BOARD OF EDUCATION
NORTHBROOK SCHOOL DISTRICT 27
COOK COUNTY, ILLINOIS
Wood Oaks Commons (Lower Level)
6:30 PM

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| Regular Meeting of 3/05/26 | The Regular Meeting of March 05, 2026 of the Board of Education, School District 27 was called to order at 6:30 p.m., in the Wood Oaks Commons, 1250 Sanders Road, in said district. |

Board President Matt Basinger called the Regular Board Meeting to order at 6:30 p.m.

Roll Call On call of the roll, the following members were present:

Present: Mr. Matthew Basinger, President
Dr. Gali Oren-Amit, Vice President (arrived at 6:34 p.m.)
Mr. Opi Akuffo (arrived at 7:11 p.m.)
Mrs. Martha Carlos
Ms. Marlyse Cohen
Mr. Jack Waddle

Staff: Dr. John Deiter, Superintendent
Dr. Kimberly Rio, Asst. Supt. of Finance/Operations
Dr. Katharine Olson, Asst. Supt. of Curriculum/Instruction
Dr. Robert McElligott, Director of Human Resources

Absent: Mr. Daniel Walsh

Community Comments for Items on the Agenda - No Public Comment was made.

Board Reports - None Scheduled

Staff Reports

- Update on March 2nd Institute Day

Dr. Olson, Assistant Superintendent of Curriculum & Instruction, reported that the day began with an all-staff session to hear the Scan of the Environment. The professional development planning for next year will begin next week. Afterwards, segments broke into multiple sessions, with a total of 64 unique learning sessions throughout the day. Additional sessions focused on curriculum revision and implementation, best instructional practices, technology and AI, and department- or grade-level goals. Ongoing, year-long professional development aligns with the District's Strategic Plan, ensuring that professional learning directly supports key educational priorities.The institute sessions were a collaborative effort. Dr. Olson extended a big thank you to the PTA for providing a wonderful breakfast for everyone!

- Summer 2026 Student Success Literacy and Math Programs Update



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Dr. Olson also updated the board regarding the parent interest for the summer program. Of families surveyed, so far 38 children have expressed interest in being enrolled, ISBE suggested there may be a way to allocate the funds a little more appropriately; their official is working with Dr. Olson on it. March 11th is the cutoff for parents to decide in order to let Sylvan prepare for the summer programming.

- Scan of the Environment

Dr. Deiter explained that the Scan of the Environment is the annual opportunity to update the board on the status of the District. It is part of the strategic planning process; administrators also review the Key Success Factors. During this process, the internal and external factors are reviewed which affect the District. Multiple sources are used to compile this data, which is then reviewed so that the Central Administration Team may plan and prepare for the upcoming year. Adjustments to the Strategic Plan will be shared at the next meeting. This presentation is to gather the Board member's input on the Scan of the Environment, which includes:

- Outstanding student performance
- Rigorous & coherent program/ services
- Highly qualified staff
- Social emotional well-being
- Safe learning & working environment
- Healthy financial position

Those are the six core values of the District. One of the goals for this year is to reiterate these core values for the staff to ensure that these are being met. The District will be adding a new goal in regards to succession planning due to upcoming retirements. Other items included are the core competencies: research design & improvement model (RDIM), future focused, including artificial intelligence (AI), and the District's culture of collaboration. Key Success Factors were reviewed and how they tie into our mission statement (AI integration was added to Key Success Factor 2)

<u>Key Success Factor 1 Outstanding Student Performance</u>

Dr. Olson reported on the Illinois State Board of Education (ISBE) criteria for scoring the Illinois School Report Cards. Student absenteeism is still a significant percentage of the score as well as student growth. For 2026 the ISBE has proposed some new performance levels; (which includes some adjustment for "growth"), we are still waiting to see how these adjustments will affect the state report card numbers. Data from the NWEA was reviewed, it shows the national picture across the nation in regards to overall student performance and recovering from the pandemic. Dr. Olson reviewed the IAR cutscores from 2019 to 2025. Linkit! data was reviewed from 734 districts in order to compare their five-year percentiles. The District will continue to monitor ISBE's evolving ESSA performance indicators on the report card metrics and the District will continue to focus on student proficiency and growth.



