



GLEN ELLYN SCHOOL DISTRICT 41

**BOARD OF EDUCATION MEETING MINUTES
MAY 23, 2016 7:00 PM**

**CENTRAL SERVICES OFFICES
793 NORTH MAIN STREET
GLEN ELLYN, ILLINOIS**

Call to Order

The May 23, 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, Drew Ellis, Dean Elger, Patrick Escalante, and Erica Nelson. Joe Bochenski was absent.

Superintendent Reports

- A. Student for the Day:** Dr. Gordon reported on his Student for the Day experience in grade one at Abraham Lincoln.
- B. Special education collaboration follow up:** Dr. Gordon provided an update on the planning to create a collaboration structure with staff and parents. The first meeting is planned for early June.
- C. Staff recognition:** Dr. Gordon recognized staff members Lisa Buccholz and Priscilla Witte for their recent published articles. Mrs. Buchholz's article was published in the *National Council of Teachers of Mathematics* journal. Her [article](#) "A License to Think on the Road to Fact Fluency" appeared in the May 2016 issue. Ms. Witte's article "Teaching First Graders to Comprehend Complex Text Through Read Alouds" will be published in the next issue of *The Reading Teacher*, which is the journal of the International Literacy Association. Dr. Gordon noted that these are only two examples of the expertise District 41 staff bring to the classrooms.
- D. Long Range Plan/D41 Model:** Dr. Gordon provided a review of the work completed so far and planned between now and August to bring the new Long Range Plan (LRP) to life (Attachment). Dr. Gordon noted that much of the work of the action steps implementing the plan will incorporate and connect to the D41 model. Dr. Gordon reviewed the structure of the Model. One of those components is the work of the Problem Based Learning (PBL). Dr. Gordon introduced Assistant Superintendent of Teaching Learning and Accountability Karen Carlson and PBL coaches Christina Kellam, Sarah Rodriguez, Kayla Wheeler, and Hillary Shumate. The coaches provided a review of year two of PBL highlighting the areas where improvements were made to better support the incorporating the PBL in a teachers unit of study and ensuring departments have the support they need. Ms. Shumate introduced Hadley teacher Heidi Hann who, as a result of a PBL, has been working with a group of students for two years on maintaining a sustainable community garden. Hadley students Lauren Ackermann, Marissa Schoenherr, Maya Umlauf, Zoe Umlauf, Dylan Baedke, and Sam Levitt shared their experiences with the Board on the amount of work and effort put into creating and maintaining this garden to support fresh vegetables in the community. The students noted that this PBL was different that a research project but rather they have come together with their fellow students and community partners to address a real need and make a difference. Mrs. Hann noted the students do most of the work with her oversight to ensure the needs of the garden met. Board members noted their perspectives of PBL and the impact the coaches have assisting classroom teachers with a successful PBL.

- E. Enrollment Report Update:** Dr. Gordon gave an update on the status of enrollment and sections for next year noting that final decisions will be made later in the summer; however, Dr. Gordon will keep the board updated as information progresses. Board members shared their perspectives on the plan to address uneven sections at the schools. They asked for a review of how the uneven sections were addressed this year compared to the plan for next year. They also asked for staff to collect feedback from those teachers who were, or will be, effected by the uneven section next year.

Board Reports

- Mrs. Nelson reported on her attendance at the End of Year Recognition event. Mrs. Nelson also shared information from LEND on the current status of the Prek-12 budget for the State of Illinois.
- Mrs. Clark reported on her attendance at the Churchill PTA meeting.

Public Participation

Staff member Karen Dymit commented on her tenure in District 41 and the vilification and criticism of GEEA (the teacher's union) made during public comment. Mrs. Dymit encouraged the board to continue to maintain a positive relationship with the union, whose goal is the best education possible for the children of District 41.

Resident Jeff Cooper addressed the Board and Dr. Gordon on his recent FOIA request. Mr. Cooper stated that Dr. Gordon should not tolerate illegal behaviors of the union during their work time and holds him and Principal Steve Diveley responsible for allowing these political activities to occur.

Parents Kathleen Meier and Lisa Wiedholz noted their children's experiences with PBL and shared parent survey data and comments related to PBL.

Parent Bruce Currie commented on recent ACCESS data and encouraged the Board to analyze how students are progressing. Mr. Currie also noted he was disappointed that the task force was not provided with a reported noting an update to the Hadley space utilization study. He feels it would have been helpful to the group as they proceeded with the process. Dr. Gordon noted the report Mr. Currie referred to was omitted from the website resources, however, it was available in the library of facilities resources for the committee. The [report](#) has been uploaded to the website.

Resident William Schumacher noted that as a longtime educator, resident and D41 parent, he is confident with the direction of the school district. He noted most parents and residents do not publically share their view when satisfied and encouraged the board to think twice about eliminating structures based on the voices of a few.

