



**BOARD OF EDUCATION  
REGULAR BOARD MEETING MINUTES**

**APRIL 11, 2016  
7:00 PM**

**Call to Order**

The April 11, 2016 Regular meeting was called to order at 7:04 p.m.

**Pledge of Allegiance**

Mr. Ellis led in the pledge of allegiance.

**Roll Call**

The following members were in attendance: Kurt Buchholz, Stephanie Clark, Joe Bochenski, Drew Ellis, Patrick Escalante, and Erica Nelson.

**Electronic Participation by Board Member:** Board member Dean Elger notified the superintendent's office that he was physically unable to participate in the Board meeting due to an employment-related obligation but would like to participate by phone. *Board member Escalante motioned and Ellis seconded to allow Mr. Elger to participate in the meeting by phone. On a roll call answering "Aye: Buchholz, Clark, Ellis, Escalante, Bochenski, and Nelson "Nay": None. Motion carried.*

**Superintendent Report**

- A. Hadley Girls Basketball Team:** Dr. Gordon introduced staff members Emmah Welsh and Heather Heskin who introduced members of the Hadley 8<sup>th</sup> grade girls basketball team. Team members include Chloe Dave, Rachel Farmer, Sarah Fox, Jahlan Grant, Emma Hall, Elise Hayes, Taylor Huff, Emily Milianti, Maddie Wallace, Haley Yeager, Addison Yeager. Team members and Mrs. Heskin shared information on their experiences where the team and ultimately the most of the student population at Hadley raised awareness for Rett Syndrome through their Cammy Can campaign. (Attachment)
- B. Teacher Specialization, addressing odd number of sections (specialization):** Dr. Gordon provided the Board with a brief update for content specialization. He noted the discussions occurring related to having a plan when faced with an odd number of sections at a grade level. He outlined the details and of the plan and stated he plans to gather additional feedback from teachers who teach content specialization before considering any plan final.  
  
Board members provided feedback on their perspectives related to content specialization and how it is applied. Mrs. Clark and Mr. Buchholz shared their experience with both current and retired staff at the last Board Coffee & Conversation session. They stated these individuals shared concerns of the effectiveness of content specialization.
- C. Churchill Classrooms:** Dr. Gordon announced that final stages of the elementary classroom additions were complete and all elementary students are under roof at all schools. He noted the portables were in the process of being dismantled and will be removed during the next month. Board members shared feedback they heard from staff on the new classrooms. Board members feel that collaboration with staff is important and asked Dr. Gordon to continue this practice.
- D. PTA Report:** Churchill Parent Kelly Hane provided the Board with update on PTA activities. Information included announcing next year's executive board, Catherine Lemon, President; Margaret Immik and Alison Overton, Vice-Presidents; Jodi Herbold, Treasurer; Lee Fruit Secretary.

**Board Reports**

- Mr. Bochenski reported on the finance meeting held earlier in the evening.
- Mrs. Nelson shared a thank you note from Amy Waters for the Board contributions to support Spellapalooza.
- Mrs. Clark reported on her attendance with Mr. Buchholz and Coffee & Conversation on Saturday.
- Mr. Escalante reported on his attendance at the Team 21 meeting.

## Public Participation

There were no members of the public who wished to address the Board.

## Presentations, Reports and Initiative Updates:

- A. **Dr. Peter Monaghan-Glenbard West:** Dr. Gordon introduced Glenbard West Principal Dr. Peter Monaghan who shared with the Board information on how District 41 students perform in high school. Dr. Monaghan reviewed the various events they use to assist with the transition to high school, the overall goal for student performance and the experience for students as they enter Glenbard West. Dr. Monaghan noted District 41 students typically excel in District 87 in the areas of ACT performance, AP class enrollment and extracurricular activity and athletic participation. Glenbard West staff is always looking for opportunities to identify the struggling learners early and is grateful for the collaboration with the Hadley staff to accomplish this task. Finally Dr. Monaghan provided an overview of the recent changes at Glenbard West related to construction and technology.

## Discussion Items

- A. **Regular Education Transportation Bid:** Glen Ellyn School District 41 has been member of a transportation cooperative with Glenbard High School District 87, Glen Ellyn School District 89, and Queen Bee School District 16 since 2011. The cooperatives member districts invited surrounding school districts to a meeting to determine interest in joining the cooperative, the only district that showed interest was Marquardt School District 15. The member school districts, in partnership with attorney Brain Crowley of Franczek Radlet, developed the bid specifications which called for each member district to enter into a separate contract with the successful bidder. Specifications were advertised in a local newspaper in accordance with all rules and regulations, opened for each individual school district in the presence of all member districts on Wednesday, February 23, 2016.

The bid results are highlighted below:

Three Year Bid Totals July 2016 - June 2019			
	Cook Illinois	First Student	Illinois Central
Glenbard 87	No Bid	\$8,396,266.18	\$9,968,307.05
Queen Bee 16	No Bid	\$589,891.04	\$699,799.29
Glen Ellyn 41	No Bid	\$2,214,211.45	\$2,639,473.81
Marquardt 15	\$2,860,819.65	\$3,077,759.32	\$3,804,085.12
Glen Ellyn 89	No Bid	\$3,826,015.85	\$2,084,462.31
	<b>Grand Total</b>	<b>\$18,104,143.84</b>	<b>\$19,196,127.58</b>

The annual costs and percentage increases for Glen Ellyn 41 are \$716,329.17 (5.0%), \$737,856.25 (3.0%) and \$760,026.03 (3.0%).

The low bidder for Marquardt District 15 is not First Student. First Student has informed member districts that Marquardt not joining the cooperative will impact First Student's bid amount. Following are the concessions agreed to by the cooperative in order to obtain the best pricing available:

First Student agrees to provide an additional credit to Marquardt District 15 in the amount of \$40,300 per year. The cooperative districts will drop the \$32,000 performance bond and First Student will reimburse these funds directly to Marquardt on an annual basis.

First Student will provide District 41 with a performance bond for a cost to District 41 of \$4,000.

First Student representatives, members of the cooperative, and the districts' legal counsel have all been involved with creating the final financial terms. All cooperative members must approve these financial and contractual terms by the end of April.

The Board discussed various details of the contract and the process. The Board also discussed the efforts moving forward to ensure a smooth transition and good start to the next school year. Mrs. Allard noted that she has been in communication with other districts that use First Student and the feedback has been positive. The Board encouraged Dr. Gordon and the administration to build a contingency plan for another provider in the event the service is not up to

standards. Dr. Gordon noted that once the contract is approved by the Board, the administration will begin the process of meeting with First Student, stating our expectations and starting the communication process with parents.

This information is presented for discussion. The administration will present this information to the Board of Education at its April 25, 2016, meeting for approval of the contract.

- B. Special Education Transportation Bid:** Glen Ellyn School District 41 is a member of a special education cooperative, CASE, with Septran as the student transportation provider. CASE member districts include: Glen Ellyn District 89, Glenbard District 87, Queen Bee District 16, Marquardt District 15, Carol Stream 93 and Lombard District 44. The CASE school districts, in partnership with attorney Brain Crowley of Franczek Radlet, developed the bid specifications which call for each member district to enter into a separate contract with the successful bidder. Specifications were advertised in a local newspaper in accordance with all rules and regulations and opened for each individual school district in the presence of all members on Thursday, February 25, 2016.

The following two transportation companies submitted bids: Septran, Inc. and Hopewell Services, LLC. Bid pricing provided by both companies offered a consolidation discount if all member districts contracted for services. Septran, Inc. was the lowest bidder for in-district transportation and provided a 45 percent discount. Hopewell Services, LLC, was the lowest bidder for out-of-district transportation and provided a 20 percent discount. The pricing that follows reflects these discounts:

Company	1 <sup>st</sup> Year	2 <sup>nd</sup> Year	3 <sup>rd</sup> Year	Total 3-Year Cost
Septran* with 45% discount	\$501,597	\$513,943	\$527,834	\$1,543,374
Hopewell Services with 20% discount	\$151,319	\$156,504	\$163,575	\$471,398
<b>Total</b>	\$652,916	\$670,447	\$691,409	\$2,014,772
<i>% increase</i>	28.40%	2.70%	3.10%	

The annual costs and percentage increases for Glen Ellyn 41 are 28.4%; 2.7%; and 3.1%.

Carol Stream District 93 declined to participate in the cooperative. However, member districts met with company representatives and Hopewell Services, LLC and Septran, Inc. agreed to honor the consolidation discounts as detailed in this report.

The Board discussed the difference between in and out of district transportation and information on Hopewell which is an experienced but smaller company. Board members expressed concern with Septran services. Mrs. Allard noted that Septran is now under new ownership but there are plans to meet with staff once the contracts are approved. Dr. Gordon noted that parent communication will start following the approval of the contract at the next meeting.

This information is presented for discussion. The administration will recommend at its April 25, 2016, meeting that the Board of Education approve the contracts as detailed in this report. Needs to be managed early -

- C. Transfer of Funds from the Education Fund to the Debt Service Fund:** On July 1, 2008, the Board of Education of Glen Ellyn School District 41 elected to adopt a resolution re-establishing the Education, Operations & Maintenance and Transportation Funds as separate funds. This resolution allowed for the transfer of funds from the Education Fund and the Operations & Maintenance Funds to the Debt Service Fund.