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Key Success Factor 2 Rigorous & Coherent Program/Services

The District continues to monitor national trends and there will be a strong focus on artificial intelligence. Challenges continue to exist in 2026 such as curriculum restrictions. There have been executive orders regarding federal funding that are tied to DEI programs and on-going litigation continues with that, however in Illinois there are mandates to ensure all students are represented in the curriculum. Legislation on teaching topics and religion also continues. Our District teaches World religion in sixth grade by ISBE mandate. The District continues to monitor legislation and litigation in southern states concerning the ten commandments and bible study. Another case being monitored is Mahmoud v Taylor which is regarding opting out of curriculum units. A chart regarding book banning and book challenges was also reviewed.

A global survey showing Artificial Intelligence optimism was reviewed, the District's plan is to build capacity and knowledge of using AI in order to maintain a competitive position globally. Key findings were discussed from a U.S. study conducted on AI early adopting districts: Districts tend to still be in an exploration/piloting phase rather than scaled across the District, and most see investing in staff training as essential. Many districts launched teacher-centered AI tools to build confidence and AI literacy. Currently there still isn't a clear roadmap or definition for success for AI integration. Northbrook 27 is working on AI literacy with staff members to build durable skills, and future-ready attitudes required to thrive in a world influenced by AI. The 2025-2026 professional learning initiatives have AI included on every date. The student focus is to build AI literacy in exposure to AI with explicit instruction, using AI as a copilot. Student feedback has been compiled on the AI writing coach. The curriculum department continues to use caution in order to hone inter-personal skills for students in the era of Artificial Intelligence.

Ms. Heather Miehl, Director of Special Education reported on the continuum of services in response to the reorganization of TrueNorth #804 highlighted the changes to the programs and services being offered. The Supportive Learning Environment (SLE) program and Professional learning at TrueNorth have been discontinued. Because those services have been sunsetted at TrueNorth, the SLE classrooms for our students have been added to Northbrook 73 buildings. In order to operate those classrooms, the District hired additional staff members and increased our Northbrook Township collaboration for student services and professional learning. The District has been planning for inclusive practices, financial solvency, staffing, ongoing Positive Behavior Intervention Systems (PBIS) themes, Social Emotional Learning (SEL) lessons and building initiatives. The January professional development included Joyful learning by Dr. Paula Kluth and The March after school IST sessions will focus on inclusive practices.

Key Success Factor 3, Highly Qualified Staff

Dr. Rob McElligott, Director of Human Resources, explained that a large portion of the staffing decisions this year are due to the TrueNorth Reorganization, the extended school year will end after this school year, so that program staffing and space will need to be determined.

Needs for support from TrueNorth 804 are what has been provided from North Shore Academy in the past. Our District has started to collaborate with neighboring districts for some of these services.



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- NSA, therapeutic day school
- Assistive technology
- Physical Therapy
- Early childhood placements
- Transition & vocational support
- Vision services

Staffed SLE through TrueNorth this year and this will be transitioned to on-boarding our own staff. Looking to bring many of the current TrueNorth staff back as Northbrook 27 employees. About halfway done with staffing for this program next year. Our guest educator pool (substitutes); has already shifted to Red Rover from Frontline. The transition over to Red Rover has shown significant improvements in covering openings, the main uncovered openings are usually last minute call ins due to illness. The newest shift is that Red Rover is expanding to include the application process, the program includes a built-in video screening tool. Human Resources is currently becoming familiar with the program for new hires and their customer service is timely. The District will be transitioning from Applitrak to Red Rover for the next school year.

