

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

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

February 25, 2013

**Field Elementary School – North Gym
707 N. Wisner Avenue, Park Ridge, IL**

Board President John Heyde called the meeting to order at 7:02 p.m. Other Board members present were Sharon Lawson, Pat Fioretto, Scott Zimmerman, Eric Uhlig and Anthony Borrelli. Also present were Superintendent Philip Bender, Assistant Superintendents Lori Hinton and Joel T. Martin, Director of Special Education / Pupil Services Jim Even, Director of Technology Terri Bresnahan, Director of Facility Management Scott Mackall, Business Manager Becky Allard, Public Information Coordinator Bernadette Tramm, and approximately 50 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>

Board President Heyde announced that the Board and members of the public were invited on a walking tour of the facility led by Mr. Mackall and Ms. Keri VanSant from architects Fanning Howey.

Board member Dan Collins arrived at 7:05 p.m.

Upon conclusion of the tour, at 7:36 p.m. Board President Heyde returned to the regular meeting agenda. In addition to those persons noted above, approximately 200 additional members of the public were present.

PLEDGE OF ALLEGIANCE AND WELCOME

Pledge of Allegiance
and Welcome

Principal Susan Walsh welcomed the Board and community, introduced Assistant Principal Katie Kelly, and called forward the Cubmaster and Webelos Den members to lead the Pledge.

She pointed out hanger tags on all student lockers throughout the building, which symbolize the year's school theme, "Field cares about learning," "Field cares about community," and "Field cares about me." Mrs. Walsh noted that each tag also has a picture of the child's family to remind them that their families are behind them every day, and to recognize that Field is each child's home away from home and that the school is supporting their efforts as a second family 100 percent. She stated that each tag celebrates every child's special uniqueness. Mrs. Walsh introduced PTO President Erin Doubleday, who invited two students to say the Field School pledge. Mrs. Doubleday then outlined highlights of the very productive year the PTO has undertaken to support all families and students, to raise funds for activities, to support community service

projects, and to help build school spirit. She thanked the Board for its support and especially for considering air conditioning for the school.

Board President Heyde thanked staff, faculty, the PTO and children for welcoming the Board and for the update about activities.

OPENING REMARKS FROM BOARD PRESIDENT

Opening
Remarks from
Board President

Board President Heyde introduced several issues that the Board will discuss this evening. First, he noted that one of the focus areas for the Board this year has been a careful examination of salaries and benefits for all of the employee groups who work in District 64. He noted that in September, the Board completed negotiations with the Park Ridge Education Association, the teachers' union, on a new, four-year contract. Since then, Board President Heyde reported that the Board has been steadily working to review salaries and benefits for the District's other employee groups. He pointed out that the Board in January had adopted a plan for determining salaries for administrators and exempt staff for the next two years, and that as part of tonight's Consent Agenda the Board would be asked to ratify the Superintendent's decisions for 2012-13 salaries under this plan. Also tonight, Board President Heyde noted that the Board would be asked to approve updated salary and benefit sheets for the District's secretaries and its custodial and maintenance staff. He stated that the Board is continuing to work with the teacher assistants' union toward a new contract, and the next meeting with this group will be March 8. Board President Heyde indicated that the Board would consider benefits for administrators and exempt staff soon as well.

Board President Heyde also noted several of the other topics on the agenda for tonight's meeting.

PUBLIC COMMENTS

Public
Comments

Board President Heyde invited members of the public with comments not related to employee salary and benefits to address the Board.

Comments were received from the following members of the public:

- Jon Dombro, District 64 and District 207 parent, urged the District to communicate more with District 207 to better align the technology initiatives between the two districts. Alignment between the two districts can help make a smoother transition for students, as users, and parents, who bear the financial impact, when moving from District 64's Apple/Mac-based technology environment to the high school's different Google-based system.
- Angie Collet, Field School parent, praised the District's current before school program and 7:00 a.m. start time, questioned the basis of the proposed and significant fee increase for 2013-14, and urged that the after school care program be based on the same model when expanded to other elementary schools after the pilot year at Roosevelt.

Board President Heyde then gave further background on where the Board currently stands on salaries and benefits for secretaries and custodians. He noted the Consent Agenda this evening contains updated schedules for secretaries and for custodial and maintenance employees. He noted that the Board typically examines and makes changes to salaries and benefits for these groups after the Board finishes contract negotiations with the Park Ridge Education Association. Although the Board got a later start because contract negotiations with unionized groups have taken longer than in previous years, the same practices of meeting with representatives to listen to concerns and requests and to promote dialogue have been followed. He stated that the Board has had substantial discussions prior to this evening's meeting about the salary and benefit schedules for these groups, and that Board representatives met with each group last week as has been done in the past.

