

ARLINGTON HEIGHTS SCHOOL DISTRICT 25
1200 S. Dunton Ave.
Arlington Heights, Illinois 60005

School Board Meeting Minutes
November 11, 2025

Greg Scapillato, President of the Arlington Heights School District 25 Board of Education, called the meeting to order at 6:16 p.m. on November 11, 2025. The meeting was held at the Dunton Administration Building, 1200 S. Dunton Avenue, Arlington Heights, Illinois. Roll call was noted and the Pledge of Allegiance said.

Board members present: Melissa Buchberger, Brian Cerniglia, Dr. Anisha Jogee, Kevin Michael, Elizabeth Nierman, Greg Scapillato, and Deb Tranter

Board members excused: None

Others Present: Dr. Brian Kaye, Superintendent

Motion: K. Michael moved and A. Jogee seconded that the Board of Education adjourn into closed session to discuss: The appointment, employment, compensation, discipline, performance, or dismissal of specific employees, specific individuals who serve as independent contractors, or specific volunteers of the District or legal counsel for the District, including hearing testimony on a complaint lodged against an employee, a specific individual who serves as an independent contractor, or a volunteer of the District or against legal counsel for the District to determine its validity, 5 ILCS 120/2 (c)(1); Discussion of minutes of meetings lawfully closed, whether for purposes of approval by the body of the minutes or semi-annual review of the minutes as mandated by Section 2.06. 5 ILCS 120/2(c)(21); Litigation, when an action against, affecting or on behalf of the particular District has been filed and is pending before a court or administrative tribunal, or when the District finds that an action is probable or imminent, in which case the basis for the finding shall be recorded and entered into the closed meeting minutes. 5 ILCS 120/2(c)(11); Student disciplinary cases, 5ILCS 120/2(c)(9).

Roll Call: M. Buchberger, yes; B. Cerniglia, yes; A. Jogee, yes; K. Michael, yes; E. Nierman, yes; G. Scapillato, yes; and D. Tranter, yes. Motion carried 7/0.



The Board returned to open session at 7:01 p.m. Roll call was noted and the Pledge of Allegiance said.

Board members present: Melissa Buchberger, Brian Cerniglia, Dr. Anisha Jogee, Kevin Michael, Elizabeth Nierman, Greg Scapillato, and Deb Tranter

Board members excused: None

Others Present: Dr. Brian Kaye, Superintendent; Stacey Mallek, Assistant Superintendent for Business/CSBO; Diane Kaffka, Assistant Superintendent for Student Services; Dr. Becky FitzPatrick, Assistant Superintendent of Student Learning; Kendra Perri, Assistant Superintendent for Personnel and Planning; Amanda Czerniuk, Assessment Coordinator; Chris Fahnoe, Director of Technology; Adam Harris, Head of Communications and Storytelling; Brad Katz, Information Technology Specialist; Lana O'Brien, Recording Secretary; and community.

Recognitions and Presentations

Recognition of Veterans

The Board of Education recognized the veterans among the District 25 staff who have served our country with dedication and honor.

Dana Berry
Cesare Maltese

Brian Morgan
Richard Poteracki

Dean Schulz

Alice Murray, a 5th grade student from Dryden Elementary School, sang the National Anthem; and Florence Cirone, 4th grade student from Dryden Elementary School, signed the National Anthem in American Sign Language.

Crossing Guard Recognition

The Board of Education recognized the Crossing Guards that help keep our students and staff safe every day. Ms. Laura Comastro, Transportation Specialist, was thanked for her work with the Crossing Guards.

Christine Barrera
Maureen Battaglia
Kanise Brown
Rhonda Cain
Vickie Johnson

Dori Johnson
Cesare Maltese
Marvin Oberman
Richard Poteracki
Gail Robinson

Dean Schultz
Kenneth Strack
Zenaida Velarde

Illinois School Board Members' Day – November 15, 2025

Dr. Kaye thanked and celebrated the Board of Education in honor of Illinois School Board Members Day, coming up on November 15, 2025.

South Middle School Golf Club that Participated in the State Tournament

Congratulations to the South Middle School Golf Club that participated in the State Tournament. The South Golf Team came in 7th Place. Thank you to their coaches Allison Buck and Olivia Leiby.

Matt Miller
Jack Freudenberger

Will Gore
Luke Walentosky

South M.S. and Thomas M.S. Cross Country Athletes that Participated in the State Meet

Congratulations to the South M.S. and Thomas M.S. Cross Country athletes that participated in the State Meet. The South Girls Cross Country team came in 7th

Place. The Thomas Boys Cross Country team came in 5th Place. Thank you to their coaches Tim Evans, Kim Radzak, and Tyler Stordahl from South M.S.; and Sarah Dunn, Becky Fahnoe, Joe Kim, Todd Slowinski from Thomas M.S.

