

**MINUTES OF SPECIAL MEETING,  
BOARD OF EDUCATION, SCHOOL  
DISTRICT #225, COOK COUNTY,  
ILLINOIS, APRIL 28, 2012**

A special meeting of the Board of Education, School District No. 225 was held on Saturday, April 28, 2012, at approximately 8:07 a.m. at Glenbrook South High School Student Activities Center, 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:

Boron, Hammer (departed at 11:13 a.m.), Martin (departed at 11:35 a.m.), Shein, Regalbuto, Taub

Absent: Wolfson

Also present: Caliendo, Geddeis, Pearson, Pryma, Riggle, Siena, Wegley, Williamson

**APPROVAL OF AGENDA FOR THIS MEETING**

Motion by Mr. Hammer, seconded by Dr. Regalbuto to approve the agenda for this meeting.

Upon calling of the roll:

aye: Boron, Hammer, Martin, Shein, Regalbuto, Taub

nay: none

Motion carried 6-0.

**RECOGNITION OF COMMUNITY VISITORS**

None.

**DISTRICT INITIATIVES 2012-2013**

Dr. Barnes mentioned that at the last meeting Board members discussed their contribution to the development of district initiatives. The goal is to have Board consensus on district initiatives for next year.

Dr. Riggle stated that it is good to establish initiatives early.

Dr. Riggle reviewed a list of proposed district initiatives as recommended by the administration.

**Curriculum Related**

Dr. Riggle suggested that homework be included as part of the engagement initiative.

Dr. Williamson provided more detailed information regarding the student engagement initiative including a definition of engagement. Dr. Riggle shared additional clarification regarding student engagement.

Mr. Taub commented that he did not understand why we were looking for more engagement because it seems that every student is involved in so much. The conversation regarding engagement made this concept clearer to him.

Dr. Regalbuto asked about overload on students with regard to the number of hours students are involved in activities outside of school. Not all students involved in athletics/activities can physically maintain a high level of engagement.

Dr. Riggle stated that there was data gathered regarding student stress in 2002-03. Student stress has been part of the culture in the North Shore. It is a very competitive environment. We want to create opportunities for all students.

Dr. Riggle commended the Board for eliminating class rank. This helped to reduce the student stress level. The principals spoke to the benefits of eliminating class rank.

Dr. Riggle described the new Illinois Multiple Measures Index that relates to student academic growth. Dr. Riggle recommended reconsidering the Terra Nova test because of the added testing that is coming at various grade levels because of the Illinois NCLB waiver.

Mr. Taub provided an example from Evanston related to bringing in all freshmen at the same level.

Mr. Pryma provided information regarding the current flexibility in the placement process.

Dr. Riggle described a mechanism for making adjustments in placement through other means.

Dr. Regalbuto spoke to issues related to students who do not come from elementary sender schools.

Dr. Riggle stated that a study of homework with a plan of action as an outcome is the goal. He suggested that we consider the policies that our sender districts have. A system for homework that reflects best practices should be developed.

The Board discussed the changing of the role of the teacher to enhance student engagement.

### **Employee Relations**

Dr. Riggle reviewed the goal of employee engagement.

Mr. Shein asked for clarification regarding collecting information regarding employee engagement.

Dr. Riggle stated that a survey will be given in September.

### **Environmental**

Dr. Riggle reviewed the environmental goal. The retro-commission study will be completed in June. This will lead to further savings.

Mr. Shein stated that overall the administration has done a good job in this area. There will be diminishing returns over time. It is good to get an independent eye on this.

Dr. Riggle stated that the administration is constantly looking at all angles. Because we have fewer delivery points we were able to lower our energy rates.

Dr. Riggle stated that both schools have benefited from reduced copying and mailings. We may obtain a lower rate with a state contract for copying, but next year we want to get competitive bids.

Mr. Shein stated that energy has been a much bigger piece of our budget. If we reduce energy expenditures it makes salaries really look like they are expanded.

### **Financial**

Dr. Riggle stated that the district is always looking at cost containment.

