

**MINUTES OF REGULAR MEETING,
BOARD OF EDUCATION, SCHOOL
DISTRICT #225, COOK COUNTY,
ILLINOIS, OCTOBER 24, 2016**

A regular meeting of the Board of Education, School District No. 225 was held on Monday, October 24, 2016, at approximately 7:00 p.m. at Glenbrook District Office Public Meeting Room 100A, 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, Doughty, Hanley, Kim, Martin, Shein, Taub

Also present: Bean, Bretag, Cummings, Eike, Etherton, Fagel, Finan, Geallis, Geddeis, Gravel, Muir, Riggle, Swanson, Whipple, Williamson

APPROVAL OF AGENDA FOR THIS MEETING

Motion by Mr. Boron, seconded by Mr. Doughty to approve the agenda for this meeting.

Upon calling of the roll:

aye: Boron, Doughty, Hanley, Kim, Martin, Shein, Taub

nay: none

Motion carried 7-0.

GLENBROOK STORIES

Ms. Geddeis introduced GBN senior, Kiana Eide, who competed in the Rio Olympics as a member of the USA Rhythmic Gymnastics Team.

Ms. Eide shared her Olympic story and stated the biggest lesson she learned was to follow your dreams because they can come true. She also shared experiences regarding her teammates and the years of preparation for the event.

Dr. Riggle thanked her for coming this evening so that we could honor her and share in her glory. He stated that we are proud to have her back at GBN and that he really enjoyed her performance at the Olympics.

RECOGNITION OF COMMUNITY VISITORS

Christine Suffet – Northbrook

Stated:

- Since the last time she spoke to the Board she has been approached by many about the drug usage in the schools

- She is surprised by the administration's response to the topic, she believes they are missing a big piece
- The administration is focusing on what a great school we have, she agrees, but is worried about our students
- She has been told that no one speaks to the administration because they do not do anything
- She doesn't want to discuss statistics anymore
- Kids are doing and selling drugs in the school and she just wants to have a conversation, as time goes by it just gets worse
- She is not pointing fingers, she is just asking for help
- The Glenbrooks just don't want to sully their reputation

Rob Strickland, Northbrook

- Concerned about the material he is seeing
- Believes the community frustration is with the slow process, but creating policy is a slow process
- Troubled with trying to identify a threshold, where we start and where we stop
- Stated that being deliberate in the process is important because the policy will be perpetual
- Questioned how success of the policy will be measured
- Discussed that the level of reaction should be equal and deliberate in response to the issue
- Concerned with screening measurements because there are false positives
- Decision needs to be made if the community wants an enforcement of rules or harm reduction approach
- Feels that the dog searches would be heavy-handed
- Noted that there was an interesting article comparing schools and we need to decide if we want to be New Trier or Stevenson

Tracy Adlin, Northbrook

- Reminded the Board that she spoke to them before regarding her 10-year old who is afraid to take the bus to high school because that is where drugs are sold
- Tired of seeing the term "passive surveillance", she does not feel that is encouraging as a parent, this will not ease her concern
- Questioned why we don't have paras in bathrooms where we know drugs are being sold
- Stated that we are not passive regarding testing or education, so why are we passive now
- Thinks we can do better for our kids

The Board president thanked those who spoke for their time and opinions.

BOARD AND SUPERINTENDENT REPORTS

Dr. Riggle noted that we are having an employee benefit meeting on Thursday and will hopefully have some answers that we need. He noted that he will update the Board, but it may take longer than our timeline had anticipated.

Dr. Finan congratulated GBN's fall sports teams specifically:

- Football for winning conference, finishing the season 8 -1 and qualifying for the State Playoffs
- Soccer for winning Conference and Regionals

- Tennis for winning Conference
- Volleyball for winning Conference
- Boys and Girls Cross-Country: the girls qualified as team to run in the Sectional, and the boys had two individual qualifiers
- Boys and Girls Golf: girls finishing in 2nd place in Conference and the boys winning their 6th Conference championship in a row

Ms. Fagel stated that the parent association’s sponsored screening of Screenagers: Growing Up in the Digital Age was very well attended. *Screenagers* is a one-hour documentary regarding the effect of too much screen time for students. She also stated that the Dold vs. Schneider debate hosted by GBS was also well attended and was moderated by teacher Tara Tate.