Illinois statute requires educational agencies to account for its operating leases in its Debt Service Fund. This resolution is presented to approve the transfer of funds from the Education Fund to the Debt Service Fund to pay for previously approved long-term debt, operating leases for desktop computers, SMART Boards, charging carts and wireless network

equipment. The amount to be transferred from the Education Fund to the Debt Service Fund on or before April 26, 2016, is \$202,553.

This information is presented for discussion. The administration will recommend at its April 25, 2016, meeting that the Board of Education adopt the Resolution Transferring Money from the Education Fund to the Debt Service Fund in an amount of \$202,553.

- D. Transfer of Funds from the Operations and Maintenance Fund to the Debt Service Fund:** On July 1, 2008, the Board of Education of Glen Ellyn School District 41 elected to adopt a resolution re-establishing the Education, Operations & Maintenance and Transportation Funds as separate funds. This resolution allowed for the transfer of funds from the Education Fund and the Operations & Maintenance Funds to the Debt Service Fund.

Illinois statute requires educational agencies to account for its operating leases in its Debt Service Fund. This resolution is presented to approve the transfer of funds from the Operations and Maintenance Fund to the Debt Service Fund to pay for long-term debt. The amount to be transferred from the Operations and Maintenance Fund to the Debt Service Fund on or before April 26, 2016, is \$597,963.36.

This information is presented for discussion. The administration will recommend at its April 25, 2016, meeting that the Board of Education adopt the Resolution Transferring Money from the Operations and Maintenance Fund to the Debt Service Fund in an amount of \$597,963.36.

#### **Action Items**

- A. Consent Agenda:** *Board members Ellis moved and Escalante seconded to approve the consent agenda- On a roll call answering "Aye": Clark, Bochenski, Ellis, Escalante, and Nelson; answer "Nay": Buchholz. Motion carried. which includes:*

1. Human Resource
  - a) Personnel Report
    - 1) Employment Recommendations
    - 2) Internal Transfers
    - 3) Resignations
  - b) Re-employment of Probationary (Non-Tenured) Teachers
  - c) Resolution Authorizing the Reduction in Force of Teachers
2. Finance, Facilities & Operations
  - a) School District Payment Order (Mach 16, 2016 –April 5, 2016)
3. Other Matters
  - a) March 21, 2016 - Closed Session Minutes

**B. Superintendent Recommendations**

1. **Approval of the March 21, 2016 Regular Meeting Minutes:** *Board members Clark moved and Ellis seconded to approve the March 21, 2016 regular Meeting Minutes as presented. Mrs. Nelson noted that at the request of Mrs. Clark revisions have been presented for consideration prior to approval. Board members Ellis moved and Clark seconded to approve the edits to the March 21, 2016 as suggested by Mrs. Clark. On a roll call answering "Aye" Bochenski, Buchholz, Clark, Ellis, Escalante and Nelson; "Nay" None. Motion to amend carried. Roll call on the amended motion to approve the March 21, 2016 Regular meeting minutes was taken. Answering "Aye" Buchholz, Escalante, Ellis, Clark, and Nelson; "Nay": Bochenski. Motion carried.*
2. **Board Policy Revisions Section VII - Second Reading and Adoption:** *Board member Ellis moved and Escalante seconded to approve the Board policy Section VII policy revisions as presented. On a roll call answering "Aye": Ellis, Escalante, Buchholz, Clark, Bochenski, and Nelson; answer "Nay": None. Motion carried.*
3. **2016 Summer Capital Project Bid** In November of 2015, the Board approved the annual summer capital project plan presented by the administration. These projects will take place during the summer of 2016. The recommendation is for the bid award that were required for several of these projects and require board approval. *Board members Ellis moved and Escalante seconded to approve the administration's recommendation to award the base bid of \$509,700 including the alternate bid of \$24,200 for the safety barrier railing totaling \$533,900 for the Churchill concrete walks, parking lot paving, portable dismantling, and Ben Franklin ADA bathroom renovation project to Happ Builders, Inc. of Waukegan, Illinois as presented.*



Prior to taking action Director of Buildings and Grounds Dave Scarmardo provided clarification on some of the specifics of the bid. Mr. Scarmardo noted that by bundling the projects together the district is able to realize a cost savings. Additionally, the district will be receiving a credit from FQC's original Churchill construction project. IT was budgeted in FQC's original plan to pay for the costs of the East parking lot at Churchill. Mr. Buchholz stated that he does not like the idea of housing special needs students at the oldest building in the district and does not agree with spending money to support that plan. *On a roll call answering "Aye": Ellis, Escalante, Buchholz, Clark, Bochenski, and Nelson; answer "Nay": None. Motion carried.*

Mr. Elger joined the meeting at 9:01 p.m.

4. **Hardware Device Refresh:** Every year the administration evaluates the technology needs against the districts technology long-range plan and presents a recommendation that is best suited to meet those needs. The information has been presented to the finance committee and was discussed at the March 21, 2016 board meeting. Following the last Board discussion and a review of staff feedback, the recommendation was changed. These changes include a reduction of staff desk top devices with a recommendation 80 devices aligned to student work rather than the previously recommended 120. To support reducing the cost administration will replace the remaining 40 units used by office and support staff as needed. These units will be replaced with existing refurbished equipment. Another change includes a reduction in the elementary device recommendation by 130 Chromebooks. The recommendation of 2100 Chromebooks will support a 1:1 initiative at grades 1 – 8 and a 2:1 initiative at the kindergarten grade level.

*Board member Ellis moved and Elger seconded to approve the administration's recommendation as presented.*

Prior to action Board discussion included the process followed with this recommendation and amount of time the administration took to gather feedback from staff. Mr. Buchholz stated that he continues to have reservations and weighs using tax dollars to support a recommendation without a policy in place to address how technology is used to support the classroom. He would like see a technology plan to ensure we are not overusing technology at all grade levels. Mr. Elger noted that he appreciated the time Director of Technology Mike Wood took in answering the Board's questions and reaching out to staff. Mr. Elger felt it was imperative to consider and listen to the feedback collected from all staff. Mrs. Clark commented that it was difficult for her to support the recommendation. She would first like to see the administration present a plan on how the technology is used at all levels, consider the financial implications in that plan and ensure there are no discrepancies on how technology is used in all classrooms. Additionally, she would like administration to consider both parent and staff feedback when making these decisions. Mr. Bochenski asked for clarification on the cost savings Mr. Wood presented in the recommendation. He noted his appreciation for working with staff and noted that he supports the recommendation. Mr. Escalante stated that he was not able to support the recommendation as there is a full curriculum at the 1<sup>st</sup> grade level that does not include technology and considers the recommendation more of a want and not a need. Mr. Ellis stated that he was encouraged by the changes made by administration. His position was to listen to the feedback from the teachers and was supportive of the recommendation. Mrs. Nelson reviewed the recommendation and noted that it was an opportunity to further support students in District 41 as they prepare to move to high school and beyond. She acknowledges it is important to listen to the feedback from parents and teachers to ensure technology is used appropriately and optimally.

*On a roll call answering "Aye": Elger, Ellis, Bochenski, and Nelson; answer "Nay": Buchholz, Clark and Escalante. Motion carried.*

5. **2016-2017 Student Fees.** Annually, the administration reviews student fees for the coming school year. During the discussion phase the Board has expressed an interest in changing the structure of both the basic and activity fees. Administration has presented a recommendation which includes basic and activity fees with the understanding amendments are forthcoming.

*Board members Bochenski moved and Ellis seconded to approve administration recommendation for the 2016-2017 Student Fees as presented.*

Board members discussed their perspectives the collection of fees, unknown state funding, the impact fees have on our parents and how fees are applied to the overall budget. Mr. Buchhloz noted that he feels collecting fees in an end around to the tax cap and the district tends to add fees when they are in need of additional revenue instead of reducing the budget. Mrs. Clark commented that fees are a small percentage of the budget that could be eliminated.

*On a roll call answering "Aye": Elger, Ellis, Bochenski, and Nelson; answer "Nay": Buchholz, Clark and Escalante. Motion carried.*

Mr. Elger left the meeting at 9:42 p.m.

### Items for Consideration for Future Agenda

- Benchmark Study: Dr. Gordon noted that he has budgeted for Clayton Graham to return next year to conduct and present a benchmark study.

### Other

- Mrs. Nelson commented on a board member request to have someone other than Illinois Association of School Board representative Barb Toney conduct the Board's upcoming Board Self Evaluation. Mrs. Nelson provided background on what has occurred in the past, the purpose behind holding these meetings and benefits of the sessions in closed session. Board members shared their perspectives on the process.
- Dr. Gordon provided an update on the data collected related to class size targets of area districts and commented that following this review the administration is comfortable with the recommendation as it was read at the last meeting.
- Mrs. Clark noted she appreciated the additional data and slides provided by School Perceptions and requested they be posted with the rest of the survey data.

### Upcoming Meetings

- A. April 25, 2016 Board of Education Regular Meeting, 7:00 p.m., Central Services Office
- B. May 4, 2016 Board of Education Special Workshop Meeting, 6:30 p.m., Central Services Office
- C. May 9, 2016 Board of Education Regular Meeting, 7:00 p.m., Central Services Office

### Adjourn to Closed Session

*Board members Bochenski moved and Escalante seconded to adjourn to closed session to discuss the appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the District or legal counsel for the District, including hearing testimony on a complaint lodged against an employee or against legal counsel for the District to determine its validity, and the placement of individual students in special education programs and other matters relating to individual students. On a roll call answering "Aye": Buchholz, Clark, Elger, Escalante, Ellis, and Nelson; answer "Nay": None. Motion carried.*

### Return to Open Session


The Board returned to open session at 10:53 p.m.


