

**Consolidated High School District 230  
15100 South 94th Avenue  
Orland Park, IL 60462**

**School Board Minutes**

**DATE: May 30, 2017**

**Public Hearing/Regular Meeting**

**Call to Order/Pledge of Allegiance/Roll Call**

Board President Richard Nogal called to order the Regular Meeting of the Consolidated High School District 230 School Board at 7:00 PM on May 30, 2017 in the Board Room at the Administration Center, after which the Pledge of Allegiance was recited. The following members were physically present and answered roll call: Ryan, Serratore, Dalton, Gracias, Murphy-Peterson, O'Sullivan and Nogal.

**BINA Hearing**

The President announced that the next agenda item for the Board of Education was a public hearing (the "*Hearing*") to receive public comments on the proposal to sell bonds in the amount of \$4,500,000 for the purpose of increasing the working cash fund of the District (the "*Working Cash Fund Bonds*") and explained that all persons desiring to be heard would have an opportunity to present written or oral testimony with respect thereto. After a full discussion thereof, the President directed that the roll be called for a vote upon the motion.

Upon the roll being called, the following members voted Aye: Member Ryan, Member Serratore, Member Dalton, Member Gracias, Member Murphy-Peterson and Member O'Sullivan and Member Nogal.

Member Serratore moved and Member O'Sullivan seconded the motion that the Hearing be adjourned. The BINA hearing adjourned at 7:08 PM. Complete minutes of the BINA Hearing are attached.

At 7:09 PM Member Nogal suggested because of the large number of attendees at the meeting due to student awards, the Board should introduce themselves. Each Board member introduced themselves and their roles as School Board and Committee members. Dr. Gay introduced John Lavelle, Julia Wheaton and Dr. Dryier.

**Amendments to the Agenda.** None.

**Academic Spotlight**

Mrs. Baker introduced students who brought honor and recognition to Sandburg. Lily Kozak and Yaseen Mosaffar were recognized as Debate State Champions.

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Mrs. Baker shared that immediately after graduation, Lily and Yaseen went to Louisville, Kentucky where they took 35th place out of 240 teams nationwide. Mrs. Baker introduced Ms. Heidi Sims, Family and Consumer Science teacher and Mr. Chris Komer, Applied Technology, teacher who introduced the Skills USA team members Faith Klier, State Champion in Fashion Design, Reyanna Hayjousif, State Champion in Interior Room Design and Alex Nowik, State Champion in Additive Manufacturing. Mr. Nolting introduced Ms. Sarah Szablewski, Family and Consumer Science teacher who showcased Jennifer Warja, Early Childhood Skills USA Champion. Mr. Nolting then introduced Mr. Dave Carroll, Andrew Photography teacher who reported on Emily Holzinger who won the Congressional Art Award. Emily presented the Board with a copy of the winning photograph which will be displayed at District Office. Mr. Nolting introduced Mrs. Cheryl Russell who reported on Jacob Belleveau, Andrew student who was recognized for launching an art auction which raised over \$600 for local charities. Mr. Olsen introduced Mr. Dan Carrier, who spoke about Stagg's State Powerlifting Champions. Mr. Olsen introduced Mr. Siska who recognized Ezekiel Rivera, Kamile Asipauskas, Carlene Mani and Katelyn Clymer as Special Olympic Champions.

### **Approval of Consent Agenda.**

Mr. Nogal referred the Board to the Consent Agenda items, all of which were previously provided to the Board and posted on the District 230 website. Member O'Sullivan made a motion, seconded by Member Gracias, that the Board approve the following Consent Agenda items:

- Travel
- Donations
- 2017-2018 IHSA Membership Renewal
- 2017-2018 P.E. Uniform Bid
- Instructional Materials for Review
- Routine Business Service Resolution (bill listing enclosed)
- Approval of Minutes from Regular Open and Executive Sessions of the April 27, 2017 Regular School Board Meeting, May 2, 2017 Special Board Meeting, May 4, 2017 Education Committee Meeting, May 9, 2017 Student Services Committee Meeting and May 16, 2017 Building and Finance Committee Meeting.

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Roll call vote: Yea—Ryan, Serratore, Dalton, Gracias, Murphy-Peterson, O’Sullivan and Nogal. Nay—0. Motion carried.

All Board and committee meeting minutes approved by the Board will be posted on the District website.

