

**JUNE 18, 2018**  
**WILMETTE, IL**  
**REGULAR MEETING**

A regular meeting of the Board of Education was held on Monday, June 18, 2018 at the Mikaelian Education Center, 615 Locust Road, Wilmette, Illinois. President Mark Steen called the meeting to order at 7:00 p.m.

Members Present: Mark Steen, Jon Cesaretti, Tracy Kearney, Frank Panzica, Alice Schaff,  
 Lisa Schneider-Fabes, Ellen Sternweiler

Members Absent: None

Administrators Present: Ray Lechner, Gail Buscemi, Heather Glowacki, Katie Lee, Denise Thrasher

**PLEDGE OF ALLEGIANCE**

Principal Rachel Filippi introduced McKenzie Student Council members who shared their favorite student council activities and then lead the Pledge of Allegiance.

**ANNOUNCEMENT**

Mr. Steen reminded everyone that this is a public meeting and all are among neighbors and fellow residents. He stated appropriate conduct is expected from everyone. He asked that people speak only when called upon, that everyone treat each other kindly and with proper respect, and refrain from distracting behaviors such as such as loud conversations, cheering, clapping, or booing.

**APPROVE THE MINUTES**

Mr. Panzica moved, seconded by Mrs. Schaff, to accept the minutes of the May 21, 2018 Regular and Executive Session Meetings. The minutes were approved as submitted by **General Consent**.

**PUBLIC COMMENTS**

None

**Board Reports**

School Finance Committee – Mr. Panzica reported the committee met as part of the Committee of the Whole on June 11<sup>th</sup>. He stated the committee discussed ways to finance Kindergarten Enrichment. Also discussed were student fees for an after-school jazz ensemble and after school clubs at Highcrest and Wilmette Junior High. The committee also reviewed property tax appeals since 2007. As part of the expenditure review they examined Student Services and identified Cross Categorical Services for deeper study.

Facilities Development – Mrs. Schaff stated the committee met as part of the June 11<sup>th</sup> Committee of the Whole. The two topics discussed were Highcrest Phase II construction, which adds a learning commons and upgrades to special education classrooms including a life skills center. The proposed learning commons utilizes some of the current courtyard garden space, which is a concern to some residents. A new committee will be formed to meet in the fall to discuss improvements to the garden, integrating the learning commons to the garden, and adding a new garden space.

Mrs. Schaff noted Kindergarten Enrichment has been an ongoing exploration that began with space studies at elementary schools, review of operating costs, and obtaining parent interest in the program. She reported modular classrooms were explored as an option to offer enrichment classes sooner and reduce capital costs. Members visited modular classrooms in a neighboring district and discovered costs were higher than anticipated. She stated the committee no longer recommended modular units due to safety concerns and higher costs. The committee proposed a two-phase construction project to add classrooms to all four elementary schools which would provide kindergarten enrichment classes beginning in school year 2020-2021. The next meeting is August 20<sup>th</sup>.

Strategy – Mrs. Schaff reported the committee met as part of June 11<sup>th</sup> Committee of the Whole. The committee chose its 2018-2019 CRC topic for research and reviewed the 2017-2018 Strategic Plan. The next meeting is August 27<sup>th</sup> before the Board of Education meeting.

### **Liaison Reports**

Community Review Committee – Mrs. Sternweiler stated the CRC committee met June 4<sup>th</sup>. Dr. Lechner reviewed the strategic plan updates with focus on Highcrest construction and kindergarten enrichment. The CRC Board approved its final report on differentiation and personalized learning, which would be presented later. The committee elected new officers for 2018-2019 with Maggie O'Brien elected as President and Stephanie Donovan as Vice President. The committee chose K-4 Mobile Learning as their research topic for 2018-2019. The next meeting is September 11<sup>th</sup>.

### **Legislative Update**

Mrs. Kearney reported both the House and Senate agreed to a budget which Governor Rauner signed. She reported on updates to House Bill 109 and Senate Bill 1947. She stated that Budget Implementation Bill (BIMP) HB3342 contained cost savings including a reduction from 6% to 3% for end of service salary increases. It also contained optional buy out provisions for some Tier 1 and Tier 2 Teacher Retirement System (TRS) employees. Mrs. Kearney added two bills that passed outside of the budget; one to mandate statewide teacher salary increases and a teacher shortage bill.