MOTION TO APPROVE CONSENT AGENDA

Motion by Mr. Boron, seconded by Mr. Doughty to approve the following items on the consent agenda:

1. Appointments
 - a) Certified - none
 - b) Support Staff

Name	Building	Position	Calendar	FTE	Start Date	Schedule	Salary	Hourly Wage
Hianik, Terry (Job Transfer)	GBS	Library Asst.	186.5	.49	10.13.16	IA	\$18,658	\$18.19
McMullin-Lewis, Shannon	GBS	SPED IA	186.5	.67	10.24.16	IA	\$18,658	\$18.19
Raiscjemberg. Melissa	GBP	SPED IA	186.5	.67	10.26.16	IA	\$26,469	\$18.92
Redfern, Rene (Job Transfer)	GBS	Department Assistant IMC	203	.72	09.30.16	ID-2/ Step 15	\$33,348	\$20.53

2. Resignations/Terminations
 - a) Certified - none
 - b) Support Staff

Name	Position	Effective	School
Davis, Erin	Instructional Assistant	08.19.16	GBS
Ochler, Stephanie	Instructional Assistant	07.26.16	GBN

3. FOIA - none
4. Vendor Bills

Description	Amount	Attached register dated
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Vendor Checks Nos. 74278 through 74532	\$914,506.49	October 24, 2016
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5. Payroll

The issuance of checks and electronic wire transfers for net payroll earnings, payroll taxes, pension contributions, insurance and other payroll liabilities.

September Totals:
 Check Register: \$153,684.70
 Direct Deposit Register ACH: \$4,072,612.00
 Wire Transfer (EFT) Register: \$2,417,983.12

6. Imprest - none

7. Minutes

- October 10, 2016 Regular Board Meeting
- October 10, 2016 Closed Board Meeting

8. Board Policy 6100: Voluntary Termination Benefits for Certified Administrators and Supervisors

9. Recommended Capital Projects Summer 2017

10. Library Per Capita Grant

11. Resolution Authorizing Intervention in Property Tax Assessment Proceedings

12. Academic Attainment

13. Gifts

Gift From	Amount of Item	School	Department	Account
AmpliVox Sound Systems Northbrook, IL	Safety Wand Megaphones - Qty 5	GBN	Dean's Office/Parking	N/A

Upon calling of the roll:

aye:

nay: none

Motion carried 7-0.

DISCUSSION/ACTION: SCHOOL SAFETY (DRUG/ALCHOHL DATA AND EFFORTS REVIEW) – FOLLOWUP

Dr. Riggle distributed a corrected statistic spreadsheet.

Dr. Riggle reviewed the drug and alcohol statistics for the 2015-2016 school year. He noted that the statistics were obtained from the Illinois State Board of Education (ISBE) student information system. Dr. Riggle explained that there may be variances in how the schools report incidents according to how they are classified locally. It is important to remember that discipline policies may differ from district to district which can make direct numerical comparisons difficult.

Dr. Riggle presented data collected from surrounding districts on deterrents that are currently being used including:

- Drug detection dogs
- Breathalyzers
- Open campus
- Random drug testing
- Anonymous tip line with texting
- Surveillance cameras on buses

Ms. Fagel stated that she and Dr. Finan appreciated the opportunity to review our current school safety procedures and noted that we are always striving to do better. She highlighted two statistics that shaped the administration's thinking:

1. 92% of our students reported feeling safe at school
2. 97% of our students reported that they have never missed a day of school due to feeling unsafe

Ms. Fagel stated that this is an important part of the Glenbrook culture.

