

**Regular Meeting of the Board of Education of
Community Consolidated School District 15 Palatine, Cook County, Illinois
Held on Wednesday, October 9, 2024
at Walter R. Sundling Middle School
1100 N. Smith Street, Palatine, Illinois 60067
Closed Session 6:00 p.m.
Regular Meeting of the Board: 7:00 p.m.**

A regular meeting of the Board of Education of Community Consolidated School District 15, Palatine, Cook County, Illinois, was held on October 9, 2024, at Walter R. Sundling Middle School 1100 N. Smith Street, Palatine, Illinois 60067. Board Members were notified by bulletin sent electronically on Friday, October 4, 2024.

Roll Call

Board Vice President Annerino called the regular meeting to order at 7:01 p.m.

Board Members physically present: Khan, Wang, Ader, Hunt, Taylor, and Annerino.

Board Members absent: Szczupaj

Also present were Laurie Heinz, EdD, Superintendent of Schools; Associate Superintendent Shari Lazor, EdD; CSBO Diana McCluskey, Lisa Nuss, Assistant Superintendent for Human Resources; Lori Lopez, PhD, Assistant Superintendent for Teaching, Learning, and Assessment; Mindy McGuffin, EdD, Assistant Superintendent for Students Services; Tom Edgar, PhD, Assistant Superintendent for Educational Services; Ahmad Gibson, Communications Chief Officer, and Renee Urbanski, Assistant Superintendent for Multilingual Programs.

Closed Session

Board Secretary Wang called the closed session to order at 6:10 p.m. with Board Member Hunt making a motion, seconded by Board Member Wang, to convene in closed session to discuss:

- 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).
- 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. 5 ILCS 120/2(c)(1).

Roll Call Vote:

Ayes: Ader, Annerino, Hunt, Khan, Taylor, and Wang.

Nays: None
Absent: Szczupaj
Motion Carried: (6-0)

Adjourn Closed Session and Convene in Open Session

The Board returned to open session at approximately 6:58 p.m.

Motion to adjourn closed session and convene in regular meeting made by Board Member Ader, seconded by Board Member Wang.

Roll Call Vote:

Ayes: Annerino, Hunt, Khan, Wang, and Taylor
Nays: None
Absent: Szczupaj
Motion Carried: (6-0)

Mission Statement

Board Vice President Annerino recited the District's Mission Statement to open the meeting.

President's Welcome & Remarks

Board Vice President Annerino opened the meeting by welcoming everyone and noted that Board President Szczupaj was absent. He proceeded with the meeting in her place.

Pledge of Allegiance: Stuart R. Paddock Elementary School

Mr. Jason Christ, Principal at Stuart R. Paddock School, introduced the Paddock Student Council, made up of 12 fifth-graders from all five classrooms. Students applied by answering questions about how they would support the school, and their anonymous applications were voted on by classmates. The elected representatives will help with the Thanksgiving Baskets drive, lead Winter PBIS lessons, design Spirit Day calendars, and tour new students. These student leaders embody the spirit of being a Paddock Panther.

Student Council Members: Aadya B., Annabelle S., Julia C., Aneri P., Manik R., Chloe C., Selia R., Sam L., Kailyn J., Hailey S., Sofia B., Oliver A.

Staff Sponsors: Jenna Leone and Nicole Gavin

Student Recognition: Emiliano Cortes (John G. Conyers Learning Academy)

Conyers Learning Academy Assistant Principal, Christine Loh, shared with the Board that Emiliano Cortes was selected as the Above and Beyond Student Recognition honoree for October. Emiliano is a dedicated 6th grader in the ABLE program and has been diagnosed with a degenerative mitochondrial disorder in 2018, facing challenges in vision, mobility, and neurological function. Despite significant hurdles, Emiliano has shown tenacity and made strides in reading and writing Braille, navigating the school using a cane, and maintaining a positive attitude that inspires those around him. Emiliano's resilience and joyful spirit are commendable and serve as an inspiration to

both students and staff.