Board President Heyde announced that the salary and benefits schedules in tonight's Consent Agenda would provide every member of these employee groups with a 2 percent raise above that member's salary from last year. He pointed out two areas of particular concern raised by employees. First is that there is a new maximum for the number of sick days that an employee can accrue and receive a cash payment at the end of his or her District 64 career. He also pointed out that the schedules also set a June 30, 2014 date to "sunset" an additional cash payment for years of service that has been available to employees on retirement. Board President Heyde noted that the Board felt this practice is out of step with the retirement benefits available to employees in the private sector or in most governmental settings, and that the changes proposed tonight will transition benefits for these employee groups to a more realistic and sustainable level. He noted that a second area of concern raised by employees centers on salaries, and that the updated schedules to be approved on the Consent Agenda will not advance employees on the "steps" of the salary schedule for 2012-13. He noted that the Board felt it was time to re-examine the structure of these salary schedules, but could not accomplish this examination in time for action on salary increases this year. He said the Board now plans to examine the schedules carefully for 2013-14. Board President Heyde stated the Board is confident that compensation for these employee groups remains very competitive for this year with the 2 percent raises.

Board President Heyde then invited comments from the public on salaries and benefits for employee groups. Comments were received as follows:

- Carol Rickert, the 12-month secretary at Lincoln Middle School, noted that the reason secretaries are here for so many years is because they truly believe they are a family. She then read a letter from another member of the secretaries group, who urged the Board to appreciate the loyalty, honesty and integrity of the secretaries and to consider "grandfathering" the sick days and longevity benefits for select secretaries who may retire in the next four years so that they could be closer to collecting social security and Medicare benefits, adjust their budgets and prepare for their impending retirements.
- Pam Jachino, secretary at Jefferson School for 13 years, distributed a letter to the Board and a letter from the Jefferson staff on her behalf. She noted that the Illinois Municipal Retirement Fund (IMRF) had "grandfathered" secretaries

into Tier 1, and urged the Board to do the same for the current contract and upcoming agreements with District 64 until retirement. She also urged that if the Board is seeking to make the secretary position compensation package even across the Board with other groups, it should offer "at will" employees the same three more years as the teachers' contract.

- Emily Wojteczko, secretary at Washington School, expressed her disappointment that the dedication of the school secretaries is being overlooked; that unused sick days are the result of that commitment to work for the good of the school, the staff, parents and the District; and that the changes to benefits are penalizing a very small group of loyal secretaries who have had to determine their future status with the District on very short notice.
- Maureen Forsythe, a Park Ridge resident, District 64 parent and employee, expressed surprise and disappointment at the lack of communication over many months between the Board, administration and support staff about the process being followed for a salary settlement, and noted the drop in morale because of this lack of communication.
- Margaret Petkofski, Facilitator of School Health Services, familiarized the Board about the Health Assistants assigned to each school who are a sub-group of the teaching assistants group. She noted they provide a wide range of vital services to students, staff and families every day, and that their dedication and service help make our motto, "Good Health Promotes Good Learning," a reality.
- Health Assistant Terry Dieschbourg, Lincoln School, accompanied by fellow Health Assistants Sheri Lavelle, Field School, Debbie Scheitel, Washington School, Bozena LaPelusa, Franklin School, and Brenda Aiello, Emerson School, reviewed the complex daily responsibilities of health assistants as dependable professionals working in collaboration with District nurses, teachers, parents and others to support students, and who have dedicated their careers to District 64.
- Karen Hess, a special needs teacher at Emerson, noted that teacher assistants are vital members of the team working to support special needs students and helping to keep them in District 64 community schools. She affirmed that the work of all the support staff members has an impact on the daily life of District 64 students, and that the loss of quality individuals really creates a negative impact on all the students in the District.
- Julie Flyke, a speech therapist at Emerson School and a Park Ridge resident, noted that teaching assistants are trained so well and are an extension of all the therapists when it comes to speech, occupational and physical therapy. She provided the Board with letters of support for secretaries, teaching assistants and custodial staff from the entire faculty and staff at Jefferson, Carpenter, Franklin, Washington, Field, Roosevelt, Lincoln and Emerson schools.
- Mike Nicholson, parent of an Emerson School student, expressed his appreciation and noted how impressed he has been for the role of the teaching assistant in making the teaching environment function for special education teachers. He urged the Board to continue incentivizing them so that they will continue creating the environment for the Strive program to succeed for students.

