

Regular Meeting Minutes
Board of Education ♦ Niles Township High Schools ♦ District 219 ♦ Cook County, Illinois
April 3, 2018

I. Call to Order and Roll Call

Vice President Nowik called the meeting to order at 6:06 p.m.

Board Members Present at Roll Call: Naema Abraham, Linda Lampert, Brian Novak, Mark Sproat, and Joseph Nowik.

II. Closed Session

It was moved by **LAMPERT** and seconded by **ABRAHAM** to recess into closed session to discuss the appointment, employment, compensation, discipline, performance or dismissal of specific employees of the public body or legal counsel for the public body, including hearing testimony on a complaint lodged against an employee of the public body or against legal counsel for the public body to determine its validity. However, a meeting to consider an increase in compensation to a specific employee of a public body that is subject to the Local Government Wage Increase Transparency Act may not be closed and shall be open to the public and posted and held in accordance with this Act. 5 ILCS 120/2(c)(1)

Collective negotiating matters between the public body and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees. 5 ILCS 120/2 (c)(2).

The Board recessed into Closed Session at 6:10 p.m.

**It was moved by NOWIK and seconded by LAMPERT to return to open session at 6:58 p.m.
A roll call vote was taken.**

Voting Aye:

Abraham, Lampert, Novak, Nowik, Sproat, and Ko.

Absent:

Evonitz

The motion carried.

III. Recall to Order

President Ko recalled the meeting to order at 7:08 p.m.

Board Members Present at Roll Call: Naema Abraham, Richard Evonitz (7:12pm), Linda Lampert, Brian Novak, Joseph Nowik, Mark Sproat, and Dr. Ko.

IV. The Pledge of Allegiance was recited.

V. Changes / Additions to the Agenda

Mr. Sproat asked that the Personnel Report #2 be moved out of the Consent Agenda and voted on independently

The Administration asked to table Business Item #13 - Engineering Consultant. They will bring back at another time.

Mr. Sproat asked to move the Adherence to Code of Conduct by Board Members Update to the top of Business.

VI. Student Recognition for:

DECA CLUB - STATE CHAMPIONS

Niles North

Learn and Earn Project

- *Abdul Feroz, Ahmed Irfan, and Inana Nissan*

Financial Literacy Promotion Plan

- *Saly Ezzet and Simon Michalski*

Niles West

Business Services Operation Research

- *Finn Holleran, Wasay Khan, and Muhammad Musani*

Entrepreneurship Promotion Plan

- *Jovana Lazarevski, Irena Petryk, and Anna Urosev*

Finance Operations Research

- *Dora Sabou and Sila Shahab*

NW DEBATE TEAM - VARSITY STATE CHAMPIONS

- *Nathan Glancy, Nasim Salehitezangi, Eliana Bender, Dylan Chikko, Rida Sheikh, Nadia Firozabadi, Ellie Bennett, and Dustyn Beutelspacher.*

VII. Student Representative Comments

Niles North - Samuel Schwartz

Mr. Schwartz reported on DECA, Service trip to Flint and Detroit, MI during Spring break, annual Indo-Pak night, prom season, Dance Marathon, Stand Against Racism, International Night, Breakfast with the Board, and the new proposed dress code.

Niles West - Nasko Pelinkaj

Mr. Pelinkaj reported on prom tickets, AP exams, Accolades ceremony, any Board actions for Student Government that he can pass on.

VIII. Public Comment

Before Public Comment, Ms. Lampert made the following statement:

"I am Chair of the District/Board's Policy Committee and I have received many, many emails regarding the Niles North Student Government's proposed dress code. It is erroneous to believe that we have completely struck that and that's what I've heard that we are not going to make any changes to the dress code. We chose not to go verbatim with what you had proposed. However, we certainly are making changes and have been working on that. I apologize if for some reason that process is not on your particular timeline. We have had a lot of security issues we've had to deal with in policy that are unfortunately coming first. So we absolutely are hearing you and taking into consideration what you have to say. And I know that I have reached out to many of you and thought that I had friendships with many of you. And to find that you are coming in the middle of a process to complain has really thrown me off guard because this process takes awhile and it is being worked on. So whatever you have to say, we're happy to hear it"

President Ko stated he will go in the order the visitors signed in. He reminded the audience to state their name and that they will have 3 minutes to comment. At the end of 3 minutes they will hear a buzzer, indicating that they should conclude. The intent of public comment is for the public to comment about

school related matters to the Board. It is not meant to be a discussion and the Board will not comment. This is a meeting held in public and not a public meeting. We will adhere strictly to the 3 minutes.