## **INFORMATION ITEMS**

### **A. Written Communication**

Dr. Lechner stated the Board received written communication from Katie Scullion regarding the New Trier ERB/CTP-4 eighth grade placement test results and from Karen Glennemeier regarding the Highcrest Learning Commons and Outdoor Classroom.

### **B. Administrative Announcements**

Dr. Lechner stated eighth grade graduation was held June 12<sup>th</sup> at New Trier Gates Gym. He noted 444 eighth graders proudly move forward into high school. Next year's tentative graduation date is Tuesday, June 11<sup>th</sup>, 2019.

Dr. Lechner stated as all of the official business has been addressed for Fiscal Year 2018, the July Board of Education meeting would be cancelled. The next Board of Education Meeting is August 27<sup>th</sup> beginning with the budget hearing with the regular meeting to follow.

Dr. Lechner stated the Board would be asked to approve a Support Staff Union (SSU) Letter of Agreement as part of the Consent Agenda. He noted the technology stipends listed in the SSU contract no longer meet the needs of the District. The agreement allows for revised technology stipends to reflect current technology needs and were previously reviewed by the Board.

Dr. Lechner stated according to the Community Review Committee (CRC) By-laws, the Board is required to approve members-at-large. Beth Alpert, Allison Buonamici, and Erin Stone have been recommended as members-at-large for next year's CRC.

Dr. Lechner reported the District received three FOIA this month: Stephen Chichelli of SmartProcure requesting any/all purchasing records from February 21, 2018 to present; James Bachman of the Illinois Retired Teachers Association (IRTA) requesting names and information for 2018 retiring teachers; Jim Cupples requesting superintendent contract information.

## **C. Strategic Plan Updates**

### **1. Community Review Committee (CRC) Report**

CRC President, Meg Kahdeman, presented the report on Differentiation and Personalized Learning. She explained differentiation is an approach in which educators actively teach to students with different learning needs. The committee's recommendations were to support teacher's differentiated instruction by providing opportunities for peer observations in and out of district and to consider having principals select teachers as 'mentors' or 'experts' in specific content areas. Another recommendation was to have consistent grade level subject structure across the District that supports differentiation and drives student achievement. The committee also requested additional professional development and resources including recommendations for technology tools/applications and programs. They also suggested evaluating how to better utilize the common planning time already available for improved collaboration.

Ms. Kahdeman explained that personalized learning is a hot topic in education. She stated the major focus is on high tech computer-based methods for education delivery. She stated CRC had a presentation from Northwestern professor Dr. Reed Stevens and one of the developers of FUSE Studios, the personalized learning curriculum that Northwestern developed. The committee's research found that personalized learning is a combination of low and high technology and is incorporated as part of the curriculum but spreads to others subjects organically. The committee defined personalized learning as an instructional approach where learning is student driven and student initiated. Students exercise their voice, choice, and pace of learning as well as how/when they learn. The committee recommended evaluating existing personalized learning programs and preset packages of personalized learning projects as a way of introducing this approach to students. The committee believed careful and thoughtful implementation would enhance the educational experience for all students, especially where students are marginalized or previously disengaged.

Board members discussion included when leveled classes begin as part of subject level structure in elementary school; consistency of curriculum for high and low achievers; pulling or grouping students based on preassessment of skills; learning commons influence on personalized learning and differentiation; how personalized learning projects trickle into other curriculum areas; classrooms with self-direction being chaotic for students with attention issues; personalized learning classes allowing peer mentoring opportunities; the importance of students needing structure to set their own growth targets; knowing how change in growth works, not just observing achievement; using teacher collaboration time more effectively; how well District 39 students are prepared for New Trier; having District 39 develop its own terminology for personalized learning.

### **2. Kindergarten Enrichment**

Ms. Lee stated the half day fee-based kindergarten enrichment program serves as a step toward the long-term goal of full day kindergarten. The research began with the elementary school's space study by STR Architects estimating a cost of \$5.7M for two classroom additions at each school.