Staff Recognition: Above and Beyond: Emily Soenksen - Thomas Jefferson Middle School

Thomas Jefferson Middle School Principal, Mrs. Tamara Byrne, presented this month's Above and Beyond employee award to Emily Soenksen. She shared that Emily has been honored by the Illinois Council of Teachers of Mathematics (ICTM) with the Excellence in Middle Schools Mathematics Teaching Award. This prestigious award acknowledges her commitment to fostering a student-centered learning environment and her exceptional instructional leadership skills. Emily has served as a teacher at Carl Sandburg Junior High and is currently at Thomas Jefferson Middle School. Colleagues and administrators have noted her significant impact on the school community through innovative teaching practices and strong student connections. The District is incredibly proud of Emily's achievement and the positive influence she has on the students and the wider school community.

Public Comments

Board Vice President Annerino opened Public Comment. No public comments were submitted or made.

5. Superintendent's Reports

Dr. Heinz provided the Board with a monthly departmental update.

Superintendent's Office

- Kick-off safety meeting with first responders
- Hosted Open Houses and Tours at PG and WRS Middle Schools
- Attended a Safety Conference
- Conducted School Visits

Administrative Services

- Planned and participated in a district-wide safety meeting with our first responders
- Conducted principal observations as part of the evaluation process
- Coordinated Pam Rosa working with school administrators emphasizing instructional leadership and evaluation practices

Business and Operations

- Communicating final FY25 budget with district leadership
- Wrapping up M15F construction invoicing
- Starting to prepare 2024 levy
- Updating physical building assessments for 10-year life safety review

Communications Department

- Preparing for first High-Five Friday on October 11th
- Met with local Communication professionals at the North Cook Intermediate Service Center (NCSIC) Communications Collaborative

Educational Services

- Delivered half-day de-escalation training for ESPA staff
- Supported school team participation in the September 26 School Improvement Day
- Completed first gifted screening phase for grades 2 and 3, and initiated open referral process for second phase in February
- Provided school and team support procedures to assist students with significant behavioral needs

Human Resources

- Reviewed and analyzed staffing data
- Preparing for DTU Arbitration
- Updating job descriptions for new transparency law compliance

Multilingual Programs

- Hosted BPAC Welcome Back to School Picnic & Community Resource Fair for 800+ families
- Provided professional development with Dr. Kate Kinsella, national leader and expert in academic English language development, at Harper College for PreK-8 ESL and bilingual resource teachers
- Participated in ISBE provided compliance training for multilingual administrators

Student Services

- Organized professional learning sessions for student services staff on September 26, 2024
- Expanding staff training and access to the yellow folder
- Hosting parent workshop with NSSEO on Neurodevelopment in Autism on October 17, 2024

Teaching, Learning & Assessment

- Co-facilitated half-day professional learning sessions on September 26; teams reviewed fall data to create learning activities connected to school improvement goals. Teams reviewed data in PowerSchool Unified Insights - our new platform for collecting and analyzing student achievement data
- Initial launch of common assessments in middle school Math so teachers can use data to differentiate instruction for students
- Supporting schools with implementation of Academic School Improvement goals

6. Informational Reports/Board Discussion

6.1 Overview Student Cell Phone: Smartphones at School Action Research Committee

Mrs. MJ Warden, Chief Technology Officer, shared that recent studies indicated a link between excessive smartphone usage and rising mental health issues in young people, negatively impacting focus, participation, and social-emotional growth in schools. An article from AASA highlighted concerns from a superintendent in Atwater, California, who noted increased incidents of cell phone misuse, including inappropriate video recording and cyberbullying, prompting a reevaluation of school policies. In response, District 15 administrators initiated an investigation into student

smartphone use by forming a Smartphones at School Action Research Committee. This committee will meet throughout the school year to conduct focus groups and surveys involving students, parents, and teachers to gather diverse perspectives on the issue. Board members are encouraged to participate as well. The goal is to develop a research-driven understanding to inform conversations with stakeholders about the behavioral and academic implications of smartphone usage. The committee plans to present its findings and recommendations to the Board in spring 2025, with proposed changes set to take effect in the 2025-2026 school year.

