

**BOARD OF EDUCATION  
COMMUNITY CONSOLIDATED SCHOOL DISTRICT 64**

**Minutes of the Regular Meeting held at 7:30 p.m.**

**January 28, 2013**

**Jefferson School - Multipurpose Room  
8200 N. Greendale Avenue, Niles, IL**

Board President John Heyde called the meeting to order at 7:02 p.m. Other Board Members present were Sharon Lawson, Dan Collins, Pat Fioretto, Scott Zimmerman, and Anthony Borrelli. Board Member Eric Uhlig joined the meeting at 9:45 p.m. during the closed session. Also present were Superintendent Philip Bender, Assistant Superintendents Joel T. Martin and Lori Hinton, Director of Technology Terri Bresnahan, Director of Special Education/Pupil Services Jim Even, Director of Facility Management Scott Mackall, Public Information Coordinator Bernadette Tramm, Assistant Business Manager Brian Imhoff, Coordinator of Extended Day & Preschool Services Leslye Lapping, and 25 members of the public.

Board of Education meetings are now being videotaped and may be viewed in their full length from the District's website at:

<http://www.d64.org/subsite/dist/page/board-education-meetings-984>

The Board convened a Committee-of-the-Whole on Finance at 7:03 p.m.

The Board adjourned from the Committee of the Whole on Finance at 7:57 p.m. and following a brief recess, resumed as a Regular Board meeting at 8:06 p.m.

In addition to the persons listed above, also present at the regular meeting were approximately 20 additional members of the public.

**PLEDGE OF ALLEGIANCE AND WELCOME**

Pledge of Allegiance  
and Welcome

Jefferson Coordinator Leslye Lapping introduced a video of preschool students reciting the words of the Pledge and a second video of students leading the Pledge for those at the meeting. Ms. Lapping presented an overview of Jefferson, which has more than 80 part- or full-time staff members who serve close to 500 students attending programs each week; she noted Jefferson also was home to the District's Technology department and also to staff who provide services to private/parochial school students. A series of staff members and parents then offered perspectives on the impact of the range of programs and services provided at Jefferson through its preschool program, Early Childhood Diagnostic Team, extended day Kindergarten, after school child care, and many other specialized services. President Heyde thanked Ms. Lapping, staff and parents for welcoming the Board to Jefferson and offering a personal view of the impact the school's services have on families' lives.

**PUBLIC COMMENTS**

There were no public comments.

Public  
Comments

**RECOGNITION OF IASBO DESIGNATION PROGRAM  
RECIPIENT**

Facility Management Director Mackall introduced 18-year maintenance employee Dave Franz, and presented him with a certificate for completing the Facility Designate Program offered through the Illinois Association of School Business Officials. Mr. Franz thanked District 64 for the opportunity to pursue this professional development opportunity. The Board congratulated Mr. Franz for this achievement.

Recognition of IASBO  
Designation Program  
Recipient

**PRESENT FINAL CALENDAR FOR 2013-14 & TENTATIVE  
CALENDARS FOR 2014-15 & 2015-16**

Dr. Bender presented the proposed calendars, which are being recommended by the District 64 Calendar Committee. He confirmed that District 64 works with District 207 to align key dates for the convenience of families, such as breaks for Thanksgiving, and winter and spring breaks. He noted that the end date of June 13 would allow grade 8 students from District 64 to attend summer school classes in District 207. Dr. Bender will follow up with the Calendar Committee to determine whether the Institute Day in November could be moved to Monday, in the years when an election is not held on Tuesday, to avoid interrupting the school week.

Present Final  
Calendar for 2013-14  
& Tentative Calendars  
for 2014-15 & 2015-16

**APPROVAL TO BID THE FRANKLIN MECHANICAL  
UPGRADES PROJECT**

Board President Heyde noted that the next series of items on facilities are connected to the lengthy discussion the Board held at the Committee-of-the-Whole meeting on January 14. Although there was no official action taken on those proposals, the first votes connected to that discussion are presented tonight.

Approval to Bid  
the Franklin  
Mechanical  
Upgrades Project

Mr. Mackall and Ms. Van Sant of Fanning Howey architects reviewed the timeline for approval and completion of this project and the work involved. He reaffirmed that the Franklin project, along with projects at Lincoln, and Field north gym air conditioning and asbestos removal could be completed this summer. He noted that Franklin is already air conditioned, and this proposed work is an upgrade to the system along with new boilers.

