

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

School Board Meeting Minutes
December 16, 2025

Greg Scapillato, President of the Arlington Heights School District 25 Board of Education, called the meeting to order at 6:19 p.m. on December 16, 2025. The meeting was held at the Dunton Administration Building, 1200 S. Dunton Avenue, Arlington Heights, Illinois. Roll call was noted.

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: A. Jogee moved and K. Michael 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) ; The setting of a price for sale or lease of property owned by the public body. 5 ILCS 120/2(c)(6); 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, 5 ILCS 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.



Public Hearing on the Tax Levy

Mr. Scapillato called the Public Hearing on the Tax Levy to order at 7:14 p.m. He asked if anyone present was there for the Public Hearing. Since there were no questions or comments, Mr. Scapillato adjourned the Public Hearing on the 2025 Tax Levy at 7:15 p.m.



The Board returned to open session at 7:15 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; Chris Fahnoe, Director of Technology; Ryan Schulz, Director of Facilities Management; Adam Harris, Head of Communications and Storytelling; Brad Katz, Information Technology Specialist; Lana O'Brien, Recording Secretary; and community.

Recognitions and Presentations

South Middle School Speech Team that Participated in the State Tournament

Congratulations to the South M.S. Speech Team that participated at the State contest. Thank you to their coach, Wes Skym.

Arya Bennett	Katelyn Grund	Kinsey Poyer
Leah Brown	Laura Johnson	James Repple
Ellie Dall'Asta	Archie Kordalewski	Claudio Rodriguez
Leila Delgado	Alexa Malone	Leona Rodriguez
Ella Dimick	Josephine Moran	Farrah Rybicki
Greyson Elia	Nora Pacyga	Shaher Samrah
Obi Eze	Elan Pattie	Colette Schroeder
Cecilia Faust	Maya Peterko	Henry Spiewak
Ella Ferrigno	Angelina Pevzner	Kristina Svirikova
Stella Foley	Beatrice Popp	Evelyn Ullegue
Silas Gonzalez	Michael Poteracki	Eleanor Zaporowski

South Band and Choir Members who participated in the ILMEA District 7 Honor Festival

Congratulations to the South Band and Choir members who participated in the ILMEA District 7 Honor Festival. Thank you to their choir and directors Kenneth Cook and Carolyn Schneider.

Addison Daley - Trombone
Max Lange – Alto
Maya Peterko – Soprano

ECRA Presentation

Mr. John Gatta, President and CEO of the ECRA Group presented on the new Illinois proficiency standards, sharing key elements and how they intersect with District 25 data.

He provided a history of proficiency for District 25 and the state over the past 20 years; and discussed the national percentiles corresponding to new Illinois proficiency benchmarks in 2025 in grades 3-8 in math and ELA. When evaluating district, school, or program performance, the district should use student growth, not proficiency. Student growth is the most meaningful school improvement metric. He reviewed data on the guiding questions to govern academic progress: how District 25 competes; and how District 25 is improving. He provided information on the state's current and proposed draft accountability systems. The new State Report Card will be implemented in October 2026. He suggests that districts develop local scorecards aligned to an accountability system. Mr. Gatta was thanked for the presentation.

Board Communications:

- Board Member Updates – Ms. Nierman attended the first South Middle School Thanksgiving Turkey Trot, which raised funds for the Wheeling Township Food Pantry. Ms. Tranter and Dr. Jogee attended a tour of the district with state representatives, and the grand opening of the CITY of Support resale toy store. Mr. Scapillato has joined a state-wide Fine Arts committee.
- Legislative Report – Mr. Michael provided an overview of the ED-RED and NWSSBO joint meeting that he attended virtually on December 5.
- IASB/COSSBA – Dr. Jogee thanked the administrators and Ms. O'Brien for setting Board members up for success at the Joint Annual Conference. Board members that attended the conference presented a report on what they learned at the conference.
- NSSEO – Ms. Nierman noted that a District 25 student at Kirk received the Shooting Star award in December. The NSSEO Board approved the Superintendent Operational Board, and meetings will begin in January.

Community Input - None

Communications from District Partners

- PTA – Ms. Buchberger read a report from Ms. Lakomski. Schools held book fairs, cultural assemblies, and community give-back events for students and families. Westgate won 350 pounds of coffee in a national giveaway for parent organizations, and chose to share it with all buildings. Mixers will be held on January 4 at South and Thomas for current 5th graders.
- ABC25 Foundation – Ms. Faso reported on membership goals and noted that the overall goal as a district was met. She thanked the grant readers, and shared that 40 grants were awarded for over \$38,000. Three anti-bullying sessions by grade will be held on January 19 at Thomas, and are free for everyone. The Top Golf fundraising event will be held on March 15.
- ATA – Ms. Berg talked about the various happenings in the schools.

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 and Addendum to Personnel Report; (B) Treasurer's Reports (C) Invoices; (D) Regular and Closed Session Meeting Minutes of November 11, 2025; (E) Special and Closed Session Meeting Minutes of November 12, 2025; (F) Special Meeting Minutes of December 11, 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 – No Report

Student Services – No Report

Business and Finance

Adoption of the 2025 Tax Levy

Motion: K. Michael moved and A. Jogee seconded the motion that the Board of Education approve the "Resolution of Arlington Heights School District No. 25, Cook County, Illinois Providing for the Levy of Taxes for the Year 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.