Presentations, Reports and Initiative Updates

- A. **Elementary Additions Construction Update**-FQC Construction Manager Jack Hayes introduced FQC staff members Adam Slotkus and John Elanardo who worked with Mr. Hayes and the District on the elementary additions construction projects. Mr. Hayes, Mr. Slotkus and Mr. Elanardo reviewed the projects and finances of each school highlighting the uniqueness of each project. Mr. Hayes noted that pending good weather, the projects should be complete by Memorial Day. The final inspections and documents will be prepared in the fall. Board members shared their perspectives on the process of the projects and extended their gratitude for a job well done. ([Attachment](#))

Discussion Items

- A. **Board Policy Revisions - Student Athlete Concussion and Head Injury:** Earlier this school year, revisions were made to the Youth Sports Concussion Safety Act. The Act contains concussion safety directives for school boards and certain identified staff members. A school district must implement a program to manage student athlete concussion and head injuries if it offers interscholastic athletic activities or interscholastic athletics under the direction of a coach (volunteer or school employee), or athletic director. Administration reviewed the recommended changes, worked with district legal counsel and the policy committee on the recommended revisions. Following approval of the revisions, Administration will establish a District Concussion

Oversight Team who will develop the return-to-learn protocol for a student's return to the classroom after he or she is believed to have experienced a concussion, whether or not the concussion took place while the student was participating in an interscholastic activity. The Board discussed the liability associated with the policy and the implication of the return to learn component of the policy

This item will be presented for approval at the June 13, 2016 meeting.

- B. **Community Survey:** In the Fall of 2015, the Board of Education and district administration worked together with School Perceptions on developing a satisfaction survey to collect feedback from parents, staff and students. During this process, the Board of Education requested that the district again partner with School Perceptions to create a specific survey for the overall community that would reach every household in the district boundaries.

The satisfaction survey for the overall community includes questions about the general satisfaction with the school district including open ended comments sections. The timing of the report presented by the Community Facilities Task Force in April 2016 has created the opportunity to ask questions about how the community feels regarding facilities in District 41 specifically related to space for full-day kindergarten and facilities needs at Hadley Junior High School.

The district is in the process of working with School Perceptions to draft the community survey based on nationally normed general satisfaction questions. Following the presentation of the Community Facilities Task Force Report, the board directed administration to include background information and questions directly related to facility improvements. The facilities portion of the survey would include a section about replacing portable classrooms at Hadley Junior High School and adding space to our elementary schools to support full-day kindergarten.

The Board discussed components of the task force recommendation and the need to articulate clearly the information for the community to consider when faced with a facilities question. The Board discussed the need to include financial information with the survey and the means to best obtain an accurate accounting for proposed ideas. Board members also discussed having the new architects submit plans and estimated costs prior to moving forward with a community survey.

Following their discussion, the Board agreed to hold a special meeting to review the work completed related to the facilities and to provide direction of next steps to Dr. Gordon and his staff. Dr. Gordon noted any solutions considered for the survey will require the development of concept diagrams for the five schools as well as a project scope goal summary. These would be developed by district architect Green Associates at the negotiated cost.

- C. **Increase in Rate of Pay for Substitute Teachers:** District 41 hires substitute teachers to carry out the responsibilities of the teacher when the teacher is absent. District 41 has not increased the rate of pay for substitute teachers since August of 2006 when the current pay structure was established. Every year, the Human Resources Department reviews this pay rate in comparison to neighboring districts. Up until recently, our rate of pay has remained competitive. In the fall, many districts raised the rate of pay for substitute teachers in response to the substitute shortage that school districts were experiencing.

Our current pay structure for substitute teachers is as follows:

- \$95.00 per day for the first 20 days in District
- \$100.00 per day after 21 cumulative days
 - To carry over to next year
 - 15 or more days will carry to next school year (for one year)
- \$110.00 per day for District 41 retirees
- \$125.00 per day for long-term assignments of 30-90 days
- Step one teacher salary for assignments over 90 days

A survey of forty-five local districts conducted in the fall of 2015 showed the beginning substitute pay ranging from \$80/day to \$125/day. The \$95/day rate was in the middle of the range with twenty-three districts paying \$95/day or less as a starting rate, and twenty-two districts paying

more than \$95/day as a starting rate. Carol Stream #93, Community Consolidated District 89, and Lombard #44 pay at the \$105/day starting rate.

Recruiting and retaining substitute teachers has been a discussion among school human resource administrators at both the county and state level for the last year and a half. It is widely known that there is a substitute teacher shortage in the state.

The substitute teacher shortage coupled with the length of time since the last pay rate is prompting a recommendation to increase pay. Staff had a desire to retain the quality substitutes who have worked in the District while maintaining a competitive edge in a more challenging market. Therefore, administration recommends the following rate of pay for substitute teachers effective July 1, 2016.

- o \$105.00 per day for the first 20 days in District
- o \$110.00 per day after 21 cumulative days
 - To carry over to next year
 - 15 or more days will carry to next school year (for one year)
- o \$120.00 per day for District 41 retirees
- o \$125.00 per day for long-term assignments of 30-90 days (*no change in rate*)
- o Step one teacher salary for assignments over 90 days (*no change in rate*)

The increased pay rate has been built into the FY17 budget.

The board will take formal action on this recommendation at the June 13, 2016 meeting.

Action Item

A. Consent Agenda: *Board members Ellis moved and Escalante seconded to approve the consent agenda which includes:*

1. *Finance Facilities and 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 May 5, 2016-May 17, 2016*
2. *Other Matters*
 - a) *Approval of Board Meeting Minutes*
 - 1) *May 4, 2016 - Special Meeting Minutes*
 - 2) *May 4, 2016 - Special Closed Session Minutes*
 - 3) *May 9, 2016 - Regular Meeting Minutes*
 - 4) *May 9, 2016 - Closed Session Minutes*
 - 5) *May 16, 2016 - Special Meeting Minutes*
 - 6) *May 16, 2016 - Special Closed Session Minutes*

On a roll call answering "Aye": Buchholz, Clark, Elger, Ellis, Escalante and Nelson; answer "Nay": None. Motion carried.

