

**MINUTES OF REGULAR MEETING,
BOARD OF EDUCATION, SCHOOL
DISTRICT #225, COOK COUNTY,
ILLINOIS, FEBRUARY 28, 2005**

A regular meeting of the Board of Education, School District No. 225 was held on Monday, February 28, 2005, at approximately 7:32 p.m. at the Glenbrook High Schools Administration Building, pursuant to due notice of all members and the public.

President Rogal called the meeting to order. Upon calling of the roll, the following members answered present: Boron, Long, Rogal, Shaer, Shein. Absent: Matsakis, Torf. Also present: Babington, Dill-Varga, Fastert, Freeman, Hales, Helander-Heiser, McCollum, Meyer, Pranske, Ptak, Schilling, Smith, and Wegley.

APPROVAL OF AGENDA FOR THIS MEETING with the addition of 6.2a, 6.2b, and 6.2c

Motion by Mr. Shaer, seconded by Mr. Boron, to approve the agenda for this meeting with the addition of 6.2a, 6.2b, and 6.2c.

Upon calling of the roll:

aye: Boron, Long, Rogal, Shaer, Shein

nay: none

Motion carried. 5-0.

INTRODUCTION OF STUDENTS AND STAFF WHO EXCEL

Glenbrook North Physics teacher, Nate Unterman, participated in a research program at Northwestern University this past summer which created an unusual opportunity for two GBN students, Molly Anderson and Gautam Shah, as research assistants in nanotechnology. These GBN students related their experiences of working with Northwestern graduate students on various physics experiments.

Glenbrook South chemistry teacher, Charles Sprandel, created ChemThink.com to help regular and introductory level chemistry students conceptualize chemistry. Over 14,000 people have visited the site. He also authored "ChemThink.com: Helping Our Students See Chemistry," published in *Illinois Computing Educators*. It is now being used on the net by over 250 high schools. Mr. Sprandel demonstrate various aspects of the website for the board.

RECOGNITION OF COMMUNITY VISITORS

President Rogal asked if any community visitors wished to be recognized. Mrs. Susie Hall, Glenbrook North parent and president of the choir parents' organization, shared her concerns regarding the lack of ventilation and inadequate size of the Glenbrook North music facility.

BOARD AND SUPERINTENDENT REPORTS

Dr. Hales commended students and faculty at Glenbrook South for their successful variety show. He also informed board members that he was continuing to work on dates for the upcoming board retreat to be held sometime after the April election.

Mr. Tom Shaer reviewed the vendor bills for this meeting and commented that all looked in order. Mr. Bob Boron informed the board that he had attended an open house conducted by Senator Susan Garrett and Representative Elaine Nekritz; he shared general information about state budget options and their related impact on school districts.

(Mr. Matsakis arrived at 7:40 p.m.)

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. Mr. Shein requested that item #6.2a be removed from the consent agenda to be discussed in closed session. He also requested that item #6.7 be removed for discussion and a separate vote.

1.) the Open Session Minutes from the February 28, 2005 Regular Board Meeting as amended with the correction on page five.

2.) the appointment of Paul. M. Pryma as the Associate Principal for Administrative Services at Glenbrook North High School as recommended by the director of human resources.

3.) the appointment of Michael T. Tarjan as the Assistant Principal for Student Activities at Glenbrook North High School as recommended by the director of human resources.

4.) the resignations of the following certificated staff contained in Mrs. Helander-Heiser's memorandum dated February 28, 2005.

RESIGNATIONS

<u>NAME</u>	<u>POSITION</u>	<u>EFFECTIVE</u>	<u>SCHOOL</u>
Zenoff, Karen	English	End of 2004-05 School Year	GBN

5.) 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>
David A. Knudson	English	02/28/2005	GBS	BA+15, Step 1

6.) the resignations of the following educational support staff contained in Mrs. Helander-Heiser's memorandum dated February 23, 2005.

