



Glen Ellyn School District 41

A K-8 district serving parts of Carol Stream, Glendale Heights, Glen Ellyn, Lombard and Wheaton

Dr. Ann K. Riebock, Superintendent

MINUTES

GLEN ELLYN SCHOOL DISTRICT 41

BOARD OF EDUCATION REGULAR MEETING

JANUARY 14, 2013 - 7:30 PM

**CHURCHILL SCHOOL
240 GENEVA ROAD
GLEN ELLYN, ILLINOIS**

Call to Order

Board President Erica Nelson called the January 14, 2013 Board of Education meeting to order at 7:30 p.m.

Pledge of Allegiance

Vice President Drew Ellis led in the Pledge of Allegiance.

Electronic Participation

Board member John Kenwood was not able to attend the meeting in person due to an employment-related obligation. In accordance with District 41 policy, Mr. Kenwood notified the superintendent's office that he would not be physically present for the Board meeting, but would like to participate in the meeting by phone.

Board members Terra Howard moved and Sam Black seconded to approve Mr. Kenwood's participation by phone in the Board meeting. On a roll call vote answering "Aye:" Vondrak, Howard, Black, Ellis, Smith and Nelson; answering "Nay": None. Motion carried.

Mrs. Nelson noted that Superintendent Dr. Ann Riebock was not able to attend the meeting in person and would be participating by phone.

Roll Call

Upon the roll being called, the following Board members answered present: Steve Vondrak, Dan Smith, Jr., Terra Costa Howard, Sam Black, Drew Ellis and Erica Nelson. John Kenwood joined the meeting at 9:00 p.m.

Public Participation

Board President Erica Nelson welcomed attendees and asked that members of the audience wishing to address the Board limit comment to three minutes and provide the Board with copies of any written material.

David Rojas, Lora Back, Stephanie Clark, Teresa Milich and Kevin Rath, commented on the Think Tank work. Below is a summary of their comments.

- Consider the impact of a new board and superintendent on the Think Tank project
- Lack of teacher and parent support
- Professional development concerns
- Lack of data available on Targeting Learning Time (TLT)
- What is the measurement(s) for improvement
- Heterogeneous groupings for social studies and literacy
- Won't work if Hadley is not on board
- Concern about imminent change if the Common Core standards change again
- Space and safety issues specifically as they relate to the portable classrooms
- Change is too drastic and the pace too quick
- Consider piloting
- Lack of planning and improper implementation will have a negative impact on the district's reputation for great schools and student education
- Parent Kevin Rath asked that the following be read into the record in response to Dr. Riebock's, opinion letter in the January 10th, 2013, [Glen Ellyn News](#)

"As a lifelong resident of Glen Ellyn, I was appalled by District 41 Superintendent Ann Riebock's recent letter that appeared in the Opinions section of this paper concerning the Think Tank initiative (which also happened to be covered in a news story in the same publication) currently under consideration.

We all know that we must change and evolve in this world not only to survive, but also to thrive. I know that I am attached to Abraham Lincoln School not just because my two children are students there, but because I am a former District 41 student myself. As a parent, when my oldest came home from school and described scenes of alleged bullying happening on the playground I felt it was my responsibility to become involved in the Anti-Bullying Task Force which convened in 2010. The theme that emerged from that group was "Building a Culture of Care". I pride myself on having an open mind, but I sincerely question the "Culture of Care" that this district's administration has for its parents, teachers, and most importantly, its students.

What boggles my mind is the path - if it could even be called that - the Think Tank initiative has taken and the swiftness that the proposed changes would take place. The Think Tank convened over 18 months ago to take a systemic and long-term look at how the District could better serve its students. Given that the teachers and administrators spent that amount of time on this subject shows that there was a lot of thought put into the process. What hasn't received the same amount of attention from the group is the proposition that the changes that are being discussed should or should not be implemented this fall district wide.

Make no mistake - we are not afraid of change. In fact, there are some good ideas that are coming out of the Think Tank process. Where things tend to break down can be compared to much the same way our politicians these days seem to work together. People who are strongly in favor of this initiative have not adequately explained the issues and proposals and therefore have turned to saying that anyone who opposes or questions this process doesn't understand the issue or is bullying their opponent.

