



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

## MINUTES

### GLEN ELLYN SCHOOL DISTRICT 41 BOARD OF EDUCATION REGULAR MEETING MARCH 09, 2015

CENTRAL SERVICES OFFICE  
793 N MAIN ST, GLEN ELLYN ILLINOIS

#### **Call to Order**

The March 9, 2015 Board of Education Meeting was called to order at 7:31 pm

#### **Pledge of Allegiance**

Board President John Kenwood led in the recital of the Pledge of Allegiance.

#### **Roll Call**

Upon the roll being called, the following members answering present: Cathryn Wilkinson, Drew Ellis, Dean Elger, Erica Nelson, Patrick Escalante, Joe Bochenski, and John Kenwood.

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

*At 7:34 pm Board members Escalante moved and Ellis seconded to adjourn to closed session to discuss:*

- Collective negotiating matters between the District and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees*
- 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.*

*On a roll call vote answering "Aye": Ellis, Nelson, Wilkinson, Escalante, Bochenski, Kenwood; answering "Nay": None. Motion carried.*

#### **Return to open session**

The Board returned to open session at 8:04 pm

#### **Public Participation**

President Kenwood reminded speakers to identify themselves, complete a public participation form, limit comments to three minutes or less, and asked that any comments substantially reflected in others be held in the interest of time. He further noted that personal complaints and criticism about staff members, students or other members of the District 41 community should be initiated privately with the appropriate district representative and that profanity, interruption and/or other interference with the orderly

conduct of the meeting are not permitted. All questions raised will be forwarded to the appropriate D41 staff representative for a response, if a response is warranted.

Churchill parent, Shelby Bakken thanked the Board and the administration for their professionalism and commitment to the removal of the remaining portables at Churchill.

Parent, Jennifer Rath commented on her concerns with the communication process followed related to extending the elementary school day.

Resident Jeff Cooper questioned the Board on the representation during the recent negotiations related to extending the school day, asked for clarification on the timing of a referendum proposition and asked the Board and administration to consider a community focus group to study the "Additions to Existing Facilities-Option 1" facility solution to support full day kindergarten.

Sarah Mical expressed her objection to changes proposed for the longer school day; earlier start times and the elimination of daily PE.

### **Presentations, Reports and Initiatives**

PTA Executive Council Report: Council president, Lori Taylor, reported on the PTA Safety Fair held on March 7<sup>th</sup> at Hadley. The event was well attended and offered opportunities of break out session on various safety topics. The PTA hopes to hold this event again next year. Mrs. Taylor also provided an update to the various PTA activities at each school.

### **Discussion Items**

Board Policy Revisions Superintendent Dr. Paul Gordon and Policy Committee members Dean Elger and Cathryn Wilkinson provided a summary of their February 20, 2105 Policy Committee meeting work and asked the Board to consider the following Section VI policy revisions. Mr. Elger noted that these policies have not been reviewed by the committee or administration since 2006 and changes are due to changes in state law or Illinois school code since then.

<b>Policy #</b>	<b>Title</b>	<b>Notes</b>
6:15	School Accountability	Suggested deletions per PRESS
6:20	School Year Calendar and	Minimal clarifying language per PRESS
6:30	Organization of Instruction	Updated and the addition of policy 6.90 & 6.89 content per PRESS
6:40	Curriculum Development	Substantial updates per PRESS
6:70	Teaching About Religions	No recommended updates (PRESS)
6:80	Teaching About Controversial	Updated per PRESS
6:89	Pre-Kindergarten	Content moved into 6:30 per PRESS
6:90	Kindergarten	Content moved into 6:30 per PRESS
6:120	Education of Children with	No recommended updates (PRESS)
6:130	Program for the Gifted	Minimal language updates per PRESS
6:140	Education of Homeless	Minimal language updates per PRESS
6:145	Migrant Students	No recommended updates (PRESS)
6:160	Limited English Proficient Students	Substantial updates due to changes in school code per PRESS
6:170	Title I Programs	No recommended updates (PRESS)

6:255	Assemblies and Ceremonies	Reference updates only
6:260	Complaints About Curriculum,	Reference updates only
6:270	Guidance and Counseling	No recommended updates (PRESS)

The Board will consider a second reading and recommendation for adoption at its March 23, 2015 meeting.

### **Action Items**

A. *Consent Agenda: Board members Elger moved and Ellis seconded to approve the reports and actions contained in the consent agenda which included:*

1. *Human Resources*
  - a. *Personnel Report*
    1. *Employment recommendations*
    2. *Internal Transfers*
    3. *Resignations*
  - b. *Resolution Authorizing Notice of Dismissal to Non-Tenure Teachers Other than Final Year Probationary Teachers*
  - c. *Resolution Authorizing Notice of Final Year Probationary Teachers*
2. *Finance, Facilities & Operations*
  - a. *School District Payment Order (2/18/15 through 03/05/15)*
3. *Other Matters*
  - a. *Approval of Board Meeting Minutes*
    1. *February 23, 2015 Regular Meeting*
    2. *February 23, 2015 Regular meeting-closed session*

*On a roll call vote answering "Aye": Nelson, Bochenski, Wilkinson, Escalante, Elger, Ellis, and Kenwood answering "Nay": None. Motion carried.*

B. Superintendent's Recommendations: Memorandum of Understanding: K-5 School Day. Mr. Kenwood stated that in the very productive negotiations which led to the current 2012-2016 collective bargaining agreement between the GEEA and the Board, considerable time was spent addressing the interest raised by the Board in creating additional teacher work and student instructional time during the school day, especially at the elementary level. The agreement referred the time interest to Team 21 and the Continuous Improvement Team (CIT) for the development of recommendations to be negotiated as required by the agreement and the Illinois Educational Labor Relations Act and consistent with the good working relationship between the Board and GEEA. Team 21 and CIT worked hard and in good faith to address the time interest and issued reports within the timeframes set. However, they were not able to reach consensus on recommendations and at the direction of the Board, the administrative leadership team engaged with GEEA leadership to address the interest in extending the elementary school day. Administration spent a significant amount of time considering the Team 21 and CIT reports and obtaining teacher input through discussions in the buildings in the spring of last school year and the fall of this year.