RESIGNATIONS

<u>NAME</u>	<u>POSITION</u>	<u>EFFECTIVE</u>	<u>SCHOOL</u>
Fauteux, Nancy	Paraprofessional	02/18/2005	GBS
Georgacakis, Jason	Instructional Assistant	03/11/2005	GBS
Ronson, Pamela	Instructional Assistant	03/04/2005	GBN

7.) the appointment of the following educational support staff contained in Mrs. Helander-Heiser's memorandum dated February 23, 2005.

APPOINTMENTS

<u>NAME</u>	<u>POSITION</u>	<u>EFFECTIVE</u>	<u>SCHOOL</u>	<u>SALARY</u>
Kunz, Katharine (Repl. E. Hoving)	Instructional Assistant	02/22/2005	GBN	\$13.35
Wilkes, Thomas (Repl. J. Clarke)	Instructional Assistant	01/27/2005	OCC	\$14.02

8.) the issuance of Vendor Checks Nos. 17997 through 18247 in the amount of \$904,539.76 as listed on the attached check register dated February 28, 2005.

9.) the issuance of the electronic wire transfers for credit union, TRS, federal taxes, employee and employer portion of FICA and Medicare taxes and state taxes, and payroll check numbers 40578 through 40906, 40938 through 41020 and replacement check numbers 40907 to 40909, 40935 to 40937 totaling \$743,281.05. With other deductions of \$300,039.61, employees' Federal, State, and FICA/Medicare withholding taxes of \$661,676.91, TRS contributions of \$294,816.01 and direct deposit of \$2,005,784.16, the gross payroll for the month of January was \$4,005,597.74. TRS employer contribution was \$31,849.69 and employer matching FICA and MED as \$108,202.46.

10.) The acceptance of the following gifts:

Gift From	Amount or Item	School	Department
Nancy and George Vizer	\$36.00	GBS	The Christopher Zimny Scholarship
Carole A. Taylor	\$25.00	GBS	The Christopher Zimny Scholarship
Zachary and Linda Fainman	\$50.00	GBS	The Christopher Zimny Scholarship
Peter and Bonnie Spiros	\$10.00	GBS	The Christopher Zimny Scholarship
Susan M. Leskis	\$25.00	GBS	The Christopher Zimny Scholarship
Dane and Kathleen Cleven	\$50.00	GBS	The Christopher Zimny Scholarship
Yvonne and Stanley Kajdanowski	\$100.00	GBS	The Christopher Zimny Scholarship
Michael and Barbara Cabay	\$100.00	GBS	The Christopher Zimny Scholarship
Emil and Martha Lucia	\$40.00	GBS	The Christopher Zimny Scholarship
Roy and Jacqueline Huffman	\$250.00	GBS	The Christopher Zimny Scholarship
Nicolo and Diane Carroccia	\$25.00	GBS	The Christopher Zimny Scholarship
Fred and Angela Stewart	\$50.00	GBS	The Christopher Zimny Scholarship
Gift From	Amount or Item	School	Department
Robert and Tomoko Dluger	\$25.00	GBS	The Christopher Zimny Scholarship

