

**REAVIS HIGH SCHOOL DISTRICT 220
6034 WEST 77th STREET, BURBANK, ILLINOIS 60459
COOK COUNTY**

REGULAR BOARD OF EDUCATION MEETING

**TUESDAY, FEBRUARY 16, 2021, AT 6:00 P.M.
LIBRARY**

MINUTES

1. OPEN MEETING, PLEDGE OF ALLEGIANCE, ROLL CALL

Time: 6:00 p.m.

The following Board Members were physically present at the meeting:

Ted Arnold
James Brodinski
Andrea Creger, Vice President
Steve Ficker
Russell McKinley, President
Ruben Moreno
Linda O'Dowd, Secretary

Also Present: Daniel J. Riordan, Ed.D., Superintendent
Eric Novak, Chief School Business Official
Donald P. Erickson, NBCT, Information & Educational Technology Director

2. APPROVAL OF MINUTES

A. Regular Meeting Minutes of January 19, 2021.

Motion: S. Ficker
Second: J. Brodinski
Aye: J. Brodinski, A. Creger, S. Ficker, R. McKinley, R. Moreno, L. O'Dowd, T. Arnold
Nay: None
Vote: 7-0

B. Closed Session Minutes of Regular Meeting of January 19, 2021.

Motion: A. Creger
Second: L. O'Dowd
Aye: A. Creger, S. Ficker, R. McKinley, R. Moreno, L. O'Dowd, T. Arnold, J. Brodinski
Nay: None
Vote: 7-0

C. Special Meeting Minutes of February 2, 2021.

Motion: S. Ficker
Second: R. McKinley
Aye: S. Ficker, R. McKinley, R. Moreno, L. O'Dowd, T. Arnold, J. Brodinski, A. Creger
Nay: None
Vote: 7-0

3. **AUDIENCE PARTICIPATION**

There was no *Audience Participation* at this meeting.

4. **COMMUNITY USE OF FACILITIES**

There were no *Facility Requests* at this meeting.

5. **FISCAL MANAGEMENT**

A. Financial Statements dated January 31, 2021.

Motion: A. Creger
Second: R. Moreno
Aye: R. McKinley, R. Moreno, L. O'Dowd, T. Arnold, J. Brodinski, A. Creger, S. Ficker
Nay: None
Vote: 7-0

B. Payment of Bills for the month of February, 2021.

Motion: L. O'Dowd
Second: R. McKinley
Aye: R. Moreno, L. O'Dowd, T. Arnold, J. Brodinski, A. Creger, S. Ficker, R. McKinley
Nay: None
Vote: 7-0

C. Approved the audit of the Financial Statements for the period ending June 30, 2020 as presented by RSM US LLP, Certified Public Accountants.

Motion: R. Moreno
Second: S. Ficker

Dr. Riordan explained that typically the audit would be done sooner. Adding that it does not mean there was an issue with the audit it is another effect of the pandemic. Mr. Novak highlighted that it was a clean audit and Reavis was recognized for complying with all

requirements and no findings were reported. This is the 3rd year in a row that the district's operational reserves increased due to a budget surplus. The surplus was approximately \$750,000.00. Additionally, the Illinois State Board of Education has a financial profile, which is their metric to rate schools. Out of a 4 scale, Reavis achieved a 3.15 which is considered 'financial review'. Mr. Novak clarified that the title is a little misleading because that is the 2nd highest rating and Reavis is not under review. It is a very comfortable position to be in but always striving to improve. Some things to do that will be increasing reserves as we have been for the past 3 years. Also noting that the score would have decreased slightly last year due to the referendum and taking on additional debt. But as that is continued to be paid off the score will increase again.

Aye: L. O'Dowd, T. Arnold, J. Brodinski, A. Creger, S. Ficker, R. McKinley, R. Moreno
Nay: None
Vote: 7-0

- D. Approved the audit of the Student Activity Fund for the period ending June 30, 2020 as presented by RSM US LLP, Certified Public Accountants.

Motion: R. Moreno
Second: A. Creger
Aye: T. Arnold, J. Brodinski, A. Creger, S. Ficker, R. McKinley, R. Moreno, L. O'Dowd
Nay: None
Vote: 7-0

6. TRAVEL

There were no *Travel Requests* at this meeting.

7. PERSONNEL

- A. Approved resignation of Ms. Angel Martin, teacher, effective February 19, 2021.

