

**MINUTES OF REGULAR MEETING,  
BOARD OF EDUCATION, SCHOOL  
DISTRICT #225, COOK COUNTY,  
ILLINOIS, JUNE 24, 2002**

A regular meeting of the Board of Education, School District No. 225 was held on Monday, June 24, 2002, at approximately 6:15 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, Long, Olson, Rogal, Torf. Absent: Matsakis, Shaer. Note: Mr. Shaer arrived at approximately 7:00 p.m. and Mr. Matsakis arrived at approximately 7:30 p.m. Also present: Freeman, Hales, Lacivita, Rainier, Taccona.

**APPROVAL OF AGENDA FOR THIS MEETING**

Mrs. Rogal stated that pension credit resolution for summer employment would be added to the consent agenda.

Motion by Mrs. Beyne, seconded by Mrs. Torf, to approve the agenda for this meeting.

Upon calling of the roll:

aye: Beyne, Long, Olson, Rogal, Torf

nay: none

Motion carried.

**MOTION TO MOVE INTO CLOSED SESSION**

Motion by Mr. Olson, seconded by Mrs. Torf, to move into closed session at approximately 6:15 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: Long, Olson, Rogal, Torf, Beyne

nay: none

Motion carried.

The Board returned to open session at approximately 7:00 p.m.

**RECOGNITION OF COMMUNITY VISITORS**

President Rogal asked if any community visitors wished to be recognized.

Jim Pribel, parent of a Glenbrook North student with mold allergies, encouraged the Board to approve the mold remediation measures as quickly as possible, due to the negative educational impact the environment at Glenbrook North was having on his daughter.

Dr. Hales explained to Mr. Pribel that the mold eradication measures have begun. However, the recommendation on replacing the airhandlers in the little theater was removed from the June 24, 2002 agenda, because the district is awaiting a decision from its insurance carrier regarding the amount of insurance coverage on the replacement units. Dr. Hales said the airhandler recommendation is scheduled for the July 8, 2002 meeting, and that he would try to notify Mr. Pribel of the status prior to the meeting.

**BOARD AND SUPERINTENDENT REPORTS**

Dr. Hales introduced Hillarie Siena, Director of Business Affairs, who was representing Dr. Schilling at the Board meeting and presenting information on the new financial reporting documents.

**FINANCIAL TASK FORCE REPORT**

Mr. Olson presented a report of the financial task force. Mr. Olson and Mr. Matsakis represented the Board on this task force, meeting regularly with Dr. Hales, Dr. Schilling, Mrs. Siena, and Mrs. Baerson in an effort to develop useful financial reporting mechanisms for the Board. Mr. Olson thanked the task force members, noting that he and Mr. Matsakis were proud of the results. Mr. Olson stated that the new financial reporting documents represent valuable tools for interpreting and monitoring the district's financial status, and that these reporting tools will be helpful not only to the current Board, but to future boards as well.

Mr. Olson and Mrs. Siena described the reports and addressed questions from the Board members and the superintendent.

Mrs. Long requested a copy of the financial reports ending December 31 in totality, since December 31 represents the halfway mark for the budget year and provides a valuable benchmark for comparison with the previous year.

Mrs. Rogal thanked the members of the financial task force on behalf of the Board for the time and expertise in developing these useful reports.

**MOTION TO APPROVE CONSENT AGENDA**

Mrs. Rogal asked if any Board member wished to have an item removed from the consent agenda for a separate vote. Mrs. Beyne requested to have the Board meeting minutes of June 10, 2002 removed from the consent agenda for a separate vote.

Motion by Mr. Matsakis, seconded by Mr. Shaer, to approve the following items on the consent agenda:

1.) the appointment of the following certificated personnel as recommended by the director of human resources.

**APPOINTMENTS**

<u>NAME</u>	<u>POSITION</u>	<u>EFFECTIVE</u>	<u>SCHOOL</u>	<u>SALARY</u>
WILLIAMS, Scott	Special Education Instructor	2002-03 School Year	Off Campus	MA, Step 1

2.) the resignation of the educational support personnel as recommended by the director of human resources.