Administration surveyed families to obtain interest in a tuition based half-day program at a rate of \$6,500. Survey results found 70% of families were interested in a fee-based program. The Board then requested more space and funding options. The administration suggested modular units but decided against them as they had security issues and were more expensive than anticipated. The two-phase construction plan for classroom additions was proposed having two elementary schools for each phase. The two-phase plan softens the impact on District fund balances by spreading the cost of construction over four years while allowing a review of program effectiveness and measuring sufficient parent interest.

Mrs. Schneider-Fabes stated after decades of searching for a solution toward full day kindergarten, this was the compromise the District has waited for. Mr. Panzica specifically thanked Mrs. Buscemi for providing options for the Board to consider and work through to get to a stable position. Mrs. Schneider-Fabes wanted to express her thanks to the parent who proposed the enrichment idea and to Mrs. Kearney who suggested separating and staggering the construction. Mr. Steen thanked this Board and previous Boards and the administration for finding a potential solution to decades of requests by the community for a full day program.

### 3. Review of the 2017-2018 District 39 Strategic Plan

Ms. Lee reported the strategic plan initiatives were divided into three sections: new strategic initiatives, continuing strategic initiatives, and annual business. She and additional administrators provided the status of each goal, gave a summary update along with applicable next steps for the following: Kindergarten Enrichment, District 39 Instrumental Music Program, Personalized Learning, School Climate: Creating a Culture of Empathy, Student Growth: Response to Growth Intervention (RtGI), School Attendance, Sustainability Planning and Practices, Learning Commons, Curriculum Review and Implementation, and Student School Day and Schedule.

Board discussion ensued regarding sharing the student profile with parents, reemphasizing the four-quadrant approach to RtGI, many incident reports were filed and only two were identified as bullying cases, using eduCLIMBER to monitor behaviors and incidents, how often students are screened and types of questions asked regarding social emotional learning, if teachers and administrators overly burdened in this culture of reporting, eduCLIMBER has the ability to track and generate reports for many types of information including attendance, if the possibility of a junior varsity band or 'band light' was still in the plan, related arts progression offering additional types of instruments, if the RtGI growth metrics would be measured from fall to fall or fall to spring, and comparing fall to spring growth data from year to year.

Mrs. Schaff thanked the administrators for the dynamic report and all of their work on these initiatives. She commented on the culmination of several huge projects that have been worked on over the years such as kindergarten enrichment, the instrumental music program, monitoring student growth, the school day schedule, building five dynamic learning commons, report cards and attendance. She congratulated everyone on these major accomplishments.

## D. Annual Business

### 1. Resolution Authorizing July Bill Payments

Dr. Lechner stated as the Board does not meet in July, this resolution enables the treasurer to fulfill the required financial obligations between June 18, 2017 and August 27, 2018 Board meetings.

### 2. Administration Transitions

Dr. Lechner stated as Ellen Crispino succeeds Gail Buscemi as the District 39 Business Manager, the Board needs to approve the following (items a-d) appointing Ellen as the school treasurer, authorized agent, new signatory, and WCSEA Advisory Board member.

- a. Resolution Appointing a School Treasurer
- b. Authorized Agent for IMRF, SELF, SSCIP and PMA
- c. New Signatory for Activity Fund, Payroll, and General Bank Accounts
- d. Wilmette Community Special Education Agreement Advisory Board Member
- e. First and Final Reading of Revised Board of Education Policies 2:260, 5:20, 7:20 and 7:180  
Dr. Lechner also stated with the retirement of Dr. Denise Thrasher, four policies needed to be updated as the policies name specific staff. Policies 2:260 *Uniform Grievance Procedure* and 5:20 *Workplace Harassment Prohibited* will now list Katie Lee as a Complaint Manager. Policies 7:20 *Harassment of Students* and 7:180 *Preventing Bullying and Other Aggressive Behaviors* now list Romy DeCristofaro as the Complaint Manager.

### 3. Illinois School Treasurer Bond

Dr. Lechner stated this bond is an annual renewal. The bond requirement is 25% of the District's highest cash balance throughout the fiscal year, the bond amount will remain the same as last year at \$14 million, the renewal premium remains the same as last year.