### **Organizational Planning**

Dr. Riggle described the components and scope of the new Performance Evaluation Reform Act (PERA).

Mr. Hammer asked if the training had to be done outside of the workday.

Dr. Riggle stated that this will likely be done as part of the workday.

### PR Communications

Ms. Geddeis mentioned that district initiatives all have an element of communication.

Mr. Shein asked Ms. Geddeis to outline the scope of crisis plan communication.

Ms. Geddeis explained that her role will be to infuse communications components into the building-level plans.

Dr. Wegley stated that we do this already, but the chain of communication is not defined in the current crisis plan.

Dr. Regalbuto spoke to the importance of communication procedures during a crisis. You cannot assume that everybody will be available.

Mr. Boron suggested that we may want to have some communication to the parents such as what parents can expect during a crisis.

Ms. Geddeis concurred with Mr. Boron and confirmed that this is part of the plan.

Mr. Taub asked about the website.

Ms. Geddeis stated that an outside consultant was hired to help. In the next month there should be something to look at. The new website will launch in the fall.

Dr. Riggle spoke to the value of using the consultant, Keystone.

Ms. Geddeis stated that the challenge is content migration at a time that staff is leaving for the summer. The high-level pieces of the website will be ready by the fall.

Mr. Taub asked about branding.

Ms. Geddeis stated that this will be tied to the website. She will test the logo in application with focus groups.

Mr. Hammer asked if the Board will have a chance to look at the website beforehand.

Ms. Geddeis confirmed that the Board will have an opportunity to see the website.

Mr. Taub asked if the website will be able to respond to getting information out quickly.

Dr. Riggle stated that we have Facebook, Alert Now and Twitter to get information out in a quick manner.

Mr. Taub stated that there needs to be more accountability for content management by the staff. Good information such as students and staff who excel should be more prominent.

Ms. Geddeis stated that this will be coming and will be more front and center on the new website.

Mr. Hammer suggested adding links for parents that the administration has vetted.

Ms. Geddeis stated that there is a parent link and student link space on the site.

Mr. Shein stated that the goal is to make it easy to find things. He asked if there is a mechanism to learn what people are looking for.

Ms. Geddeis stated that with the current website we have not had access to great data. We will be able to use the Google analytics to measure data about access.

Mr. Shein asked if somebody puts in a search term, if there is there a mechanism to determine the search terms people are using.

Ms. Geddeis stated that she would follow-up on this question.

### **Technology**

Dr. Riggle described the disaster recovery plan to be completed next year.

### **Board Recommendations**

Dr. Barnes stated that when the conversation started the administration proposed the initiatives. He asked the Board if the inclusion of homework fulfilled where the Board wanted to go with this initiative.

Dr. Regalbuto suggested reviewing what is done to support the transition of students from high school to college. She expressed concern for students moving from the structured environment of the high school to the unstructured environment of college. She suggested adding this topic.

4/28/12

Dr. Williamson stated that the college counselors will be presenting to the Board on May 14 and suggested that counselors could share what is being done in this regard before it is identified as an initiative for next year.

Mr. Hammer asked if there was a unit on transition to college in health classes.

Dr. Regalbuto mentioned the problems with students becoming obsessed with playing video games in their unstructured time. She stated that there is a physical change in the brain when students play video games.

Mr. Hammer suggested the topic of student mental health be incorporated into the district goals.

Mr. Boron stated that placing homework in terms of student engagement may delay any outcome for next year. He stated that there probably could be some things done with homework within the next year. He suggested guidelines such as a uniform format, teachers indicating the goals of the homework, how much time homework should take, etc. . . . This might reduce student stress and have an impact on teacher behavior.

Dr. Riggle stated that sometime in the second semester of next year the administration will have some recommendations regarding homework.

Mr. Shein suggested a study of the model for determining administrative salaries. He asked if this topic would fit under employee relations.

Mr. Martin stated that the one thing not on the list that is key is negotiations with the unions. This will take up a lot of the administration's time. This item overshadows all of the other goals.