South M.S.

Aubrey Amelio
Maria Bollweg
Isabella Caldera - *11th Place*
Loretta Cox
Hadley de Jonckheere
Gianna Deguia
Lydia Leffelman
Kaylee Leone - *19th Place*
Samuel Pagnotto
Sienna Trapani
Erin Welsh

Thomas M.S.

Patrick Carney
Brandon Cole
Nathan Erickson
Camden Erickson
Megan Fritzsche - *25th Place*
Barrett Irvin
Caleb Nelson
Joel Parisi
Ryan Pham - *18th Place*
Patrick Rieger
Austin Ryter
Madeline Serur - *1st Place*
Ewan Smith

Community Input – None

Business and Finance

Tentative Tax Levy

Ms. Mallek presented the Tentative Tax Levy to the Board. She reviewed the 2024 Tax Levy and shared historical information from the past several years. Revenues from local property taxes generate approximately 84% of all revenues for District 25. Taxes are levied based on a dollar amount limited to an increase each year of the Consumer Price Index (CPI), or 5%, whichever is less. The proposed levy is 4.40% higher than the 2024 levy extension in the capped funds. This is to capture the 2.9% CPI plus new growth. We anticipate the actual increase will be closer to 3.5%, which represents the 2.9% increase due to CPI plus 0.6% new growth. It is not detrimental to the taxpayer to submit a levy at a higher rate because the County Clerk can only allow the district access to the appropriate amount of new growth. The district has only one chance to capture new property without going to referendum, and it is when the new property is initially included in the tax base. In addition to the above, and as a result of the successful bond referendum in June of 2022, the bond and interest levy will remain at \$9.4 million. The annual levies for the bonds are set at the time of the bond sale.

Ms. Mallek shared the levy timeline in accordance with legal requirements.

Presentation of Tentative Levy	November 11, 2025
Public Hearing & Levy Adoption	December 16, 2025
Levy Filed	Prior to December 30, 2025

A Board member asked about the consequences if the district does not capture the full amount for 2025.

Resolution to Appoint an IMRF Authorized Agent

Ms. Mallek noted that with the district's change in Payroll Manager last year, the Illinois Municipal Retirement Fund requires a resolution adopted by the Board and the completed Notice of Appointment of Authorized Agent form in order to update their records. The date the appointment is recommended to be made is on November 11, 2025, but it is retroactively effective to July 1, 2024.

Motion: K. Michael moved and A. Jogee seconded the motion that the Board of Education adopt the Resolution Appointing an Authorized Agent with Respect to the Illinois Municipal Retirement Fund.

Roll Call: M. Buchberger, yes; B. Cerniglia, yes; A. Jogee, yes; K. Michael, yes; E. Nierman, yes; G. Scapillato, yes; and D. Tranter, yes. Motion carried 7/0.

Workers' Compensation Renewal

Mr. Scapillato noted that this agenda item will be presented at the December Board meeting.

Late Cook County Property Taxes

Ms. Mallek provided the Board with an update on the delay in Cook County issuing 2024 second-installment property tax bills. As of today, Cook County announced that bills would be mailed by the end of the week and due in December. This delay affects when school districts receive a significant portion of their revenue, and District 25 has been working with its shared Treasury partners to ensure a stable cash flow. The district will continue monitoring the situation and keep the Board and community informed as timelines are confirmed. A Board member asked questions regarding the fund balance level; and when the district typically starts seeing tax revenues.

Board Communications:

- Board Member Updates – Ms. Tranter and Ms. Buchberger recently toured a few schools. Ms. Tranter attended Halloween celebrations at a school, and attended the Harvest Fest at Sunrise Lake. Ms. Buchberger attended a Veteran's Day event at Windsor. Several Board members attended the Trunk or Treat event. Dr. Jogee attended the Olive-Mary Stitt Multicultural Night.
- Legislative Report – Mr. Michael stated that ED-RED is asking Board members to respond to two surveys. He reviewed what was shared at the November 6 virtual meeting. The next member meeting will be on December 5, both in person and virtual.
- IASB/COSSBA – Dr. Jogee thanked Ms. O'Brien for the work that she does in getting the Board prepared for the Joint Annual Conference. Dr. Jogee, Mr. Michael, and Dr. Kaye are presenting a session at the conference. She thanked Board members for their feedback that will be used in the presentation; and Mr. Harris for assisting with the presentation slides. She noted that IASB would like Board members' input in a survey they are doing for their strategic plan.