Motion: J. Brodinski
Second: R. McKinley

Dr. Riordan shared that Ms. Martin has been at Reavis for the past 10 years. She was a guidance counselor and the last few years she has been a science teacher and has always done a very good job. The last few years she has expressed that teaching is no longer her passion. The last couple years, she created a horticulture class and has done a wonderful job recruiting students for the class as well as teaching it. She has decided to move on to a different career in horticulture and is starting right away. Dr. Riordan added that we were lucky to have substitute that has the qualifications to take over the classes.

Aye: J. Brodinski, A. Creger, S. Ficker, R. McKinley, R. Moreno, L. O'Dowd, T. Arnold
Nay: None
Vote: 7-0

- B. Approved request to extend a leave of absence for Ms. Monica Manzke, teacher, until March 24, 2021.

Motion: L. O'Dowd

Second: A. Creger

Dr. Riordan explained that Ms. Manzke has been out on a leave and is just requesting an additional month.

Aye: A. Creger, S. Ficker, R. McKinley, R. Moreno, L. O'Dowd, T. Arnold, J. Brodinski

Nay: None

Vote: 7-0

- C. Approved request for a leave of absence according to the provisions of the Family Medical Leave Act for Ms. Anna Grochal, maintenance staff, beginning February 1, 2021 with an anticipated return date of March 15, 2021.

Motion: A. Creger

Second: J. Brodinski

Aye: S. Ficker, R. McKinley, R. Moreno, L. O'Dowd, T. Arnold, J. Brodinski, A. Creger

Nay: None

Vote: 7-0

- D. Approved request for a leave of absence according to the provisions of the Emergency Paid Sick Leave Act (EPSLA) for Mr. Michael Hock, Director of Buildings and Grounds, beginning on January 18, 2021 through January 26, 2021.
- E. Approved request for a leave of absence according to the provisions of the Emergency Paid Sick Leave Act (EPSLA) for Mr. Timothy Debow, maintenance staff, beginning on January 18, 2021 through January 26, 2021.
- F. Approved request for a leave of absence according to the provisions of the Emergency Paid Sick Leave Act (EPSLA) for Mr. Joseph Dziadkowiec, maintenance staff, beginning on January 13, 2021 through January 22, 2021.
- G. Approved request for a leave of absence according to the provisions of the Emergency Paid Sick Leave Act (EPSLA) for Mr. Mario Donatelli, maintenance staff, beginning on January 18, 2021 through January 27, 2021.
- H. Approved request for a leave of absence according to the provisions of the Emergency Paid Sick Leave Act (EPSLA) for Mr. Raymond Hylasek, maintenance staff, beginning on January 18, 2021 through January 26, 2021.

- I. Approved request for a leave of absence according to the provisions of the Emergency Paid Sick Leave Act (EPSLA) for Ms. Mary Labay, maintenance staff, beginning on January 18, 2021 through January 29, 2021.
- J. Approved request for a leave of absence according to the provisions of the Emergency Paid Sick Leave Act (EPSLA) for Mr. Matthew McKinley, maintenance staff, beginning on January 18, 2021 through January 26, 2021.
- K. Approved request for a leave of absence according to the provisions of the Emergency Paid Sick Leave Act (EPSLA) for Mr. Raymond Spasov, maintenance staff, beginning on January 18, 2021 through January 26, 2021.
- L. Approved request for a leave of absence according to the provisions of the Emergency Paid Sick Leave Act (EPSLA) for Ms. Susan Schroeder, maintenance staff, beginning on January 18, 2021 through January 27, 2021.
- M. Approved request for a leave of absence according to the provisions of the Emergency Paid Sick Leave Act (EPSLA) for Mr. John Sutton, maintenance staff, beginning on January 13, 2021 through January 24, 2021.
- N. Approved request for a leave of absence according to the provisions of the Emergency Paid Sick Leave Act (EPSLA) for Ms. Erin Nelligan, support staff, beginning on January 27, 2021 through February 5, 2021.

It was the consensus of the Board to approve *Items D, E, F, G, H, I, J, K, L, M and N* under *Personnel* with one motion:

Motion: R. Moreno
 Second: R. McKinley
 Aye: R. McKinley, R. Moreno, L. O'Dowd, T. Arnold, J. Brodinski, A. Creger, S. Ficker
 Nay: None
 Vote: 7-0

- O. Approved request for a leave of absence according to the provisions of the Family Medical Leave Act for Mr. Robert Rybczyk, support staff, beginning January 19, 2021 through February 5, 2021.