Member Nogal shared that all Committee Meetings as well as the School Board meeting for the month of July will be cancelled. The School Board will meet for a Special Board meeting at 6PM on Monday, August 7, 2017 prior to the Education Committee Meeting. This meeting will be held at the Administration Center. Roll call vote: Yea—Ryan, Serratore, Dalton, Gracias, Murphy-Peterson, O’Sullivan and Nogal. Nay—0. Motion carried.

**Old Business.** None.

**Comments**

Teachers’ Association

No comment

Education Support Professionals’ (ESP) Association

No new business.

**Public Comments.**

There were no public comments.

**Report on Instruction**

Member O’Sullivan, Education Committee Chair, reported that the Education Committee met on May 4, 2017. The next Education Committee meeting is on June 1, 2017 at 7:00 at the Administration Center.

**Report on Student Services**

The Student Services Committee Chair, Melissa Gracias, reported on topics discussed at the May 9, 2017 Student Services Committee meeting. The

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committee discussed Growth Mindset and Dr. MacLeod and Mr. Olsen gave a presentation regarding the science behind the Mindset. Summer Professional Development opportunities for Teachers was discussed as well as policy review. Dana Bergthold, Director of Student Services gave report on the Special Education ESY Program being held at Stagg High School. The next Student Services Committee meeting is June 13, 2017.

### **Report on Finance and Facilities**

Tony Serratore, Building and Finance Committee Chair, reported on topics discussed at the May 16, 2017 Building and Finance Committee meeting held at the Administration Center. Member Serratore reported that Bob Hughes provided information as it relates to capital projects and is gearing up for the projects being done at the three schools this summer. Member Serratore shared that at the meeting the State's financing was discussed as well as student fees which will increase by \$5 for the 2017-18 school year.. The State is behind in paying categoricals. We have not received our categorical payment of approximately \$4,000,000. Several bids were discussed: Bond Paper Bid, Office Supply Bid and the Fall Sports and Trainer Supplies Bid. LaCrosse was discussed as a co-op sport with the Boys team being housed at Andrew and the Girls team being housed at Sandburg. Next month's meeting is June 19, 2017.

Mr. Lavelle shared the District is just finishing the seventh year of being self-insured for medical coverage. This has resulted in significant savings. The average increase since changing, including this renewal at approximately 2.3%, comes to about 6.6% overall. Mr. Lavelle shared that both Vision and Dental had good years and require no increase at this time. Working with Horton Insurance Agency, Mr. Lavelle negotiated a decrease in rates. This is a reduction of \$39,632 in annual cost and includes a 3-year rate guarantee. A motion was made by Member Serratore, seconded by Member Gracias that the School Board approve the 2017-18 renewal premium rates for the District's insurance programs as presented.

Roll call vote: Yea—Ryan, Serratore, Dalton, Gracias, Murphy-Peterson, O'Sullivan and Nogal. Nay—0. Motion carried.

Mr. Nogal shared the the low 2.3% increase is due to the success of the employee wellness program. Mr. Lavelle shared that the success of that

Health  
Insurance  
Renewals

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program along with the increase in the out of pocket for the ESP plan was the reason for the slight increase in rates.

Mr. Connolly shared that the District budgeted this year to continue using a service provider to manage our copier and printer fleet. This includes toner replacements, repairs model standardization, reporting on number of black/white and color prints, and a strategic plan for decreasing overall printers across the District. Mr. Connolly shared we negotiated a lower rate. A motion was made by Member Dalton, seconded by Member Murphy-Peterson that the School Board authorize the administration to sign a contract extension for Copier and Printer Services with Martin Whalen for an estimated annual amount of \$115,400.

Martin  
Whalen  
Contract  
Renewal

Roll call vote: Yea—Ryan, Serratore, Dalton, Gracias, Murphy-Peterson, O’Sullivan and Nogal. Nay—0. Motion carried. Member Serratore stated this is a good deal and we are saving money.

Mr. Connolly reported that SAN is what operates Skyward and all of the District's operating systems. Mr. Connolly shared that switching to Nimble will not only save us money but this appliance will last approximately seven years. A motion was made by Member Serratore, seconded by Member Gracias that the School Board authorize the administration to purchase a Nimble Storage-Area Network appliance from SHI for a total amount of \$90,316.14.

Storage Area  
Network (SAN)  
Upgrade

Roll call vote: Yea—Ryan, Serratore, Dalton, Gracias, Murphy-Peterson, O’Sullivan and Nogal. Nay—0. Motion carried. Member Serratore shared that the District will save \$40,000 by using Nimble Storage instead of our current SAN provider.

