



Glen Ellyn School District 41: Ignite Passion. Inspire Excellence. Imagine Possibilities.

GLEN ELLYN SCHOOL DISTRICT 41

BOARD OF EDUCATION SPECIAL MEETING MINUTES JUNE 15, 2016 7:00 P.M.

HADLEY JR HIGH SCHOOL GLEN ELLYN, ILLINOIS

Call to Order

The June 15, 2016 Special Meeting was called to order at 7:00 pm

Roll Call

Upon the roll being called the following members were present: Kurt Buchholz, Stephanie Clark, Patrick Escalante, Drew Ellis, Joe Bochenski, and Erica Nelson. Willie DiFabio was absent.

Public Participation

Resident Jeff Cooper addressed the board on their budget conversation at the last meeting. He requested the Board revisit previous discussions related budget cuts.

Action Items

Board members Ellis motioned and Escalante seconded to approve the employment recommendations on the personnel report as presented? On a roll call answering Aye: Bochenski, Escalante, Ellis, and Nelson; Nay: Clark and Buchholz. Motion passed.

Discussion Items

A. **Facilities Discussion:** Dr. Gordon provided an overview pf the presentation of the evening. (Attachment) His presentation included historical background, an overview of work since 2013 culminating with the completion of Phase I - Elementary School Additions to Remove Portables. Dr. Gordon then reviewed the reasons to continue the exploration of a facilities solution to address full-day kindergarten and the removal of the portables at Hadley and the deficiencies that remain. He also reviewed the solutions presented by the Community Facilities Task Force and the Administration. Dr. Gordon stated that in order to move the conversation forward he will need the Board to provide administration with their perspectives on pursuing options to provide a full-day kindergarten program and the removal of the remaining portables at Hadley.

Mr. Escalante stated he believes in FDK and would like to see the inquiry continue so the Board can evaluate the financial implications of future facility improvements. Once he has that information he would feel more comfortable with making a funding commitment.

Mrs. Clark stated she does support FDK, but is it is not clear how to house or fund it. If the Board decides to move forward with a facilities solution, they should also be prepared to move forward with a financial plan to support a FDK program. Mrs. Clark further noted the administration must be prepared to find the money to fund fit outside of a referendum.

Dr. Gordon clarified that the financial impact of any solutions will be considered and thoroughly vetted. However, administration first needs to know if they should take the time and expense to further investigate facility options to support FDK and the removal of portables.

Mr. Ellis noted his support for FDK but is interested in how it would be funded. He too would not support an education referendum and would prefer tuition based options to avoid impacting the budget. He would like to see the administration's priority plans to support FDK.

Mr. Buchholz commented that moving forward with FDK it would require a building referendum. It is his opinion that any major construction should not be funded out of the budget, but rather be approved by the tax payers. He does not believe a referendum would be supported by the community. That being said, Mr. Buchholz does support the idea of FDK, with trepidation. Mr. Buchholz also noted that contrary to what others have said, the pressures of the introduction of Common Core Standards do not affect the District 41 community as it has in other school communities. He does not firmly believe that District 41 kindergartners will not perform, even with the ramped up curriculum.

Mr. Bochenski asked for clarification on the planned enrollment update from John Kasarda and clarification of addressing the needs of at-risk students. Both Dr. Gordon and Assistant Superintendent of Teaching Learning and Accountability Karen Carlson assured the Board both of these data pieces would be available for their consideration as they make decisions.

Mr. Bochenski noted that before he can firmly support FDK, he would like to have more detailed information on the solid benefit for at-risk students vs. typical performing students, see a cost benefit analysis and analysis of the impact to time allowed due to the increased rigor required. Mr. Bochenski noted the importance of having discussions about a funding plan with timelines, information on operational costs and a plan for program reductions, if necessary.

Mrs. Nelson stated that she has and will continue to support a FDK program. She supports the need for students to learn with today's demands of rigor and balance that with activity play. She also noted that each board is presented with situations at hand and addresses those how they see fit at that time. She would request administration provide future focused hard data of a timeline and financial implications.

Hearing Board consensus for a FDK program, Dr. Gordon asked for the Board's feedback on what they would like the district architects, Green Associates, to consider when building a proposal for concept plans.

Mrs. Clark noted that she would like to see ideas for additions to minimally support FDK, but also consider other suggestions of the Community Facilities Task Force (CFTF). Mrs. Clark would like Dr. Gordon and his team to provide a comprehensive cost effective plan to support a quality FDK program with cost reductions elsewhere.

