

**REAVIS HIGH SCHOOL DISTRICT NO. 220
6034 WEST 77th STREET, BURBANK, ILLINOIS 60459
COOK COUNTY**

REGULAR BOARD OF EDUCATION MEETING

**TUESDAY, JANUARY 16, 2018 AT 7:00 P.M.
LIBRARY**

MINUTES

1. OPEN MEETING, PLEDGE OF ALLEGIANCE, ROLL CALL

Time: 7:01 p.m.

The following Board Members were physically present at the meeting:

Mr. Ted Arnold
Mr. Gerardo Ayala
Mr. James Brodinski
Ms. Mary Ann Cook, President
Ms. Andrea Creger, Secretary
Mr. Russell McKinley, Vice President
Ms. Linda O'Dowd

Also Present: Dr. Daniel J. Riordan, Superintendent
Administrators
Students and Community Members

2. APPROVAL OF MINUTES

A. Truth in Taxation Public Hearing Minutes of December 12, 2017.

Motion: R. McKinley
Second: A. Creger
Aye: G. Ayala, J. Brodinski, M. Cook, A. Creger, R. McKinley, L. O'Dowd, T. Arnold
Nay: None
Vote: 7-0

B. Public Hearing and Regular Meeting Minutes of December 12, 2017.

Motion: G. Ayala
Second: J. Brodinski
Aye: J. Brodinski, M. Cook, A. Creger, R. McKinley, L. O'Dowd, T. Arnold, G. Ayala
Nay: None
Vote: 7-0

C. Closed Session Minutes of Regular Meeting of December 12, 2017.

Motion: L. O'Dowd
Second: A. Creger
Aye: M. Cook, A. Creger, R. McKinley, L. O'Dowd, T. Arnold, G. Ayala, J. Brodinski
Nay: None
Vote: 7-0

3. AUDIENCE PARTICIPATION

Students Selena Negrón and Brittany Hannan, Seniors, spoke about the Memory Project. One hundred portraits of Syrian refugee children were created by Reavis Art students through The Memory Project organization. This project took place throughout the First Semester and really opened their eyes about what these children are going through. In class, the students watched a few videos about these refugees' lives, which gave them a lot of compassion towards these kids. As Dr. Riordan said before the meeting, art creates connections with people and as they were creating their portraits, the students felt like they had a connection with these kids, which made them work even harder to do a good job. They can't wait to see the videos of these kids receiving their actual portraits. AP Art and Painting students participated in this project, and Selena and Brittany spoke that this was a great experience and made them appreciate what they have. These kids don't have tangible memories and they don't have pictures like our students take for granted. They continued that this portrait will give the refugees a photograph of themselves and they are excited for that. The one hundred portraits were the most Reavis has ever created and Selena and Brittany are both happy to be a part of it.

Ms. Cook thanked Selena and Brittany and remarked that everyone who participated should be very proud. She said the portraits are amazing but in addition to that, the quotes they read, made the Board just as proud. The School Board appreciates the students' participation on this Project and representing Reavis High School the way they did.

Ms. Laura Regalado, parent and founder of Bobbo's Fund for Young Hearts, thanked the Board for approving the Young Hearts for Life heart screening day this past Fall and wanted to remind everyone that a Bowling for Bobbo fundraiser will take place on Saturday, February 3rd at Orland Bowl. Thanks to the support of their fundraisers, Bobbo's Fund for Young Hearts was able to pay for half of the Fall screening program, where nine students were identified for further testing. She hopes to see many at the bowling fundraiser.

Ms. Cook thanked Ms. Regalado for bringing these screenings to our students. Dr. Riordan also thanked Ms. Regalado and stated that it's been a great partnership between Reavis and the Regalado family. He told the Board that the organization recently purchased an AED machine for Reavis and as Ms. Regalado stated, this year paid for half of the screening, which amounted to thousands of dollars. The Bobbo's Fund for Young Hearts hosts a Walk in May and the bowling event in February and he encouraged anyone who can to participate and support this wonderful organization.

4. COMMUNITY USE OF FACILITIES

- Approve request by *Burbank National Girls' Softball* program to use the North Gym for the purpose of training and practices on Thursdays from January 18, 2018 to February 22, 2018, 7:00 p.m. to 8:00 p.m.

Motion: R. McKinley
Second: T. Arnold
Aye: A. Creger, R. McKinley, L. O'Dowd, T. Arnold, G. Ayala, J. Brodinski, M. Cook
Nay: None
Vote: 7-0

5. FISCAL MANAGEMENT

- A. Financial Statements dated December 31, 2017.

