

**MINUTES FOR THE REGULAR MEETING OF THE
BOARD OF EDUCATION OF SCHOOL DISTRICT 89
HELD ON
November 12, 2009
906 Walton, Melrose Park, IL 60160**

**All Meetings convene at 6:00 p.m. for Closed Session
Open Session will convene at approximately 7:00 p.m.**

- 1. The Regular Session Meeting of the Board of Education for School District 89 Maywood-Melrose Park-Broadview will come to order at 6:18 p.m.**
- 2. Roll Call**

Upon roll call, the following members responded as present:
Present: Diggs, Gustello, Neely, Rivers, Rivers, Jr., Urso
Absent: Anguiano, present at 6:35 p.m.
- 3. Pledge of Allegiance to the Flag**
- 4. Recognitions**
 - A. AMAO Recognition**

-Eva Rosa: Part of the AYP system is meeting target proficiency in English and progress toward English. This year we met both targets. We are proud of teachers and parents. Thanks to the Board for the support.
 - B. School Board Members' Day**

-Thea Perkins: At this time I would like to say that November 15 is Happy Board Members' Day. We are happy to recognize our board members, this is a volunteer position and we extend appreciation for your efforts.
-Presentation of plaque to Board Members by Cabinet
-Marie Urso: We work on this every day, on how best to serve you. We appreciate you all, we are not perfect and our intentions are what count. We appreciate you all, thank you.
 - C. Moment of Silence in Honor of Miriam Devora, Carol Swiecicki, Trevion McShan**
- 5. Superintendent's Report (*Indicates Action Item)**
 - A. SES Fair
 - B. SIP Evaluations Update
 - C. Choice Update
 - D. Bilingual Parent Advisory Update and Special Education Parent Advisory
 - E. ISAT/ACUITY-**Thea Perkins:** This activity is part of my report. The meetings are centered on Acuity, benchmarks, walk-through data.
-David Ballard: Explains the activity. Our administrative team has done 2500 walkthroughs and we have a good idea of what classroom instruction looks like. Discusses reports to be handed out in the group activity.
-Loretta Gustello: The highest area, is listening, is somebody reading to them? Why aren't we moving ahead in synthesis and evaluation?
Ballard: Listening could encompass a variety of things, it could be any of those factors, what we would hope could come up in dialogue is to decrease this and increase this.
All present participate in group activity.

F. Sports Update-**Chip Carswell**: The students have to be at practice at 7:15 a.m., have a 3.0 GPA or better. Our soccer team with their first year coach, who won a championship, and they are an amazing team with 16 players. Our soccer program is growing leaps and bounds.

Lequita Neely: What year is our soccer program in?

Carswell: This is our 6th year in our soccer program.

G. Buildings & Grounds Update

H. Human Resources Update

I. FOIA Requests

6. Retire to Closed Session

A motion was made by Rivers, seconded by Diggs that the Board retires into Closed Session at 6:38 p.m. for the purpose of discussion of:

- A. Student disciplinary cases, pursuant to 5 ILCS 120/2(c)(9);
- B. The appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the district or legal counsel for the District, including hearing testimony on a complaint lodged against an employee or against legal counsel for the District to determine its validity, pursuant to 5 ILCS 120/02(c)(1), as amended by P.A. 93-0057;
- C. Collective negotiating matters between the public body and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees, pursuant to 5 ILCS 120/2(c)(2); and
- D. 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, pursuant to 5 ILCS 120/02(c)(11).

When the question was called, the following vote resulted:

7 Ayes: Anguiano, Diggs, Gustello, Neely, Rivers, Rivers, Jr., Urso

0 Nays

The motion was declared carried.

7. Board Reconvene to Regular Session

A motion was made by Gustello, seconded by Neely, to reconvene the Regular Meeting of the Board of Education at 8:40 p.m..

When the question was called, the following vote resulted:

7 Ayes: Anguiano, Diggs, Gustello, Neely, Rivers, Rivers Jr., Urso

0 Nays

The motion was declared carried.

8. Statement Regarding Public Comments

- If you intend to speak, please fill out completely a “Questions and Comments Form” and present it to the Superintendent’s Executive Administrative Assistant at this time.
- The Board will hear comments related to the agenda.
- The Board will hear comments not related to the agenda, however, these comments may be forwarded to the Superintendent or to the school Principal for an individual response.
- Please remain seated until you are called. Comments will be limited to three minutes.