Mr. Lavelle reported on the GCA contract renewal sharing that in 2014 the District awarded a 3-year Custodial Maintenance and Grounds contract to GCA Facilities Services. Mr. Lavelle shared that he and Mr. Hughes met several times with GCA and was able to negotiate a 2% increase. Our contract with GCA stipulates year four (2017-18) would be a negotiated increase based on the Consumer Price Index which is 2.1%. Mr. Lavelle shared that the primary expense is labor and that is going up. The proposed new cost plus cap increase would be \$109,539.05, which increases the cap in 2017-2018 to \$5,585,981.60. A motion was made by Member Murphy Peterson, seconded by Member

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Serratore that the School Board approve the contract extension for the Custodial and Maintenance and Grounds contract for the 2017-2018 school year with GCA Facilities Services for a new cost plus cap amount of 5,585,981.60.

GCA  
Contract  
Renewal

Roll call vote: Yea—Ryan, Serratore, Gracias, Murphy-Peterson, O’Sullivan and Nogal. Nay—Dalton. Motion carried.

Dr. Gay shared the outstanding job the GCA crew worked over the last few weeks preparing for graduation celebrations. Mr. Nogal shared the quality of work is apparent in the cleanliness of the schools. Mr. Lavelle shared that snow removal is part of this contract along with all the equipment necessary to adequately run each building.

Mr. Lavelle shared information regarding the HPS Cooperative Purchasing agreement. Mr. Lavelle reported that HPS was able to take the last 12 months of District invoices and evaluate what the savings would have been based on the products we purchased. This evaluation showed the ability to save almost \$28,000 with Gordon Food Service with additional rebates and incentives that could add almost \$11,000 for a total estimated savings of \$38,000. Mr. Lavelle shared that this organization has been around since 1949 and have over 170 education members. The largest regional contract is with Gordon Food Service where we already purchase the majority of our fresh and frozen food items served in our cafeterias. Mr. Lavelle shared that he spoke with Mary Morgan, Director of Food Service and she is comfortable with joining this purchasing organization. A motion was made by Member Dalton, seconded by Member Gracias that the School Board authorize the administration to complete and sign an application for membership with HPS Group Purchasing Organization beginning with the 2017-18 school year.

HPS Group  
Purchasing  
Organization

Roll call vote: Yea—Ryan, Serratore, Dalton, Gracias, Murphy-Peterson, O’Sullivan and Nogal. Nay—0. Motion carried.

Member Dalton thanked Mrs. Wagner, Director of Finance for bringing this opportunity to the attention of the Board.

Mr. Lavelle shared the District formed a subcommittee to develop and review a banking RFP to consolidate checking accounts. Six area banks responded and the data was entered into a spreadsheet that was reviewed by the subcommittee. The subcommittee members submitted their recommendations, the references

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were contacted, online software was reviewed and final candidates were interviewed. The subcommittee discussed the various options available and determined it is in the best interest of the District to diversify the banking to two(2) locations that will best suit the District's financial needs. A motion was made by Member Serratore, seconded by Member Dalton that the School Board approve consolidating the District Checking accounts to Orland Park Bank and Trust and MB Financial for the banking needs of the District. Mr. Nogal asked why only six of the twenty banks we solicited responded. Mr. Lavelle shared we reported our needs and based on this, six financial institutions responded. Member Serratore shared this was an extensive search with a great result and Compensating balances will cover the fees. These two new institutions offer better service and a better product. Member Dalton thanked Mrs. Wagner for her extensive work on this project.

Banking RFP

Roll call vote: Yea—Ryan, Serratore, Dalton, Gracias, Murphy-Peterson, O'Sullivan and Nogal. Nay—0. Motion carried.

Dr. Gay shared a LaGrange Road update noting the State Championship sign at Sandburg is almost complete.

Member Nogal stated that action on the March Personnel Action recommendations would occur following Executive Session.

### **Report of the Superintendent of Schools**

Dr. Gay referred the Board to the Board Policies presented for First Reading, for which he requested Board approval. Member O'Sullivan made a motion, seconded by Member Gracias, that the School Board approve the First Reading and 30-Day Public Display of Board Policies: 5:120, 5:230, 6:190, 7:100, 7:240, 7:300 and 6:70. Voice Vote: Nay—0. Motion carried.

Policies for  
First  
Reading

Dr. Gay referred the Board to the Board Policies presented for Adoption for which he requested Board approval. Member O'Sullivan made a motion, seconded by Member Serratore, that the School Board adopt Policies 2:100 and 4:180.