Motion: J. Brodinski
Second: L. O'Dowd
Aye: R. McKinley, L. O'Dowd, T. Arnold, G. Ayala, J. Brodinski, M. Cook, A. Creger
Nay: None
Vote: 7-0

- B. Payment of Bills for January, 2018.

Motion: A. Creger
Second: M. Cook
Aye: L. O'Dowd, T. Arnold, G. Ayala, J. Brodinski, M. Cook, A. Creger, R. McKinley
Nay: None
Vote: 7-0

6. EDUCATIONAL TRAVEL

- Approve request by Ms. Lindsay O'Donnell to attend the *Hobsons Summer Institute* in Palm Desert, California, from July 16-18, 2018.

Motion: T. Arnold
Second: G. Ayala
Aye: T. Arnold, G. Ayala, J. Brodinski, M. Cook, A. Creger, R. McKinley, L. O'Dowd
Nay: None
Vote: 7-0

7. PERSONNEL

- A. Approve the hire of Ms. Julie Schultz, Principal, effective for the 2018-2019 school year.

Motion: G. Ayala
Second: R. McKinley
Aye: G. Ayala, J. Brodinski, M. Cook, A. Creger, R. McKinley, L. O'Dowd, T. Arnold
Nay: None
Vote: 7-0

- B. Approve the unpaid leave of Ms. Megan Prendergast, Teacher, effective for the remainder of the 2017-2018 school year.

Motion: A. Creger
Second: M. Cook
Aye: J. Brodinski, M. Cook, A. Creger, R. McKinley, L. O'Dowd, T. Arnold, G. Ayala
Nay: None
Vote: 7-0

- C. Approve the hire of Ms. Linda Evitts, Cafeteria Staff, effective for the remainder of the 2017-2018 school year.

Motion: L. O'Dowd
Second: R. McKinley
Aye: M. Cook, A. Creger, R. McKinley, L. O'Dowd, T. Arnold, G. Ayala, J. Brodinski
Nay: None
Vote: 7-0

- D. Approve the following volunteer coaches, effective for the remainder of the 2017-2018 school year:

Mr. Bob Morack	Baseball
Mr. Anthony Jerkovich	Baseball
Mr. Patrick Kustok	Baseball

Motion: M. Cook
Second: R. McKinley
Aye: A. Creger, R. McKinley, L. O'Dowd, T. Arnold, G. Ayala, J. Brodinski, M. Cook
Nay: None
Vote: 7-0

8. OLD BUSINESS

There was no *Old Business* at this meeting.

9. NEW BUSINESS

- A. Approve updated School Board Policy 5:20 and 5:20 Administrative Policy (Personnel): Workplace Harassment Prohibited.

Motion: J. Brodinski
Second: G. Ayala

Dr. Riordan reported that Reavis has always had a policy on workplace harassment but updated it per the Public Act referenced in Item B. Further, a couple of months ago, the Governor mandated that all government entities pass a *Resolution* establishing such a policy by this January.

Aye: R. McKinley, L. O’Dowd, T. Arnold, G. Ayala, J. Brodinski, M. Cook, A. Creger
Nay: None
Vote: 7-0

- B. Approve *Resolution* establishing a policy prohibiting sexual harassment per Public Act 100-0554.

Motion: A. Creger
Second: M. Cook
Aye: L. O’Dowd, T. Arnold, G. Ayala, J. Brodinski, M. Cook, A. Creger, R. McKinley
Nay: None
Vote: 7-0

- C. Approve destruction of verbatim record of the following Closed Session Meetings, per 5 ILCS 120.2.06 (from Ch. 102, Par. 42.06):

January 12, 2016	March 22, 2016
January 19, 2016	April 19, 2016
February 16, 2016	May 17, 2016
March 8, 2016	June 14, 2016

Motion: G. Ayala
Second: R. McKinley
Aye: T. Arnold, G. Ayala, J. Brodinski, M. Cook, A. Creger, R. McKinley, L. O’Dowd
Nay: None
Vote: 7-0

10. CATEGORICAL REPORTS

- A. Student Reports – no reports

- B. Administration

Mr. Bob Morack, Athletic Director, thanked Mr. Novak, past Athletic Director, and Mr. Smith, Assistant Superintendent for Facilities and Operations, for their assistance and mentoring as he transitions into his new position. There is a lot to learn and their knowledge has been extremely helpful. Mr. Morack continued by congratulating Boys’ Bowling, who won IHSA Regionals this past weekend and have now won Regional titles in back to back seasons. They also broke the record for most pins in school history – just over 6400 pins. This upcoming weekend is the Sectionals Tournament and we hope for another strong performance. This weekend is also Conference Cheer and Conference Wrestling, among

many other activities. Finally, Mr. Morack acknowledged that Coach Dick Canan will be recognized this weekend as the Illinois High School Baseball Coaches Association (IHSBCA) Assistant Coach of the Year – congratulations to him!