Thomas and Carol Ann Luft	\$100.00	GBS	The Christopher Zimny Scholarship
Janis and John Obiala	\$40.00	GBS	The Christopher Zimny Scholarship
Thomas and Katherine Scuderi	\$20.00	GBS	The Christopher Zimny Scholarship
James and Bridget R. Tenzillo	\$50.00	GBS	The Christopher Zimny Scholarship
Anne M. Ryan	\$75.00	GBS	The Christopher Zimny Scholarship
Joseph and Anne Hazan	\$50.00	GBS	The Christopher Zimny Scholarship
Michaela and Dale Elkins	\$100.00	GBS	The Christopher Zimny Scholarship
Richard and Susan Drucker	\$50.00	GBS	The Christopher Zimny Scholarship
Jorge and Jacqueline Fernandez	\$25.00	GBS	The Christopher Zimny Scholarship
Nancy Treiber Lenz	\$50.00	GBS	The Christopher Zimny Scholarship
Mark and Jennie Lepp	\$25.00	GBS	The Christopher Zimny Scholarship
Patricia Siegert	\$30.00	GBS	The Christopher Zimny Scholarship
Thomas and Dawn Daus	\$30.00	GBS	The Christopher Zimny Scholarship
Richard and Helen Dycha	\$50.00	GBS	The Christopher Zimny Scholarship
Marcia and Thomas Korman	\$50.00	GBS	The Christopher Zimny Scholarship
Susan C. Godzik	\$50.00	GBS	The Christopher Zimny Scholarship
Kimberly B. Ross	\$1,000.00	GBS	The Christopher Zimny Scholarship
Perry Lofchie	\$150.00	GBS	The Christopher Zimny Scholarship
Barrett and Anne Feeney	\$20.00	GBS	The Christopher Zimny Scholarship
Stephen C. Schulte	\$100.00	GBS	The Christopher Zimny Scholarship
Joseph and Susan Introcaso	\$100.00	GBS	The Christopher Zimny Scholarship
Advanced Radiology Consultants	\$1,000.00	GBS	The Christopher Zimny Scholarship
SPX Corporation	\$100.00	GBS	The Christopher Zimny Scholarship

Dr. Joan Gross	Original Oil Painting by George Asdell valued at \$350.00	GBN	General School Donation
Majestic Meetings, Inc.	\$100.00	GBS	Class of 1984 Reunion Scholarship
Denise and David Bunning	\$2,000.00	GBS	Class of 1984 Reunion Scholarship

11.) The differential change to the appointment/stipend for Gerald Murphy as Assistant Individual Events Coach at Glenbrook North High School.

12.) The 2006-2007 School Year calendar pending a public hearing that will be held at the scheduled May 2, 2005 Special Focus on Education Board Meeting.

13.) The GBS Yearbook Program Trip to the National Scholastic Press Association National Convention held April 7-10, 2005 in Seattle, WA.

14.) The Special Leave of Absence as contained in Mrs. Helander-Heiser's memorandum dated February 24, 2005.

MOTION TO APPROVE CONSENT AGENDA WITH THE REMOVAL OF ITEM #6.2A AND ITEM #6.7

Upon calling of the roll:

aye: Boron, Long, Matsakis, Rogal, Shaer, Shein.

nay: none

Motion carried. 6-0

DISCUSSION ABOUT CONSENT AGENDA ITEM #6.7, YEARBOOK TRIP

Mr. Shein expressed his concerns about the cost of the yearbook trip to the National Scholastic Press Association National Convention in Seattle, Washington at a time when the district was concerned about budgetary items. Mr. Smith clarified that this annual trip was financed through the sale of yearbooks and the sale of advertisements printed in the yearbook. He also said that they were traveling to Seattle to receive an award for being one of the top 25 yearbooks in the country. He related that yearbook sales and advertisements secured by the students generated the monies needed for their items in their budget.

(Mr. Shaer left the room at 8:15 p.m.)

Dr. Schilling reminded the board of their adoption of a three-year financial plan, which included a 10% reduction of all building level and district budgets. He related that, as a result of this process, building level and district administrators were already establishing priorities for their budgetary items. Included in that plan is a process for the administration to systematically review all expenses and fees.

Mr. Matsakis suggested that the board should perhaps explore the general issues in a philosophical discussion next year about all activities and their revenue sources and expenditures, but that the board should be careful about micromanaging building level decisions. He expressed his view that the district needs to strive to maintain an ongoing expectation for excellence even in the face of budgetary constraints.

Dr. Hales reminded the board that they had already taken two major steps when they voted on the 10% reduction to building budgets and the elimination of the reimbursement for meal expenses for all adult travel and most student travel. While he cautioned them about focusing on individual events, he advised them that a broader philosophical discussion would be appropriate.

