

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

**PUBLIC HEARING  
AND  
REGULAR BOARD OF EDUCATION MEETING**

**TUESDAY, DECEMBER 12, 2017 AT 7:00 P.M.  
REAVIS LIBRARY**

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**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  
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. CONVENE PUBLIC HEARING**

Ms. Cook opened the Public Hearing to receive comments or questions on the proposed request to conduct a regular day of school on Abraham Lincoln's Birthday and Veterans' Day, per Public Act 96-640 of the School Code. Holding school on these days adds continuity to instruction in all areas and permits special emphasis to these events, providing a more effective educational environment. Further, per Public Act 96-0084, Veterans' Day will include a moment of silence to recognize veterans of foreign wars. She continued that notification of this Public Hearing was published in the *Daily Southtown* newspaper as well as posted on the Reavis High School web page and the Board has not received any written comments or phone calls.

Ms. Creger spoke that she is voting no on the 2018-2019 calendar as she believes we should honor Veterans' Day – November 11 - as a holiday. On the 11<sup>th</sup> hour of the 11<sup>th</sup> day of the 11<sup>th</sup> month, World War I ended. In 1971, Congress named it a convenient Monday holiday.

However, veterans fought this, and in 1978, Veterans' Day was returned to November 11<sup>th</sup>. Ms. Creger believes we do a great disservice to our veterans by making it a convenient day and not the day our veterans want to be honored on.

Ms. O'Dowd then spoke that if Reavis remains open on November 11<sup>th</sup>, she would like to make sure that curriculum appropriate to honoring our veterans throughout the day is instituted.

Dr. Riordan thanked Ms. Creger and Ms. O'Dowd and commented that over the last several years when Reavis has remained open on Veterans' Day, recognition has been given to the significance of the Holiday. If the Board does approve the 2018-2019 calendar and Reavis holds classes on this day, he promises that our staff will continue to make sure our veterans are honored on Veterans' Day.

### **3. CLOSE PUBLIC HEARING**

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

### **4. APPROVAL OF MINUTES**

A. Regular Meeting Minutes of November 14, 2017.

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

B. Closed Session Minutes of Regular Meeting of November 14, 2017.

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

### **5. AUDIENCE PARTICIPATION**

Mr. Robert Sweiss, parent of a freshman student, spoke that he has had communication with Dr. Heather McCurdy, Director of Curriculum, about the possibility of implementing the teaching of the Arabic language. He stated that at least eight Chicago public schools are now teaching

Arabic. He believes it's important to help our students become global citizens and we live in a region where much Arabic is spoken. He understands that the curriculum has already been decided for next school year but is hopeful that dialogue will continue among the Board and Administration to consider adding Arabic language in the future.

Dr. Riordan acknowledged that Mr. Sweiss and Dr. McCurdy have spoken on numerous occasions. He reported that there is a specific procedure to be followed, with many checkpoints, to add a class or remove a class from our curriculum. He noted that Mr. Sweiss' request was taken very seriously and went through the same process that every other class goes through. Even though it was decided not to add the Arabic language for next school year, discussion will continue moving forward. He thanked Mr. Sweiss for advocating for this class.

## **6. COMMUNITY USE OF FACILITIES**

There were no requests for *Community Use of Facilities* at this meeting.

## **7. FISCAL MANAGEMENT**

- A. Approve the audit of the Financial Statements for the period ending June 30, 2017 as presented by *Cilella and Associates, Inc., Certified Public Accountants*.

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

- B. Approve the audit of the Student Activity Fund for the period ending June 30, 2017 as presented by *Cilella and Associates, Inc., Certified Public Accountants*.

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

- C. Approve adoption of the 2017 Levy pursuant to, and in all respects in compliance with, the provisions of Section 18-60 through 18-85 of the *Truth in Taxation Law*, found at Exhibit A.

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

- D. Approve adoption of the *Resolution* known as the “*Special Education Building Tax*” Levy, found at Exhibit B.

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

- E. Approve adoption of the *Resolution* known as the “*Working Cash Fund Tax*” Levy, found at Exhibit C.

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

- F. Approve *Resolution* allocating Tax Levy to individual funds of the District Property Tax Extension Limitation Law, as amended, as Exhibit D.

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

- G. Approve *Resolution Abating Working Cash Fund* in the amount of \$1,200,000 (one million two hundred thousand dollars) and transfer \$700,000 to the *Building Fund* and \$500,000 to the *Education Fund* effective December 12, 2017, in accordance with Section 17-2A and Article 20 of the Illinois School Code.

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

- H. Financial Statements dated November 30, 2017.