- Helene Augustiniak Guerino, parent of an autism spectrum disorder student now at Maine South, pointed out the wonderful teachers and assistants that have helped her son through the years. She noted that the assistants are experienced, compassionate, caring professionals in their own right that are committed to special needs children and that they need to be valued by this community.
- Martha Rode, a Field and Emerson parent, former Field PTO President, and a District 64 employee, noted that the events and activities mentioned earlier that occur at Field would not happen here or at the other schools without the support staff and custodians. She also noted that without the support from members of the support staff, District 64 would not be able to keep as many students here in the District as we currently do.
- Georgine Donovan, parent of two Lincoln students, first read a letter from Sara and Bob Horak, parents of four children, including one who attends Lincoln and has diabetes. The Horaks thanked the teachers, teacher assistants, health assistants and therapists who have provided support for their son and are unbelievably committed to their jobs and students. Ms. Donovan then recounted her family's experiences with a son who is insulin dependent. She praised the complex and ever-changing care, competence, and continuity provided by the health assistants that have given her and her son confidence about the care he is receiving through the school day.
- Susan Glines, an Emerson 7th grade LA/SS teacher, noted the enormous wake this Board has left behind with their actions in its offers and substantial take-backs for career employees that have affected morale at every building. She urged the Board to stand for fair wages and benefits for the very people Board members entrust with their children every day.
- Cindy Montgomery, a Washington and Lincoln parent, expressed her appreciation for all the staff members who have helped her son. She warned about the problems that she has experienced in other districts due to the inconsistency of staffing and lack of a sense of community and the impact this has on children, especially those with autism and other special needs.
- John Imber, head custodian at Field School, president of the Custodial-Maintenance Council and a 28-year employee, urged the Board to defer voting on the benefits packages tonight to permit a more detailed review, and that after waiting for many months, rushing the process does not allow the Board to carefully review how many of the jobs and responsibilities have changed. He suggested that additional time would allow the Board to show the respect to employees that employees show their jobs, the Board and the children every day that they come to work.

Board President Heyde clarified that although the Board has spent considerable time thinking about the general level of salary increases, the Board has not had time to really examine the structure of the salary schedules for secretaries and custodians. He noted that it is the Board's hope to do that for the 2013-14 schedules so they can be completed on time, but that it is getting late to do that for the 2012-13 salaries. Board President Heyde also stated that it was his understanding that invitations were made to both the secretaries and custodian groups at least one month ago and that both groups responded that they wanted

to wait until the negotiations were done with the teacher assistants, and that last week's meetings were a second request to meet.

Additional comments then were received as follows:

- Steve Senf, Emerson School teacher and parent in District 64, commended Superintendent Bender for believing in the District 64 family by being the first superintendent he knows that has brought his children to attend school here.
- Gini Burns, Emerson School teacher and District 64 parent, suggested the Board consider the "Undercover Boss" show that illustrates how those in charge do not understand who is really working for them. She challenged the Board to look at employees as people with families who try and who work hard, and also urged the Board to keep the sense of family within the District from disintegrating.
- Lenore Franckowiak, instructional resource teacher at Franklin, related that although she was injured in an accident recently, she could communicate and rely on her Franklin family to be there for her and to know that her special education students were in good hands.

Board President Heyde thanked everyone who took the time to address the Board, and stated that the Board finds it helpful to listen to such comments. He noted that issues related to salaries and benefits and negotiating contracts for the District's unionized employees are among the most difficult things the Board does, but that they must be reviewed periodically. He expressed his appreciation for the support that employee groups are giving each other, and noted that District 64 does have a very close-knit employee group. He then offered several distinctions between the process being followed with the secretaries and custodians as different from the contract negotiations the Board currently is engaged in with the teacher assistants, who are a unionized group. With the teaching assistants, he noted the Board and union are on the same page for salaries, but the sticking point appears to be largely many of the same issues as with secretaries and custodians, namely the payments to retiring employees. He recapped the Board's proposed changes to the maximum sick days that can be accrued and for which cash payment can be received and also a provision to "sunset" an additional cash payment upon retirement for years of service. He pointed out that both of these changes are being looked at for all employee groups, and are already in place for the teachers and are going into administrative contracts as well.