Superintendent Recommendations

A. 2016 Summer Capital Project: Approval of Contract with Happ Builders, Inc. *Board member Ellis moved and Elger seconded to approve the administration's recommendation to grant permission for Assistant Superintendent, Cheryl Witham, to enter into a contract on behalf of the district with Happ Builders, Inc. for the Churchill concrete walks, parking lot paving, portable dismantling, and Benjamin Franklin ADA bathroom renovation projects in the amount of \$533,900 was project was approved at the April 11, 2016, Board of Education meeting as presented? On a roll call answering "Aye": Clark, Elger, Ellis, Escalante, Buchholz and Nelson; answer "Nay": None. Motion carried.*

- B. 2016 Summer Capital Project: Approval of Contract with Terricon Construction Code Service** Board member Ellis moved and Escalante seconded to approve the administration's recommendation to grant permission for Director of Buildings and Grounds, Dave Scarmardo, to enter, on behalf of the district, into a supplement to the August 22, 2013, contract with Terracon Consultants, Inc. for various testing services related to the 2016 summer capital project which was approved at the April 11, 2016, Board of Education meeting as presented? On a roll call answering "Aye", Ellis, Escalante, Buchholz, Clark, Elger, and Nelson; answer "Nay": None. Motion carried.
- C. 2016-2017 Board Meeting Calendar:** Board member Ellis moved and Escalante seconded to approve the administration's recommendation to approve the 2016-2017 Board of Education Meeting Calendar as presented? Dr. Gordon provided an overview of the schedule for the year, noting the January meeting dates. Mrs. Clark stated that she felt the original calendar presented by administration would have been manageable. On a roll call answering "Aye": Escalante, Elger, Ellis, and Nelson; answer "Nay": Clark, Buchholz. Motion carried.
- D. Personnel Report:** Board member Escalante moved and Elger seconded to approve the administration's recommendation approved the Personnel Report which includes Employment Recommendations, Union Exempt Compensation and Superintendent's Compensation as presented. Mrs. Nelson noted Dr. Gordon's increase of 1% and bonus of \$5,000.00. Mr. Buchholz noted this increase was aligned to the other administrative increases and was in an effort to be fair and equitable as well as in alignment with a cost of living increase. On a roll call answering "Aye": Buchholz, Clark, Elger, Ellis Escalante and Nelson; answer "Nay": None. Motion carried.

Items for Consideration for Future Agenda

Nothing was presented for consideration.

Upcoming Meetings

- June 13, 2016 Board of Education Regular Meeting, 7:00 p.m., Central Services Office
- June 27, 2016 Board of Education Regular Meeting, 7:00 p.m., Central Services Office

Adjourn to Closed Session - Board members Elger moved and Ellis seconded to adjourn to adjourn to closed under Section 2(c).1 the appointment, employment, compensation, discipline, performance, or dismissal of a specific employee or legal counsel for the public body, Section 2(c)2 collective negotiating matters or deliberations concerning salary schedules for one or more classes of employees, Section 2(c)3 discipline or removal of an occupant of a public office or appointment of an individual to fill a vacant public office, and Section 2(c) 10 the placement of individual students in special education programs and other matters relating to individual student On a roll call answering "Aye": Buchholz, Escalante, Elger, Ellis, Clark and Nelson; answer "Nay": None. Motion carried.

Return to Open Session

The Board returned to open session at 9:55 p.m.

Action

- A. Memorandum of Understanding-AFSCME Health Aides:** Board member Elger moved and Escalante seconded to approve the administration's recommendation to approve Memorandum Regarding Health Aides as presented and described by Dr. Gordon and Ms. Campbell and signed by AFSCME Local 1334? On a roll call answering "Aye": Ellis, Clark, Buchholz, Bochenski, Escalante and Nelson; answer "Nay": None. Motion carried.

Adjourn to Closed Session - At 9:58 p.m. Board members Elger moved and Ellis seconded to adjourn to adjourn to closed under Section 2(c).1 the appointment, employment, compensation, discipline, performance, or dismissal of a specific employee or legal counsel for the public body, Section 2(c)2 collective negotiating matters or deliberations concerning salary schedules for one or more classes of employees, Section 2(c)3 discipline or removal of an occupant of a public office or appointment of an individual to fill a vacant public office, and Section 2(c) 10 the placement of individual students in special education programs and other matters relating to individual student On a roll call answering "Aye": Buchholz, Escalante, Elger, Ellis, Clark and Nelson; answer "Nay": None. Motion carried.

Return to Open Session

The Board returned to open session at 12:41 a.m., Tuesday, May 24, 2016.

Adjournment

Board members Escalante moved and Elger seconded to adjourn the meeting at 12:41 a.m., Tuesday, May 24, 2016, Motion carried on a unanimous voice vote.

Respectfully submitted,

Nancy Mogk, Board Recording Secretary



Erica Nelson, Board President



Dean Elger, Board Secretary

Minutes approved: June 13, 2016

Glen Ellyn District 41



GLEN ELLYN SD41 –
Components of the Long Range Plan
– *Children are at the heart of all decisions*

- ✓ Strategic Priorities
- ✓ Indicators of Success
- Key Performance Indicators (KPI)
- Baseline and Targets
- Measurement Source
- Action Steps

Strategic Priority 1: Academic Excellence

- Student Learning and Academic Achievement: We will create a positive and nurturing environment which is foundational to student success. We will enhance and support a culture of academic excellence while working to close the achievement gap.