The turnover of certified staff was reviewed with a total of 22 staff members retiring over four years. The mix of longevity and staff experience was discussed. Human Resources surveyed staff to inquire as to what they are interested in, whether it is teaching new subjects/grades or becoming a teacher leader? A couple of benefits of incoming staff include a fresh perspective, and other district experiences. Dr. McElligott has reached out to Illinois State University in order to partner with them by working with their student teachers. Iowa University has also been a good partner for new hires. A couple of retirements of key members of our Facilities department will be Tim Schache and Ted Weiner. Marcus Dubose will move back to Wood Oaks as the building lead for next school year. An additional maintenance technician will be added to help assist the incoming facilities managers. Upcoming Administrative retirements will be Cari Beake, Maureen Deely, and Kathy Olson in 2026-27 Then in the 2028-29 school year John Panozzo and Kimberly Rio, followed by Rob McElligott in 2029-30. Posting for the first of these positions will begin early this fall, around the beginning of the school year. The expectation is to have these filled by Thanksgiving, or Winter Break. Conversations are taking place with Human Resources in neighboring districts for some of these positions, as well as monitoring professional organizations such as Principal and Finance associations. A plan will be determined for onboarding and mentoring.

Kindergarten enrollment for the 2026-27 year is currently at 92 students. At Shabonee, the largest eighth section will be moving to fifth grade; the current staffing status was shared at each building.
Class sizes are stable at Wood Oaks. The Head Custodian position has been posted, and the School Nurse position will be moving to a licensed position. A Technology teacher posting will be posted soon.
For the 2026-27 school year the staffing outlook was reviewed at all three schools and two new action items were added related to staffing.



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Key Success Factor 4, Social Emotional Well-being, Dr. McElligott discussed teacher wellness, and how it has been approached from various angles over time. The School Perceptions staff fall survey results were reviewed. Two Assistant Principals were appointed to better support the schools. Permanent guest educators were added to Hickory Point and Shabonee schools which helps to alleviate staff having to cover absences internally. Our wonderful PTA recognizes staff at every event. Our facility dog Nico has had a positive impact on students and staff alike. The impact of technology and social media on child mental health is continued to be researched and monitored. Smart watch limitations have been added to the student handbook in order to limit screen time. Proposed legislation is looking to ban cell phones, the District is waiting to see what that will look like. Awareness has been growing that social media has a negative impact.

Ms. Miehl added that in order to support the SEL work the District implemented RULER with students k-8, it has been rolled out in stages starting with the staff. The classroom charters and mood meters have been adopted and are in place throughout the buildings. We are in year three of SAEBRS universal screening tool, there has been three years of data compiled so far, Illinois will now require schools to offer a universal screener. This tool has proved useful for us, because there tends to be a few students each year who self analyse at a higher risk than was externally identified. The District launched the facility dog program this year and Nico has been highly praised and valued; he is a great social-emotional tool.

Key Success Factor 5,  Safe Working and Learning Environment, Dr. Kimberly Rio, Assistant Superintendent of Business and Operations reported on the long-range facilities improvement plan. The District continues to complete the identified health life safety work for roofs, mechanical / electrical systems which were listed on the 2022 health life safety survey. Other capital improvement projects will be the Hickory Point addition and playground updates between 2026 and 2028 and work will continue with the Village of Northbrook for the remaining Wood Oaks site improvements as well. Updates will be shared with Board members as improvements are worked through. Trevor Hope will present the annual technology and communication updates soon, network security is still of the utmost importance, staff training is on-going to raise cyber awareness is on-going in order to mitigate risk.

Key Success Factor 6,  Healthy Financial Position, The District reviews multiple areas in order to remain fiscally solvent and it will continue to monitor local, state and federal climates as well as the enrollment projections and legislation changes which may impact the District. Tier II pension reform is one area that anticipates change. As the process continues with the capital improvement model, the District will monitor the debt finance servicing. The District will continue to monitor the staffing patterns, the current association agreement expires in June 2028; as such we will start the bargaining process in 2027. As part of the Suburban Cook County tax base, neighboring school districts have been impacted by repeated delayed tax collections in years 2010, 2021, 2022 and 2024. The tax delay has been as much as eight months delayed.
The on-time property tax bills should be mailed out on August 1st and March 1st. The Cook County tax coalition was formed by North Cook School Superintendents to raise awareness about this matter and the negative impact of the loss of dollars due to the delay in property tax receipts. The property tax delays cause



