

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

REGULAR BOARD OF EDUCATION MEETING

**TUESDAY, SEPTEMBER 20, 2016 AT 7:00 P.M.
LIBRARY**

MINUTES

1. OPEN MEETING, PLEDGE OF ALLEGIANCE, ROLL CALL

Time: 7:00 p.m.

The following Board Members were physically present at the meeting:

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

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

2. APPROVAL OF MINUTES

A. Public Budget Hearing and Regular Meeting Minutes of August 16, 2016.

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

B. Closed Session Minutes of Regular Meeting of August 16, 2016.

Motion: R. McKinley
Second: M. Cook

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

3. AUDIENCE PARTICIPATION

There was no *Audience Participation* at this meeting.

4. COMMUNITY USE OF FACILITIES

- Approve request by *Burbank Titans* to use the North Gym and cheer mats for the purpose of cheerleading practices on Wednesdays from September 21, 2016 to November 30, 2016, 5:30 p.m. to 9:00 p.m.

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

5. FISCAL MANAGEMENT

- A. Approve *Resolution* authorizing a partial repayment of an interfund loan as permitted under the Illinois School Code, pursuant to Section 10-22.33.

Motion: G. Ayala
Second: A. Creger

It was stated that at the June 14, 2016 meeting, the Board approved a *Resolution* to allow an interfund loan for \$600,000 from the Transportation Fund to the Operations and Maintenance Fund. The District has three years to pay it back and this *Resolution* will authorize a partial repayment of \$200,000.

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

- B. Financial Statements dated August 31, 2016.

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

C. Payment of Bills for September, 2016.

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

6. EDUCATIONAL TRAVEL

There were no requests for *Educational Travel* at this meeting.

7. PERSONNEL

- A. Approve leave of absence according to the provisions of the *Family Medical Leave Act* for Ms. Katie Kalus, Teacher, beginning January 9, 2017 and for the remainder of the 2016-2017 school year.

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

- B. Approve the retirement request of Ms. Jennifer Shupryt, Teacher, effective at the conclusion of the 2019-2020 school year.

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

- C. Approve the resignation of Ms. Herminia Luna, Hall Monitor, effective immediately.

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

- D. Approve the resignation of Mr. Michael Serra, Security, effective as of September 27, 2016.

Motion: J. Higgins
Second: L. O'Dowd

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

- E. Approve the rehire of Mr. Bruce Radowicz, Security Coordinator, effective for the 2016-2017 school year.

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

- F. Approve the hire of Ms. Katie O’Malley, Receptionist/Switchboard, effective for the 2016-2017 school year.

Motion: R. McKinley
Second: T. Arnold
Aye: R. McKinley, L. O’Dowd, T. Arnold, G. Ayala, M. Cook, A. Creger
Nay: J. Higgins
Vote: 6-1

- G. Approve the following volunteer coaches, effective for the 2016-2017 school year:

Ms. Sarah Schultz	Cheerleading
Ms. Alison McCafferty	Girls’ Tennis

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

8. OLD BUSINESS

- Ms. Vicki Schwarz, Ed.S., School Psychologist, provided an update on our *Check and Connect* program, which was started here at Reavis one year ago. *Check and Connect* is an evidence-based and structured mentoring program involving the building of trusting relationships; tracking student data (grades, absences, behavior referrals); and enhancing student engagement at school and with learning. This program was developed through a partnership between the University of Minnesota and Minneapolis public schools and is currently being implemented by schools and community organizations across the United States. Research has proven it has strong evidence of positive effects for staying in school. Ms. Schwarz noted that two trainings have been conducted at Reavis in the last eight months. Sixty four mentors have been currently trained by the University of Minnesota program: thirty six teachers; three administrators; twenty five support staff including secretaries, guidance counselors, social workers, media specialist, deans, numeracy and writing coaches, RISC supervisor and instructional aides. This program was initially piloted with two students, and currently has thirty four students assigned a mentor. These