Priority 1: Indicators of Success

- ◉ We will successfully prepare our students for high school and for an increasingly global society.
- ◉ Establish and measure Key Performance Indicators for academics, social/emotional learning and to close achievement gap.
- ◉ Champion active collaboration among staff.
- ◉ Technology will support and enhance student learning.

Priority 2: Facilities that enhance student learning:

- We will ensure that our facilities accommodate and adequately support current educational needs and allow for flexibility to support long-term future needs. We will continually evaluate facilities and strategically plan for the maintenance of all buildings and grounds.

Priority 2: Indicators of Success

- Evaluate space utilization.
- Ensure and evaluate level of safety and security for all schools including fostering partnerships with civic agencies.
- Implement plans for well maintain buildings and grounds on a scheduled basis.

Priority 3: Finances that support Student Learning:

- We will realize the district's mission while utilizing resources responsibly and efficiently. We will be respectful and mindful of taxpayers by evaluating and prioritizing spending.

Priority 3: Indicators of Success

- Establish an annual budget with a five year forecast to prioritize, cost containment, and use resources responsibly.
- Engage the community relative to financial priorities.
- Evaluate spending for fidelity, impact, satisfaction and efficiency.

Strategic Priority 4: Dedicated and Talented Staff Committed to Student Learning

- We will recruit, support and encourage retention of employees at all levels. We are committed to a thriving work environment that encourages staff learning, growth and to have a voice in the decision-making process. We will strive to make District 41 an employer of choice.

Priority 4: Indicators of Success

- Staff is highly engaged in the work, they are proud of their work, feel valued, and are focused on the mission of the organization.
- High quality professional development and mentoring opportunities are key to our success. Individuals are taught the skills and knowledge they need in order to be successful in their role.
- Provide all teachers opportunities to engage the district beyond the classroom

Strategic Priority 5: School Community Culture & Climate to further Enhance Student Learning

- We will enhance a healthy, productive and collaborative relationship with school and district stakeholders.

Priority 5: Indicators of Success

- ◉ Increase parent engagement and ensure they feel connected to the staff and to the overall school community.
- ◉ Continuously improve a welcoming culture in each school community.
- ◉ Continuously improve satisfaction among students parents and staff

Priority 6: Community Engagement & Communication

- ◉ We will deepen trust with the community members who live in the over 10,000 households within the District 41 boundaries through comprehensive and transparent communications. We will seek input from all District 41 stakeholders.

Priority 6: Indicators of Success

- The community is informed about District 41 practices, decisions and operations.
- Enhance the District's understanding on the various community perspectives on school district topics.
- Improve stakeholder and community pride in District 41.

GLEN ELLYN SD41 –
Components of the Long Range Plan
– *Children are at the heart of all decisions*

- ✓ Strategic Priorities
- ✓ Indicators of Success
- Key Performance Indicators (KPI)
- Baseline and Targets
- Measurement Source
- Action Steps

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

Date: May 23, 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:

Name	School	Position	Placement/Salary	Effective Date
Caspers, Scott	CSO	Temporary Summer Custodial Support	\$9.50 Per Hour	June 06, 2016
Fuller, Elizabeth	Forest Glen	Speech Language Pathologist	MA / \$64,892.00	2016-2017 School Year
Janson, Valerie	Forest Glen	Early Childhood Special Education Teacher	BA / \$48,355.00	2016-2017 School Year
Lindstrom, Andrew	CSO	Temporary Summer Technical Support	\$9.50 Per Hour	June 06, 2016
Rogers, Martin	CSO	Temporary Summer Custodial Support	\$9.50 Per Hour	June 06, 2016
Tellez, Javier	Churchill	Head Custodian	\$16.00 Per Hour / \$2,431.68	June 06, 2016

Union-Exempt Compensation:

Discussion: The District 41 annually establishes salary increases for union-exempt employees. The average increase for exempt staff and parent coordinators/educators is 1.18%. All increases will take effect July 1, 2016, and are for the 2017 fiscal year.

Name	Position	Salary/Hourly Rate
Boyd, Chery	Administrative Assistant	\$23.49 per hour
Englehart, Cynthia	Fiscal Service Coordinator	\$28.59 per hour
Harbauer, Ken	Digital Communications Specialist	\$76,856.43 per year
Gehringer, Marylou	Administrative Assistant	\$29.16 per hour
Gust, Carolyn	Administrative Assistant	\$27.69 per hour
Kotovskyy, Ken	Building Manager	\$36.29 per hour
Mackowiak, Denise	Administrative Assistant	\$27.15 per hour
Mogk, Nancy	Executive Assistant to the Superintendent	\$33.18 per hour
Montgomery-Fate, Carol	Parent Educator/Coordinator (0.9 FTE)	\$50.15 per hour
Ng, Jennifer	Human Resources Specialist	\$33.81 per hour
Parrish, Marilyn	Technology Support	\$44,578.24 per year
Wiltek, Patricia	Food Server 2 Hours Per Day	\$12.47 per hour
Woltman, Jeanine	Parent Educator (0.4 FTE)	\$40.67 per hour

Superintendent Compensation:

Discussion: The Board finds, in the exercise of its discretion, that the Superintendent has met the conditions provided in paragraph 5 of the 2013-2019 Performance Based Superintendent's Contract and, therefore, the Board authorizes a performance bonus of \$5,000 effective immediately. Additionally, the Board will apply a 1% increase to be awarded for merit to the Superintendent's base salary effective July 1, 2016.