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school districts to lose significant dollars due to loss in interest gained on those missing tax dollars. Discussion ensued regarding the County Assessors office, the County Treasurer and the company that has been managing the property tax assessments. Our District will continue to manage debt financing for the planned construction, during which the funds will be spending it down on the capital improvements over the next two years of planned projects. The District's fund balance reserves were utilized in order to complete the health life safety work at Hickory Point school. The new legislative bill allowed for us to sell bonds on the Hickory Point work and replenish the fund balance reserve. The long-term financial projection through 2030 was reviewed. The Cash flow analysis of the planned capital improvements shows that by August of 2027, 90 percent of the bond funds should be expended on the construction. The next steps in the strategic planning process will be to refine short and long-term action plans. The Strategic Plan will be on the agenda for Board approval at the May 7th Board of Education meeting.

Consent Agenda
Board President Matt Basinger called for Review of the Consent Agenda items.

Upon review Jack Waddle moved and Gali Oren-Amit seconded the motion that the Board of Education approve the items on the Consent Agenda with a roll call vote as listed below.

On roll call vote, the members voted as follows:

AYE: Opi Akuffo, Matthew Basinger, Martha Carlos, Marlyse Cohen, Gali Oren-Amit, and Jack Waddle
NAY: None
ABSENT: Daniel Walsh

Personnel Transactions - Employment/Dismissal/Evaluation/Resignation/Leave of Absence/Compensation

**No. 20614** Approval of Hire

| Name | Position | Location | Start Date | Salary |
|---|---|---|---|---|
| Margaret Myszka | Instructional Assistant | Shabonee | August 17, 2026 | $26.50/hr |

**No. 20615** Approval of Hire

| Name | Position | Location | Start Date | Salary |
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| Gina Gubin | Instructional Assistant | Shabonee | August 17, 2026 | $25.35/hr |

**No. 20616** Approval of Hire

| Name | Position | Location | Start Date | Salary |
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| Andrea Tucker | Behavior Coach | District | August 17, 2026 | MA/Step 13-$96,406/year |

**No. 20617** Acceptance of Resignation, Wood Oaks, Computer Literacy Technology Teacher, June 04, 2026

**No. 20618** Acceptance of Resignation, Hickory Point Teacher, June 04, 2026

**No. 20619** Approval of Contract Extension for Milk with Prairie Farms, 2026-27



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The Board of Education approved a contract extension with Prairie Farms for the 2026-27 school year. Pricing will increase by $0.0150 per half pint for white milk and flavored half pints. All other remaining terms of the current agreement would be extended for the 2026-27 school year.

Unfinished Business - None Scheduled

New Business - None Scheduled

Good and Welfare - The PTA Council is doing a fundraiser, they are organizing a group to go to the Cubs game on a Sunday in April. Details to purchase tickets will be in the Principal's newsletter this week.

The 5th - 8th grade band concert performed last week and their performance was phenomenal! The Illinois Grade School Music Association (IGSMA) competition will play tomorrow. The jazz concert was held last Tuesday at GBN and all three middle schools had a chance to perform.

The local wrestling consortium combined four Northbrook schools into one wrestling team that Maple school hosted this year. The team won the regional meet. Wood Oaks 8th grader Evan R. won his weight class so he is moving on to sectionals. Best wishes to our Science Fair students competing at the regional science fair on Saturday.

Community Comments - No community comments were made this evening.

Superintendent Comments / Update Dr. Deiter reported that regarding the Wrestling cooperative, administrators will discuss moving the program from Maple school over to Northbrook 27 in order to continue the program.

Closed Session - None Scheduled

**No. 20620** Motion to Adjourn the Board of Education Meeting

**Adjournment:** There being no further business to come before the Board at this time Gali Oren-Amit moved and Opi Akuffo seconded the motion that the open meeting be adjourned. A voice vote was taken, all in favor.

The motion was unanimously approved, and Board President Matt Basinger called the meeting adjourned at 8:52 p.m.

CERTIFIED TO BE CORRECT:

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PRESIDENT SECRETARY

# MINUTES APPROVED ON 3/19/26



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