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

I. Payment of Bills for the month of December, 2017.

Motion: A. Creger  
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

**8. EDUCATIONAL TRAVEL**

A. Approve request by Dr. Daniel Riordan and Ms. Julie Schultz to attend the *Solution-Tree Summit on Professional Learning Communities at Work* in Phoenix, Arizona, from February 20-22, 2018.

Motion: R. McKinley  
Second: M. Cook

Dr. Riordan noted this is the same family of conferences many of our faculty have been attending this year. This particular *Summit* is geared towards administration and he and Ms. Schultz are looking forward to bringing back what they learn in an effort to assist our faculty in implementing what they have learned.

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

B. Approve request by Ms. Laurie Schoenfeld to attend the *Glazier Track and Field Coaching Clinic* in Kansas City, Missouri, from January 26-28, 2018.

Motion: T. Arnold  
Second: G. Ayala

Dr. Riordan stated that per the Teachers' Union contract, our head coaches and assistant coaches are encouraged to attend clinics and conferences but there is very specific language on the amount the coaches are allowed to spend and the amount of compensation they will receive. Therefore, he wanted to make the Board aware that our coaches also put out their own resources in an effort to better themselves and bring back new ideas for our student /athletes.

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

C. Approve request by Mr. Tim Zasada to attend the *Nike Coach of the Year Football Camp* in Las Vegas, Nevada from March 8-10, 2018.

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

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

- D. Approve request by Mr. Nick Bouhoutsos, Mr. Bill Lauer and Mr. Jeff Smith to attend the *Nike Championship Basketball Camp* in Las Vegas, Nevada from May 18-20, 2018.

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

## 9. PERSONNEL

- A. Approve leave of absence according to the provisions of the *Family Medical Leave Act* for Ms. Kirsten Hock, Teacher, beginning December 7, 2017 and for the remainder of the First Semester of the 2017-2018 school year.

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

- B. Approve the hire of Mr. Michael Glassman, 4/5 Teacher, effective for the Second Semester of the 2017-2018 school year.

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

- C. Approve the hire of Ms. Elizabeth Kimble, Receptionist/Switchboard, effective for the Second Semester of the 2017-2018 school year.

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

- D. Approve the hire of Mr. Mark Gniadek, Boys' Soccer Head Coach, effective for the 2018-2019 school year.

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

- E. Approve the hire of Mr. Dick Canan, Baseball Assistant Coach, effective for the 2017-2018 school year.

Motion: R. McKinley  
Second: L. O'Dowd  
Aye: T. Arnold, J. Brodinski, M. Cook, A. Creger, R. McKinley, L. O'Dowd  
Nay: None  
Abstain: G. Ayala  
Vote: 6-0-1

- F. Approve the hire of Mr. Chris Rusznica, Boys' Volleyball Assistant Coach, effective for the 2017-2018 school year.

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

- G. Approve Mr. Ricardo Rascon, as a Volunteer Coach, Boys' Swim, effective for the 2017-2018 school year:

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

- H. Approve the resignation of Mr. Lucas Miguez, Maintenance Staff, effective immediately.

Motion: R. McKinley  
Second: A. Creger  
Aye: M. Cook, A. Creger, R. McKinley, L. O'Dowd, T. Arnold, J. Brodinski  
Nay: None  
Abstain: G. Ayala  
Vote: 6-0-1

- I. Approve the termination of Ms. Mary Navarro, Cafeteria Staff, effective immediately.

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

## **10. OLD BUSINESS**

There was no *Old Business* at this meeting.

## **11. NEW BUSINESS**

- A. Approve the updated Emergency Operation Plan, as presented by Mr. Bruce Radowicz and Mr. Tim Smith.

Motion: G. Ayala  
Second: R. McKinley

Mr. Smith, Assistant Superintendent for Facilities and Operations, stated that pursuant to Reavis High School Policy Administrative Procedure 1-4.170, we are required to review and update our Emergency Operations Procedures annually. This represents a total revision of our plan, effective for the remainder of this academic year and looking ahead to the 2018-2019 school year. It totally replaces the previous "Crisis Management Plan". Mr. Smith noted that the original version was drafted back in the 90's when he was in the Deans' Office working on his Masters Degree and the last major revision was done in 2010. This plan gives Reavis the tools necessary to plan for and manage anything from a minor incident to a major event or failure. It has been designed along required ISBE and FEMA guidelines and also fulfills our requirement to have the plan accessible in an electronic format. The plan will be distributed to all staff in a Google Docs format that will also give them remote access capability and a paper copy will be available in the Main Office. The Emergency Operations Plan is designed to be a working (living) document subject to changes based on input and recommendations from our staff, local first responders and as our facility here continues to advance. The Plan includes procedures relative to: Protection; Mitigation; Response; Recovery. (SchoolDude Crisis Manager Mobile App). Mr. Smith thanked Mr. Radowicz, who was extremely instrumental on this project and did a great job, as well as numerous staff members, administration and Ms. Cook.