Name	Title	Annual Salary
Dr. Paul Gordon	Superintendent	\$219,087.18

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.


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 \$1,358,583.89 for May 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: May 23, 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

CHECK DATE	CHECK NUMBER VENDOR	INVOICE AMOUNT DESCRIPTION
05/10/2016	23162 LEGO EDUCATION	-348.41 3/22/2016 LMC/PTA Project PTA reimburse Simple & Powered Machines Base
05/13/2016	23233 AFSCME	2,160.76 Multiple Invoices
05/13/2016	23234 TOM VAUGHN, CHAPTER	282.50 Payroll accrual
05/17/2016	23235 1000BULBS.COM	281.21 BULBS
05/17/2016	23236 ACUTE CARE EDUCATION	35.00 Heartsaver AED Cards for class that was taught to Ben Franklin Teachers and Staff on May 2, 2016 by Karen Pfaff 7 Cards @ \$4.00 - plus \$7.00 shipping and handling
05/17/2016	23237 ADVENTIST GLENOAKS T	155.00 Social Worker Consultation -
05/17/2016	23238 AIR FILTER ENGINEERS	79.11 ASST FILTERS
05/17/2016	23239 AMERICAN READING COM	4,426.80 Multiple Invoices
05/17/2016	23240 ANDERSON'S BOOKFAIR	366.91 book order
05/17/2016	23241 AQUASCAPE	1,053.00 Hadley pond maintenance and repairs
05/17/2016	23242 AUTOMATIC BUILDING C	950.00 TEMP CONTROL SERV
05/17/2016	23243 BISPING CONSTRUCTION	17,644.00 CH-III STIE UTIL/EXCAV/GRDG/BKFL
05/17/2016	23246 BMO MASTERCARD	14,009.23 Multiple Invoices
05/17/2016	23247 BOUND TO STAY BOUND	90.38 24 new titles for the LMC from Bound to Stay Bound Books.
05/17/2016	23248 BRIDGES FOR LANGUAGE	637.94 Multiple Invoices
05/17/2016	23249 CALL ONE	5,888.66 PHONE SERVICE 5/15-6/14
05/17/2016	23250 CARE OF TREES	600.00 HD TREE STORM DAMAGE
05/17/2016	23251 CLARE WOODS ACADEMY	4,878.72 Multiple Invoices
05/17/2016	23252 COMM CONS DIST #89	1,035.00 HOMELESS TRANSPORTATION JAN-MAR
05/17/2016	23253 COMMONWEALTH EDISON	99.86 CH ELECT 4/13-5/12
05/17/2016	23254 CULLIGAN WATER CONDI	110.00 CONSOLE RENTAL APRIL
05/17/2016	23255 DAILY HERALD	35.65 NOTICE OF PUBLIC MEETING
05/17/2016	23256 DISCOUNT SCHOOL SUPP	253.52 Supplies for Pre-k
05/17/2016	23257 DUNLAP NATIONWIDE DI	2,606.40 Floor covering for Hadley wood gym floors, partially subsidized by a grant from Dunlap submitted in 2012.
05/17/2016	23258 DUPAGE ROE	525.00 Seminar Registration for Emmah Welsh, Kyle Sieck & Sharon Dunham (Hadley Staff) Implementing School Discipline Reform June 15, 2016
05/17/2016	23259 EASTER SEALS METROPO	6,151.82 April Tuition for Glen Ellyn Dist 41 Invoice #13973
05/17/2016	23260 ECS MIDWEST LLC	2,400.00 CCDD soil sampling and analysis for Churchill parking lot paving project
05/17/2016	23261 ED TECH TEAM, INC	1,116.00 Northeastern Illinois Summit featuring Google for Education for C. Abbott, M. Calliccoat, C. White, K. Aldrich Invoice #0002510A
05/17/2016	23262 ELIM CHRISTIAN SERVI	17,278.23 April Tuition for Three D41