Mr. Bochenski echoed Mrs. Clark statement. He would like Green to use the CFTF recommendations, study the space and provide a space utilization recommendation.

Mr. Buchholz, Mr. Escalante, and Mrs. Nelson all agreed to have Green present options as discussed by Mrs. Clark. Mrs. Nelson also requested ideas for improvements that would

cause the least amount of disruption to student learning in their proposals. All board members agreed that any consideration discussed by the task force but not included in their report should be forwarded to Green for review. These details will help provide insight to all considerations whether or not they made it the final recommendation. This would include removing the early childhood preschool programs out of one of the elementary buildings to an offsite location.

Mrs. Nelson also stated she did support the administration's recommendation of an Early Learning Center, however she respects and will support the work and recommendation of the task force, who did not support going in that direction.

Dr. Gordon asked the Board for direction in addressing Hadley solutions. The Board agreed to exploring solutions to remove the portables and address deficiencies. They discussed the updated 2014 Brain Spaces study and noted the less expensive solutions noted. The Board requested Green Associates consider the recommendations of the task force but also look for cost effective solutions not in the report. Ultimately the proposal should include a plan to remove the last of the portables and replaced with classrooms but also consider addressing other deficiency noted in the report.

Dr. Gordon noted that on June 27, 2016 administration will bring forward a recommendation for Board action related to the costs of Green Associates to prepare concept costs and plans. Once his team has this information he and Ms. Krehbiel can use the details in the community survey.

Adjourn to Closed Session:

Board members Ellis moved and Buchholz seconded to adjourn to closed session under Section 2(c) 10 the placement of individual students in special education programs and other matters relating to individual students. Motion carried on a unanimous voice vote.

Return to Open Session

The Board returned to open session a 10:34 p.m.

Adjournment

Board members Ellis moved and Bochenski seconded to adjourn the meeting at 10:35 p.m. Motion carried on a unanimous voice vote.

Respectfully submitted,

Nancy Mogk, Board Recording Secretary



Erica Nelson, Board President



Stephanie Clark, Board Secretary

Minutes approved: June 27, 2016

Glen Ellyn School District 41

Ignite passion. Inspire excellence. Imagine possibilities.

793 North Main Street, Glen Ellyn, IL 60137



Special Meeting - Facilities

Board of Education
June 15, 2016

Rationale

Why are we focused on facilities?

Phase I is complete. There are a remaining issues to address in Phase II, including:

- 10 portables remain at Hadley
- Lack of space for full-day kindergarten for ALL
- Deficiencies at all school buildings, including limited flexibility and crowded core spaces (hallways, bathrooms, cafeterias, gyms, storage)

Historical Background

1996 - A district Facilities Committee recommended renovations and additions to all schools including wiring technology.

1997 - Voters approved a referendum to make repairs to buildings and construct additions. Spalding School was demolished.

2001 - Portables began arriving into the district.

2003 - Blue Ribbon Committee recommendation was presented to the Board.

2006 - Administration recommended a 5th/6th grade center at Hadley.

2008 - Voters declined a referendum.

2009 - Master Facilities Plan Committee recommendation presented to the Board.

Background - 2013 to Present

- **July 17, 2013** - First BOE facilities discussion with Dr. Gordon giving him direction to start facilities planning that eventually led to Phase I and Phase II
- **November 11, 2013** - Board approved Phase I plan
- **January 22, 2014** - Board approved financing of Phase I plan
- **June 2014** - Phase I construction began
- **October 6, 2014** - Administration presented facilities update and information about facilities Phase II planning to the Board. Board directed full-day kindergarten (FDK) survey and Hadley space utilization study
- **November 10, 2014** - Presentation to the Board recommending the district study space options to support FDK
- **January 26, 2015** - Presentation to the Board to approve exploring solutions
- **January 31 & February 4, 2015** - Community Listening Sessions about FDK
- **February 23, 2015** - Board directed the district to form a community to study facilities options to support FDK and removal of portables at Hadley
- **April 2016** - Community Facilities Task Force Report to the Board
- **May 2016** - The last of the elementary portables were removed.

Why full-day kindergarten for all students?

Enhance Student Achievement - Data demonstrates that children in full-day classes show greater reading and mathematics achievement gains than those in half-day classes.

