

Regular Meeting Minutes

Board of Education ♦ Niles Township High Schools ♦ District 219 ♦ Cook County, Illinois
September 27, 2016

I. Call to Order and Roll Call

Board President Sproat called the meeting to order at 5:34 p.m.

Board Members Present at Roll Call: Carlton Evans, David Ko (5:58 p.m.), Brian Novak, Joseph Nowik, Mark Sproat.

Board Members Absent: Linda Lampert, Ruth Klint

II. Closed Session

It was moved by EVANS and seconded by NOVAK to recess into closed session to discuss the appointment, employment, compensation, discipline, performance, or dismissal of employees, collective bargaining, purchase of property, security procedures, student disciplinary cases, the placement of individual students in special education programs and other matters related to individual students and pending litigation.

Litigation, when an action against, affecting or on behalf of the particular public body has been filed and is pending before a court or administrative tribunal, or when the public body finds that an action is probable or imminent, in which case the basis for the finding shall be recorded and entered into the minutes of the closed meeting.

A roll call vote was taken.

Voting Aye: Evans, Nowik, Novak, Sproat.

The motion carried.

The Board recessed into Closed Session at 5:35 p.m.

III. Recall to Order

President Sproat recalled the meeting to order at 6:56 p.m.

IV. The Pledge of Allegiance was recited.

V. Public Hearing on 2017 Budget

At 6:57 p.m. President Sproat called to order for a Public Hearing for the Niles Township High School District 219 2016-2017 Budget. The Budget was placed on display for public inspection on August 23, 2016 for thirty (30) days, pursuant to state code. Notice of the Public Hearing appeared in the Thursday, August 25, 2016 edition of the Pioneer Central.

VI. Audience to Visitors on the Budget

Eric Poders, a Morton Grove resident, asked for an explanation to changes in the District before Dr. Isoye became superintendent. He also recommended that a normal forensic

audit be taken. He also mentioned District 67, Classrooms First initiative and the Morton Grove TIF that will expire in 2017 and additional revenue that is forthcoming.

VII. Welcome

President Sproat thanked everyone for attending the meeting.

VIII. Changes / Additions to the Agenda

The green personnel handout was added to the Consent Agenda.

IX. Staff Recognition

Ami LeFevre, Director of Science, introduced Martha Lietz, a science teacher at Niles North who received two very prestigious award. Ms. LeFevre was named the 2015-2016 Outstanding High School Physics Teacher by the Illinois Section of the American Association of Physics Teachers (ISAAPT) and was appointed as a Physics Master Teacher Leader by the National AAPT. Each year ISAAPT chooses one Illinois high school physics teacher for the Outstanding Teacher Award. Ms. Lietz is one of only 17 teachers across the nation appointed as a Physics Master Teacher Leader.

X. Student Representative Comments

Niles North - Brittany Abrams introduced herself and gave the following school highlights: Niles North Homecoming was a big success. The events started with the Powder Puff game between Junior and Senior girls and Spirit Week, where each day had a different theme. Over 1,100 students attended Homecoming. The Pep Assembly showcased Sports, Robotics, Math Teams and other activities. The students also had an opportunity to meet with the Superintendent to discuss strengths and weaknesses of the school, student government and ELL. Calvin Terrell, a speaker, educator, and community builder, will visit Niles North on October 24 and 25 and talk about bullying. He will address students during school, teachers after school, parents in the evening; and there will also be a community event in the evening on Oct. 25; everyone is welcome.

Niles West - Labiba Mahmud gave the following school highlights. Homecoming was last week and was a big success with over 1,300 tickets sold. Spirit Week was held in conjunction with the Pep Assembly on Friday. Niles West won the football game against

Glenbrook South. Thursday September 29 is the Girls' Volley Ball game against New Trier; both teams are tied for the number 1 spot. On Wednesday, October 5 is the "You Make a Difference" breakfast.

XI. Audience to Visitors On Agenda and Non-Agenda Items

Lorenzo Fiol, a Morton Grove resident, asked questions on how much tax will go up; what is the 2016-2017 Budget, the cost per pupil and if there are any issues with Board members having financial situations individually or personally. Dr. Isoye stated that any questions should be sent to him.

Eric Poders, a Morton Grove resident, stated:

- a. The document on FOIA 2, page 465, has his personal information on it. According to him, the Board of Education changed the policy to redact personal information on

public documents, that this was discussed in a public document that was discussed at a meeting a year and a half ago. He requested his personal information should be redacted on the PDF document.