### 4. Fiscal Year 2019 Student Fees

#### a. HMS/WJHS After-School Programming

Dr. Lechner stated with the dissolution of Youth Connection at the end of this school year, the District's plan is to fill this void and maintain after-school programming for students and families. The after-school programs are the Highcrest Hawk Nest and WJHS Wolf Den. These drop-in programs will cost \$4.00 a day. He noted funds are available for students needing financial support.

Mrs. Kearney questioned if this was a request to approve the program. Dr. Lechner explained this is a request to approve the fees and noted the public has been made aware of the transition from Youth Connection to the after-school programs.

#### b. Jazz Ensemble

Dr. Lechner stated there would be a new offering for Jazz Ensemble as an extra-curricular program after-school for 7th & 8th grades. The program will offer twenty-nine after-school rehearsals for a fee of \$125 per student.

Mrs. Kearney asked if jazz ensemble students' families were aware of this change and how many students would be affected. She also asked why a fee would be assessed when there are no fees currently. Dr. Lechner stated the families were not aware of the change and 12-15 students per grade level would be affected. Dr. Lechner explained the cost currently is loss of students' academic time and changing it to an extra-curricular activity requires a fee.

## **E. Board Policy Review**

### 1. Second and Final Reading of Revised Board of Education Policies 6:280, 6:290, 6:340, 6:341, 6:342

Dr. Glowacki stated three of the five policies have been updated to reflect many of the suggested edits from the first reading. She noted Policy 6:341 Research and 6:342 Equal Educational Opportunity are recommended for deletion as the content of these two policies are contained in other policies.

## **PUBLIC COMMENTS**

Sally Ann Garner, Wilmette, thanked the Board for providing a kindergarten enrichment program allowing children, such as her grandchildren, the ability to remain in one school building and not transition from program to program throughout the day.

