

**Regular Meeting of the Board of Education of**  
**Community Consolidated School District 15 Palatine, Cook County, Illinois**  
**Held on Wednesday, March 12, 2025**  
**at Walter R. Sundling Middle School**  
**1100 N. Smith Street, Palatine, Illinois 60067**  
**Closed Session 6:30 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 March 12, 2025, at Walter R. Sundling Middle School located at 1100 N. Smith Street, Palatine, Illinois 60067. Board Members were notified of the meeting by email sent electronically on Friday, March 7, 2025.

**Roll Call**

Board Vice President Annerino called the regular meeting to order at 7:05 p.m.

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

Board Members absent: Szczupaj

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

**Closed Session**

Board Vice President Annerino called the closed session to order at 6:36 p.m. with Board member Ader making a motion, seconded by Board member Taylor. The Board convened to discuss:

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, Khan, Taylor, Annerino, and Hunt

Nays: None

Abstain: None

Absent: Szczupaj and Wang

Motion Carried: (5-0)

**Note:** Board member Wang arrived at 6:44 p.m.

**Adjourn Closed Session and Convene in Open Session**

Motion to adjourn the closed session and convene into open session made by Board Member Taylor, seconded by Board Member Khan. The Board returned to open session at approximately 7:03 p.m.

**Roll Call Vote:**

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

Nays: None

Abstain: None

Absent: Szczupaj

Motion Carried: (6-0)

**Mission Statement**

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

**President's Welcome & Remarks**

The Board Vice President Annerino welcomed everyone to the meeting and expressed appreciation for their attendance. He also informed that Board President Szczupaj was unable to join the meeting due to a scheduling conflict with work.

**Pledge of Allegiance: CLA Broadcasting Club**

Mr. Matt Stary, Principal at Conyers Learning Academy, along with Cristy Loh, Assistant Principal presented the Conyer Learning Academy Broadcasting Club. The club virtually led the Board in the Pledge of Allegiance during the March meeting. This club offers students in the ABLE and REACH programs an opportunity to build confidence, develop communication skills, and express themselves in a supportive environment. Principal Stary shared that through hands-on broadcasting experience, students enhance their teamwork, problem-solving, and public speaking abilities. Additionally, their work aligns with CLA's level system, serving both as an incentive and a platform for personal growth. Students involved in the club create broadcast projects, practice active listening, and learn how to give and receive constructive feedback, fostering a sense of accomplishment in their work.

**Club Sponsor:** Mr. Matt Kooiber, intermediate REACH teacher

**Students:** Sofia C., Xavier C., Eli F., Noah H., Bryston K., Fey L., Gustavo N., Matan S., Sasha W., and Tahj S.

**Student Recognition: 2-Ball Winners**

District 15's annual 2-Ball competition brought together 5th-grade students from across the district for a basketball skills challenge. Students worked in pairs, alternating shots from different point-marked areas on the court, showcasing teamwork, strategy, and skill. This year's competition featured two divisions based on school enrollment:

**Large School Division:** Hunting Ridge, Stuart R. Paddock, Frank C. Whiteley, Lincoln, Gray M. Sanborn, Central Road, and Jane Addam

**Small School Division:** Marion Jordan, Pleasant Hill, Willow Bend, Winston Campus Elementary, Lake Louise, Virginia Lake, and Kimball Hill

Student-athletes dedicated time to practicing with their intramural coaches, refining their basketball techniques, and learning the importance of teamwork.

**Winning Teams:**

Girls Small School Division: Vivian S. & Evie N. (Pleasant Hill) – Coach Draegert;

Boys Small School Division: Michael R. & Mikey B. (Virginia Lake) – Coach Redina;

Girls Large School Division: Ellie W. & Emily K. (Hunting Ridge) – Coach Sobel; and

Boys Large School Division: Oliver A. & Bryce K. (Stuart R. Paddock) – Coach Simonian.

Congratulations to all of our athletes and coaches.

**Student Recognition: Sienna A. - Thomas Jefferson Middle School**

Mrs. Tamara Byrne, Thomas Jefferson Middle School Principal, and Charlie Fabrikant, Assistant Principal, presented Sienna “CC” A. for this month’s *Above and Beyond Student Recognition*.

She shared that CC has demonstrated exceptional leadership, kindness, and school spirit, consistently going out of her way to support and welcome new students into the school community.

As a member of the Principal Advisory Committee, CC plays a crucial role in helping newly enrolled students to every class for three days. Each morning, she greeted the student at the bus, ensuring they felt welcomed, comfortable, and supported throughout their transition. Having been a new student herself this year, CC understands the challenges of adjusting to a new school. Her genuine empathy, initiative, and leadership set an inspiring example for her peers and embody the true spirit of a Thomas Jefferson Jaguar.