Improves Social Emotional Skills - Full day of learning offers more time to focus on activities, to reflect on activities and to transition between activities.

Solid Financial Investment - Research shows funds invested in quality early education program produce powerful returns on investment.

Teacher Preferred - Teachers get to know students better and are able to better understand their needs and meet those needs.

Parents Preferred- Comparison studies demonstrate that parents prefer full-day kindergarten. Full-day kindergarten is already offered in many surrounding districts and private schools.

Why remove portables at Hadley?

Safety

Disconnected from rest of school

Instructional time lost

Temporary structures

Enrollment

- Data confirms that enrollment has remained stable over the past decade
- Consistent enrollment between 3,500 - 3,600
- Fluctuating year by year by less than 100 students

What deficiencies remain?

- Lack of space to offer full-day kindergarten to all
- Portables remain at Hadley
- Lack of flexible space
- Crowded core spaces (bathrooms, hallways, cafeterias, storage)
- Not all programming/services are accessible due to location

Solutions

Community Facilities Task Force

Elementary Recommendation

- Modify existing buildings
- Address building deficiencies

Hadley Junior High Recommendation

- Ten new classrooms
 - 12 optional
- A multipurpose room for cafeteria and auditorium space
- Remodel pods

Administration's Recommendation

New Building for Early Learning Center on District 41 Property

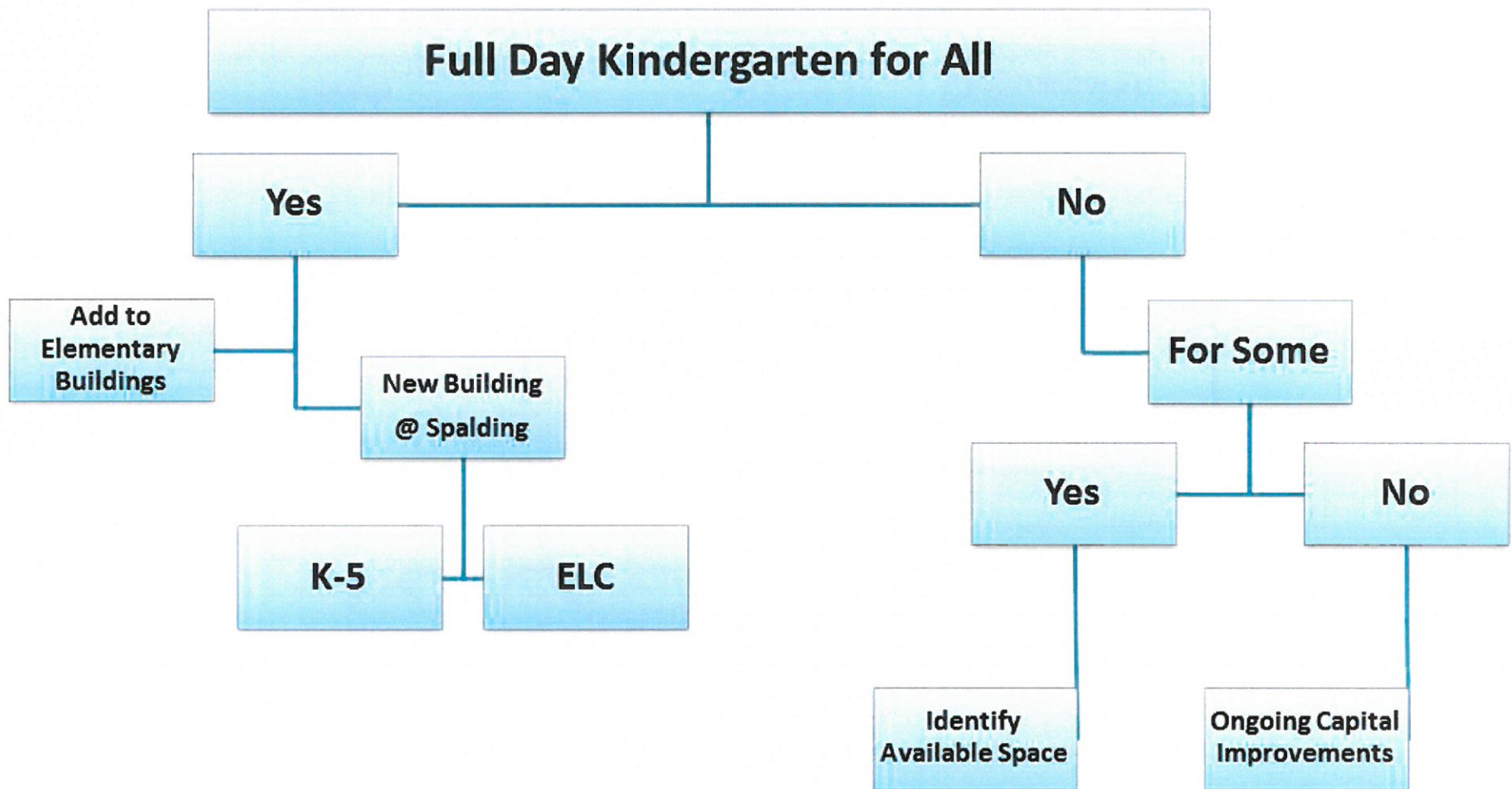
- Full-day kindergarten for all students and other early learning in one location
- Designed specifically for unique needs of younger children
- Relieve core spaces and provide flexibility by reducing school size at all elementary buildings by approximately 100 students
- Address deficiencies by using new available space more efficiently
- No loss of green space