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

- B. Approve calendar for 2018-2019 school year, including Board of Education Regular Meetings.

Motion: G. Ayala  
Second: M. Cook



Aye: L. O'Dowd, G. Ayala, J. Brodinski, M. Cook, R. McKinley  
Nay: A. Creger, T. Arnold  
Vote: 5-2

- C. Approve the rescheduling of February Board of Education meeting to Monday, February 12, 2018.

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

## **12. CATEGORICAL REPORTS**

- A. Student Reports – no reports

- B. Administration

Dr. Beth Hart, Educational Consultant, reported that every year our Athletic Conference takes a topic and brings the area schools together, teachers and administrators, to collaborate. Reavis hosted this year's event, where the focus was on evaluation. Dr. Riordan and she shared our entire evaluation process as did every other school; Dr. McCurdy spoke on giving meaningful feedback after an evaluation and practicing how to do that; and a third group focused on the Charlotte Danielson topic of discussion and how to create meaningful discussion in your classrooms. Dr. Hart stated that it was a very worthwhile afternoon, where much was shared and learned. She continued that by the end of January, all observations will have been completed; then the first couple of weeks of February, the primary, which is the department chair, and secondary evaluator, collaborate and look at all the evidence and materials the teachers have uploaded to demonstrate their planning, preparation and professional responsibility. Next are the summative meetings with all non-tenured teachers and all teachers on the evaluation cycle. This is a complicated process which is completed by the end of February. Lastly, the administration meets with the union to discuss any changes believed necessary from either group to improve the process.

Mr. Bob Morack, Division Chair, PE & CTE, reported that Reavis will be hosting members from Moraine Valley Community College and MACS Council area schools this Thursday, December 14<sup>th</sup>, in Fahrenheit 220 at 11:30 a.m. for their annual Holiday meeting. Our Foodservice class will be serving lunch and members from our neighboring schools will be checking out our new kitchen as well as our CTE programs and classes. He continued that the first meeting was held this past week as the committee begins the planning for our Third Annual Hustle for Hope 5K. Mr. Morack asked everyone to save the date of Sunday, April 29<sup>th</sup> for this awesome annual event!

Mr. Don Erickson, Director of Information and Educational Technology, noted that the IT Department will be working on two major projects over the Winter Break. The first project involves migrating our Exchange server to a virtual server. He advised that our Outlook emails may be down intermittently from December 26-28. Next, IT will be assisting *Proven*

*IT* with the installation and configuring of our new printer environment. This work will take place on December 22<sup>nd</sup> and 29<sup>th</sup> with staff members being in-serviced when they return from Winter Break on Monday, January 8, 2018.

Mr. Eric Novak, Athletic Director, congratulated Coach Gniadek on his new position. Mr. Novak stated that he and Coach Morack are confident he is ready to be a Head Coach and will do a great job.

Ms. Julie Schultz, Director of Student Services, reported that the Guidance Department's College and Career Week, which took place when everyone returned from Thanksgiving, was a huge success. The week was the kick-off for student registration regarding course selection. Every class had a homeroom meeting where counselors previewed new course offerings and students worked with *Naviance* software to find matches related to their interests. Our freshman students attended the elective fair, our sophomore students viewed department created google slides, and our juniors attended the 2<sup>nd</sup> annual press conference. All students participated in the college trivia contest, MVCC day, Throw Back Thursday, and enjoyed college fight songs during the passing periods. Our department chairs and guidance counselors along with teacher assistants collaborated to make this a great week. A special thanks to Counselor Tim Zasada and Career Facilitator Sarah Schultz as they were the event leaders. Ms. Schultz continued on Dr. Hart's report that teacher evaluations are going very well. She enjoys the conversations with the teachers as they discuss specific feedback to promote a teaching and learning environment through the approach of really listening and engaging them in the dialogue. She is very satisfied that there is great teaching going on here at Reavis.

Ms. Erika Banick, Division Chair, Humanities, thanked the Board for allowing so many of our faculty to attend the Solution Tree Conference. She has already met with each of her departments and have developed a plan for the last Late Start as well as tomorrow's Late Start that will set them on course once they get back from Winter Break to start implementing what they have learned through test piloting as we progress through the second semester. She said the Conference was intense but well worth it. Their experts are charismatic and the presentations are very well supported by research; it's all there for you to absorb and get you excited to bring back and initiate.