include general education, special education, RAM Academy and Alternative Education students. The mentors focus on progress and not perfection; i.e., small increments to reach overall goals of good grades and improved attendance. As an example, one student went from 218 total missed periods of instruction to 96 and made the honor roll at Reavis for the first time. This is a collaborative approach involving positive interventions. Grades have improved and several students have graduated or are now on track to graduate because of this assistance. The hope is to continue to grow and strengthen the program with possible future training sessions; continue Tier II and Tier III interventions for students; assist with transition from Alternative Education to general day school; target chronic attendance problems and truancy; and provide praise and encouragement to boost confidence. Ms. Schwarz noted that when parents are contacted for permission, they are grateful for this opportunity to help their children reengage in school and life.

Dr. Riordan thanked Ms. Schwarz for her report and emphasized that this is true volunteering by our trained mentors. There is no extra pay and no incentive, other than their desire to help our students and community. He thanked the Board for welcoming the program and our staff for participating.

9. NEW BUSINESS

A. Approve *Application for Recognition of Schools*.

Motion: J. Higgins
Second: R. McKinley

Dr. Riordan noted that this is an annual report filed with the State of Illinois.

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

B. Approve request by Mr. Andy Davis, Director, and the Reavis High School Band, to travel to Tampa, Florida, from December 29, 2016 to January 3, 2017 to perform in the Outback Bowl Halftime Show.

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

10. CATEGORICAL REPORTS

A. Student Reports – no reports

B. Administration

Mr. Raymond Negrete, Assistant Superintendent for Business & Finance, stated that he will work on scheduling a Board *Finance Committee* meeting in the month of October to discuss the 2016 tax levy. He next noted that the 2016-2017 Administrator/Teacher Salary and Benefits report will be posted on our webpage by October 1, 2016.

Mr. Tim Smith, Assistant Superintendent for Facilities & Operations, reported that work continues on the Chrome Depot with a potential official opening the week of October 11th. Mr. Smith also plans to host a Board *Buildings and Grounds Committee* meeting in early October to start planning for the summer of 2017 work, which will include roofing, tuckpointing and fascia on the north end of the building.

Dr. Beth Hart, Educational Consultant, reported that the second new teacher meeting takes place tomorrow. All first and second year teachers have been in the building about a month now and tomorrow's focus will be on parent teacher conferences. Mr. Don Erickson and Mr. Mike LaMantia will be the guest speakers and talk about how to run a positive parent teacher conference. In addition, a staff member currently enrolled in a graduate program, and who is taking a class on mentoring teachers, asked to be involved in these meetings as well. Dr. Hart continued that administrators have been working on informal teacher evaluations in anticipation of October 1st, when formal evaluations will begin.

Ms. Julie Schultz, Director of Student Services, welcomed Ms. Brenda Klamerus to our team and stated that she will be covering a FMLA leave and working with our cross categorical classes. She is familiar with our campus as a substitute teacher and also has Special Education experience. Next, Ms. Schultz reported that our Tier I Attendance Matters initiative begins as September is *National Attendance Awareness* month. As last year, our students will again be eligible for edible rewards for attending school every day and on time.

Mr. Don Erickson, Director of Information and Educational Technology, reported that the IT Department/Technology Committee will host a series of technology-based workshops for the faculty. Training will include workshops on Google Apps including Drive, Classroom, and Forms. Instruction will be performed by the following staff members: Mr. Kyle McKinley, Ms. Abby Montes, Ms. Heather Burnette, Ms. Bernadette Poulos, Ms. Mary Claire Ahern, Ms. Paige Derbas, Mr. Jeff Smith, Mr. Erik Scheiner, Mr. Dennis Anastasopoulos, Mr. Joe Illichman, Mr. Jeff Mazzone, Ms. Jackie Hanik, and Mr. Bob Rybczyk.

Mr. Eric Novak, Athletic Director, reported that approximately 430 students are participating in a fall sport, which is approximately a quarter of our population. He continued that last week was Homecoming week, which culminated in a great homecoming game on Saturday. In addition to the Halftime Band and Cheerleading routines, our Dance Team also performed.