That couldn't be further from the truth. The comments I've heard and seen between concerned parents show the level of discourse to be respectful. However, we do have pitchforks and torches (read: passion) for a reason. We have been burned in the past - or know someone who has - by this district's lack of follow through when it comes to making changes to curriculum. And we will not stand idly by while the district experiments in curriculum changes that even they admit doesn't have much proven research to back it up.

I encourage everyone to go to d41parents4change.org. Dr. Riebock is correct; there is a lot to grapple with. However, this group has thoughtfully researched the main sticking points in this

conversation and presented feasible solutions to act on. The group is only requesting that the district take more time and present a better model for our children. Their objective can also be found on a petition being circulated online and also on paper to request a stop implementation for next fall."

Presentations, Reports and Initiative Updates

Churchill School Presentation: Churchill principal Scott Klespitz provided the Board with an update via PowerPoint and video on the [Wolfpacks](#) initiative which was started this year at Churchill.

Mr. Klespitz explained that the idea came from the Anne Fox School in Schaumburg District 54. Students are organized into 50 Wolfpacks. Each pack consists of approximately 12 to 14 students (K-5) and one adult staff member (teachers and support staff). Packs meet monthly for one hour; 30 minutes in a pack activity related to the District's [Learner Characteristics](#), and 30 minutes in a school assembly. Every member has a big buddy/little buddy and the program is designed to provide students and staff with an opportunity to build positive relationships with people that they may not normally have the chance to on a daily basis.

Mr. Klespitz said they are working on some of the challenges and continue to learn how to make the initiative more productive.

Mr. Klespitz concluded by noting his pride in the initiative and thanking staff who contributed to putting together the presentation and video

Action Items

A. Consent Agenda: Mrs. Nelson asked if there were any items Board members would like removed from the consent agenda to be considered separately. Hearing none,

Board members Drew Ellis moved and Sam Black seconded to approve the recommendations and reports contained in the consent agenda which included:

1. *Human Resources*
 - a. *Personnel Report*
 1. *Employment Recommendations*
 2. *Resignations*
2. *Other Matters*
 - a. *Board Meeting Minutes*
 1. *December 10, 2012 Public Hearing and Regular Meeting*
 2. *December 10, 2012 Regular Meeting-Closed Session*

On a roll call vote answering "Aye": Vondrak, Howard, Black, Ellis, Smith, Kenwood and Nelson; answering "Nay": None. Motion carried.

B. Superintendent's Recommendations: There were no additional items recommended for action.

Superintendent's Report

Assistant Superintendent for Teaching, Learning and Accountability Karen Carlson gave the following report on behalf of Superintendent Dr. Ann Riebock, who participated in the meeting by phone.

- A. The reopening of the schools following winter break went well.
- B. Think Tank: Mrs. Carlson provided an update on Think Tank work noting that there were more parent meetings scheduled for January 16 and January 23 as well as informal teacher-parent sessions that will be held by the principal at each of the elementary buildings. More specific information will be shared by building principals. Mrs. Carlson thanked GEEA for sharing the results of an anonymous questionnaire that was administered prior to Winter Break and for their assistance in gathering teacher perspectives to assist Think Tank in gauging teacher supports. There is also an

additional opportunity for teachers to come together to talk further about Think Tank on January 17.

Think Tank has two full day meetings scheduled between now and February 1st to process all of the Think Tank feedback it has received from parents and staff. The projected date for presenting the Board with a recommendation and timeline is February 25, 2013.

Board Reports

A. Committee Reports

1. Finance & Facilities Committee: By Drew Ellis. Highlights included a presentation by auditors on the CAFR and recommendation on the continuation of the Pre-K program, Data Warehouse, Hadley Summer Painting Projects and an upgrade to the Security Equipment at all of the District buildings.
2. Policy Committee: No report given.

B. Other

1. Mrs. Nelson reported on the following:
 - PTA Executive Council meets once a month prior to board meetings. Highlights included: The possibility of reinstating of the Safety Liaison to Council. Discussed an idea around 90 second learning snacks focused on parent education (podcasts or webcasts). Mr. Ciserella attended the meeting and facilitated a good conversation on safety.
 - Superintendent's search process: A meeting is scheduled for 1/17 to review candidate applications. January 25 and 26 are the dates for the semi-finalist interviews and January 30-31 and February 1 are finalist interviews.
 - Calendar Committee: Dr. Riebock will soon convene the Calendar Committee to develop the 2013-2014 school calendar and Dan Smith has agreed to continue as the board representative.