Policies for  
Adoption

Roll call vote: Yea—Ryan, Serratore, Dalton, Gracias, Murphy-Peterson, O'Sullivan and Nogal. Nay—0. Motion carried.

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Dr. Gay shared the number of people that viewed the live stream of all three schools graduation ceremonies. Dr. Gay reported that 548 people watch the Andrew graduation ceremony, 486 viewed the Stagg graduation ceremony and 970 watched the Sandburg graduation ceremony. Dr. Gay also shared that of those views, nine countries were represented including Great Britain, Jordan and Saudi Arabia.

### **State Finance.**

Dr. Gay updated the Board regarding the State's finances. Dr. Gay reported that the Senate passed a two year property tax freeze but that will need to go to the House before it can be moved on to the Governor. Dr. Gay believes the Governor will not sign this Bill as it is only for two years and the Governor is looking to pass a five year or more property tax freeze bill. Dr. Gay also shared that he and Mr. Lavelle have been in constant contact with our State Representatives. Dr. Gay reported that there is a lot going on in Springfield right now and will continue to reach out to our Representatives. Mr. Nogal shared we have been very proactive in staying on the forefront of the State's finances and it's affect on District 230. Dr. Gay shared that he will share information as it becomes available.

### **Executive Session**

Member Serratore made a motion, seconded by Member Murphy-Peterson and unanimously voted, that the Board adjourn to Executive Session at 8:17 PM to (1) consider information regarding the appointment, employment, compensation, discipline, performance, or dismissal of a specific employee of or legal counsel for the public body; (2) discuss student disciplinary cases; (3) discuss matters relating to placement of individual students in Special Education programs, and to consider other matters relating to individual students; (4) discuss pending or probable litigation against, affecting, or on behalf of the public

A motion was made by Member Murphy Peterson, seconded by Member O'Sullivan and unanimously voted, that the Board return to Open Session at 9:05 PM.



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A motion was made by Member O'Sullivan, and seconded by Member Serratore, to approve the below-listed personnel action report listing recommendations for administrative staff employment (2017-2018); licensed staff employment (2017-2018), co-curriculars (2017-2018), leaves of absences, and resignations; support staff employment, change of position, leave of absences and resignation as amended.

#### **LICENSED STAFF - EMPLOYMENT**

##### **ADMINISTRATIVE STAFF - EMPLOYMENT (2017-2018)**

<b>Name</b>	<b>School</b>	<b>Position</b>	<b>Salary</b>
*Palacios, Edgar	District	Special Program Coordinator	FY '18
*Sieczkowski, Joseph	AAS	DC for Science/Applied Tech/FACS	FY '18

#### **LICENSED STAFF - EMPLOYMENT**

<b>Name</b>	<b>School</b>	<b>Position</b>	<b>Salary</b>
*Andreani, Cedric	VJA	.6 French Teacher	\$33,541.12
*Creamer, Britni	VJA	English Teacher	\$52,408.00
*Creedy, Mike	AAS	Special Education Teacher	\$52,408.00
Holben, Kristy	VJA	Science Teacher	\$58,231.00
*Kaczmarczyk, Dorota	AAS	EL Teacher	\$52,408.00
Kohs, Michelle	VJA	.2 English Teacher	\$18,342.80
*Kocim, Elizabeth	AAS	Social Worker	\$53,706.00

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Kurek, Richard	VJA	Social Studies Teacher	\$53,706.03
Marren, Brandon	VJA	.7 Social Studies Teacher	\$38,131.26
*McNaughton-Nerius, Nora	CS	.4 Special Education Teacher	\$29,115.50
*Niemic, Matthew	VJA	.5 PE/Health/Driver Ed Teacher	\$26,204.00
Nussbaum, Carrie	CS	Special Education Teacher	\$58,231.00
*Strus, Marty	AAS	.7 Math Teacher - .3 Reading Specialist	\$58,739.00
*Thielmann, Carolyn	VJA	.5 Speech Pathologist	\$26,853.00

\*Pending Drug and/or CI

**LICENSED STAFF – CO-CURRICULARS (2017-2018)**

Name	School	Position	Stipend
Arnold, Angie	AAS	Water Polo Asst. Girls	\$6,923.00
Bickham, Michael	CS	Asst. Girls Basketball	\$6,027.00
Campione, Gianna	AAS	Water Polo Head Girls	\$6,729.00
Habboub, Ramis	CS	Relay for Life	\$1,834.00
Hegeman, Suzanne	CS	Yearbook	\$5,943.00
Heinlen, Julie	CS	Orchesis/Modern Dance Asst.	\$4,072.00