- b. Referring to the Public Access Counselor (PAC) as referenced in the FOIA 2 document, he was at the Attorney General's office, and submitted documents he obtained from them for public record. He indicated there are a lot of inconsistencies with the correspondence he received back from Mr. Chung.
- c. The 6 day enrollment figures are down at D219 from last school year to this school year by 3.5% (page 462) which is exactly the same as CPS and charter schools.
- d. The minutes of the September 20, 2016 meeting indicate the meeting was called to order at 6 p.m., and adjourned to closed session at 6:02 p.m. He said this is incorrect, as he spoke for 7 minutes in the Audience to Visitors. He spoke about TIFFs in Morton Grove and the concept of consolidation, and that what is in the minutes is incorrect. He said he reflected we should consolidate Maine and Niles Township like District 214 has done. This should be corrected in the minutes.

XII. Approval of the Consent Agenda

A motion was made by NOVAK and seconded by EVANS to approve the Consent Agenda, as amended.

A roll call vote was taken.

Voting Aye: Evans, Ko, Novak, Nowik, Sproat.

The motion carried.

Included in the Consent Agenda were:

- Approved payment of the Monthly Bills and Payroll in the amount of \$16,579,227.26
- Approved the Personnel Report
- Approved Minutes August 23, 2016, September 6, 2016 and September 20, 2016
- Board of Education Open and Closed Sessions
- Approved International Trip for Niles North and Niles West to Israel
- Approved Intergovernmental Agreement for Longitudinal Data Study
- Approved Applications for Recognition of Schools 2015-16
- Approved Telescope Donation from Tom Kirke, Niles West alumni, to the Niles West Science Department
- Approved Forensic Investigation
- Approved Settlement Agreement in Federal Court Lawsuit Involving Former Student

XIII. Business

- Final Budget Approval - Fiscal Year 2017 (Discussion and Action)

It was moved by NOWIK and seconded by Ko to approve the Fiscal Year 2017 Final Budget.

Mr. Novak made the following statement:

Our direction to the administration this year was a flat budget. The budget this year includes many of the initiatives this Board has championed, from our continued commitment to K-12 education to the support of our award winning Fine Arts program. We do need to discuss further cost containment options for next year.

Our Township recently received its tri-annual property tax assessment and if our constituents, like me, were shocked to see a significant increase, then we, as a Governing Board, have a responsibility to do more. To not just hold, but to reduce spending in order to ensure that we remain responsible financial stewards of this community's tax dollars.

We have taken great steps forward for the last year to investigate and ultimately, ameliorate waste in this district and I am very proud of the work that we have initiated in this area. While our new administration has identified the many opportunities to streamline and in some cases to eliminate positions, there still remain extravagant systemic spending which is simply unsustainable and unfair to our taxpayers, many of whom have been foreclosed upon or unable to sell their homes, in part because of the high taxes. I have had an opportunity, as a member of the audit committee, to review the monthly expenditures as you all know and I am confident that we can easily make cutback without a profound effect on the District's mission or goals. I believe that we, as a Board, should now direct administration to pursue a clear plan for cost containment moving forward.

Dr. Trimberger discussed the budget, direct revenue of \$154m. and expenses of \$210m., which include several one-time non-recurring events. He explained IMRF unfunded liability of \$15m, debt restructuring and tax abatement, over-payment refund due to Department of Revenue, increase in benefit expenditures, unspent contingencies, and return on investment and interest payment.

Mr. Novak asked several questions and asked clarification of Dr. Trimberger, relative to the FY'17 Budget:

1. Please explain the rationale of tax abatement.

Several years ago the BOE directed the administration to freeze taxes overall so the operating taxes levy was increased in order to keep the overall tax levy flat. The Board elected to abate or reduce the debt payment portion of the tax levy. The first year this was done, in 2013, the tax levy was a \$2.1m abatement. The Board elected to freeze taxes again for the 2014 tax levy which required a \$5.3m abatement. The BOE decided to raise the tax levy 3% for 2015, 2016 and 2017 to get that back payment level back to the current debt payment schedule. To phase back in from \$5.3m back to zero, the first step was \$2.9m. Basically \$7.5m debt payment were abated for 2013, 2014, 2015. We anticipate abatement for 2016 tax levy of approximately \$750,000. There is no abatement for FY'17 and a target of debt restructure for FY'17. We keep the debt repayment schedule at approximately \$12m per year. Goal is to re-amortize that debt restructure because it increases \$1m. each year up to about \$22m. We believe this is not sustainable to our taxpayers due to assessments of about 20% for the average homeowner of Niles Township. So at the next Finance Committee meeting, the administration will be reviewing with the Board what prospective tax bills would look like over the 10 year time frame with and without the debt restructure so we can make a proper decision as to the direction the Board would like administration to pursue.