All of these efforts formed the basis for a formal proposal from the Board to GEEA on January 14, 2015 to make changes in the teacher work and student instructional day and concluded with tentative agreement in principle on February 20, 2015. Presentations by the GEEA leadership to the membership took place and culminated in

ratification by the GEEA membership on March 4, 2015. A Memorandum of Understanding (MOU) reflecting the tentative agreement has been developed and signed this afternoon by the GEEA Co-Presidents completing the process called for by the current agreement including modifications connected with the establishment to the new approach to time. The MOU:

- increases the elementary student instructional day by thirty-five minutes;
- provides blocks of time for preparation by elementary teachers and for delivery of specials at the elementary level;
- changes one teacher institute day to a teacher workday;
- addresses parent/teacher conference time
- establishes new parameters for teacher arrival and departure times;
- extends the 2012-2016 agreement from June 30, 2016, through June 30, 2018, using the same formula for salary increases and maintaining the insurance contributions by teachers at the 2015-2016 level of cost sharing percentages of 14, 28, 28, 30 and,
- Provides the Board the opportunity to renegotiate at the end of either of the two additional years if legislation significantly impacts District revenues and expenditures without offsetting revenue and re-opening the insurance provisions of the Agreement if insurance costs increase beyond a specified percentage.

*Board members Nelson moved and Wilkinson seconded to Memorandum of Understanding between the Board of Education and Glen Ellyn Education Association for Modification of the 2012-2016 Teachers' Agreement and the K-5 School Day, in the form recommended by the Superintendent and signed by the GEEA Co-Presidents earlier today (March 9, 2015).*

Prior to Board discussion, Assistant Superintendent of Teaching Learning and Accountability, Karen Carlson presented a sample schedule to highlight the structure and benefits of the proposed changes to the allocation of time at the elementary level.

(Attachment)

Mr. Elger noted that besides the increased time the dedicated additional PLC time will help support the rigor and the changes around curriculum. Additionally he stated he was pleased with the provisions included in the agreement.

Mr. Escalante thanked the members of the negotiation teams and stated that he supported completing the final details to the existing contract. He felt the terms of the MOU could provide stability to an uncertain future of state imposed funding and that he appreciates the community understands of the sensitive nature of the negotiation process.

Mrs. Wilkinson concurred with Mr. Escalante and Mr. Elger's comments and added that the Board's involvement in this process has been extensive and she felt all opinions and viewpoints were considered.

Mr. Bochenski noted that he is in support of the MOU. He is pleased with the additional time gained for teachers to work in their PLCs and the additional time for Kindergarten. He appreciates the time both teachers and administration have taken in negotiating this agreement.

Mrs. Nelson agreed with her fellow board members on the time and dedication put forth in this agreement. She felt all parties involved were able to take a step back and listen to one



another to come together to build a schedule to provide teachers and students with the best possible opportunity for success.

Mr. Ellis commented on the Interest Based Bargaining work behind the current agreement with GEEA when the topic of additional instructional time was first mentioned. He is encouraged by the additional time created for teachers to be in front of students and the financial stability this agreement brings.

Mr. Kenwood spoke on the increased minutes added to the PE schedule, however he understands it will be held only four days per week. He commented on the ability for students to maintain continued participation in afterschool activities with a 3:30 dismissal and he noted that he is pleased more time will be spent on core instruction with less pull-outs occurring from core classes. Mr. Kenwood recognizes the frustration with some on the communication around this change; however the Board is required to live by certain processes and rules in situations such as these.

*On a roll call vote answering "Aye": Elgar, Ellis, 2Bochenski, Wilkinson, Escalante, Nelson and Kenwood answering "Nay": None. Motion carried.*

### **Superintendent's Report**

Dr. Gordon thanked everyone involved the negotiations process. It was a very thorough and thoughtful process where everyone was able to come together to create a very good schedule which will support the needs of both staff and students.

Dr. Gordon also reported on the following:

- The announcement of Katie Leurhs as the Glen Ellyn Chamber of Commerce District 41 Educator of the Year.
- The PTA Safety Fair at Hadley
- The beginning of PARCC testing next week
- The future of video recording and/or streaming Board meetings in the future

### **Board Reports**

Mrs. Nelson reported on the following:

- Her attendance at the PTA Safety fair
- The PTA Council had a presentation from the District nurses on the new First Day Exclusion policy. This policy requires kindergarten and 6<sup>th</sup> graders to have their physicals and immunization requirements turned in before starting school.
- Hear attendance at Team 21 and the Calendar Committee

Mr. Ellis reported on the Finance meeting held earlier in the evening. -

Mrs. Wilkinson noted that the policy committee will not meet again until April, and she reported on her attendance at a PBL Art panel at Hadley last week.

Mr. Escalante reported on the Board Coffee and Conversation event last Saturday. Unfortunately attendance was low due to competing interest; however the conversation with those in attendance was still valuable.

Mr. Kenwood asked fellow Board members to consider applying for IASB School Board Governance Recognition. The primary focus of this program is full board development. Applications will be due in June.

