

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

**REGULAR BOARD OF EDUCATION MEETING**

**TUESDAY, OCTOBER 20, 2020 AT 6:30 P.M.**

**REAVIS LIBRARY**

**Livestream link available at [www.reavid220.org](http://www.reavid220.org)**

---

---

**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

**2. APPROVAL OF MINUTES**

A. Regular Meeting Minutes of September 15, 2020.

Motion: A. Creger  
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. Special Board Meeting Minutes of September 22, 2020.

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

C. Closed Session Minutes of Special Board Meeting of September 22, 2020.

Motion: R. Moreno  
Second: L. O'Dowd  
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 September 30, 2020.

Motion: J. Brodinski  
Second: S. Ficker  
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 October, 2020.

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

C. Approved Quality Controls Systems, Inc. Crete, IL, as the apparent responsible low bidder, for the replacement of 3 chillers and 2 roof top air handling units for the North Gym, at a cost of \$528,000.00.

Motion: R. Moreno  
Second: R. McKinley

Dr. Riordan shared that there were 14 very competitive bids received. The overall range was not significant indicating that the estimate was on point. This company is currently doing work at Reavis replacing gas piping as part of the roofing job currently taking place.

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

## 6. 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. Jason Bever, teacher, beginning on September 23, 2020 through October 5, 2020.

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

- B. Approved request for an intermittent leave of absence according to the provisions of the Family Medical Leave Act for Ms. Kirsten Hock, teacher, beginning August 21, 2020 through June 1, 2021.

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

Dr. Riordan explained that when an intermittent leave is requested it means that the staff member will not be taking consecutive days off. Days will be taken off as needed for the situation.

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

- C. Approved request for an intermittent leave of absence according to the provisions of the Family Medical Leave Act for Ms. Angel Martin, teacher, beginning September 21, 2020 through March 21, 2021.

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

D. Approved approval of the following volunteer coaches, effective for the 2020-2021 school year:

|                     |                   |
|---------------------|-------------------|
| Ms. Miranda Sanchez | Dance             |
| Mr. Jeffrey Smith   | Boys' Bowling     |
| Mr. Dave Supanich   | Boys' Bowling     |
| Mr. Wally Forsythe  | Boys' Swim        |
| Ms. Teresa Curtis   | Girls' Basketball |
| Mr. Matthew Cusick  | Wrestling         |

Motion: J. Brodinski  
Second: R. McKinley

Dr. Riordan explained that these volunteer coaches are for the winter season. There still remains a lot of questions regarding the winter season starting. Currently, the situation is concerning. The IHSA and IDPH are planning to make announcements next week.

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

E. Approved request for a leave of absence according to the provisions of the Family Medical Leave Act for Ms. Erika Banick, Director of Curriculum & Assessment, from September 21, 2020 through October 16, 2020 then intermittently from October 17, 2020 through December 4, 2020.

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

F. Approved request for a leave of absence according to the provisions of the Family Medical Leave Act for Ms. Erin Nelligan, support staff, beginning on September 30, 2020 through October 13, 2020.

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

G. Approved request for a leave of absence according to the provisions of the Emergency Paid Sick Leave Act (EPSLA) for Ms. Kathleen O'Malley, support staff, beginning on September 29, 2020 through October 13, 2020.

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

- H. Approved request for a leave of absence according to the provisions of the Emergency Paid Sick Leave Act (EPSLA) and the Family Medical Leave Act (FMLA) for Mr. Michael Gotsch, maintenance staff, beginning on August 31, 2020 through October 16, 2020.

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

## 8. OLD BUSINESS

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

## 9. NEW BUSINESS

- A. Approved the 2020-2021 Evaluation-Coaching 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 Federation of Teachers, Local 1951, American Federation of Teachers, AFL-CIO.

Motion: R. Moreno  
Second: R. McKinley

Dr. Riordan explained that as discussed at previous meetings, this is the final culmination. Tenured teachers will have 1 coaching session. It is unrealistic to evaluate a teacher in this environment under the current model.

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

- B. Approved the 2020-2021 Teach at Home Accommodations 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 Federation of Teachers, Local 1951, American Federation of Teachers, AFL-CIO.

Motion: R. Moreno  
Second: S. Ficker

Dr. Riordan explained that this has been in place since early September. It was not on the September Board meeting agenda because there was interpretation of the details to be clarified. Dr. Riordan also stated that this agreement is only in effect while on the Remote Learning Model.

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

Dr. Riordan addressed the question that was presented to him of possibly changing the board meeting start time to 6:00 p.m. He recommended putting the item on the November agenda so the topic could be discussed and voted upon.

## **10. CATEGORICAL REPORTS**

A. Student Reports – No Report

B. Administration –

Mr. Novak reminded the board that Cook County extended the tax payment deadline to October 1st. Currently, 92.7% of collection has been received which compares very well to last year's collection at this time. He will continue to update the board.

Mr. Novak also reported that the USDA free meals program was approved to offer meals through the end of the school year, June 30, 2021. Reavis has been offering free breakfast and lunch meals to students and will now continue to do so through the school year. Mr. Novak noted that it is available to any child 18 or younger in the community.

Mr. Novak reported that with everything being done remotely this year, RSM, audit firm, is behind schedule. Reavis' audit was scheduled to have begun in September but it is just beginning now. The state has extended the deadline for school districts to complete their audits. Reavis has received the list of items the firm is requesting to begin the review.