Board President Heyde again thanked those who attended and shared their views, and stated that Board members would consider these comments before voting.

At 9:11 p.m., Board President Heyde called a brief recess. The Board resumed the regular meeting at 9:25 p.m.

RECOGNITION OF 2012 ILLINOIS HONOR ROLL SCHOOLS

Dr. Bender recognized three schools for receiving recognition from the Illinois State Board of Education based primarily on their overall 2012 Illinois Standards Achievement Test (ISAT) scores. He

Recognition of 2012
Illinois Honor Roll
Schools

recognized Carpenter Principal Brett Balduf and Assistant Principal Kelly Tess; Field Principal Susan Walsh and Assistant Principal Katie Kelly; and Roosevelt School Principal Kevin Dwyer and Assistant Principal Andy Petrolina, who could not attend tonight. He also congratulated and thanked the faculty, staff, students and parents for their efforts that resulted in these awards.

Board President Heyde noted that although the District focuses on educating the whole child, these awards although based purely on standardized test scores do indicate that schools are doing more than expected on the reading and math core curriculum. He asked that the school administrators please let staff members know that everything they have accomplished in these schools is traced back to the way people work together to benefit students.

DISCUSSION ON STUDENT FEES FOR 2013-14

Discussion on Student
Fees for 2013-14

Dr. Bender noted that the proposed fees were being presented for Board discussion only this evening, with action to occur at a future meeting. Business Manager Allard stated the written memo should have had two attachments, and that the complete version had been re-posted to the District website today.

Ms. Allard then reviewed the category of fees being proposed for 2013-14:

- Required registration fees and participatory fees have not been increased since the 2009-10 school year. Ms. Allard recommended that as suggested by the Community Finance Committee in its recent fee study, the fees remain as is and that an in-depth fee study be completed in 2013 to determine if fees should be adjusted in the following school year.
- Ms. Allard recommended a 2 percent increase in the bus fee paid by students who reside within 1.5 miles of their attendance center and opt to pay for District-provided transportation.
- Based on next year's expected costs, Ms. Allard recommended a 3.8 percent increase in the daily plate lunch to \$2.70 and small increases in the a la carte price list.
- With the goal of running cost-neutral programs at Jefferson School, Ms. Allard recommended price adjustments to all programs except the before school kindergarten child care, including the community preschool program; the extended day kindergarten program; after school child care for students from Carpenter, Field, Franklin and Washington schools; child care on non-school days; and summer camp. She pointed out that after school care for Roosevelt students would be offered as a pilot program by the Park Ridge Recreation & Park District, as previously approved by the Board and that the Park District would establish its own rates.
- Ms. Allard then noted that due to changes in the before school care program's requirements for certified staff and student/staff ratio, the District's costs would increase substantially in 2013-14 to offer the program at Carpenter, Field, Franklin and Washington schools; the program at Roosevelt will be run as part of the pilot with the Park District. To maintain a cost-neutral

program, Ms. Allard recommended the average daily rate be increased to \$5.50 per day if paid on or before July 15.

Ms. Allard then answered Board member questions about: requirements for certified staffing of the before school care program as required by the Illinois State Board of Education; the Park District's responsibility to establish its own rates for the before and after school pilot program at Roosevelt School; the recommendation from legal counsel regarding reducing the student/staff ratio of the District's before school care program; and the District's cost projections for the before school program based on projected enrollment for the entire school year.

Board members were asked to email further questions to Ms. Allard and Dr. Bender so that additional information can be provided. Board member Uhlig suggested Ms. Allard provide more context for the fee schedule to help illustrate and be more transparent about how potential changes to the approximately \$1 million in revenues would impact the District. In response to other Board member questions, Ms. Allard confirmed that the recommended detailed fee study would use actual expenses based on the 2012-13 school year costs as soon as the fiscal year closes, and that the Board would likely want to have a more philosophical discussion about whether staff stipends are included in the cost of extracurricular programs that are to be covered by participatory fees paid by families on behalf of students who choose to take part. Board members also expressed the need to provide more healthy choice options for students when the food service contract is placed for bidding next spring; Ms. Allard also reported that required standards would be changing as well.

Board President Heyde invited public comments on this topic. Comments were received as follows:

- Katie Ranalli, a District 64 parent, thanked the Board for eliminating the lunch supervision fee. She urged the Board to lower the required student fees that are high in comparison to other districts by eliminating waste and inefficiencies, and to consider giving principals the responsibility to manage their own school budgets for materials.

