

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

School Board Meeting Minutes
January 20, 2026

Greg Scapillato, President of the Arlington Heights School District 25 Board of Education, called the meeting to order at 5:18 p.m. 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: K. Michael moved and M. Buchberger 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); The setting of a price for sale or lease of property owned by the public body. 5 ILCS 120/2(c)(6). Roll Call: M. Buchberger, yes; K. Michael, yes; E. Nierman, yes; G. Scapillato, yes; and D. Tranter, yes. Motion carried 5/0.



The Board returned to open session at 7:04 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; Kendra Perri, Assistant Superintendent for Personnel and Planning; Chris Fahnoe, Director of Technology; Ryan Schulz, Director of Facilities Management; Sandy Voss, Director of Food and Nutrition Services; Adam Harris, Head of Communications and Storytelling; Brad Katz, Information Technology Specialist; Lana O'Brien, Recording Secretary; staff; and community.

Recognitions and Presentations

Middle School Band and Jazz Band Members who Participated in the ILMEA District 7 Honor Festival

Congratulations to the middle school Band and Jazz Band members who participated in the ILMEA District 7 Honor Festival. Thank you to their Band Directors, Dana Berry and Candi Horton from Thomas, and Carolyn Schneider from South.

Thomas Middle School

Concert Band

Anderson Christiansen-Fisher - Tenor Sax

Caleb Nelson - Trumpet

Audrey Panico - Trumpet

Harshan Rajkumar Anusha - Tuba

Jazz Band

Io Shigefuji - Piano

South Middle School

Concert Band

Addison Daley, Trombone

Thomas Middle School Students that Qualified for the 2026 All-Illinois Junior Band

Congratulations to the Thomas Middle School students that Qualified for the 2026 All-Illinois Junior Band. Thank you to their Band Director, Candi Horton.

Momoko Suzuki - Clarinet

Caleb Nelson - Trumpet

Harshan Rajkumar Anusha - Tuba, *First Chair*

South Middle School 8th Grade Girls Basketball Team that Qualified for the State Tournament

Congratulations to the South 8th Grade Girls Basketball Team that Qualified for the State Tournament. The team came in Third Place. Thank you to their Coaches Dan Burdi and Katelyn Sparlin.

Eva Bevacqua

Marley Camardella

Kate Fischer

Maddie Fourman

Georgia Hill

Gia Humann

Mila Kacprzyńska

Ioanna Kalergis

Mia Riggi

Madelyn Searle

Anissa Stanley

Kailen Stevens

Mallory Tosch

Lucy Black

Presentation of the 2024-2025 Financial Audit

Mr. Scapillato welcomed Jason Coyle from Baker Tilly, LLC, who highlighted information from the 2024-2025 audit report. The district does a higher level of reporting, which is not

required, but is good for transparency. The Management's Discussion and Analysis document summarizes the highlights of the year, and compares this year to the prior year. The internal controls are similar to previous years, and there is nothing to improve upon. Board members thanked Mr. Coyle for his presentation, and Ms. Mallek and her team for all of their work.

Communications from District Partners

- PTA – Ms. Buchberger read a report from Ms. Lakomski. Several clubs are starting up and parent events are in full swing. Several PTAs are holding gift card drives, food drives and used toy drives run by the students; and have focused on upcycling school spirit wear to students in need. The fifth-grade mixer events were held and participation exceeded expectations. The next event will be held in April. The Scholarship Award breakfast will be held on May 1, and \$18,000 in scholarships will be awarded.
- ABC25 Foundation – Dr. Kaye read a report from Ms. Faso. The Box Out Bullying events were held on January 19. All funds raised by ABC25 goes directly to the school district in support of innovation and creativity. Ticket sales for the Top Golf fundraiser on March 15 are open.
- ATA – Ms. Berg talked about the various happenings in the schools.