**Upcoming Meetings**

- A. March 23, 2015 Regular Board Meeting, 7:30 p.m., Central Services Office
- B. April 13, 2015 Regular Board Meeting, 7:30 p.m., Central Services Office

**Other Matters**

Dr. Gordon presented Cathryn Wilkinson with a proclamation and recognition of appreciation for her service to the Board.

**Adjournment**

*Board members Bochenski moved and Ellis to adjourn the March 9, 2015 meeting at 9:24 p.m. Motion carried on a unanimous voice vote.*

Respectfully submitted,

Nancy Mogk, Board Recording Secretary



John Kenwood, Board President

OREN ELLIS - VP

Minutes approved: March 23, 2015



Dean Elger, Board Secretary



## **BENEFITS OF PROPOSED CHANGES TO THE ALLOCATION OF TIME AT THE ELEMENTARY LEVEL MARCH 2015**

### **Provides for improved core time via longer and uninterrupted blocks of time for instruction.**

- Students in grades one through three will be in their core block (literacy/social studies, math/science) for 175 more minutes per week. Students in grades four and five will be in their core block for 25 more minutes per week.
- At grades four and five, “pull-outs” are reduced during core instructional time by moving band/orchestra pull-outs to the specials block(s).
- Through the blocking of specials, transition time is reduced. Transition time is built into the schedule. Additionally, by moving Digital Media and Foreign Language for Elementary Students (FLES) to the specials block, specials are delivered more concurrently and efficiently.

### **Organizes and expands specials for students.**

- Digital Media will become a consistent special class for students. This class will include technology and research and presentation skills, which will further support instruction in literacy, STEAM and problem-based learning.
- The amount of time for PE at grades four and five will increase from 20 minutes per day to 30 minutes per day until FLES is implemented at these grade levels.
- In the first two years of implementation, a world cultures class will be added to the specials rotation for grades four and five while the FLES Program rolls up annually until it is fully implemented at the start of the 2016-17 school year.

### **Provides for increased and more efficient Professional Learning Community (PLC) time for teachers.**

- PLC time increases for teachers from 30 minutes per day to 45 minutes per day.
- PLC time allows our educators to collaborate with their peers to plan instruction, to review student data, to examine student work, to develop assessments, to review standards, and to discuss student outcomes on a daily basis.

- Specials (art, music, physical education, and digital media) and FLES are grouped in grade level bands so that two grade levels at a time attend specials for a block of time.
- Elementary specials teachers across the District will have common plan time. This provides an opportunity for specials teachers such as district-wide PE, art and music teachers to meet together during the school day.
- Elementary teachers would have 75 minutes of daily plan time within the school day. The plan time consists of one 30-minute block for personal plan and one 45-minute block for PLC as described above.

### **Other Benefits**

- For the most part, the change in the elementary school day uses existing staff to carry out the new schedule, other than accelerating by one year, the hiring of two elementary foreign language teachers.
- Blocking the specials plan time adjacent to the lunch period provides greater access to gyms for lunch room set up/clean up.
- The length of the school day for kindergarten students will be extended to three hours, which supports recommendations made by Team 21 and CIT for increased time for kindergarten.

### **Sample Student Schedule According to the New Parameters**

8:30	Student Day Begins
8:30-8:35	Announcements and Attendance
8:35-9:05	Specials
9:05-11:35	Core Instruction
11:35-12:30	Lunch/Recess
12:30-1:45	Core Instruction
1:45-2:30	Specials
2:30-3:30	Core Instruction
3:30	Dismissal

AM Kindergarten students will end their day at 11:30 a.m. and PM Kindergarten students will begin their day at 12:30 p.m.



# Glen Elllyn School District #41 Board Report

**Date:** March 09, 2015

**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
Baker, Beth	Hadley	Special Ed Aide	\$12.63 per hour/ \$4,925.62	March 16, 2015
Franco, Janet	Hadley	Assistant Track Coach	Group IV, Step 1/\$700.00	March 02, 2015
Klinge, Anna	Forest Glen	Special Ed Aide(.50FTE)	\$12.63 per hour/ \$3,031.12	February 26, 2015
Stoner, Diane	Forest Glen	Special Ed Aide	\$12.63 per hour/ \$6,251.72	February 25, 2015
Velasquez, Desiree	Churchill	Long Term Substitute Bilingual Teacher	Long Term Sub Rate	February 25, 2015

## Internal Transfer:

Name	From Position/School	To Position/School	Effective Date
Bici, Mimoza	Food Server 2 hours per day/Churchill	Food Server 3 hours per day/Churchill	March 03, 2015

## Resignation:

Name	School	Position	Effective Date
Sietsema, Christopher	Hadley	Special Ed Teacher	End of 2014-2015 School Year

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



**RESOLUTION AUTHORIZING NOTICE OF DISMISSAL TO NON-TENURED TEACHERS  
OTHER THAN FINAL-YEAR PROBATIONARY TEACHERS**

**BE IT RESOLVED** by the Board of Education of Glen Ellyn School District No. 41, DuPage County, Illinois, as follows:

SECTION 1: That this Board of Education hereby determines that those teachers listed on **EXHIBIT 1**, attached hereto and made a part hereof, are hereby dismissed as teachers in this School District effective at the end of the present school term.

SECTION 2: That the President and Secretary of this Board of Education are hereby authorized and directed to give to the persons listed on **EXHIBIT 1**, by certified mail, return receipt requested, a written notice of this Board's decision to dismiss them at the end of the present school term, which notice shall be substantially in the form of **EXHIBIT 2**, attached hereto and made a part hereof.

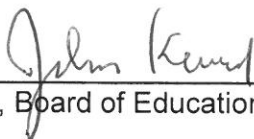
SECTION 3: This Resolution shall be in full force and effect from and after its adoption.

