

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

REGULAR BOARD OF EDUCATION MEETING

**TUESDAY, MARCH 15, 2022, 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
Julie A. Schultz, Principal
Eileen M. Jastrzebowski, Student Services Director
Julie Jooste, Division Chair PE, CTE & Fine Arts
Students & Community Members

2. APPROVAL OF MINUTES

A. Regular Meeting Minutes of February 15, 2022.

Motion: S. Ficker
Second: R. Moreno
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 February 15, 2022.

Motion: J. Brodinski
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 21, 2022.

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

D. Special Meeting Minutes of March 8, 2022.

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

E. Closed Session Minutes of Special Meeting of March 8, 2022.

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

3. AUDIENCE PARTICIPATION

There was no *Audience Participation* at this meeting.

4. COMMUNITY USE OF FACILITIES

A. Approved the request by *Burbank Bulldogs FC* to use the soccer fields for practice and home games from March 14, 2022 – August 19, 2022.

Motion: J. Brodinski
Second: R. Moreno

Dr. Riordan commented that this organization has used the facilities in the past and the majority of the players are Reavis students.

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

- B. Approved the request by *Liberty Junior High School* to use the track for practice and meets March 24, 2022 – May 13, 2022.

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

- C. Approved the request by *Liberty Junior High School* to use the soccer field for meets April 13, 2022 – May 9, 2022.

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

- D. Approved the request by *Illinois Chargers* to use the varsity baseball field for the Charger Challenge June 15 – 19 2022.

Motion: J. Brodinski
Second: R. McKinley

Dr. Riordan explained that Mr. Bill Olsen, Director Burbank Park District, has requested the use of the field for a tournament.

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

5. FISCAL MANAGEMENT

- A. Financial Statements dated February 28, 2022.

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

B. Payment of Bills for the month of March, 2022.

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

6. TRAVEL

A. Approved request to send Dr. Erika Banick, Ms. Jacklyn Hanik and no more than nine faculty members to the *Solution Tree: Standards Based Grading in Action Workshop* in San Antonio, TX on April 27 & 28, 2022.

Motion: A. Creger
Second: J. Brodinski

Dr. Riordan explained this continues the goal towards getting as many teachers the benefit of attending the Solution Tree workshops.

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

B. Approved request by Mr. Timothy Zasada, Girls' Head Basketball Coach, to attend *NABC Basketball Clinic* in Las Vegas, Nevada May 13 -15, 2022.

Motion: R. Moreno
Second: S. Ficker

Ms. O'Dowd asked if this was a second trip Mr. Zasada was attending this year. Dr. Riordan responded that he did travel this year but that was with the team to a tournament in Florida over winter break. Principal Schultz also clarified Mr. Zasada is also the head coach for football which would also allow him, per the collective bargaining agreement, to attend 2 conferences in the same school year.

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

7. PERSONNEL

A. Approved request by Ms. Michelle Fox, teacher, to take an unpaid leave of absence for the 2022-2023 school year.

Motion: L. O'Dowd

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

- B. Approved resolution to non-renew and dismiss probationary Title I Resource Center Coordinator, Ms. Leslie Shobe-Lettiere, at the conclusion of the 2021-2022 school year.

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

- C. Approved resolution to non-renew and dismiss probationary Title I Writing Coach, Ms. Claudia Kobylarczyk, at the conclusion of the 2021-2022 school year.

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

- D. Approved resolution to non-renew and dismiss probationary MACS Career Facilitator, Ms. Sarah Schultz, at the conclusion of the 2021-2022 school year.

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

- E. Approved resolution to non-renew and dismiss part-time probationary Title I Science Resource Teacher, Ms. Monica Manzke, at the conclusion of the 2021-2022 school year.

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

- F. Approved resolution to non-renew and dismiss probationary CARE Supervisor, Ms. Linda Lewelling, at the conclusion of the 2021-2022 school year.

Motion: S. Ficker
Second: A. Creger

Dr. Riordan explained that items *B – F* are Title grant positions. This means the salaries are paid out of a grant. It is standard procedure to release all these positions until the grant is approved usually late May or June. Most of these individuals will be rehired for next year unless they obtain a position as a full-time teacher. That has happened in the past that a Title

teacher is either hired at Reavis or another district as a full-time teacher. In that case, the Title position would be posted.