Mr. Mike LaMantia, Division Chair, Math and Science, reminded the Board that in December, Mr. Flood, Mr. Scheiner, Ms. Corrigan, Ms. Schoenfeld, Mr. Larocca, Dr. McCurdy and he attended a three day Solution Tree Conference in San Diego. All presenters at the Conference were nationally recognized leaders in the field of mathematics education. The content of their presentations centered on three core ideas: understanding the importance of balancing conceptual understanding with procedural fluency, exposing all students to a rigorous curriculum and working effectively in collaborative teams to improve student performance. The presentations validated many of the practices already employed at Reavis and provided us with strategies that can be employed immediately in classrooms and in our RTM teams. Mr. LaMantia thanked the Board for supporting this amazing professional development experience; Dr. McCurdy for her hard work in making it possible for us to attend the Conference; and the teachers for their professionalism during the Conference. He continued that on February 1st, Physics and Honors Physics students will attend a field trip to Benedictine University in Lisle, Illinois. Students will engage in two workshops structured to equip students with skills they will utilize as they complete their STEM Day projects. The first session will focus on project management, organizational strategies, communication strategies, and accountability. The second session will focus on the development of a research question and investigation strategies. Professors from Benedictine will lead these workshops and their students will be on hand to help our students with various tasks. He thanked Ms. Jodi Houlihan for partnering with Reavis to create this event for our students. Mr. LaMantia ended his report by noting that on March 21st, Statistics students will have another opportunity to take the Accuplacer exam at Moraine Valley. Teachers will continue to use the Ed Ready program to prepare students for this exam. Based off what was learned during the fall testing date, focus will be on Algebra II concepts and skills as these tend to be the first concepts tested and determine the direction of the exam. Thus, students who successfully answer Algebra II questions will be placed in higher level math courses. They will continue to monitor student performance on the Accuplacer and use the results to refine our test preparation strategies.

Ms. Julie Jooste, Division Chair, Fine Arts, PE & CTE, stated that the Memory Project has been spoken of a few times this evening, so she will not expand on that other than to personally thank Ms. Katie Kalus and Mr. Phil Basile for providing this opportunity for our students. She continued that twelve students from our Music program had the privilege of performing this past week at Saint Xavier University with the High School Honors Band. Students were nominated by our Music teachers based on talent and merit and then were selected by the Honors band based on instrumental need. It was a great opportunity for these students and as always, they performed well and made Reavis proud. Next, Ms. Jooste spoke that the Fine Arts Department changed their format for Step Up Day this year. Instead of the traditional teacher led format, music and visual arts went to a student driven format. Family and Consumer Sciences does something similar. Instead of being in one classroom to hear about the course options, these departments led the 8th graders through the various classrooms while students were working. This was a great opportunity for the incoming freshmen to see our amazing facilities and ask questions of our current students. Lastly, Ms. Jooste noted that the Drivers Ed Department is hosting the Parent Permit night next Wednesday.

Mr. Don Erickson, Director of Information and Educational Technology, provided an update on our new printer environment. New printers were delivered on December 22nd and the following week our techs and Proven IT deployed the devices and configured them on our network. On January 8th, staff members were in-serviced on how to use the new devices.

Ms. Julie Schultz, Director of Student Services, reported that registration kicked off for the Class of 2022 when we welcomed our feeder schools to campus on January 10th for Step Up Day. The 8th graders were welcomed by our administration and teaching staff as they toured our elective course classrooms. Parents and students returned later that night to meet with the counselors to preview their freshman year. Families will then be on campus Saturday, January 27th in our Library, from 8:00 a.m. to 3:00 p.m. to choose their classes. In addition to our new class, the Guidance Department hosted a Junior Parent Night that allowed parents of soon-to-be seniors to learn about the non-negotiables of a successful senior year, and how to plan for life after graduation. In addition, our current freshmen, sophomores, and juniors will be registering for next year's courses this month. Ms. Schultz continued that the Class of 2021 leads at the Semester in the Attendance Matters race! Next, Ms. Schultz reported that the Deans held Homeroom meetings for our freshmen and transfer students today. Deans met with students to review the handbook, discuss responsible behaviors and expectations, and answered any questions or concerns students might have. The Deans have updated their webpage to provide students and parents with important dates and information. In addition, they continue to provide many interventions to support students like the Bulldog Solution (anti-bullying) and Presence Health Behavioral Programs. Ms. Schultz ended by thanking the Board for their support. She feels so lucky and is looking forward to becoming the Principal next school year. This is a great team and she thanked everyone for believing in her.