PROGRESS REPORT ON 2012-13 DISTRICT-WIDE PRIORITIES & STRATEGIC PLAN ACTIVITIES

Dr. Bender noted that this is the third year of implementation for the District's Strategic Plan, which was adopted in 2010. Public Information Coordinator Tramm reported that plan activities for 2012-13 were now clearly embedded within the District's key initiatives. She noted that the main priority for all staff this year is the implementation of the priority standards/Common Core State Standards (CCSS) with technology integrated into the instruction of these standards, and the professional development needed to support this work. She stated that nine other important areas have also been identified, and that as scheduled, Strategic Plan activities are in various stages of progress.

Progress
Report on
2012-13
District-wide
Priorities &
Strategic Plan
Activities

Assistant Superintendent Hinton began by noting that the District has shifted the collaborative structures needed to complete the Strategic Plan activities this year, and also that the nature of the work itself has changed. She reported that the timeline for the area of primary focus for all staff – the implementation of the priority standards/CCSS with technology integration – is driven by the Illinois State Board of Education (ISBE). Dr. Hinton noted that the 2012-13 school year is the midpoint of the process, which will culminate in students being assessed for the first time on these standards utilizing assessments prepared by the Partnership for Assessment of Readiness for College & Careers (PARCC) in 2014-15. She then reviewed the four stages of District 64's transition, focusing on the current year of Early Implementation. Dr. Hinton reported that much of the strategic collaborative work has transitioned to the operational work of various District committees, and has become embedded in daily practice and District staff development plans. She stated that educators are working together to develop a deep understanding of the priority standards, their relationship to the CCSS, and their implications for planning, instruction and assessment.

Tracking progress so far this year, Dr. Hinton said efforts have been led by the Instructional Technology Coaches, Library Information Specialists, Curriculum Specialists, and other teacher leaders who provide job-embedded professional development in addition to other professional development sessions. Dr. Hinton reported that teachers are applying their learning to design and implement standards-based instruction, and all teachers are involved in this work through their grade-level team or middle school department. In addition, she noted that the responsibilities of the District's Staff Development Committee were broadened this year to collaboratively plan "District-directed" staff development Wednesdays and District staff development days, and that various District leadership committees also are responsible for this work.

Turning to the transition to the English Language Arts (ELA) CCSS, Dr. Hinton reported on the work of the Kindergarten Curriculum Review Committee, the Reading Committee and the Reading Professional Development Team. She also reviewed the activities of the Math Curriculum Review Committee and the Math Grade Level Professional Development Committee in supporting the transition to the math CCSS. Dr. Hinton noted the next steps to be taken in 2012-13, and pointed out that the Math Curriculum Review Committee would be sharing recommendations with the Board of Education on March 18 for adoption of curriculum materials.

Moving to the other nine focus areas identified for 2012-13, Technology Director Bresnahan reported on the activities related to furthering the Strategic Plan goal of accelerating the use of advanced technology. Dr. Bresnahan noted that all staff have been heavily involved this year in this goal, whether through use of technology for productivity or teaching and learning. She reported that the roles of the Instructional Technology Coaches have transformed professional development especially in the area of technology integration, and that the District continues to see an increase in the effective use of technology to support student learning as teachers are transforming their instruction to meet the demands of the 21st century. Dr. Bresnahan then reported on the activities of the

Technology Implementation Committee (TIC); the District-wide introduction of Google Apps for Education; the additional resources in the form of equipment, online tools and professional development provided to teachers to support their instruction and productivity; and the formation of the Board Advanced Technology Committee (BATC). In looking ahead toward the second half of the year, she noted that BATC would be bringing forward its research and recommendations to the Board on April 8.

Dr. Hinton then reported on activities related to Strategy II focused on developing and implementing a system for setting, measuring and achieving personally challenging goals for each student related to academics, civil behavior, talents and interests. Ms. Tramm noted the work that had been done related to service learning as part of Strategy III. Dr. Hinton also reviewed the activities related to common assessments, Response to Intervention (RtI), and report cards. Ms. Tramm then reviewed the final two focus areas for the year, including principal / teacher evaluations and the facility master plan.