**RESIGNATIONS**

<u>NAME</u>	<u>POSITION</u>	<u>EFFECTIVE</u>	<u>SCHOOL</u>
COGAN, Kathryn	Instructional Assistant	6/10/02	South
HERRERA, Ismenia	Instructional Assistant	6/10/02	South

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

**APPOINTMENTS**

<u>NAME</u>	<u>POSITION</u>	<u>EFFECTIVE</u>	<u>SCHOOL</u>	<u>SALARY</u>
MANNING, Julie (rep. D. Nielson)	Instructional Assistant	8/26/02	South	\$12.61/hr.

**TRANSFER**

EDLAND, Chris (rep. T. Siebrandt)	Custodian	6/17/02	South	\$16.51/hr.
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4.) to approve the extension of regular year contracts to include summer employment which requires certification.

5.) the issuance of vendor checks nos. 4837 through 5239 in the amount of \$3,394,643.45 as listed on the attached check register dated June 19, 2002.

6.) the acceptance of the following gifts:

<u>Gift From</u>	<u>Amount or Item</u>	<u>School</u>	<u>Department</u>
Anonymous	\$10,000	GBN	Music

7.) the amendments to the teacher's contracts for summer school as indicated in Victoria Helander-Heiser's memorandum dated June 20, 2002.

Upon calling of the roll:

aye: Matsakis, Olson, Rogal, Shaer, Torf, Beyne, Long

nay: none

Motion carried.

Note: See attached agenda item #7

**MOTION TO APPROVE BOARD MEETING MINUTES OF JUNE 10, 2002**

Motion by Mrs. Long, seconded by Mr. Matsakis, to approve the regular Board meeting minutes and closed session of June 10, 2002.

Upon calling of the roll:

aye: Olson, Rogal, Shaer, Torf, Long, Matsakis

nay: none

abstain: Beyne

Motion carried.

**DISCUSSION REGARDING AWARD OF BIDS AND CHANGE ORDERS FOR GLENBROOK SOUTH**

Dr. Hales and Dr. Taccona reviewed a recommendation from Glenbrook South to modify the original small building projects previously approved by the Board. The original estimate for these building projects was \$213,149. However, bids for these projects substantially exceeded the amount budgeted. Therefore, Glenbrook South requested a realignment of its priorities within its building operating budget to allocate an additional \$81,686 to cover the cost of these projects.

During discussion, Mrs. Beyne expressed a concern regarding a perceived trend that bids have been over estimated amounts. Mrs. Beyne also asked that the specific amounts for contingencies and fees be clarified. Mr. Rainier indicated that the architectural and construction management fees comprised approximately 8.85%, leaving 6.15% for contingencies for these projects.

Mrs. Torf also expressed a concern for the bids being over the estimated amount. However, she commended the Glenbrook South administration for re-examining their priorities and handling the overages through their building budget.

Mr. Olson also expressed appreciation for handling the overages through the building operating budget, and he noted that the memo explaining this problem was clear.

Mr. Shaer questioned whether the building operating budgets were excessive, given that the initial building projects and overages could be so easily funded from this source.

Mr. Matsakis noted that he was comfortable with this philosophy, and he emphasized that the Board must allow district administrators to make priority decisions regarding the use of these funds and that the Board's role is to make decisions that impact the broader financial picture.

**MOTION TO APPROVE AWARD OF BIDS FOR GLENBROOK SOUTH**

Motion by Mr. Matsakis, seconded by Mr. Olson, to award the following bids:

<u>Company/Address</u>	<u>Work to be Performed</u>	<u>Amount</u>
S. G. Bialek 1037 W. Lunt Avenue Schaumburg, IL	Masonry	\$49,800
Kelso-Burnett 5200 Newport Drive Rolling Meadows, IL	Electrical	\$89,385
R.B. Construction 1015 S. Route 83 - Unit D Elmhurst, IL	General Trades	\$11,750

Upon calling of the roll:

aye: Matsakis, Olson, Rogal, Torf

nay: Beyne, Long, Shaer

Motion carried.

