

**MINUTES OF REGULAR MEETING,  
BOARD OF EDUCATION, SCHOOL  
DISTRICT #225, COOK COUNTY,  
ILLINOIS, MARCH 20, 2023**

A regular meeting of the Board of Education, School District No. 225 was held on Monday, March 20, 2023, at approximately 7:00 p.m. at Glenbrook District Office Public Meeting Room 100A, pursuant to due notice of all members and the public.

The president called the meeting to order. Upon calling the roll, the following members answered present:

Doughty, Glowacki, O'Hara, Seguin, Shein, Sztainberg, Taub

Also present: Bretag, Geallis, Gravel, Johns, Markey, Romano, Smith, Swanson, Williamson

**Approval of the Agenda for this Meeting**

Motion by Mr. Glowacki, seconded by Mr. Taub to approve the agenda for this meeting.

Upon calling of the roll:

aye: Doughty, Glowacki, O'Hara, Seguin, Shein, Sztainberg, Taub

nay: none

Motion carried 7-0.

**Recognition of Community Visitors**

None.

**Board and Superintendent Reports**

The administration provided an update regarding events and activities in the district.

A board member stated that he met with Aetna Health Insurance and is happy to report that we have a great team who supports our cost savings goals while still providing great employee benefits.

**Motion to Approve Consent Agenda Items**

Motion by Mr. Glowacki, seconded by Taub to approve the following items on the consent agenda

- A. Personnel Report

- B. FOIA
- C. Approval of Accounts Payable Bills
- D. Approval of Payroll Disbursements
- E. Approval of Revolving Fund Reimbursement
- F. Minutes
  - a. March 13, 2023 Regular Board Meeting
  - b. March 13, 2023 Regular Closed Board Meeting
- G. Gifts
- H. Award of Bids for Summer 2023 Capital Projects
- I. Replacement of Batting Cages at Glenbrook South
- J. Policies and/or Procedures: 3020 Procedures - Administrative Personnel
- K. IHSA Membership
- L. Non-Tenured and Part-Time Certified Staff to be Released, Reduced, Rehired, or Honorably Dismissed
- M. Overnight Trip for Glenbrook North Students to Participate in the DECA International Competition in Orlando, Florida
- N. Overnight Trip for Glenbrook South Students to Participate in the Illinois Junior Academy of Science State Competition in Carbondale, Illinois
- O. Overnight Trip for Glenbrook North Students to Participate in the American Regions Math League Competition in Iowa City, Iowa

aye: Doughty, Glowacki, O'Hara, Seguin, Shein, Sztainberg, Taub

nay: none.

Motion carried 7-0.

### **District Goals and Initiatives**

The administration:

- Provided an update on the Goals and Initiatives and what is planned to be accomplished in the next three months
- Shared the Communication department's work supporting departments throughout the District including:
  - Job fairs
  - The redesign of the GBS graduation website
  - The redesign of the summer school webpage and course catalog
  - The update of the GBN Softball webpage
  - Ensuring new web pages are being designed to support desktop and mobile viewing and ensure digital accessibility to support access for stakeholders
  - Promoting GBS Fine Arts Second Semester Calendar
- Highlighted Leadership and Development work
  - Noted that we have participated in seven job fairs and brought over 2,000 resumes to our Instructional Supervisors
  - Working on updating our job descriptions and implementing the Skyward Applicant Tracking System which will increase the efficiencies of the Human Resources Department
  - Commented that we are working directly with Skyward to develop the

- applicant tracking system
  - Shared progress of the Grow Your Own Teacher Program including future grant opportunities that will support this important work
  - Will begin work in May to evaluate our administrative evaluation tool
- Reviewed Student Well-being Work
  - Shared that we have collected data from our second Student Emotional Learning (SEL) assessment and briefly reviewed the data
  - Noted that we have launched our Multi-Tiered System of Supports (MTSS) attendance audit
  - Provided highlights of the next steps
    - Administer third SEL benchmark assessment
    - Expand PREPaRE trauma-informed training
    - Establish protocols and procedures for the intervention module in our Student Success Platform
    - Implementation of student-adult connection with the security team
  - Presented on the GBN Student Wellbeing work
    - Discussed using the data for decision making
    - Provided professional development to faculty
    - Explored new practices on Institute day and Late Arrival day
    - Reviewed next steps
  - Highlighted on the GBS Student Wellbeing work
    - Shared work that is being done in the Professional Learning Committee (PLC) and how this culminated in the student voice retreat
      - Described how the SEL benchmark survey played a role in determining who participated in the retreat
      - Discussed what we learned
      - Described what took place at the retreat
    - Noted the goal is that every student at GBS report feeling a sense of belonging as a valued member of the Titan community; the feeling of being connected, respected, and supported within the Titan community
    - Shared data
- Briefly discussed Teaching and Learning Progress
- Commented on the Facilities and Finance work
  - Shared the importance of the new five-year agreement with the GEA
  - Will be reviewing options for solar panels
  - Noted we will have new wayfinding signs