Motion: S. Ficker
 Second: R. McKinley
 Aye: R. Moreno, L. O'Dowd, T. Arnold, J. Brodinski, A. Creger, S. Ficker, R. McKinley
 Nay: None
 Vote: 7-0

- P. Approved the hire of Mr. Anthony Petella, Boys' Assistant Basketball Coach, effective immediately.

Motion: S. Ficker
Second: R. Moreno

Dr. Riordan explained this is an outside coach that was approved as a volunteer in the fall. Now that sports are starting again, Mr. Petella and Ms. Avalos (the following item), are being presented for assistant coach stipend positions.

Aye: L. O'Dowd, T. Arnold, J. Brodinski, A. Creger, S. Ficker, R. McKinley, R. Moreno
Nay: None
Vote: 7-0

- Q. Approved the hire of Ms. Brianna Avalos. Assistant Cheer Coach, effective immediately.

Motion: S. Ficker
Second: R. McKinley
Aye: T. Arnold, J. Brodinski, A. Creger, S. Ficker, R. McKinley, R. Moreno, L. O'Dowd
Nay: None
Vote: 7-0

8. OLD BUSINESS

There was no *Old Business* at this meeting.

9. NEW BUSINESS

- A. Schedule a Special Board Meeting Tuesday, February 23, 2021 to refund bonds.

Motion: R. Moreno
Second: L. O'Dowd

Dr. Riordan explained that due to the deadline of March 1st a Special Board meeting is needed to approve the parameters resolution to refinance the bonds. Mr. Novak added that it had to be 30 days after the January 19th board meeting but before March 1st.

It was agreed upon to have the Special Board meeting on Tuesday, February 23, 2021 at 6:00 p.m.

Aye: J. Brodinski, A. Creger, S. Ficker, R. McKinley, R. Moreno, L. O'Dowd, T. Arnold
Nay: None
Vote: 7-0

- B. Schedule a Special Board Meeting Tuesday, March 9, 2021 to discuss staffing needs for 2021-2022 school year.

Motion: L. O'Dowd
Second: R. McKinley

Dr. Riordan explained this is typically scheduled before the March board meeting to meet and discuss the staffing plan for the next school year.

It was agreed upon to have the Special Board meeting on Tuesday, March 9, 2021 at 6:00 p.m.

Aye: A. Creger, S. Ficker, R. McKinley, R. Moreno, L. O'Dowd, T. Arnold, J. Brodinski
Nay: None
Vote: 7-0

10. CATEGORICAL REPORTS

- A. Student Reports – No Report
- B. Administration – Mr. Novak informed the Board that since new lighting was installed on the football and soccer field, Reavis was able to apply for a rebate through ComEd. The program is to give incentive to pursue energy efficient projects. The initial rebate projection was approximately \$18,000.00 but since ComEd completed the audit we learned the rebate amount is \$41,000.00. During the project the engineers realized that the lights were more outdated than originally reported to ComEd. That will be 10% of the overall project cost. Mr. Novak added that Reavis will apply for additional rebates for the HVAC work being completed. The initial projection for that is \$72,000.00.

Principal Schultz discussed 3 items -

Hybrid

Approximately 1200 students are currently remote and 700 students are attending in our Blue/Gray model, averaging 350 students per day. It has been a great feeling to see students safely arrive on campus, move about in our hallways, and receive lunch before exiting or transitioning into our afternoon schedule for either office hours or professional development. We are preparing for the next possible steps in our scheduling process which could include offering hybrid students' additional days. We will be meeting as an administrative team next week, and we will continue to communicate with faculty and staff if that becomes an option.

PTC

We will be hosting virtual Parent Teacher Conferences on Tuesday, March 2. Parents will be able to schedule virtual conferences February 18-25. Information went out today via K12 Swift email. Parents will be able to request translation supports and request a meeting with a counselor, dean or social worker in addition to teachers.

SEL

We continue to educate the whole child. Three things I would like to highlight include the efforts of our Behavioral Health Team, Physical Education Department, Athletic Department, and Art Club.

The BHT has paired with all of these departments to provide social emotional strategies for students. As part of our PLC efforts, we are utilizing the SEL Standards in our PE department. This has led to a curriculum that provides students with strategies to improve mindfulness, resilience, and stress management. Students will be receiving Coping Kits this week. These kits would involve a bag for each student that contains printed resources (e.g. community resources, link to our page, journal pages, coloring pages, etc.) as well as fidgets/manipulatives and whatever else we can figure out in a budget friendly manner.