2. Please explain the CPRT and how it is reflected in our budget. On page 7 of the final budget it says 90% decrease of FY'16 budget.

Save just under \$5m. a year for corporate personal property tax replacements. However, that number is gone down in recent years. The State General Assembly has reallocated some of that money. That money now pays for North Cook and other Service Centers as well as the Regional Offices of Education across the State. This year they allocated \$100m. from this revenue stream to community colleges.

We also were overpaid just under \$578,000 due to a software glitch of the Illinois Department of Revenue, which will be recollected at some point in the future.

The estimates that we put in our budget each year as was provided by the Illinois Department of Revenue show an increase of 19% for FY'17 or FY'16.

3. Regarding expenditures, benefits are increasing by 15.5%, 11% of which are applicable to Health benefits. Please share some of the ways that are being discussed what to do about this.

The Insurance Committee has reviewed claim utilization and met with brokers and looked at potential cost containment strategies. We are a self-insured health insurance plan and have had some high claims during the last couple of years. We also experienced some cost that is part of the Affordable Care Act which we have no control over and have to pay to the Department of Revenue.

4. So are other districts, are they increasing at the same percentage or is this our experience?

There is 6-7% increase which is just medical inflation over the year. 4% or so is due to our claim history.

5. Under purchased services, there is an increase of 20% that are because of unspent contingencies, what are these?

Outsourced maintenance for overtime, extra security is needed at events, tuition for Special Education programs, utility costs that cannot be predicted depending on how severe the winter can be, etc. There are numerous contingencies built into the budget, historically we come in several million dollars under budget.

6. Regarding IMRF unfunded liability, where do we stand in respect to other districts, and how is this \$15m. of help to us.

In last year's audit we had an unfunded liability of \$14.5m to IMRF that is attributed to a couple of different factors . IMRF counts on a 7.5% rate of return per year on their investments. Since the great recession, some years have been good, others not so much, they are going to be at best flat this year. We also experienced a large number of retirements in 2013 and 2014 which impacted the Board's reserves. Each employer with IMRF has its own individual account. This payment will pay down the liability to a lower rate in future years.

7. What is the loss of interest money due to this payment?

The Township treasurer has \$400m. to invest for all the districts. Right now interest is very low. IMRF charges their employers 7.5%.

8. Explain the change in how we are calculating the OEPP and what this new chart delineates.

From FY'13 to FY'15 the budgeting practices in the District had a lot of expenses being allocated to community accounts. We did not think that was transparent to the Board or to the taxpayers of this community, so with the FY16 budget requested auditors to move those expenses from the community accounts to where they existed since 2012. We calculated the OEPP for what it would look like from FY'13 to FY'15 if we were to use the same budgeting practices, otherwise you cannot have a true comparison of our historical cost. After adjustment to those accounts, it shows that the OEPP for FY'13 would be \$22,974, FY'14 \$23,881, FY'15 \$24,505 and unaudited FY'16 \$26,568. Of that increase of slightly over \$2,000, \$1,100 is solely due to the debt restructuring. Our debt payments consist of principal and interest. When the State calculates OEPP they deduct principal payments but do not deduct interest payments. Our debt was restructured such that interest payment went down FY'12, '13, '14, but went up \$2.1m. in FY'15 and \$5.8m. in FY'16. So the budgeted OEPP the Board has to approve is \$28,289. We usually come under budget, closer to \$27,500.

A roll call vote was taken.

Voting Aye: Evans, Ko, Novak, Nowik, Sproat.

The motion carried.

– **2017-18 Calendar (Discussion and Action)**

It was moved by NOWIK and seconded by NOVAK to approve the FY 2017-18 School Calendar.

The 2017-18 school calendar is neutral for religious holidays. Teachers will be provided with a list of dates early in the school year, with an understanding that no major tests will be given on these dates.

A roll call vote was taken.

Voting Aye: Evans, Ko, Novak, Nowik, Sproat.

The motion carried.

– **Change of January 2017 Regular Board Meeting Date (Discussion and Action)**

Administration is requesting a change in the January 2017 Board meeting date because school reopens after winter break on January 9, 2017. It will be difficult to prepare for a Board meeting on January 10.

It was moved by NOVAK and seconded by EVANS to approve the January 2017 Regular Board Meeting Date of January 24, 2017.

A roll call vote was taken.

Voting Aye: Evans, Ko, Novak, Nowik, Sproat.

The motion carried.

- Change of Regular Board meeting Start Time (Discussion and Action)

It was moved by NOVAK and seconded by KO to approve the change of the Regular Board meeting Start Time to 7:00 p.m., effective on the next regular monthly meeting.