Dr. Hinton, Dr. Bresnahan and Ms. Tramm then responded to Board members questions concerning: the types, quantity and uses of student assessments; the requirement to use PARCC assessments; the articulation and collaboration with District 207 regarding technology; metrics for measuring the impact of the Instructional Technology Coaches; whether progress over time can be assessed by using the NETS for Teachers; and progress on new evaluations for principals and teachers.

Board President Heyde thanked the presenters for the in-depth report on this important work.

APPROVAL OF 2012-13 SALARY AND BENEFIT SHEETS FOR SECRETARIES AND CUSTODIANS

Board members agreed by consensus to remove this item from the Consent Agenda to take action while interested members of the public were still in attendance.

Board President Heyde offered an overview of the proposal. He noted that the 2009-12 salary and benefit sheets are still in effect. He noted that the changes on the salary side would give all secretaries and custodians a 2 percent increase in each cell, but that the proposal calls for employees to stay in place for the 2012-13 school year rather than have a step advancement. He pointed out the Board would need to look at 2013-14 salaries by the end of this fiscal year to not fall behind. In response to a Board member question, President Heyde confirmed that stipends for Level IV ESC secretaries assigned to Assistant Superintendents and Directors and stipends for Building Principal head secretaries would remain the same as the 2009-12 schedule. On the benefits side, he pointed out that most are the same as they were in the 2009-12 sheets, but that the primary differences are to cash payments regarding retirement. He also noted that changes were made on the secretaries' schedule to remove references to professional development, as they have not been used. He further noted that there are a few additional provisions added to the sheets that represent current

Approval of
2012-13
Salary and
Benefit Sheets
for Secretaries
and
Custodians

practices, which were not previously written down. In response to a Board member question, he confirmed that any retirements to be accepted in the Personnel Report by the Board this evening from employees in these groups would be considered as being made under the 2009-12 schedule.

Board members then discussed questions that had arisen earlier over the timeframe in which the secretarial and custodial groups were addressed this year, and the delay caused by the later settlement with the teachers and continuing talks with the teacher assistants. Assistant Superintendent Martin confirmed the timing of when invitations were extended to schedule meet and confer sessions with the secretaries and custodians. Board President Heyde noted that the Board's intent this year to change how the base pay increase and step movement would be applied was a significant difference in how the meet and confer process unfolded.

Board members also confirmed the details of the payment of unused sick leave and the service recognition program. Board President Heyde acknowledged that he had misspoken earlier in the evening, and that the correct payment was \$275 per year of service, not \$325.

Board members then discussed whether the goal of seeking to bring the various employee groups into alignment was being consistently applied. On the benefit side, all groups are being restricted for retirement incentive and unused sick days, but teachers are receiving a 2 percent raise and step increases, while other groups are not receiving step. The Board also discussed whether it had communicated the changes it was seeking effectively and in a timely fashion. It was noted that the current Board has only three more scheduled meetings and should resolve the current year salary, leaving 2013-14 for the new Board to consider. Board President Heyde observed that although the Board may not have handled the outreach or change management process well, the employee groups have made their views on this very clear and the Board should have the information needed to make a decision tonight on 2012-13.

Action Item 13-02-9

It was moved by Board member Lawson and seconded by Board member Zimmerman that the Board of Education of Community Consolidated School District 64, Park Ridge-Niles, Illinois, approve the 2012-13 salary and benefits sheets for secretaries and custodians, allowing advancement on the step and lane schedule as it exists now.

Action Item
13-02-9

The votes were cast as follows:

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

NAYS: None.

PRESENT: None.

ABSENT: None.

The motion carried.

At 11:30 p.m., Board President Heyde called for a brief recess. The meeting resumed at 11:35 p.m.

APPROVAL TO AWARD CONTRACT FOR THE CARPENTER SCHOOL MECHANICAL UPGRADES PROJECT

Approval to Award
Contract for the
Carpenter School
Mechanical
Upgrades Project

Facility Management Director Mackall recommended that F.E. Moran be awarded the construction contract for the mechanical upgrades project at Carpenter School, and that both alternates 1 and 2 be accepted. Ms. VanSant from Fanning Howey reported on its bid tabulation and reviews of the bidders. Mr. Mackall and Ms. VanSant responded to Board member questions about the attic work to be completed and the use of hydronic piping in place of copper. Mr. Mackall noted that the contract is approximately \$250,000 below the final estimate prepared by Fanning Howey in January for the work.

