

Special Board Meeting Minutes
Board of Education ♦ Niles Township High Schools ♦ District 219 ♦ Cook County, Illinois
April 25, 2018

I. Call to Order and Roll Call

Board Vice-President Nowik called the meeting to order at 7:15 p.m.

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

II. Roll Call and Pledge of Allegiance

III. Public Comment

Vice President Nowik 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 audience to visitors 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 members addressed the Board:

- Heather Ingraham - Ms. Ingraham was at the meeting to talk about the hiring above the MA3 level and commitment to racial equity.
- Hillary Tulley - Ms. Tulley was at the meeting to talk about the hiring of teachers of color.
- Mary Richards - Ms. Richards was at the meeting to talk about implementing the flexibility to hire.
- Susie Posnock - Ms. Posnock was at the meeting to talk about the hiring of a particular candidate for employment.

IV. Closed Session

It was moved by **LAMPERT** and seconded by **ABRAHAM** to recess into closed session to discuss:

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).

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. 5 ILCS 120/2(c)(11).

A roll call vote was taken.

Voting Aye: Abraham, Lampert, Sproat and Nowik.

Absent: Evonitz, Novak, and Ko.

The motion carried.

The meeting went into Closed Session at 7:31 p.m.

V. Adjournment of Closed Session

It was moved by SPROAT and seconded by ABRAHAM to adjourn closed session.

A roll call vote was taken.

Voting Aye: Abraham, Lampert, Sproat and Nowik.

Absent: Evonitz, Novak, and Ko.

The motion carried.

The Board returned to Open Session at 8:17 p.m.

VI. Resume Open Session

VII. Personnel (Discussion and Action)

It was moved by LAMPERT and seconded by SPROAT that the Board of Education approve the personnel recommendations as presented in Closed session.

A roll call vote was taken.

Voting Aye: Abraham, Lampert, Sproat and Nowik.

Absent: Evonitz, Novak, and Ko.

The motion carried.

VIII. Approval of 6119 Howard Street Building Demolition Bid (Discussion and Action)

It was moved by SPROAT and seconded by ABRAHAM that the Board of Education approve the award of the 6119 Howard Street Demolition Bid to Delta Demolition in the amount of \$53,000.

A roll call vote was taken.

Voting Aye: Abraham, Lampert, Sproat and Nowik.

Absent: Evonitz, Novak, and Ko.

The motion carried.

IX. Approval of 2018 Site Renovations at Niles North & Niles West Bid (Discussion and Action)

It was moved by LAMPERT and seconded by ABRAHAM that the Board of Education approve the award of the base bid A for 2018 Site Renovations at Niles North and Niles West to Abbey Paving for \$526,365 and Alternate 6 in the amount of \$6,065 for a total of \$532,430 and reject Alternate 1 and Alternate 5, and award Base Bid B to Chicagoland Paving for \$459,900, Alternate 2A for \$41,000, Alternate 2B for \$40,000, Alternate 3 for \$25,000 and Alternate 4B for \$7,500 for a total of \$573,400 and reject Alternate 4A.

A roll call vote was taken.

Voting Aye: Abraham, Lampert, Sproat and Nowik.

Absent: Evonitz, Novak, and Ko.

The motion carried.

X. Approval of Auditorium AV Renovations Bid (Discussion and Action)

It was moved by SPROAT and seconded by LAMPERT that the Board of Education approve the award of the base bid for Auditorium AV Renovations at Niles North and Niles West to Cove Remediation in the amount of \$405,700, Alternate 3N in the amount of \$10,640, and Alternate 3W in the amount of \$5,701 for a total of \$422,041 and reject Alternate Bids 1N, 2N, 4N, 5N, and 5W.

A roll call vote was taken.

Voting Aye: Abraham, Lampert, Sproat and Nowik.

Absent: Evonitz, Novak, and Ko.

XI. Adjournment

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

All were in favor

The motion carried.

The meeting adjourned at 8:22 p.m.

President

Secretary

TO: Board of Education
Dr. Steven Isoye, Superintendent

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

DATE: April 25, 2018

SUBJECT: Discussion and Action - Personnel Recommendations

1. It is recommended the Board of Education approve the FY19 re-hiring of certified staff:

<u>NAME</u>	<u>POSITION/LOCATION</u>	<u>SALARY</u>	<u>EFFECTIVE DATE</u>
Dove, Limin	World Language/N (.40)	MA (8 - Step 11)	08/15/2018
Garmon, Katrina	Speech Pathologist/W (1.0)	MA (4 - Step 7)	08/15/2018
Joseph, Samantha	Social Worker/C (.40)	MA (6 - Step 9)	08/15/2018
Landau, Matthew	Special Education/N (1.0)	MA (2 - Step 5)	08/15/2018
Pierce, Jesse	ELL/N,W (1.0)	MA (3 - Step 6)	08/15/2018

2. It is recommended the Board of Education approve the FY18 certified staff resignation:

<u>NAME</u>	<u>POSITION/LOCATION</u>	<u>EFFECTIVE DATE</u>
Nocella, Michael	Science/W	05/25/2018