A roll call vote was taken.

Voting Aye: Evans, Ko, Novak, Nowik, Sproat.

The motion carried.

- Policy and Procedures Second Reading (Discussion and Action)

It was moved by NOVAK and seconded by KO to approve the Policy and Procedures Second Reading.

A roll call vote was taken.

Voting Aye: Evans, Ko, Novak, Nowik, Sproat.

The motion carried.

All recommended changes have been reviewed and approved by the Board on August 23, 2016.

Number	Name	Proposed Changes
2:70	Vacancies on the School Board – Filling Vacancies	Minor change to parameters for filling vacancies.
5:15 NEW	Anti-Nepotism	New anti-nepotism language.
6:15	School Accountability	Update in response to P.A. 99-193.
6:50	School Wellness	Non-substantive changes.
6:235	Access to Electronic Networks	Non-substantive changes.
7:10	Equal Educational Opportunities	Update cross references.
7:270	Administering Medicines to Students	Maintain a supply of undesignated epinephrine auto-injectors (UEA) and undesignated opioid antagonists.
8:90	Parent Organizations and Booster Clubs	Non-substantive changes.
8:110 NEW	Public Suggestions and Comments	Establish process for public suggestions and concerns.

- SAT Prep Programs (Discussion and Action)

It was moved by NOWIK and seconded by NOVAK to approve the SAT Prep Programs.

Dr. Roloff explained the fees for the course and that fees are waived for students who qualify for fee waivers. Dr. Roloff stated that they are also looking to other modes of delivery in the future. There was discussion on measuring student achievements.

A roll call vote was taken.

Voting Aye: Evans, Ko, Novak, Nowik, Sproat.

The motion carried.

XIV. Superintendent's Report

Dr. Isoye discussed that he met with Niles North and Niles West parents, students, faculty and staff to listen and learn. He has also scheduled meetings with administrators, Niles Central staff and District Office staff and will submit a preliminary report to the Board of Education in October.

The Cabinet did a full day workshop on school finance in Illinois and looked at the District budget as well. They also developed goals for the year.

He has met with members of the Niles Township Youth Coalition (NTYC), the Niles Township Superintendents, the North Shore Superintendents, and attended the Regional meeting of Superintendents in Oakbrook. He also met with Dr. Joyce Smith of Oakton Community College and will be attending the IASA Conference for Superintendents in Springfield.

The Board of Education also did a workshop with IASB on communication and expectations and will schedule another one in spring.

XV. Board Committee Reports

Dr. Ko reported that the Health and Wellness Committee will meet on October 4.

Mr. Novak commented that he attended the Niles West Hall of Fame and found it very inspiring to see how wonderful our alumni are doing in various fields. He also met a student in the Bridges Program who is working at a local business.

Board of Education members attended a Hauser law firm conference on upcoming changes in Illinois law and mandates and how it will impact school districts.

XVI. Information Items

- Monthly financial Report - June - July - August 2016
- 6 Day Enrollment 2016-17
- FOIA (Freedom of Information Act)

XVII. Adjournment

It was moved by NOWIK and seconded by EVANS to adjourn the meeting.

A roll call vote was taken.

Voting Aye: Evans, Ko, Novak, Nowik, Sproat.

The motion carried.

The meeting adjourned at 7:53 p.m.

President

Secretary

TO: Board of Education
Dr. Steven Isoye, Superintendent

FROM: Dr. Ed Murphy, Assistant Superintendent for Human Resources

DATE: September 27, 2016

SUBJECT: Personnel Recommendations

- It is recommended that the Board of Education approve the employment of the following part-time/temporary staff for the 2016-2017 school year. Every year the District budgets for student employment. The approval of student workers does not increase the OEPP of the FY17 budget.

<u>NAME</u>	<u>POSITION / LOCATION</u>	<u>SALARY</u>	<u>EFFECTIVE DATE</u>
Adrelean, Cristina	IRC/W	\$ 8.25/hr	09/28/2016
Khan, Sedra	IRC/W	\$ 8.25/hr	09/28/2016
Marin, Karina	IRC/W	\$ 8.25/hr	09/28/2016
Benesch, Cameron	Lab Assistant/N	\$ 8.25/hr	09/28/2016
Kajani, Sabrina	Lab Assistant/N	\$ 8.25/hr	09/28/2016
Kravetz, Shaina	Lab Assistant/N	\$ 8.25/hr	09/28/2016
Dang, Tammy	Lab Assistant/W	\$ 8.25/hr	09/28/2016
George, Sneha	Lab Assistant/W	\$ 8.25/hr	09/28/2016
Zabin, Refah	Lab Assistant/W	\$ 8.25/hr	09/28/2016
Hayat, Noor	Main Office/Textbook Center/N	\$ 8.25/hr	09/28/2016
Tolentino, Shanelle	Main Office/Textbook Center/N	\$ 8.25/hr	09/28/2016
Hankes, Rose	Textbook Center/N	\$ 8.25/hr	09/28/2016
Kaufman, Rachel	Textbook Center/N	\$ 8.25/hr	09/28/2016