### Adjournment

*Board members Ellis moved and Bochenski seconded to adjourn the meeting at 10:54 pm Motion carried on a unanimous voice vote.*

Respectfully submitted,

Nancy Mogk, Board Recording Secretary

  
Erica Nelson, Board President

  
Dean Elger, Board Secretary

Minutes approved: April 25, 2016



## WE BELIEVE.....



- As 7th graders our girls basketball team was undefeated and we believed they could repeat as 8th graders.
- The team was issued a challenge to try and repeat and to do something to positively impact our community.

## WE BELIEVE.....CAMMY CAN

We decided we would help bring awareness and raise funds for a cause that affects girls.

Students had learned about genetics in 7th grade science classes. Rett Syndrome was one of the diseases that some students researched. Rett Syndrome affects 1 in 10,000 girls.

Cammy is from Wheaton and has Rett Syndrome.

We contacted her family and asked how we could help.



**REVERSE RETT**

[www.rettysyndrome.org](http://www.rettysyndrome.org)

## WE BELIEVE .....CAMMY CAN



LONG SLEEVE  
T-SHIRTS

- First we decided that we would get warm up shirts with Cammy's logo to spread the word.
- The 7th grade girls basketball team wanted to get involved along with the 7th and 8th grade volleyball players.
- Word spread and student council got involved with the cause.

## TSHIRTS....WILDCAT DAY.....HALLWAYS



Our challenge was taking on a life of its own.

22 students from basketball, volleyball and student council met after school to plan a wildcat day.

We decided to make a video explaining about Rett Syndrome and Cammy Can. Students were given a Cammy Can sheet to color and put on their locker.

A free throw contest, ipad raffle, t shirt sales and science class coin wars were planned to raise funds.





## Surprise, Surprise!!!!

Cammy visited Hadley to see her cousin participate in Destination Imagination. Her cousin was so surprised to see Cammy throughout Hadley



Student Council made signs to show support for Cammy Can.

WE MADE A POSTER FOR ALL THE STUDENTS TO SIGN



## CAMMY VISITS HADLEY





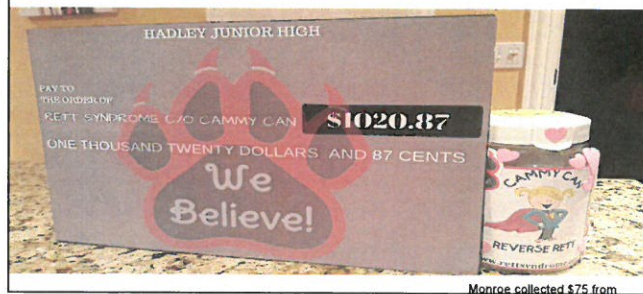
WE LEARNED TO COMMUNICATE NONVERBALLY



HALFTIME CHALK TALK



WE RAISED AWARENESS AND MONEY AND SO DID OUR OPPONENTS!



Monroe collected \$75 from

WE BELIEVE THAT EVEN OPPOSING TEAMS CAN COME TOGETHER TO MAKE A POSITIVE CHANGE IN THE WORLD.



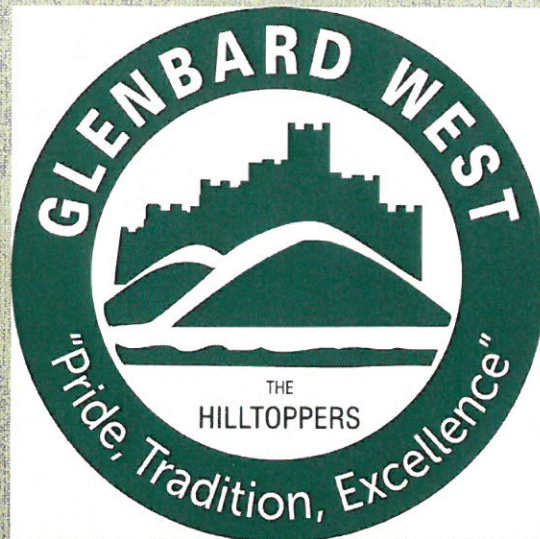
WE TOOK THE CHALLENGE AND WON! WE ARE THE CHAMPIONS BUT MORE IMPORTANTLY WE KNOW WE HAVE THE POWER TO CHANGE THE WORLD



At Hadley Jr. High We Believe that Cammy Can, that we can, that you can, that we all can make this world a better place when we work together.





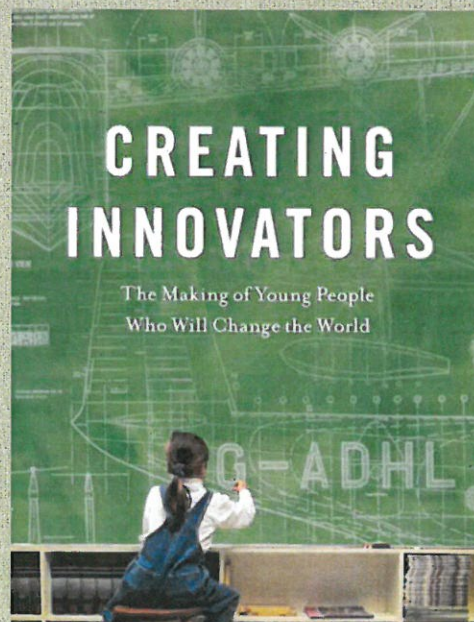


# District 41 Presentation

Dr. Peter Monaghan

## Preparation for High School and Beyond

Employment  
Citizenship  
Well-Being





# Transitions

- Why it is difficult?
- How do West and Hadley prepare?
- What should matter to parents?

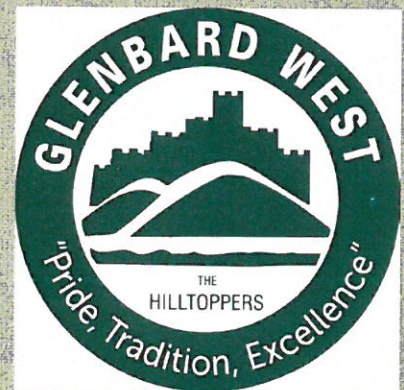


## The Success of Hadley Students at Glenbard West

### EPAS Growth at Glenbard West for the current seniors

Reading (6 pts) 7.89  
English (5 pts) 8.24  
Math (5pts) 8.24  
Science (4 pts) 6.03

All of these indicators  
are well above the average  
for the entire school.





# Other Indicators of Success

Enrolled in Alg 2 with Trig or higher by junior year: 84%

Enrolled in Physics or higher by junior year: 84%

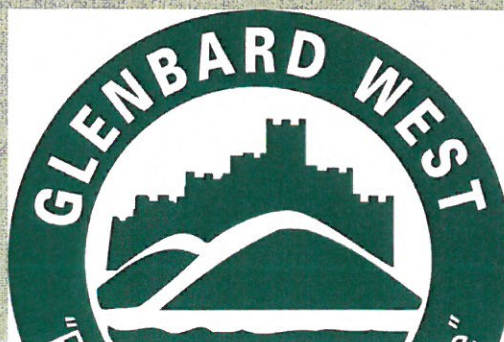
Students who participate in a sport or club from Hadley: 85%

High level of AP enrollment with a high percentage of students passing the AP exams

## Continued Collaboration



HADLEY JUNIOR HIGH  
HOME OF THE WILDCATS!





# The Future of Glenbard West



**Glen Ellyn School District #41  
Board Report**

**Date:** April 11, 2016

**Title:** Personnel Report – Final

**Contact:** Laurie Campbell, Assistant Superintendent for Human Resources

**Long-Range Plan Focus:** The recommendations contained in this Personnel Report support Goal #2, Development of Human Capital, of the Superintendent's Long-Range Plan.

**Employment Recommendations:**

<b>Name</b>	<b>School</b>	<b>Position</b>	<b>Placement/Salary</b>	<b>Effective Date</b>
Bryjowski, Amanda	Churchill	Long Term Substitute- Dual Language Teacher	Substitute Pay Rate	Approx. April 08-June 03, 2016
Ick, Sharon	Churchill	ESL Teacher	MA / \$61,933.00	2016-2017 School Year
Llanes, Carola	Lincoln	ESL Teacher (.50 FTE)	MA+15 / \$37,556.00	2016-2017 School Year
Leadaman, Brian	Hadley	Assistant Track Coach	Group III, Step I / \$1,500.00	2015-2016 School Year
Masny, Michelle	Hadley	Literacy Coach	MA+30 / \$90,439.00	2016-2017 School Year
McNamara, Andrea	Franklin	Speech Language Pathologist (.60 FTE)	MA / \$34,336.20	2016-2017 School Year
Paulin, Brandy	Churchill	Lunchroom / Playground Supervisor	\$20.00 per hour	April 20, 2016
Reyes, Ashly	Churchill	Lunchroom / Playground Supervisor	\$20.00 per hour	April 12, 2016
Schoenle, Kristin	Churchill	Reading / Math Substitute Aide	Substitute Aide Rate	April 12, 2016
Starovas, Georgios	Churchill	Night Custodian	\$13.09 per hour / \$5,026.41	April 25, 2016
Torne, Jaime	Churchill	4 <sup>th</sup> Grade Literacy Teacher	MA+15 / \$67,447.00	2016-2017 School Year
Wittenberg, Haley	Churchill	3 <sup>rd</sup> Grade Dual Language Teacher	BA+15 / \$50,466.00	2016-2017 School Year

**Internal Transfer:**

<b>Name</b>	<b>From Position/School</b>	<b>To Position/School</b>	<b>Effective Date</b>
McGavock, Debra	Library Media Aide / Franklin	Technology Support / Franklin and Lincoln (\$41,000.00)	April 18, 2016

**Resignation:**

<b>Name</b>	<b>School</b>	<b>Position</b>	<b>Effective Date</b>
Flinn, Joshua	Lincoln	Reading Assistant / Math Assistant	April 14, 2016

**Recommendation:** It is recommended that the Board accept the actions included in this Personnel Report as presented.





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

## Board Report

**Date:** April 11, 2016

**Title:** Re-Employment of Probationary (Non-Tenured) Teachers

**Submitted by:** Laurie Campbell, Assistant Superintendent for Human Resources

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**Long-Range Plan Focus:** The re-employment of probationary teachers supports Goal #2, Development of Human Capital, from the Superintendent's Long-Range Plan.