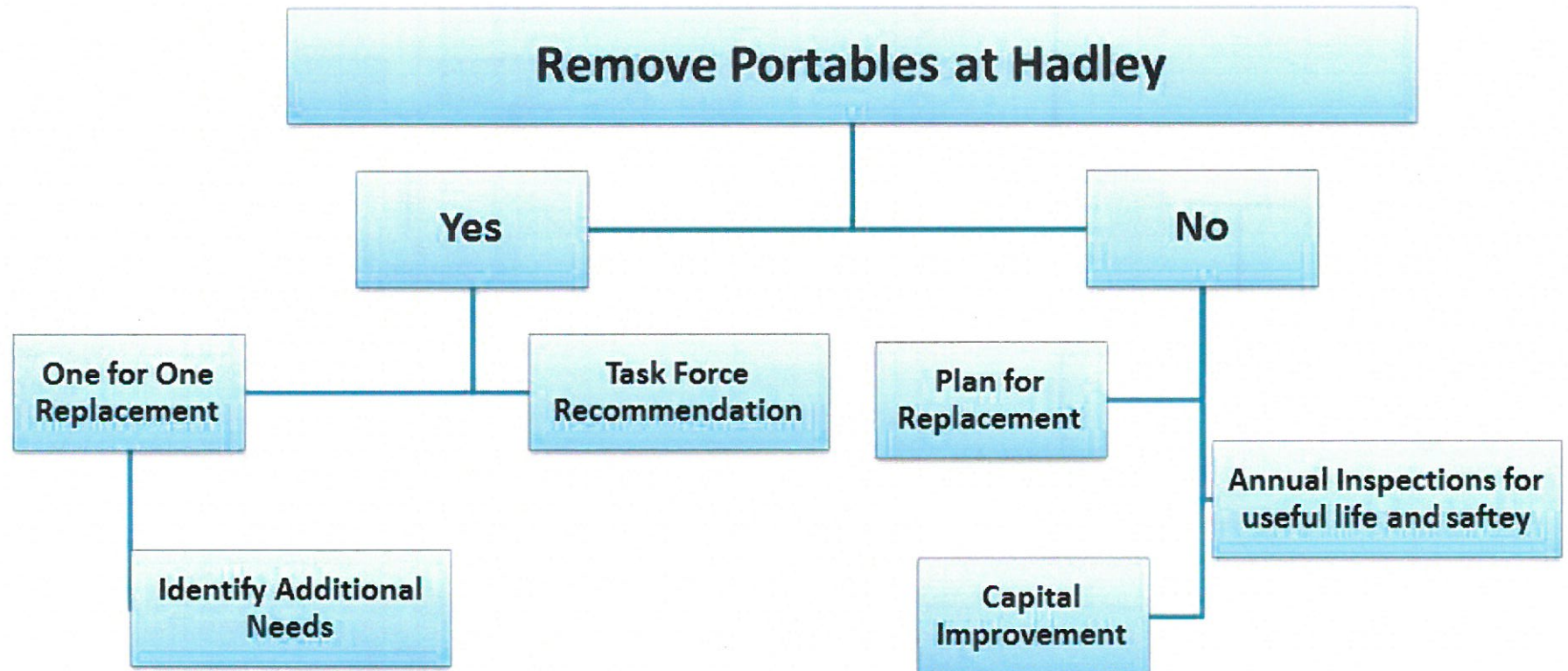
Task Force Hadley Junior High Recommendation

- Remove portables
- 10 (or 12) new classrooms
- Create multipurpose space for cafeteria and auditorium combination
- Address deficiencies by enlarging cafeteria space and creating a space for performances/events
- Remodel the pods
- Glencoe bus lane, etc...