9. Approval of Minutes-

Urso: We have motion, we don't have minutes. So we table, we need to table approval of minutes, do we have a motion to table approval of minutes?

Gustello: Table that.

Motion to table was moved by Anguiano, seconded by Rivers .

When the question was called, the following vote resulted:

7 Ayes: Anguiano, Diggs, Gustello, Neely, Rivers, Rivers, Jr., Urso

0 Nays

The motion was declared carried, tabled for next meeting .

10. Approval of Personnel Items

- A. Appointment of Certified Personnel
- B. Certified Resignations
- C. Certified Request for Leaves
- D. Certified Transfers
- E. Educational Support Personnel Transactions
- F. Resignations of non-tenure certified staff
- G. Volunteers/Student Teachers

Motion was moved by Anguiano , seconded by Diggs .

When the question was called, the following vote resulted:

4 Ayes: Anguiano, Diggs, Gustello, Rivers, Urso

2 Nays: Neely, Rivers, Jr.

The motion was declared carried .

11. Approval of November Bills/Payroll

Motion was moved by Anguiano , seconded by Gustello .

When the question was called, the following vote resulted:

7 Ayes: Anguiano, Diggs, Gustello, Neely, Rivers, Rivers, Jr., Urso

0 Nays

The motion was declared carried .

12. Request to Contract for Appraisal Services

Motion was moved by Diggs , seconded by Rivers, Jr. .

When the question was called, the following vote resulted:

7 Ayes: Anguiano, Diggs, Gustello, Neely, Rivers, Rivers Jr., Urso

0 Nays

The motion was declared carried .

13. Acceptance of FY2009 Audited Financial Statements, Single Audit, and Management Letter

Motion was moved by Urso , seconded by Anguiano .

When the question was called, the following vote resulted:

7 Ayes: Anguiano, Diggs, Gustello, Neely, Rivers, Rivers Jr., Urso

0 Nays

The motion was declared carried .

14. Consideration of a Resolution Authorizing the Issuance of Not to Exceed \$965,000 in Tax Anticipation Warrants for Bond and Interest Purposes

Motion was moved by Diggs , seconded by Urso .

When the question was called, the following vote resulted:

7 Ayes: Anguiano, Diggs, Gustello, Neely, Rivers, Rivers Jr., Urso

0 Nays

The motion was declared carried .

15. Approval of the Goals and Priorities for the 2009-2010 school year as presented by the Superintendent

Board/District Goals:

A. Improved Student Achievement

B. Fiscal Responsibility

C. Accountability

D. Fully Implemented District Initiatives/Programs

E. Improved Facilities and Grounds

Motion was moved by Gustello , seconded by Rivers .

When the question was called, the following vote resulted:

7 Ayes: Anguiano, Diggs, Gustello, Neely, Rivers, Rivers Jr., Urso

0 Nays

The motion was declared carried .

16. Adoption of Revised Special Education Policies and Procedures

Motion was moved by Anguiano , seconded by Urso .

When the question was called, the following vote resulted:

7 Ayes: Anguiano, Diggs, Gustello, Neely, Rivers, Rivers, Jr., Urso

0 Nays

The motion was declared carried .

17. Approval of School Improvement Plans for Irving, Lexington, and Lincoln

Discussion:

Gustello: Earlier Mr. Ballard and I had been talking had these been already submitted to the state?

Ballard: No, they have not been submitted to the state.

Gustello: Is there a timeline when they have to be submitted to the state?

Ballard: Next week.

Gustello: The questions that I had and Ms. Urso, can those be addressed with those principals about those concerns that we had or should we not, my concern to let the state look at it and then have it come back, is that your recommendation?

Ballard: Yes, I would recommend that.

Johnny Diggs: Madame President, I know previously at a committee meeting I recommended to the Superintendent that we have an executive summary considering the AYP and 2009 school report card, so that anyone within or outside of the district is concerned in how do we interpret this prior to having a response for improvement for those schools that did not meet annual measurable progress. So, I don't know where we are Superintendent on some type of summary?

Perkins: We don't have it completed yet. It will be completed I can have it for the December board meeting.

Marie Urso: Is it under, is the process begun?

Perkins: It's a work in progress; we had to finish school improvement plans first.