Community Input - None

Board Communications:

- Board Member Updates – Ms. Tranter attended an Olive-Mary Stitt event before winter break, and the Martin Luther King, Jr. Remembrance Dinner. Dr. Jogee attended a South M.S. Science Olympiad event at the University of Chicago.
- Legislative Report – Mr. Michael noted that the ED-RED dinner will be held January 26 at Stevenson High School. The next member meeting will be held via Zoom on February 13.
- IASB/COSSBA – Dr. Jogee reported that IASB is working on their Strategic Plan, and she is attending one of their focus group meetings. Board members are invited to apply to attend the IASB Advocacy Day on March 24. She noted that the deadline for the Board to submit a proposal to present at the November conference is March 15.
- NSSEO – Ms. Nierman noted that the Winter Wonderland is being held on January 31 and all are invited to attend.

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) Invoices; (C) Regular and Closed Session Meeting Minutes of December 16, 2025; (D) Board bills.

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

2026 ISBE School Maintenance Project Grant

Ms. Mallek noted that this is an annual grant awarded by the state, and requires Board approval. It will help offset the cost of the fire alarm system at South.

Motion: K. Michael moved and A. Jogee seconded the motion that the Board of Education approve the 2026 School Maintenance Grant 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

Ten-Year Life Safety Survey

Mr. Schulz noted that this was presented at the December Board meeting, and requires Board approval. A number of projects are included in the capital projects for 2026.

Motion: K. Michael moved and A. Jogee seconded the motion that the Board of Education approve District 25's Ten-Year Life Safety Survey and authorize its submission to the Illinois State Board of Education.

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.

2026 Capital Projects

Mr. Schulz noted that the projects were reviewed at the December Board meeting.

Motion: K. Michael moved and A. Jogee seconded the motion that the Board of Education approve the 2026 Capital Projects as presented and authorize administration to engage design and pre-construction services.

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.

Personnel and Planning

INSIGHTeX Staff Satisfaction and Engagement

Ms. Perri presented the INSIGHTeX staff satisfaction and engagement report. The detailed results of the staff surveys were shared with building leaders and cabinet-level leadership. There were 467 respondents, which included all groups – certified and non-certified, Facilities, Food and Nutrition Services, Administration and the District Center. The four areas assessed were Individual, Team/Department, Administrator or Supervisor, and the Whole Organization. The dimensions, mean score and changes were reviewed. The Dream

Box score (feeling highly satisfied and highly engaged) for the district was 75.75%, which was down from the previous year.

Board members asked questions and there was discussion on individual building data; the explanation for the decrease from last year; if the district will be using this next year; and the percentage of total staff that took the survey, and how it compares with previous years. Ms. Perri was thanked for the information.

Resolution for Dismissal

Motion: K. Michael moved and A. Jogee seconded the motion that the Board of Education approve the "Resolution Dismissal of Substitute Teacher", Michelle Connolly 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 attending the Martin Luther King, Jr. Remembrance Dinner, and the ABC25 Box out Bullying event. The Strategic Plan Vision Retreat will be held next week. He thanked the Tech team and Ms. O'Brien for all of their work on the Strategic Plan meetings.

Freedom of Information Act Report

- Chris Placek, Daily Herald reporter, requested information on an employee separation agreement; a response was provided on December 15, 2025.
- Michelle Connolly requested communication regarding her employment; a response was provided on December 15, 2025.
- Max Binnington of Stop Secrecy requested information regarding Title IX and sexual misconduct; a response was provided on December 19, 2025.
- Max Binnington of Judiciocracy requested information on Title IX documents and communications; a response was provided on January 5, 2026.
- Amy Vichich and Oshea Smith requested information on purchase orders; a response was provided on January 5, 2026.
- Owen Wang of North Cook News requested information on full-time aide contracts or collective bargaining agreements; a response was provided on January 5, 2026.
- Alberto Barraza requested information on paint orders; a response was provided on January 5, 2026.
- Stephanie Schreiner of American Transparency requested information on communication and funding with Qatar Foundation; a response was provided on January 8, 2026.
- Michelle Connolly requested communication regarding her employment; a response was provided on January 8, 2026.
- Michael "W" Ayele requested information on "conversations" about topics that the district may have had; a response was provided on January 15, 2026.