**Discussion:** This is the time of year when the Administration makes recommendations for the renewal of employment contracts for probationary (non-tenured) teachers. Probationary teachers are employed on one-year contracts for their first four years of full-time employment with a school district. Following four consecutive years of full-time employment, probationary teachers earn tenure in a school district and are considered to be on continued contractual service. The probationary teachers listed below have been evaluated, and, based on their performance, have been recommended for re-employment by the Administration.

### First Year Full-Time Probationary Teachers

Name	Position	Name	Position
Jon Bradford	Social Worker	Rachel Jablonski	Speech and Language Pathologist
Allison Brand	Teacher	Stephanie Jack	Teacher
Matthew Bruns	Teacher	Dalila Lopez	Speech and Language Pathologist
Bethmarie Byrne	Teacher	Carly Morales	Math Coach
Linda Calvo	Teacher	John Olzen	Teacher
Julie Clarke	Teacher	Alexandra Orechkin	Teacher
Rita Feuerborn	Teacher	Mindy Poleski	Teacher
Walter Flores	Teacher	Julie Steinhilber	Teacher
Tran Fournier	Teacher	Andrea Teichmiller	Behavior Specialist
Rachael Gates	Teacher	Kari Thomas	Teacher
Jennifer Gillette	Teacher	Jessica Vaughn-Reimann	Teacher
James Haycraft	Teacher	Derek Winkelmann	Teacher

*We make a difference. We embrace change together. We are a true team of professionals. We build the future.*

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Superintendent Dr. Paul Gordon

Glen Ellyn School District 41

793 N. Main St., Glen Ellyn, IL 60137

Phone 630.790.6400 Fax 630.790.1867 [www.d41.org](http://www.d41.org)



**Part-Time Probationary Teachers**

<b>Name</b>	<b>Position</b>
Mary Grande	Psychologist (0.6 FTE)

**Second Year Full-Time Probationary Teachers**

<b>Name</b>	<b>Position</b>	<b>Name</b>	<b>Position</b>
Nathaniel Brown	Teacher	Frank Modica	Teacher
Lauren Bytnar	Teacher	Kirsten Money	Psychologist
Alexis Dettmer	Speech and Language Pathologist	Ivette Ortiz-Rentas	Teacher
Tara Frey	Speech and Language Pathologist	Leslie Palmer	Teacher
Ryan Gidley	Teacher	Becky Perez	Psychologist
Lisa Kroehnke	Teacher	Camille Ponce	Speech and Language Pathologist
Katelyn Matthews	Teacher	Keira Quintero	Teacher
Minnie Maywood	Teacher	Heather Rosenwinkel	Teacher

**Third Year Full-Time Probationary Teachers**

<b>Name</b>	<b>Position</b>	<b>Name</b>	<b>Position</b>
Michelle Bauer	Math Coach	Megan Kuczora	Teacher
Robin Bollinger	Teacher	Rachel Lynn	Teacher
Kathleen Brennan	Teacher	Molly Marshall	Teacher
Jacquelyn Calderon	Teacher	Ian McCausland	Teacher
Nancy Connolly	Nurse	Marisela Medrano	Teacher
Elizabeth D'Angelo	Teacher	Ana Nelson	Teacher
Nicole Guerrero	Teacher	Megan Petramale	Teacher
Megan Jarvis	Teacher	Samantha Tribbley	Teacher
Patty Jurczak	Teacher	Rebecca VanDyke	Teacher

**Fourth Year Full-Time Probationary Teachers**

<b>Name</b>	<b>Position</b>	<b>Name</b>	<b>Position</b>
Anne Berg	Teacher	Ryan Ignacio	Teacher
Patty Dentinger	Teacher	April Macatangay	Teacher
Alyssa Grewe	Teacher	Trisha Matthews	Teacher

**Additional Costs and Information:** None

**Recommendation:** It is recommended that the probationary teachers listed in this report be re-employed for the 2016-2017 school year.



**RESOLUTION AUTHORIZING THE REDUCTION IN FORCE OF TEACHERS**

WHEREAS, the Board of Education has received reports and recommendations from members of the Administration concerning the number of part-time physical education and part-time special education resource teachers needed to be employed for the next school term;

WHEREAS, the Board of Education has determined to decrease the number of part-time physical education and part-time special education resource teachers employed by the Board;

NOW, THEREFORE, BE IT RESOLVED by the Board of Education of Glen Ellyn School District 41, DuPage County, Illinois, as follows:

1. The teachers listed in the attached Exhibit 1 shall be honorably dismissed as part of a reduction in force effective at the close of the 2015-2016 school term. The notice of such action shall be substantially in the form of the attached Exhibit 2.

2. The Superintendent or designee shall deliver the notices of honorable dismissal by first class mail and by personal service with receipt or by certified mail, return receipt requested.

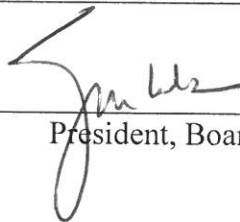
3. This Resolution shall be in full force and effect upon its adoption.

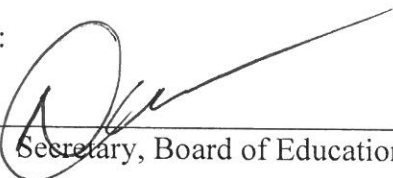
ADOPTED this 11th day of April, 2016, by a roll call vote as follows:

YES: Clark, Ellis, Escalante, Bochinski, Nelson

NO: Buchholz

ABSENT: Elger

  
\_\_\_\_\_  
President, Board of Education

Attest:   
\_\_\_\_\_  
Secretary, Board of Education



**EXHIBIT 1**

**TEACHERS HONORABLY DISMISSED  
AT THE CLOSE OF THE 2015-2016 SCHOOL TERM**

<u>Name</u>	<u>Building</u>	<u>Position</u>
Sharon Borter	Churchill	Part-time Physical Education Teacher
Kathleen Gilligan	Franklin	Part-time Special Education Resource Teacher



**EXHIBIT 2**

**NOTICE OF HONORABLE DISMISSAL**

Date

Name

Address

Dear \_\_\_\_\_:

We regret to inform you that the Board of Education has determined to decrease the number of part-time physical education and part-time special education teachers employed in the School District as part of a reduction in force. Therefore, you are hereby honorably dismissed as a teacher and employee in the School District effective at the close of the 2015-2016 school term.

Very truly yours,

BOARD OF EDUCATION  
GLEN ELLYN SCHOOL DISTRICT 41,  
DuPage County, Illinois

By: \_\_\_\_\_  
Board President

Attest:

\_\_\_\_\_  
Secretary

cc: Personnel File

Acknowledgement of Receipt of Personal Service:

\_\_\_\_\_  
Employee

Date: \_\_\_\_\_

*First Class Mail and Personal Service or  
Certified Mail/Return Receipt Requested*



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

### School District Payment Order

The Treasurer, Paul Gordon, of Glen Ellyn School District 41 in DuPage County, shall pay to the order of the attached list of vendors the sum of \$564,225.02 for March accounts payable and payroll checks and the sum of \$607,120.20 for April interim accounts payable and payroll checks.

This order authorizes the Treasurer to pay board-approved bills before the meeting minutes are officially approved.

By order of the School Board of Glen Ellyn District 41.