Urso: I know there is a timeline with this and everyone is under pressure. We got this on Friday but still that was a lot to read in the time we received it and I know how hard it is to get ready, I would appreciate longer time to go over it and then ask questions, because we are in the same position we have always been, we have to get it approved yet we have questions regarding some of the comments, they are questions not criticisms, if possible let's get it sooner so we have time to ask questions. Also, we will have an executive summary as requested by board member Diggs for the next...

Perkins: For December we will have the executive summary and copies of the school improvement report cards. But what I will say about the school improvement process is that we need to start in the spring, that is when that needs to occur, in order to get that going and we are going to have to look at whether or not we can bring in teachers during the process in the summer, and we have to pay teachers, because it's really not principals doing this work it's the leadership team its getting feedback from the schools and really getting feedback from the parents. So, what I've talked about with Mr. Ballard is we want to start in the spring so we can jump start this process and get it sooner and then we can get is sooner to the Board of Education.

Urso: With all our assessment data we have now that can expedite the process, one of the concerns is being more specific as where we are going to be going and other questions we have. But then if it is approved and they don't have the same questions we have, what is that?

Perkins: If you have concerns or issues that you want to see in the school improvement plans that is important to us as well that is important to this process.

Diggs: I want to applaud the Superintendent and Mr. Ballard as well as staff for those schools that are performing marginally above the state requirements and I am sure with the new mission statement coming from the Supt and staff, due diligence and hard work that will see the other schools that are on academic watch list will come off and all the schools within district highly achieving ready and preparing to learn.

Urso: I already talked about as a board that, the state AYP, that is the average, we want to be above average or exceeding expectations, we will get there.

Perkins: Exactly, right also you see with the handout with the ISAT where we started. We are talking about 30 percent of your kids reading, and now so no we are not where we want to be but we are making gains and progress.

Urso: Unfortunately, if they would go to a vote now, would we be okay? There are not there yet.

Motion was moved by Gustello, seconded by Neely.

When the question was called, the following vote resulted:

7 Ayes: Anguiano, Diggs, Gustello, Neely, Rivers, Rivers Jr., Urso

0 Nays

The motion was declared carried.

18. Approval of the Settlement with Marilyn Preston

Motion was moved by Anguiano, seconded by Rivers.

When the question was called, the following vote resulted:
 5 Ayes: Anguiano, Gustello, Rivers, Rivers Jr., Urso
 Abstained: Diggs, Neely

The motion was declared carried.

19. Approval to Terminate Current Health Insurance Broker

Motion was moved by Anguiano, seconded by Urso.

Discussion:

Grady Rivers, Jr.: I think last time this was discussed, we were talking about not having any brokers. But then at the finance committee meeting tonight it looks like we are looking at terminating this broker and bringing in another broker/consultant whatever you want to call it, that gets paid fees. I thought our goal was not to pay any fees. At the last meeting, we were saying we were going to have our business manager do our brokerage. What are we moving toward here? And then if we want to terminate health insurance broker then shouldn't we terminate our property and casualty broker too, what are we moving toward here?

Urso: To answer your question, the presentation today at the finance meeting was for informational purposes only.

Rivers, Jr.: It sure looks like that is the way we are heading.

Urso: That was for informational purposes and that was to get what information we could get from a Blue Diamond that was stated in our subcommittee for the health insurance, it was stated again.

Rivers, Jr.: We are not planning on hiring them, is that what you are saying?

Urso: No, I am not saying...

Rivers, Jr.: I know you are not, because it looks like that is where we are heading.

Urso: Let me answer your question, the Board is to terminate the current broker for reasons everyone understands, secondly the presentation tonight was for informational purposes only.

Rivers, Jr.: My question is, are we planning to hire another health broker?

Urso: That is not my determination that is a board determination.

Rivers, Jr.: This is for board discussion; this is what we are doing.

Gustello: In our subcommittee, in our board committee for finance we wanted to know what a blue diamond company was. So we heard about Oak Park- River Forest, so we figured let's have them come out and see what they had to do. Also at that meeting, we talked with Mr. Cushion he assured us that he that he could handle this so that we wouldn't have a broker, yes he did, yes he did. He said that he could handle this in house.