- It is recommended that the Board of Education approve the employment of the following part-time/temporary staff for the 2016-2017 school year. Every year the District budgets for these part-time/temporary jobs. The approval of these jobs does not increase the OEPP of the FY17 budget.

<u>NAME</u>	<u>POSITION / LOCATION</u>	<u>SALARY</u>	<u>EFFECTIVE DATE</u>
Noparstak, Theodore	Policy Debate Judge/W	\$203.54/day	09/28/2016
Kang, Miranda	Policy Debate Judge/W	\$203.54/day	09/28/2016
Garvey, Jackie	PSAT 8 Non-Standard Room Proctor	\$130.00/day	09/28/2016
McKeon, Nathan	PSAT 8 Non-Standard Room Proctor	\$130.00/day	09/28/2016
Palewski, Jen	PSAT 8 Non-Standard Room Proctor	\$130.00/day	09/28/2016

Sullivan, Margaret	PSAT 8 Non-Standard Room Proctor	\$130.00/day	09/28/2016
Brandes, Kathleen	PSAT 8 Non-Standard Room Supervisor	\$185.00/day	09/28/2016
Fowler, Laura	PSAT 8 Non-Standard Room Supervisor	\$185.00/day	09/28/2016
Hastings, Loretta	PSAT 8 Non-Standard Room Supervisor	\$185.00/day	09/28/2016
Kim, Gloria	PSAT 8 Non-Standard Room Supervisor	\$185.00/day	09/28/2016
Koontz, Rosalie	PSAT 8 Non-Standard Room Supervisor	\$185.00/day	09/28/2016
Ramirez, Mario	PSAT 8 Non-Standard Room Supervisor	\$185.00/day	09/28/2016
Rasch, William	PSAT 8 Non-Standard Room Supervisor	\$185.00/day	09/28/2016
Schwartz, Bev	PSAT 8 Non-Standard Room Supervisor	\$185.00/day	09/28/2016
Shapiro, Laurie	PSAT 8 Non-Standard Room Supervisor	\$185.00/day	09/28/2016
Coleman, Phyllis	PSAT 8 Standard Room Proctor	\$100.00/day	09/28/2016
Curescu, Gabby	PSAT 8 Standard Room Proctor	\$100.00/day	09/28/2016

<u>NAME</u>	<u>POSITION / LOCATION</u>	<u>SALARY</u>	<u>EFFECTIVE DATE</u>
Dickman, Matt	PSAT 8 Standard Room Proctor	\$100.00/day	09/28/2016
Gragnani, Lucy	PSAT 8 Standard Room Proctor	\$100.00/day	09/28/2016
LeClaire, Cantel	PSAT 8 Standard Room Proctor	\$100.00/day	09/28/2016
Liadarkis, Nikki	PSAT 8 Standard Room Proctor	\$100.00/day	09/28/2016
Moy, Joan	PSAT 8 Standard Room Proctor	\$100.00/day	09/28/2016
Santiago, Kristin	PSAT 8 Standard Room Proctor	\$100.00/day	09/28/2016
Schiel, Joan	PSAT 8 Standard Room Proctor	\$100.00/day	09/28/2016
Spiratos, Veronica	PSAT 8 Standard Room Proctor	\$100.00/day	09/28/2016
Wittleder, Will	PSAT 8 Standard Room Proctor	\$100.00/day	09/28/2016
Drachenberg, Barb	PSAT 8 Standard Room Supervisor	\$125.00/day	09/28/2016
Green, Carla	PSAT 8 Standard Room Supervisor	\$125.00/day	09/28/2016
Johnson, Sue	PSAT 8 Standard Room	\$125.00/day	09/28/2016