ADOPTED this 9th day of March 2015, by the following roll call vote:

AYES: Nelson, Bochenski, Wukenson, Escalante, Elger, Ellis, Kunwood

NAYS: NONE

ABSENT: NONE

  
President, Board of Education

ATTEST:

  
Secretary, Board of Education

**EXHIBIT 1**

**TO AUTHORIZE NOTICE OF DISMISSAL TO NON-TENURED TEACHERS  
OTHER THAN FINAL YEAR PROBATIONARY TEACHERS  
EFFECTIVE AT THE CLOSE OF THE 2014-2015 SCHOOL TERM**

Rebecca Harms

EXHIBIT 2

[DISTRICT LETTERHEAD]

**BY CERTIFIED MAIL, RETURN RECEIPT REQUESTED**

DATE:

Name

Dear:

You are hereby notified that pursuant to Section 24-11 of the Illinois School Code, you are dismissed effective at the end of the present 2014-2015 school term and, therefore, you will not be re-employed for the 2015-2016 school term. We wish you well in future endeavors.

Very truly yours,

Glen Ellyn School District No. 41,  
DuPage County, Illinois

By: \_\_\_\_\_  
President, Board of Education

ATTEST:

\_\_\_\_\_  
Secretary, Board of Education



**RESOLUTION AUTHORIZING THE DISMISSAL  
OF FINAL YEAR PROBATIONARY TEACHERS**

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

1. That the final-year probationary teachers named on Exhibit 1, attached hereto and made a part hereof, are hereby dismissed as employees of the Board effective at the end of the present school term for the reasons stated in Exhibit 2, attached hereto and made a part hereof.

2. That the President and Secretary of the Board are hereby authorized and directed to give such teachers, by personal service and certified mail, return receipt requested, written notice of this Board's decision to dismiss effective at the end of the present school term, which notice shall be substantially in the form of Exhibit 2.

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

ADOPTED this 9 day of March, 2015, by the following roll call vote:

YES: Nelson, Bochenski, Wukensan,

Escalante, Ellis, Elger, Kenwood

NO: NONE

ABSENT: NONE

John Kemmerel  
President, Board of Education

Attest: [Signature]  
Secretary, Board of Education

**EXHIBIT 1**

**FINAL YEAR PROBATIONARY TEACHERS TO RECEIVE NOTICE OF DISMISSAL  
EFFECTIVE AT THE CLOSE OF THE 2014-2015 SCHOOL TERM**

Kristine Gablin



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


### **School District Payment Order**


The Treasurer, Robert J. Ciserella, of Glen Ellyn School District 41 in DuPage County, shall pay to the order of the attached list of vendors the sum of \$488,340.41 for February accounts payable and payroll liability checks and \$331,092.16 for March interim accounts payable.

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: March 9, 2015

  
\_\_\_\_\_  
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	DESCRIPTION
02/18/2015	19874 GRAPHICS PLUS INC	930.39 Pre Paid postage for registration postcard mailing
02/26/2015	19875 AT&T	43.44 630- Z99-0236 2/16-3/15
02/26/2015	19876 CALL ONE	6,693.36 PHONE SERVICE 1/14-2/14
02/26/2015	19877 COMMONWEALTH EDISON	100.82 CH ELECT 1/14-2/13
02/26/2015	19878 ICE MOUNTAIN SPRING	404.00 Multiple Invoices
02/26/2015	19879 ILLINOIS DEPT EMPLOY	7,046.00 Amount due for benefits paid from October 1, 2014 to December 31, 2014
02/26/2015	19880 ILLINOIS DEPT EMPLOY	1,660.35 Contributions owed for 4th Quarter 2013
02/26/2015	19881 UNITED STATES TREASU	213.45 Amount Owed to IRS for 3rd Quarter 2014 Taxes
02/27/2015	19882 AFLAC	49.46 Multiple Invoices
02/27/2015	19883 AFSCME	2,254.93 Multiple Invoices
02/27/2015	19884 EDGERTON & EDGERTON	121.50 Payroll accrual
02/27/2015	19885 TOM VAUGHN, CHAPTER	282.50 Payroll accrual
02/20/2015	201400333 US BANCORP	-1,030,000.00 Bonds - IL School Cab Series 1998
02/20/2015	201400334 US BANCORP	-1,688,625.00 Series 2004 Gen Obligation Refunding School Bonds
02/27/2015	201400374 INTERNAL REV SERVICE	-14.54 Multiple Invoices
02/27/2015	201400376 INTERNAL REV SERVICE	186,458.01 Multiple Invoices
02/27/2015	201400377 GLEN ELLYN EDUCATION	11,037.05 Payroll accrual
02/27/2015	201400378 ILL MUNICIPAL RETIRE	65,266.34 Multiple Invoices
02/27/2015	201400379 ILLINOIS DEPT OF REV	36,961.96 Multiple Invoices
02/27/2015	201400381 SDU	1,616.42 Multiple Invoices
02/27/2015	201400382 T H I S	17,891.43 Multiple Invoices
02/27/2015	201400383 TEACHERS RETIREMENT	101,883.06 Multiple Invoices
02/27/2015	201400384 WAGEWORKS	5,607.77 Multiple Invoices
02/27/2015	201400385 THE OMNI GROUP	38,580.03 Multiple Invoices
02/25/2015	201400386 EFLEX GROUP	442.98 Invoice# 487507
02/25/2015	201400387 RELIANCE STANDARD LI	340.96 LTD120995 3/1/15 to 3/31/15
02/25/2015	201400388 UNUM LIFE INSURANCE	2,615.68 3/1/15- 3/31/15 Voluntary long-term disability insurance premiums
02/25/2015	201400389 US BANK	1,688,625.00 GO REFUNDING BONDS SERIES 2004 REF 2079-1
02/25/2015	201400390 US BANK	1,030,000.00 GO BONDS SERIES 1998
02/27/2015	201400391 ILL MUNICIPAL RETIRE	-146.94 ADJUSTMENT
	Totals for checks	488,340.41



