

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

REGULAR BOARD OF EDUCATION MEETING

TUESDAY, MARCH 22, 2016, AT 7:00 P.M.
LIBRARY

MINUTES

1. OPEN MEETING, PLEDGE OF ALLEGIANCE, ROLL CALL

Time: 7:02 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. Russell McKinley, Secretary
Ms. Linda O'Dowd

Absent: Mr. J.R. Higgins, Vice President

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

2. APPROVAL OF MINUTES

A. Regular Meeting Minutes of February 16, 2016.

Motion: G. Ayala
Second: A. Creger
Aye: G. Ayala, M. Cook, A. Creger, R. McKinley, T. Arnold
Nay: None
Abstain: L. O'Dowd
Vote: 5-0-1

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

Motion: A. Creger
Second: M. Cook

Aye: M. Cook, A. Creger, R. McKinley, T. Arnold, G. Ayala
Nay: None
Abstain: L. O'Dowd
Vote: 5-0-1

C. Special Staffing Meeting Minutes of March 8, 2016.

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

D. Closed Session Minutes of Special Staffing Meeting of March 8, 2016.

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

3. AUDIENCE PARTICIPATION

There was no *Audience Participation* at this meeting.

4. COMMUNITY USE OF FACILITIES

- A. Approve request by *Liberty Junior High School, District No. 111*, to use the track and field and equipment for the purpose of conditioning students for track meets. Dates requested are: April 7, 12, 25 and May 2, 10, 11, 2016 from 3:30 to 5:30 p.m.

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

- B. Approve request by *Burbank Swim Association* to use the swimming pool, locker rooms, adjacent hallway, storage room and timing console for the purpose of swim team practices and meets. Dates requested begin Monday, April 11, 2016 and continue until Thursday, July 28, 2016.

Motion: R. McKinley
Second: M. Cook

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

5. FISCAL MANAGEMENT

A. Financial Statements dated February 29, 2016.

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

B. Payment of Bills for the month of March, 2016.

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

6. EDUCATIONAL TRAVEL

A. Approve request by Mr. Tim Zasada to attend the *2016 Sports Leadership Summit* in West Palm Beach, Florida on March 1, 2016 and the *World Leaders Conference*, also in West Palm Beach, Florida on March 2 and 3, 2016.

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

B. Approve request by Mr. Jeff Smith and Mr. Nick Bouhoutsos to attend the *2016 Nike Championship Basketball Clinic* in Las Vegas, Nevada from April 29 through May 2, 2016.

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

7. PERSONNEL

- A. Approve resolution to non-renew and dismiss a probationary Title I counselor, Ms. Katrina Arnold, at the conclusion of the 2015-2016 school year.

Motion: M. Cook
Second: R. McKinley

Dr. Riordan noted that certificated staff employed through a grant are non-renewed and dismissed annually as standard procedure. Once notification is received about grant funds for the 2016-2017 school year, we will evaluate the possibility of rehires.

Aye: L. O'Dowd, G. Ayala, M. Cook, A. Creger, R. McKinley
Nay: None
Abstain: T. Arnold
Vote: 5-0-1

- B. Approve resolution to non-renew and dismiss a probationary Title I resource center facilitator/data specialist, Ms. Jamie Heikes, at the conclusion of the 2015-2016 school year.
- C. Approve resolution to non-renew and dismiss a probationary Title I writing coach, Ms. Stacie Scheiner, at the conclusion of the 2015-2016 school year.
- D. Approve resolution to non-renew and dismiss a probationary behavior coach, Ms. Megan Wozniak, at the conclusion of the 2015-2016 school year.
- E. Approve resolution to non-renew and dismiss a probationary MACS career facilitator and 1/5 PE teacher, Mr. R. Joseph Madsen, at the conclusion of the 2015-2016 school year.

It was the consensus of the Board to approve *Items B through E* under *Personnel* with one motion:

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

- F. Approve resolution to non-renew and dismiss a probationary RISC supervisor, Mr. John Ivers, at the conclusion of the 2015-2016 school year.

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

- G. Approve resolution to non-renew and dismiss a full-time probationary teacher, Mr. Brian Rotrekl, at the conclusion of the 2015-2016 school year.

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

- H. Approve resolution to non-renew and dismiss a full-time substitute teacher, Ms. Amal Abdellatif, at the conclusion of the 2015-2016 school year.

- I. Approve resolution to non-renew and dismiss a full-time substitute teacher, Ms. Rita Kahn, at the conclusion of the 2015-2016 school year.