CHECK DATE	CHECK NUMBER VENDOR	INVOICE AMOUNT DESCRIPTION
		Students Invoice #151428
05/17/2016	23263 ELLIOTT CONSTRUCTION	16,784.00 CH-III CONCRETE
05/17/2016	23264 ENCYCLOPEDIA BRITTAN	570.00 Annual Renewal for Image Quest Online Subscription
05/17/2016	23265 FIRM SYSTEMS	276.00 Fingerprinting for 6. Invoice# 1051794 Ref#'s 01045117, 01045152, 01045165, 01046460, 01047849, 01047941
05/17/2016	23266 FOLLETT SCHOOL SOLUT	690.50 Multiple Invoices
05/17/2016	23267 FQC	24,971.00 CH-III CONSTRUCTION MANAGEMENT
05/17/2016	23268 FRANCZEK RADELET	291.50 GLENBARD PTAB MARCH
05/17/2016	23269 FRONTLINE TECHNOLOGI	8,534.40 Invoice #INVUS52173 AESOP Services for 16/17 SY
05/17/2016	23270 GONZALEZ, MAIRA	28.51 PARENTAL REIMBURSE
05/17/2016	23271 GOPHER SPORT	1,007.72 Multiple Invoices
05/17/2016	23272 GRAPHICS PLUS INC	896.35 Invoice #34319 - Envelopes
05/17/2016	23273 GREAT MINDS	10,640.00 Eureka Math Digital Materials On Line 12 Month Subscriptions PK-12 + Teacher Eureka PD Video Series for Grades PK-12 ISBN: 978-1-63255-319-8
05/17/2016	23274 HIGHWAY SERVICE & SA	300.30 REPAIR SERVICE
05/17/2016	23275 HOLLYWOOD BLVD CINEM	9,600.00 6th & 7th grade field trip
05/17/2016	23276 HOUSE OF GRAPHICS	135.00 Invoice #1603108 - Signs for Supt
05/17/2016	23277 HUF COR INC DBA HUF CO	1,380.00 CH-III OPERABLE PARTITIONS
05/17/2016	23278 HUMANEX VENTURES	5,597.00 Invoice #1539E Teacher StyleProfile Builder Annual Renewal Subscription dates: 7/1/16-6/30/19 Year 1 of 3
05/17/2016	23279 ILLINOIS CENTRAL SCH	82,023.84 APRIL TRANSPORTATION
05/17/2016	23280 IPSD 204	782.72 HOMELESS TRANS 3/1-31
05/17/2016	23281 J HAMILTON ELECTRIC	9,831.00 CH-III ELECTRICAL/LOW VOLTAGE
05/17/2016	23282 JUST RITE ACOUSTICS	2,542.00 CH-III ACOUSTICAL CEILING
05/17/2016	23283 KAGAN & GAINES INC	157.90 Multiple Invoices
05/17/2016	23284 KAGAN PROFESSIONAL D	1,298.00 Registration for Beth Ewoldt & Mayra Kulik (Hadley Staff) Kagan Structures Level 1 - Institute June 6-June 10th 2016 Buffalo Grove
05/17/2016	23285 LA FORCE	1,887.00 CH-III H MTL/WD DOORS/F HARDWARE
05/17/2016	23286 LAKESHORE BASICS & B	1,135.87 Supplies for ECSE at Forest Glen
05/17/2016	23287 LAKESHORE LEARNING M	782.87 Supplies for Self Contained Special Education at Ben Franklin
05/17/2016	23288 LARSON EQUIPMENT & F	272.00 CHAIR
05/17/2016	23289 LEARNING FORWARD	13,300.00 Pathway to Achievement with Cheryl Krehbiel. Invoice #93738 4 of 5 payments with Title 1 money.
05/17/2016	23290 LIFELINE AUDIO VIDEO	1,225.00 Microphone & receiver/speaker

CHECK DATE	CHECK NUMBER VENDOR	INVOICE AMOUNT DESCRIPTION
		for school functions
05/17/2016	23291 LITTLE BITS ELECTRON	2,468.05 Littlebits - curriculum materials
05/17/2016	23292 LOWERY MCDONNELL	1,113.16 Cork Strips for Hadley
05/17/2016	23293 MAIL N STUFF	200.00 Laminating for FLES
05/17/2016	23294 MARQUARDT SCHOOL DIS	67,480.62 APRIL FOOD SERVICE
05/17/2016	23295 MAXIM HEALTHCARE SER	2,212.00 Multiple Invoices
05/17/2016	23296 MCDONALD, STEVEN	68.25 1 TEAM PHOTO, 2 ALL-STATE PHOTOS (ALL 8X10 PRINTS)
05/17/2016	23297 METRO PROFESSIONAL P	14,797.05 Multiple Invoices
05/17/2016	23298 MOGK, NANCY	36.09 Staff recognition
05/17/2016	23299 NCS PEARSON	248.04 Testing Materials - Protocols for Social Workers
05/17/2016	23300 NELSON FIRE PROTECTI	650.00 CH-III FIRE PROTECTION
05/17/2016	23301 NOREM, NANCY	30.00 Refund of track activity fee for [REDACTED]
05/17/2016	23302 NORTHERN ILLINOIS GA	2,448.29 Multiple Invoices
05/17/2016	23303 NORTHERN ILLINOIS GA	265.09 Multiple Invoices
05/17/2016	23304 OFFICE DEPOT	408.61 Multiple Invoices
05/17/2016	23305 ORKIN LLC	1,837.35 Multiple Invoices
05/17/2016	23306 OVERDRIVE	77.39 ebook order 4423-214846797-042016/4423-215 118913-042016/4423-125946420-0 41416
05/17/2016	23307 P.F. PEDERSEN dba P	22,898.00 CH-III LANDSCAPING
05/17/2016	23308 PALOS SPORTS INC	2,045.75 Multiple Invoices
05/17/2016	23309 PCM	13,206.45 Multiple Invoices
05/17/2016	23310 PFISTER, JANIS	199.00 The New Units of Study in Writing Heinemann Workshop
05/17/2016	23311 RAPTOR	100.00 Rator Visitor Badges
05/17/2016	23312 REV TRAK	1,282.98 REV TRAK
05/17/2016	23313 ROSCOE CO	112.40 5/4 MOP SERV
05/17/2016	23314 SAM'S CLUB	261.74 Sam's Club TLA General Snacks
05/17/2016	23315 SCHOLASTIC WAREHOUSE	499.89 4/14/2016 Stout Book Buddies Scholastic Warehouse
05/17/2016	23316 SCHOLASTIC BOOK FAIR	499.25 Scholastic Warehouse book purchase
05/17/2016	23318 SCHOOL SPECIALTY	5,735.29 Multiple Invoices
05/17/2016	23319 SEAL OF ILLINOIS	4,091.40 April Tuition for D41 Student Invoice #5876
05/17/2016	23320 SEPTRAN INC	2,567.72 April Transportation for D41 Student Invoice #91312212
05/17/2016	23321 SIGN IDENTITY	790.44 4/13/2016 School Supplies Klespitz out door signs
05/17/2016	23322 SKYWARD INC	490.00 Custom Form Set-Up for new SKYWARD Special Education system
05/17/2016	23323 SOARING EAGLE ACADEM	22,774.80 Multiple Invoices
05/17/2016	23324 SOUTH SIDE CONTROL S	554.03 REFRIGERANT
05/17/2016	23325 STAPLES ADVANTAGE	975.43 Multiple Invoices
05/17/2016	23326 STEEL MANAGEMENT	7,863.00 CH-III STRUCTURAL/MISC STEEL
05/17/2016	23327 STREAMWOOD BEHAVIORA	3,938.60 April Tuition for D41 Student Invoice #1071
05/17/2016	23328 SUPER DUPER SCHOOL C	431.90 Supplies for EC Speech at Forest Glen
05/17/2016	23329 TEACHER DIRECT	192.00 Pre-K Supplies