6.2 Key Performance Indicator Priority 2 Update: Staff Engagement and Retention and Dashboard Preview

Dr. Shari Lazor, Associate Superintendent; Lisa Nuss, Assistant Superintendent for Human Resources; and Dr. Claire Kowalczyk, Administrative on Special Assignment presented to the Board the Key Performance Indicator Priority 2 Update. An update was provided on the strategic plan, focusing on staff recruitment, engagement, and retention for the 2023-2024 school year. The presentation followed the Key Performance Indicators (KPI) discussed during the September 11 meeting. The strategic plan is built on four priority areas: Student Success and Belonging, Staff Recruitment, Engagement and Retention, Community Engagement and Family Involvement, and Facility Improvements. Key initiatives in recruitment include partnerships with historically diverse universities, increased social media campaigns, community job fairs, and the Golden Apple Partnerships. For retention, efforts have been made to support first-year certified staff, resulting in a rise in engagement including professional development opportunities, leadership programs, and district-facilitated cohorts for special needs. Dr. Thomas Edgar, Assistant Superintendent for Educational Services presented to the board the updated KPI dashboard that features end goal levels allowing for a clearer understanding of progress, enhancing transparency and accountability. This allows stakeholders see enhancement toward achieving our strategic goals and facilitate timely adjustments as needed.

6.3 2024 Fall Housing Report

Dr. Shari Lazor, Associate Superintendent, presented to the Board the Fall Housing Report for District 15 detailing the official enrollment figures for the 2024-2025 school year and the Student Assignment Plan that outlines staff allocation to meet Board of Education class size targets and students needs. Each year, on October 15th, districts across Illinois submit enrollment data, available on the ISBE website, which serves to inform the community and support strategic planning for staffing and resource allocation. The report provided a 10-year historical overview of enrollment trends across various grades. Notably, total enrollment has decreased from 2,810 students in the 2014-2015 school year to 1,046 students in the 2022-2023 school year. The presentation emphasized that this data is crucial for informed decision-making regarding staffing and resource allocation to better support our student's needs.

6.4 Discussion and Decision on Electric Bus Pilot

The Discussion and decision on the Electric Bus Pilot presentation related to Motion 9.5 has been moved to the November meeting.

7 Acceptance of Minutes

Board Member Hunt made a motion, seconded by Board Member Ader, to approve the minutes from the September 11, 2024, Regular Board of Education Meeting and Closed Session Meeting Minutes; and the September 25, 2024, Special Committee of the Whole meeting placed on file:

Roll Call Vote

Ayes: Khan, Wang, Taylor, Ader, Annerino, and Hunt

Nays: None

Abstain: None

Absent: Szczupaj

Motion carries (6-0)

8. Board Committee Reports

8.1 ED-RED Committee

Board Member Annerino shared that ED-RED is not in session yet, but is set to be back for a veto session on November 12. There will be a kick-off meeting luncheon where they will be discussing legislative priorities, TIF reform, funding for low-income and newcomer students, and flexibility in student transportation.

8.2 one-five Foundation

Board Member Taylor shared that the teacher mini-grants are now open for the 2024-2025 school year, and teachers and staff can apply for those mini-grants via the one-five website. The mini-grant applications will be accepted until early November.

8.3 Finance Committee

Board Members Hunt and Wang shared that the committee met on September 24, 2024, to discuss the FY 2025 budget.

8.4 Equity Committee

Board Member Ader shared that the committee will be working with Dr. Heinz to schedule school visits to see some of our programs and initiatives that are happening across the district.

9 Action Items

9.1 Approval of New Position for Information Systems Division/Technology Department

Board Member Wang made a motion, seconded by Board Member Hunt, motion to approve the new position for the Information Systems Division/Technology Department, as presented.