- J. Approve resolution to non-renew and dismiss a part-time probationary teacher, Ms. Janet Bustami, at the conclusion of the 2015-2016 school year.

It was the consensus of the Board to approve *Items H, I, and J* under *Personnel* with one motion:

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

- K. Approve the renewal of the following probationary teachers as full time for the 2016-2017 school year:

Mr. Nicholas Bouhoutsos
Ms. Heather Burnette
Ms. Paige Derbas
Mr. Brandon Faust
Mr. Mark Gniadek
Mr. Joseph Illichman
Mr. Jake Juracka
Ms. Rosa Jutzi
Ms. Monica Manzke
Mr. Kyle McKinley
Mr. Chuck Meyer
Ms. Bridget O'Dowd
Mr. Anthony Pape
Ms. Krystin Rockett
Mr. Andrew Terleckyj
Ms. Sarah Ventrella
Ms. Teresa Zoltek-Kwak

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

- L. Approve contracts for the following administrators for the 2016-2017 school year:
Mr. Don Erickson, Director of Information & Educational Technology
Ms. Erika Banick, Division Chair for Humanities
Dr. Beth Hart, Educational Consultant/Administrator
Mr. Michael LaMantia, Division Chair for Math & Science
Mr. Robert Morack, Division Chair for PE & CTE

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

- M. Approve a one-year contract extension for the following administrators:
Dr. Daniel J. Riordan, Superintendent
Dr. Heather McCurdy, Director of Curriculum
Mr. Eric Novak, Athletic Director
Ms. Julie Schultz, Director of Student Services
Mr. Tom Witting, Division Chair for Fine Arts and Activities Director

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

- N. Approve the resignation of Ms. Kelly Klein, Assistant Speech Coach.

- O. Approve the resignation of Ms. Sue Ellen Flak, Assistant Speech Coach.

- P. Approve the resignation of Ms. Ashley Wojdyla, Co-Chess Team Sponsor.

It was the consensus of the Board to approve *Items N, O, and P* under *Personnel* with one motion:

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

8. OLD BUSINESS

There was no *Old Business* discussed at this meeting.

9. NEW BUSINESS

- A. Approve request by Reavis High School World Languages Department to travel to Spain from June 20-27, 2017.

Motion: M. Cook
Second: R. McKinley
Aye: A. Creger, R. McKinley, L. O'Dowd, T. Arnold, M. Cook
Nay: G. Ayala
Vote: 5-1

- B. Approve the new and revised Teacher Evaluation Plan, which includes the PERA (*Performance Evaluation Reform Act*) Requirement of Student Growth, for the 2016-17 school year.

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

10. CATEGORICAL REPORTS

- A. Student Reports – no reports
B. Administration

Mr. Tim Smith, Assistant Superintendent for Facilities & Operations, stated that a Crisis Management Committee meeting was held this afternoon. He reported that the Committee is making great strides and working towards getting the mobile security plan up and ready. The Committee discussed several items as they get ready for the final review and editing. He is hoping to present a finished product to the Board over the summer and be prepared to train the faculty and staff at the August 12, 2016 Teacher Institute.

Dr. Beth Hart, Educational Consultant, reported that the Joint PERA Committee, which includes many administrators and teachers, has worked very hard to put this revised Teacher Evaluation Plan together. She stated that including student growth is much harder to incorporate at the high school level as students have several different teachers and several different classes. There is a focus on reading and math, but it was agreed that it should not fall only on these educators. That is why the Committee decided to use all parts of the standardized test scores, with heavy emphasis on reading and secondary emphasis on

English, Social Studies and Science. As referenced in the document, student growth will be retrospective to the Spring of 2016 data from the tests administered to freshmen, sophomores and juniors on April 19, 2016. The Committee has agreed to the statutory things, but they will continue to look at this document. Next, Dr. Hart noted that she is also working on Mr. Smith's Safety Committee where conversation is taking place to include all sorts of staff and building compliance records, into one simple document.

Dr. Heather McCurdy, Director of Curriculum, reported that we just completed PARCC testing for our English 9 and first year Algebra students. Participation rates were outstanding, where approximately 94 percent of the testing students arrived daily and on time three days in a row, which is a tribute to our students understanding the importance of the PARCC. Staff, faculty, and students were cooperative and attentive. Ideally, the State will have results for this year's testing before December or January. Our focus now shifts to the all school testing day on Tuesday, April 19. Freshmen will take a PLAN exam, sophomores will take a practice ACT, and juniors will take an ACT they can use for college applications. As stated earlier, these test results will be used to calculate student growth scores as it pertains to faculty evaluations.

