

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

School Board Meeting Minutes
June 16, 2026

Greg Scapillato, President of the Arlington Heights School District 25 Board of Education, called the meeting to order at 6:17 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: E. Nierman 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); 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); Collective negotiating matters between the District and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees. 5 ILCS 120/2(c)(2); 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.

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Public Hearing on the eLearning Plan

Mr. Scapillato called the Public Hearing on the eLearning Plan to order at 7:06 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 eLearning Plan at 7:06 p.m.



The Board returned to open session at 7:06 p.m. Roll call was noted and the Pledge of Allegiance was led by a student from the Fifth Grade Book Trailer Film Festival Winners.

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; Dr. Becky FitzPatrick, Assistant Superintendent for Student Learning; Diane Kaffka, Assistant Superintendent for Student Services; Kendra Perri, Assistant Superintendent for Personnel and Planning; Adam Harris, Head of Communications and Storytelling; Brad Katz, Information Technology Specialist; Diane Carpenter and Lana O'Brien, Recording Secretaries; staff; and community.

Recognitions and Presentations

Fifth Grade Book Trailer Film Festival Winners

Congratulations to the Fifth Grade Book Trailer Film Festival Winners.

Eleanor Elston – Windsor Elementary School
Tess Finnegan – Patton Elementary School
Elliana Karas – Olive-Mary Stitt Elementary School

Thank you to their Teachers and LMC Directors: Kristian Edstrom, Nancy Brown, Carrie Cioni, Stacy Hemmer, Janine Flauter, Amy Reed, and Becky Dufern.

South and Thomas Middle School Track and field State Qualifiers

Congratulations to the South and Thomas Middle School Track and Field State Qualifiers. Thank you to their coaches: Tim Evans, Kim Radzak, Dani Stassen, and Tyler Stordahl from South Middle School; and Arin Damico, Brad Keeler, Joe Kim, and Chris Papahronis from Thomas Middle School.

South Middle School

Joseph Bradtke
Isabella Caldera
Marley Camardella
Loretta Cox
Isaac Gordan
Quinn Johnson
Mila Kacprzynska
Lydia Leffelman
Kaylee Leone
Uebert Masiyazi

Greyson Wicka
Oliver Zeravica

Thomas Middle School

Emma Amos
Lorelei Butcher
Clare Casey
Zoha Chaudhry
Brandon Cole
Lauren Cole
Alex Cruz

Ashlyn Erickson
Camden Erickson
Nathan Erickson
Megan Fritzsche
Grace Gabianelli
Julia Gurvis
Anthony Hicks
Barrett Irvin
Michael Mathew
Lena Miesiac
Madelyn Milewski

Katie Neary
Madelyn Reece
Austin Ryter

Addison Serur
Madeilne Serur
Katie Szabo

Lucie Weaver
Eliana Yeh

Communications from District Partners

- PTA – Ms. Buchberger read a report from Ms. Lakomski noting new PTA board's training, PTA membership numbers, their fundraising and upcoming school events.
- ABC25 Foundation – Dr. Kaye noted that ABC25 is planning events for next year.
- ATA – Ms. Berg thanked the Board and administration for the collaborative work on the ATA Contract.

Community Input - None

Board Communications:

- Board Member Updates – Ms. Nierman attended the South M.S. graduation, and the District 214 State of the District breakfast meeting. Dr. Jogee attended both middle school graduations. Mr. Michael recently attended the IASB Academy for Board Presidents and Vice Presidents.
- Legislative Report – Mr. Michael provided an overview on updates from the Federal Department of Education, as well as recent legislation. He provided an overview of the ED-RED mini summit, which was held on June 11. Dr. Jogee presented at the mini summit. The ED-RED Legislative Breakfast will be held on August 7.
- IASB/COSSBA – Dr. Jogee reported about Friday sessions provided by IASB. She noted that she and Ms. Buchberger are attending the COSSBA Conference in the fall.
- NSSEO – Ms. Nierman reported that NSSEO negotiations are ongoing. She will be presenting a resolution to Brian for Board members to review.

Consent Agenda

Motion: E. Nierman moved and K. Michael 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 Report; (C) Invoices; (D) Regular and Closed Session Meeting Minutes of May 19, 2026; (E) Accept donations for 2025-2026; (F) Superintendent Memberships and Professional Development; (G) Fixed Asset Disposal Report.

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

eLearning Plan, 2026-2027 through 2028-2029

Dr. FitzPatrick reviewed the eLearning plan to the Board. It is the same version of the plan that the district has used for the last three years. The feedback received from families is it

aligns with their needs for remote learning days. Dr. FitzPatrick was thanked for the information.

Motion: E. Nierman moved and K. Michael seconded the motion that the Board of Education approve the 2026-2027 through 2028-2029 eLearning plan 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.

Instructional Materials, 2026-2027

Dr. FitzPatrick noted that the list is updated. The new middle school math curriculum has been added to the list. Everything else remains the same. It will be posted on the website after the meeting.

Student Services – No report

Business and Finance

Paper Bid for 2026-2027

Ms. Mallek noted that we annually go out to bid for paper. The local bid is lower than the state contract.

Motion: E. Nierman moved and K. Michael seconded the motion that the Board of Education award the paper bid for 2026-2027 to Murnane Paper. 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.

Business and Finance

Resolution to Transfer Interest from the Working Cash Fund

Ms. Mallek noted that this is an annual transfer done by the district.