The following audience member addressed the Board:

- Nathan Cachila. Mr. Cachila came to speak on behalf of Teacher & Coach Mr. John Przekota.
- Nathan Glancy & Nasim Salehitezangi. They came to speak on behalf of the NW Debate Team.
- Jon Shimabukura. Mr. Shimabukura came to speak on behalf of Teacher & Coach Mr. John Przekota.
- Brian Ozaki. Mr. Ozaki came to speak on behalf of Teacher & Coach Mr. John Przekota.
- Lynett Mohr. Ms. Mohr came to speak on behalf of Teacher & Coach Mr. John Przekota.
- Maggie Lavengood. Ms. Lavengood came to speak regarding implementation of a new dress code at Niles North.
- Margarita Kobotis. Ms. Kobotis came to speak regarding implementation of a new dress code at Niles North.
- Matthew Stuart. Mr. Stuart came to speak on behalf of the NN Debate Team.
- Armi Cachilia. Ms. Cachilia came to speak on behalf of Teacher & Coach Mr. John Przekota.
- Daniel Liston. Mr. Liston came to speak on behalf of Teacher & Coach Mr. John Przekota.
- Murtaza Kani. Mr. Kani came to speak regarding implementation of a new dress code at Niles North.
- Jacob Bobiles. Mr. Bobiles came to speak on behalf of Teacher & Coach Mr. John Przekota.
- Albijon Pwelku. Mr. Pwelku came to speak on behalf of Teacher & Coach Mr. John Przekota.
- Jacob Cachila. Mr. Cachila came to speak on behalf of Teacher & Coach Mr. John Przekota.

IX. Approval of the Consent Agenda

Ms. Lampert asked to have item #2 removed from the Personnel Sheet.

It was moved by LAMPERT and seconded by ABRAHAM to approve the Consent Agenda, #s 1, 3, 4, 5, 6, 7.

A roll call vote was taken.

Voting Aye:

Abraham, Evonitz, Lampert, Novak, Nowik, Sproat, and Ko.

The motion carried

Included in the Consent Agenda were:

- Monthly Bills and Payroll
- Minutes of the March 13, 2018 and March 21, 2018 Open and Closed Session Meetings
- Chromebook Restocking
- Chromebook Purchase
- SmartNet
- MB Financial Resolution

It was moved by EVONITZ and seconded by LAMPERT to approve the Personnel Sheet with the removal of #2 from the green sheet.

A roll call vote was taken.

Voting Aye:

Abraham, Evonitz, Lampert, Novak, Nowik, Sproat, and Ko.

The motion carried

It was moved by NOVAK and seconded by EVONITZ to approve the #2 on the green Personnel Sheet.

A roll call vote was taken.

Voting Aye:

Abraham, Evonitz, Novak, Nowik, and Ko.

Voting Nay:

Lampert

Sproat

The motion carried

X. Business

- Adherence to Code of Conduct by Board Members Update (Discussion)

Dr. Isoye stated that at the 2/13/18 Board meeting a motion was passed to direct the Board President and the Superintendent to inquire to the Executive Director the North Cook Intermediate Service Center regarding options to address Board member conduct that might violate the Board member's oath of office. Dr. Ko and Dr. Isoye met with Dr. Bruce Brown, and he was clear that any violation of an oath by any Board member, the oath is not within statutes. It is an option that is done locally and decided as a group. Therefore, the removal of a Board member would not hold for a Board member not meeting those particular local norms.

An animated and contentious discussion ensued among Members Sproat, Novak, and Evonitz, which was ended by President Ko.

- Certified RIF (Discussion and Action)

It was moved by EVONITZ and seconded by NOVAK that the Board of Education approve the resolution authorizing the honorable dismissal of part-time non-tenured teachers

A roll call vote was taken.

Voting Aye:

Abraham, Evonitz, Novak, Nowik, Sproat, and Ko.