Another item Mr. Novak reported on was the revenue replacement tax. Last year Reavis collected approximately \$3.4 million. Based on expert advice himself and Dr. Riordan had received the budgeted amount was reduced to \$2.5 million. The estimate received from the state is \$2.8 million. So good news if the those funds are received.

Principal Schultz reported on the following topics -

### **College Board SAT**

The Illinois State Board of Education (ISBE) recently released official SAT Practice Tips and Strategies for high schools across the state to use. They included the Reavis High School SAT Prep Program as a model for other schools to learn from. Reavis was able to move scores forward even when the state did not and utilized the data to implement interventions as needed.

Associate Director of The College Board, Chris Heintz said, "As soon as the marketing team asked about schools who were active in Khan that could help give us insight, Reavis was on the list because your students were more active in the incentives than districts that had 5000+ students."

A special thanks to all of our SAT Prep teachers and our lead coordinators Jackie Hanik, Theresa Shepard, and Heather McCurdy for the work they have done.

<https://www.isbe.net/Documents/Practice-Strategies.pdf>

### **Reavis Refuses to Fail**

We are halfway through the semester and it is time for us to pause and reflect on student engagement and learning. We recognize that remote learning has brought its own set of challenges; these challenges have contributed to an increase of failing grades. There are many contributing factors outside of our control, and we recognize the efforts of our staff as they navigate those given circumstances. We are committed to connecting with our parents and students this October, during our parent/student engagement month, as *Reavis refuses to fail*. PLC teams will be working tomorrow afternoon during the professional development portion of our day to update gradebooks,

grade together as teammates to discuss appropriate interventions if necessary, including consideration for tutoring, resource center referrals, scheduled I & E sessions. Teams will also create Swift K12 messages that can be customized for targeted students, continue course level grading practices and reevaluate efforts that will encourage engagement in the last seven weeks of the semester. Finally, our Student Services Division is available to offer support to teams especially to assist with Tier III student needs. We will continue these efforts at the administrative level and utilize our instructional coaches to dissect our at-risk academic and behavioral data to create individual plans for students.

### **Student Events**

We are preparing to welcome the Class of 2024 parents to campus for an open house on Thursday, November 5th. This night event will allow parents and students to walk the halls, find classrooms, and meet the principal and superintendent during informal presentations. More information will be forthcoming on our website and social media accounts as well as shared with via our Swift K12 automated system.

Today we had approximately 20 students on campus for the Kindness Project. This is the second time we have hosted the event in an effort to support social emotional health and provide a safe setting for students to connect with the school. Students created personalized rocks with positive and encouraging messages that they could choose to share with others, hide in the community and on campus, or keep. The Kindness Project was started by Megan Murphy after losing her parents. It is a national movement which encourages people to leave painted rocks with inspiring messages along the path of life. #TheKindnessRocksProject. Learn more about how to join the movement at <http://thekindnessrocksproject.com>.

Next month, Principal Schultz will be reporting on the Illinois School Report Card that will be publicly released October 31st.

Dr. Riordan began his report by thanking the students and parents for completing the survey. Dr. Riordan acknowledged that this situation is not easy. Even though students are not engaging as much as hoped their perseverance is appreciated. Speaking as a parent of a junior student, the stamina is decreasing. He is asking teachers, students, parents and everyone else to hang in there the next few weeks. He also thanked the Support and Maintenance Staff for coming to work every day and keeping the district moving forward. They are the face of the district right now.

Dr. Riordan stated that the goal remains to reopen school on November 9. This date was chosen to allow enough time to prepare. It will really come down to staffing and number of cases reported. If the numbers of available staff remain strong, we should be able to bring the students back. Also, the number of reported cases in Stickney will determine if students can safely return to the building. Every Thursday the numbers are reviewed with the Stickney Public Health District. The numbers have gone up in the 4-6 weeks. Unfortunately, there is not a positivity rate available just for Burbank or Stickney Township. So, the positivity rate in Cook County is the only rate available to monitor.

Lastly, Dr. Riordan shared that the Daily Self Reporting form is completed every day by any staff member that plans to enter the building on that day.

C. Teachers Union – No Report

D. Support Staff Union – No Report

E. Maintenance Union – No Report

F. Board Reports – Dr. Riordan reported that Building & Grounds Committee met. The communication systems, clocks and phones projects are about 80% and will be complete on October 26. Little Theater renovation continues. New flooring will be installed in the next couple of weeks. The Storage garages are continuing to be worked on. The North wing storage garage will be bricked and siding installed in the next couple of weeks. Once that is completed, the work will shift to the Drama storage garage at the front of the building.

Capital Project Initiative Phase I Update – Tuckpointing is approximately 50% complete. Roofing is moving along as well. Supplies are all on-site. Communication has been sent to the staff regarding possibility of noise and tar smell. Staff has been offered to move to other locations if anyone feels it is necessary.

Just received notification today that 16 pallets will be delivered tomorrow that contain the lighting for the football and soccer stadium lighting.

Dr. Riordan distributed copies of renderings from SPM Architects of the North Wing renovation.

## **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: 7:25 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. NEW BUSINESS**

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

## **13. ADJOURNMENT**

Time: 8:21 p.m.  
Motion: T. Arnold  
Second: R. McKinley  
Aye: R. McKinley, L. O’Dowd, R. Moreno, T. Arnold, J. Brodinski, A. Creger, S. Ficker  
Nay: None  
Vote: 7-0



Signed and approved this 17<sup>th</sup> day of November, 2020.

\_\_\_\_\_  
President

\_\_\_\_\_  
Secretary