May 5, 2025

The Board of Education, Community High School District 99, met for an Organizational Meeting/Workshop Meeting at 7:21 p.m. on Monday, May 5, 2025 at the Administrative Service Center.

1. OATH OF OFFICE OF NEWLY ELECTED MEMBERS

President pro-tempore Don Renner administered the Oath of Office to Katie Courtney, Christopher Espinoza, April Finan and Michael Riske, the newly elected members of the Board of Education for Community High School District 99.

Upon the Secretary pro-tempore's roll call, the following Board members answered present: President pro-tempore Don Renner; and Members Kara Casten, Katie Courtney, Ken Dawson, Christopher Espinoza, April Finan and Michael Riske.

Also present were Hank Thiele, Superintendent; Gina Ziccardi, Associate Superintendent; Rob Lang, Assistant Superintendent for Staff Services; Scott Wuggazer, Assistant Superintendent for Student Services; Jeree Ethridge, Chief School Business Official; Jill Browning, Chief Communications Officer; Phil Howard, Chief Technology Officer; Jeff Bergholtz, Director of Human Resources; Ryan Doherty, Director of Student Experiences; Courtney DeMent, North High Principal; Arwen Lyp, South High Principal; Student Board Members Rehan Hashim and Jason Trejo; and Juli Gniadek, Secretary pro-tempore.

There were three visitors. A copy of the Visitors Roster is attached.

2. ELECTION OF PERMANENT OFFICERS

President pro-tempore Don Renner announced that nominations for President of the Board would be entertained. Member Casten nominated Member Don Renner for President of the Board of Education for Community High School District 99. There being no further nominations for President, the President pro-tempore called for a roll call vote.

Upon the Secretary pro-tempore's roll call, Members Casten, Courtney, Dawson, Espinoza, Finan, Riske and Renner voted AYE. The President pro-tempore declared the motion carried.

President Renner announced that nominations for Vice-President of the Board would be entertained. Member Dawson nominated Member Kara Casten for Vice-President of the Board of Education for Community High School District 99. There being no further nominations for Vice-President, the President called for a roll call vote.

Upon the Secretary pro-tempore's roll call, Members Espinoza, Finan, Renner, Riske, Casten, Courtney and Dawson voted AYE. The President declared the motion carried.

President Renner announced that nominations for Secretary of the Board would be entertained. Member Casten nominated Juli Gniadek for Secretary of the Board of Education for Community High

School District 99. There being no further nominations for Secretary, the President called for a called for a roll call vote.

Upon the Secretary pro-tempore's roll call, Members Dawson, Espinoza, Finan, Renner, Riske, Casten and Courtney voted AYE. The President declared the motion carried.

3. RECEPTION OF VISITORS – PUBLIC COMMENT

There were no public comments.

4. ESTABLISHMENT OF MEETING DATES AND TIMES

Member Casten moved and Member Dawson seconded the motion for the Board of Education to approve the 2025-2026 Proposed Board of Education meeting dates and times.

Upon the Secretary's roll call, Members Casten, Dawson, Espinoza, Finan, Renner, Riske and Courtney voted AYE. The President declared the motion carried.

5. APPOINTMENT OF BOARD/COMMITTEE LIAISONS

President Renner stated he would reach out to the Board members individually to discuss liaison appointments before the next Board meeting.

6. OVERVIEW OF RESULTS – INTERSCHOLASTIC ATHLETIC AND ACTIVITIES SURVEY – BOARD POLICY 6.195

Ryan Doherty presented data on the Athletic and Activities Survey, which is required to be given every two years according to Board policy 6.195. He shared the survey not only collected information on students' interests and participation, but also gathered data on why some students don't participate in either athletics or activities in District 99. Students who reported not being involved in any activity or sport in District 99 were asked individually, during their Access class, why they were not involved and for suggestions on how to help students become involved, according to Mr. Doherty. Mr. Doherty stated the data shows most families are satisfied with the variety of activities offered by the schools; the schools effectively communicate activity opportunities to families; most students feel there are enough opportunities to participate in school activities; and the school creates an environment where students feel they belong.

Jen Martinez, South High Activities Director, shared that some students who are not in an organized sport or activity still feel a sense of belonging and participate in experiences during the day. Mark Mirandola, North High Activities Director, explained how the school is removing barriers to student participation by providing better communication and making registration easier. South High Associate Principal for Athletics Brandon Murphy shared two new programs will be starting in the fall of 2025-2026 – girls' flag football and boys bowling – and both of these sports were listed as being desirable by students on the Survey. Dave Rose, North High Associate Principal for Athletics, emphasized the value of the one-on-one conversations with students who were not involved and also noted that communication is key to student involvement.

7. STRATEGIC PLAN

Dr. Thiele shared the District now has data from the Board, staff, students and families that can be used to determine what will be the one priority for next year. He reported, based on responses from the Administrative Team and the District Leadership Team, attendance is by far the greatest concern, with the Board emphasizing student supports.