MOTION TO APPROVE CONSENT AGENDA ITEM #6.7-YEARBOOK TRIP

Upon calling of the roll:

aye: Boron, Long, Matsakis, Rogal, Shein.

nay: none

Motion carried. 5-0

DISCUSSION: DRIVER EDUCATION WAIVER

Mrs. Kim Ptak provided the board with a copy of the prepared waiver of section 252.20(d)(7)(A) for the Illinois State Board of Education rules for Driver Education to give the district the option of subcontracting out the classroom and the behind the wheel portion of the driver education program. Subcontracting would allow the district a significant cost savings. Approving this waiver would not mandate its use but provide flexibility in the future if the district chose to activate it. In order to submit a waiver, a public hearing would be needed at a special board meeting. The next special board meeting is Monday, May 2, 2005. Board discussion focused on ideas related to a possible RFP for subcontractors and the minimum state board of education driver education requirements for school districts.

Board consensus was to hold a public hearing on the waiver at the May 2, 2005 board meeting, to invite drivers education instructional supervisors to a future board meeting in April prior to that May meeting to hear more about their curriculum and programming, and to use next school year to discuss and evaluate the impact of making any changes to the existing program.

DISCUSSION: A ONE-YEAR EXTENSION OF THE SODEXHO CONTRACT

Mrs. Kim Ptak presented a recommendation to the board that they approve a one-year extension of its current food services contract, with Sodexho Food Services. This one-year proposal would freeze current rates for one additional year. Over the last year, Sodexho has restructured its menu, increasing the percentage of healthy offerings. They also reduced labor costs by 7% during the 2004/2005 school year by streamlining operations, savings which were passed on to the school district.

MOTION TO APPROVE A ONE-YEAR EXTENSION OF THE SODEXHO CONTRACT

Motion by Mr. Boron, seconded by Mr. Shein, to approve the One-Year Extension of the Sodexho Contract as contained in Agenda Item #8.

Upon calling of the roll:

aye: Boron, Long, Matsakis, Rogal, Shein,

nay: none

Motion carried. 5-0.

DISCUSSION: LATER START TO SCHOOL DAY

Dr. Hales presented the Board with an overview of the report from the Later Start to School Day Committee. Dr. Hales reviewed the report's salient points concerning:

- research on adolescent sleep research
- studies from Minnesota schools that have implemented a later start schedule (Minnesota Public School and Edina Public Schools).
- committee positions and concerns regarding the need for a change.
- advantages and disadvantages of the possibility of adding late arrival days.
- concerns related to the impact on athletics of a later start schedule.
- special challenges related to transportation issues and possible options with their advantages and disadvantages.
- need to communicate issues with students, parents, staff, and community members related to sleep and student stress.

(Mr. Shaer returned to the room at 9:05 p.m. He left again at about 9:15 p.m. He returned to the room at 9:32 p.m.)

Board members thanked the committee and Dr. Hales for their efforts and discussed a variety of issues. President Rogal expressed her opinion that the evidence in the report was compelling and clearly supported the need for a later start to the school day. She cited the changes that had been made by New Trier, Elk Grove, and Stevenson High Schools. She acknowledged the transportation obstacles but did not want that issue to prevent the district from taking action. Mrs. Long spoke about the problems with the Glenbrook North bus schedule and start time and spoke about the evidence related to melatonin and REM sleep.

Mr. Matsakis did not believe the evidence in the report was compelling enough to warrant a change. He did acknowledge that Glenbrook North's bus schedule and start time are problematic. He stated that homework demands needed to be examined as a possible contributing factor to student sleep deprivation. He offered two suggestions for discussion: extending the school year combined with

shortening each day, and creating a first hour on-line independent study for seniors to provide them with a more flexible schedule.

Mr. Boron stated that the report did not provide any evidence that a later start to the school day would provide a significant improvement in student achievement and that the only positive was somewhat improved attendance of At-Risk students. He questioned the benefit of this major organizational change, given the few benefits cited in the studies. He stated his belief that the issues centered more on time and homework management. Mr. Shein agreed with Mr. Boron that the evidence in the report did not convince him that the benefits of the later start were worth the upheaval to the organization.