Ms. Fagel and Dr. Finan reviewed nine different recommendations:

1. Opioid Antagonist Medication

The administration explained that currently, Northbrook police (including the school resource officer and emergency service personnel) are trained and equipped to administer opioid antagonist medication. Glenview emergency service personnel are authorized to administer such medication, but police personnel are not.

Recommendation and rationale: District 225 nurses and appropriately trained school personnel (athletic trainers) should be equipped with and authorized to administer opioid antagonist medication.

2. Passive Surveillance Systems

The cameras are regularly utilized by authorized school personnel to review a wide range of incidents occurring on our campuses.

Recommendation and rationale:

- Increase the number of cameras for interior areas with insufficient coverage, parking lots, and campus entry and exit points
- Increase signage that will communicate the presence of a passive surveillance system in and on all of our school facilities and grounds

- Use of surveillance cameras and GPS technology on all district owned and contracted buses

3. **Anonymous Tip Systems**

Both schools have a system in place, but the proposed service agreement for Text-a-Tip is currently being reviewed by legal counsel and SSCRMP.

Recommendation and rationale:

- Consideration of the Text-a-Tip system based on its effectiveness and the positive experience as expressed by a large number of area districts and schools
- Further study of a joint agreement that would include access for the Villages of Glenview and Northbrook and the possible participation of other area schools

4. **Drug Dog Searches**

Board Policy 8500 authorizes school authorities to request the assistance of law enforcement officials to conduct inspections and searches of lockers, desks, parking lots, and other school property and equipment for illegal drugs, weapons, or other illegal or dangerous substances or materials, including searches conducted through the use of specially trained dogs.

Recommendation and rationale:

The administration does not recommend the use of drug dog searches as an additional deterrent at this time. We have not seen any evidence that suggests this deterrent will yield less drug use or possession in school, and we feel the use of drug dog searches would jeopardize the climate of trust in the schools. We will continue to communicate with the Northbrook and Glenview police departments on the possible future use of this deterrent.

5. **Random Drug Testing**

Research indicated that random drug testing is only used by one school district in the area.

Recommendation and rationale:

The administration does not recommend the use of random drug testing. It is an invasive approach which we feel would violate the trust that has been established with our students.

6. **Breathalyzers**

Breathalyzers are used on a reasonable suspicion basis.

Recommendation and rationale:

Continued use of breathalyzers on a reasonable suspicion basis.

7. **Staffing**

Paraprofessionals:

Review placement and responsibilities of paraprofessionals at GBN, GBS, and GBO

Counselors, social workers and school psychologists:

- Conduct an analysis of the current case load for counselors, social workers, and school psychologists and their ability to meet the needs of the current school population.
- Complete a comparative study of the caseloads for these positions with other area districts.

Recommendation and rationale:

Further study of paraprofessional and student services staffing to ensure we have sufficient personnel for maintaining student physical, social, and emotional safety.

8. Student Assistance Program

Both high schools have a well-developed Student Assistance Program (SAP) that provides prevention education for students, early intervention for students who use illegal substances, and training for teachers.

Recommendation and rationale:

Each school work toward further promotion and explanation of their SAP to all stakeholder groups: students, staff, parents, Board members, and community members.

9. Open Campus

Juniors and seniors who have parental permission are allowed to leave campus for lunch and students are monitored upon return. Each school has a limited number of entrances and exits that are used by students for open lunch. This privilege is lost as a result of certain disciplinary and/or Code of Conduct violations.

Recommendation and rationale:

The continued offering of open lunch for juniors and seniors. Paraprofessionals, administrators, and teachers will continue to monitor students upon their return from open lunch. Student behavior in the communities during open lunch will be monitored through active communication with the Glenview and Northbrook police departments.

The principals wanted to note that that they are not saying that we don't have drugs in the schools, but their wish would be that we had zero instances. They said that the Glenbrooks are committed to providing a safe and secure building for our students. The Glenbrooks will do everything we can to prevent drugs in the schools or drug use by our students and help them deal with the issue if it is an issue.