	Supervisor	y	
Kelly, Maria	PSAT 8 Standard Room Supervisor	\$125.00/day	09/28/2016
Metoyer, Stacy	PSAT 8 Standard Room Supervisor	y	09/28/2016
Metzler, John	PSAT 8 Standard Room Supervisor	\$125.00/day	09/28/2016
Moy, Jean	PSAT 8 Standard Room Supervisor	y	09/28/2016
Myer, Jen	PSAT 8 Standard Room Supervisor	\$125.00/day	09/28/2016
Schiel, John	PSAT 8 Standard Room Supervisor	y	09/28/2016
Crane, Candice	Fine and Applied Arts Sectionals/N	\$ 35.00/hr	09/28/2016
Davis, Rhea	Fine and Applied Arts Sectionals/N	\$ 35.00/hr	09/28/2016
Friedman, Lisa	Fine and Applied Arts Sectionals/N	\$ 35.00/hr	09/28/2016
Fournier, John	Fine and Applied Arts Sectionals/W	\$ 35.00/hr	09/28/2016
Rayner, Suanne	Fine and Applied Arts Sectionals/N	\$ 35.00/hr	09/28/2016

- It is recommended that the Board of Education approve the employment of the following part-time/ temporary 600 hour employees. These people will work no more than 600 hours during the 2016-2017 school year. All of the work will be within the FY17 budget. The approval of these jobs does not increase the OEPP of the FY17 budget.

<u>NAME</u>	<u>POSITION / LOCATION</u>	<u>SALARY</u>	<u>EFFECTIVE DATE</u>
Owen, Jan	600 Hour Clerk	\$ 16.00/hr	08/24/2016
Ball, Connie	Job Coach Special Education	\$ 14.00/hr	09/28/2016
Warner, Doyle	Job Coach Special Education	\$ 14.00/hr	09/28/2016
Ross, Rosalynn	Life Guard/W	\$ 16.00/hr	09/28/2016

- It is recommended that the Board of Education approve the employment of the following part-time/ temporary athletic staff for the 2016-2017 school year. These people will be in a pool of employees to assist with the various athletic events. All of the work will be within the FY17 budget.

<u>NORTH</u>	<u>WEST</u>
Casey, Daniel	Baum, Scott
Feldner, Mark	Bautista, Gretchen
Marin, Diego	Camburn, Nicole
Pickett, Kia	Coleman, Phyllis
Rodriguez, Julio	Green, Carla
Tom, Allen	Milovanovic, Milan
Wulfram, Frederick	Sullivan, Patrick
Zera, Tom	

- It is recommended that the Board of Education approve the employment of the following stipend positions for the 2016-2017 school year:

<u>NORTH</u>	<u>NAME</u>	<u>REASON</u>
After School Strength Coordinator	Ahmed, Maaz (.75)	Replacing Tim Lang
Special Olympics	Joffe, Matthew	Replacing Juliet Bluestein
Assistant Girls Tennis Coach	Kaiser, Erick	Replacing Andy Klamm
Purple Pack Sponsor	Kanjee, Sanober	FY16 Vacancy
Chess Sponsor	Sangar, Rema (.25)	Replacing Tina Nocella
Senior Class Sponsor	Stefl, Camilla (.50)	Replacing Mary Richards
Math Team Assistant	Trapani, Jody (.50)	Replacing Christy Erickson
Debate Coach, Assistant	Vitzileos, John (.25)	Replacing Randy Rossman

<u>WEST</u>	<u>NAME</u>	<u>REASON</u>
Percussion Caption, Assistant	Love, Tremaine	Replacing David Agee
Marching Band Drill, Visual Caption, Assistant	Moran, Leonore	Replacing Nick Kabat
Girls Swimming and Diving	Przekota, Kristie (.50)	Splitting position with Dan Toy
Indoor Girls Track Assistant Coach	Howe, George	Replacing Michael Blair
Community Service Leadership	Karimighovanloo, Luisa	Rehire

- It is recommended that the Board of Education approve the employment of the following change in stipend positions for the 2016-2017 school year:

<u>WEST</u>	<u>NAME</u>	<u>REASON</u>
Girls Swimming and Diving	Toy, Dan	Change from 1.0 to .50

- It is recommended that the Board of Education approve the employment of the following staff for 2016 Summer Camps at the revenue generated by each camp:

NORTH VOLLEYBALL

Leopolod, Kyle

WEST CHEER

Bautista, Gretchen
Casey, Caitlin
Gutierrez, Francine
Owusu, Eric
Sturgill, Steven

- It is recommended that the Board of Education approve the resignations of the following stipend positions for the 2016-2017 school year:

<u>NAME</u>	<u>POSITION</u>	<u>SCHOOL</u>
Vander Jeugdt, Terri	Boys Head Volleyball Coach	North
Joyce, Heather	Girls Assistant Basketball Coach	North
Edmond, Eugene	Football Assistant	North
Shapiro, Aaron	Play 2, Other	West
Shapiro, Aaron	Play 3, Other	West
Shapiro, Aaron	Play 4, Other	West
Shapiro, Aaron	Play 5, Other	West