Board Direction

- Offer full-day kindergarten for all students?
- Replace portables at Hadley?





Children are at the heart of all decisions.

- Board direction
- Board action - Costs
 - Green Associates
 - Brainspaces
 - School Perceptions
- Community survey
- Finance planning to support Board direction

**GLEN ELLYN SCHOOL DISTRICT NO. 41
ASSISTANT SUPERINTENDENT**

THIS AGREEMENT is made by and between the BOARD OF EDUCATION, GLEN ELLYN SCHOOL DISTRICT NO. 41, DUPAGE COUNTY, ILLINOIS (hereinafter the "BOARD"), and **MARCI CONLIN** (hereinafter "ASSISTANT SUPERINTENDENT").

IT IS AGREED:

1. EMPLOYMENT. **MARCI CONLIN** is hereby hired and retained from July 1, 2016, through and including June 30, 2017, as ASSISTANT SUPERINTENDENT.

2. DUTIES. The duties and responsibilities of the ASSISTANT SUPERINTENDENT shall be those incidental to the office of the ASSISTANT SUPERINTENDENT, those set forth in the job description, those duties contained in Board Policy, those obligations imposed by the laws of the State of Illinois upon the ASSISTANT SUPERINTENDENT, other professional duties customarily performed by an ASSISTANT SUPERINTENDENT and additional duties as from time to time may be assigned to the ASSISTANT SUPERINTENDENT by the BOARD or the Superintendent. All of the foregoing may be modified from time to time by the BOARD or by law. The BOARD reserves the right to reassign the ASSISTANT SUPERINTENDENT to different duties from time to time during the term of this Agreement, without a loss of pay.

3. EVALUATION. At least annually, but not later than June 30 of each year, the SUPERINTENDENT shall review the ASSISTANT SUPERINTENDENT'S performance. The evaluation shall include, but not be limited to criteria set forth in applicable Board of Education policies and procedures, rapport with the SUPERINTENDENT, BOARD, administrators, teachers, staff and the community, and such other factors of appraisal that may be established by the SUPERINTENDENT. The SUPERINTENDENT shall provide the appraisal of the ASSISTANT SUPERINTENDENT'S performance in writing. Failure by the SUPERINTENDENT to complete the evaluation does not preclude dismissal or non-renewal of the ASSISTANT SUPERINTENDENT, except as otherwise required by law.

4. COMPENSATION. In consideration of the annual base salary of **ONE HUNDRED FORTY-THREE THOUSAND DOLLARS (\$143,000.00)**, the ASSISTANT SUPERINTENDENT agrees to devote such time, skill, labor and attention to her employment, in order to faithfully and effectively perform the duties of ASSISTANT SUPERINTENDENT. Compensation shall be paid in equal installments in accordance with the BOARD policy governing payment of salary to other certificated members of the administrative staff, less such amounts as provided for in this Agreement, and other amounts required by law. The BOARD retains the right to adjust the annual compensation, salary, and/or fringe benefits of the ASSISTANT SUPERINTENDENT during the term of this Agreement, provided that any compensation, salary, and/or fringe benefit adjustment(s) shall not be lower than the annual compensation, salary, and fringe benefits paid by the BOARD as stated in this Agreement. Any adjustment in salary and fringe benefits made during the life of this Agreement shall be in the form of an amendment and shall become a part of this Agreement; provided, however, that it shall not be considered that the BOARD has entered into a new agreement with the ASSISTANT SUPERINTENDENT nor that the termination date of this Agreement has been in any way

extended. The BOARD and the ASSISTANT SUPERINTENDENT, however, may enter into subsequent agreements or extensions of this Agreement for additional periods of time, if all parties agree and the agreement is reduced to writing.

