

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

REGULAR BOARD OF EDUCATION MEETING

**TUESDAY, SEPTEMBER 15, 2020 AT 6:30 P.M.
LIBRARY**

MINUTES

1. OPEN MEETING, PLEDGE OF ALLEGIANCE, ROLL CALL

Time: 6:30 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
Community Members & Students

2. APPROVAL OF MINUTES

A. Public Budget Hearing and Regular Meeting Minutes of August 18, 2020.

Motion: A. Creger
Second: L. O'Dowd
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 August 18, 2020.

Motion: R. Moreno
Second: J. Brodinski
Aye: A. Creger, S. Ficker, R. McKinley, R. Moreno, L. O'Dowd, T. Arnold, J. Brodinski
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 August 31, 2020.

Motion: L. O'Dowd
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 September, 2020.

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

C. Approved Cooper Lighting Solutions, as apparent responsible low bidder, for the installation of new lights, light poles, electrical breakers and grid for the football and soccer fields through the state approved Sourcewell Purchasing Cooperative at a cost of \$501,884.00, Contract #071619-CPL.

Motion: R. Moreno
Second: S. Ficker

Dr. Riordan commented that Mr. Ray Hurley of Cooper Lighting was present at the meeting. Dr. Riordan also gave credit to Mr. Hock and Mr. Novak for working with companies that put bids in. Adding that when the soccer field was completed over five years ago, the plan was always to add lighting. The football field lights are in dire need of being replaced.

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

D. Approved Temperature Equipment Corporation (TEC), as apparent responsible low bidder, to purchase 3 chillers, 2 rooftop units for the North Gym and roof curbs through the state approved Sourcewell Purchasing Cooperative at a cost of \$450,590.00, Contract #030817-CAR#.

Motion: T. Arnold
Second: R. McKinley

Dr. Riordan explained that this is the beginning of Phase I of the Life Safety Project for the North Wing. Though not all 3 chillers are for the North Wing. Dr. Riordan again credited the Maintenance leadership team, Mr. Hock, Mr. Appleby, Mr. Bembenek and Mr. Novak, for working with 2 of the largest air conditioning corporations to obtain these competitive bids. This item is for the purchase of the chillers. Further down on the agenda is the motion to bid for installation of the chillers.

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

- E. Approved authorization to develop specifications and solicit bids for North Wing roof replacement work.

Motion: S. Ficker
Second: R. Moreno

Dr. Riordan explained that this item and the next 3 items are the Life Safety projects as a result of the passed referendum. Bid will come in next week. Goal is to complete the work before winter.

Ms. O'Dowd asked if there is any concern with product shipment due to Covid-19. Dr. Riordan stated that it will not be an issue with the chillers. They have already been told that they will be shipped within the next 10 weeks. Dr. Riordan then asked Mr. Markham if he is aware of the possibility of delays. Mr. Markham responded he does not see shipping as being an issue.

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

- F. Approved authorization to develop specifications and solicit bids for North Wing tuckpointing work.

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

- G. Approved authorization to develop specifications and solicit bids for the removal of asbestos while doing the roof replacement.

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

- H. Approved authorization to develop specifications and solicit bids for the installation of 3 chillers for furnace rooms 1, 4 and 7 and 2 North Gym rooftop units.

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

6. EDUCATIONAL TRAVEL

There were no *Travel Requests* at this meeting.

7. PERSONNEL

- A. Approved request for a leave of absence according to the provisions of the Emergency Paid Sick Leave Act (EPSLA) for Mr. Mark Buckle, Dean, beginning on August 17, 2020 through September 3, 2020.

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

Dr. Riordan explained that this item and the next four items are in relation to the Family First Cares Act. An employee is allowed to take days if they have had close contact with someone who tested positive with Covid and the employee is required to quarantine.

Mr. Brodinski asked if the employee has to use their sick or vacation time and who pays for those days taken off. Dr. Riordan responded that they are paid up to a certain amount by law. There are 6 different categories to determine eligibility. An employee is paid up to a certain amount then is able to use their sick/vacation time to receive full pay for days taken. The district pays for the time off taken. This act expires on December 31, 2020 unless the federal government extends it.

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

- B. Approved request for an intermittent leave of absence according to the provisions of the Emergency Paid Sick Leave Act (EPSLA) for Ms. Maria Manaves, Teacher, beginning on September 1, 2020 through September 11, 2020.

Motion: S. Ficker
Second: R. McKinley

Dr. Riordan clarified that this is an intermittent leave meaning the staff member will not be out every day. Days are taken as needed.

