

**REAVIS HIGH SCHOOL DISTRICT 220  
6034 WEST 77<sup>th</sup> STREET, BURBANK, ILLINOIS 60459  
COOK COUNTY**

**REGULAR BOARD OF EDUCATION MEETING**

**TUESDAY, JANUARY 19, 2021 AT 6:00 P.M.  
LIBRARY**

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**MINUTES**

**1. OPEN MEETING, PLEDGE OF ALLEGIANCE, ROLL CALL**

Time: 6:00 p.m.

The following Board Members were physically present at the meeting:

Ted Arnold  
James Brodinski  
Andrea Creger, Vice President  
Steve Ficker  
Russell McKinley, President  
Ruben Moreno  
Linda O'Dowd, Secretary

Also Present: Daniel J. Riordan, Ed.D., Superintendent  
Eric Novak, Chief School Business Official  
Donald P. Erickson, NBCT, Information & Educational Technology Director

**2. APPROVAL OF MINUTES**

- Regular Meeting Minutes of December 8, 2020.

Motion: R. Moreno  
Second: L. O'Dowd  
Aye: J. Brodinski, A. Creger, S. Ficker, R. McKinley, R. Moreno, L. O'Dowd, T. Arnold  
Nay: None  
Vote: 7-0

**3. AUDIENCE PARTICIPATION**

There was no *Audience Participation* at this meeting.

#### 4. COMMUNITY USE OF FACILITIES

There were no *Facility Requests* at this meeting.

#### 5. FISCAL MANAGEMENT

- A. Approved resolution setting forth and describing in detail claims heretofore authorized and allowed for proper school purposes which are presently outstanding and unpaid, declaring the intention to issue \$20,750,000 bonds for the purpose of paying claims against Township High School District Number 220, Cook County, Illinois, and directing that notice of such intention be published as provided by law.

Motion: J. Brodinski  
Second: S. Ficker

Dr. Riordan explained that Reavis will be refinancing the 2013 outstanding series bonds at a cost savings of over \$2 million dollars over the next 10-12 years. He then called upon Mr. Novak to provide further details. Mr. Novak explained that during a Finance Committee meeting last week with Ms. O'Dowd and Mr. Brodinski they discussed refunding the 2013 series bonds. Besides the referendum that the community passed in March, the district also has 2 series of bonds that is our current debt. One is a 2012 series and the other is the 2013 series. Both were passed by the board in 2012 and 2013. Those funds helped finance the library renovation, theater renovation, cafeteria renovation, outdoor fields, south wing and life safety projects. The 2013 series expires in 2033. The refinancing of this will save the community taxpayers approximately \$2 million dollars. There is only 4 years left on the 2012 series bonds so it is not worth refinancing. The goal was to save money for the taxpayers and be sure the term was not being extended. The interest rate will be lower and the term will not be extended. This will allow to pay down the principal faster. In meeting with the financial advisor, Mr. Andrew Arndt, Baird Public Finance, he presented a few different scenarios. The Finance Committee felt Option #2 was the best option to present to the board this evening (Mr. Novak referred to a handout his distributed.) Currently the total amount to repay is \$25.5 million. After the refunding, the total amount will be \$23.1 million. These numbers are based on current interest rates as of December 18, 2020. The current climate for interest rates is very good. If the Resolution of Intent is passed this evening, a legal notice will be posted in the local newspaper notifying the community the intent to refund these bonds. After 30 days, a Parameters Resolution will be presented. That gives Baird the authority to go out and sell the bonds under certain parameters. Dr. Riordan added that what is being done tonight does not automatically commit Reavis. He also added that a Special Board meeting will have to be scheduled since the February board meeting will take place during the 30 days.

Aye: A. Creger, S. Ficker, R. McKinley, R. Moreno, L. O'Dowd, T. Arnold, J. Brodinski  
Nay: None  
Vote: 7-0

- B. Financial Statements dated December 31, 2020.

Motion: A. Creger

Second: S. Ficker  
Aye: S. Ficker, R. McKinley, R. Moreno, L. O'Dowd, T. Arnold, J. Brodinski, A. Creger  
Nay: None  
Vote: 7-0

C. Payment of Bills for January, 2021.

Motion: L. O'Dowd  
Second: R. Moreno  
Aye: R. McKinley, R. Moreno, L. O'Dowd, T. Arnold, J. Brodinski, A. Creger, S. Ficker  
Nay: None  
Vote: 7-0

6. **TRAVEL**

There were no *Travel Requests* at this meeting.

7. **PERSONNEL**

A. Approved resignation of Ms. Theresa Hemmer, teacher, effective October 27, 2020.

Motion: L. O'Dowd  
Second: S. Ficker

Dr. Riordan explained that Ms. Hemmer was the Behavioral Coach within the Special Education Department. She took a full-time position with another school.