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

- G. Approved resolution to non-renew and dismiss part-time probationary teacher, Ms. Giselle Campos, at the conclusion of the 2021-2022 school year.

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

Dr. Riordan explained that part-time teachers are also released as standard procedure. Ms. Campos appears further down on the agenda for approval for a full-time position.

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

- H. Approved resolution to non-renew and dismiss probationary teacher, Ms. Kaitlyn Moylan, at the conclusion of the 2021-2022 school year.

Motion: A. Creger
Second: S. Ficker

Dr. Riordan explained that Ms. Moylan and Mr. Strom, on the following item, are being released based on class enrollment. Adding it has nothing to do with their performance or evaluation it was based on the lower number of sections needed for those subjects.

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

- I. Approved resolution to non-renew and dismiss probationary teacher, Mr. Dominick Strom, at the conclusion of the 2021-2022 school year.

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

- J. Approved resolution to non-renew and dismiss part-time nurse, Ms. Judy Hurley, at the conclusion of the 2021-2022 school year.

Motion: J. Brodinski
Second: A. Creger

Dr. Riordan reiterated that this dismissal is based on Ms. Hurley's position being part-time.

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

- K. Approved resolution to non-renew and dismiss full time substitute, Ms. Deborah Jett, at the conclusion of the 2021-2022 school year.
- L. Approved resolution to non-renew and dismiss full time substitute, Ms. Patrycja Klocek, at the conclusion of the 2021-2022 school year.
- M. Approved resolution to non-renew and dismiss full time substitute, Ms. Kelly Miller, at the conclusion of the 2021-2022 school year.
- N. Approved resolution to non-renew and dismiss full time substitute, Mr. Joseph LoRusso, at the conclusion of the 2021-2022 school year.

It was the consensus of the Board to approve *Items K, L, M and N* under *Personnel* with one motion:

Motion: R. Moreno
Second: S. Ficker

Dr. Riordan explained that these positions are full time substitute teachers that come into the building every day and are placed where needed. Ms. Jett has been a daily sub at Reavis for a number of years, Ms. Klocek and Mr. LoRusso began this year. Ms. Miller has been a part-time teacher here but Music numbers were down for this year so she was able to fill this position and remain at Reavis. These individuals could all be returning in the fall based on need. That decision will be made in the next month or two.

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

- O. Approved the renewal of the following probationary teachers as full time for the 2022-2023 school year:

Ms. Grace Campe	Mr. Michael Kovacs
Mr. Joseph Carlini	Mr. Samuel Krueger
Mr. Giuliano Catalano	Mr. Patrick Kustok
Mr. Konrad Dzedzic	Ms. Rachael Newnham
Ms. Maeve Fahey	Mr. Jake Oswald
Ms. Kaitlin Farrell	Mr. Henry Tadla
Mr. Nicholas Gamino	Mr. Gregory VonMoser
Mr. Michael Gonzalez	Ms. Gina Winiecki
Ms. Jamie Kadas	Ms. Kimberly Zaucha
Mr. Joseph Kamper	

Motion: A. Creger
Second: L. O'Dowd

Dr. Riordan explained that all the teachers listed are between their first and fourth year at Reavis. Following their fourth year of teaching, teachers obtain tenure. Then teachers no longer have to sign an annual contract they then follow the salary structure as listed in the collective bargaining agreement.

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

- P. Approved the hire of Mr. William Lauer, Dean of Students, effective for the 2022-2023 school year.

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

Dr. Riordan shared that Mr. Lauer is currently a Social Sciences teacher and coaches' football, basketball and track. Principal Schultz added that Mr. Lauer wanted to attend the meeting tonight but is currently at a track meet. Dr. Riordan reminded the Board there were eight Reavis teachers that applied for the position. Five of those eight being their second time applying for a dean position. All were very good candidates.

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

- Q. Approved the hire of Ms. Giselle Campos, teacher, effective for the 2022-2023 school year.

Motion: A. Creger
Second: R. McKinley

Dr. Riordan explained that Ms. Campos was released earlier as a part-time teacher. There will be an increase in math sections next year that created the need for this position. Also, Ms. Fox's leave and Mr. McCann's retirement next year, has created the need for two additional math positions to be filled.

Principal Schultz introduced Ms. Campos who was present at the meeting. The Board congratulated Ms. Campos on her hire.