3. It is recommended the Board of Education approve the FY18 certified staff termination (death):

<u>NAME</u>	<u>POSITION/LOCATION</u>	<u>EFFECTIVE DATE</u>
Allen, Mark	Special Education/N	03/26/2018

4. It is recommended the Board of Education approve support staff retirement:

<u>NAME</u>	<u>POSITION/LOCATION</u>	<u>EFFECTIVE FINAL YEAR</u>
Elarde, Linda	Paraprofessional/N, Special Education	2022-2023

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

<u>NAME</u>	<u>POSITION/LOCATION</u>	<u>EFFECTIVE DATE</u>
Brines, Roy	Paraprofessional/N, Special Education	04/06/2018
Floss, Nicole	Clerk B/N, Humanities	04/13/2018
Gillono, Janice	Paraprofessional/W, Special Education	05/25/2018 (retire)

6. It is recommended the Board of Education approve the FY19 hourly licensed staff:

<u>NAME</u>	<u>POSITION/LOCATION</u>	<u>SALARY</u>	<u>EFFECTIVE DATE</u>
Donnelly, Margaret	Homebound Tutor/W	\$60.29/Hr.	07/01/2018
Graham, Sally	Homebound Tutor/W	\$60.29/Hr.	07/01/2018
Jukic, Jasminka	Homebound Tutor/W	\$60.29/Hr.	07/01/2018
Kaiser, Erick	Homebound Tutor/W	\$60.29/Hr.	07/01/2018
Koreman, Neil	Homebound Tutor/W	\$60.29/Hr.	07/01/2018
Loughran, Vachee	Homebound Tutor/W	\$60.29/Hr.	07/01/2018
Oddo, Eric	Homebound Tutor/W	\$60.29/Hr.	07/01/2018
Pankonin, Kathleen	Homebound Tutor/W	\$60.29/Hr.	07/01/2018
Poulakidas, Joy	Homebound Tutor/W	\$60.29/Hr.	07/01/2018
Whitefield, Denise	Homebound Tutor/W	\$60.29/Hr.	07/01/2018

7. It is recommended the Board of Education approve the FY19 stipend resignations:

<u>NAME</u>	<u>POSITION/LOCATION</u>	<u>EFFECTIVE DATE</u>
Macejak, Jason	Girls Swim and Dive Head Coach/W	04/09/2018
Serpico, Joseph	RIOT Club Assistant Coach/W	05/25/2018
Shafron, David	Boys Cross Country Head Coach/N	04/08/2018
Starbeck, Dana*	Sideline Dance Assistant Coach (Pom Pon)/N	05/25/2018
Starbeck, Dana*	Competitive Dance Assistant Coach (Pom Pon)/N	05/25/2018

Villa, Julieann	RIOT Club Assistant Coach/W	05/25/2018
Wittersheim, Bryan	Strength Coordinator/W (.40)	05/25/2018

8. It is recommended the Board of Education approve the 2018 summer school support staff:

<u>NAME</u>	<u>POSITION/LOCATION</u>	<u>EFFECTIVE DATE</u>
Bias, John	ESY Paraprofessional Student Advocate/N	06/11/2018
Gooden, Ricky	Paraprofessional/C	06/11/2018
Green, Keila	Summer School Clerk/C	06/11/2018
Jones, Clarence	Paraprofessional/C	06/11/2018
Landon, Alexandra	ESY Paraprofessional Student Advocate/N	06/11/2018
McKeown, Nathan	Paraprofessional/C	06/11/2018
Rafferty, Molly	ESY Paraprofessional Student Advocate/N	06/11/2018
Ramirez, Mario	ESY Paraprofessional Student Advocate/N	06/11/2018
Schwartz, Beverly	ESY Paraprofessional Student Advocate/N	06/11/2018

9. It is recommended the Board of Education approve the FY19 600-hour employee:

<u>NAME</u>	<u>POSITION/LOCATION</u>	<u>SALARY</u>	<u>EFFECTIVE DATE</u>
Fischer, Laura	Security/Residency/D	\$25.09/Hr.	07/02/2018
McKeown, Nathan	Security/Residency/D	\$25.09/Hr.	07/02/2018

10. It is recommended the Board of Education approve the 2018 summer part-time temporary workers:

<u>NAME</u>	<u>POSITION/LOCATION</u>	<u>SALARY</u>	<u>EFFECTIVE DATE</u>
Aichholzer, Haley*	Weight Room/W	\$12.00/Hr.	06/01/2018
Norberg, Holly	Weight Room/W	\$12.00/Hr.	06/01/2018
Park, Andrew	Security/Residency/D	\$25.09/Hr.	07/02/2018
Park, Eunice	Security/Residency/D	\$25.09/Hr.	07/02/2018
Relihan-Hantel, Maureen	Security/Residency/D	\$25.09/Hr.	07/02/2018
Shemroske, Dominique	Security/Residency/D	\$25.09/Hr.	07/02/2018
Sosnowka, Monika*	Weight Room/W	\$12.00/Hr.	06/01/2018
Wronski, Stacey	Textbook Center Assistant/W	\$12.00/Hr.	05/25/2018