Order Date: April 11, 2016

\_\_\_\_\_  
President

\_\_\_\_\_  
Secretary

*We make a difference. We embrace change together. We are a true team of professionals. We build the future.*

Superintendent Dr. Paul Gordon  
Glen Ellyn School District 41  
793 N. Main St., Glen Ellyn, IL 60137  
Phone 630.790.6400 Fax 630.790.1867 [www.d41.org](http://www.d41.org)



CHECK	CHECK	INVOICE
DATE	NUMBER VENDOR	AMOUNT DESCRIPTION
03/22/2016	20423 MENARDS	-29.96 Multiple Invoices
03/22/2016	20768 POWELL, ELISE	-4.50 Reimbursement
03/31/2016	22315 FILLIPI, FRANK	-60.00 Wrestling ref 12/16
03/31/2016	22824 SCHOLASTIC INC.	-3.27 2/10/2016 Title 1 Book Buddies
03/28/2016	22846 COMMONWEALTH EDISON	97.37 CH ELECT 2/15-3/16
03/28/2016	22847 DIST #15, MARQUARDT	69,959.88 FEB FOOD SERVICE
03/31/2016	22848 AFSCME	2,206.88 Multiple Invoices
03/31/2016	22849 TOM VAUGHN, CHAPTER	282.50 Payroll accrual
03/31/2016	201500424 GLEN ELLYN EDUCATION	11,718.00 Multiple Invoices
03/31/2016	201500425 ILL MUNICIPAL RETIRE	65,452.41 Multiple Invoices
03/31/2016	201500426 ILLINOIS DEPT OF REV	38,113.22 Multiple Invoices
03/31/2016	201500427 INTERNAL REV SERVICE	194,909.88 Multiple Invoices
03/31/2016	201500428 T H I S	19,293.57 Multiple Invoices
03/31/2016	201500429 TEACHERS RETIREMENT	107,451.47 Multiple Invoices
03/31/2016	201500430 WAGEWORKS	5,367.95 Multiple Invoices
03/31/2016	201500431 THE OMNI GROUP	39,577.68 Multiple Invoices
03/31/2016	201500432 EXPERT PAY	1,613.92 Payroll accrual
03/28/2016	201500434 RELIANCE STANDARD LI	326.21 APRIL LTD
03/28/2016	201500435 TASC	409.86 HRA ADM FEES - MARCH
03/28/2016	201500436 T H I S	4,961.43 APRIL THIS
03/28/2016	201500437 UNUM LIFE INSURANCE	2,580.52 4/1/2016- 4/30/2016 LTD
Totals for checks		564,225.02



## FUND SUMMARY

<u>FUND</u>	<u>DESCRIPTION</u>	<u>BALANCE SHEET</u>	<u>REVENUE</u>	<u>EXPENSE</u>	<u>TOTAL</u>
10	Education Fund	414,765.96	0.00	75,263.40	490,029.36
20	Operations & Maintenance Fund	0.00	0.00	67.41	67.41
50	Social Security/Medicare Fund	29,391.96	0.00	0.00	29,391.96
51	Ill Municipal Retirement Fund	44,736.29	0.00	0.00	44,736.29
***	Fund Summary Totals ***	488,894.21	0.00	75,330.81	564,225.02

\*\*\*\*\* End of report \*\*\*\*\*

CHECK		CHECK		INVOICE	
DATE	NUMBER	VENDOR	AMOUNT	DESCRIPTION	
04/05/2016	22850	1000BULBS.COM	1,216.39	Multiple Invoices	
04/05/2016	22851	A RELIABLE PRINTING	689.50	Cumm Folders 2016/2017 School Year Invoice/Reference# 17849	
04/05/2016	22852	ABLENET INC	207.90	Proximity Sensor Switch for D41 Special Education Student	
04/05/2016	22853	ACCO BRANDS USA LLC	310.39	Laminate	
04/05/2016	22854	ACTIVELY LEARN	2,000.00	Actively Learn Hadley Pilot Program	
04/05/2016	22855	AIR FILTER ENGINEERS	2,437.20	Replacement air filters for all HVAC equipment in District	
04/05/2016	22856	ALDRICH, KRISTINE	55.74	3/21/2016 Battle of the Books reimbursement K Aldrich	
04/05/2016	22857	ALEMAN, MARY	37.50	Translating for families	
04/05/2016	22858	ALL WRITE CONSORTIUM	460.00	2016 All Write Summer Institute- STOUT, SLATER	
04/05/2016	22859	AMERICAN READING COM	5,000.00	Multiple Invoices	
04/05/2016	22860	ANDERSON, LINDA	282.96	Multiple Invoices	
04/05/2016	22861	AQUASCAPE	2,780.00	Pond maintenance agreement for Hadley, bi monthly service. 1ST INSTALLMENT & SPRING CLEAN OUT	
04/05/2016	22863	ARMBRUST PLUMBING IN	2,404.26	Multiple Invoices	
04/05/2016	22864	AT&T	43.47	630- Z99-0236 3/16-4/15	
04/05/2016	22865	AT&T	4,259.94	831-0003789-083 3/25/16- 4/24/16	
04/05/2016	22866	B & F CONSTRUCTION C	586.67	Churchill construction inspections final payment	
04/05/2016	22867	BAGGO INC	219.80	replacement supplies for current pe equipement. new vendor request	
04/05/2016	22868	BARBIC, MELISSA	330.00	Accompanist Fee	
04/05/2016	22869	BERG, ANNE	15.09	Reimburse Anne Berg (Hadley Staff) for team poster for Hadley classroom.	
04/05/2016	22870	BEYOND PLAY LLC	557.20	Supplies for ECSE @ Forest Glen	
04/05/2016	22871	BISPING CONSTRUCTION	39,780.00	CH-III SITE UTILITIES/EXCAV/GRADING/BKFL	
04/05/2016	22872	BOOKLIST	159.50	subscription to Booklist	
04/05/2016	22873	BOUND TO STAY BOUND	270.76	24 new titles for the LMC from Bound to Stay Bound Books.	
04/05/2016	22874	BRIDGES FOR LANGUAGE	248.04	Multiple Invoices	
04/05/2016	22875	BUSINESS SOLVER	72.00	March Service Fees Invoice #0031874	
04/05/2016	22876	CASE LOTS	317.30	SANITARY RECEPTACLES	
04/05/2016	22877	CLARE WOODS ACADEMY	4,065.60	April Tuition for D41 Student	
04/05/2016	22878	COMMERCIAL MECHANICA	4,387.00	CH-III HVAC/PLUMBING	
04/05/2016	22879	COMPLETE HOOD SERVIC	275.00	HD HOOD CLEANING	
04/05/2016	22880	CONNOLLY, NANCY	115.00	3/15/2016 Connolly- CPR/AED Instructor renewal certification - reimbursement	
04/05/2016	22881	COONEY, FRANK CO INC	1,239.50	6 tables for AL LMC project	
04/05/2016	22882	CORRECT ELECTRIC	974.32	Time and materials for	



CHECK		CHECK		INVOICE	
DATE	NUMBER	VENDOR	AMOUNT	DESCRIPTION	
				installation of SMART boards for Churchill Phase III construction	
04/05/2016	22883	COTG	890.57	Repair Service and Parts for Color Printer at Hadley	
04/05/2016	22884	CRISIS PREVENTION IN	2,810.00	Registration for Special Four Day Instructor Certification Program on April 12th - 15th in Evanston Illinois Staff Name: Andrea Teichmiller	
04/05/2016	22885	CRUISE BOILER & REPA	2,225.00	Boiler repairs at Ben Franklin School, 2 tubes replaced	
04/05/2016	22886	D'ANGELO, ELIZABETH	37.32	Reimburse Betsy D'Angelo (Hadley Staff) for Lit Vocabulary Book.	
04/05/2016	22887	DAILY HERALD	38.20	SUBSCRIPTION 03/16/16- 04/12/16	
04/05/2016	22888	DAVELIS, CRAIG	65.00	B-ball ref 3/9	
04/05/2016	22889	DEMCO	279.22	Library supplies including: book tape, glue sticks, dry erase markers, post-it notes, book ends, and acrylic sign holders.	
04/05/2016	22890	DIVERSIFIED OFFICE C	1,620.00	Custodial services for Churchill and Hadley, twelve days total	
04/05/2016	22891	DUPAGE COUNTY HEALTH	2,500.00	Multiple Invoices	
04/05/2016	22892	EASTER SEALS METROPO	6,151.82	Feb Tuition for D41 Student Invoice #13401	
04/05/2016	22893	EBSCO INFORMATION S	595.00	database subscription	
04/05/2016	22894	ELENS & MAICHIN ROOF	19,296.00	CH-III ROOFING/SHEET METAL	
04/05/2016	22895	ETA HAND2MIND	222.88	Materials ESL Hadley	
04/05/2016	22897	EVEREST SNOW MANAGEM	6,119.00	Multiple Invoices	
04/05/2016	22898	FEDERAL EXPRESS	33.67	PPOSTAGE	
04/05/2016	22899	FERGUSON	177.38	Multiple Invoices	
04/05/2016	22900	FGM ARCHITECTS-ENGIN	52,337.50	Multiple Invoices	
04/05/2016	22901	FIRM SYSTEMS	332.00	Multiple Invoices	
04/05/2016	22902	FLINN SCIENTIFIC INC	1,072.55	Mobile Microscope Cabinet for Hadley	
04/05/2016	22903	FOLLETT SCHOOL SOLUT	232.84	Multiple Invoices	
04/05/2016	22904	FOUR POINT 0	1,540.00	Add safety shades for the new classrooms at Churchill Phase III construction	
04/05/2016	22905	FQC	30,957.00	CH-III CONSTRUCTION MANAGEMENT	
04/05/2016	22906	FRANCZEK RADELET	3,114.00	Multiple Invoices	
04/05/2016	22907	FREDERICK, LANCE	1,055.52		
04/05/2016	22908	GIANT STEPS	12,429.20	April Tuition for two Glen Ellyn District 41 Students Invoice #041-0415E	
04/05/2016	22909	GREEN DEMOLITION CON	691.00	CH-III DEMOLITION	
04/05/2016	22910	HEALTH MANAGEMENT SY	55.44	Employee Assistance Program Invoice#20610216	
04/05/2016	22911	HOUGHTON MIFFLING RE	2,950.00	Read 180 Renewal Product	