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

- R. Approved the hire of Ms. Shanon Schroeder, school nurse, effective for the 2022-2023 school year.

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

Dr. Riordan explained that Ms. Schroeder is a certified school nurse which requires additional training of a nurse. A lot of school districts are struggling to find nurses with this qualification. This additional certification qualifies them to sit in on Special Education and district meetings. Dr. Riordan added that the posting will remain on the website since our current full-time nurse is retiring/resigning and the part-time nurse was released earlier this evening. Depending on our needs, another full-time nurse may be hired.

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

- S. Consider the renewal of Ms. Jessica Glow, probationary teacher as full time for the 2022-2023 school year.

Motion: S. Ficker
Second: R. Moreno

Dr. Riordan clarified that this item should have been included under Item O. Ms. Glow is a first-year teacher and is being renewed to return next fall.

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

8. OLD BUSINESS

- Approved second and final reading of updated School Board Policies, as presented.

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

9. NEW BUSINESS

There was no *New Business* at this meeting.

10. CATEGORICAL REPORTS

A. Student Reports – No Report

B. Administration – Mr. Novak reported to the Board that on March 3rd the Finance Committee, represented by Ms. O'Dowd and Mr. Brodinski, met to discuss a number of topics. The first item being FY22 financial statements. Mr. Novak added that although those are monitored every month the end of February marks 2/3's through the fiscal year. He is happy to announce

to the Board that Reavis is on track with what was budgeted for the year. Sixty-eight percent of budgeted revenues have been collected and have expended sixty-four percent of the budgeted expenditures. March is an important month for tax collections for FY21. The collections thus far have been very good and Mr. Novak will provide an update next month.

Mr. Novak reported the next item discussed at the Finance Committee meeting was the new *Senate Bill 508 – Refund Recapture Levy* that was signed into effect by the governor. This was designed to make taxing districts whole that had lost revenue due to property tax refunds resulting from successful property tax assessment appeals. The way it works is starting with the 2021 levies, county treasurers must annually certify by November 15th the amount of property tax revenues lost to PTAB's or court orders to each district over the previous 12 months. The amount certified by the county treasurer for the Reavis High School taxing district was \$611,000.00 that will be added back to this upcoming year's tax levy.

Also presented at the committee meeting which Mr. Novak and Principal Schultz have been working on, was the final preliminary draft of what is being proposed to be included in the ESSR III grant. The last step is to write up the official application which Mr. Novak and Principal Schultz continue to work on and will present in its final form to the Board in the near future.

An update of the Capital Project and the initial contract negotiations with the Maintenance and Support Staff were also discussed. The final item discussed at the Finance Committee meeting was the FY23 budget. Moving into April, discussions with administrators in regards to next year's budget will intensify as planning for what the next fiscal year will look like for the district.

Mr. Moreno asked if there are any major changes anticipated for FY23? Mr. Novak responded that there are not. Dr. Riordan added that it was noted how the district is in really good financial shape entering FY23.

Principal Schultz reported that the SAT & PSAT will be given in April. Freshman, Sophomores and Juniors will all test and a schedule will be sent out at a later time. She also stated that work for the next school year preparation is underway. Between now and August is continuing master schedule planning and moving forward to get to opening day in August.

Ms. Jastrzebowski and Principal Schultz will continue a conversation with the Deans office. Every Wednesday, the Student Services Division as well as the academic teams meet and have discussed, pre-COVID, about the shifts in discipline practices. Since 2003, 2011, 2014 and 2016 significantly with major law changes coming in each of those years. Reavis has done a lot of work on restorative justice practices at all levels of our multi-tiered level supports. Those conversations halted during COVID because discipline issues were not occurring because students were at home. Nationally and locally schools are dealing with a lot more outcomes due to COVID specifically in the area of trauma, adverse childhood experiences and mental health. Those sometimes come out in the form of disruptive student behaviors. That does not mean the problem has escalated it just means we are hearing more from students on what they faced and where they are coming back from. The Deans Department, Behavioral Health Team, Counseling Team and School Psychologists were invested pre-COVID and are picking up the conversations and looking inward at the current practices here at Reavis and what can be integrate into the approach of the whole child just as we do for academics.