Dr. Riordan continued that the State has made the decision that next year all juniors will take the SAT (Scholastic Aptitude Test), instead of the ACT (American College Testing). Several administrators have already attended a workshop at District 214, Arlington Heights, to break down the differences between the ACT and SAT.

Mr. Don Erickson, Director of Information and Educational Technology, reported that the new athletic website was launched yesterday. Among other things, improvements include allowing users to upload multiple images at one time, individual team pages now include social media blocks, and the schedule will synch with our athletic/activities program, ScheduleStar. Mr. Erickson further stated that his department is in the process of planning professional development for faculty members to prepare for 1:1 in the Fall. The in-service dates are April 22nd, 27th and May 11th. The workshop-based professional development will be presented by both faculty members and the IT team.

Ms. Julie Schultz, Director of Student Services, reported that she, the Deans, and the behavior coach have worked together, along with a faculty and student committee, to make the necessary changes to our Student Handbook, as mandated by Senate Bill 100. Major points to implement include elimination of zero tolerance; exhaustive interventions; access to academic counseling and mental health professionals; and make-up privileges when suspension is administered. Ms. Schultz continued that our Alternative Education currently mirrors day school in credit accrual and supports. They are also providing many Tier II and III interventions with two major programs: Check and Connect and Think First. In addition, next school year, the Bulldog Program (bullying prevention), as well as the Elisa Project, will be added to the Reavis toolkit. Ms. Schultz ended by reporting the Guidance Department has recently sent out to all our returning RAMs, the online enrollment directions for InfoSnap. This will allow families to update and review demographic information as we prepare for the 2016-2017 school year.

Mr. Eric Novak, Athletic Director, reported that the baseball team leaves this Sunday for their annual baseball trip, which finds them travelling to Gulf Shores, Alabama this year. Mr. Novak next thanked Mr. Morack for coordinating our annual 32 Team Windy City Ram Classic Girls' Soccer Tournament. This is the final week of the tournament, which culminates with the championship and consolation games being played at Toyota Park this weekend. He continued that Track Coaches Kuehl and Schoenfeld have reported larger than average numbers of student athletes participating in track this year. On any given day,

you will find between 160-180 girls and boys outside. The coaches feel there is also a different atmosphere and culture, which is creating better competition and effort, and they believe much of this change is due to the great facilities available to our teams.

Mr. Bob Morack, Division Chair, PE & CTE, began by congratulating the Tech Department and in particular, student Jose Medina on winning two medals in the Moraine Valley MACS (Moraine Area Career System) Competition. Jose won a 2nd place medal and a 3rd place medal in individual events at the competition. Mr. Morack also congratulated our Business Department on winning 1st place for the first ever MACS Business Competition hosted by Moraine Valley. The Business Team consisted of Seniors Miranda Murphy, Adam Ellian, Steven Gupstill, and Solomon Cardona. Their product was a cell phone locker for classrooms. Students Noel Benitez and Alex Avalos assisted with the CAD 2D and 3D drawings for the project. This team won 1st place medals in four individual areas: Best Business Plan/Product, Best Financial Plan, Best Marketing Plan, and Best Overall presentation! Congrats to Mr. Jones, Ms. Norway, and Mr. Kuehl on a job well done.

Mr. Mike LaMantia, Division Chair, Math and Science, reported that on Monday, March 14th, Jodi Houlihan, Director of Community Relations and a professor at Illinois Institute of Technology, led a STEM workshop here at Reavis. Mr. Morack, Ms. O'Malley, Mr. Hurley, Ms. Zajac, and Mr. Jones all participated in the workshop. Ms. Houlihan provided an overview of innovative problem solving strategies, design principles, and question development. She also presented an engagement strategy called the 5-E Model (Entice-Enter-Engage-Exit-Extend). Teachers were then asked to use this model to evaluate how their curriculum and instructional practices could be modified to promote student independence and initiative. Over the next month, teachers will continue to evaluate how the model can be used as an effective instructional tool. Mr. LaMantia continued that on April 5th, he, Mr. Morack, Mr. Nichols, Mr. Flood, Ms. O'Malley, and Mr. Kuehl will be taking 48 students to Ten80 Education's STEM Innovators-in-Training Experience at UIC. Students will attend workshops and sessions that focus on Coding and Robotics, Race Engineering, Leadership Training, and Business Presentation. They will then participate in teams at the Innovators in Training competition. He ended by noting that our annual STEM Day (formerly Physics Day) takes place on April 28th. Students have been developing their research questions and are preparing to conduct their investigations. On April 28th they will present a summary of their investigation to members of the STEM community who have volunteered their time to mentor our students. This is one of his favorite days of the year as it brings out the best in our students and Mr. LaMantia invited the Board Members to visit for all or part of the day.