Mr. Bob Morack, Division Chair, PE & CTE, reported that the first MACS (Moraine Area Career System) meeting was held at Moraine Valley Community College on Thursday, September 8th. Discussion took place about dual credit courses, certifications, and grant approvals from the CTEI and Perkins grants. He is excited at the many great opportunities this organization provides our students; i.e., competitions, college credit, and funding for our programs. We will continue to prepare our students for post-secondary opportunities as well as work with MACS to showcase the many great things that go on here at Reavis.

Mr. Mike LaMantia, Division Chair, Math and Science, began by noting that Moraine Valley Community College has replaced the Compass exam with the Accuplacer test as their placement exam. Essentially, the same core concepts and skills will be assessed but in a different format. To assist students in preparing for this exam, MVCC will offer an online test prep program called EdReady. They suggest that students spend up to a month using EdReady to prepare for the Accuplacer exam. All students will be able to create an EdReady account free of charge via the Moraine Valley website. Also, Moraine Valley has offered to provide high schools with the opportunity to set up “group” EdReady accounts for classes. This will give teachers access to detailed information about students’ progress in preparing for the exam. Because the Statistics curriculum involves preparing students for college placement exams, we have requested accounts for every section of Statistics and we hope to begin using the program in October. Mr. LaMantia continued that one of the goals of the Math Department this year was to create more opportunities for students to apply mathematics in different contexts. This goal led our first year Algebra teachers to revise and expand our Lego skyscraper projects. Over the next two weeks, every student in every Algebra class will be completing this project which will require them to research a Chicago skyscraper, determine various heights and widths of the building, use ratios, proportions, and conversion factors to determine a scale for their model and use Legos to build the model. There will be over 200 models built in the next two weeks. Algebra teachers have done a great job in making this project both a rewarding and valuable experience for our students. Mr. LaMantia thanked our Maintenance Department and IT Department for their help in organizing the logistics of the project.

Dr. Riordan advised that Ms. Banick, Division Chair, Humanities, and Mr. Witting, Activities Director and Division Chair, Fine Arts, have begun doctoral degree programs and one of their classes takes place on Tuesday evenings. Dr. Riordan continued that Homecoming Week was great and he thanked our faculty and staff who totally engage in all the fun activities and lead by example with their school spirit. The week ended in a great Saturday, showcasing our annual parade, football games and dance. Next, Dr. Riordan recognized one of our AERO program May graduates who passed away two days ago unexpectedly and asked that we keep the family in our thoughts. Lastly, Dr. Riordan stated that he is in communication with the Stickney Health Department about the heroin/opiates addiction problem in the United States. Over 25,000 people, both young and old, die every year of heroin/opiate addictions and they believe that there needs to be more attention paid to this epidemic. Therefore, the Health Department is looking to partner with Reavis to host a presentation in our Auditorium where we can offer facts and information to our families and community and hopefully stay in front of the problem.

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

Ms. Creger reported on the *Curriculum Committee* meeting, held last Tuesday, September 13th. In attendance were Dr. Riordan, Dr. McCurdy and herself. The teacher evaluation documents were presented, including defining the local growth model that is used to calculate student growth as 40% of the teacher summative ratings and other teacher rubrics. Professional development for the 2016-2017 school year was also discussed and copies of the professional development plan for educators were presented to demonstrate how the

Late Start time has been earmarked. Topics ranging from technology training to suicide prevention to “Knowing Your 2s and 3s” will be offered to our faculty during our Late Start Wednesdays. The third item discussed was the transition to the PSAT suite of assessments. As a result of this transition, there will be no placement test for 8th grade students this year and letters will go home to parents explaining the rationale. However, parents will still have the opportunity to discuss placement with Division Chairs and Counselors at the January registration meetings.