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

- C. Approved request for an intermittent leave of absence according to the provisions of the Emergency Paid Sick Leave Act (EPSLA) and the Emergency Family and Medical Leave Expansion Act (EFMLEA) for Ms. Andrea Frausto, Support Staff, beginning on August 26, 2020 through December 31, 2020.

Motion: R. McKinley
Second: S. Ficker

Dr. Riordan asked Mr. Novak to assist to explain the details of the 16 weeks. Dr. Riordan began that the EPSLA leave covers the first 10 days. Mr. Novak added that with a regular FMLA an employee is allowed 12 weeks. Being an intermittent leave, all the days will not be taken consecutively so the employee will be able to extend until year end.

Ms. Creger asked what happens to the workflow when the employee is not in the building. Dr. Riordan responded that the other support staff members would assist if the Division Chair needed assistance during the employee's absence.

Mr. Arnold asked what happens if an employee states they are not comfortable coming into the building. Dr. Riordan responded that it is not a valid reason not to come to work and is not one of the criteria covered by the Family Care Act. An employee could apply for an accommodation through the American Disabilities Act. That would require documentation from a doctor with a diagnosis as to why an employee could not be in the building.

Mr. Moreno asked if these employees applied for these leaves did they have a discussion with Mr. Novak and/or Dr. Riordan beforehand. Dr. Riordan responded that each individual spoke with Mr. Novak to determine if their circumstances made them eligible for the leave before the item was placed on the agenda.

Aye: L. O'Dowd, T. Arnold, J. Brodinski, A. Creger, S. Ficker, R. McKinley, R. Moreno
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 Ms. Loretta Macaulay, Food Service Manager, beginning on August 26, 2020 through September 8, 2020.

Motion: J. Brodinski
Second: R. Moreno

Dr. Riordan explained that this employee and the employee for the next item fell into one of the federally approved categories.

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

- E. Approved request for a leave of absence according to the provisions of the Emergency Paid Sick Leave Act (EPSLA) for Ms. Laura Morrissey, Cafeteria Staff, beginning on August 26, 2020 through September 8, 2020.

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

- F. Approved the retirement request of Mr. Richard Nichols, Teacher, effective at the end of the 2023-2024 school year.

Motion: R. Moreno
Second: R. McKinley

Dr. Riordan commented that Mr. Nichols is an Industrial Tech teacher as well as a coach. He was the head coach for golf and is currently an assistant coach.

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

- G. Approved the retirement request of Ms. Kathryn Ryan, Teacher, effective at the end of the 2023-2024 school year.

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

Dr. Riordan stated that Ms. Ryan is also an Industrial Tech teacher and is part of a large group that will be retiring the same year.

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

- H. Approved the resignation of Ms. Katherine Glenn, Girls' Swimming and Diving Assistant Coach, effective immediately.

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

Dr. Riordan added that Ms. Glenn plans to leave the position for 1 year and will return next school year.

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

- I. Approved the hire of Mr. Charles Manning as Girls' Swimming and Diving Assistant Coach, effective for the 2020-2021 school year.

Motion: R. McKinley

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

- J. Approved approval of Mr. Anthony Petella, Volunteer Boys' Basketball Coach, effective for the 2020-2021 school year.

Motion: A. Creger
Second: S. Ficker

Dr. Riordan explained that Mr. Petella was added prior to the start of the season because the IHSA has approved contact dates for boys' basketball.

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

- K. Approved the approval of Mr. Michael Hock, Director of Buildings & Grounds, to receive a stipend for additional responsibilities as part of the Construction Management team related to Phase I of the Capital Project.

Motion: R. McKinley
Second: R. Moreno

Dr. Riordan explained that the decision was made not to hire a Construction Management Firm. The maintenance leadership is equipped to handle these jobs. These are things that they do on a regular basis. Going this route will save the district time and money. These individuals work for Reavis so they will continue to do what is in the best interest of the district.

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

- L. Approved the approval of Mr. Mark Appleby, Director of Transportation & Operations, to receive a stipend for additional responsibilities as part of the Construction Management team related to Phase I of the Capital Project.

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

- M. Approved the approval of Mr. Brian Bembenek, 2nd Shift Maintenance & Security Supervisor, to receive a stipend for additional responsibilities as part of the Construction Management team related to Phase I of the Capital Project.

Motion: R. McKinley
Second: R. Moreno

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

- N. Approved the approval of Mr. Eric Novak, Chief School Business Official, to receive a stipend for additional responsibilities as part of the Construction Management team related to Phase I of the Capital Project.