Roll Call Vote

Ayes: Khan, Wang, Hunt, Taylor, Ader, and Annerino

Nays: None

Abstain: None
Absent: Szczupaj
Motion carries (6-0)

9.2 Approval of the Personnel Report: Recommendations for Administrative, Certified, and Non-Certified Staff Members

Board Member Khan made a motion, seconded by Board Member Taylor to approve the Personnel Report: Recommendations for Administrative, Certified, and Non-Certified Staff Members, as presented.

Roll Call Vote

Ayes: Khan, Wang, Hunt, Taylor, Ader, and Annerino

Nays: None

Abstain: None

Absent: Szczupaj

Motion carries (6-0)

9.3 Approval of Semi-Annual Review of Closed Session Minutes

Board Member Ader made a motion, seconded by Board Member Hunt motion to approve the Semi-Annual Review of Closed Session Minutes from the most last six months, as presented.

Roll Call Vote

Ayes: Khan, Wang, Hunt, Taylor, Ader, and Annerino

Nays: None

Abstain: None

Absent: Szczupaj

Motion carries (6-0)

9.4 Approval of Bid Award #25-003 Treated /Untreated Rock Salt and Bagged Salt

Board Member Taylor made a motion, seconded by Board Member Khan, to approve the split bid award and award contracts to ConservFS (Wauconda, IL) in the amount of \$24,687.50 and Cargill Inc. (North Olmsted, OH) in the amount of \$34,567.50 for a total bid award of \$59,255.00, as presented.

Roll Call Vote

Ayes: Khan, Wang, Hunt, Taylor, Ader, and Annerino

Nays: None

Abstain: None

Absent: Szczupaj

Motion carries (6-0)

9.5 Approval of HEF-P Palatine, LLC Agreement for the Lease of Five Electric Buses.

Vice President Annerino stated that this motion has been **moved to the November meeting.**

10 Consent Calendar

Board Member Zubair made a motion, seconded by Board Member Ader, motion to approve the Consent Calendar items, as presented:

- 10.1 Budget Report
- 10.2 Investment Report
- 10.3 Report of Payroll Vouchers and Invoices
- 10.4 Student Activities Fund Report
- 10.5 Treasurer's Report
- 10.6 Agreement for Professional Therapy Services - Succeed Speech Therapy
- 10.7 Agreement for Professional Therapy Services - Dana Yala
- 10.8 Agreement for Professional Services - Amergis - GE
- 10.9 Agreement for Professional Therapy Services - Amergis - HS
- 10.10 Agreement for Professional Therapy Services - Amergis - JR
- 10.11 Agreement for Professional Therapy Services - Amergis - LH
- 10.12 Agreement for Professional Therapy Services - Novacare Services, Inc.
- 10.13 Agreement for Professional Services - Epic Special Education Staffing - JK
- 10.14 Agreement for Professional Therapy Services - Steeping Stones Group - AM
- 10.15 Agreement for NSSEO Services
- 10.16 Nonpublic Facility Contract for Cove School in Northbrook
- 10.17 Nonpublic Facility Contract Updated Rate- New Connections Academy
- 10.18 Nonpublic Facility Contract Updated Rate- South Campus Middle School
- 10.19 Agreement for Professional Therapy Services - J.J.
- 10.20 Agreement for Professional Therapy Services - G.F.
- 10.21 Agreement for Professional Therapy Services MOU - G.F.
- 10.22 Agreement for Professional Therapy Services - Agreeable Educational Services

Roll Call Vote

Ayes: Annerino, Ader, Taylor, Khan, Wang, and Hunt

Nays: None

Abstain: None

Absent: Szczupaj

Motion carries (6-0)

11. Correspondence

Dr. Heinz included a summary of Freedom of Information Act requests and associated fees, where applicable.

12. Closing Items

Adjournment

At 8:35 p.m. Board Member Khan made a motion, seconded by Board Member Taylor to adjourn the meeting.

Roll Call Vote

A voice vote was taken and the vote was unanimous. The motion carried (6-0).

Lisa Beth Szczupaj, Board President
Board of Education

Anthony Wang, Secretary
Board of Education