5. DEFERRED COMPENSATION. From the annual base salary stated in Section 4 above, the ASSISTANT SUPERINTENDENT may (1) annually defer compensation pursuant to and in accordance with the terms of an eligible deferred compensation plan as described in Section 457(b) of the Internal Revenue Code as adopted by the BOARD, and/or (2) annually authorize salary reduction contributions pursuant to and in accordance with the terms of a plan as described in Section 403(b) of the Internal Revenue Code as adopted by the BOARD.

6. TEACHERS' RETIREMENT SYSTEM AND THIS CONTRIBUTIONS. In addition to the salary provided for in this contract, the Board shall pick up and pay, on behalf of the ASSISTANT SUPERINTENDENT, all retirement contributions to the Illinois Teachers' Retirement System (TRS) as required by Section 16-152.1 of the Illinois Pension Code and the Teachers' Health Insurance (THIS) Fund contributions paid to TRS as required by 5 ILCS 375/6.6, as of the effective date of this contract. The maximum contribution to TRS by the Board shall be capped at the current TRS rate of 9.4% which, with the application of the additional factor required by TRS, results in a maximum contribution to TRS in the amount of 10.3753% of the ASSISTANT SUPERINTENDENT'S creditable earnings. The maximum contribution by the Board to THIS shall be capped at the current rate of 1.07% of the ASSISTANT SUPERINTENDENT'S creditable earnings. If either or both of the foregoing contributions are increased by law or by TRS during the term of this contract, the Board shall confer with the ASSISTANT SUPERINTENDENT and make a determination, in its sole discretion, whether to pick up and pay all or some portion of the increase or otherwise adjust the compensation of the ASSISTANT SUPERINTENDENT. If a decision is not made to do so, the additional contributions shall be deducted from the ASSISTANT SUPERINTENDENT's base annual salary.

It is the intention of the parties to qualify all such payments picked up and paid by the BOARD on the ASSISTANT SUPERINTENDENT'S behalf as employer payments pursuant to Section 414(h) of the Internal Revenue Code of 1986, as amended and other applicable law. The ASSISTANT SUPERINTENDENT shall have no right or claim to the funds so remitted except as they may subsequently become available upon retirement or resignation from the Illinois Teachers' Retirement System. The ASSISTANT SUPERINTENDENT does not have the option of choosing to receive the contributed amounts directly instead of having those contributions paid by the BOARD to the Illinois Teachers' Retirement System. These contributions are made as a condition of the ASSISTANT SUPERINTENDENT'S employment for her service, knowledge and experience.

7. LICENSURE. The ASSISTANT SUPERINTENDENT shall maintain during the term of this Agreement, a valid, appropriate, and properly registered LICENSE to act as ASSISTANT SUPERINTENDENT, in accordance with the laws of the State of Illinois and as directed by the BOARD.

8. OTHER WORK. The ASSISTANT SUPERINTENDENT shall confine her professional and employment activities to the business of the School District except to the extent approved in advance by the Superintendent.

9. VACATION, PERSONAL, BEREAVEMENT, AND SICK LEAVE. The ASSISTANT SUPERINTENDENT shall receive TWENTY (20) vacation days annually (July 1 - June 30), exclusive of weekends, legal school holidays and those days in winter and spring recess that the SUPERINTENDENT may designate as non-work days. In the event the ASSISTANT SUPERINTENDENT wishes to be absent on working days during winter and spring recess, the ASSISTANT SUPERINTENDENT shall use vacation days. The ASSISTANT SUPERINTENDENT shall be entitled to "carry over" a maximum of five (5) days from year to year with the explicit understanding that the ASSISTANT SUPERINTENDENT cannot accumulate more than five (5) "carry over" days. The ASSISTANT SUPERINTENDENT shall make a written request to the SUPERINTENDENT by June 15th if she would like to carry over vacation days from year to year. Any use, or carry over, of vacation days must be pre-approved by the SUPERINTENDENT. Except for carryover days, any vacation days not used during the school year in which earned shall be lost and not compensated.

The ASSISTANT SUPERINTENDENT shall receive the same annual number of sick and bereavement leave days as are granted to the teachers by the collective bargaining agreement between the BOARD and the Glen Ellyn Education Association. Upon retirement, the ASSISTANT SUPERINTENDENT may use any accumulated sick leave days for those purposes as may be permitted by law.

The ASSISTANT SUPERINTENDENT shall receive two personal days per year. Personal leave days may accumulate up to a total of four days.