Aye: R. Moreno, L. O'Dowd, T. Arnold, J. Brodinski, A. Creger, S. Ficker, R. McKinley  
Nay: None  
Vote: 7-0

B. Approved hire of Ms. Yaheira Ramirez, teacher, for the 2<sup>nd</sup> semester of 2020-2021 school year.

Motion: S. Ficker  
Second: R. McKinley

Dr. Riordan added that Ms. Ramirez has been covering an FMLA leave and the teacher will be staying home the remainder of the year so this is just extending her employment for the 2<sup>nd</sup> semester.

Aye: L. O'Dowd, T. Arnold, J. Brodinski, A. Creger, S. Ficker, R. McKinley, R. Moreno  
Nay: None  
Vote: 7-0

- C. Approved request for a leave of absence according to the provisions of the Family Medical Leave Act for Ms. Katherine Glenn, teacher, beginning February 3, 2021 through April 1, 2021.

Motion: A. Creger  
Second: S. Ficker  
Aye: T. Arnold, J. Brodinski, A. Creger, S. Ficker, R. McKinley, R. Moreno, L. O'Dowd  
Nay: None  
Vote: 7-0

- D. Approved request for a leave of absence according to the provisions of the Emergency Paid Sick Leave Act (EPSLA) for Mr. Mark Appleby, Director of Transportation and Operations, beginning on January 4, 2021 through January 8, 2021.
- E. Approved request for a leave of absence according to the provisions of the Emergency Paid Sick Leave Act (EPSLA) for Ms. Roberta Andavis, maintenance staff, beginning on December 4, 2020 through December 14, 2020.
- F. Approved request for a leave of absence according to the provisions of the Emergency Paid Sick Leave Act (EPSLA) for Ms. Anna Grochal, maintenance staff, beginning on December 1, 2020 through December 18, 2020.
- G. Approved request for a leave of absence according to the provisions of the Emergency Paid Sick Leave Act (EPSLA) for Mr. Michael Michalowski, maintenance staff, beginning on December 1, 2020 through December 13, 2020.
- H. Approved request for a leave of absence according to the provisions of the Emergency Paid Sick Leave Act (EPSLA) for Ms. Carol Burke, hall monitor, beginning on December 1, 2020 through December 12, 2020.

It was the consensus of the Board to approve *Items D, E, F, G and H* under *Personnel* with one motion:

Motion: L. O'Dowd  
Second: R. McKinley  
Aye: J. Brodinski, A. Creger, S. Ficker, R. McKinley, R. Moreno, L. O'Dowd, T. Arnold  
Nay: None  
Vote: 7-0

## **8. OLD BUSINESS**

There was no *Old Business* at this meeting.

## **9. NEW BUSINESS**

- A. Approved the calendar for 2021-2022 school year, including Board of Education Regular Meetings.

Motion: R. Moreno  
Second: S. Ficker

Dr. Riordan highlighted a few dates for the 2021-2022 school year. Opening day with a teacher institute day will be August 16<sup>th</sup>. Fall sports will begin the week before. He explained the reason for not beginning the end of the previous week as in years past is due to the unknown of the pandemic, the on-going construction projects and the possibility if Reavis was used as a vaccination facility throughout the summer months. The number of days for each semester is nearly the same and the school year will still end before Memorial Day.

Aye: A. Creger, S. Ficker, R. McKinley, R. Moreno, L. O'Dowd, T. Arnold, J. Brodinski  
Nay: None  
Vote: 7-0

- B. Schedule a Special Board Meeting to approve bids for North Wing locker & toilet room renovation, mechanical equipment replacement and asbestos abatement removal.

Motion: S. Ficker  
Second: R. McKinley

Dr. Riordan explained that the architects and engineers have requested 24-48 hours to review the bids that are due on January 26, 2021.

It was agreed upon to have the Special Board meeting on Thursday, January 28, 2021 at 6:00 p.m. (*Since the Regular Board meeting, the Special Meeting was rescheduled to Tuesday, February 2, 2021.*)

Aye: S. Ficker, R. McKinley, R. Moreno, L. O'Dowd, T. Arnold, J. Brodinski, A. Creger  
Nay: None  
Vote: 7-0

- C. Approved destruction of verbatim record of the following Closed Session Meetings, per 5 ILCS 120.2.06 (from Ch. 102, Par. 42.06):

July 21, 2018	February 19, 2019
September 18, 2018	March 5, 2019
October 16, 2018	May 21, 2019
December 11, 2018	June 18, 2019
January 15, 2019	

Motion: J. Brodinski  
Second: A. Creger

Dr. Riordan reminded that this is a normal process that is done two times a year.

Aye: R. McKinley, R. Moreno, L. O'Dowd, T. Arnold, J. Brodinski, A. Creger, S. Ficker  
Nay: None  
Vote: 7-0

## **10. CATEGORICAL REPORTS**

### **A. Student Reports – No Report**

Administration – Principal Schultz shared the following updates. The Reavis Refuses to Fail first semester efforts consisted of a holistic approach to student learning. We made a concerted effort to monitor student grades on a weekly basis to identify at-risk and disengaged students, while also acknowledging our students who consistently engaged in school. We utilized many different strategies to assist students in their learning. Our Resource Center, Student Services Division Zoom services/supports & newsletters, Tier III Intervention room organized by our counselors, social workers, school psychs and admin team, Dean Home visits, and Catch up Days were just some of the ways the district attempted to support classroom level instruction and learning. Teacher flexibility was key to our success as PLC Teams prioritized incomplete work at the course level with an emphasis on the need to know to demonstrate evidence of learning. Teachers were creative and shared their best practices, new skills, and out of their comfort zone ideas with peers through weekly professional development. A sincere thank you to our students, teachers, and families for their commitment to learning during these difficult times.