CHECK		CHECK		INVOICE	
DATE	NUMBER	VENDOR	AMOUNT	DESCRIPTION	
				Support Plan	
04/05/2016	22912	HOUSE OF GRAPHICS	135.00	Invoice #1603052 - Signs for Supt	
04/05/2016	22913	HURT, MARCIA	65.00	V-ball ref 3/8	
04/05/2016	22914	IASBO	325.00	IASBO membership - Assistant Superintendent FFO	
04/05/2016	22915	ILLINOIS GRADE SCHL	592.00	State Music Festival Fees	
04/05/2016	22916	INNOVENTION SYSTEM L	687.50	Translating	
04/05/2016	22917	IPSD 204	922.68	HOMELESS TRANSPORTATION	
04/05/2016	22918	J HAMILTON ELECTRIC	2,136.00	CH-III ELECTRICAL/LOW VOLTAGE	
04/05/2016	22919	KAGAN & GAINES INC	567.95	Multiple Invoices	
04/05/2016	22920	KANE, ANNIE	45.44	Reimburse Annie Kane (Hadley Staff) for science materials	
04/05/2016	22921	KING, DAVID	65.00	B-ball ref 3/23	
04/05/2016	22922	KONICA MINOLTA BUSIN	13,208.64	Multiple Invoices	
04/05/2016	22923	LA FORCE	598.00	CH-III H MTL/WD DOORS/F HARDWARE	
04/05/2016	22924	LESSONPIX INC	72.00	Supplies for Speech Therapist at Churchill Lessonpix	
04/05/2016	22925	LINCOLNSHIRE PRINTIN	40.89	Scantron sheets for Hadley FACS classes.	
04/05/2016	22926	LINDEN OAKS HOSPITAL	249.60	Hospital Tutoring for Hadley Student Invoice #41-25	
04/05/2016	22927	LOCALGOVNEWS.ORG	780.00	Invoice # 5052016 Subscription Renewal	
04/05/2016	22928	LOWERY MCDONNELL	780.00	26 chairs for AL LMC project	
04/05/2016	22929	MACATANGAY, APRIL	255.00	Professional Development Reimbursement	
04/05/2016	22930	MACGILL & CO, WM V	211.30	Multiple Invoices	
04/05/2016	22931	MAKERBOT INDUSTRIES	1,364.16	Multiple Invoices	
04/05/2016	22932	MATTHEWS, KATELYN	8.00	Reimburse Katelyn Matthews (Hadley Staff) for materias purchased for science class.	
04/05/2016	22933	MCHENRY GLASS & MIRR	3,558.00	CH-III ALUM/GLASS/GLAZING	
04/05/2016	22934	MENARDS	137.68	PUMP, SHELF KIT	
04/05/2016	22935	METRO PROFESSIONAL P	2,977.65	Multiple Invoices	
04/05/2016	22936	MIDAMERICAN ENERGY	31,526.69	Multiple Invoices	
04/05/2016	22937	MITCHELL, STAN	65.00	B-ball ref 3/23	
04/05/2016	22938	MORTON ARBORETUM	303.00	3/24/2016 PBL Field Experience 4/14/2016 Level 3 Literacy	
04/05/2016	22939	MULTI-HEALTH SYSTEMS	639.00	Supplies ~ Scoring programs for GE D41 Psychologist	
04/05/2016	22940	MUSHRUSH, WILLIAM	65.00	B-ball ref 3/15	
04/05/2016	22941	MYSTIC BLUE CRUISES	12,806.22	Hadley Junior High 8th grade cruise - final payment May 27, 2016	
04/05/2016	22942	NAPER SETTLEMENT	318.50	3/24/2016 PBL Field Experience 4/14/2016 Naper Settlement	
04/05/2016	22943	NORTHERN ILLINOIS GA	383.80	Multiple Invoices	
04/05/2016	22944	NUTOYS LEISURE PRODU	702.00	Bench--for outside Money was donated to Ben Franklin for the purchase of this bench in honor of Mr. Evans.	
04/05/2016	22946	OFFICE DEPOT	2,298.50	Multiple Invoices	



CHECK		CHECK		INVOICE	
DATE		NUMBER	VENDOR	AMOUNT	DESCRIPTION
04/05/2016		22947	ORKIN LLC	463.50	Multiple Invoices
04/05/2016		22948	PALOS SPORTS INC	315.90	Physical Education general equipment
04/05/2016		22949	PARKLAND PREPARATORY	4,142.00	March Tuition for four District 41 Students - Invoice 1414
04/05/2016		22950	PATER, JIM	65.00	B-ball ref 3/15
04/05/2016		22951	PCM	19,823.67	Multiple Invoices
04/05/2016		22952	PEKRON CONSULTING	2,920.00	Indoor air quality testing in six classrooms at Churchill School
04/05/2016		22953	PF AFF, KAREN	85.00	Reimbursement to Karen Pfaff for pre-payment of Health conference. March 3, 2016
04/05/2016		22954	PIONEER VALLEY BOOKS	1,975.30	Multiple Invoices
04/05/2016		22955	PITNEY BOWES	1,734.78	POSTAGE METER LEASE
04/05/2016		22956	POWDYEL, GANESH	50.00	Translating
04/05/2016		22958	QUINLAN & FABISH MUS	656.99	Multiple Invoices
04/05/2016		22959	R B CONSTRUCTION	4,292.00	CH-III CARPENTRY/DRYWALL
04/05/2016		22960	READYREFRESH BY NEST	169.01	Multiple Invoices
04/05/2016		22961	REALLY GOOD STUFF IN	206.28	Supplies for Dual Language
04/05/2016		22962	RICOH	146.27	Multiple Invoices
04/05/2016		22963	ROSCOE CO	211.08	Multiple Invoices
04/05/2016		22964	ROTARY CLUB OF GLEN	231.00	Invoice# 825 - Dues & Meals
04/05/2016		22965	SAM'S CLUB	1,283.57	Multiple Invoices
04/05/2016		22966	SCHOENING, ROSE	85.00	Reimburse Rose Schoening (Hadley Staff) for 3/2/16 seminar registration fee.
04/05/2016		22967	SCHOLASTIC INC	283.02	Multiple Invoices
04/05/2016		22968	SCHOOL PERCEPTIONS L	2,678.50	Invoice#2322 - Survey results
04/05/2016		22969	SCHOOL SPECIALTY	458.98	Multiple Invoices
04/05/2016		22970	SCHOOL TECHNOLOGY AS	1,354.00	Annual Support Warranty for Time Clocks
04/05/2016		22971	SCI TECH MUSEUM	171.50	3/24/2016 PBL field experience 4/14/2016 L3 Literacy SciTech
04/05/2016		22972	SEPTRAN INC	29,892.11	Multiple Invoices
04/05/2016		22973	SHADEOLOGY LLC	16,920.00	CH-III WINDOW SHADES
04/05/2016		22974	SHRED-IT	57.51	3/16 DISPOSAL
04/05/2016		22975	SIGN IDENTITY	72.00	SIGNS
04/05/2016		22976	SKYWARD INC	29,780.00	Multiple Invoices
04/05/2016		22977	SOARING EAGLE ACADEM	20,497.32	Multiple Invoices
04/05/2016		22978	SOUKUP'S HARDWARE &	440.00	MICROWAVES
04/05/2016		22979	STAPLES ADVANTAGE	767.82	Multiple Invoices
04/05/2016		22980	STOUT, STACEY	110.29	3/22/2016 Battle of the Books reimbursement Stout
04/05/2016		22981	SUPER DUPER SCHOOL C	184.80	Supplies for Speech @ Ben Franklin
04/05/2016		22982	SUPERIOR SERVICE SOL	60.00	WASH CSO WINDOWS
04/05/2016		22983	SZAJKOVICS, SAM	74.34	Reimburse S. Szajkovics (Hadley Staff) for plywood to repair PE eqpt.
04/05/2016		22984	TYCO INTEGRATED SECU	5,506.46	Consolidated quarterly billing for security camera equipment, services for all locations from December 2015-

CHECK DATE	CHECK NUMBER	VENDOR	INVOICE AMOUNT	DESCRIPTION
				March 2016
04/05/2016	22985	VERIZON WIRELESS	675.86	CELL PHONES 2/27-3/26
04/05/2016	22986	WAGEWORKS	310.49	FSA MARCH
04/05/2016	22987	WASTE MANAGEMENT WES	3,025.19	APRIL DISP
04/05/2016	22988	WESTERN PSYCHOLOGICA	180.00	ABAS Scoring Assistant for EC @ FG - Linda Puetz
04/05/2016	22989	WILBOOKS	492.80	Books for FLES
04/05/2016	22990	WILSON LANGUAGE TRAI	136.08	Special Education Supplies for Resource at Forest Glen
04/05/2016	22991	WINKELMANN, DEREK	68.25	Reimburse Derek Winkelmann (Hadley Staff) for wheels to fix PE equipment.
04/05/2016	22992	WM H SADLIER INC	418.96	Vocabulary books for Hadley students
04/05/2016	22993	WRONA, ROBERT	65.00	B-ball ref 3/9
04/01/2016	201500438	MB FINANCIAL BANK	149,066.23	BOND PAYMENT
		Totals for checks	607,120.20	



## FUND SUMMARY

<u>FUND</u>	<u>DESCRIPTION</u>	<u>BALANCE SHEET</u>	<u>REVENUE</u>	<u>EXPENSE</u>	<u>TOTAL</u>
10	Education Fund	310.49	0.00	173,298.81	173,609.30
20	Operations & Maintenance Fund	0.00	0.00	128,398.37	128,398.37
30	Debt Service Fund	0.00	0.00	149,066.23	149,066.23
40	Transportation Fund	0.00	0.00	31,870.31	31,870.31
60	Capital Projects Fund	0.00	0.00	124,175.99	124,175.99
***	Fund Summary Totals ***	310.49	0.00	606,809.71	607,120.20

\*\*\*\*\* End of report \*\*\*\*\*





**BOARD OF EDUCATION  
REGULAR BOARD MEETING**

**MARCH 21, 2016**

**7:00 PM**

**Call to Order**

The March 21, 2016 Regular meeting was called to order at 7:00 p.m.