Dr. Riordan continued that Dr. Heather McCurdy, Director of Curriculum, is at a State workshop in Springfield, but informed him that she has spoken to District 110 and 111 and they are on board with the decision to eliminate the placement test. There are other data points which will be used for placement including tests taken at the grade school level and teacher recommendations. Dr. Riordan noted that we are now mandated to give the SAT, not the ACT or the PARCC exam, and therefore, we will be working this year on gathering data to insure our students have all the tools necessary to be comfortable and successful with this new testing format.

Mr. Higgins reported on the *Technology Committee* meeting, also held last Tuesday, with Dr. Riordan, Mr. Erickson, Ms. Creger and himself in attendance. He noted that the main topic was the introduction of the Chromebooks for our freshman, sophomore and junior students. It was discussed that there will, of course, be some trial and error as we navigate this first year, but we are “jumping in” and so far, it seems to be going very well. As Mr. Erickson alluded to during his report, a teacher committee has also been formed to assist departments and faculty members and this has been a positive addition as we introduce this updated technology into the District. Mr. Higgins continued that the IT Department has some back up Chromebooks for our students to borrow when their device is broken or left at home. In addition, some members of our own staff will be certified by Dell to solve certain service issues right here in house. The filtering and security of the devices was also discussed as these Chromebooks are ultimately the property of Reavis High School. Discussion continued about students who don’t have internet access at home and we are looking into bridging this gap for families where internet is not available. A new *Hypersign* system will be available soon, which will allow our TV monitors throughout the building to be more selective with what is being broadcast and can tweak what is being shown specifically to the area where it is being shown. It will also have improved fire alarm and security protocols. Lastly, the IT Department will institute a new internal ticketing system, *Samanage* software, which will better track and assign internal IT issues.

Ms. Schultz reported on the *Student Services Committee* meeting, also held last Tuesday. In attendance were Dr. Riordan, Mr. McKinley, Ms. O’Dowd and herself. They discussed 2016-2017 goals: supporting a multi-tiered approach to assist students from a behavioral point of view. Ms. Schultz used an analogy of a triangle, where you have a base, middle and top. Tier I interventions serve about 80-85 percent of our students and begins at the freshman level. Some examples are Step Up days and the numerous guest speakers and activities offered to our students. Tier II interventions serve about 10 percent of our students and these are students who might be at risk and disengaged from school. These students can benefit from our *Check and Connect* program, where we attempt to push them back to Tier I. Examples of Tier II supports include our Resource Center, Bullyproof Program, Think First Group and Transition Group. The tiniest part of the triangle, Tier III, represents about five percent of our students. These students need intense, constant and daily interventions and we continue to figure out ways to get them their support. As an example, new this year is our RAM Academy, which serves seven Special Ed, typically outplaced, students at this time. We have the facilities, resources and certified staff to

provide these resources in house and so far, these students are thriving in this new environment. Each area out of Student Services, (Special Education, ELL, deans, social workers, and counselors) are finding ways to build safeguards, interventions and programs on this multi-tiered approach for all our kids.

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: 8:01 p.m.
Motion: G. Ayala
Second: M. Cook
Aye: M. Cook, A. Creger, J. Higgins, R. McKinley, L. O'Dowd, T. Arnold, G. Ayala
Nay: None
Vote: 7-0

12. RETURN TO OPEN SESSION

Time: 10:35 p.m.
Motion: M. Cook
Second: A. Creger
Aye: A. Creger, J. Higgins, R. McKinley, L. O'Dowd, T. Arnold, G. Ayala, M. Cook
Nay: None
Vote: 7-0

13. NEW BUSINESS

- Approve motion to uphold the suspension and placement into an alternative educational program, of Student 2016-0920A, per the recommendation of administration.

Motion: M. Cook
Second: G. Ayala
Aye: J. Higgins, R. McKinley, J. Seper, T. Arnold, G. Ayala, M. Cook, A. Creger
Nay: None
Vote: 7-0

14. ADJOURNMENT

Time: 10:36 p.m.
Motion: R. McKinley

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

Signed and approved this 18th day of October, 2016.

President

Secretary