<u>NAME</u>	<u>POSITION</u>	<u>SCHOOL</u>
Blair, Michael	Girls Track Indoor/Outdoor	Niles West
Branahl, Amy	Choral Director	Niles West
Gavzer, Nate	Girls Track Assistant	Niles West
Hodges, Amy	Girls Track Indoor/Outdoor	Niles West

- It is recommended that the Board of Education approve the resignation for the following support staff for the 2016-2017 school year:

<u>NAME</u>	<u>POSITION</u>	<u>EFFECTIVE DATE</u>
Canon, Yousiph	Paraprofessional	August 26, 2016
Klint, Susan	Paraprofessional	July 29, 2016
Varghese, Jacquelyn	Paraprofessional	September 14, 2016

- It is recommended that the Board of Education approve the employment of the following substitute teachers for the 2016-2017 school year:

<u>NAME</u>	<u>REASON</u>	<u>LOCATION</u>
Cantor, Iris (long term)	Replacing Ronald Dornseif	North Special Education
Brennan, Meghan (long term)	Replacing Bhatt, Krishma	North Science
Papageorgiou, Laura	Re-Hire	North and West
Vergara, Raymund	New	North and West
Nathan, Frank	Re-Hire	North and West

HANDOUT

TO: Board of Education
Dr. Steven Isoye, Superintendent

FROM: Dr. Ed Murphy, Assistant Superintendent for Human Resources

DATE: September 27, 2016

SUBJECT: Personnel Recommendations

- It is recommended that the Board of Education approve the retirement of the following administrator:

<u>NAME</u>	<u>POSITION/LOCATION</u>	<u>EFFECTIVE DATE</u>
Laux, Terri	Assistant Athletic Director, Niles West	June 3, 2021

- It is recommended that the Board of Education approve the employment of the following licensed staff for the 2016-2017 school year:

<u>NAME</u>	<u>POSITION</u>	<u>SALARY</u>	<u>EFFECTIVE DATE</u>
Dambrosio, Jennifer	Interim Associate Dean of Students, 260 day calendar	\$55,000 Prorated:\$ 40,404	10/06/2016

- It is recommended that the Board of Education approve the employment of the following part-time/temporary staff for the 2016-2017 school year. Every year the District budgets for student employment. The approval of student workers does not increase the OEPP of the FY17 budget.

<u>NAME</u>	<u>POSITION / LOCATION</u>	<u>SALARY</u>	<u>EFFECTIVE DATE</u>
McKay, Michael	Lab/W	\$ 8.25/hr	09/28/2016

- It is recommended that the Board of Education approve the employment of the following part-time/temporary staff for the 2016-2017 school year. Every year the District budgets for these part-time/temporary jobs. The approval of these jobs does not increase the OEPP of the FY17 budget.

<u>NAME</u>	<u>POSITION / LOCATION</u>	<u>SALARY</u>	<u>EFFECTIVE DATE</u>
Shafron, David	Make-up PSAT 8 Standard Room Supervisor	\$125.00/day	09/28/2016
Challinor, Jackson	Policy Debate Judge/W	\$203.54/day	09/28/2016
Hribar, Rick	PSAT 8 Non-Standard Room Supervisor	\$185.00/day	09/28/2016
Joffe, Matt	PSAT 8 Non-Standard Room Supervisor	\$185.00/day	09/28/2016

Abas, Brent	PSAT 8 Non-Standard Room Supervisor	\$185.00/day	09/28/2016
Toynton, Elias	PSAT 8 Non-Standard Room Supervisor	\$185.00/day	09/28/2016
Daly, Madeline	PSAT 8 Non-Standard Room Supervisor	\$185.00/day	09/28/2016
Pickett, Kia	PSAT 8 Standard Room Supervisor	\$125.00/day	09/28/2016
Marrotte, Amy	PSAT 8 Standard Room Supervisor	\$125.00/day	09/28/2016
Steffl, Camila	PSAT 8 Standard Room Supervisor	\$125.00/day	09/28/2016
Issac, Marla	PSAT 8 Standard Room Supervisor	\$125.00/day	09/28/2016
Salem, Stephanie	PSAT 8 Standard Room Supervisor	\$125.00/day	09/28/2016
Ona, Imee	PSAT 8 Standard Room Supervisor	\$125.00/day	09/28/2016
Mbah, Christine	PSAT 8 Standard Room Supervisor	\$125.00/day	09/28/2016
Paulis, Sarah	PSAT 8 Standard Room Supervisor	\$125.00/day	09/28/2016
Feldman, Diane	PSAT 8 Standard Room Supervisor	\$125.00/day	09/28/2016
Endo, Michael	PSAT 8 Standard Room Supervisor	\$125.00/day	09/28/2016
Rafferty, Molly	PSAT 8 Standard Room Supervisor	\$125.00/day	09/28/2016
Landon, Aleka	PSAT 8 Standard Room Supervisor	\$125.00/day	09/28/2016
Kakares, Irene	PSAT 8 Standard Room Proctor	\$100.00/day	09/28/2016
Chropko, Olga	PSAT 8 Standard Room Proctor	\$100.00/day	09/28/2016
Relihan-Hantel, Maureen	PSAT 8 Standard Room Proctor	\$100.00/day	09/28/2016
French, Denise	PSAT 8 Standard Room Proctor	\$100.00/day	09/28/2016
Wimberly, Meghan	PSAT 8 Standard Room Proctor	\$100.00/day	09/28/2016
Casey, Daniel/N	After School Detention	\$ 69.34/hr	09/28/2016
French, Denise/N	After School Detention	\$ 69.34/hr	09/28/2016
Pickett, Kia/N	After School Detention	\$ 69.34/hr	09/28/2016