## FUND SUMMARY

<u>FUND</u>	<u>DESCRIPTION</u>	<u>BALANCE SHEET</u>	<u>REVENUE</u>	<u>EXPENSE</u>	<u>TOTAL</u>
10	Education Fund	396,482.81	0.00	10,749.48	407,232.29
20	Operations & Maintenance Fund	0.00	0.00	7,241.62	7,241.62
30	Debt Service Fund	0.00	0.00	0.00	0.00
50	Social Security/Medicare Fund	28,784.10	0.00	0.00	28,784.10
51	Ill Municipal Retirement Fund	45,082.40	0.00	0.00	45,082.40
***	Fund Summary Totals ***	470,349.31	0.00	17,991.10	488,340.41

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

CHECK		CHECK		INVOICE	
DATE	NUMBER	VENDOR	AMOUNT	DESCRIPTION	
03/02/2015	19886	ACUTE CARE EDUCATION	140.00	ACES Membership for Rose Schoening and Nancy Connolly	
03/02/2015	19887	ALDRICH, KRISTINE	103.56	2/17/2015 Aldrich classroom supplies	
03/02/2015	19888	AMERICAN TAXI DISPAT	7,997.00	TRANSPORTATION 1/1-31/15	
03/02/2015	19889	AMERICAN READING COM	2,600.00	Professional Development 2014	
03/02/2015	19890	ARTHUR J GALLAGHER	1,750.00	Special issue bond for capital improvements	
03/02/2015	19891	BALLARD & TIGHE PUBL	447.70	Testing Materials	
03/02/2015	19892	BELPEDIO, MARGARET	40.00	Reimbursement for Registration Fees for Maggie Belpedio - EC Structured Teacher @ FG Behavior Analysis Association of Michigan Convention	
03/02/2015	19893	BUREAU OF EDUC & RES	229.00	BER Seminar: Kostner, Jowayne	
03/02/2015	19894	BUSINESS SOLVER	246.00	Multiple Invoices	
03/02/2015	19895	CAROLINA BIOLOGICAL	141.61	Multiple Invoices	
03/02/2015	19896	CENTER FOR APPLIED L	10,190.00	Center for Applied Linguistics SIOP PD Workshop 1st Installment	
03/02/2015	19897	COMPLETE FENCE	475.00	Temporary repairs to Hadleys fence from car accident. Claim has been filed with [REDACTED]	
03/02/2015	19898	CONCEPT WIRELESS COM	295.35	Walkie Talkie Repairs Invoice 157559	
03/02/2015	19899	CONNOLLY, NANCY	85.00	Reimbursement/IPHA/01-14-15	
03/02/2015	19900	CORRECT ELECTRIC	1,182.50	Time and materials to replace 14 parking lot lamps at Hadley	
03/02/2015	19901	CROWN CENTER, ROBERT	1,000.00	Robert Crown FG 5/15/15	
03/02/2015	19902	DAILY HERALD	37.70	SUBSCRIPTION 2/25-3/20/15	
03/02/2015	19903	DEMCO	236.75	supplies for Lincoln Library	
03/02/2015	19904	DIST #16, QUEEN BEE	186.90	First Author Single Seat Software for two District 41 Students (Special Education) at Queen Bee District 16 Processing Fee	
03/02/2015	19905	EAI	246.29	Math Specialist Supplies	
03/02/2015	19906	ELLIS, MARILYN	50.53	2/19/2015 Skogsberg reimbursement Student Leadership Team Building Wide Project	
03/02/2015	19907	ESCOBAR HERNANDEZ, G	250.00	Presentining at Dual Parent Night	
03/02/2015	19908	EVEREST SNOW MANAGEM	8,256.00	Snow plowing Services for February @ BF,AL, FG, CH, and Had	
03/02/2015	19909	FGM ARCHITECTS-ENGIN	167,452.58	PROF SERV 10/1-12/31/14 GE ADDITIONS & RENOV CH,FG,BF,AL	
03/02/2015	19910	FITNESS FINDERS	48.90	1/28/2015 Lunch Program Running Club	