10. INSURANCE. The BOARD shall provide health and dental insurance benefits for the ASSISTANT SUPERINTENDENT during the term of this Agreement on the same cost and benefit basis as provided for teachers unless otherwise approved by the Board.

The BOARD shall provide long-term disability coverage in accordance with its policy which is presently or may later be applicable to its other administrators.

Provided the ASSISTANT SUPERINTENDENT meets the ordinary requirements of the insurer, the BOARD shall also provide and pay the premiums for a term life insurance policy for the ASSISTANT SUPERINTENDENT during the term of this Agreement in the face amount of three times (3X) the ASSISTANT SUPERINTENDENT'S base salary as expressed in Section 4 to the policy limit of \$450,000. If permitted by the insurer, the BOARD shall assign the ownership of the term life insurance policy to a person or trust designated by the ASSISTANT SUPERINTENDENT, and upon termination of this Agreement shall allow that owner to continue the life insurance policy at its (or his) own expense.

11. HEALTH EXAMINATION. By no later than March 31, 2017, the ASSISTANT SUPERINTENDENT shall submit to the Superintendent a report from a physician approved by the superintendent certifying the ASSISTANT SUPERINTENDENT'S fitness to perform fully under this Agreement, with reasonable accommodation to the extent required by law.

12. MEMBERSHIP DUES. The ASSISTANT SUPERINTENDENT, upon proper substantiation, shall be reimbursed for all dues and membership fees for those appropriate professional organizations to which he belongs with prior Superintendent approval to a maximum

of FIVE HUNDRED DOLLARS (\$500.00) per year.

13. TRANSPORTATION REQUIREMENT. The ASSISTANT SUPERINTENDENT shall be required, as a condition of employment, to provide, maintain, insure and pay all expenses associated with a vehicle for business purposes. It is contemplated that the ASSISTANT SUPERINTENDENT shall be required to use the vehicle for meetings with School District constituents, Board members, civic and professional organizations, surrounding associated school districts and personnel, and to visit the various sites of schools in the School District. The ASSISTANT SUPERINTENDENT shall be reimbursed at the IRS approved mileage rate for any additional travel required by employment duties. The ASSISTANT SUPERINTENDENT shall insure the vehicles used in such business purposes with an insurer and in amounts and coverages reasonably satisfactory to the Board.

14. PROFESSIONAL DEVELOPMENT. The ASSISTANT SUPERINTENDENT may apply to the SUPERINTENDENT for reimbursement for tuition or professional development fees in an amount not to exceed ONE THOUSAND DOLLARS (\$1,000.00) per year.

15. CRIMINAL BACKGROUND INVESTIGATION. This contract is contingent on completion from time to time of the background investigation required of all public school employees by Section 10-21.9 of the School Code of Illinois and by any other applicable law, including DCFS, or equivalent, pending investigation or indicated finding check. If the investigation discloses information which would prohibit employment or call into question the ASSISTANT SUPERINTENDENT's fitness to serve the School District as the role model required by Section 27-12 of the School Code, the Board may, in its sole discretion, terminate this contract on 10 days' written notice to the ASSISTANT SUPERINTENDENT.

16. TERMINATION AND NON-RENEWAL OF AGREEMENT. This Agreement may be terminated or non-renewed by:

A. Mutual agreement of the parties.

B. Disability of the ASSISTANT SUPERINTENDENT. Should the ASSISTANT SUPERINTENDENT become physically or mentally disabled from performing any substantial duty permanently or for a period of ninety (90) calendar days in any 180 calendar-day period, the BOARD may, at its option, terminate the ASSISTANT SUPERINTENDENT'S employment upon thirty (30) days written notice to the ASSISTANT SUPERINTENDENT and the opportunity for a hearing before the BOARD on the issues of disability and performance. Upon termination for this reason, the BOARD shall pay the ASSISTANT SUPERINTENDENT for any accumulated but unused sick leave and, if permitted by the District's health and life insurance program, continue such insurance at its expense for the remainder of the school year. This continuation period shall be included in the calculation of the time period available for continuation coverage (commonly referred to as COBRA coverage) under the Internal Revenue Code of 1986 as amended.

C. Discharge for Cause. Discharge for cause shall constitute conduct that is detrimental to the best interests of the School District. The ASSISTANT SUPERINTENDENT shall have notice of the charges and shall be entitled to appear

before the BOARD to discuss such causes. If the ASSISTANT SUPERINTENDENT chooses to be accompanied by legal counsel at such meeting, she shall bear any costs involved. Such meeting shall be conducted in closed session. Failure to comply with the terms and conditions of this Agreement shall constitute cause for discharge.