**Pledge of Allegiance**

Mr. Ellis led in the pledge of allegiance?

**Roll Call**

The following members were in attendance: Kurt Buchholz, Stephanie Clark, Dean Elger, Drew Ellis, Patrick Escalante, and Erica Nelson

**Superintendent Report**

- A. Abraham Lincoln Spellapalooza Team:** Dr. Gordon introduced Abraham Lincoln Principal Linda Schwiekhofer who introduced members of the Abe's Word Buster Spellapalooza team, Katherine Krynen, Mihir Sharma, Kavya Suravajhela, and Anastasia Andrianopoulos. These students were recognized for their 2<sup>nd</sup> place success and challenged Board members to a spell off.
- B. GE Chamber of Commerce D41 Educator of the Year- Wayne Wittenberg:** Dr. Gordon introduced Benjamin Franklin Assistant Principal Jeff Burke who recognized Mr. Wittenberg who was named the GE Chamber of Commerce Educator of the Year. Mr. Wittenberg made a brief statement of appreciation.
- C. Overview of Selection or Evaluation of School District Attorney:** At the Board's request Dr. Gordon provided information to the Board on the process for reviewing selection or evaluation of the school District Attorney. Board members shared their perspective and whether or not to conduct a review or full Request For Qualification (RFQ) process. Following their discussion Dr. Gordon stated he will work at the start of the summer with incoming Assistant Superintendent Cheryl Witham on the formal process. Mr. Ellis asked for the Finance Committee to review the rubric evaluation tool previously used. He would like the committee to develop a plan for regular review of all services (legal, architect and auditors).

**Board Reports**

- Mrs. Nelson reported on her attendance at the CIT and LEND meeting (Attachment) and her attendance at an ROE institute day session.
- Mrs. Clark reported on her attendance the Churchill PTA meeting, the Hadley musical and the Symphonic Band and Orchestra competition.

**Public Participation**

- Resident Jeff Cooper commented on the survey presentation from the last meeting and stated that he felt that most of the staff does not live in the district and he believes these comments were made by D41 administrators who were upset by two Board members who tried to make them pay for their own TRS benefits. He noted that he feels these results and comments are tainted and requested that Dr. Gordon take the staff comments down from the website.
- President Nelson read an email at the request of parent Ninnette Karg about the safety of school buses without seatbelts. (Attached).

**Discussion Items**

- A. Educational Benefits Cooperative Health Insurance Renewal:** Glen Ellyn School District 41 joined the Educational Benefits Cooperative (EBC) effective July 1, 2010. The EBC is an entity created under Illinois state law, which allows school districts to join together for the purpose of purchasing insurance. On March 16, 2016, the EBC held its annual renewal meeting, and member districts were provided with renewal rates for the plan year



beginning July 1, 2016. Each type of plan (PPO, HMO, and dental) undergoes a separate analysis. As a result of this analysis, an average increase is developed for the PPO, HMO and dental plans in the Cooperative. This average increase becomes the center point for the banding of increases or decreases for each member district. The use of the banding formula allows districts with favorable claims data to receive lower renewal rates, while those with unfavorable claims data receive higher renewal rates.

For the 2016-2017 renewal, District 41's PPO loss ratio for the renewal was 96.5% resulting in application of the EBC renewal average rate increase of 5.5%. District 41's average HMO loss ratio for the renewal calculations was 94.2% resulting in a 0.7% increase. District 41's loss ratio for dental was 83.3% resulting in application of the EBC average rate increase of 1.1% for the renewal.

In the past the EBC Board has used working cash to reduce increases for the upcoming year. The EBC Board did authorize the use of 1.5% of working cash to reduce the PPO renewal.

The Board discussed the various details of the reports and asked for clarification on the March 2015 MOU with GEEA related to premium increases. The Board also asked for clarification on how the rationale behind the cooperative's reserves and member equity.

This report is informational and does not require action by the Board of Education.

- B. Board Policy Revision - Section VII First Reading:** The Board of Education Policy Committee examines the policy manual on a regular basis for policy and/or procedures revisions and updates that are necessary based on changes in Illinois or Federal law, or to reflect the District's current practices. Below are the recommendations of the committee of policies, administrative procedures or exhibits of Section VII-Students that have not been reviewed or updated in the last five years.

Policy #	Title	Comments
7:15	Student and Family Privacy Right	Reviewed and updated per PRESS recommendation
7:15 E	Parent of Family Privacy Right	Rewritten per PRESS recommendation
7:20 AP	AP-Harassment Student's Prohibited	Reviewed and updated per PRESS recommendation
7:80	Release Time for Religious Instruction/Observation	Reviewed and updated per PRESS recommendation
7:90	Release During School Hours	Reviewed and updated per PRESS recommendation
7:160	Student Appearance	Reviewed and updated per PRESS recommendation
7:170	Vandalism	Reviewed and updated per committee recommendation
7:275	Order to Forgo Life-Sustaining Treatment	Reviewed and updated per PRESS recommendation
7:290	Adolescent Suicide Awareness and Prevention Programs	Rewritten per PRESS recommendation to comply with new legislation (Ann Marie's Law)
7:290 AP	AP- Adolescent Suicide Awareness and Prevention Programs	Rewritten per PRESS recommendation to comply with new legislation (Ann Marie's Law)
7:301	Conduct Code for Participants in Extracurricular Activities	Delete – duplicate of policy 7:240, Conduct Code for Participants in Extracurricular Activities
7:302	Student Government	Delete per PRESS recommendation
7:302 AP	AP-Student Government	Delete per PRESS recommendation
7:303	Student Social Events	Delete per PRESS recommendation
7:303 AP	AP-Student Social Events	Delete per PRESS recommendation
7:304	School-Sponsored Activities	Delete –duplicate of information in policy 8:20, Community Use of School Facilities
7:304 AP	AP- School-Sponsored Activities	Delete –duplicate of information in policy 8:20 AP, Community Use of School Facilities
7:330	Student us of Buildings-Equal Access	Delete per PRESS recommendation; language aligns to high school setting
7:330 AP	AP-Student us of Buildings-Equal Access	Delete per PRESS recommendation; language



		aligns to high school setting
7:330 E	Exhibit-Student use of Buildings-Equal Access	Delete per PRESS recommendation; language aligns to high school setting

The recommendation is for discussion only and will be presented for Board action at the April 11, 2016 meeting.

- C. **Hardware Device Refresh:** The District has 430 Chromebooks at Hadley Jr. High acquired with leases that will expire the summer of 2016. As part of the District's 1:1 initiative at grades 6<sup>th</sup> through 8<sup>th</sup> the administration recommends purchasing 400 of the Dell Chromebook 11 for Hadley's incoming 6<sup>th</sup> grade students.

Additionally 60 desktops will also be coming off lease this summer; these desktops have been primarily used by our classroom teachers. Teachers require a more mobile and flexible technology to meet today's needs. The administration recommends replacements for the existing desktops and selected the HP 450 G3 laptop with port replicator. The District piloted similar laptops with our teachers at Hadley and Benjamin Franklin this school year with positive results. The Administration recommends the purchase of 350 of the HP 450 G3 laptops with port replicators to be used by teaching and administrative staff.

The desktop computers used by our building office and support staff as well as the Applied Technology Lab at Hadley have been identified for replacement. Most of those units are six to seven years old and approaching the end of their useful life. Staff researched and tested several replacement options and selected the HP 800 G2 desktop computer. Administration recommends the purchase of 120 of the HP 800 G2 desktops to be used for the Applied Technology program as well as identified support staff.

The three year cycle for student devices at the elementary schools is coming to an end the summer of 2016. The District will return 1800 of the HP Laptops and 270 of the iPads to the leasing company this summer. Continuing our transition to the Google platform, staff researched available and suitable Chromebooks to replace these devices for student use and will recommended the Dell Chromebook 11.

Several options were presented to the Finance Committee as possible models to refresh the elementary devices for students K-5.

**Teachers:** The Administration recommends the purchase of 350 HP 400 G3 laptops, unit cost \$716.00 and total cost of \$250,600 with 330 port replicators, unit cost \$107.00, total cost \$35,310 to be purchase with a 3 year fair market value lease through American Capital Leasing. The annual lease cost for the HP laptops will be \$32,068.86 and the annual cost for the port replicators will be \$11,495.96. The Administration recommends purchasing the laptops and port replicators from PCM Technology.