CHECK	CHECK		INVOICE
DATE	NUMBER	VENDOR	DESCRIPTION
03/02/2015	19911	FOLLETT SCHOOL SOLUT	5,282.00 Multiple Invoices
03/02/2015	19912	FRANCZEK RADELET & R	594.96 GLENBARD PTAB COOP DEC 2014
03/02/2015	19913	GIANT STEPS	5,910.71 March Tuition for D41 Student Credit for Snow Day 2/2/15 Invoice #041-0315
03/02/2015	19914	GIRLING, ALISON	24.99 2/19/2015 classroom supplies Girling reimbursement
03/02/2015	19915	GLENOAKS THERAPEUTIC	2,603.55 January Tuition for D41 Student Invoice #TDS-N6769
03/02/2015	19916	GRAINGER INC, W W	120.96 TOWELS
03/02/2015	19917	GRAPHICS PLUS INC	398.75 Invoice # 32800 School Physicals Poster
03/02/2015	19918	GRAYBAR ELECTRIC CO	1,064.60 Multiple Invoices
03/02/2015	19919	HEINEMANN	275.00 Math Specialist Supplies
03/02/2015	19920	HILDNER, LYNN	379.61 2/17/201115 Hldner reimbursement
03/02/2015	19921	HOUSE OF TROPHIES	125.00 2 trophies for the Hadley Invitational track meet.
03/02/2015	19922	ICE CONFERENCE	500.00 Multiple Invoices
03/02/2015	19923	INNOVATIVE MODULAR S	3,397.10 AL CANOPY
03/02/2015	19924	KRANZ	202.64 TOWELS
03/02/2015	19925	LAWLER, ANITA	38.29 Mileage reimbursement
03/02/2015	19926	LEARNING RESOURCES	56.67 Classroom Supplies
03/02/2015	19927	LEARNING TOGETHER CO	13,929.60 Renewal Kit, Staff Training and Coaching and Support
03/02/2015	19928	LITTLE FRIENDS INC	3,352.36 March Tuition for D41 Student Credit for 2/2/15 Emergency Day Invoice #137909
03/02/2015	19929	MACGILL & CO, WM V	493.80 #30031-fingertip pulse oximeter
03/02/2015	19930	METRO PROFESSIONAL P	7,315.39 Multiple Invoices
03/02/2015	19931	MIDAMERICAN ENERGY	38,328.13 Multiple Invoices
03/02/2015	19932	MOGK, NANCY	62.15 Reimbursement supplies/snacks
03/02/2015	19933	MULTI-HEALTH SYSTEMS	158.00 Testing Materials for Hadley Social Worker - Grieger
03/02/2015	19934	MUSIC & ARTS CENTER	42.00 Registration Fee for Music & Arts Clinic. February 27, 2015. Rebecca Harms
03/02/2015	19935	MUSIC & ARTS CENTER	42.00 32nd Annual Music & Arts Educator Clinic/Quintero/February 27, 2015
03/02/2015	19936	NELCO	686.76 A/P blue checks beginning 21001
03/02/2015	19937	NORTHERN ILLINOIS GA	770.43 Multiple Invoices
03/02/2015	19939	OFFICE DEPOT	2,124.13 Multiple Invoices
03/02/2015	19940	ORKIN LLC	225.00 2/21/15 BF K-9 INSPECTIONS
03/02/2015	19941	OTIS ELEVATOR INC	750.00 Annual pressure testing witnessed by Otis and performed by the State. All facilities w/elevators BF
03/02/2015	19942	PEPPER, J W & SONS	134.98 Music for the Level 3 Open House performance
03/02/2015	19943	PITNEY BOWES INC	53.59 POSTAGE METER SUPP
03/02/2015	19944	POLENDER, WES	65.00 B-ball ref 2/19
03/02/2015	19945	PRO-ED	184.75 Multiple Invoices

CHECK		CHECK	INVOICE	
DATE	NUMBER	VENDOR	AMOUNT	DESCRIPTION
03/02/2015	19946	PRYDE, CRAIG	65.00	B-ball ref 2/19
03/02/2015	19947	PYONE, CHO	625.00	Translating
03/02/2015	19948	QUINLAN & FABISH MUS	288.50	Multiple Invoices
03/02/2015	19949	REALLY GOOD STUFF IN	50.83	2/11/2015 Mertz classroom supplies
03/02/2015	19950	ROSCOE CO	107.46	2/18 MOP SERVICE
03/02/2015	19951	SAM ASH	299.99	Samson concert Headset and Lavalier Wirless Microphone System We are replacing one that is not working any more
03/02/2015	19952	SCHOLASTIC INC	29.99	Classroom Materials
03/02/2015	19953	SCHOOL HEALTH	646.18	health office supplies
03/02/2015	19954	SCHOOL SPECIALTY	1,708.24	Multiple Invoices
03/02/2015	19955	SHEA, TERESA	47.25	Reimbursement made to Teresa Shea for supplies purchased for PEG Dinner at Ben Franklin held on January 27, 2015.
03/02/2015	19956	SIGN IDENTITY	1,645.00	Replacement parking lot signs to address neighbors concerns
03/02/2015	19957	SIMPLEX GRINNELL	527.00	BF 2/17 SERV CALL
03/02/2015	19958	SOSTARICS, STEPHANIE	13.21	Hadley Consumable Reimbursements
03/02/2015	19959	SOUTH SIDE CONTROL S	883.69	Multiple Invoices
03/02/2015	19960	STAPLES ADVANTAGE	981.08	Multiple Invoices
03/02/2015	19961	THERMOSYSTEMS	549.74	ASST REPAIR PARTS
03/02/2015	19962	TIGERDIRECT.COM	10,514.55	Multiple Invoices
03/02/2015	19963	UNITED STATES POSTAL	220.00	BRM permit 1011000 Permit type: BR Permit #: 1011000
03/02/2015	19964	UNITED STATES POSTAL	220.00	Standard mail permit type PI, Permit No. 139
03/02/2015	19965	US GAMES INC	451.02	Multiple Invoices
03/02/2015	19966	VANGUARD ENERGY SERV	17,343.16	GAS 1/1-31/15
03/02/2015	19967	VILLA PARK OFFICE EQ	234.00	Office chair for Hadley
03/02/2015	19968	WITTTLER, CHERYL	260.00	Multiple Invoices
Totals for checks			331,092.16	



## FUND SUMMARY

<u>FUND</u>	<u>DESCRIPTION</u>	<u>BALANCE SHEET</u>	<u>REVENUE</u>	<u>EXPENSE</u>	<u>TOTAL</u>
10	Education Fund	0.00	0.00	72,498.78	72,498.78
20	Operations & Maintenance Fund	0.00	0.00	246,672.28	246,672.28
40	Transportation Fund	0.00	0.00	7,997.00	7,997.00
60	Capital Projects Fund	0.00	0.00	3,924.10	3,924.10
***	Fund Summary Totals ***	0.00	0.00	331,092.16	331,092.16