## ACTION ITEMS

### A. Consent Agenda

Mr. Panzica moved, seconded by Mrs. Schaff, to approve the personnel report dated June 18, 2018 which included licensed full-time employment of **Melanie Angarone**, effective August 28, 2018; **Alex Blomarz**, effective August 28, 2018; **Katie Brouman**, effective August 28, 2018; **Alicia Ethen**, effective August 28, 2018; **Anthony Haduch**, effective August 28, 2018; **Joan Hartmann**, effective August 28, 2018; **Katherine Marr**, effective August 28, 2018; **Elisabeth Owens**, effective August 28, 2018; **Nathan Rahn**, effective August 28, 2018; **Alicia Retzinger**, effective August 28, 2018; **Catherine Ruiz**, effective August 28, 2018; **Leah Samuels**, effective August 28, 2018; educational support personnel full-time reemployment of **Mark Austin**, effective August 27, 2018; **Kaitlan Johnson**, effective August 27, 2018; **Shalla Lakhani**, effective August 27, 2018; **Timothy Stillman**, effective August 27, 2018; educational support personnel full-time employment of **Frantz Pierre**, effective June 18, 2018; temporary employment of **Matthew Allen**, effective June 19, 2018; **Laura Anda**, effective June 19, 2018; **Alan Arens**, effective June 19, 2018; **Lauren Ayala**, effective June 19, 2018; **Danielle Baker**, effective August 28, 2018; **Betsy Russell**, effective June 19, 2018; **Henry Tarbox**, effective June 19, 2018; **Madalyn Welter**, effective June 19, 2018; licensed resignation of **Austin Gregorcy**, effective June 15, 2018; **Christopher Korinek**, effective June 15, 2018; **Lindsay McNaught**, effective June 15, 2018; **Sophie Wang**, effective June 15, 2018; **Shanshan Zhang**, effective June 15, 2018; educational support personnel resignation of **Rachel Berzon**, effective June 15, 2018; **Michael Hart**, effective June 15, 2018; **Diamanto Gikas**, effective June 5, 2018; **Philip Goode**, effective June 15, 2018; **Dale Laackman**, effective June 15, 2018; **Janine Laverdiere**, effective June 15, 2018; **Kiersten Smith**, effective June 15, 2018; **Emma Whitehall**, effective June 15, 2018; tenured leave of absence for **Deborah Greer**, for the 2018-19 school year; licensed request from sick leave bank for **Employee 15777**, grant 5 days from WEA sick leave bank: approve the Support Staff Union (SSU) Letter of Agreement dated June 18, 2018 indicating changes to technology stipends: approve Beth Alpert, Allison Buonamici and Erin Stone to serve as a members-at-large on the Community Review Committee (CRC): approve the resolution dated June 18, 2018 authorizing payment for goods and services between now and the next board meeting scheduled for August 27, 2018: adopt the Resolution dated June 18, 2018 appointing Ellen Crispino succeeding Gail Buscemi as Wilmette Public Schools, Cook County District 39 Treasurer: approve Ellen Crispino as the authorized agent for Illinois Municipal Retirement Fund, the School Employees Loss Fund and Suburban School Cooperative Insurance Pool effective July 1, 2018. In addition, adopt the Resolution Reauthorizing Participation in the Illinois School District Liquid Asset Fund by the Board of the school district on behalf of which the treasurer acts: approve Ellen Crispino, succeeding Gail Buscemi, Treasurer, as new signatory for the Activity Fund, Payroll, and General bank accounts effective July 1, 2018: approve the appointment of Ellen Crispino as the District 39 Advisory Board Member on WCSEA: approve the renewal of the State of Illinois School Treasurer Bond in the amount of \$14,000,000.00: approve the HMS/WJHS after-school programming fee at \$4 per day: approve the Jazz Ensemble fee of \$125 per student: approve as first and final reading of revised Board of Education Policies 2:260 *Uniform Grievance Procedure*; 5:20 *Workplace Harassment Prohibited*; 7:20 *Harassment of Students*; 7:180 *Preventing Bullying and Other Aggressive Behaviors*: approve as second and final reading revised Board of Education Policies 6:280 *Grading and Promotion*; 6:290 *Homework*; 6:340 *Student Testing and Assessment Program*; 6:341 *Research*; 6:342 *Equal Educational Opportunities*: approve the accounts payable for bills listed between May 22, 2018 – June 18, 2018 in the following amounts: Educational Fund \$364,641.71; O&M Fund \$331,645.48; Debt Service \$101,346.25; Transportation Fund \$193,885.51; Capital Projects \$114,365.00; Tort Fund \$12,450.00; total all funds: \$1,118,333.95: to approve the manual checks issued between May 22, 2018 – June 18, 2018 in the following amounts: Educational Fund \$532,206.44; O&M Fund \$3,184.61; Transportation Fund \$4,344.87; total all funds: \$539,735.92.

On a roll call vote on the motion, voting “yea” – Jon Cesaretti, Tracy Kearney, Frank Panzica, Alice Schaff, Lisa Schneider-Fabes, Ellen Sternweiler, Mark Steen; voting “nay” – none; absent –none:

**Motions Carried.****CONFERENCE ITEMS****Old Business**

None

**New Business**

None

**Good and Welfare**

Mr. Steen addressed both Mrs. Buscemi and Dr. Thrasher as this was their last Board meeting before retirement. He noted Mrs. Buscemi's history of 18 years in the education field with over 9 years in District 39 and Dr. Thrasher's 10 years in District 39 and over 40 years in education. He thanked them both for their services to the District.

Mr. Panzica moved, seconded by Mrs. Schaff, to adjourn to executive session to discuss collective bargaining, potential litigation, specific personnel and student discipline.

On a roll call vote on the motion, voting "yea" – Jon Cesaretti, Tracy Kearney, Frank Panzica, Alice Schaff, Lisa Schneider-Fabes, Ellen Sternweiler, Mark Steen; voting "nay" – none; absent – none:

**Motion Carried.**

The meeting adjourned to executive session at 8:58 p.m. and returned to the regular meeting of the Board of Education at 9:46 p.m.

Being no further business, Mr. Panzica moved, seconded by Mrs. Schaff, to adjourn the regular meeting of the Board of Education. It adjourned at 9:46 p.m. by **General Consent**.

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 President

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 Secretary