Approval tonight is for bids only; after bid opening and evaluation, the project would be returned for Board approval on March 18.

Board President Heyde asked if there were any public comments on the topic; none were offered.

ACTION ITEM 13-01-2

Action Item  
13-01-2

It was moved by Board member Lawson and seconded by Board member Borrelli that the Board of Education of Community Consolidated School District 64, Park Ridge-Niles, Illinois, grant approval to release for bid the Franklin Mechanical Upgrades project # 211143.02.

The votes were cast as follows:

AYES: Lawson, Collins, Fioretto, Zimmerman, Heyde, Borrelli

NAYS: None.

PRESENT: None.

ABSENT: Uhlig

The motion carried.

**APPROVAL TO BID THE LINCOLN MECHANICAL  
UPGRADES PROJECT**

Approval to Bid the  
Lincoln Mechanical  
Upgrades Project

Mr. Mackall noted this project is a straight boiler replacement and also includes an alternate for air conditioning of the cafeteria. Lincoln would be able to remain open for summer school, with an identical timeline to the Franklin project. Mr. Mackall and Ms. Van Sant described how the work would be staged and phased to ensure safety and separation from summer school students or Park District activities.

Board President Heyde asked if there were any public comments on the topic; none were offered.

ACTION ITEM 13-01-3

Action Item  
13-01-3

It was moved by Board member Lawson and seconded by Board member Borrelli that the Board of Education of Community Consolidated School District 64, Park Ridge-Niles, Illinois, grant approval to release for bid the Lincoln Mechanical Upgrades project # 211143.04.

The votes were cast as follows:

AYES: Borrelli, Heyde, Zimmerman, Collins, Lawson

NAYS: Fioretto

PRESENT: None.

ABSENT: Uhlig

The motion carried.

**APPROVAL TO DESIGN PHASE I AND DEFINE  
SCOPE OF WORK FOR PHASE II OF MECHANICAL  
UPGRADES AT FIELD ELEMENTARY SCHOOL**

Approval to Design  
Phase I and Define Scope  
of Work for Phase II of  
Mechanical Upgrades at  
Field Elementary School

Ms. Van Sant noted the proposal for Phase I is to design air conditioning of the north gym at Field School in order to schedule the work for this summer. For Phase II, the request is to look at the scope of the larger mechanical portions of the work along with items remaining from the 10-year Life Safety Survey list. For Phase II, the goal is to have a comprehensive scope, preliminary budget and schedule for the Board to consider at the February 25 meeting. Mr. Mackall reaffirmed that only the north gym construction work in Phase I at Field would be completed this summer. Ms. Van Sant further noted the State of Illinois on January 1 adopted a new energy code; the Illinois State Board of Education (ISBE) has not done so yet. Mr. Mackall noted that ISBE is expected to adopt the new code and that District 64 has been designing with the new code in view and would do so on this project.

Board President Heyde asked if there were any public comments on the topic; none were offered.

**ACTION ITEM 13-01-4**

Action Item  
13-01-4

It was moved by Board member Zimmerman and seconded by Board member Lawson that the Board of Education of Community Consolidated School District 64, Park Ridge-Niles, Illinois, approve the motion to approve the design Phase I and define scope of work for Phase II of Mechanical Upgrades at Field Elementary School.

In response to a Board member question, Mr. Mackall and Ms. Van Sant reaffirmed that other exterior shell items would also be reviewed as part of the Phase II work.

The votes were cast as follows:

AYES: Lawson, Zimmerman, Heyde, Borrelli

NAYS: Collins, Fioretto

PRESENT: None.

ABSENT: Uhlig

The motion carried.

**APPROVAL TO DESIGN ASBESTOS ABATEMENT  
AT FIELD ELEMENTARY SCHOOL**

Approval to Design  
Asbestos Abatement at  
Field Elementary School

Mr. Mackall noted the District is seeking approval of the design for asbestos removal at Field as it relates to the Phase II mechanical project. It is required due to the boiler replacement, which will change the existing steam piping system to hot water.

Board President Heyde asked if there were any public comments on the topic; none were offered.