**Staff Recognition: Transportation Department**

Mr. Tom Bramley, Director of the Transportation Department, presented the *Above and Beyond* honorees. This dedicated team plays a crucial role in ensuring the safe transportation of thousands of students each day, managing hundreds of routes, and handling unexpected challenges with professionalism, expertise, and care. Furthermore, he shared that their exceptional commitment was especially evident following the Country Glen and Long Valley fires when they worked tirelessly to provide reliable transportation for displaced students, offering stability during difficult times.

Director Bramley shared that Kathy Pope, with 43 years of service, and Sue Mayer, with 30 years of service, continue to be the backbone of the department. Their expertise in coordinating bus routes, field trips, fire station visits, evacuation drills, and sports trips ensures the smooth operation of the transportation system. Our dispatchers, often working behind the scenes, are true problem-solvers,

managing schedules, answering calls, and handling real-time issues to ensure safe and seamless transportation for all students.

We would also like to highlight Jude Gritter, Assistant Director of Transportation, for her instrumental role in implementing the district's new routing software, which has greatly improved efficiency.

The Transportation Department is vital to the district, and while much of its work goes unnoticed, its impact is felt across every school and community.

### **Staff Recognition: Jennifer Carey - Lake Louise Elementary School**

Lake Louise Principal, Mrs. Jen Riehman, and Assistant Principal Mrs. Lauren Green presented Ms. Jennifer Carey as the *Above and Beyond Staff Recognition honoree*. Mrs. Carey was recently awarded the Award of Meritorious Service by the Illinois State Board of Education (ISBE), a prestigious recognition given to educators who demonstrate outstanding dedication, leadership, and service to their school communities. Jennifer's passion for teaching and unwavering commitment to her students make her an invaluable part of the Lake Louise community. Principal Riehman shared that she creates an inclusive and supportive classroom where all students feel valued and inspired to achieve their best. Beyond academics, Ms. Carey fosters strong relationships with her students through lunch gatherings with current and former students, she has led initiatives such as a letter-writing campaign for soldiers and veterans overseas and the "Plant the Seeds of Kindness" campaign, encouraging students to engage in acts of kindness and experience their ripple effect. Ms. Jennifer Carey's leadership, positive attitude, and unwavering dedication to education make her a role model for students, staff, and the broader community.

### **Public Comments**

Board Vice President Annerino opened Public Comment.

1. Kristin Zaremba, resident of Palatine: Implementation of sports and activities at the middle schools, especially Winston Campus.
2. Kelly Brown, resident of Palatine: Lunchroom issue at Plum Grove Middle School.
3. Rick Czajkowskys, resident of Palatine: Sports programs equity, Winston Campus.
4. Kim Cavill, resident of Palatine: Special Education, program renewal process.

### **Superintendent's Reports**

The Superintendent Report provides the Board with a monthly departmental update:

#### Superintendent's Office

- Assistant Superintendent for Teaching and Learning hiring is complete!
- Principal Summative evaluation meetings
- Reunification Planning

#### Administrative Services

- In collaboration with Technology, Transportation, and Nutrition Services, researching ID Badges
- Working with an Outside team to begin to plan our District Relocation Process
- Updating our Wellness Policy with Nutrition Services

#### Business and Operations

- Electronic timesheets went live for nutrition services - more areas to come!
- Planning for FY26 budget preparation has begun
- Finalizing summer 2025 construction projects

#### Communications Department

- Rolling out ParentSquare and training staff at the administrative level
- Distributed out the first set of Spiritwear orders to the school buildings and the ESC
- Completed the Dual Language Program promotional video

#### Educational Services

- Gifted placements for the 25-26 school year are complete.
- Planning summer programs across the District (Title 1 Summer, Boys and Girls Club Summer Program, and Full Services Summer Programs)
- Broadening the District's suspension tracking and review process

#### Human Resources

- Staffing for hard-to-fill positions for the 2025-26 school year - currently we have replaced 20 contractual employees with District employees for the next school year
- Dual Language parent concerns - working to develop options
- Concluded DTU arbitration sessions - hope to have a decision by the end of the school year

#### Multilingual Programs

- Planning for 2025 Summer Programs
- Planning for 2025-2026 Staffing
- Hosted Multilingual Parent Advisory Committee: Summer Activities & Opportunities for Language Development
- Hosting Registration Support Workshops

#### Student Services

- Preparing for Extended School Year
- Recruiting and hiring for the upcoming school year
- Finalizing staff development opportunities for March 11

#### Teaching, Learning & Assessment

- Collaborating across departments for May 2 Staff Development and summer professional learning

- Supporting teachers with the pilot of 6-8 Math and 6-8 Social Studies resources; exploring best practices in 3rd-5th grade reading; reviewing MTSS resources; reviewing K-5 Health Resources
- Updating the School Improvement Planning Process

### **Informational Reports/Board Discussion**

#### **6.1 Presentation: Illinois PaCE Framework for Career and College Readiness**

Presented by Dr. Lori Lopez, Assistant Superintendent for Teaching, Learning, and Assessment; and Brittany Henry, Instructional Coordinator, the Illinois Postsecondary and Career Expectations (PaCE) Framework provides a structured roadmap to help students in grades 6-12 prepare for their futures. The framework focuses on Career Expectations (PaCE) Framework provides a structured roadmap to help students in grades 6-12 prepare for their futures, focuses on Career Exploration and Development, Postsecondary Education Exploration and Preparation as well as Financial Aid and Literacy.