Student Voice

Dr. Kaye facilitated a discussion with Board members regarding interests and solutions they have for student voice. The next step is to prioritize these interests and solutions.

First Reading of Policies – PRESS 120

The Policy Committee had questions on three policies and one exhibit, which were explained by Dr. Kaye. All of the policies and exhibit will be brought back for a Second Reading at the February Board meeting.

PRESS 120:

2:120	Board Member Development
2:150	Committees
2:270	Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited
4:10	Fiscal and Business Management
4:80	Accounting and Audits
4:140	Waiver of Student Fees
4:190	Targeted School Violence Prevention Program
5:10	Equal Employment Opportunity and Minority Recruitment
5:90	Abused and Neglected Child Reporting
5:100	Staff Development Program
5:190	Teacher Qualifications
5:200	Terms and Conditions of Employment and Dismissal
5:220	Substitute Teachers
5:280	Duties and Qualifications
5:300	Schedules and Employment Year
6:20	School Year Calendar and Day
6:40	Curriculum Development
6:60	Curriculum Content
6:130	Program for the Gifted
6:160	Multilingual Learners
6:260	Complaints About Curriculum, Instructional Materials, and Programs
6:280	Grading and Promotion
6:315	High School Credit for Students in Grades 7 or 8
7:10	Equal Educational Opportunities
7:70	Attendance and Truancy
7:150	Agency and Law Enforcement Requests
7:180	Prevention of and Response to Bullying, Intimidation, and Harassment
7:190	Student Behavior
7:290	Suicide and Depression Awareness and Prevention
7:310	Restrictions on Publications; Elementary Schools
7:340	Student Records
8:30	Visitors and Conduct on School Property

Misc:

2:125-E3	Resolution to Regulate Expense Reimbursements
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7:326 Student Gifts and Solicitations

Resolution Authorizing Transfer of Engagement/Appointment of Legal Counsel

Dr. Kaye noted that one of our attorney's firms is combining with another firm. The same attorneys will be working with the district, but under a new firm name.

Motion: K. Michael moved and A. Jogee seconded the motion that the Board of Education approve the "Resolution Authorizing Transfer of Engagement/Appointment of Legal Counsel".

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 Calling on the Cook County Treasurer and Other Cook County Officials Responsible for the Issuance of Property Tax Bills to Resolve Systemic Issues

Dr. Kaye stated that the second installment of the tax bills for 2024 were delayed for more than four months, which has been attributed to ongoing computer system issues involving the Treasurer's Office and its outside vendor, as well as administrative challenges at the county level. As a direct result, District 25 experienced significant cash-flow disruptions, and taxpayers lost interest income exceeding \$600,000. The proposed resolution formally expresses the Board's concern and frustration with these systemic failures, calls on Cook County officials to implement permanent corrective measures, urges the pursuit of recompense from the technology vendor, and directs the Superintendent to communicate the Board's position to relevant county and state officials. This will be brought back for a vote at the February Board meeting.

Resolution Prohibiting the use of School District Property for Civil Immigration Enforcement Staging Areas, Processing Locations, or Operations Bases

Dr. Kaye noted that a priority of the district is that every child feels safe, valued and supported in our schools. In alignment with the District's Strategic Plan, this resolution establishes clear boundaries regarding the use of district-owned and controlled property. It affirms the Board's authority over district resources, provides clarity and guidance for employees, and reinforces schools as places dedicated to education, stability, and student well-being. The resolution also makes clear that it does not interfere with lawful judicial warrants or the enforcement of criminal law, nor does it restrict lawful uses of district property unrelated to civil immigration enforcement activities. This is the next step in showing our community we care about them and are there for them.

Board members asked questions and there was discussion on the Village of Arlington Heights resolution that was passed in the fall, and consistency across the village. This will be brought back to the Board for a vote at the February meeting.

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 9:18 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 10:32 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 10:32 p.m.

Submitted,

Lana M. O'Brien
Recording Secretary

Approved: February 17, 2026

President
Board of Education

Secretary
Board of Education

Date minutes available for public inspection: February 18, 2026

Date minutes posted on District website: February 18, 2026