Dr. Heather McCurdy, Director of Curriculum, reported that 21 is our new lucky number! Over the past three years, we have had a cohort of eleven teachers working on national board certification. Over the past two years, we had explained that under the new process, it took three years for the group to be able to submit all their answers. A group of ten of our teachers who had been working under Therese Schoder and Julie Jooste's mentoring submitted their final component of the national board entry in May, and we are very excited to report that we now have six additional teachers who have achieved certification, which brings the Reavis total to 21 teachers who have achieved this national honor! Our newly certified teachers include Andy Davis (Music), Brandon Faust (Music), Ryan Food (Math), Amanda Shewmaker (Special Education), Lindsay Slade (Special Education), and Bernie Zajac (Math). Dr. McCurdy continued that the entire administrative team are so proud of these teachers and the time they invested in themselves. These teachers have to be brave enough to bring in videos of their work to share with their peers and analyze the teacher and student behaviors. They have to demonstrate their ability to provide feedback to their students. Truly, we had some very excited teachers when they got the news, and that excitement carried over to the administrative team as well. Dr. McCurdy next spoke about SAT preparation and reminded the Board that last year, the State switched to the SAT Suite of Assessments. In order to help our students, we sponsored a program through the Junior homerooms to inspire students to earn 15 million Khan Academy points as a grade level to earn a class reward. It is that time of year and the SAT prep program will again be run through the homerooms. In December, we updated our program for the new year using results from last year's SAT and this year's junior's performances on the PSAT in April and October. The goal is to help students meet their goals for this college entrance and placement exam that will be offered in April. Dr. McCurdy shared with the Board some of the positive feedback we have received from both the administrative team and area school districts who came to our training session in December to learn why we were able to beat anticipated growth projections. Do we still have work to do to get more students to meet the standards? Absolutely, but our team was excited with our results. The growth our students saw matched the national standards on

growth using Khan Academy prep, and we doubled the growth that one of our neighboring districts saw using a program in which they invested \$50,000. The challenge now is to match and exceed our growth from last year.

Dr. Riordan further spoke about the national board certification program and noted that it has been ten years since our first teacher, Ms. Schoder, received this recognition. The certification is good for ten years, so she has undergone the course of recertifying, which is a streamlined version of the original process. He wants to reiterate that not everyone makes this recognition; it is hard; it is rigorous. Further, he noted that no other school in our area has more than five national certified teachers. He is very proud of our staff for working towards and achieving this recognition.

It was asked that Dr. McCurdy explain the significance of becoming a national board certified teacher. She replied that national research has shown that student performance in classrooms with teachers who undergo this process is greater as a whole. When a teacher is reflecting about growing as a leader and a teacher, all the time, it is much more likely that students will be more successful and more likely to match their potential in this environment.

Dr. Beth Hart, Educational Consultant, continued that there were no national board certified teachers at her last position and she is impressed to work in a culture where so many want to achieve this certification. When she is evaluating our teachers, it is so natural for people who have gone through the program; they are very comfortable with the evaluation process because it's what they do. She believes it has helped our school and encourages others to go through the process as well. Dr. Hart continued that January sees the end of classroom evaluations. Our evaluation document is focused on Charlotte Danielson's Framework and the four big domains; this is how you define a teacher, this is what a teacher does. Domains 2 and 3 are observable in the classroom, and domains 1 and 4 insist on evidence from the teacher, in their planning and preparation and in their professional responsibilities. The administrative team then spends early February collaborating the primary and secondary; going through all the evidence teachers submitted; as well as compiling data from the formal and informal observations to come up with a final summative grade. The last two weeks of February then involves meeting individually with the teachers to talk in a summative way about the whole year and the evaluators' assessment of how the teacher is doing and begin setting goals for next year.

Mr. Arnold, speaking on behalf of the Board, thanked Dr. Hart for filling the void as acting Principal these last few years.