Note: See attached agenda item #8

**MOTION TO APPROVE CHANGE ORDERS FOR GLENBROOK SOUTH**

Motion by Mr. Olson, seconded by Mr. Matsakis, to approve the construction change orders for Glenbrook South as follows:

Change Order C.R. #156-01

Chakra	Ceiling Repairs	\$5,500
Henry Brothers	Concrete Patching	\$2,500
Huen Electric	Technology	\$8,000
Ideal/Nelson	H.V.A.C./Fire Protection	\$9,000
R.B. Construction	Doors, Frames, Hardware	\$45,000
Webb Industries	Demolition	\$38,400

Upon calling of the roll:

aye: Olson, Rogal, Torf, Beyne, Long, Matsakis

nay: Shaer

Motion carried.

Note: See attached agenda item #9

**DISCUSSION REGARDING INTERGOVERNMENTAL AGREEMENT BETWEEN THE VILLAGE OF NORTHBROOK AND GLENBROOK HIGH SCHOOL DISTRICT #225 REGARDING RESIDENTIAL DEVELOPER FEES**

Dr. Hales and Mrs. Siena reviewed the Intergovernmental Agreement with the Village of Northbrook regarding residential developer fees. During discussion, Mr. Matsakis noted that he would be abstaining from this vote because his law firm is merging with the same law firm that currently represents the Village of Northbrook. Mr. Shaer expressed his thanks to the Village for being helpful in the development of this Agreement.

**MOTION TO APPROVE INTERGOVERNMENTAL AGREEMENT BETWEEN THE VILLAGE OF NORTHBROOK AND GLENBROOK HIGH SCHOOL DISTRICT #225 REGARDING RESIDENTIAL DEVELOPER FEES**

Motion by Mrs. Beyne, seconded by Mrs. Torf, to approve the Intergovernmental Agreement between the Village of Northbrook and Northfield Township High School District #225 regarding residential developer fees.

Upon calling of the roll:

aye: Rogal, Shaer, Torf, Beyne, Long, Olson

nay: none

abstain: Matsakis

Motion carried.

Note: See attached agenda item #10

**DISCUSSION REGARDING REVISED BOARD POLICY 8100: STUDENT DRESS AND GROOMING**

Dr. Hales reviewed changes made in Board Policy 8100 as a result of discussion by the Board on June 10, 2002. The Board engaged in a lengthy and constructive discussion with regard to the policy.

Mrs. Long felt the Board's role was to adopt a general policy, allowing the schools to develop guidelines for the interpretation of the policy. She felt the policy as proposed was too detailed and the language did not address future fashion trends. She noted that students must be responsible in their dress and that the policy must reflect that.

Mrs. Beyne thanked the building staffs and the ad hoc dress code committee for their recommendations, noting that the dress code policy presented a difficult task. She was concerned that the specific language regarding reasonable coverage would make enforcement of the policy difficult. She agreed with Mrs. Long that the Board's role was to apply a broad brushstroke regarding policy on student dress. At the same time, Mrs. Beyne emphasized that the Board must allow the faculty to make good judgments regarding student dress and to know that the Board supports their judgments.

Mr. Matsakis noted that he has struggled with this policy, but that overall he is supportive of the committee's recommendations. He suggested that the Board authorize the administration to establish specific guidelines regarding the enforcement of the policy.

Dr. Hales noted that he and the principals had a concern with the fact that the language in the student handbooks did not correlate with Board policy, and that the language in the student handbooks should reflect Board policy.

Mrs. Torf supported the proposal, noting that we had a responsibility to teach appropriate school dress as a social skill.

Mr. Olson was concerned with the legality of the proposed policy regarding its ability to be consistently enforced. However, he realized that the policy must contain enough specificity to give staff support.

Mrs. Rogal questioned whether grades were dropping due to student dress. She expressed a concern that the dress policy as proposed would not bend with clothing trends, nor does it address other distractions related to student appearance, such as piercing, tattoos, and colored hair. Mrs. Rogal felt that student dress was a parental responsibility, and that it is not the Board's job to parent other children. Mrs. Rogal concluded that she did not feel the policy was broken or needed fixing, and that

6/24/02

she preferred a broad policy. She suggested that the policy be limited to only the opening paragraph, with the addition of the statement, "Clothing worn during the school day must provide reasonable coverage," to the paragraph.