- NSSEO – Ms. Nierman recapped the Harvest Fest event, and thanked Dr. Kaye for volunteering that day. Winter Fest will be held on January 31, and an Institute Day will be held on January 5.

Communications from District Partners

- PTA – Dr. Kaye read a report from Ms. Lakomski. Recently, the AHCPTAs joined with nearly 1,000 other units and signed a national letter of support urging continued food assistance (SNAP) benefits during the federal government shutdown. Units are also working to provide assistance with the help of their school community and administration. The PTA Council has recently established a new committee focused on helping students build connections across elementary schools before transitioning to middle school. Separate events for each middle school will give 5th graders the chance to meet new friends, ease social transitions, and enter middle school with confidence and familiarity. The first event will be held in January.
- ABC25 Foundation – Dr. Kaye read a report from Ms. Faso. ABC25 is in the process of awarding the grants submitted by teachers and staff. They are hosting a free district-wide anti-bullying campaign event on January 19, 2026. The fundraising event at Top Golf will be held on March 15, 2026.
- ATA – Ms. Berg talked about the various happenings in the schools; thanked the Board for their service on School Board Members' Day; and thanked the Veterans for their service.

Consent Agenda

Motion: K. Michael moved and A. Jogee seconded the motion that the Board of Education approve those items on the Consent Agenda as follows: (A) Personnel Report; (B) Invoices; (C) Regular and Closed Session Meeting Minutes of October 21, 2025.

Roll Call: M. Buchberger, yes; B. Cerniglia, yes; A. Jogee, yes; K. Michael, yes; E. Nierman, yes; G. Scapillato, yes; and D. Tranter, yes. Motion carried 7/0.

Student Learning

Assessment Report and Illinois School Report Card

Dr. FitzPatrick, along with Amanda Czerniuk, Assessment Coordinator, presented the report to the Board.

Ms. Czerniuk reviewed the recent assessment updates, and noted that the Illinois State Board of Education (ISBE) revised proficiency benchmarks for the IAR and ISA to align with national standards. These changes increased reported proficiency in math and English Language Arts (ELA) but lowered science proficiency rates, making year-over-year comparisons invalid. NWEA MAP also adopted new national norms that raise percentile rankings for many students. The district's program review process was explained.

Ms. Czerniuk reviewed the Illinois Science Assessment (ISA) results and noted that District 25 proficiency rates continue to outperform the state and District 214 sender districts. The Illinois Assessment of Readiness (IAR) and NWEA MAP overall math and ELA growth were

reviewed. They discussed in detail, growth and proficiency in both math and ELA. The focus for improvement was explained for each assessment.

In summary, District 25's overall proficiency in science, math and ELA continue to exceed those of the state and neighboring districts; and student growth is stable or above expectations. Proficiency gaps exist between student groups, but ML students demonstrated higher than expected growth in math and ELA on the IAR, and students with IEPs demonstrated higher than expected growth in ELA. Teachers and administrators are collaborating to improve the quality of instruction and curriculum by reviewing data, exploring new resources, and engaging in professional learning. The district's instructional coaches are providing job-embedded professional learning, and serve as resources for curriculum implementation. The district's SIP Days provide targeted professional learning focused on instructional strategies, application of curricular resources, and planning for differentiated instruction for our students.

Dr. Kaye reviewed the Illinois School Report Card, which is available online for anyone to view. Each school's Summative Designation is a critical designation that wraps all academic data into one label and compares schools across the state. District 25 schools all received Exemplary or Commendable designations. He showed the District 25 Equity Journey Continuum. He thanked Dr. FitzPatrick and Ms. Czerniuk for their presentation.

Board members asked questions and there was discussion on student count and the predictor; the modification of state proficiency and interventions; the equity continuum; and if growth can be compared year over year.

Student Services – No Report

Facilities Management – No Report

Personnel and Planning School Calendar, 2026-2027

Ms. Perri presented information for the 2026-2027 proposed school calendar. She also described the goals, and the process utilized, including a committee structure that involved parents, teachers, a Board member, and administrators. She thanked the Calendar Committee for their work, which was very collaborative. The district seeks to align to the District 214 calendar for the benefit of the families with children in both districts. Important dates from the calendar were highlighted. This will be brought back at the December meeting for approval.

Superintendent Report Superintendent Update

Dr. Kaye shared updates with the Board on various items including the Strategic plan refresh team; and the Windsor Veteran's Day event.

