395, 096484, 096485, 096534, through 096537, 096590 through 096601, 096613, 096615 through 096626, 096752, 096753, 096789, 096791, 096792, 096884, 096885 and 096939. Canceled checks No. 093845, 095186, 095403 and 095646.

11.) the acceptance of the following gifts:

<u>GIFT FROM</u>	<u>AMOUNT OR ITEM</u>	<u>SCHOOL</u>	<u>DEPARTMENT</u>
Arnold Glickson 404 Versailles Drive Northbrook, IL 60062	Photography Equipment	North	Art

12.) to amend teacher contracts to provide for Teachers' Retirement System (TRS) contributions for summer school salaries for the following summer school teachers:

Kenneth Lindberg
Neil Morris

13.) to reject the bid of Kinsdale Contracting Group and to award the bid for removal of asbestos floor tile in the gymnasium lobby area and the art/maintenance hallway at Glenbrook North to Colfax Corporation, 2441 North Leavitt Street, Chicago, IL 60647 for a total cost of \$38,000.

Upon calling of the roll:

aye: Lerner, Olson, Rogal, Seymour, Shact, Beyne

nay: none

Motion carried.

Note: See attached agenda item #5

DISCUSSION REGARDING EMPLOYEE RECOGNITION PROGRAM

Dr. Hales reviewed the funding for the proposed employee recognition program as requested by the Board. He noted that \$15,000 of the first year implementation cost could be handled from existing budgets, leaving approximately \$13-\$15,000 as a one time implementation cost for the district. The annual cost of maintaining the recognition program, approximately \$6,000 per year, would be funded from existing accounts within the budget.

Mr. Shact stated that while he supports recognition, the district already provides lucrative jobs, fringe benefits, and handsome compensation increases for its employees, and that should be adequate. He felt the proposal was not fiscally responsible. Any additional dollars should be spent on students.

Mrs. Beyne agreed with Mr. Shact. She noted that the Board has approved major expenditures in recent months and that it is monitoring the district funds carefully. Therefore, she did not feel that funding for employee recognition was a priority at this time.

Mr. Olson expressed support for the proposal, and he mentioned that the recognition program was just one of many ways to acknowledge the dedication and service of our employees.

Dr. Hales emphasized that the committee's proposal was reasonable and represented a small expenditure when considering the large number of employees that would be served. Dr. Hales emphasized that the purpose of the program as recommended by the committee was to provide recognition to employees for their dedicated service to students, as well as to promote a district wide culture and sense of family.

After further discussion, the Board took the following action.

MOTION TO APPROVE EMPLOYEE RECOGNITION PROGRAM

Motion by Mr. Olson, seconded by Mr. Shact, to approve the employee recognition program and to allocate \$15,000 for the first year of the program.

Upon calling of the roll:

aye: Olson, Rogal

nay: Seymour, Shact, Beyne, Lerner

Motion failed.

Note: See attached agenda item #6

**DISCUSSION REGARDING DIFFERENTIAL RESPONSIBILITIES
APPOINTMENTS FOR 2001-2002 SCHOOL YEAR**

Mrs. Helander-Heiser presented the differential responsibilities appointments for the 2001-2002 school year. During discussion Mr. Olson requested that the cost for the differential responsibilities stipends be totaled and compared to a benchmark budget figure, so that the Board will have a comparison with regard to the ongoing cost of funding these positions. Mrs. Rogal asked for the information be provided with this item on the July 23, 2001 agenda.

Note: See attached agenda item #7

REVIEW & SUMMARY OF BOARD MEETING

Mrs. Rogal indicated that the differential responsibilities schedule appointments will be on the agenda of the July 23, 2001 Board meeting as a separate action item.

MOTION TO MOVE INTO CLOSED SESSION

Motion by Mr. Seymour, seconded by Mr. Lerner, to move into closed session at approximately 8:30 p.m. to consider the appointment, employment, compensation, discipline, performance, or dismissal of specific employees and to consider litigation which has been filed and is pending or is probable or imminent(Sections 2 (c) (1) and (11) of the Open Meetings Act).

Upon calling of the roll:

aye: Olson, Rogal, Seymour, Shact, Beyne, Lerner

nay: none

Motion carried.

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

MOTION TO APPROVE COMPENSATION FOR 10-MONTH AND 12-MONTH ADMINISTRATORS AND SUPERVISORS

Motion by Mrs. Beyne, seconded by Mr. Olson, to approve an increase of 3.1% for administrators and supervisors for the 2001-2002 school year, to assure minimum salaries provided for in the district's administrative salary structure, and to approve the additional compensation items:

> to revise the categories of the administrative salary structure as follows: Category I (37.5%), Category II (32.5%), Category III (27.5%), Category IV (22.5%), Category V (per diem plus 1.0%), Category VI (per diem plus 0.5%).

> to add one additional day of vacation for each additional five years of administrative service in the district up to a maximum of 25 days of vacation.

> to increase the salaries for employees #02-1, and #02-2, as described in the closed minutes of this meeting.

aye: Beyne, Lerner, Olson, Rogal, Shact

nay: Seymour

Motion carried.