Discussion Items

- A. Foreign Language Recommendation: Karen and Katie McCluskey provided the Board with a [Foreign Language Presentation](#) on the administrative recommendation for implementation of both a Dual Language and Foreign Language Program in all the District 41 elementary schools. Mrs. Carlson noted that last year the Board received an update and an initial recommendation on the Foreign Language Planning Grant as part of a Long Range Plan renewal. Below is a summary of the program recommendations.

Dual Language

1. Begin with a Spanish Dual Language Program at Churchill School in the 2013/2014 school year using the 50/50 model, beginning with kindergarten, adding a grade level a year.
2. The FLES/Dual Language Steering committee will design all aspects of the program during the 2012/2013 school year.
3. Consider adding additional Dual Language/Immersion programs based upon the success of the Spanish Dual Language Program.

Program Needs	Cost	Total	Total Yearly Cost
Curriculum Resources	\$5,000	\$5,000	
Professional Development	\$7,500	\$7,500	
Transportation (2 Routes)*	\$30,000	\$30,000	
Total Yearly Cost			\$42,500

Dual language priority will be given to Churchill students. If additional spots still remain they will be opened up through a lottery to the rest of the District. The District will need to continue to offer

transportation for the bilingual students. Transportation for English students who will be attending the program at Churchill is being considered and will be further discussed.

FLES

Implement a FLES program at all four elementary schools in the 2013/2014 school year beginning with first grade. (30 minutes a day). For each subsequent year another grade level would be added. Research shows that it is most effective to implement a new program in only one grade level and add another grade each year. This is due to the need for curriculum development and for the cost to complement the gains. If a program is developed at every grade level in the first year, the curriculum will need to be re-written each year at every grade level to make it age appropriate. In addition, for the first three to four years of implementation students would have to continue to enroll in Spanish 1 at the middle school level due to minimal exposure to language development.

Program Needs	Cost	Total	
Year 1	Salaries \$110,000	\$134,000	
2 FTE FLES teachers	Benefits \$24,000		
Materials/Resources	\$10,000	\$10,000	
Professional Development	\$2,500	\$2,500	
Curriculum Writing	\$15,000	\$15,000	
Total Year 1			\$161,500
Year 2	Salaries \$224,400	\$273,360	
4 FTE FLES teachers	Benefits \$48,960		
Materials/Resources	\$10,000	\$10,000	
Professional Development	\$3,000	\$3,000	
Curriculum Writing	\$15,000	\$15,000	
Total Year 2			\$301,360
Year 3	Salaries \$343,376	\$418,294	
6 FTE FLES teachers	Benefits \$74,918		
Materials/Resources	\$10,000	\$10,000	
Professional Development	\$3,500	\$3,500	
Curriculum Writing	\$15,000	\$15,000	
Total Year 3			\$446,794
Year 4	Salaries \$467,112	\$569,026	
8 FTE FLES teachers	Benefits \$101,914		
Materials/Resources	\$10,000	\$10,000	
Professional Development	\$4,000	\$4,000	
Curriculum Writing	\$15,000	\$15,000	
Total Year 4			\$598,026
Year 5	Salaries \$595,798	\$725,788	
10 FTE FLES teachers	Benefits \$129,990		
Materials/Resources	\$10,000	\$10,000	
Professional Development	\$4,500	\$4,500	
Curriculum Writing	\$15,000	\$15,000	
Total Year 5			\$755,288
5 Year Total			\$2,262,968

Additional Information & Costs

A reading/math interventionist is needed for the dual language program. The estimated salary for this position is \$55,000 plus \$12,000 in benefits. Additional instructional aides may be needed in subsequent years if enrollment numbers warrant them. The estimated cost is \$32,000 per employee, (including salaries & benefits).

Once implemented, the District will determine what, if any, changes will need to be made with the junior high curriculum and eventually the high school curriculum.