Freedom of Information Act Report

- Karen Garcia, Data Acquisition Specialist of SmartProcure, requested staff contact information; a response was provided on October 20, 2025.
- Justin Wenig requested information on financial transactions; a response was provided on October 28, 2025.
- Sheri Reid, Data Acquisition Specialist of SmartProcure requested information on vendors; a response was provided on October 31, 2025.
- William Boodro requested information on invoices; a response was provided on November 5, 2025.

School Board Member Day Resolution

Dr. Kaye thanked the Board for all they do and read the Resolution.

Motion: K. Michael moved and A. Jogee seconded the motion that the Board of Education approve the Resolution Recognizing Illinois School Board Member Day, November 15, 2025.

Roll Call: M. Buchberger, yes; B. Cerniglia, yes; A. Jogee, yes; K. Michael, yes; E. Nierman, yes; G. Scapillato, yes; and D. Tranter, yes. Motion carried 7/0.

IASB Resolutions, 2025

Dr. Jogee asked Board members if they had any questions or would like to make any changes. Board members discussed details regarding voting and term limits in the Constitutional Amendments. The Board determined that they would support Dr. Jogee contacting IASB to find out if the Delegate Assembly is the correct place to discuss the specific topics.

Mr. Cerniglia left the meeting at 10:01 p.m. and returned at 10:04 p.m.

Motion: K. Michael moved and E. Nierman seconded the motion that the Board of Education approve that Dr. Anisha Jogee be appointed the 2025 IASB Delegate to the 2025 IASB Delegate Assembly on behalf of Arlington Heights School District 25, and be granted the authority to vote on the IASB resolutions and the IASB Constitutional Amendment at the 2025 Delegate Assembly solely in accordance with the consensus of the Arlington Heights School District 25 School Board on November 11, 2025.

Roll Call: M. Buchberger, yes; A. Jogee, yes; K. Michael, yes; E. Nierman, yes; G. Scapillato, yes; and D. Tranter, yes. Motion carried 6/0.

First Reading of Policy 2:260

After the IASB proofreader reviewed our previous submission of this policy, they noticed a duplication of one of the Legal References. They therefore offered a revised draft update to approve the removal of the duplicate text. This will come back at the next meeting for a second reading and approval.

Approve the Resolution for the NSSEO Articles of Agreement

Dr. Kaye noted that the agreement establishes a two-tiered governance structure composed of a Governing Board and an Operational Board, which is formally outlined in the revised Articles of Agreement. This governance model was developed through extensive stakeholder

engagement and reflects a shared commitment across member districts to strengthen oversight, streamline operational decision-making, and increase responsiveness to student and district needs. The creation of an Operational Board does not diminish the Governing Board's critical policymaking role; but it enhances clarity, coordination, and efficiency across districts. This is a working document which will expire December 31, 2027, so it will be reviewed at that time. Ms. Nierman thanked Dr. Kaye, Ms. Kaffka, and Ms. Mallek for all the work that they continue to do with NSSEO. Ms. Nierman was thanked for all that she does being an NSSEO Board member.

Motion: K. Michael moved and A. Jogee seconded the motion that the Board of Education approve the Resolution "RATIFYING PROPOSED AMENDMENTS TO THE NSSEO ARTICLES OF AGREEMENT FOR LEGAL ENTITY".

Roll Call: M. Buchberger, yes; B. Cerniglia, yes; A. Jogee, yes; K. Michael, yes; E. Nierman, yes; G. Scapillato, yes; and D. Tranter, yes. Motion carried 7/0.

Community Input – None

Future Agenda Items

Topics with Dates to be Determined - None

New Topics - None

Motion: K. Michael moved and A. Jogee seconded that the Board of Education return to the Closed session meeting at 10:09 p.m. for the same reasons as previously stated.

Roll Call: M. Buchberger, yes; B. Cerniglia, yes; A. Jogee, yes; K. Michael, yes; E. Nierman, yes; G. Scapillato, yes; and D. Tranter, yes. Motion carried 7/0.

The Board returned to open session at 10:33 p.m.

Motion: K. Michael moved and A. Jogee seconded that the Board of Education adjourn the regular meeting.

Roll Call: M. Buchberger, yes; B. Cerniglia, yes; A. Jogee, yes; K. Michael, yes; E. Nierman, yes; G. Scapillato, yes; and D. Tranter, yes. Motion carried 7/0.

The Board adjourned the regular meeting at 10:33 p.m.

Submitted,

Lana M. O'Brien
Recording Secretary

Approved: December 16, 2025

President
Board of Education

Secretary
Board of Education

Date minutes available for public inspection: December 17, 2025

Date minutes posted on District website: December 17, 2025