In District 15, PaCE is integrated into the social-emotional learning curriculum, where students engage in career exploration activities and goal-setting exercises. The district utilized Pathful Explore, a digital resource for virtual job shadowing and career comparison, to further enhance students' career and college readiness. Eighth-grade students will participate in these lessons this spring, with a full rollout across grades 6-8 planned for next year. The district is committed to continuously improving these units to ensure students are equipped with the skills and knowledge needed for their futures.

#### **Acceptance of Minutes**

Board member Hunt made a motion, seconded by board member Ader, to approve the minutes from February 19, 2025, Regular Board of Education Meeting and Closed Session Meeting Minutes, placed on file.

#### **Roll Call Vote:**

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

Nays: None

Abstain: None

Absent: Szczupaj

Motion Carried: (6-0)

### **Board Committee Reports**

#### **ED-RED Committee**

Board Vice President Annerino shared that the Illinois Legislature is currently considering a range of bills that could significantly impact school operations. Lawmakers have introduced over 1,800 new bills, with 900 being tracked for their potential effects on education. The deadline for bills to advance from committee is March 21, 2025.

Key legislative items include mandatory dyslexia screening (SB1672), which would require K-3 students to be screened twice per year, starting in the 2025-2026 school year, though no state funding or staffing support has been provided, leading Ed-RED to oppose it. A statewide cell phone ban is

also being processed. Ed-RED is advocating for local decision-making, as many districts, including CCSD15, already have some effective policies in place.

Additionally, Senate Bill 1799 is of concern to District 15. This proposed legislation restricts a District's managerial right to utilize the emergency provisions for third-party vendors, such as supplemental bus drivers, to one 90-day engagement. This measure would be detrimental for use to transport students to school on time each day. Ed-RED is working in Springfield to oppose SB1799.

Lastly, HB1358 would restrict PE waivers to a single three-year period with no renewals, which could impact scheduling, gym place, and student access to required graduation courses.

### **one-five Foundation**

Board member Taylor provided an update on the one-five Foundation's ongoing initiatives. The 50/50 Raffle is still open, with the drawing scheduled for Monday, March 17, at noon. The current jackpot stands at \$13,600, and tickets are available for purchase at <https://www.one-five.org/>.

Additionally, in April, the one-five Foundation will launch its Staff Appreciation Program to honor the dedication and hard work of District 15 employees. More details about this program will be shared at the upcoming Board meeting.

### **Finance Committee**

Board member Hunt shared that there are no new updates at this time. However, she provided insights from the North Cook Division Spring Meeting, held on March 4. As a division officer, she attended discussions on the use of artificial intelligence (AI) in education, including emerging tools such as Gemini, Notebook LM, and ChatGTP.

Additionally, Hunt gave an update on the Resolution Committee process. The official 2025 Resolution form will be available in mid-April, with a submission deadline of June 25, 2025. Board members were encouraged to review the ISBE position statements included in their packets to prepare for discussions on a potential resolution submission. The committee will meet in August to review submissions, hear testimony, and make recommendations.

### **Equity Committee**

Board member Ader reported that the Equity Committee is closely monitoring rapid changes at the federal level and their potential impact on Illinois and District 15. Recent announcements from the Department of Education, particularly regarding federal funding, are of specific concern. District 15 currently receives \$14 million in federal funding, and any reduction or policy shifts could disproportionately affect the students who rely on these resources the most. Board members Ader and Khan are meeting regularly with Dr. Heinz and maintaining weekly communication to stay informed and assess any potential implications for the district.

## **Action Items**

### **9.1 Resolution: Honorable Dismissal of Teachers**

Board member Hunt made a motion, seconded by board member Wang, motion to approve the Resolution for the Honorable Dismissal of Teachers, as recommended.

#### **Roll Call Vote:**

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

Nays: None

Abstain: None

Absent: Szczupaj

Motion Carried: (6-0)

### **9.2 Resolution: Dismissal of First-Year Probationary Teacher for Reasons Other Than Reduction in Force**

Board member Ader made a motion, seconded by board member Taylor, motion to approve the resolution for the Dismissal of First-year Probationary Teacher Paulina Kolosa for Reasons Other than the Reduction in Force.