Abstain:

Lampert

The motion carried

It was moved by LAMPERT and seconded by EVONITZ that the Board of Education approve the resolution authorizing the honorable dismissal of one full-time non-tenured teacher.

A roll call vote was taken.

Voting Aye:

Abraham, Evonitz, Lampert, Novak, Nowik, Sproat, and Ko.

The motion carried

- Staffing Recommendations for 2018-2019 School Year (Discussion and Action)

It was moved by EVONITZ and seconded by LAMPERT that the Board of Education approve a teaching FTE of 377 for the 2018-2019 school year.

A roll call vote was taken.

Voting Aye:

Abraham, Evonitz, Lampert, Novak, Nowik, Sproat, and Ko.

The motion carried

- Purchase of Printers (Discussion and Action)

It was moved by EVONITZ and seconded by ABRAHAM that the Board of Education approve the purchase of printers to replace aging printers, not to exceed a cost of \$48,524.84.

A roll call vote was taken.

Voting Aye:

Abraham, Evonitz, Lampert, Nowik, and Ko.

Voting Nay:

Novak and Sproat

The motion carried

- Security System Upgrade (Discussion and Action)

It was moved by EVONITZ and seconded by LAMPERT that the Board of Education approve the purchase of a new access control system from Access Master in the amount of \$482,400 and purchase security cameras and servers for Niles North, Niles West, and Niles Central/District Office from Access Master in the amount of \$1,556,786.

A roll call vote was taken.

Voting Aye:

Abraham, Evonitz, Lampert, Novak, Nowik, Sproat, and Ko.

The motion carried

- Niles West 2018 Interior Renovations Bid (Discussion and Action)

It was moved by NOWIK and seconded by EVONITZ that the Board of Education approve the award of the bid for the Niles West Interior Renovations-Bid Package B1.1 and B2.1, Alternate B1, and reject B1.2, B1.3 and B1.4 for Mechanical Work for a total of \$780,600 to Monaco Mechanical, Inc. and the General Work Bid Package A1, A2.1, Alternate A1, reject A2.2, A2.3 and Alternate A2 be awarded to Berger Construction in the amount of \$3,082,000.

Dr. Eric Trimberger provided a breakdown on what work this item encompassed.

A roll call vote was taken.

Voting Aye:

Abraham, Evonitz, Lampert, Novak, Nowik, Sproat, and Ko.

The motion carried

- Acceptance of FY 2017 Audit (Discussion and Action)

It was moved by LAMPERT and seconded by EVONITZ that the Board of Education move to table this agenda item since the audit firm was not in attendance.

The motion carried by unanimous consent.

- Niles Township ELL Center IGA (Discussion and Action)

It was moved by SPROAT and seconded by ABRAHAM that the Board of Education approve the Niles Township ELL Center IGA.

A roll call vote was taken.

Voting Aye:

Abraham, Evonitz, Lampert, Novak, Nowik, Sproat, and Ko.

The motion carried

- Policy Changes: Second Reading (Discussion and Action)

It was moved by NOVAK and seconded by NOWIK that the Board of Education approve and adopt the second reading policies as presented

A roll call vote was taken.

Voting Aye:

Abraham, Evonitz, Novak, Nowik, Sproat, and Ko.

The motion carried

- XI. Superintendent's Report
Dr. Isoye shared information regarding:
- The Various Parent Groups
 - Upcoming Fundraisers

XII. Board Committee Reports

There were no committee reports.

XIII. Information Items

- FOIA (Freedom of Information Act) Requests

XIV. Adjournment

It was moved by EVONITZ and seconded by ABRAHAM to adjourn the meeting.

A voice vote was taken.

All were in favor

The motion carried.

The meeting adjourned at 8:50 p.m.