In response to board members' questions the administration stated:

- The Illinois Youth Survey is given to juniors and seniors every other year
- The survey data has been consistent over the years since 2003
- The 5 Essential Survey will be for all students, staff and parents; safety data will be collected as part of the survey

- If anyone sees something they should say something
 - Students can anonymously report an incident,
 - Students are encouraged to utilize the drop box resource and this is used several times per week
 - Students are encouraged to find one adult in the building they can speak to
- How paraprofessionals are being utilized
- The safety procedures used for dances
- Students are aware that the school has cameras
- The procedures that take place after receiving drop box notifications
- They are not aware of any situation where an incident was reported and was not acted upon
- They believe the best deterrents are: anonymous reporting, supervision of the building and education starting in freshman year to build relationships and promote support services
- The strategy that is used to work with parents who do not want to face their child's "problem"
- It is a difficult question to answer: are drugs a serious problem because if there is one student using drugs, it is a crisis for that student and family
- There is not substantial change in drug usage over the years based on the statistics, but we are always looking to do better
- Will move quickly on those recommendations we can, and more slowly on those that will need more time
- Which members will be trained and equipped to administer opioid antagonist medication
- The school is large, and after school supervision is currently being reviewed
- Glenbrook is the same as other communities, we are seeing consistency in our data, across the country drugs are an issue
- The administration will do the very best we can to keep our students safe – there is no magic bullet – the scope is ongoing
- The challenges that installing cameras on buses presents
- A lot of good work is being done, but it takes time
- We need to work with our communities
- The conversation is difficult to wrap up because we will continue to bring things to the Board that we think are prudent
- We do not know what education is provided during K-8
- We are working on the opioid policy
- GBN does not currently have an online tipline, but if we are moving quickly to Text-a-Tip, will review if both are necessary

Board member discussed:

- The current survey is not for all students
- Believes the schools are safe
- Difference between being safe and feeling safe
- Looking at more than this one small survey
- No one is asleep, it's about getting the balance right – drugs are a problem everywhere
- Working on the stigma of going to the SAP program
- Liking the recommendations but would like to work on a tight deadline to implement them
- The importance of emphasizing education
 - Work with middle schools

- Parents
- Foster student trust
- Concrete steps
- Reach out to the community, work with and involve people across the community
- A climate of trust; the community trusts the district to do the right thing but it is a shared responsibility
- Formulating policy will take work, there isn't a bandaid solution, we will need to review if deterrents are working, continually enhance what we are doing
- What is the extent of the problem and how much of a priority should the issue of drugs be for the administration
- Not setting unrealistic expectations because there have always been drugs and unfortunately will most likely continue
- The prevalence of heroin nationwide is greater so it is good that we will have trained professionals to administer opioid antagonist medication if it were ever necessary
- Bringing costs of implementing recommendations to the Board for approval
- The human cost has to be part of the equation when reviewing costs of implementing the recommendations
- Being comfortable with the recommendations of the district and primary concern is the safety of our students
- Thanked the administration for their work on this topic and support moving forward as prudently as possible

Ms. Fagel stated that they forgot to mention that when looking at the Youth Survey drug and alcohol numbers percentage of use, jumped from sophomore to junior year and the schools are working to do more to reduce those numbers.

DISCUSSION/ACTION: STRATEGIC PLANNING UPDATE: HOMEWORK

The Board president stated that the presentation on homework will provide an update on the administration's work on the homework topic which involves student stress.

Dr. Williamson introduced Cameron Muir, Eric Etherton, Ryan Bretag, Karen Geddeis and Matt Whipple who will be representing the teachers' views. She explained that the purpose of the presentation is to receive feedback from the Board. She noted that some, but not all of the Boards' survey feedback has been incorporated into our surveys and explained why .