#### **Roll Call Vote:**

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

Nays: None

Abstain: None

Absent: Szczupaj

Motion Carried: (6-0)

### **9.3 Approval of the Personnel Report: Recommendations for Administration, Certified, and Non-Certified Staff Members**

Board member Wang made a motion, seconded by board member Khan, motion to approve the personnel report: Recommendations for Administration, Certified, and Non-Certified staff members, as presented.

#### **Roll Call Vote:**

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

Nays: None

Abstain: None

Absent: Szczupaj

Motion Carried: (6-0)

### **9.4 Approval of Second Reading of Board Policy 4:080 Accounting and Audits**

Board member Khan made a motion, seconded by board member Hunt, motion to approve the second reading of Board Policy 4:080 Accounting and Audits, as presented.

#### **Roll Call Vote:**

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

Nays: None

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

### **9.5 Approval of Bid 25-006 Conyers Learning Academy Mechanical Replacements**

Board member Taylor made a motion, seconded by Board member Khan, motion to award the Mechanical Replacements Project at Conyers Learning Academy located at 2800 Central Road, to C. Acitelli Heating & Piping Contractors, Inc. of Villa Park, Illinois in the amount of \$1,138,000, as presented.

#### **Roll Call Vote:**

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

### **9.6 Approval of Bid 25-007 Central Road Elementary Mechanical Replacements**

Board member Wang made a motion, seconded by board member Ader, motion to award the Mechanical Replacements Project at Central Road Elementary School located at 3800 Central Road to C. Acitelli Heating & Piping Contractors, Inc. of Villa Park, Illinois in the amount of \$458,000, as presented.

#### **Roll Call Vote:**

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

### **9.7 Approval of Bid #25-010 ESC Parking Improvements**

Board member Ader made a motion, seconded by Board member Hunt, motion to award the Joseph M. Kiska, ESC Parking Improvements Project to Everlast Blacktop for the base bid of \$139,368, as presented.

#### **Roll Call Vote:**

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

### **9.8 Approval of Bid #25-011 Central Road Elementary Paving Improvements**

Board member Hunt made a motion, seconded by Board member Ader, motion to award the Central Road Paving Improvements Project to Troch McNeil Paving Co. for the base bid of \$51,210, as presented.

**Roll Call Vote:**

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

Nays: None

Abstain: None

Absent: Szczupaj

Motion Carried: (6-0)

**9.9 Approval of Bid #25-012 Stuart R. Paddock Elementary Paving Improvements**

Board member Wang made a motion, seconded by Board member Khan, motion to award the Stuart R. Paddock Paving Improvements Project to Maneval Construction for the base bid of \$259,021, as presented.

**Roll Call Vote:**

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

Nays: None

Abstain: None

Absent: Szczupaj

Motion Carried: (6-0)

**9.10 Approval of Bid #25-013 Plum Grove Middle School Parking Improvements**

Board member Khan made a motion, seconded by Board member Ader, motion to award the Plum Grove Parking Improvements Project to Troch McNeil Paving Co. for the base bid of \$183,285, as presented.

**Roll Call Vote:**

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

Nays: None

Abstain: None

Absent: Szczupaj

Motion Carried: (6-0)

**9.11 Approval of Bid #25-020 Emergency Transportation Services**

Board member Khan made a motion, seconded by Board member Taylor, motion to approve the First Student Transportation bid for up to 10 drivers and Zoom Elite bid for up to 8 drivers, in accordance with the Agreement for Unassigned School Bus Routes, as presented.

**Roll Call Vote:**

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

Nays: None

Abstain: None

Absent: Szczupaj

Motion Carried: (6-0)

### **10.12 Resolution Abating the Working Cash Fund of the District**

Board member Ader made a motion, seconded by Board member Taylor, motion to approve the Resolution abating the working cash fund of the District, as presented.

#### **Roll Call Vote:**

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

Nays: None

Abstain: None

Absent: Szczupaj

Motion Carried: (6-0)

### **Consent Calendar**

Board member Hunt 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 Approval of Infinitec Technology Contract for the 2024-2025 school year.

10.7 Approval of Agreement for Professional Therapy Services - GHR Education

10.8 Approval of Nonpublic Facility Contract for CORE Academy in Aurora

10.9 Approval of Agreement for Professional Therapy Services - EJ

10.10 Approval of Agreement for Professional Therapy Services - RM

10.11 Approval of Life Safety amendment for mechanical improvements at Conyers Learning Academy

#### **Roll Call Vote:**

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

Nays: None

Abstain: None

Absent: Szczupaj

Motion Carried: (6-0)

### **12. Correspondence**

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

### **13. Closing Items**

**Adjournment**

At 8:34 p.m., board member Ader 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).

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Lisa Beth Szczupaj, Board President  
Board of Education

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Anthony Wang, Secretary  
Board of Education