In response to board members' questions, the administration:

- Provided challenges in updating the webpage and streamlining our consistency throughout all communications
- Commented on the challenges with the searchability and accessibility of the website
- Stated that we have outsourced some design work specifically our print materials, and the website is done internally
- Clarified the challenges in the searchability and accessibility of pdfs on our website

- Shared that the administrative evaluation tool will include both District and the buildings
- Stated that tracking the evaluations will depend on what evaluation tool we will use
- Shared that we consider student teachers and those who intern with us for future employment
- Noted that we are reviewing the permanent substitutes program
- Provided clarification on what "grit" is
- Discussed that student well-being work will be shared during the new teacher orientation
- Explained that we get national benchmarks on the data we are collecting for SEL
- Commented that we are working on coming together with our feeder districts to work on sharing information regarding SEL practices
- Noted that there will be meetings to share what we are learning including with the township feeder districts
- Discussed that it is important to gather "more" data before we can try to make conclusions

### **School Climate Presentation**

The School Climate Team:

- Commented on the connection between student well-being and school climate and culture
- Discussed challenges of the pandemic on school climate
- Noted that through this process we hope to learn and grow
- Stated this presentation will review the process
- Reviewed the goals of the School Climate Survey
- Provided an update on the school climate work
  - Conducted an independent comprehensive confidential, and transparent data and feedback-gathering process
  - Noted that there is an ongoing analysis of data to identify themes to inform and improve school climate
  - Developing a shared vision statement
  - Planning on communicating the results and recommendations in April/May
- Explained the role of the consulting services for ongoing data analysis and action planning
- Noted the team has representatives in the role of students, parents, non-certified staff, certified staff, and administrators and has been working collaboratively and practicing shared decision-making
- Outlined different components of the Comprehensive School Climate Inventory (CSCI) data collected
- Reviewed the five states of the multi-year school climate process and noted that we are in the evaluation stage
- Highlighted strengths to celebrate as well as areas of improvement such as building trust
- Shared a video from a GBOC student as well as an in-person presentation from a GBOC student and a GBS student who shared their experience as being part of the

- team
- Noted key considerations moving forward
- Explained why we care about this data

### **Board Policy: 6434 Policy - One-Time Voluntary Termination Benefit Program for Administrators and Teachers on or before March 1, 2024**

The administration:

- Stated that this policy provides the structure for implementing the retirement benefits associated with the recently negotiated GEA contract
- Commented that the specific additional benefit in this policy is a one-time sick day contribution for administrators or teachers who declare their intent to retire by March 1, 2024, with a retirement date as early as June 30, 2027, or as late as June 30, 2032
- Shared that this item will return in our next meeting for an approval

### **Review and Summary of Board Meeting**

The board president summarized what happened at the meeting and shared the future meeting dates.

### **Possible Topics for Future Board Meetings**

Future Meeting Date:

Monday, April 10, 2023 - 7:00 p.m. - Regular Board Meeting

### **Motion to Move into Closed Session**

Motion by Mr. Glowacki, seconded by Mr. Shein to consider the appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body or legal counsel for the public body, including hearing testimony on a complaint lodged against an employee of the public body or against legal counsel for the public body to determine its validity; litigation, when an action against, affecting or on behalf of the particular public body has been filed and is pending before a court or administrative tribunal, or when the public body finds that an action is probable or imminent, in which case the basis for the finding shall be recorded and entered into the minutes of the closed meeting. (Section 2(c) (1) and (11) of the Open Meeting Act).

Upon calling of the roll:

aye: Doughty, Glowacki, O'Hara, Seguin, Shein, Sztainberg, Taub

nay: none

Motion carried 7-0

The Board returned to the open session at 11:24 p.m.

**Adjournment**

Motion by Mr. Glowacki, seconded by Mr. Taub to adjourn the meeting at approximately 11:25 p.m.

Upon the call for a vote on the motion, all present voted aye.\*

Motion carried 7-0

\* Doughty, Glowacki, O'Hara, Seguin, Shein, Sztainberg, Taub

CERTIFIED TO BE CORRECT:

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PRESIDENT - BOARD OF EDUCATION

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SECRETARY - BOARD OF EDUCATION