Principal Schultz also reported that herself, Ms. Creger, Mr. Ficker and Ms. Banick met to discuss standard space grading. On the PLC journey, have talked significantly about what

course teams work on which is building guaranteed and viable curriculum for engagement of students. It was announced at the January institute day this year that Reavis will be shifting to a standard space mindset and practice. That goal is set for 2026. Several course teams are already implementing strategic practices into their classrooms that include standard space grading. Grades reflect mastery of skills not necessarily the ability to memorize content and then not be able to use or transfer that information. We are looking for mastery of skills. Its about teachers working together to determine what that essential standard skill is and how to assess that.

Ms. Jastrzebowski reported that last month she attended a Solution Tree conference that focused on Behavior. When approaching and discussing the mind shift that has happened over the last decade as Principal Schultz just shared, from zero tolerance to where we are today. It is important that everyone catches up with that. We do see teachers still in that old mindset where thinking exclusionary practices discipline solves problems. Ms. Jastrzebowski thanked the Board for allowing staff attend these conferences because it is so important to the work being done at Reavis.

Ms. Jastrzebowski also thanked the Board again for approving the Referral GPS navigation system to assist students, parents and community members to find therapeutic help. In December and January, 230 of Reavis families or students had used the service for research and 40 families were connected with treatment. Thirty-three of those in December alone. The most searched areas were anxiety, depression, stress management, grief/loss or martial or relationship issues.

Ms. Jooste reported from the PE/CTE/Fine Arts department that the Blood Drive will be next Tuesday, March 22nd. As of this morning, we had 190 students signed up to donate. Students are still eligible to sign up and students and staff can donate as walk-ins on Tuesday.

On May 5th Reavis will again partner with Bobbo's Fund for Young Hearts and the Young Hearts for Life organization to offer free ECG testing for our students. At the end of March, we will open up registration for students to sign up to get screened and for volunteers to sign up to assist at the event.

On behalf of the Math and Science department, Ms. Jooste reported the Illinois Science Assessment was administered to 89% of our junior class over two Wednesdays in March. Testing is now complete, as we have fulfilled all requirements set forth by ISBE. Kudos to Dr. Erika Banick, Testing Coordinator Theresa Shepherd, our IT Department, and support staff Ms. Andrea Frausto for their efforts in planning and implementing a smooth testing experience for all students involved.

On behalf of the Humanities department, Ms. Jooste reported that juniors are hard at work preparing for the SAT in their homeroom program. As of last week, the Class of 2023 has completed just over 100,000 practice SAT questions. They will be taking the exam April 13 and will continue to have access to those practice activities through the test.

Throughout the rest of the semester, students in some of our Spanish classes will have the opportunity to attend virtual field trips in Spanish-speaking countries. Students in Spanish I will be taking a virtual bike tour of Medellin, Columbia where they'll visit iconic sites like the Memory Museum, outdoor sculptures by Fernando Botero, and other places in their city center. Students in Spanish Heritage I will be virtually exploring the archaeological site at Machu Picchu as they learn about the ancient city and the story of its rediscovery. We hope our students enjoy this cultural experience and are working to coordinate virtual trips for some of our other language classes later this semester, as well.

Dr. Riordan reported that the COVID numbers remain low. The positivity rate in Burbank is under 2%. Reavis has had very few students or staff reporting symptoms or testing positive. To this point, there have not been any concerns of anyone having issues with wearing or not wearing a mask. Everyone is respecting each other's choice.

Dr. Riordan also shared with the students that we are in Phase II of the Capital Project. This Spring/Summer the pool and Industrial Tech wing will be renovated. The work on the pool has already begun. The goal is to be completed by August 5th. Bids went out today for the Industrial Tech wing renovation. Adding that a Special Meeting may need to be scheduled to approve those bids.

Dr. Riordan concluded by sharing that the additional teacher positions will be posted from the Principal's office tomorrow. Reavis will be hiring two additional Math teachers, an Art teacher, a French teacher, a Social Studies teacher and a part-time Music teacher. It will be a busy Spring! These new teachers should appear on April, May or June agendas and ready to begin in August.

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

No action necessary as the Board did not enter into *Closed Session*.

12. ADJOURNMENT

Time: 6:54 p.m.
Motion: T. Arnold
Second: S. Ficker
Aye: S. Ficker, R. McKinley, R. Moreno, L. O’Dowd, T. Arnold, J. Brodinski, A. Creger
Nay: None
Vote: 7-0

Signed and approved this 19th day of April, 2022.

President

Secretary