President

Secretary

TO: Board of Education
Dr. Steven Isoye, Superintendent

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

DATE: April 3, 2018

SUBJECT: Discussion and Action - Personnel Recommendations

1. It is recommended that the Board of Education approve the FY19 administrative hires:

<u>NAME</u>	<u>POSITION/LOCATION</u>	<u>SALARY</u>	<u>EFFECTIVE DATE</u>
Cheng, Sanlida	Director of Social Studies/W (205 calendar)	\$130,107.00	07/01/2018
Dahlberg, Scott	Director of Social Studies/N (205 calendar)	\$141,886.00	07/01/2018
Klos, Sara	Director of English/N (205 calendar)	\$113,400.00	07/01/2018
Kucera, Michael	Director of English/W (205 calendar)	\$117,400.00	07/01/2018

2. It is recommended the Board of Education approve the payroll stipend for the following support staff, as discussed in closed session, March 21, 2018:

<u>NAME</u>	<u>POSITION/LOCATION</u>	<u>SALARY</u>	<u>MAXIMUM DAYS</u>
Eisenberg, Kristin	Business Office Specialist/D	\$36.00/Day	60

3. It is recommended the Board of Education approve the 2018 Extended School Year administrative staff:

<u>NAME</u>	<u>POSITION/LOCATION</u>	<u>SALARY</u>
Singer, Matthew	Director Extended School Year	\$8,000.00

4. It is recommended that the Board of Education retain the employment of the following non-tenured teachers for the 2018-2019 school year:

<u>FIRST YEAR</u>	<u>SECOND YEAR</u>	<u>THIRD YEAR</u>	<u>FOURTH YEAR</u>
Araos, Cathy	Ardam, Riva	Bernardi, Kim	Hinsinger, Elizabeth
Blunier, Troy	Comstock, Anthony	Goss, Sydney	Hussain, Amanda
Brooks, DaJuan	Connell, Melissa	Kachhia, Ashishkumar	Ricchio (Mullins), Anne Marie
Dunne, Linda	Hunter, Matthew	Karottu, Aby	Patel, Parin
Dickman, Matthew	LeClaire, Chantel	Moehlmann, Michael	Ralfs, Jessica
Elias (Mankoff), Melissa	Leonardo, Mary	Moy, Karissa	Salem, Omar
Garcia, Jessica	Noll, Jacob	Silverman, Jennifer	Serrano, Cecilia
Green, Carla	Sevier, Glen	Valaitis, Nicole	
Hoshi, Megumi	Shabad, Benjamin	Wiberg, Ann	
Koda, Amy	Shenoo, Dominika	Swiercz (Zolper), Rachel	
Meehan, Erin	Wu, Brittany		
Murphy, Sarah	Powell, Kerry		
Roth, Emily			
Sadoski, Destiny			
Theis, Jessica			
Wasielewski, Michael			
Westervelt, Jenny			

5. It is recommended the Board of Education approve the FY18 part-time temporary staff:

<u>NAME</u>	<u>POSITION/LOCATION</u>	<u>SALARY</u>	<u>EFFECTIVE DATE</u>
France, Katherine*	AP Exam Proctor/N	\$18.50/Hr.	05/07/2018
Lumpkin, Ginel*	AP Exam Proctor/N	\$18.50/Hr.	05/07/2018
Pratt, Charles*	AP Exam Proctor/N	\$18.50/Hr.	05/07/2018
Schiel, Joan*	AP Exam Proctor/W	\$18.50/Hr.	05/07/2018
Schiel, John*	AP Exam Proctor/W	\$18.50/Hr.	05/07/2018

*Not a full time employee

TO: Board of Education
Dr. Steven Isoye, Superintendent

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

DATE: April 3, 2018

SUBJECT: Discussion and Action - Personnel Recommendations - HANDOUT

1. It is recommended the Board of Education approve the FY19 administrative hire:

<u>NAME</u>	<u>POSITION/LOCATION</u>	<u>SALARY</u>	<u>EFFECTIVE DATE</u>
Seiwert, Kate	Director of Transition Services (205 calendar)	\$112,900.00	07/01/2018

2. It is recommended the Board of Education approve the FY19 administrative staff title change:

<u>NAME</u>	<u>POSITION/LOCATION</u>	<u>NEW TITLE/LOCATION</u>
Cheng, Sanlida	Director of Social Studies/W	Provisional Director of Social Studies/W

3. It is recommended the Board of Education approve the certified staff retirement:

<u>NAME</u>	<u>POSITION/LOCATION</u>	<u>EFFECTIVE DATE</u>
Nagelvoort, Mary	Engineering, Computer Science, Business/N	05/25/2018