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

**MEMORANDUM OF UNDERSTANDING  
MODIFICATION OF THE 2012-2016  
TEACHERS' AGREEMENT AND THE K-5 SCHOOL DAY**

The Board of Education (the "Board") of Glen Ellyn School District No. 41 (the "School District") and the Glen Ellyn Education Association, IEA/NEA (the "Association") agree as follows with respect to modification of the 2012-2016 Teachers' Agreement (the "Agreement") and the K-5 school day:

1. Section 13.1 of the Agreement shall read in its entirety effective at the start of the 2015-2016 school year as follows:

13.1 K-5 classroom teachers shall have two blocks of preparation time consisting of all of the time during which their classes are receiving instruction from special area teachers. One block of time shall be teacher directed. The second block shall be used for collaboration with other teachers as directed by the administration. Elementary ESL and special area teachers (currently art, music, physical education, digital media and foreign language) shall have preparation time substantially comparable to K-5 classroom teachers. Special education teachers shall have substantially the same amount of preparation time as K-5 classroom teachers.

2. The first paragraph of Section 18.2 of the Agreement shall read in its entirety effective at the start of the 2015-2016 school year as follows:

18.2 The Work Year for teachers shall be 185 teacher workdays, consisting of 177 student attendance days, including parent-teacher conference and school improvement plan ("SIP") days, five institute days, two data analysis/curriculum implementation days and one teacher-directed workday, examples of which include, but are not limited to, such activities as planning, collaboration, grading and school-related communications. Parent-teacher conferences shall be held on four evenings (14 hours total/equivalent to two teacher workdays held over four evenings) over the course of the school term so that there will be no teacher workdays during the week of Thanksgiving and the number of full weeks of instruction will increase. The dates and content of the institute days and the data analysis/curriculum implementation days shall be designed consistent with the "professional learning community" concept and shall be established by the Board through the continuous improvement process under Article III, except as provided below. In establishing the dates, the Board shall also consider the recommendations of the calendar committee, including the committee's examination of the optimal number of institute days before the start of student attendance each school term and maximizing the number of five-day student attendance weeks.

3. A new Section 18.3 shall be added to the Agreement effective at the start of the 2015-2016 school year as follows:

Professional Workday

18.3 As professionals, teachers are expected to be at school before and after the regular student day for a time sufficient to effectively perform their assigned and related professional duties to their students, the parents of their students and their colleagues. Accordingly, the time of arrival at, and departure from, school may vary on a particular day, depending on the assigned and related professional duties of the teacher. The administration shall be responsible for overseeing successful implementation of these professional workday expectations and responding appropriately to teachers who do not meet these expectations.

4. Section 21.1 is hereby modified to extend, in full force and effect, the term of the Agreement through June 30, 2018. However, the process described below may be initiated by the Board by giving written notice to the Association Co-Presidents at least one-hundred-thirty-five (135) calendar days before the end of the 2015-16 or the 2016-17 school years if any of the following changes to Illinois law take effect during the term of the Agreement and are not offset by revenue increases in the same year: a) responsibility for the cost of teacher pensions is shifted to the Board; or b) the amount of general state aid to the Board over the previous school year is reasonably projected to decrease by more than 5%; or c) the Board's revenue from local property taxes is limited more severely than is currently the case under the Property Tax Extension Limitation Law. The Board shall have the same right if the Affordable Care Act results in a year-over-year increase of more than 10% in the Board's health insurance costs.

If initiated as provided above, the Association and the Board shall meet and consider, in an interest-based process, options to address the legislative actions or Affordable Care Act issues, including, but not limited to, re-opening the contract provisions impacted by the legislation or the Affordable Care Act or modifying the Agreement through a memorandum of understanding. If agreement is not reached within thirty-five (35) days (unless extended by agreement) after the Association's receipt of notice from the Board, the Board may terminate the Agreement at the end of the 2015-16 or 2016-17 school year by giving written notice to the Association Co-Presidents at least ninety (90) calendar days (unless extended by agreement) before the end of the applicable school year with respect to any of the legislative issues or to re-open negotiations over the insurance provisions of the Agreement if the Affordable Care Act is the issue. If notice of termination or re-opening is given for any of the above reasons, negotiations for a successor Agreement or modification of the insurance provisions of the Agreement shall begin immediately.

5. Appendix B to the Agreement is hereby modified to read in its entirety as provided in the attached Exhibit 1.

6. The Board shall implement, beginning with the 2015-16 school term, the elementary teacher and student day plan substantially as provided in the attached Exhibit 2, which resulted from the negotiations over the Board's proposal of January 14, 2015, to the Association; provided, however, the professional workday provisions of 13.1 of the Agreement as set forth in 3. above shall be applied instead of the elementary teacher workday hours of 8:00-4:00 set forth in Exhibit 2. An illustration of the type of schedule designed to implement the elementary teacher and student day plan is attached as Exhibit 3.

7. This Memorandum of Understanding shall be deemed dated and become effective on the date the last of the parties signs as set forth below and shall continue in effect for the remaining term of the Agreement.

**GLEN ELLYN EDUCATION  
ASSOCIATION**

Brian Bonkowski

Brian Bonkowski, Co-President

Karen Dymit

Karen Dymit, Co-President

March 9, 2015

Date

**BOARD OF EDUCATION**

John Kenwood

John Kenwood, President

Dean Elger

Dean Elger, Secretary

March 9th, 2015

Date

## EXHIBIT 1

APPENDIX B

## RETIREMENT DATES AND EXAMPLES

- I. **Retirement Windows/Determine** available retirement windows for receipt of retirement benefits – complete Chart A vertically and then move horizontally across Chart B to identify available retirement years.