Educational Outreach continues in our health classes. Health teachers will continue with their teen suicide and depression unit and utilize our Behavioral Health Team and Erika's lighthouse which provides resources for students who are in need. Art Therapy will be part of our Positive Practices group run by our Ms. Rodriguez, Ms. Carr, and Ms. Kadas. This opportunity will be open to all students.

We encourage everyone to visit our Virtual Calm Room located on our website. This site provides relaxation resources, stress management tools, and self-care strategies for faculty, staff, students, and the community.

Mr. Moreno commended Principal Schultz on the Behavioral Health webinar that was made available. He commented that him & his wife both watched it and found it valuable. Principal Schultz told the Board that the 40-minute webinar was made available on February 6, 2021.

Dr. Riordan began his report saying that the hot topic in the news is getting schools reopened and students back in the classrooms. The recommendations given by the CDC is what Reavis has been doing all along. Burbank and Sahs are coming out of any hot zone. The positivity rates have dropped dramatically over the past month. As of today, Burbank was under 4% positivity rate. They went 2-3 days without 1 positive case. This is very good news. There have been minimal staffing issues at Reavis. There is a good plan in for teachers that are on the teach-at-home accommodation. District 111 is bringing back more students each week. District 110 has been a little slower but that is due to their positivity rate being a little higher. As it has been said before, if necessary, such as today's weather, we can pivot and move to an all remote plan when needed. Dr. Riordan stated he is very proud to have worked with the unions, employees, School Board and partners in the community to have come this far.

Dr. Riordan shared that it was a wonderful day last Friday, February 12, 2021 at Reavis High School. It was the first day of the mass vaccinations. It is what we do best! Reavis is the showcase of the community and really the foundational institute. Stickney Public Health District was on-site to administer the vaccines. We had cooperation from the maintenance staff, support staff and administration. There were 250 1st dose vaccines distributed which began at 9:00 a.m. and completed by 3:30 p.m. Reavis did learn that same day that an additional 250 doses have been secured. So, Friday, February 19, 2021 will be another mass vaccination day at Reavis for the area schools. Since the majority of employees already received the 1st dose, SPHD will invite St. Laurence to be a part of the mass vaccination. Dr. Riordan also suggested to offer to St. Albert's school employees. All of these schools are in Stickney Township. The 2nd dose days have already been scheduled for Friday, March 12th and Friday, March 19th.

Dr. Riordan again thanked everyone that was involved in making the 1st mass vaccination a success. Specifically, Ms. Saunders, Administrative Assistant to the Principal and Ms. Nelligan, Board Secretary, for doing such a wonderful job organizing the event.

The last item Dr. Riordan reported on was project updates. Asbestos removal has been ongoing in the evenings and will be complete on Friday, February 19th. Beginning Monday, February 22nd the north gym locker room renovation will be the focus for the next 8-10 weeks. The area is completely blocked off so work will be done during the school day. When the school year ends, the remainder of the projects, student washrooms, plumbing of the main line, boiler replacement in tech wing and IT HVAC will begin.

- C. Teachers Union – No Report
- D. Support Staff Union – No Report
- E. Maintenance Union – No Report
- F. Board Reports – No Report

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: 6:47 p.m.
Motion: T. Arnold
Second: R. Moreno
Aye: S. Ficker, R. McKinley, L. O’Dowd, R. Moreno, T. Arnold, J. Brodinski, A. Creger
Nay: None
Vote: 7-0

12. RETURN TO OPEN SESSION

Time: 8:11 p.m.
Motion: T. Arnold
Second: J. Brodinski
Aye: R. McKinley, L. O’Dowd, R. Moreno, T. Arnold, J. Brodinski, A. Creger, S. Ficker
Nay: None
Vote: 7-0

13. NEW BUSINESS

Possible motion(s) resulting from closed session discussion.

14. ADJOURNMENT

Time: 8:11 p.m.
Motion: T. Arnold
Second: R. McKinley
Aye: A. Creger, S. Ficker, R. McKinley, L. O'Dowd, R. Moreno, T. Arnold, J. Brodinski
Nay: None
Vote: 7-0

Signed and approved this 16th day of March, 2021.

President

Secretary