- In the presentation the administration:
- Identified practices, procedures, policies and structures that promote or hinder meaningful student work
 - Reviewed homework principles and best practices
 - Explained past work that has been completed
 - Reviewed current homework research
 - Examined surrounding districts' policies
 - Surveyed parents, students and staff
 - Conducted focus groups
 - Reviewed survey results:
 - Homework quantity
 - Homework quality
 - Explained additional work conducted in 2015-2016

- Conducted additional student and staff focus groups
- Analyzed data and prioritized work
- Created board policy 7400 which called for development of homework principles – which still allows teachers to have leeway on homework
- Reviewed work completed and in progress for 2016-2017
 - Homework principles were/will be shared with teachers, students and IS is through surveys
 - Professional development on the principles is being created for teachers
 - An awareness and communication plan is being developed for students and parents
 - best way to solve homework issues is for the student to communicate with the teacher

The administration noted that homework free breaks are being discussed. They stated the importance of working within a culture of trust with our teachers and respect for our faculty.

In response to board members' questions the administration stated:

- Teachers might perceive that there is too much homework (from other teachers) based on what they hear from their students
- The survey was used as a spring board for talking points with our focus groups

In response to administrators' question regarding Board comments, questions or concerns regarding the principles Board members' stated:

- Think the student and teacher survey is improved
- Understand that the homework principles are something new that not many other districts are doing
- Believe this is a positive step
- Does not see anything controversial with the principles
- The homework principles are guidelines
- Most of the principles should already be things teachers are doing
- If there is any way to implement this year
- Is there any way to have a goal regarding the amount of time that a student should be spending on homework for the wellness of the student

Mr. Whipple:

- Does not think the I.S.'s are pushing a certain amount of homework goal on their teachers
- Reflects that students are telling teachers they have a lot of homework
- Stated that concern he is hearing from teachers is that these principles will be the law
- Homework free zones is a concern with our teachers who are not necessarily opposed, but just need to discuss the logistics
- Stated that the conversations that are being had are good and they alone will most likely bring about positive change
- Stated that the homework question is nothing new but the dialogue needs to be with all stakeholders

Dr. Riggle stated that he would suggest that we give the survey and then we can talk about the results, but he has confidence that when the surveys are distributed it will bring about dialogue among Glenbrook staff. He noted that this is a very delicate process and wants to make sure that

everyone is working on this in a positive environment. Dr. Riggle stated that concern needs to be taken with how we progress with our professionals

Mr. Bretag stated that there are nuances that look easy, but are not always that easy. He stated that our teachers are reflecting deeply on these principles and he believes amazing things will emerge from our professional staff. In order to receive the richest value of the process we must honor the dialogue.

Dr. Riggle stated that guidelines for students and parents still needs to be developed. Students need to focus on not multi-tasking. It is important to create a team approach with teachers, students and parents. The administration is trying to change the conversation by creating a dialogue and believes that when we review the quality of homework the quantity issue may correct itself.

Dr. Williamson reviewed the timeline and noted that we may possibly be able present survey results to the Board December meeting.

A board member stated that it is important that the mindset (perspective) on homework translate into how it will affect your future.

Board members stated overall they are happy with the progress on homework.

MISCELLANEOUS TOPICS

Dr. Riggle noted that 2005 Glenbrook North graduate Jason Kipnis is playing for the Cleveland Indians.

REVIEW AND SUMMARY OF BOARD MEETING

Mon., November 14, 2016 7:00 p.m. Regular Board Mtg.
(District Office Public Mtg. Rm. 100A)

NO CLOSED SESSION

ADJOURNMENT

Motion by Mr. Boron, seconded by Mr. Taub to adjourn the meeting at approximately 9:46 p.m.

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

Motion carried 7-0.

* Boron, Doughty, Hanley, Kim, Martin, Shein, Taub

CERTIFIED TO BE CORRECT:

PRESIDENT - BOARD OF EDUCATION

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10/24/16

SECRETARY - BOARD OF EDUCATION