Mr. Ayala next spoke to the audience members and stated that in regards to the national board certification program, this process is not something the Board is asking the teachers to undertake. This requires a large time commitment from them and the main reason our teachers are going through this process is to improve in their profession and make sure our students get the best possible teaching and benefit from their improvement.

Mr. Eric Novak, Chief School Business Official, updated the Board on the financial and human resource software system conversion. A PowerSchool, eFinance, status conference call took place this morning and a goal was made of going "live" on April 1st. We are getting close and will soon be running parallel programs with the old system and new system. This is a huge but necessary change and we are excited about the future.

Dr. Riordan thanked Mr. Novak, Mr. Negrete and Ms. Nelligan and stated that this conversion has involved a lot of time, webinars, phone calls, and discussions with the Township. Although there is still work to be done, he believes we are in good shape for April 1st.

Mr. Raymond Negrete, Assistant Superintendent for Business & Finance, stated that he plans on holding a Finance Committee meeting in February or early March as the 2018-2019 budget process begins.

Dr. Riordan advised the Board members that he will be looking to schedule a couple of hours of time convenient to them in order to train everyone on the use of their Chromebook, hopefully before the February meeting. He continued that the Teacher Institute held on Monday, January 8th began with an in-service with our new copying and printing system, as Mr. Erickson spoke of earlier, with the goal of eventually saving money through this new efficiency. Dr. Riordan noted that the morning then continued with a workplace and sexual harassment presentation by Ms. Felicia Frazier, partner at Odelson & Sterk, our attorneys. Ms. Frazier also addressed student/staff communications and interactions. Approximately 90 to 95 percent of our entire staff, including faculty, support staff and maintenance personnel, were in attendance. Dr. Riordan thanked Ms. Frazier for the excellent information and presentation. Dr. Riordan ended by reporting that Mr. Rich Saunders, a second shift maintenance staff member, died suddenly last week. He was a Reavis graduate, a great guy and a member of our Reavis family. His three daughters are all Reavis grads and his wife, Trish, is a support staff member who also serves on the District 111 School Board. Upon his passing, it was decided to honor him and his family and it was arranged that the funeral procession drive down 77th Street and past the front of Reavis High School. Our band led the procession; students and staff lined the street; and at the Moody parking lot, stood “his” bus, surrounded by his maintenance staff team and draped with an American flag. The procession was videotaped, which was then posted on our Facebook page. This tape, so far, has been viewed by over 30,000 people and has received almost 1000 “likes” and hundreds of comments. Dr. Riordan hopes that this show of honor brought some peace to the Saunders family during this very tragic event. We call ourselves a Reavis family and last Friday proved it. It was a proud Reavis moment.

- C. Teachers Union – no report
- D. Support Staff Union – no report
- E. Maintenance Union – no report
- F. Board Reports – no reports

11. CLOSED SESSION

Enter into Executive Session pursuant to the Open Meetings Act, 5 ILCS 120/2, to consider the appointment, employment, compensation, dismissal or evaluation of personnel, contract negotiations, possible or imminent litigation, resident delegate concern, student disciplinary issues, and held recommendations with any required action taken in open session.

Time: 8:04 p.m.
Motion: T. Arnold
Second: G. Ayala
Aye: G. Ayala, J. Brodinski, M. Cook, A. Creger, R. McKinley, L. O'Dowd, T. Arnold
Nay: None
Vote: 7-0

12. RETURN TO OPEN SESSION

Time: 10:22 p.m.
Motion: T. Arnold
Second: J. Brodinski
Aye: J. Brodinski, M. Cook, A. Creger, R. McKinley, L. O'Dowd, T. Arnold, G. Ayala
Nay: None
Vote: 7-0

13. NEW BUSINESS

- Approve motion that the Board has reviewed Closed Session Minutes and has determined that the seal remain on said Minutes.

Motion: G. Ayala
Second: R. McKinley
Aye: M. Cook, A. Creger, R. McKinley, L. O'Dowd, T. Arnold, G. Ayala, J. Brodinski
Nay: None
Vote: 7-0

14. ADJOURNMENT

Time: 10:23 p.m.
Motion: M. Cook
Second: T. Arnold
Aye: A. Creger, R. McKinley, L. O'Dowd, T. Arnold, G. Ayala, J. Brodinski, M. Cook
Nay: None
Vote: 7-0

Signed and approved this 12th day of February, 2018.

President

Secretary