Dr. Riggle stated that the administration has not had success structuring district initiatives when they have had to interface with the GEA. Dr. Riggle suggested that this is a huge item under the financial goal related to reducing expenditures.

The Board debated the incorporation of negotiations into the district initiatives.

Dr. Riggle stated that the administration will have to look at the district initiatives in terms of scope and priority relative to completing goals given that we will be negotiating next year.

Mr. Shein stated that the Board will provide guidelines for negotiations. There is a structure in place. He asked if it is being suggested that the Board walk away from the model that has been put in place.

Mr. Boron stated that there may be a need to call a special meeting to discuss negotiations in the future.

Mr. Hammer stated that there are several goals, but no goal addressing student/employee health promotion.

Dr. Riggle stated that he will re-work the district initiatives to incorporate student mental and physical health.

Mr. Hammer asked for a review of resources that exist for a student who is having issues with depression and suicide.

**MOTION TO MOVE INTO CLOSED SESSION**

Motion by Mr. Boron, seconded by Dr. Regalbuto to move into closed session at approximately 10:17 a.m. To consider the appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body or legal counsel for the public body, including hearing testimony on a complaint lodged against an employee of the public body or against legal counsel for the public body to determine its validity; collective negotiating matters between the public body and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees; the purchase or lease of real property for the use of the public body, including meetings held for the purpose of discussing whether a particular parcel should be acquired; the setting of a price for sale or lease of property owned by the public body; student disciplinary cases; the placement of individual students in special education programs and other matters relating to individual students; and litigation, when an action against, affecting or on behalf of the particular public body has been filed and is pending before a court or administrative tribunal, or when the public body finds that an action is probable or imminent, in which case the basis for the finding shall be recorded and entered into the minutes of the closed meeting (Section 2(c) (1), (2), (5), (6), (9), (10) and (11) of the Open Meeting Act).

Upon calling of the roll:

aye: Boron, Hammer, Martin, Shein, Regalbuto, Taub

Nay: none

Motion carried 6-0.

The Board returned to open session at 10:36 a.m.

**ACTION REGARDING MATTERS DISCUSSED IN CLOSED SESSION**

Motion by Mr. Boron, seconded by Dr. Regalbuto to approve the resolution authorizing the settlement agreement with regard to the COST litigation.

Upon calling of the roll:

aye: Boron, Hammer, Martin, Regalbuto, Shein, Taub

nay: none

Motion carried 6-0.

**MOTION TO MOVE INTO CLOSED SESSION**

Motion by Mr. Boron, seconded by Dr. Regalbuto to move into closed session at approximately 10:37 a.m. To consider the appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body or legal counsel for the public body, including hearing testimony on a complaint lodged against an employee of the public body or against legal counsel for the public body to determine its validity; collective negotiating matters between the public body and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees; the purchase or lease of real property for the use of the public body, including meetings held for the purpose of discussing whether a particular parcel should be acquired; the setting of a price for sale or lease of property owned by the public body; student disciplinary cases; the placement of individual students in special education programs and other matters relating to individual students; and litigation, when an action against, affecting or on behalf of the particular public body has been filed and is pending before a court or administrative tribunal, or when the public body finds that an action is probable or imminent, in which case the basis for the finding shall be recorded and entered into the minutes of the closed meeting (Section 2(c) (1), (2), (5), (6), (9), (10) and (11) of the Open Meeting Act).

Upon calling of the roll:

aye: Boron, Hammer, Martin, Shein, Regalbuto, Taub

Nay: none

Motion carried 6-0.

The Board returned to open session at 11:41 a.m.

**ADJOURNMENT**

Motion by Mr. Taub, seconded by Dr. Regalbuto to adjourn the meeting at approximately 11:41 a.m.

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

Motion carried 4-0.

\* Boron, Shein, Regalbuto, Taub

CERTIFIED TO BE CORRECT:

PRESIDENT - BOARD OF EDUCATION

---

SECRETARY - BOARD OF EDUCATION