Board President Heyde reminded the Board that the approval of this motion would provide air conditioning at Carpenter; Board members Fioretto and Collins stated that given the lateness of the hour, they would not repeat their long-standing objections to installing air conditioning at the District's expense that they have brought forward at previous meetings.

Action Item 13-02-4

Action Item
13-02-4

It was moved by Board member Zimmerman and seconded by Board member Borrelli that the Board of Education of Community Consolidated School District 64, Park Ridge-Niles, Illinois, approve the motion to award the Mechanical Upgrade project at Carpenter Elementary School to FE Moran, in the amount of \$2,145,000.00 as well as Alternate No. 1 and 2 for life safety attic improvements in the amount of \$30,000.00.

The votes were cast as follows:

AYES: Borrelli, Uhlig, Heyde, Zimmerman, Lawson

NAYS: Fioretto, Collins

PRESENT: None.

ABSENT: None.

The motion carried.

APPROVAL TO BID PHASE I AT FIELD SCHOOL

Approval to Bid
Phase I at Field
School

Mr. Mackall reported that Phase I for Field includes air conditioning the gym where the meeting is being held. He noted that Fanning Howey had originally estimated the project at \$150,000 to \$200,000, but that a different design approach recently identified by Fanning Howey would likely

reduce the estimated cost to \$130,000. Ms. VanSant noted that the work would be localized to this addition.

Action Item 13-02-5

Action Item
13-02-5

It was moved by Board member Uhlig and seconded by Board member Zimmerman that the Board of Education of Community Consolidated School District 64, Park Ridge-Niles, Illinois, approve the motion to bid Phase I at Field Elementary School. Probable costs are expected to be between \$150,000.00 and \$200,000.00.

The votes were cast as follows:

AYES: Lawson, Zimmerman, Heyde, Uhlig, Borrelli

NAYS: Collins, Fioretto

PRESENT: None.

ABSENT: None.

The motion carried.

APPROVAL TO BID ASBESTOS REMOVAL AT FIELD SCHOOL

Approval to Bid
Asbestos Removal at
Field School

Mr. Mackall noted that a detailed assessment and estimate had been prepared by the District's consultant Environ. The total project estimate includes \$217,000 for asbestos removal related to Phase II and \$32,000 for monitoring and air sampling for a total project estimate of \$249,000. He pointed out that this work is far less than what was needed at Carpenter, and that the work can be done at the same time as the gym air conditioning since they are on different ends of the building. Mr. Mackall also addressed Board member concerns about window caulking.

Action Item 13-02-6

Action Item
13-02-6

It was moved by Board member Lawson and seconded by Board member Zimmerman that the Board of Education of Community Consolidated School District 64, Park Ridge-Niles, Illinois, approve the motion to allow for the release of Bids for asbestos removal at Field Elementary School as it pertains to the Mechanical Upgrade Projects.

The votes were cast as follows:

AYES: Borrelli, Uhlig, Heyde, Zimmerman, Lawson

NAYS: Fioretto, Collins

PRESENT: None.

ABSENT: None.

The motion carried.

DISCUSSION OF DESIGN PHASE II AT FIELD SCHOOL

Discussion of
Design Phase II
at Field School

Ms. VanSant reported that since the last meeting, a team of engineers has worked with Mr. Mackall and Mr. Imber to further define the scope of work to be completed at Field as part of Phase II to upgrade the mechanical system to a new hot water heating system and provide air conditioning. Along with that review, the team looked at life safety items that are still on the 10-year health life safety survey completed in 2006. Large items include tuck pointing of the exterior brick façade as well as roof replacement of the 3-story area of the building. She reported that those items bring impacts from energy code requirements, especially with the adoption of new code requirements as discussed at the last meeting. Those particular energy ramifications could impact the roof design, gutters, and other items. Ms. VanSant referred the Board to the detailed scope narrative, which lists items either related to the HVAC upgrade or remaining health life safety survey items in the District's maintenance plan for Field. She then reviewed the key points of the narrative with the Board in detail, such as removal of unit ventilators, lighting fixtures, attic items, and options for the new roof. Ms. VanSant provided photos and several sketches to illustrate the report. She noted that this report is a very preliminary look at all the items together to help in further defining the scope. She stated that a very preliminary cost was developed to create a base scope of the HVAC upgrades and health life safety items as well as different alternates. Ms. VanSant said that utilizing this very early design scope, the preliminary estimate of the base scope of work would be \$7.1 million, which includes a very conservative estimate for construction allowances and various contingencies. She reaffirmed that this amount would be further refined at several points as design work becomes more detailed.