Mr. Shaer emphasized that the staff had supported the proposed changes and that he respected those who work in the buildings. He expressed feelings with regard to responsible dress in our schools. He felt that the recommendation as proposed was reasonable, that the overall issue is appropriateness, and that dressing responsibly is a real life experience.

**MOTION TO APPROVE REVISED BOARD POLICY 8100: STUDENT DRESS AND GROOMING**

Motion by Mrs. Torf, seconded by Mr. Shaer, to approve the revised Board policy Student Dress and Grooming (8100) as submitted by the superintendent.

Upon calling of the roll:

aye: Torf, Matsakis, Shaer

nay: Beyne, Long, Olson, Rogal

Motion failed.

**MOTION TO APPROVE REVISED BOARD POLICY 8100: STUDENT DRESS AND GROOMING**

Motion by Mrs. Long, seconded by Mr. Olson, to approve the first paragraph and items number 1-5 in revised Board Policy (8100) and to add, "Clothing worn during the regularly scheduled day must provide reasonable coverage." to the first paragraph.

aye: Olson, Rogal, Shaer, Torf, Beyne, Long, Matsakis

nay: none

Motion carried.

Note: See attached agenda item #11

Board members asked Dr. Hales to emphasize to the building administration, faculty, and staff that the Board supports the faculty in its judgments determining the reasonableness of student dress.

Due to time constraints and the need to adjourn into closed session, the remaining items on the agenda were tabled until the July 8, 2002 Board meeting.

**OTHER ITEMS FOR DISCUSSION ONLY**

Mrs. Beyne requested an analysis comparing estimated cost of bids and actual cost of bids.

**REVIEW AND SUMMARY OF BOARD MEETING**

Mrs. Rogal indicated the following items would be on the agenda for the July 8, 2002 Board meeting.

- > Report from the Financial Task Fore
- > Discussion/Action Regarding Board Policy 8280: Student Records
- > Discussion/Action Regarding Board Policy 8020: Student Attendance Areas

**AGENDA ITEMS FOR FUTURE BOARD MEETINGS**

Mrs. Rogal stated that the use of financial "tools" would be a topic on a future Board meeting agenda.

**MOTION TO MOVE INTO CLOSED SESSION**

Motion by Mrs. Beyne, seconded by Mrs. Torf, to move into closed session at approximately 9:10 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: Rogal, Shaer, Torf, Beyne, Long, Matsakis, Olson

nay: none

Motion carried.

The Board returned to open session at approximately 11:30 p.m.

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

Motion by Mrs. Torf, seconded by Mr. Shaer, to approve an increase of 2.25% in compensation for administrators and supervisors for the 2002-03 school year; to assure minimum compensation provided for in the district's administrative compensation structure; and to revise the categories of administrative compensation structure as follows: Category I (40%), Category II (35%), Category III (30%), Category IV (25%), Category V (per diem plus 2.0%), Category VI (per diem plus 1.0%).

Upon calling of the roll:

aye: Beyne, Long, Olson, Rogal, Shaer, Torf

nay: none

abstain: Matsakis

Motion carried.

**MOTION TO APPROVE SETTLEMENT AGREEMENT AND GENERAL RELEASE**

Motion by Mrs. Beyne, seconded by Mrs. Torf, approve the "Settlement Agreement and General Release" as described in the closed meeting minutes of this meeting.

Upon calling of the roll:

aye: Torf, Beyne, Long, Olson, Rogal, Shaer

nay: none

abstain: Matsakis

Motion carried.

**ACTION REGARDING EMPLOYEE #02-6**

Motion by Mrs. Long, seconded by Mr. Shaer, to approve a "Resolution Directing the Issuance of a Notice to Remedy" and a "Notice to Remedy" to employee #02-6.

Upon calling of the roll:

aye: Shaer, Torf, Beyne, Long, Rogal

nay: Olson

abstain: Matsakis

Motion carried.

ADJOURNMENT

Motion by Mr. Matsakis, seconded by Mrs. Torf, to adjourn the meeting at approximately 11:35 p.m.

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

Motion carried.

\* Means Beyne, Long, Matsakis, Olson, Rogal, Shaer, and Torf 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: July 8, 2002  
7:30 P.M.

Glenbrook Admin. Bldg.  
1835 Landwehr Road  
Glenview, Illinois