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Mendoza, Kelly	CS	Extra Mile/First Class	\$1,908.00
Niemeier, Matthew	CS	Water Polo Head Boys	\$6,907.00
Niemeier, Matthew	CS	Community Swim Coordinator	\$6,121.00
Niemeier, Matthew	CS	Swimming Head Boys	\$7,432.00
Turek, Joseph	CS	Football Asst. (.5)	\$3,013.50
Usher, Patrick	CS	Youth in Government	\$5,209.00
Vollan, Brian	CS	Weight Room Supervisor Fall (.5)	\$1,310.00

**LICENSED STAFF - LEAVES OF ABSENCES**

Name	School	Position	Effective
Fear, George	CS	English Teacher	Intermittent until end of 2016-2017
Sikkema, Katie	VJA	Special Services Teacher	4/10-5/24/2017 8/14-10/22/2017
Ulrich, Jennifer	CS	Social Studies Teacher	11/16-2/28/2018
Walker, Andrea	CS	Special Services Teacher	8/22-10/24/2017
Zartler, Kimberly	VJA	PE Teacher	Intermittent

**LICENSED STAFF - RESIGNATIONS**

Name	School	Position	Effective
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Godfrey, Katherine	CS	Special Education Teacher	5/30/2017
Knytych, Anne	AAS	Social Teacher	Studies 5/30/2017
Schwartz, Daniel	VJA	Social Teacher	Studies 5/30/2017

**SUPPORT STAFF – EMPLOYMENT**

Name	School	Position	Effective
*Buttice, Julie	AAS	General Food Service Worker	8/14/2017
*Heinlen, Kim	VJA	Athletic Director Secretary	8/9/2017
Szeszycki, Ashley	AAS	Science Lab Technician	8/14/2017
*Ulcigrai, Elisabeth	AAS	Deans' Aide	8/14/2017

\*Pending Drug and/or CI

**SUPPORT STAFF – CHANGE OF POSITION**

Name	School	From	To	Effective
Bouck, Patricia	AAS	Media Clerk	DC Sec. for PE/Health/Dr Ed	7/1/2017
Dotson, Mary	AAS	Deans' Aide	Deans' Secretary	7/1/2017
Guadamma, Ernesto	CS	Deans' Aide	Deans' Assistant	8/14/2017

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Mangabhai, Bowen	CS	Technology Support Asst.	Technology Support Specialist	6/5/2017
Nolan, Karen	CS	General Food Service Worker	Baker	5/1/2017
Vorel, Cynthia	AAS	Substitute Coordinator	Asst. to Title 1 Coordinator	6/2/2017

**SUPPORT STAFF – LEAVE OF ABSENCES**

Name	School	Position	Effective
Peters, Paulette	AAS	Asst. Cook	5/1-5/12/2015
Johnston, Katherine	VJA	Nurse's Secretary	4/21-5/31/2017
Zito, Gina	AAS	Guidance Secretary	8/4-10/13/2017

**SUPPORT STAFF – RESIGNATION**

Name	School	Position	Effective
Swieringa, Jennifer	VJA	Deans' Aide	5/25/2017

Roll call vote: Yea—Ryan, Serratore, Dalton, Gracias, Murphy-Peterson, O'Sullivan and Nogal. Nay—0. Motion carried.

A motion was made by Member O'Sullivan and seconded by Member Serratore that the School Board approve the Out-of-School Suspensions for the period April 14, 2017 – May 15, 2017.

Out of  
School  
Suspensions

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Roll Call vote: Yea—Ryan, Serratore, Dalton, Gracias, Murphy-Peterson, O’Sullivan and Nogal. Nay—0. Motion carried.

A motion was made by Member O’Sullivan, seconded by Member Serratore that the School Board approve the Principals’ Transfer for student PT18-02 beginning with the 2017-2017 School Year.

Principal's  
Transfer

Roll Call vote: Yea—Ryan, Serratore, Dalton, Gracias, Murphy-Peterson, O’Sullivan and Nogal. Nay—0. Motion carried.

**Board Comments**

Dr. Gay shared his appreciation to the three Principals for successful and joyous graduation ceremonies.

Member Serratore made a motion, seconded by Member Dalton and unanimously voted, to adjourn the Regular School Board meeting at 9:28 PM.

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President

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Secretary