4. It is recommended the Board of Education approve the certified staff resignation:

<u>NAME</u>	<u>POSITION/LOCATION</u>	<u>EFFECTIVE DATE</u>
Brooks, DaJuan	Teacher Orchestra/W	05/25/2018

5. It is recommended the Board of Education approve the FY18 stipend staff:

<u>NAME</u>	<u>POSITION/LOCATION</u>	<u>EFFECTIVE DATE</u>
Madsen, Nicholas	Boys Track Assistant Coach/N	04/04/2018
Diggs, Aaron*	After School Strength Coordinator/N	04/04/2018

6. It is recommended the Board of Education approve the FY19 stipend resignation:

<u>NAME</u>	<u>POSITION/LOCATION</u>	<u>EFFECTIVE DATE</u>
Salem, Omar	Girls Volleyball Assistant Coach/N	03/23/2018

7. It is recommended the Board of Education approve the FY2018 and FY2019 Student Workers:

<u>NAME</u>	<u>POSITION / LOCATION</u>	<u>SALARY</u>
Awayscho, Mary	Textbook Center Worker/N	\$ 8.25/Hr.
Williams, Ka'Lea	Textbook Center Worker/N	\$ 8.25/Hr.

8. It is recommended the Board of Education approve the FY2018 and FY2019 600-hour employee:

<u>NAME</u>	<u>POSITION/LOCATION</u>	<u>SALARY</u>	<u>EFFECTIVE DATE</u>
Tado, Christopher	Residency Investigator/D	\$25.09/Hr.	04/04/2018

9. It is recommended the Board of Education approve the Long Term certified substitutes:

<u>NAME</u>	<u>POSITION/LOCATION</u>	<u>EFFECTIVE DATE</u>	<u>REASON</u>
Gleicher, Ruth	Science/W	08/13/2018 – 10/09/2018	Replacing Rachael Swiercz
Lesniak, Keith	Paraprofessional/W, Special Education	04/05/2018 – 05/25/2018	Replacing Margaret Sullivan

10. It is recommended the Board of Education approve the FY18 unpaid leave of absence:

<u>NAME</u>	<u>POSITION/LOCATION</u>	<u>EFFECTIVE DATE</u>	<u>REASON</u>
Sullivan, Margaret	Paraprofessional/W, Special Education	04/27/2018 – 05/25/2018	Following FMLA

11. It is recommended the Board of Education approve the FY18 part-time temporary staff:

<u>NAME</u>	<u>POSITION/LOCATION</u>	<u>SALARY</u>	<u>EFFECTIVE DATE</u>
Horton, Jane*	AP Exam Proctor/N	\$18.50/Hr.	05/07/2018
Poskozim, Joyce*	AP Exam Proctor/N	\$18.50/Hr.	05/07/2018
Toigo, Jerome*	AP Exam Proctor/N	\$18.50/Hr.	05/07/2018
Vlaskovic, Mihaljo*	AP Exam Proctor/N	\$18.50/Hr.	05/07/2018

12. It is recommended the Board of Education approve the FY18 certified substitutes:

<u>NAME</u>	<u>REASON</u>
Benandi, Thomas	Hire
Loyd, Gwendolyn	Hire

*Not a full time employee

TO: Board of Education
Dr. Steven Isoye, Superintendent

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

DATE: April 3, 2018

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Seiwert, Kate	Director of Transition Services (205 calendar)	\$112,900.00	07/01/2018

2. It is recommended the Board of Education approve the FY19 administrative staff title change:

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3. It is recommended the Board of Education approve the certified staff retirement:

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Nagelvoort, Mary	Engineering, Computer Science, Business/N	05/25/2018

4. It is recommended the Board of Education approve the certified staff resignation:

<u>NAME</u>	<u>POSITION/LOCATION</u>	<u>EFFECTIVE DATE</u>
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Poskozim, Joyce*	AP Exam Proctor/N	\$18.50/Hr.	05/07/2018
Toigo, Jerome*	AP Exam Proctor/N	\$18.50/Hr.	05/07/2018
Vlaskovic, Mihaljo*	AP Exam Proctor/N	\$18.50/Hr.	05/07/2018

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Loyd, Gwendolyn	Hire

*Not a full time employee