CHECK		INVOICE	
DATE	NUMBER VENDOR	AMOUNT	DESCRIPTION
05/17/2016	23330 THE OMNI GROUP	73.50	403B FEE
05/17/2016	23331 TSI COMMERCIAL FLOOR	2,775.00	CH-III RESILIENT FLOORING
05/17/2016	23332 TYCO INTEGRATED SECU	255.00	BF SECURITY 6/1-8/31/16
05/17/2016	23333 UNITED STATES POSTAL	5,000.00	Postage refill for the postage machine
05/17/2016	23334 VANGUARD ENERGY SERV	4,560.15	GAS 4/1-4/30
05/17/2016	23335 VERITIV OPERATING CO	4,547.50	Multiple Invoices
05/17/2016	23336 VILLAGE OF GLEN ELLY	4,513.51	Multiple Invoices
05/17/2016	23337 WAGeworks	310.49	FSA APRIL
05/17/2016	23338 WORLDPOINT ECC INC	511.01	AED/CPR Supplies
05/13/2016	201500466 GLEN ELLYN EDUCATION	18.90	Payroll accrual
05/13/2016	201500468 ILLINOIS DEPT OF REV	40,229.17	Multiple Invoices
05/13/2016	201500469 INTERNAL REV SERVICE	205,418.13	Multiple Invoices
05/13/2016	201500470 T H I S	20,521.96	Multiple Invoices
05/13/2016	201500471 TEACHERS RETIREMENT	114,280.64	Multiple Invoices
05/13/2016	201500472 WAGeworks	5,399.20	Multiple Invoices
05/13/2016	201500473 THE OMNI GROUP	40,237.68	Multiple Invoices
05/13/2016	201500474 EXPERT PAY	1,687.08	Payroll accrual
05/13/2016	201500475 EDUCATIONAL BENEFIT	436,299.48	MAY AD&D, DENTAL, LIFE, MED
05/13/2016	201500476 MB FINANCIAL BANK	1,744.00	Purchase of 17 gift cards for 2015/2016 Retiree's
05/13/2016	201500477 UNUM LIFE INSURANCE	2,194.66	LTD JUNE
05/16/2016	201500478 TASC	414.00	HRA ADMIN FEES

Totals for checks 1,358,583.89

FUND SUMMARY

<u>FUND</u>	<u>DESCRIPTION</u>	<u>BALANCE SHEET</u>	<u>REVENUE</u>	<u>EXPENSE</u>	<u>TOTAL</u>
10	Education Fund	838,167.21	30.00	248,500.12	1,086,697.33
20	Operations & Maintenance Fund	0.00	0.00	42,950.33	42,950.33
40	Transportation Fund	0.00	0.00	86,437.79	86,437.79
50	Social Security/Medicare Fund	30,873.44	0.00	0.00	30,873.44
60	Capital Projects Fund	0.00	0.00	111,625.00	111,625.00
***	Fund Summary Totals ***	869,040.65	30.00	489,513.24	1,358,583.89

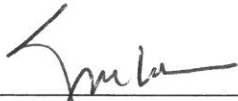
***** End of report *****

**AMENDMENT TO PAUL GORDON
2013-2019 PERFORMANCE BASED SUPERINTENDENT CONTRACT**

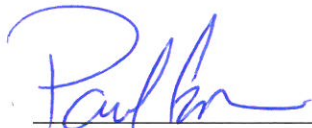
The Board of Education of Glen Ellyn School District No. 41, DuPage County, Illinois (“the Board”) and Dr. Paul Gordon, Superintendent, agree to amend the 2013-2019 Performance Based Superintendent’s contract between the Board and Dr. Paul Gordon, dated February 11, 2013, by increasing Dr. Gordon’s base salary for the 2016-2017 school year to \$219,087.18. In all other respects, the Contract shall remain unchanged and in full force and effect.