Lequita Neely: I also remember him saying that if that is what the board decided to do that he would do that. But he did make a very good claim that at his hands, he had a lot of different tasks and the other thing at the subcommittee, you were not there Mr. Rivers [Jr.], it was just Board President Urso, myself, Secretary Gustello, and Board Member [Rivers]. We did talk about something else differently than what we talked about at the board committee meeting. We talked about several different options. One option was to have a broker, one option was do have do we have a broker but do we determine what the fee is going to be separate from our insurance provider, so we talked about some different options. So it wasn't, at the last one you came, we are now going into learning about different options we can use. The one thing that did come out of the subcommittee, is that we were going to talk about the four options, if I am not mistaken that we were going to do at a subsequent meeting that has not been...

Rivers, Jr.: Why is this on the agenda at the board meeting?

Diggs: Just for clarification, Madame President and Board Member Rivers, Jr. I was also present at that meeting, as was I also present for the initial meeting when the question and clarification was provided also in support of measure at the second meeting by Mr. Cushion who provided information giving the history of the utilization of insurance brokers within the district. I think that was a point in clarification that was met and that information that was contained in that documentation which came from the actual insurance provider Blue Cross Blue Shield clarified the issue. The question that members had that were present that night whether or not Mr. Cushion stated that he does have large responsibilities as business manager but also what services does a broker provide to the district would there be interruption of services or even an impact financially considering that the dist is in the posture of saving money without reducing quality of services especially health services provided to its employees, the question I want to clarify again, that even with financial committee meeting it was unique to my understanding that the current broker was present and listed a battery of accusations outside of accusations, she stated for a simple fact of services she had provided to the district, ironically being a new board member, that didn't come to the forefront from the Superintendent or staff when board members that were present were inquiring about the services provided I think Mr. Cushion also provided information from other districts in the position and the decision that their boards were moving toward also in ending the relationship from a contractual commission broker and looking at serviceable providers, i.e. brokers or consultants who provide said services at a higher degree and level of services but do it at a reduced cost or flat fee, so if I am incorrect as far as that Mr. Cushion...

Neely: No, that is exactly what I said.

Diggs: Okay, then we were or I was surprised to hear tonight, from the current broker, that she has had an ongoing relationship with the district and has provided services that never really surfaced during our committee meetings.

Neely: Do you have comment on that Mr. Cushion? Have you had an ongoing relationship with enrollment, with them coming to enrollment?

Michael Cushion: I don't recall it.

Neely: You don't ever recall them coming to enrollment?

Cushion: Not ever, but I don't recall some things that you mention, I don't recall that.

Urso: For clarification, without putting you on the spot, I apologize if you feel on the spot-

Cushion: I do.

Urso: Did you receive those services that were stated-a simple yes or no?

Cushion: I can't answer that, I would have to go back and review all the things that were said.

Urso: Do you recall any of them?

Rivers, Jr.: Wait, wait a minute? What do you mean you can't recall that?

Cushion: She listed a lot of things that she did.

Rivers, Jr.: You can't say whether she did her job or not?

Cushion: I don't recall.

Urso: Okay that's it. Thank you. Again, I apologize for putting you on the spot.

When the question was called, the following vote resulted:

5 Ayes: Anguiano, Diggs, Gustello, Rivers, Urso

2 Nays: Neely, Rivers Jr.

The motion was declared carried .

20. Approval to Terminate Current Property and Casual Services Broker

Motion was moved by Neely , seconded by Anguiano .

Discussion:

Gustello: I would like this tabled. For the simple reason that I'd like to go through the same process that we did for the health insurance broker. I want to hear Mesirow, other people companies, one of the gentlemen at the finance committee meeting mentioned other companies that have blue diamond but they are property and worker man's comp I

want to go through the same process again before I determine. I mean I read Mesirov and to me it looks good, but I have nothing to compare it with. I mean it is the first time I am on the board. I would like to table this and turn it over to the finance subcommittee to take a look at it. I know Mr. Cushion; correct me if I am wrong, we are bound by them from Oct. 1st for worker's compensation.

Cushion: No we have coverage.

Gustello: Coverage I meant to say, not bound.

Cushion: We are not bound.

Gustello: I shouldn't have said coverage.

Cushion: Coverage is bound, that is not going to change.

Urso: It was binding the coverage.

Gustello: And that is one reason I feel comfortable that we have worker's comp covered, I would like to table this and do some more research, being a new person to the board.