Dr. Schilling informed the board that if they decided to eliminate bus transportation altogether it would cease to be an obstacle. Committee member and Glenbrook North teacher Diane Pranske related that the committee talked about the impact this change would have on the community, on parents leaving for work in the morning, and urged that if the board wanted to move forward with this, they should seek more information from teachers, parents, students and community members.

The Board thanked Dr. Hales and the committee for the thorough report and decided not to move forward at this time with this issue.

Note: See Agenda Item # 9

DISCUSSION: STUDENT DISCIPLINE POLICIES

Dr. Hales presented the school board with an overview of the recommendations from the discipline policies sub-committee, chaired by Mr. Bill Babington and Mr. Robert McCollum. They were charged with delineating the parameters for the Alternative Discipline Plan (ADP) and outlining its relationship with Board Policy 8090.

The Board discussed a variety of issues: the length of time out of school for those committing first and second offenses of consumption and of possession; the length of time of the academic penalty; the need to treat special education and regular education students in a similar fashion; loss of privileges; the requirements for drug assessment, counseling, and parent involvement; and the home bound tutoring and academic support programs. They also discussed necessary revisions to policy language, and at what point the MDRC refers cases to the board for review.

(Mr. Shaer left the room at 10 p.m.)

Mr. Shein stated that he was still concerned with the discrepancy between the consequences for a first offense of consumption as compared to a first possession of illegal substances. Board consensus was to leave it as differentiated.

Mrs. Long next provided an overview of the work that she and Mrs. Torf had completed regarding suggested revisions and drafts to the Student Discipline Policies. She believed that the sub committee report language could be accommodated within their suggested revisions. She highlighted some key points to facilitate their review of this document prior to the next board meeting. President Rogal asked that Dr. Hales and his committee update all document language for the next board meeting, if possible, and that board members review the work of Mrs. Long and Mrs. Torf. Dr. Hales thanked Mr. Babington and Mr. McCollum for their hard work and excellent report.

Note: See Agenda Item # 10

DISCUSSION: RELEASE OF NON-TENURED TEACHERS

Mrs. Vickey Helander-Heiser informed the board that at their March 14, 2005 board meeting they would be asked to adopt resolutions releasing some of the nontenured teachers and part-time teachers. Nontenured teachers must be released at least 45 days before the end of the school year, June 8, 2005. If we fail to release such teachers within this time frame, the teachers are automatically reemployed for the following school year. She told the board it was likely that many of the teachers will be re-employed after we have more information later this spring. The additional information involves such issues as the return of teachers from leave, the availability of firm departmental registrations, and the completion of our assessments.

Note: See Agenda Item # 11.1

DISCUSSION: RELEASE OF EDUCATIONAL SUPPORT STAFF

Mrs. Vickey Helander-Heiser informed the board that at their April 14th board meeting they would be asked to adopt resolutions releasing some of our support staff. Support staff must be released at least 30 days before the end of the school year, June 8, 2005. If we fail to release such staff members within this time frame, the staff members are automatically reemployed for the following school year. She told the board that the administration would ask the board to rehire those staff members whom we are already certain we have positions for and whom we want to rehire; these individuals would not be included in the release process. She told the board it was likely that some of the staff will be re-employed after we have more information later this spring.

Note: See Agenda Item # 11.2

DISCUSSION: GBN MUSIC FACILITIES REPORT

Dr. Craig Schilling presented an overview to the board of the report from Shiner and Associates, Inc. regarding their observations and acoustical measurements of the band facility at Glenbrook North. He indicated that while the rooms were acoustically not very good, they did not violate OSHA limits. Dr. Schilling shared a memo from Dr. Riggle summarizing actions that will be taken by members of the school Music Department in conjunction with the school administration to ensure the appropriate use of each area.

(Mr. Shaer returned back to the room at 10:35 p.m.)

Mr. Boron expressed his opinion that the problem needed to be addressed now as he believed the report indicated desirable acoustical levels were not being reached. He cited the large number of students involved in GBN's music program and the lack of certainty of available dollars in the future to address these needs.