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

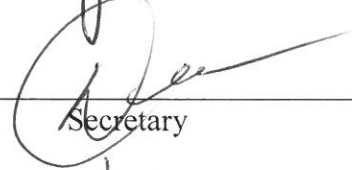
SUPERINTENDENT

By: 

President



Dr. Paul Gordon

Attest: 

Secretary

Dated: 5/23/16

Dated: 5/24/16

**Memorandum of Understanding
Regarding Health Aides
Between**

AFSCME Council 31, for and on behalf of Local 1334, and Glen Ellyn School District 41

In the spring of 2016, District 41 decided to reorganize the staffing for school health offices. This change was due to changes in the law regarding administration of medication and the increasingly complex medical needs of our students. The Board effectuated a Reduction in Force/Honorable Dismissal of the following health aides: Mary Gribble, Bonnie Hansen, Claudia Rio, Pat Rowland, and Cheryl Wilson. This Memorandum of Understanding (MOU) is non-precedential, only applies to this Reduction in Force/Honorable Dismissal and the reorganization of the health offices, and satisfies all applicable bargaining obligations. The Board of Education and AFSCME Council 31 agrees as follows:

The following items (1, 2, 3, 4, 5 and 6) apply only to Mary Gribble and Claudia Rio:

1. In lieu of the provisions for order of recall in Article 16, Section 3, of the 2013-2017 Collective Bargaining Agreement, the District shall use District-wide seniority for the purposes of recall.
2. Instead of the one year recall period provided in Article 16, Section 2, of the 2013-2017 Collective Bargaining Agreement, the recall period will be extended to two (2) years and will conclude at the start of the 2018-2019 school term.
3. The provisions included in Article 16, section 4 of the 2013-2017 Collective Bargaining Agreement with AFSCME regarding reporting to duty following recall apply.
4. If recalled to a position for the 2016-2017 or 2017-2018 school years, the rate of pay will be the 2015-2016 hourly rate of pay increased by 1.5% in accordance with Article 23, section 2 on wages.
5. The District shall offer the necessary training and professional development, within reason, in preparation for any new or different positions they may accept within District 41.
6. District 41 will pay any longevity award earned in accordance Article 23, Section 1 of the Collective Bargaining Agreement in October of 2016 even if they are no longer actively employed in District 41 at the time of payment.

The following items (7, 8, and 9) apply only to Bonnie Hansen and Cheryl Wilson:

7. These employees will be recalled and placed into a Special Education Aide Position at their current school for the 2016-2017 school year.
8. The District shall offer the necessary training and professional development, within reason, in preparation for the position of Special Education Aide.
9. The rate of pay for the 2016-2017 school year will be the 2015-2016 hourly rate of pay increased by 1.5% in accordance with Article 23, section 2 on wages.

The following items (9, 10, 11, 12, 13, 14 and 15) apply only to Pat Rowland:

10. The Illinois State Board of Education requires successful passage on the Applied Math, Reading for Information, and Business Writing portions of Work Keys Test in order to obtain licensure required to work with students in an instructional aide or paraprofessional role. The employee may take the Applied Math, Reading for Information, and Business Writing portions of Work Keys during work hours and the District will pay all registration fees for the three sub-tests.

**Memorandum of Understanding
Regarding Health Aides
Between**

AFSCME Council 31, for and on behalf of Local 1334, and Glen Ellyn School District 41

Further the District will provide two hours of paid work time to study and prepare for the Work Keys Test.

11. No later than the close of business on May 31, 2016, Ms. Rowland must achieve the score on the reading, math, and business writing portions of the Work Keys test required for receipt of the Educator License with Stipulations, paraprofessional. Currently the required scores are 4 on Reading for Information, 4 on Applied Math, and 3 on Business Writing. As of the date of this agreement, Ms. Rowland achieved the required scores listed within this paragraph.
12. Ms. Rowland must submit her application for the Educator License with Stipulations, endorsed as a paraprofessional, by June 20, 2016. Evidence of the application shall be provided to the District 41 Human Resources Department. The District will pay the application fee associated with attainment of the Educator License with Stipulations, endorsed as a paraprofessional.
13. Upon successful attainment of the Educator License with Stipulations, endorsed as a paraprofessional, Ms. Rowland will be placed into a Special Education Aide Position at Ben Franklin School for the 2016-2017 school year.
14. The District shall offer the necessary training and professional development, within reason, in preparation for the new role of Special Education Aide.
15. The rate of pay for the 2016-2017 school year will be the 2015-2016 hourly rate of pay increased by 1.5% in accordance with Article 23, section 2 on wages.

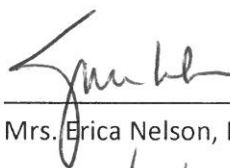
For AFSCME Council 31:



Ms. Carla Williams, AFSCME Council 31 Staff Representative

Date: 5/20/16

For District 41:



Mrs. Erica Nelson, Board President

Date: 5/23/16

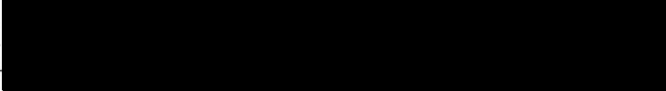

**Board of Education Meeting
Regular Meeting
May 23, 2016**

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)
Willie DiFabro		Hadley		
Karen Dymit	X	Hadley / Green		
Christina Kellom				
Jeff Cropp	✓	Fé	—	✓
Michelle Peterson				
Jayne Boeckelma				
Colleen Cosello		Hadley		
Sarah Kilmer		Lincoln		
Kathleen Meier	✓	"		
Lisa Wipditz	✓	Lincoln		
Bruce Lyrie	✓	Lincoln		
Rich Allen		Hadley		
William Schumacher	✓	Lincoln/Hadley		

**Board of Education Meeting
Regular Meeting
May 23, 2016**

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

Name (Please print)	School Area	Email Address (Optional)	Home Address (Optional)
Kirstin Massey	Lincoln Hobby		
Scott Bots	Churchill		