**ACTION ITEM 13-01-5**

Action Item

It was moved by Board member Lawson and seconded by Board member Borrelli that the Board of Education of Community Consolidated School District 64, Park Ridge-Niles, Illinois, approve to design asbestos abatement as it relates to Phase II at Field Elementary School.

13-01-5

The votes were cast as follows:

AYES: Borrelli, Heyde, Zimmerman, Fioretto, Collins, Lawson

NAYS: None.

PRESENT: None.

ABSENT: Uhlig

The motion carried.

**DISCUSSION AND APPROVAL OF FRAMEWORK  
FOR SETTING COMPENSATION FOR  
ADMINISTRATION AND EXEMPT EMPLOYEES**

**Discussion and Approval of  
Framework for Setting  
Compensation for  
Administration and Exempt  
Employees**

Board President Heyde presented a memo and a draft approach for salary changes for administrators and exempt employees. He noted the District typically examines salaries for other employee groups after negotiations with its two employee union groups are completed; he pointed out that the Board had concluded negotiations with teachers and was currently working

with the teacher assistants union. Mr. Heyde reviewed his proposal, which would affect only administrators and exempt, non-hourly employees; he noted the Board evaluates the superintendent separately. He stated the Board had not previously adopted a written approach to salary changes for these groups. Mr. Heyde pointed out the draft approach is intended to implement goals that Board members have discussed over several months, including: providing for the first time an explicit consideration of merit in salary increases within a modest range of 0-4%; placing the Consumer Price Index roughly in the middle of this range for salary increases; acknowledging the Superintendent's ability to deviate up or down from CPI as appropriate within the established range when giving salary increases to individual employees; having the Superintendent provide a confidential update to the Board on the specific increases given to each employee; and ensuring that pay is benchmarked periodically. Board President Heyde noted the approach addresses salaries only and not benefits, and that it is intended to foster a good delineation between Board and Superintendent work. He further noted that Board member Lawson and Board member Zimmerman are looking into benefits for administrators as a separate review.

Following this background, Board members discussed key components of the draft approach. Areas of discussion included: the proposed total budget equal to an increase of 2.75% to distribute to these employees, whether the 2.75% is the same for all five years or variable as CPI changes annually, and other possible budget percentage amounts; the proposed five-year length of time this framework is to be in place and alternate lengths; what rubric is to be used to form the basis for evaluating merit increases, how a rubric is to be developed, and the difficulty of creating a rubric for 2012-13 at this point in the year.

ACTION ITEM 13-01-6

Action Item  
13-01-6

It was moved by Board member Lawson and seconded by Board member Fioretto that the Board of Education of Community Consolidated School District 64, Park Ridge-Niles, Illinois, accept the framework proposed for adjusting salaries for administrators and exempt (non-hourly) employees in District 64.

Board members then offered a series of amendments to the motion.

It was moved by Board member Borrelli and seconded by Board member Heyde that the Board of Education of Community Consolidated School District 64, Park Ridge-Niles, Illinois, amend the original motion to reduce the pool for increases from 2.75% to 2.0%.

The votes on the amendment were cast as follows:

AYES: Borrelli

NAYS: Heyde, Zimmerman, Fioretto, Collins, Lawson

PRESENT: None.

ABSENT: Uhlig

The amendment did not carry.

It was moved by Board member Collins and seconded by Board member Borrelli that the Board of Education of Community Consolidated School District 64, Park Ridge-Niles, Illinois amend the original motion to tie the budget to the Consumer Price Index of 1.7% with a range of 0-4% for increases.

The votes on the amendment were cast as follows:

AYES: Collins, Borrelli

NAYS: Lawson, Fioretto, Zimmerman, Heyde

PRESENT: None.

ABSENT: Uhlig

The amendment did not carry.

Board members then discussed clarifying the length of time that the approach would be in effect.

It was moved by Board member Zimmerman and seconded by Board member Fioretto that the Board of Education of Community Consolidated School District 64, Park Ridge-Niles, Illinois, amend the motion to state that the approach will expire after the 2013-14 school year.

The votes on the amendment were cast as follows:

AYES: Lawson, Collins, Fioretto, Zimmerman, Heyde, Borrelli

NAYS: None.

PRESENT: None.

ABSENT: Uhlig

The amendment carried.