Motion: R. Moreno
Second: T. Arnold

Dr. Riordan explained that Mr. Novak will have a number of new roles to ensure the projects stay on track. Adding that the entire package of all 4 individuals is still under \$80,000. If a construction management team was hired the cost would have exceeded \$300,000.00.

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

- O. Approved the approval of Ms. Abigail Sanchez, Assistant Food Service Manager, effective August 3, 2020.

Motion: J. Brodinski
Second: R. McKinley

Dr. Riordan explained that Ms. Sanchez has been at Reavis for a number of years. Adding that during the stay at home order, Ms. Sanchez along with Ms. Macaulay were here every day to ensure food was supplied to community members in need. Ms. Sanchez has really stepped in when needed so the time seemed appropriate to give her a title and the responsibility that comes along with it.

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

8. **OLD BUSINESS**

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

9. **NEW BUSINESS**

- A. Approve the Memorandum of Understanding to the current Collective Bargaining Agreement between the Board of Education of Reavis High School District No. 220 and the Reavis High School Support Staff Council - Local 943, IFT-AFT/AFL-CIO.

Motion: R. Moreno
Second: S. Ficker

Dr. Riordan explained this is similar to the memorandum approved last month for the teachers. Support staff will be granted 12 additional sick days.

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

- B. Scheduled a Special Board Meeting to approve bids for North Wing roofing, tuckpointing and asbestos removal.

Motion: S. Ficker
Second: T. Arnold

It was decided to hold the Special Board Meeting meeting on Tuesday, September 22, 2020, 6:00 p.m.

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

- C. Approved the sale for fair market value, trade-in or salvage of the two following school buses.

- 2002 GMC Bus VIN #1GDL7T1E92J509811
- 2002 GMC Bus VIN #1GDL7T1E22J516177

Motion: L. O’Dowd
Second: A. Creger

Dr. Riordan explained that in the past Reavis purchased the busses then leasing began. These 2 busses now have too much work to be done to have them safely on the road. They have not been driven for the past few years.

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

10. CATEGORICAL REPORTS

- A. Student Reports – No Report

- B. Administration –

Principal’s Report

Students are starting week four of remote learning. I have attended class in every department/subject and continue to use my observations to facilitate conversations with teachers and administrators on student learning in a virtual classroom. Some teachers have requested I follow-up with them and provide feedback which I am happy to share. Our PLC Coaching Cadre has begun their work with PLC Teams--we have 34 teams active this fall. Our DCs have completed a thorough audit of all course syllabi to support conversations related to grading and assessment which is tied to our PLC goals.

Curriculum

The Title Grant for FY 20 has been put to rest, and the FY21 Grant has been approved, although we await the final allotment and rollover. The SAT is October 14th for all members of the Class of 2021. We will cancel I&E time that day and bring our seniors into socially distant SAT rooms. Our mini-conference on Curriculum, Instruction, and Assessment will take place on 9/30 and feature Solution Tree's Anthony Reibel from Stevenson High School as a keynote speaker. We will also offer 12 different breakout sessions for teachers to choose, from PD on technology to meeting the needs of ELL learners, to roundtables on topics like AP, standards-based grading, and retake policies. This is in addition to the GIFT and PD sessions that we have offered each week and have been attended by the majority of our staff.

IT

Communications project update: IP phones are now operational. Classroom speakers and clocks are installed and in the process of being configured. Hallway clocks will be installed over the next two weeks and our techs will be running cable for these clocks.

Reavis recently purchased an Educational Account with Zoom to assist teachers with the classroom management and attendance portions of virtual meetings with students. We have experienced some issues with non-Reavis students entering virtual classes with the intention to disrupt the lesson. After all of our students are migrated to the new platform, they will be required to use their Reavis account to sign-in to meetings, thus allowing us to better monitor student behavior.

Athletics

We are having a successful start to the fall season. Boys and Girls Golf & Cross Country, Girls Tennis, and Girls Swimming have great numbers out for their individual teams. Our fall teams have been doing virtual meets vs. conference schools, as well as inter-squad events to keep the competition going. Our student athletes and their coaches have remained positive and have been so flexible and understanding during this time, and they deserve to be recognized for their terrific efforts!

We have rolled out a new program in our Athletic Department called 8 to 18! This program will allow us to go completely digital for forms like physicals, code of conducts, waivers, forms, etc. It also allows us to communicate news to parents and students directly through the site. The biggest plus to this system is that all of our athletes must register on the website prior to trying out for a team allowing our athletic department to verify updated physicals and eligibility for the season. Thank you to our new administrative assistant- Maureen Hernandez for the many hours she put in training and assisting our coaches with the new product! She is off to a great start in our athletic office!