Ms. Erika Banick, Division Chair, Humanities, reported that the English Department will expand its Literacy Coaching Program with a formal Literacy Liaison Program. The objective of the program is to embed literacy into content area classrooms by a) providing training, b) assisting in the creation of literacy resources, and c) providing an avenue for collaborative reflection. The program will be open to content area teachers who would like to volunteer to work regularly with a literacy coach each week. Ms. Banick continued that Mr. Rafael Contreras, who is teaching Spanish for Spanish Speakers this semester, will take thirty of his students to Moraine Valley on April 25th for a Latino Empowerment Conference. This free event is meant to empower Latino students to pursue college after they graduate from high school and features several guest speakers who will cover a variety of topics.

Mr. Tom Witting, Activities Director and Division Chair, Fine Arts, reported that the SSC Science competition was held recently and under the direction of Sponsor Ms. O'Malley, our students did a great job. Diann Moon took 4th place in Paper Airplane; Ewelina Walkosz 3rd place in Anatomy and Physiology; Beatriz Acosta, 3rd in AP Bio; Eman Yousef, 3rd in Acid-Base Titration; Nicholas Opiola, 4th place in Insect Identification and 2nd place in Data Analysis (ACT); Caroline Solus, 2nd place in Geology; and Caroline Kulach 3rd place in Acid-Base Titration and 1st place in Qualitative Analysis. Mr. Witting continued that Senior artist, Lindsey Sikorski, took Best of Show for her painting, entitled Botanic, at the MVCC Art Show. The South Suburban Conference Art Show takes place next week. Mr. Witting next mentioned that at the SSC and IHSA Sectional for Drama and Group Interpretation, our Drama took the Conference Superior trophy; Crew took the Conference Large Set TechCellece trophy; and multiple students were All Conference Cast for Drama and GI. At the IHSA Sectionals, Group Interp qualified for the State finals with a third place finish and Drama won the Sectional title. Approximately ten students were All Sectional GI, Drama or Lights/Sound. Lastly, Mr. Witting reported that the Frosh-Soph Class hosts their Dodge Ball Tournament tomorrow night and the Junior Class is selling prom tickets.

Dr. Riordan stated that last Tuesday was Election Day and he proudly noted that the Referendum the District placed on the ballot was successful. He acknowledged the School Board; Administrative team; faculty and staff, including the Teachers, Maintenance and Support Staff Unions; and the Reavis community, including our parents, students and former parents. He credited having a great plan of action that many people put together and then championed the cause. He continued that it appears March 15, 2016 will end up being a record voter turnout where every vote counted. Further, Dr. Riordan noted that District 111's Referendum passed also. This support for both school districts reflects the community's support and value of education. Dr. Riordan affirmed that, even with this increase, Reavis will still have the lowest education tax rate of any high school in the area, this rate had not been raised in over fifty years and we should feel good about the future.

C. Teachers Union

Mr. Craig Hickey, President of the Teachers Union, also congratulated everyone on the successful Referendum. He thanked all the teachers for their support and assistance, and in particular, he acknowledged Mr. Jim Young, Mr. Dave Ostendorf and Ms. Katie Cunningham for going above and beyond.

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 Approve 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: 8:15 p.m.
Motion: G. Ayala
Second: M. Cook
Aye: L. O’Dowd, G. Ayala, T. Arnold, M. Cook, A. Creger, R. McKinley
Nay: None
Vote: 6-0

12. RETURN TO OPEN SESSION

Time: 9:56 p.m.
Motion: G. Ayala
Second: A. Creger
Aye: G. Ayala, M. Cook, A. Creger, R. McKinley, L. O’Dowd, T. Arnold
Nay: None
Vote: 6-0

13. NEW BUSINESS

There were no motions brought up after Closed Session.

14. ADJOURNMENT

Time: 9:56 p.m.
Motion: M. Cook
Second: R. McKinley
Aye: M. Cook, A. Creger, R. McKinley, L. O’Dowd, T. Arnold, G. Ayala
Nay: None
Vote: 6-0

Signed and approved this 19th day of April, 2016.

President

Secretary