11. It is recommended the Board of Education approve the FY18/FY19 worker:

<u>NAME</u>	<u>POSITION/LOCATION</u>	<u>SALARY</u>	<u>EFFECTIVE DATE</u>
Gandhi, Divya*	Textbook Center Worker/W	\$ 8.25/Hr.	05/22/2018
Tran, Jimmy*	Technology Worker Summer Intern/N	\$ 8.25/Hr.	06/04/2018

12. 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>
Golata, John*	AP Exam Proctor/N	\$18.50/Hr.	05/07/2018
Lopez-Connelly, Kimberly*	AP Exam Proctor/N	\$18.50/Hr.	05/07/2018

13. It is recommended the Board of Education approve the FY19 Leave of Absence request:

<u>NAME</u>	<u>POSITION/LOCATION</u>	<u>LEAVE FTE</u>	<u>TYPE OF LEAVE</u>	<u>EFFECTIVE DATE</u>
Branahl, Jared	World Languages/N,W	1.0	Continued Study	2 nd Semester

14. It is recommended the Board of Education approve the FY18 Long Term certified substitute:

<u>NAME</u>	<u>POSITION/LOCATION</u>	<u>EFFECTIVE DATES</u>	<u>REASON</u>
Jameson, Nicole	Humanities/N	04/06/2018-04/27/2018	Replacing Fogel, Lawrence

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

<u>NAME</u>	<u>REASON</u>
Issac, Marla	Hire
Simon, Mary	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 25, 2018

SUBJECT: Discussion and Action - Personnel Recommendations - HANDOUT

1. It is recommended the Board of Education approve the FY18 administrative stipend:

<u>NAME</u>	<u>POSITION/LOCATION</u>	<u>SALARY</u>	<u>EFFECTIVE DATE</u>
Hawk, David	Interim Dean/W	\$5,800.00	04/04/2018-5/25/2018

2. It is recommended the Board of Education approve the FY18 support staff:

<u>NAME</u>	<u>POSITION/LOCATION</u>	<u>SALARY</u>	<u>EFFECTIVE DATE</u>	<u>REASON</u>
Swanson, Marianne	Clerk A Extended Hours/N, IRC (186 day calendar)	\$14,010.68 prorated (20 hrs. weekly)	04/30/2018	Moving from ACRO to D219

3. It is recommended the Board of Education approve the FY18 stipend termination:

<u>NAME</u>	<u>POSITION/LOCATION</u>	<u>EFFECTIVE DATE</u>
Pumanes, Matthew*	Dance I Assistant, Dance I Director, Dance II Assistant, Dance II Director/W	04/20/2018

4. It is recommended the Board of Education approve the FY18 stipend resignation:

<u>NAME</u>	<u>POSITION/LOCATION</u>	<u>EFFECTIVE DATE</u>
Cuthbert, Rachel*	Competitive Dance (Pom Pon) Head Coach, Sideline Dance (Pom Pon) Head Coach/N	04/20/2018

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, Elizabeth*	AP Exam Proctor/N	\$18.50/Hr.	05/07/2018
Speciale, Raquel*	Textbook Center/W, APO	\$12.00/Hr.	05/22/2018

6. It is recommended the Board of Education approve FY19 the 600/Hr. employee hire:

<u>NAME</u>	<u>POSITION/LOCATION</u>	<u>SALARY</u>	<u>EFFECTIVE DATE</u>
Callaghan, Richard	Security/N	\$20.00/Hr.	07/01/2018
Dietz, Stephen	Security/N	\$16.00/Hr.	07/01/2018
Ellison, Darice	Security/N	\$16.00/Hr.	07/01/2018
Gallery, Judy	Security/N	\$16.00/Hr.	07/01/2018
Gallo, Michael	Security/N	\$16.00/Hr.	07/01/2018
Sutkus, Theodore	Security/N	\$16.00/Hr.	07/01/2018
Wielgus, Richard	Security/N	\$20.00/Hr.	07/01/2018

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

<u>NAME</u>	<u>POSITION/LOCATION</u>	<u>SALARY</u>	<u>EFFECTIVE DATE</u>
Desai, Neal*	Textbook Center Worker/N	\$ 8.25/Hr.	05/21/2018
Pelinkaj, Nasko*	Textbook Center Worker/W	\$ 8.25/Hr.	05/22/2018

8. It is recommended the Board of Education approve the FY18 Long Term Paraprofessional substitute:

<u>NAME</u>	<u>POSITION/LOCATION</u>	<u>EFFECTIVE DATE</u>	<u>REASON</u>
Kustief, Michelene	Paraprofessional/C	4/26/2018- 5/24/2018	Replacing Sarah Raper

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

NAME	REASON
Ehrenberg, Josef	Hire
Karras, John	Hire
Kaufman, Judy	Hire
Simon, Mary	Hire
Smart, Aaron	Hire

*Not a full time employee