Postage Meter Lease

Ms. Mallek noted that school code states that lease agreements must be approved by the Board. The district analyzed bids, and is recommending to lease the postage machine now, and buy a new folding machine once the current machine no longer works.

Motion: K. Michael moved and A. Jogee seconded the motion that the Board of Education approve a 60-month lease agreement for a postage mail machine with Pitney Bowes in the amount of \$156.59/month for a total of \$9,395.40.

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

Ms. Mallek stated that the renewal for 2026 reflects a 9.24% increase over the 2025 premium. Projected payroll and workers compensation rates impact the renewal. The 2025-2026 projected payroll increase was 3.73% due to the Personnel Plan and approved salary increases. The additional 5.5% increase is based on the State increase for our class codes and our experience. IPRF offers a grant program, and the grant amount for 2026 will be \$19,305.

Motion: K. Michael moved and A. Jogee seconded the motion that the Board of Education approve the workers compensation renewal through the Illinois Public Risk Fund as presented.

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.

Facilities Management

Five-Year Facilities Capital Plan

Mr. Schulz presented a five-year facility plan to the Board with a projected cost of \$21,510,000. The plan communicates long-term needs and maintenance details for the district's buildings. The priorities for facilities management planning are safety and mandatory items, to preserve the schools and grounds, to extend the life of schools and grounds which supports the district's strategic goals, to improve efficiency, and enhancements.

The top building needs and recently completed items were reviewed in detail. Projects include the piping replacement at Rand, LED lighting and ceilings at Thomas and Dryden, air handling units at South, and Phase 1 of the unit ventilator replacement at Miner. The five-year plan by trade and building were shown. Exploratory options were reviewed and include flexible learning space upgrades, front office reconfigurations, LMC renovations, and classroom casework. LED lighting and ceiling upgrades are items in progress from past consideration. The district continues to invest in capital projects to maintain the facilities into the future. A construction cost trends historical chart was shown.

Board members asked questions and there was discussion on if costs are determined from internal or external sources; what degree are items of concern or needs being deferred; and if some of the exploratory options are being included in the projections. Mr. Schulz was thanked for the detailed presentation.

Ten-Year Life Safety Survey

Mr. Schulz provided information on the ten-year life safety survey. These are code compliant issues that must be conducted by a licensed architect or engineer to ensure ongoing compliance with the health/life safety code for public schools. He reviewed focus areas including structural integrity, fire safety, mechanical systems, and code compliance. He provided a summary of the report, which showed nothing out of the ordinary. He reviewed areas in detail including fire alarm and detection systems; ADA and accessibility compliance; general building maintenance; egress and emergency lighting; and mechanical, HVAC, and plumbing. He provided findings by building and a summary by category. Board members asked if the costs from Priority A (urgent) are included in the five-year capital plan.

Personnel and Planning

School Calendar, 2026-2027

Ms. Perri that there were no changes or updates from the previous meeting.

Motion: K. Michael moved and A. Jogee seconded the motion that the Board of Education approve the 2026-2027 School Calendar as presented.

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.

Superintendent Report

Superintendent Update

Dr. Kaye shared updates with the Board on various items including the December 11 Strategic Plan Refresh meeting; crossing guards; the need to reschedule the March 17 Board meeting; the new HMH curriculum implementation; and the January 5 SIP Day.

Freedom of Information Act Report

- Sam Pappas requested information on the Strategic Plan Refresh Team; a response was provided on November 13, 2025.
- Max Binnington of Judiciocracy requested information on attorney information and correspondence; a response was provided on November 25, 2025.
- Max Binnington of Stop Secrecy requested information on liability insurance RFPs; a response was provided on December 2, 2025.
- Max Binnington of Stop Secrecy requested information on training and evaluation materials and policies regarding abuse and misconduct; a response was provided on December 12, 2025.

Second Reading of Policy 2:260

Dr. Kaye noted that there were no changes from the First Reading.

Motion: K. Michael moved and A. Jogee seconded the motion that the Board of Education approve the policy as presented by IASB.

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.

Resolution Authorizing Transfer of Engagement/Appointment of Legal Counsel

Dr. Kaye noted that one of our attorney firms is merging with another firm, and in order to continue to work with them the Board needs to approve the resolution. This will be brought back to the Board for a vote at the next meeting.

Website Template

Mr. Harris noted that District 25 must transition to a new website template because our current platform is sunsetting at the end of 2025. The new template will be launched the week of December 22. He provided an overview of the district's current website theory, and website navigation; discussed the added features of the new website; and reviewed the timeline. A Board member asked about the schools managing their own sites to fit their individual needs. Mr. Harris was thanked for the detailed work that is being done on the website.

Community Input – None

Future Agenda Items

Topics with Dates to be Determined - None

New Topics

A Board member would like the Board to consider exploration for the incorporation of student voice on the Board. Board members discussed ideas for a good model for the

district; who would participate; and it being meaningful. Board members determined that they are interested in adding this to a future Board meeting for discussion.

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 10:25 p.m.

Submitted,

Lana M. O'Brien
Recording Secretary

Approved: January 20, 2026

_____ President Board of Education	_____ Secretary Board of Education
Date minutes available for public inspection:	_____ January 21, 2026
Date minutes posted on District website:	_____ January 21, 2026