Motion: E. Nierman moved and K. Michael seconded the motion that the Board of Education approve the Resolution Transferring Interest Earned on the Working Cash Fund to the Capital Projects 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.

Resolution Authorizing Intervention in Proceedings before the State of Illinois Property Tax Appeal Board

Ms. Mallek noted that this resolution allows our legal counsel to intervene on the District's behalf in property tax appeals. The current resolution is valid for appeals for the 2022-2024 tax years. Notices for 2025 property tax appeals are going out so we need to update this authorization for the next 3-year cycle.

Motion: E. Nierman moved and K. Michael seconded the motion that the Board of Education approve the Resolution Authorizing Intervention in Proceedings before the State of Illinois Property Tax Appeal Board.

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 – No report

Personnel and Planning

Approve ATA Contract

Ms. Perri provided highlights to the four-year agreement. She thanked the Board members that participated in the negotiations. The Board thanked the negotiation team for their collaborative work.

Motion: E. Nierman moved and K. Michael seconded the motion that the Board of Education approve the 2026-2030 Professional Agreement between the Arlington Heights School District 25 Board of Education and the Arlington Teachers' Association.

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.

Employee Compensation, 2026-2027

Ms. Perri provided highlights to the recommendations for the employee compensation for 2026-2027. The Board is grateful to all of the administration and staff for all of their work.

Motion: E. Nierman moved and K. Michael seconded the motion that the Board of Education approve the 2026-2027 employee compensation for current Teacher Assistants, Building Support Technicians (BST), Registered Nurses (RN), Educational Support Personnel (ESP), Other Support Personnel (Other), Food Service, and Administrators as submitted.

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 Contract

Mr. Scapillato, on behalf of the Board, shared comments regarding Dr. Kaye and the contract.

Motion: E. Nierman moved and K. Michael seconded the motion that the Board of Education approve the Superintendent's Employment Contract effective July 1, 2026 through June 30, 2031 with all other terms and conditions as reflected.

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 thanked the Board for their vote of confidence. He thanked Ms. O'Brien for her years of service to the Board and district. He shared updates with the Board on various items including the middle school graduations, Summer U and Extended School Year (ESY), a student password incident, and the Fourth of July Parade.

Freedom of Information Act Report

- Rob and Tiffany Pugliese requested student information; a response was provided on May 28, 2026.

First Reading of Policies – PRESS 121

The Policy Committee had questions on a small number of policies, which were explained by Dr. Kaye. Dr. Kaye reviewed a change to one of the policies since the Policy Committee meeting. All of the policies and the exhibit will be brought back for a Second Reading at the July Board meeting.

PRESS 121:

2:140-E	Guidance for Board Member Communications Including Email Use
2:200	Types of School Board Meetings
2:220	School Board Meeting Procedure
2:250	Access to District Public Records
2:260	Uniform Grievance Procedure
4:165	Awareness and Prevention of Child Sexual Abuse and Grooming Behaviors
5:30	Hiring Process and Criteria
5:50	Drug- and Alcohol-Free Workplace; E-Cigarette, Tobacco, and Cannabis Prohibition
5:250	Leaves of Absence
5:330	Sick Days, Vacation, Holidays, and Leaves
6:65	Student Social and Emotional Development
6:100	Using Animals in the Educational Program
6:145	Migrant Students
6:170	Title I Programs
7:20	Harassment of Students Prohibited
7:50	School Admissions and student Transfers To and From Non-District Schools
7:100	Health, Eye, and Dental Examinations; Immunizations; and Exclusion of Students
7:185	Teen Dating Violence Prohibited
7:220	Bus Conduct
7:230	Misconduct by Students with Disabilities
7:240	Conduct Code for Participants in Extracurricular Activities
7:260	Exemption from Physical Education
7:280	Communicable and Chronic Infectious Diseases
7:300	Extracurricular Athletics
8:90	Parent Organizations and Booster Clubs

Misc:

3:92	Administrator Benefits Plan
4:30	Revenue and Investments
5:80	Jury Duty

8:31 Prohibition on Use of School District Property for Civil Immigration Enforcement
5:60-E2 Employee Estimated Expense Approval Form – **TO BE DELETED**
2:125 Board Member Compensation; Expenses
2:125-E3 Resolution to Regulate Expense Reimbursements
5:60 Expenses

Community Input - None

Future Agenda Items

Topics with Dates to be Determined

- Technology – July

New Topics - None

Motion: E. Nierman moved and K. Michael seconded that the Board of Education return to the Closed session meeting at 8:30 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 10:14 p.m.

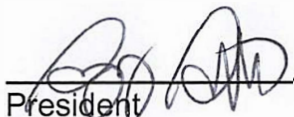
Motion: K. Michael moved and E. Nierman seconded that the Board of Education adjourn the regular meeting.
Roll Call: M. Buchberger, yes; B. Cerniglia, yes; A. Jogee, yes; K. Michael, yes; E. Nierman, yes; G. Scapillato, yes; and D. Tranter, yes. Motion carried 7/0.

The Board adjourned the regular meeting at 10:15 p.m.

Submitted,

Diane K. Carpenter
Recording Secretary

Approved: July 21, 2026



President
Board of Education



Secretary
Board of Education

Date minutes available for public inspection: July 22, 2026

Date minutes posted on District website: July 22, 2026