The Board asked for clarification on how the proposed dual language program will differ from the current bilingual program. The program would begin with one dual language kindergarten section in the morning and one in the afternoon; a grade level would be added each year. Students in the dual language program would not receive FLES. Dual language priority will be given to Churchill students first. If additional openings remain they will possibly be opened up through a lottery to other schools which would mean the children would need to be bused to Churchill. Discussion focused on scheduling and the financial sustainability of the program. Mr. Ciserella noted that a five-year projection which includes the cost of dual and foreign language programs are financially sustainable. It was also noted that English speakers will be chosen on a volunteer basis and that FLES would become a mandatory program in the core subjects.

The Board is expected to take action on the matter at its January 28, 2013 Regular Board meeting.

Upcoming Meetings

- A. January 17, 2013 Special Meeting, 5:30 p.m., Central Services Office
- B. January 25, 2013 Special Meeting, 5:00 p.m., Central Services Office
- C. January 26, 2013 Special Meeting, 8 a.m., Central Services Office
- D. January 28, 2013 Regular Meeting, 7:30 p.m., Central Services Office

Other

There were no other matters considered by the Board

Public Participation

- Bruce Currie, parent and bilingual teacher in Joliet was in support of the dual language recommendation but noted that the Think Tank strategy does not support the SIOP model of thematic units and could present logistical challenges.
- Mary Campagna said that she was impressed with the process and ultimately recommendation for Foreign Language for elementary grades. She noted it was a slow methodical process, would like to see Think Tank follow the same process and would like to see how the foreign language recommendation is aligned with Think Tank.
- Jennifer Rath asked if the GEEA survey results could be shared with the public at a future meeting and asked for clarification on the Think Tank timeline. Mrs. Rath reiterated concerns regarding safety, specifically related to the portable classrooms.

Mrs. Nelson thanked members of the audience for their comments.

Adjourn to Closed Session

At 9:28 p.m., Board members Terra Howard moved and Drew Ellis seconded to adjourn to closed session to discuss the following matters:

- A. Collective negotiating matters between the District and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees.*
- B. The purchase or lease of real property for the use of the District, including meetings held for the purpose of discussing whether a particular parcel should be acquired.*
- C. 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" Howard, Black, Ellis, Smith, Kenwood, Vondrak and Nelson; answering "Nay:" None. Motion carried.

Mrs. Nelson noted that the Board may take action on an employment matter when it returned from closed session.

Return to Open Session

The Board returned to open session at 11:08 p.m.

Action Item

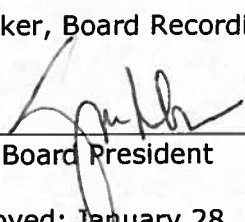
Employment: *Board members Drew Ellis moved and Sam Black seconded to approve the administration's recommendation for a three-day suspension of an employee without pay as discussed in an earlier closed session. On a roll call vote answering "Aye": Black, Ellis, Smith, Kenwood, Vondrak, Howard and Nelson; answering "Nay": None. Motion carried.*

Adjournment

Board members Steve Vondrak moved and Drew Ellis seconded to adjourn the January 14, 2013 regular meeting at 11:08 p.m. Motion carried on a unanimous voice vote.

Respectfully submitted,

Maureen Stecker, Board Recording Secretary


Erica Nelson, Board President


Terra Costa Howard, Board Secretary

Minutes approved: January 28, 2013

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

Date: January 14, 2013

Title: Personnel Report – Final

Contact: Laurie Campbell, Director of 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
Janice Jacklich	Forest Glen	Special Ed Aide (.5 FTE)	\$11.90 per hour/\$3,837.68	January 23,2013
Jessica Lustyk	Hadley	Special Ed Aide	\$11.90 per hour/\$7,675.37	January 23,2013
Elizabeth Oomens	Churchill	Food Server (2.75 Hours)	\$11.50 per hour	January 07,2013
Erik Ventura	Churchill	Head Custodian	\$14.96 per hour/\$12,686.08	January 29,2013

Resignation:

Name	School	Position	Effective Date
Christopher Heasty	Franklin	Special Ed Aide (on leave of absence)	December 20,2012
Micki Stern	Lincoln	Special Ed Aide (0.5 FTE)	December 21,2012
Alexandria Tannenbaum	Hadley	Performing Arts Club - Poetry Club	2012-2013 school term

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