Nothing shall prohibit the BOARD from suspending the ASSISTANT SUPERINTENDENT with or without pay pending completion of the requirements of this section. After the effective date of dismissal, the ASSISTANT SUPERINTENDENT shall not be entitled to further payments of compensation of any kind under this Agreement, except that the ASSISTANT SUPERINTENDENT shall be entitled to any vested benefits payable under the terms and provisions of the Illinois Teachers' Retirement System.

D. Non-Renewal of the Agreement. The BOARD may non-renew the Agreement by providing written notice to the ASSISTANT SUPERINTENDENT by no later than 45 days before the end of the school term. The ASSISTANT SUPERINTENDENT may non-renew this Agreement by providing written notice to the BOARD no later than 45 days before the end of the school term.

17. NOTICE. Any notice or communication permitted or required under this Agreement shall be in writing and shall become effective on the day of mailing thereof by first class mail, registered, or certified mail, postage prepaid, addressed:

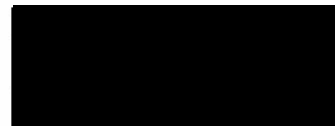
If to the BOARD, to:

BOARD OF EDUCATION
GLEN ELLYN SCHOOL DISTRICT 41
793 North Main Street
Glen Ellyn, Illinois 60137

With a copy to:

SUPERINTENDENT
GLEN ELLYN SCHOOL DISTRICT 41
793 North Main Street
Glen Ellyn, Illinois 60137

If to the ASSISTANT SUPERINTENDENT, to:



(or at the last address of the ASSISTANT SUPERINTENDENT contained in official Business Office records of the BOARD).

18. MISCELLANEOUS

A. This Agreement has been executed in Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.

B. Section headings and numbers have been inserted for convenience of reference only, and if there shall be any conflict between such headings or numbers and the text of this Agreement, the text shall control.

C. This Agreement may be executed in one or more counterparts, each of which shall be considered an original, and all of which taken together shall be considered one and the same instrument.

D. This Agreement contains all the terms agreed upon by the parties with respect to the subject matter of this Agreement and supersedes all prior agreements, arrangements, and communications between the parties concerning such subject matter, whether oral or written.

E. This Agreement shall be binding upon and inure to the benefit of the ASSISTANT SUPERINTENDENT, his successors, assigns, heirs, executors, and personal representatives, and shall be binding upon, and inure to the benefit of the BOARD, its successors and assigns.

F. Both parties have had the opportunity to seek the advice of counsel.

G. Except as may otherwise be provided, no subsequent alteration, amendment, change, or addition to this Agreement shall be binding upon the parties unless reduced to writing and duly authorized and signed by each of them.

H. The BOARD retains the right to repeal, change or modify any policies or regulations which it has adopted or may hereafter adopt, subject however, to restrictions contained in the *Illinois School Code* and other applicable law.

I. If any section, provision, paragraph, phrase, clause or word contained herein is held to be void, invalid or contrary to law by a court of competent jurisdiction, it shall be deemed removed herefrom, and the remainder of this Agreement shall continue to have its intended full force and effect.

J. This Agreement shall become effective and be deemed dated on the date the last of the parties signs as set forth below.

BOARD OF EDUCATION
GLEN ELLYN SCHOOL
DISTRICT NO. 41,
DuPage County, Illinois

ASSISTANT SUPERINTENDENT

By: _____


President

Attest: _____


Secretary

V.P.

Dated: _____

6.15.16


MARCI CONLIN

Dated: _____

6/15/16

**Board of Education Meeting
Special Meeting
June 15, 2016**

Please sign in so that we may have record of your attendance.
If you wish to provide public participation, please indicate below.

Name (Please print)	Public Participation	School Area	Email Address (Optional)	Home Address (Optional)
Jeff Cooper	✓	FL	—	—
Colleen Costello		Hadley	—	—
Liz Vogel		CH		
Scott Bots		CHURCHILL		
Tom Vourago		BF		
Barry Nelson				
Linda Schue		AL		
Mary Boyd		BF		
Erin Dietz		AL		

**Board of Education Meeting
Special Meeting
June 15, 2016**

Please sign in so that we may have record of your attendance.

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