Mr. Mackall and Ms. VanSant then pointed out several key areas that Board direction would be needed to move the project forward and perhaps could impact summer 2013 work. Due to the lateness of the hour, Board President Heyde asked Mr. Mackall and Ms. VanSant to take down Board member questions and that further questions be emailed to them in coming weeks, so that the Board could have a second discussion at the March 18 meeting when Board members have had time to further consider the details of the preliminary scope presented this evening. Among the topics to be addressed are whether some potential phasing of the work could be planned, what pieces of work are linked to each other, a suggested order in which Board decisions must be made, and projected longevity data of roofing and equipment from a life cycle viewpoint.

CONSENT AGENDA

Consent Agenda

A. PERSONNEL REPORT

Elizabeth Cichy	Grant change of assignment as social studies teacher from .50 job share to full-time teacher effective August 26, 2013 – Lincoln School - \$74,412.00
Kerry Venn	Grant change of assignment as social studies teacher from .50 job share to full-time teacher effective August 26, 2013 – Lincoln School - \$85,535.00
Megan Pogge	Grant Extension of Parental Leave as teacher, effective 2013-14 school year – Franklin School
William Carroll	Terminate as night custodian, effective February 21, 2013 – Lincoln School
Colleen Story	Accept resignation as teacher, effective June 6, 2013 – Lincoln School
Roberta Pallasch	Accept retirement as teacher assistant, effective June 6, 2013 – Roosevelt School
*Sachie Okada	Accept retirement as administrative secretary, effective June 2014 – Carpenter School
*Emily Wojteczko	Accept retirement as administrative secretary, effective June 2014 – Washington School

*To receive benefits prior to tonight's Board Action on Approval of 2012-13 Salary and Benefit Sheets for Secretaries.

B. APPROVAL OF ADMINISTRATIVE CONTRACTS

C. BILLS, PAYROLL AND BENEFITS

Bills

10 – Education Fund -----	\$143,145.31
20 – Operations and Maintenance Fund -----	50,307.03
30 – Debt Services -----	2,750.00
40 – Transportation Fund -----	-
50 – Retirement (IMRF/SS/Medicare) -----	-
60 – Capital Projects -----	-
80 – Tort Immunity Fund -----	1,259.00
90 – Fire Prevention and Safety Fund -----	<u>-</u>

Checks Numbered: 111768 – 111879

Total: \$ 197,461.34

D. APPROVAL OF FINANCIAL UPDATE FOR THE PERIOD ENDING
JANUARY 31, 2013

E. BOARD AUTHORIZES 2013-14 STAFFING PLAN

F. DESTRUCTION OF AUDIO CLOSED MINUTES (none)

ACTION ITEM 13-02-7

Action Item
13-02-7

It was moved by Board member Lawson 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 February 25, 2013, which includes the Personnel Report; Approval of Administrative Contracts; Bills, Payroll, and Benefits; Approval of Financial Update for the Period Ending January 31, 2013; Board Authorizes 2013-14 Staffing Plan; and Destruction of Audio Closed Minutes (none).

The votes were cast as follows:

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

NAYS: None.

PRESENT: None.

ABSENT: None.

The motion carried.

APPROVAL OF MINUTES

Approval of
Minutes

ACTION ITEM 13-02-8

Action Item
13-02-8

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 Committee-of-the-Whole Minutes of January 28, 2013; the Regular Board Meeting Minutes of January 28, 2013; Closed Session Minutes of January 28 and February 11, 2013; and the Special Board Meeting Minutes of February 11, 2013.

The votes were cast as follows:

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

NAYS: None.

PRESENT: Fioretto

ABSENT: None.

The motion carried.

Other Items of
Information

OTHER ITEMS OF INFORMATION

Dr. Bender shared information from several of the valuable sessions he attended at the recent national conference of the American Association of School Administrators. He also recapped essential themes presented by keynote speakers, including U.S. Assistant Secretary for Elementary & Secondary Education Deb Delisle and “Good to Great” author Jim Collins, and reported that the administrator from Sandy Hook Elementary School had spoken movingly about societal issues and the community’s response to the recent shootings.

ADJOURNMENT

Adjournment

Given the lateness of the hour, the consensus of the Board was to reschedule a planned closed session.

At 12:17 a.m., it was moved by Board member Lawson and seconded by Board member Collins to adjourn the meeting. The motion passed by consensus.

President

Secretary