Jill Browning presented the data from the State mandated Climate Survey, noting this year the District used the Comprehensive School Climate Survey (CSCI) instead of the5 Essentials survey. She shared key positive takeaways across students, families and staff are support for academic learning, school connectedness, physical surroundings and respect for diversity.

Ryan Doherty reported additional data from the Spring Survey, which included the Athletic and Activities survey questions. The key staff takeaway from this survey, according to Mr. Doherty, is that students need to be more accountable for their behavior and attendance, and there needs to be consistent consequences for students.

Dr. Lang presented data by employee group and overall staff data from the EAB Morale Survey given to staff in October 2023 and in February 2025. He shared the top two statements with the highest positivity increase were, "I am fairly treated by my colleagues," and "Most days, I have a manageable workload."

Dr. Thiele stated, based on the various survey results, the Administration is proposing a Statement of Work which focuses on improvement in the area of student attendance. He projected the complete Statement for the Board to view. Hank Thiele advised the Board the Statement will be shared with all staff, with an opportunity to provide feedback, and the final version will come back to the Board for approval at the May 19, 2025 Board of Education meeting. Dr. Thiele asked that any Board members with questions contact him.

8. ILLINOIS STATE BOARD OF EDUCATION CONSOLIDATED DISTRICT PLAN

Gina Ziccardi reported this is the seventh year Illinois schools have been required to complete a Consolidated District Plan in order to receive grant funding. Ms. Ziccardi explained the 2025-26 Plan is focused on the areas of Student Achievement and Timely Graduation, Youth In Care Plan, College and Career Readiness, Professional Development, Safe Learning Environment, Special Education, Title I Programming and Bilingual Service Plan. She explained programs District 99 has in each of the areas, specific interventions and supports provided to students who are struggling, and highlighted items new to this year's Plan.

Ms. Ziccardi stated the Consolidated District Plan will be brought back to the Board for approval later this month. Dr. Thiele asked that any Board members who have questions about the Plan to reach out to him. Student Board Member Trejo commented the Math Specialists, which are grant funded, are great.

9. ENERGY CONSERVATION UPDATE

Dr. Thiele stated the District is anticipating spending $1.4M for energy conservation work that includes LED lighting replacement, solar rooftop projects and the purchase of electric vehicles for driver education. He shared planned funds from Fund 90, Com Ed rebates, funds already budgeted for vehicle replacement and additional funds secured/pending through State Representative Anne Stava-Murray ($500,000) and Senator Rachel Ventura ($300,000) will cover the total cost of the projects. Additionally, according to Dr. Thiele, there is a possibility of $600,000 more in incentives over the next five years.

10. INTRODUCTION TO DILIGENT COMMUNITY (BOARD MEETING SOFTWARE)

Secretary Gniadek provided a brief overview of the Diligent Community Software, which is replacing BoardDocs as the District's Board Agenda software.

11. RECEPTION OF VISITORS – PUBLIC COMMENT

There were no public comments.

12. CLOSED SESSION

Member Espinoza moved and Member Dawson seconded the motion that the meeting be adjourned to Closed Session for the purpose of discussing the appointment, employment, compensation, discipline, performance, or dismissal of specific employees, specific individuals who serve as independent contractors in a park, recreational, or educational setting, or specific volunteers of the public body or legal counsel for the public body, including hearing testimony on a complaint lodged against an employee, a specific individual who serves as an independent contractor in a park, recreational, or educational setting, or a volunteer of the public body or against legal counsel for the public body to determine its validity. However, a meeting to consider an increase in compensation to a specific employee of a public body that is subject to the Local Government Wage Increase Transparency Act may not be closed and shall be open to the public and posted and held in accordance with this Act. 5 ILCS 120/2(c)(1); and 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. 5 ILCS 120/2(c)(2).

Upon the Secretary's roll call, Members Espinoza, Dawson, Finan, Renner, Riske, Casten and Courtney voted AYE. The President declared the motion carried.

President Renner stated the only Action the Board will be taking when it comes out of Closed Session is to Adjourn.

The meeting adjourned to Closed Session at 10:00 p.m.

13. RECONVENE TO REGULAR SESSION

The meeting was reconvened in Open Session with the following members of the Board of Education in attendance: Don Renner, President; Kara Casten, Vice-President; and Members Katie Courtney, Ken Dawson, Christopher Espinoza, April Finan and Micbael Riske.

Also present were Hank Thiele, Superintendent; Jeree Ethridge, CSBO; Jeff Bergholtz, Director of Human Resources; and Juli Gniadek, Secretary.

14. ADJOURNMENT

There being no further business or discussion, Member Espinoza moved and Member Dawson seconded the motion that the meeting be adjourned. Upon the unanimous voice vote of the seven members in attendance, the President declared the motion carried. The meeting adjourned at 10:22 p.m.

Don Renner, President

Juli Gniadek, Secretary

Community HIGH SCHOOL District 99

BOARD OF EDUCATION

MAY 5, 2025

VISITOR ROSTER

NAME

Maria Georgiou
Martha Mrvos
Dawn Nelson

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