Mr. Heyde then restated the motion as amended, which is to accept the framework proposed for adjusting salaries for administrators and exempt (non-hourly) employees in District 64 to expire after the 2013-14 school year.

The votes on the motion as amended were cast as follows:

AYES: Heyde, Zimmerman, Fioretto, Lawson

NAYS: Borrelli, Collins

PRESENT: None.

ABSENT: Uhlig

The amended motion carried.

## CONSENT AGENDA

## Consent Agenda

### A. PERSONNEL REPORT

The Personnel Report contains private information. If additional information is needed contact Mr. Joel T. Martin, Assistant Superintendent for Human Resources.

### B. BILLS, PAYROLL AND BENEFITS

#### Bills

10 - Education Fund -----	\$ 202,509.16
20 - Operations and Maintenance Fund -----	96,471.99
30 - Debt Services -----	-
40 - Transportation Fund -----	53,870.36
50 - Retirement (IMRF/SS/Medicare) -----	-
60 - Capital Projects -----	115,766.08
80 - Tort Immunity Fund -----	259.19
90 - Fire Prevention and Safety Fund -----	<u>-</u>

Checks Numbered: 111438 - 111539

Total: \$ 468,876.78

### C. APPROVAL OF CHILDCARE WITH CONFIDENCE LEASE

### D. ACCEPTANCE OF PARK RIDGE CULTURAL ARTS COUNCIL GRANT

### E. RELEASE OF CLOSED MINUTES

### F. DESTRUCTION OF AUDIO CLOSED MINUTES (none)

#### ACTION ITEM 13-01-7

Action Item  
13-01-7

It was moved by Board member Fioretto and seconded by Board member Zimmerman that the Board of Education of Community Consolidated School District 64, Park Ridge-Niles, Illinois, approve the Consent Agenda of January 28, 2013, which includes the



Personnel Report; Bills, Payroll, and Benefits; Approval of Childcare with Confidence Lease; Acceptance of Park Ridge Cultural Arts Council Grant; Release of Closed Minutes; and Destruction of Audio Closed Minutes (none).

The votes were cast as follows:

AYES: Lawson, Collins, Fioretto, Zimmerman, Heyde, Borrelli

NAYS: None.

PRESENT: None.

ABSENT: Uhlig

The motion carried.

## **APPROVAL OF MINUTES**

Approval  
of Minutes

### ACTION ITEM 13-01-8

It was moved by Board member Lawson and seconded by Board member Fioretto that the Board of Education of Community Consolidated School District 64 approve the Regular Board Meeting Minutes of December 10, 2012, the Closed Session Meeting Minutes of December 10, 2012 and January 14, 2013, the Special Board Meeting Minutes of January 14, 2013, and the Committee-of-the-Whole Meeting Minutes of January 14, 2013.

Action Item  
13-01-8

The votes were cast as follows:

AYES: Borrelli, Heyde, Fioretto, Collins, Lawson

NAYS: None.

PRESENT: Zimmerman

ABSENT: Uhlig

The motion carried.

## **OTHER ITEMS OF INFORMATION**

Other Items of  
Information

Dr. Bender noted that in addition to the various memos and information in the Board packet, he also had distributed at the Board table this evening copies of the Illinois 5E survey usage manual to help the Board learn more about the new survey and an announcement of the former post office mural installation reception to be held at the Park Ridge Library on February 22.

Board President Heyde thanked all who had attended or supported the District 64 Elementary Learning Foundation (ELF) Casino Night benefit on January 26, and praised ELF for its efforts to fund innovative projects for our schools.

**BOARD ADJOURNED TO CLOSED SESSION**

At 9:19 p.m., it was moved by Board member Lawson and seconded by Board member Collins to adjourn to closed session to discuss Performance of a Specific Employee [5 ILCS 120/2 (c)(1)] and Collective Negotiations [5 ILCS 120/2 (c)(2)] not to take action and not to reconvene in open session.

Board  
Adjourned to  
Closed Session

The votes were cast as follows:

AYES: Lawson, Collins, Fioretto, Zimmerman, Heyde, Borrelli

NAYS: None.

PRESENT: None.

ABSENT: Uhlig

The motion carried.

The regular Board meeting adjourned from closed session at 11:05 p.m.

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President

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Secretary