Dr. Riordan continued that Ms. Banick and Mr. Witting remarked it was the best conference, by far, that they had ever attended and that this "family of conferences" has it together. Dr. Riordan is hoping to send another round of faculty to these PLC (Professional Learning Community) workshops next school year. It drills down that you look at every student as an individual and you get the best out of them; and if it's not happening, there are processes in place to ask you why. Mr. Witting stated that our teachers have come back and immediately implemented the team approach within their departments; they have immediately implemented the meeting schedule on their own; they are excited to use what they have learned.

Mr. Witting, Activities Director and Division Chair, Fine Arts, congratulated our Senior Class and their sponsors, Ms. Julie Jooste and Ms. Jen Annel, for hosting a Breakfast with Santa last Saturday. This event was available to our immediate Reavis High School community and included breakfast, cookies, storytelling, crafts, coloring, and of course, Santa. RHS band members provided the music and Ms. Carole Williams and her FCCLA students did the cooking. It was a great event! Mr. Witting next congratulated Coach Smiles and Assistant Coaches Iwona Mierzwa, Vera Corrigan, and Bernadette Zajac for guiding our students to the SSC Red Mathlete Conference title. The SSC is twelve years old this school year. The Reavis Mathletes have won nine SSC Red titles and two runner-ups!! Do the

Math...This is what we do! Go Rams! Mr. Witting continued that tomorrow is our annual Snowman Shindig and Winter Music Concert. The Shindig is after school and hosted by Student Council and their sponsors, Ms. Jutzi and Ms. Scheiner. Mr. Davis, Mr. Faust, and Ms. Miller are then excited to showcase the talent of their music students starting at 7:00 p.m. in our Grossman Auditorium.

Mr. Ayala suggested that the coaches of our Mathletes be recognized publicly. We want them to know that we appreciate them and their hard work. Dr. Riordan replied that they will be honored at a future Pride Pin Ceremony, but will brainstorm with Mr. Witting some additional ideas.

Mr. Witting read the Board an email sent by Mr. Bill Smiles: *“It with great pride I send this email regarding our Mathlete students. Not only are they great in the classroom, they are outstanding on many levels at our school. I wanted to share with you some of their accomplishments in this year’s mathlete season. This year’s members were crowned champions of the SSC RED Conference Wednesday at Evergreen Park. In addition our team led all SSC schools in points for the entire season. I want to thank my peers, Iwona, Vera, and Bernadette for the expertise, hard work and commitment to our students. We all know how difficult it is to keep these diversely involved students focused. I also want to thank the staff for its support. We have some very understanding coaches who realize the big picture and share. Finally I want to thank our administration and school board for creating an environment that allows and supports us to be successful. I truly believe this school supports our program like no other. Thanks again, Bill”*

Dr. Riordan reported that he spent a half day at Bedford Park last Thursday. Dr. Riordan and Dave Brady, Mayor of Bedford Park, have a great relationship and he invited Dr. Riordan to meet their Board and attend their Village meeting. He learned that 65<sup>th</sup> Street is on the verge of booming with development. There are hotels already on Cicero Avenue and now developers and Bedford Park are going West, looking to develop commercial and retail space. Unfortunately, the original developer of the piece of land Reavis purchased with Bedford Park has backed out, so they went out for a RFP (Request for Proposal) that night. Dr. Riordan is proud of the relationship we have fostered with Mr. Brady and the Bedford Park Village Board and will keep the Reavis Board posted on continued potential developments.

Lastly, Dr. Riordan reported and congratulated Senior student Paulina Przygonska for being selected as a Questbridge scholarship winner. Paulina will be receiving a full four year scholarship to Princeton University. From a pool of 15,606 applicants, from which QuestBridge chose 5,759 as finalists, 918 outstanding students across the country have been selected as this year’s Scholarship Recipients. Congratulations to Paulina; we are all so proud of her and this tremendous accomplishment!

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

**13. 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: 8:24 p.m.  
Motion: T. Arnold  
Second: R. McKinley  
Aye: G. Ayala, J. Brodinski, M. Cook, A. Creger, R. McKinley, L. O'Dowd, T. Arnold  
Nay: None  
Vote: 7-0

**14. RETURN TO OPEN SESSION**

Time: 9:45 p.m.  
Motion: T. Arnold  
Second: R. McKinley  
Aye: J. Brodinski, M. Cook, A. Creger, R. McKinley, L. O'Dowd, T. Arnold, G. Ayala  
Nay: None  
Vote: 7-0

**15. NEW BUSINESS**

There were no motions brought up after Closed Session.

**16. ADJOURNMENT**

Time: 9:46 p.m.  
Motion: T. Arnold  
Second: R. McKinley  
Aye: M. Cook, A. Creger, R. McKinley, L. O'Dowd, T. Arnold, G. Ayala, J. Brodinski  
Nay: None  
Vote: 7-0

Signed and approved this 16<sup>th</sup> day of January, 2018.

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President

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Secretary