- It is recommended that the Board of Education approve the employment of the following substitute teachers for the 2016-2017 school year:

<u>NAME</u>	<u>Reason</u>
Togio, Jerome	New
Gross, Edward	New
Stirbu, Naomi	New (nurse)
Lombardo, Michelle	New (nurse)
Larsen, Lance	Already a part time teacher 2 nd semester

Sullivan, Erin	Re-hire
Rupley, Cory	Re-hire

- It is recommended that the Board of Education approve the employment of the following stipend positions for the 2016-2017 school year:

<u>NORTH</u>	<u>NAME</u>	<u>REASON</u>
Gay Straight Alliance	Mbah, Christine (.50)	Replacing Paulis, Sarah

<u>WEST</u>	<u>NAME</u>	<u>REASON</u>
SOAR Club Sponsor	Green, Carla	Replacing Dana Des Jardins,

- It is recommended that the Board of Education approve the resignation of the following stipend positions for the 2016-2017 school year:

<u>NAME</u>	<u>POSITION</u>	<u>LOCATION</u>
Elkins, Paul	Girls Varsity Soccer Coach	North

- It is recommended that the Board of Education approve the resignation for certified staff for the 2016-2017 school year:

<u>NAME</u>	<u>POSITION</u>	<u>EFFECTIVE DATE</u>
Branahl, Amy	Choir Teacher	09/12/2016

- This is a correction to the Board of Education HR listing for 09/27/2016 in which Rema Sangar was posted as the sponsor of the Chess Club:

<u>Original Title</u>	<u>Corrected Title</u>	<u>NAME</u>
Chess Sponsor/N	School Chess Sponsor/N	Sangar, Rema (.25)

- It is recommended that the Board of Education approve the employment of the following part-time/temporary athletic staff for the 2016-2017 school year:

<u>NAME - WEST</u>
Green, Carla

- It is recommended that the Board of Education approve the employment of the following part-time/temporary staff for the 2016-2017 school year to serve as Crisis Prevention Intervention Trainers. Every year the District budgets for this training. The approval of these jobs does not increase the OEPP of the FY17 budget

<u>NAME</u>	<u>POSITION</u>	<u>SALARY</u>	<u>EFFECTIVE DATE</u>
Choldin, Kate	Trainer	\$ 48.93/hr.	09/28/2016
Tichy, Tony	Trainer	\$ 48.93/hr.	09/28/2016
Ellis, Nikki	Trainer	\$ 48.93/hr.	09/28/2016

- It is recommended that the Board of Education approve the payment of \$48.93 per hour for teachers and the regular hourly rate for support staff to attend the mandated Crisis Prevention Intervention Training. Every year the District budgets for this training. The approval of training does not increase the OEPP of the FY17 budget.

<u>NAME</u>	<u>POSITION</u>
Hall, Laureen	Teacher
Trachsel, Karen	Teacher
Hindel , Lisa Renee	Teacher
DeFilece , Sean	Teacher
LeClaire , Chantel	Teacher
Doonan, Kirby	Teacher
Joseph, Samantha	Teacher
Cheng, Joy	Teacher
Gold, Sandra	Teacher
Schlack, Michelle	Teacher
Dizillo, Joseph	Teacher
Leonardo, Mary	Teacher
Shenoo, Dominika	Teacher
Robin, Allen	Support Staff
Aviles, Osvaldo	Support Staff
Marie Clancy, Anne	Support Staff
McKeown, Nathan	Support Staff
Arnold, Deborah	Support Staff