Dr. Schilling reminded the board that the 3 year facility and financial plan had as its goal the maintenance of facilities until a decision might be made at some future point to seek additional revenues. At present, the district does not have the revenue to fully address a quality solution for the music area. He indicated that the administration would review all reports next fall, update plans and examine priorities.

No action was taken at this time regarding the Glenbrook North music facilities report.

OTHER

Mr. Matsakis commented that some students of Greek descent were unable to participate in the musical because it conflicted with Greek Orthodox holy week. He indicated that he had requested that information about future Greek religious holidays be sent to administrators so future plans would hopefully avoid this conflict.

REVIEW AND SUMMARY OF BOARD MEETING

Board consensus was to hold a public hearing on the waiver regarding driver education at the May 2, 2005 board meeting. Driver education instructional supervisors would present information about their curriculum and program to the Board at the April 11, 2005 regular board meeting.

Board discussion and review of Mrs. Torf and Mrs. Long's suggested revisions of student discipline policies would occur at the March 14, 2005 board meeting.

MOTION TO MOVE INTO CLOSED SESSION

Motion by Mr. Shein, seconded by Mrs. Long, to move into closed session at approximately 11:00 p.m. To consider the appointment, employment, compensation, discipline, performance, or dismissal of specific employees; collective negotiating matters; and other matters relating to an individual student, namely a determination of a student's residency within the district.(Sections 2 (c)(1) (2) and (10) of the Open Meetings Act).

Upon calling of the roll:

aye: Boron, Long, Matsakis, Rogal, Shaer, Shein.

nay: none

Motion carried. 6-0.

The Board returned to open session at approximately 11:20 p.m.

MOTION TO APPROVE CONSENT AGENDA ITEM #6.2A -THE APPOINTMENT OF GARY J. FREUND AS THE ASSOCIATE PRINCIPAL FOR ADMINISTRATIVE SERVICES AT GLENBROOK SOUTH HIGH SCHOOL AS RECOMMENDEND BY THE DIRECTOR OF HUMAN RESOURCES

Motion by Mr. Boron, seconded by Mr. Shein, to approve Consent Agenda Item #6.2A - the appointment of Gary J. Freund as the Associate Principal for Administrative Services at Glenbrook South High School as recommended by the Director of Human Resources.

Upon calling of the roll:

aye: Boron, Long, Matsakis, Rogal, Shaer, Shein.

nay: none

Motion carried. 6-0

**MOTION TO TAKE SUCH ACTION AS DETERMINED IN CLOSED SESSION,
PERTAINING TO RESIDENCY WITHIN THE DISTRICT FOR STUDENT #05-6.**

Motion by Mr. Boron, seconded by Mr. Shaer, to take such action as determined in closed session, pertaining to residency within the district for student #05-6.

Upon calling of the roll:

aye: Boron, Long, Matsakis, Rogal, Shaer, Shein.

nay:

Motion carried. 6-0.

**MOTION TO APPROVE THE RECOMMENDATIONS FOR SUPPORT STAFF SALARIES
FOR 2005-2006**

Motion by Mrs. Long, seconded by Mr. Shein, to approve the Recommendations for Support Staff Salaries for 2005-2006.

Upon calling of the roll:

aye: Boron, Long, Matsakis, Rogal, Shaer, Shein.

nay:

Motion carried. 6-0.

ADJOURNMENT

Motion by Mr. Matsakis, seconded by Mr. Shaer to adjourn the meeting at approximately 11:26 p.m.

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

Motion carried.

* Means Boron, Long, Matsakis, Rogal, Shaer, Shein all voted aye.

CERTIFIED TO BE CORRECT:

PRESIDENT - BOARD OF EDUCATION

SECRETARY - BOARD OF EDUCATION

NEXT REGULAR MEETING: Mar. 14, 2005 Glenbrook Admin. Bldg.
7:30 P.M. 1835 Landwehr Road
Glenview, Illinois

NEXT REGULAR MEETING: April 11, 2005 Glenbrook Admin. Bldg.
7:30 P.M. 1835 Landwehr Road
Glenview, Illinois