Neely: Several months ago, the information you are requesting, I had asked for our health insurance broker. And it took a while for me to get that, and Mr. Diggs took the ball and I did start getting some information. But in those four months it just so happens that the information that I was requesting from the health insurance broker we received for some odd reason from Mesirov. About the services they provide, the commission they are paying, a summary on how much they have been saving the district over the last six years, they have given us a lot of the information that I had requested previously four months ago. They have given us a lot of information.

Urso: We have a motion to table. Do we have a motion to table?

Neely: My motion was to approve to terminate the current...

Gustello: No we don't have a motion, we had a discussion.

Urso: Just so we know what we are voting on, we have approval to terminate current property and casualty service broker...

Neely: One other question, Mr. Cushion, you are taking on the health insurance broker in the interim that we get a broker or we don't. Are you able to take on the casualty and property broker or you don't have a comment?

Cushion: I think the district has to have a broker for property and casualty, if I am not mistaken.

Neely: I thought I asked that question first of Mesirov when they came and they told me we did not, we just had to be bound by our coverage.

Cushion: Yeah, but I don't think I can bind coverage.

Neely: I asked him that specific question at the meeting though.

Cushion: Alright well, you know more than I do.

When the question was called, the following vote resulted:

2 Ayes: Neely, Rivers Jr.

5 Nays: Anguiano, Diggs, Gustello, Rivers, Urso

The motion was declared defeated.

Urso: Board will unanimously agree to send this item to committee for further information to follow the process that we set for health insurance broker.

21. Adoption of the resolution authorizing Sanchez, Daniels & Hoffman, LLP to intervene on behalf of the school district in the proceedings before the State of Illinois Property Tax Appeal Board for appeals filed in 2007

Motion was moved by Gustello, seconded by Urso.

Discussion:

Neely: Mr. Cushion, again, I know we have done this again every year. But do we always actually say who authorizes or do we just say legal counsel?

Cushion: I am not sure, because it is '07. I think we give the legal counsel approval to for respective year. I think we did one for '08.

Meaghen Russell: The resolution is specific to the year.

Neely: That is not my question. My question is do we in the language identify a specific group?

Cushion: I believe we have, yeah. We have in the past with different law firms.

Neely: I just thought we always said school district legal counsel, okay, thank you.

Rivers, Jr.: Has Sanchez, Daniel and Hoffman hasn't done it before though correct?

Russell: They have.

Rivers Jr.: They have done this for us?

Cushion: Yes, sir.

When the question was called, the following vote resulted:

6 Ayes: Anguiano, Diggs, Gustello, Neely, Rivers, Urso

1 Nay: Rivers Jr.

The motion was declared carried .

22. Acceptance of Comments or Questions from Audience

Ms. Edwina Perkins: U.S. Cellular sponsored contest where a school can win \$100,000. Community can vote for one school in the District.

-Superintendent and Mrs. Bland further look into the opportunity.

23. Old Business-None

24. New Business-

Urso: With all due respect to questions being asked, more so with respect for our staff not to be surprised by some questions, we do have the board packets on the Friday before, pretty much completed. If we have questions I think we need to refer them to the party that the questions pertain to. Because we don't want to unduly surprise and I think we have talked about a no surprise policy at our board retreat. And I think we need to think about it, we need to respect our staff and understand our question and time to respond to them.

Rivers, Jr.: I understand but staff should be able to answer the basic questions too.

Urso: We have the option to call them before the board meeting.

Rivers, Jr.: I agree.

Neely: I have an item too for new Business. I received several calls regarding our principals and our principals having access to the Board of Education or being able to voice their concerns leave any feedback for the Board of Education. Years ago we would have a set time or date where the board would have the opportunity to talk administrators all in one room and collaborate. As a board we could maybe discuss at another time if that is an option that the board would like to do. Because that is an opportunity to all of our unions we give that opportunity all of our unions to M.E.A., S.E.I.U., but we don't give it to administrators that are not bound by a "union" or the-at- will staff. From my understanding they are getting flak for coming to us and being singled out. I don't know how true that is but I think as a board I think we need to sit down and talk about having our building principals having them get the opportunity to talk to us.

25. Motion for Adjournment

A motion was made by Gustello, seconded by Anguiano, that the Regular Meeting of the Board of Education is adjourned at 9:12 p.m. .

When the question was called, the following vote resulted:

7 Ayes: Anguiano, Diggs, Gustello, Neely, Rivers, Rivers Jr., Urso

0 Nays

The motion was declared carried .

Marie Urso
Board President

Loretta Gustello
Board Secretary