**Hadley Lab:** Administration recommends the purchase of 120 HP 800 G2 desktop computers with a unit cost of \$652.00 and total cost of \$78,240 to be purchased through a 5 year fair market value lease through American Capital Leasing with an annual lease cost of \$16,997. The Administration recommends purchasing the desktop computers from PCM Technology.

**Student devices:** Staff provided the Board with two options to consider. Option 1 (Chromebooks): Purchase of 1830 Dell Chromebook 11's for the elementary schools and 400 Dell Chromebook 11's for the incoming 6<sup>th</sup> grade students at Hadley Jr. High for a total of 2230 Dell Chromebook 11's. This equipment will be purchased through a 3 year fair market value lease with American Capital Leasing with an annual cost of \$197,660.55. The estimated total annual lease cost for all equipment, laptops, port replicators, desktops and Google licenses will be \$307,741.89.

Option 2 (Chromebooks): The purchase of 2230 Dell Chromebook 11's for the elementary schools and 400 Dell Chromebook 11's for the incoming 6<sup>th</sup> grade students at Hadley Jr. High for a total of 2630 Dell Chromebook 11's. This equipment will be purchased through a 3 year fair market value lease with American Capital Leasing with an annual cost of \$233,096.99. The estimated total annual lease cost for all equipment, laptops, port replicators, desktops and Google licenses will be \$343,171.01.

The Board discussed the information presented and asked questions related to financial perspective of the recommendation, the data obtained from staff, the variables of the Chromebook vs the iPad, and App accessibility. Director of Technology Mike Wood provided information on how they plan to address class needs at the various grade levels. Board members also discussed how other districts use technology and plans on how technology will be used with future curriculum, should there be further piloting options before investing in a large scale program. Mrs. Carlson shared information about curriculum that is currently accessed and some of the



future plans. She also noted the district would not suggest or recommend students be in front of a computer display all day. Technology is a tool to support learning.

The recommendation is for discussion only and will be presented for Board action at the April 11, 2016 meeting.

- D. Class Size Targets for 2016-2017-Revised:** At the March 7<sup>th</sup> Board Meeting, it was requested that the administration resubmit the Class Size Targets Recommendation. The targets below show grade level instead of level assignment. The targets have not changed from the original recommendation presented and approved in January of 2016.

The proposed class size targets are as follows.

- 20-22 students per class in grades K-1
- 22-25 students per class in Grades 2-3
- 25-27 students per class in grades 4-5
- 26-28 students per class in grades 6-8

The administration will review the targets and consideration is given to, without guarantee of, adding staff in the following situations:

- The academic performance of a grade level at a particular school is significantly below the norm for the district. Grade level MAP Testing results starting at first grade, ISEL results for Kindergarten, and PARCC results will be used as the comparative measure.
- Class sizes across grade levels one through eight rises to at least an average of two students above the grade level target.
- Class sizes for all AM sections or PM sections of Kindergarten rise to at least an average of two students above the grade level target.

Illinois State Board of Education establishes legal class size limits for self-contained special education classrooms (ILCS 226.730) and for bilingual/dual language classes (ILCS 228.30). Because these limits are established in law targets for both self-contained and bilingual/dual language classes are not included. If necessary, recommendation for additional staff would be completed by the Administrative Team and brought to the Board for approval.

If class sizes exceed the targets and the administrative team determines additional staffing is needed, a recommendation for the cost of adding staff would be presented to the Board for consideration. In addition to cost, space is also considered when making decisions about adding sections at a particular grade level and/or school.

The Board discussed the purpose behind this request was to specifically address grade 2 since the District is no longer moving forward with multiage. This target was increased three years ago to align with the multiage of grades 2/3. The Board also discussed targets set and asked Assistant Superintendent of Human Resources Laurie Campbell to provide comparative data from benchmark districts for grade K, 1, and 2.

### **Action Items**

- A. Consent Agenda:** Board members Ellis moved and Elger seconded to approve the consent agenda- On a roll call answering "Aye": Clark, Elger, Ellis, Escalante, Buchholz, and Nelson; answer "Nay": None. Motion carried. which includes:
1. Finance, Facilities & Operations
    - a) Treasurer's Report
    - b) Investment Schedule
    - c) Monthly Revenue/Expenditure Summary Report
    - d) Summary of Bills and Payroll
    - e) Vandalism Report
    - f) Disposal of Surplus Property
    - g) 2015-2016 FOIA Report
    - h) School District Payment Order March 3, 2016 – March 16, 2016)
  2. Other Matters
    - a) Approval of Board Meeting Minutes
      - (1) Mach 7 2016 - Regular Meeting Minutes
      - (2) March 7, 2016 - Closed Session Minutes

### **B. Superintendent Recommendations**



1. **Personnel Report:** *Board members Ellis moved and Elger seconded to approve administrative recommendation for the personnel report as presented.* Mr. Buchholz commented on the background information on the assistant principal, noting that it should be important in the future to have elementary experience for evaluation purposes. Mrs. Clark noted that she would like to see more internal candidates and perhaps the District should consider a mentor or development program to increase that pool. *On a roll call answering: Clark, Elger, Ellis, Escalante, Buchholz and Nelson; answer "Nay": None. Motion carried.*
2. **Appoint School District Treasurer:** Section 8-1 of the Illinois School Code requires that the Board of Education appoint a school district treasurer. Section 8-2 requires that the school treasurer be properly bonded with a bond penalty of 25% of all bonds, mortgages, moneys and effects of which the treasurer has custody at any one time during the school year. The treasurer must be appointed each year and file a bond with the Regional Office of Education in order to receive state funds and the proceeds of the tax levy. Incoming Assistant Superintendent Cheryl Witham is being appointed the school district treasurer replacing the district's interim treasurer, Superintendent Paul Gordon.

*Board members Elger moved and Ellis seconded to approve the appointment of the School District Treasurer as presented On a roll call answering Yea: Ellis, Escalante, Buchholz, Clark, Elger, and Nelson; answer "Nay": None. Motion carried.*

3. **2016-2017 Student Fees.** Annually, the administration reviews student fees for the coming school year. During the discussion phase the Board has expressed an interest in changing the structure of both the basic and activity fees. Administration has presented a recommendation which includes basic and activity fees with the understanding amendments are forthcoming.

*Board members Ellis moved and Buchholz seconded to approve administration recommendation for the 2016-2017 Student Fees as presented.* Dr. Gordon stated there was interest in amending the recommendation and reviewed the three options previously discussed by the Board for consideration.

*At this point Mr. Ellis made a motion to table the item until the April 11, 2016 to allow for Mr. Bochenski to be present and to allow for the administration to gather additional information on the upcoming regular transportation contract recommendation.* Mr. Elger seconded the motion.

Board members discussed their perspectives on delaying the vote and the upcoming transportation recommendation.

*On a roll call answering "Aye": Buchholz, Clark, Elger, and Ellis; answer "Nay": Escalante and Nelson. Motion carried.*

#### **Items for Consideration for Future Agenda**

- Mr. Escalante asked for clarification on the date for the Community Facilities Task Force report.

#### **Other**

- PTA Council provided a written report to the Board this month. This report will be posted with the minutes. (Attached)
- Mrs. Nelson stated that she and Mrs. Clark had several conversations via email about adding a discussion topic on teacher specialization and how the administration will address odd number sections next year. Mrs. Nelson noted some of Dr. Gordon's previous comments through his communications to the Board and recognized Mrs. Clark desire to add this item to an agenda; however, she did not feel it was an item to immediately be placed on an agenda. Dr. Gordon noted he will provide the Board with an update at the next meeting on April 11.
- Mr. Buchholz commented on board members having the right to add agenda items for discussion.
- Mrs. Clark commented on the request for additional survey reports and stated that she does not feel that the District should be charged to have reports that were provided last time. In addition Mrs. Clark stated that she does not want to lose sight of all of the comments made with the survey, not just those directed at the Board. Mrs. Clark requested to see a plan created to address all of the comments.
- The next Coffee & Conversation with the Board is scheduled for Saturday, April 9 at Glen Oak. Board members should let Erika Krehbiel know if they would like to attend.



- Mrs. Nelson noted the Board has an upcoming special workshop planned for May 4, 2016 to address board governance.

#### **Upcoming Meetings**

- A. Monday, April 11, 2016- Regular Board Meeting; 7:00 pm - Central Services Office
- B. Monday, April 25, 2016- Regular Board Meeting; 7:00 pm - Central Services Office

#### **Adjourn to Closed Session**

*Board members Elger moved and Ellis seconded to adjourn to closed session to discuss The appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the District or legal counsel for the District, including hearing testimony on a complaint lodged against an employee or against legal counsel for the District to determine its validity, collective negotiating matters between the District and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees and the placement of individual students in special education programs and other matters relating to individual students. On a roll call answering "Aye": Buchholz, Clark, Elger, Escalante, Ellis, and Nelson; answer "Nay": None. Motion carried.*

#### **Return to Open Session**

The Board returned to open session at 11:03 p.m.

#### **Adjournment**

*Board members Escalante moved and Ellis seconded to adjourn the meeting at 11:03:42 p.m. Motion carried on a unanimous voice vote.*

Respectfully submitted,

Nancy Mogk, Board Recording Secretary

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Erica Nelson, Board President

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Dean Elger, Board Secretary

Minutes approved: April 11, 2016

# Regular Meeting April 11, 2016

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