A. In column below, circle the first year eligible to retire in TRS without discount (age 60 or 35 years of creditable service with TRS)	B. Year of Resignation/Retirement (circle the year of retirement; then circle the number which is in the same column as the year of retirement and in the same row as the first year eligible to retire in TRS without discount)							
	2013	2014	2015	2016	2017	2018	2019	2020
2012-13	1	2	3	N/A	N/A	N/A	N/A	N/A
2013-14		1	2	3	N/A	N/A	N/A	N/A
2014-15			1	2	3	N/A	N/A	N/A
2015-16				1	2	3	N/A	N/A
2016-17					1	2	3	N/A
2017-18						1	2	3

- II. **Notification Dates/Determine** notification date – circle retirement year in A, then circle the number of years of advanced notice in B and the last date for submission of notice in C.

A. Resignation/Retirement Date*	B. Length of Notice	C. Last Date for Submission of Letter
2017	5 year (sick leave bump)	May 15, 2013
2016	4 year	May 15, 2013
2015	3 year	May 15, 2013
2014	2 year	May 15, 2013
2013	1 year	May 15, 2013
2018	5 year (sick leave bump)	March 1, 2014
2017	4 year	March 1, 2014
2016	3 year	March 1, 2014
2015	2 year	March 1, 2014
2014	1 year	March 1, 2014
2019	5 year (sick leave bump)	May 1, 2015
2018	4 year	March 1, 2015
2017	3 year	March 1, 2015
2016	2 year	March 1, 2015
2015	1 year	March 1, 2015
2020	5 year (sick leave bump)	March 1, 2016
2019	4 year	March 1, 2016
2018	3 year	March 1, 2016
2017	2 year	March 1, 2016

2016	1 year	March 1, 2016
2020	4 year	March 1, 2017
2019	3 year	March 1, 2017
2018	2 year	March 1, 2017
2017	1 year	March 1, 2017
2020	3 year	March 1, 2018
2019	2 year	March 1, 2018
2018	1 year	March 1, 2018

**\*Date of resignation from District 41 must be at end of school term.**



## EXHIBIT 2

<b>Proposed Allocation of Time at the Elementary Level Beginning with the 2015-16 School Term</b>
The elementary teacher work day is 8:00 – 4:00 (8 hours per day/40 hours per week) with a 45-minute lunch and an average of 375 minutes of plan time per week during the school day while students are at specials (art, music, physical education, FLES, and DM).
The elementary student school day (the “Student Day”) is from 8:30 - 3:30 which is equivalent to a total of 2,100 minutes per week.
The lunch period for teachers and students is 45 minutes in length. Students spend 20 minutes eating lunch and 20 minutes at recess with five minutes for transition and/or allow younger students additional time to eat.
During the 2,100 weekly minutes in the student day, students spend 225 minutes at lunch and 375 minutes at specials. Specials include art, music, physical education, FLES, and DM. DM curriculum will address research and presentation standards as well as internet safety as a special. This provides 1,500 minutes of core time for grades one through five. Core time is defined as Lit/SS and STEAM.
FLES is provided at grades one, two and three and becomes part of the specials schedule.
PLC time for elementary teachers occurs during the Student Day for 45 minutes per day for a total of 225 minutes per week.
Band (grade 5) and Orchestra (grades 4 and 5) instrumental music lessons occur during the Student Day but are no longer pulled out of the core. Core instruction will not be interrupted for instrumental music lessons.
DM becomes part of the specials schedule.

# EXHIBIT 3

Sample Schedule

Schedule	K	1	2	3	4	5
8:30 - 8:35	Attendance, etc	Attendance, etc	Attendance, etc	Attendance, etc	Attendance, etc	Attendance, etc
8:35 - 9:35 for PE 8:35 - 9:20 for rotation	Core	Core	Core	Core	Specials- 2 to PE for 30 minute blocks from 8:35 - 9:35 2 to rotation from 8:35 - 9:20	Specials- 2 to PE for 30 minute blocks from 8:35 - 9:35 2 to rotation from 8:35 - 9:20
9:40 - 10:40 for FLES  FLES needs 60 minute block to see 4 classes within the hour	Core	Core	Specials 2 to FLES for 30 minute blocks from 9:40 - 10:40 & 2 classes to rotation 9:40 - 10:25	Specials 2 to FLES for 30 minute blocks from 9:40 - 10:40 & 2 to rotation 9:40 - 10:25	Core	Core
10:45 - 11:35	Specials/Dis missal at 11:30	Specials- 2 classes to FLES for 30 minute block from 10:45-11:15 & 2 classes to rotation 10:45-11:30	Core	Core	Core	Core
11:35 - 11:45 Transition to PM class for grades 2 - 5	Core	Core	Transition to PM class	Transition to PM class	Transition to PM class	Transition to PM class
11:45 - 12:30	Lunch	Lunch	Lunch	Lunch	Lunch	Lunch

12:30 - 1:00 Specials plan time	Core	Core	Core	Core	Core	Core
1:00 - 1:45 FLES block from 1 - 2	Core	Core	Specials - 2 classes to FLES from 1 - 1:30 2 to rotation from 1:00 - 1:45	Specials - 2 classes to FLES from 1:30 - 2 & 2 classes to rotation from 1:00 - 1:45	Core	Core
1:45 - 2:45 for PE 2 - 2:45 for rotation	Core	Core	Core	Core	Specials 2 to PE for 30 minutes from 2 - 2:30 & 2 classes to rotation from 2 - 2:45	Specials 2 to PE for 30 minutes from 2:30 - 3:00 & 2 classes to rotation from 2 - 2:45
2:45 - 3:30	Specials— not daily and/or shortened time	Specials— 2 classes to FLES from 2:45-3:15 & 2 classes to rotation from 2:45- 3:30	Core	Core	Core	Core

Board of Education Meeting  
March 9, 2015

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

[illegible]