Activities

We held a 9/11 live stream tribute that recognized tenure awards recipients, faculty members Dennis Brumirski, Meg Madera, Mary Claire Ahern, Katrina Arnold, and Bill Lauer). We also recognized National Board Certified Teacher Stacie Scheiner, and revealed our 2020 yearbook, and dedicated it to Don Erickson. Special kudos to Lindsay Slade, yearbook sponsor, for getting the yearbook done in a pandemic. Earlier today we had yearbook pickup for all classes including the Class of 2020. Any student who was unable to attend can contact the activities office to pick it up.

SSD

The Deans are actively calling/emailing students, parents and holding on campus meetings for most severe cases. We are averaging 82% of our student body logging in daily. The reasons for not attending school include WiFi, work, travel, and students oversleeping. Our major behavioral issue is "zoom bombing"; *students yelling, making inappropriate comments, playing inappropriate music, etc.* Counselors are helping our students stay informed by producing RAMCASTS which are located on our website. The Counseling team is producing a recorded presentation for our "annual"

Senior parent night meeting which will be released on 9/30. The Behavioral Health Team has developed in-service/GIFT sessions for our faculty and students focusing on reducing stress, mindfulness, and relaxation. Finally, our Nurse continues to attend webinars to stay up to date with IDPH guidelines and COVID related information.

Dr. Riordan thanked Principal Schultz for her dedication to our students, teachers and school.

Mr. Novak shared that by October 1st school districts are required to post on the website IMRF employees with compensation exceeding \$75,000 and a separate report of teacher/administrator's compensation.

Mr. Novak also updated on the tax collection. Cook County extended the deadline for the 2nd property tax payment to October 1st. At this time last year, 89% of the 2nd tax payment had been collected. At this point this year, 76% has been collected. That 13% difference makes up \$1.5 million. Mr. Novak is not alarmed yet by those numbers since the deadline has not passed yet. He will update the board further at the October board meeting. Dr. Riordan commented that himself and Mr. Novak discuss the budget daily if not weekly. At this time, there has not been an increase in families requesting assistance to pay fees. Dr. Riordan is confident that marks will be hit in regards to revenue it will just be delayed in comparison to years past.

Dr. Riordan thanked the Board for their leadership and trust in the entire school to navigate during this unprecedented time. Dr. Riordan also thanked the entire support staff stating that the school could not have opened without everyone on board. The maintenance staff was ready to keep the building clean and even though the students are not here every day they are still keeping the building ready to be opened for students at a moment's notice. The teachers have really stepped up and are doing the best they can. Dr. Riordan also thanked the Stickney Township Public Health District adding that they are a great asset to have in the community. They are doing a great job communicating.

In regards to remote learning, Dr. Riordan stated that it is going as best as it can under these circumstances. It is much better than it was in the spring. There is talk on a regular basis of when students can return to the building. Although a date has not been set, plans are continuing. A survey will be sent this Friday to parents and students to gauge what is being done well and where are the struggles. Also, in the survey, will be questions regarding shifting to a hybrid model. Remote learning will remain in place for the next 3-4 weeks but if things continue to level out transitioning to the hybrid model mid-October is a possibility. That information will be shared 1-2 weeks in advance to allow people to plan.

C. Teachers Union – No Report

A. Support Staff Union – No Report

B. Maintenance Union – No Report

C. 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: 7:57 p.m.
Motion: T. Arnold
Second: R. Moreno
Aye: J. Brodinski, A. Creger, S. Ficker, R. McKinley, L. O'Dowd, R. Moreno, T. Arnold
Nay: None
Vote: 7-0

12. RETURN TO OPEN SESSION

Time: 9:14 p.m.
Motion: T. Arnold
Second: J. Brodinski
Aye: A. Creger, S. Ficker, R. McKinley, L. O'Dowd, R. Moreno, T. Arnold, J. Brodinski
Nay: None
Vote: 7-0

13. NEW BUSINESS

There were no motions brought up after *Closed Session*.

14. ADJOURNMENT

Time: 9:15 p.m.
Motion: T. Arnold
Second: J. Brodinski
Aye: S. Ficker, R. McKinley, L. O'Dowd, R. Moreno, T. Arnold, J. Brodinski, A. Creger
Nay: None
Vote: 7-0

Signed and approved this 20th day of October, 2020.

President

Secretary