We will run a spring credit recovery program for any student who was unable to successfully earn credit in a required course. This program will be funded by Title I & ESSER grants (CARES ACT). For all subject areas in the Credit Recovery program, both class work and grading/gradebooks will be standards based. There are 191 eligible students and sign up continues this week. We will be communicating with the teachers who have applied next week and we will host a meeting for all credit recovery teachers as well as a parent meeting. We have had a good response so far regarding sign-up, and we will continue to encourage families to take advantage of this free program.

As I stated in my Friday's message last week, we will continue our PLC efforts this semester. Our schedule will include dedicated PLC time for teachers with their teams as well as coaching cadre sessions, professional development, and other instructional and curriculum goal opportunities. In addition to faculty PLC work surrounding each team's orange position- a metaphor we use when addressing where teams are in the PLC process, we will continue with our conversations related to:

- Grading and assessment--circle back to common building language clarifying and simplifying dialogue in teams and early intervention with parents/students----finding time weekly during PREP to contact students at-risk
- Providing specific feedback to team leaders to use in weekly team meetings
- Continued professional development to support faculty and staff--topics will continue to center around technology and as we look ahead to the future, our PD will also include hybrid learning examples of how to prepare for the next teaching environment.
- Self-care-we encourage staff to take advantage of the resources for mental, social, and physical health including our newest outlet The Calm Room which was featured in our monthly SSD newsletter--designed for staff and students. It is also located on the website.

Finally, we plan to begin our hybrid model on February 1st. Parents have received a survey to designate if they would like to send their child to school two days per week or remain in remote learning through March 26th. We will host another district webinar on January 28th to review our hybrid procedures, review our blue/gray/remote bell schedule, and answer any questions from staff pertaining to a safe return.

Dr. Riordan thanked Principal Schultz for all her hard work. He added that he is confident that the students will be able to return to the building under the hybrid model. Dr. Riordan also acknowledged that we are still dealing with the pandemic and although it is not going away in the next couple of weeks there is light at the end of the tunnel. Positivity rate in Illinois is dropping as well as our Region #10. The next obstacle will be administering vaccinations. The positive for Burbank is having our own health center. Reavis has a standing weekly meeting with the Stickney Public Health District. These meetings have been valuable for information since August. Stickney will directly receive vaccinations so the community will not have to wait for the Cook County Health Department. Dr. Riordan reported that 3 Reavis employees have received the 1<sup>st</sup> dose of the vaccine already. There is a total of 7 employees that are scheduled to receive the vaccine as part of group 1A. These individuals are from the nurse's office and other areas that work directly with students. A date has not been set yet for group 1B. That will include the 65 and older Burbank community which makes up approximately 10%. One of the biggest issues of concern is having people to be vaccinators. More will be learned in the coming weeks. Dr. Riordan is hopeful by the February meeting that 1B will have started or at least have a schedule.

Dr. Riordan thanked the students and teachers for working together to get through the semester. He looks forward to the day, though it might be a year from now, to hear how people were challenged and how they overcame and what they learned about themselves during this time. He has already heard stories from teachers how it has made them better teachers.

- B. Teachers Union – No Report
- C. Support Staff Union – No Report
- D. Maintenance Union – No Report
- E. Board Reports – Mr. Novak shared that the audit should be complete in the next 7-10 days. He did communicate to RSM that ideally it will be available for the Special Meeting scheduled for January 28, 2021.

Dr. Riordan presented details from the Building & Grounds meeting. He shared an update on the AERO project as it continues to evolve. Dr. Riordan is on the core design team and has renderings to share with the Board. The biggest item currently be worked on is working with State Legislature to determine how and when the \$25 million dollars will be received. The 11 districts have already committed and there is already some funds in the bank. It will be determined in the next couple of weeks how the other districts will be depositing their funds. The next few days phone calls will be made and emails will be to sent to push legislators to follow through with their commitment. In order for the design to move forward the funds have to be available.

A lot of work has been done in the Building & Grounds meeting. Next week the bids are coming in and hopefully the numbers come in where expected. Dr. Riordan brought and had displayed the blueprints for the North Gym and Locker Room renovations. Next Thursday, the board will approve bids that will allow for 8 student washrooms to be renovated. These washrooms have not been updated for over 20 years. One meeting was dedicated solely to the design of the washrooms. These washrooms will be functional, appealing and easy to clean. Dr. Riordan then invited everyone to look at the blueprints and some of the materials that will be used after the meeting.

Lastly, the tuckpointing project is complete and the roofing is 95% complete. The fence for the softball field has been obtained. Once the weather allows, it will be replaced. The roof material for both storage garages is onsite. This will also be completed when the weather allows. The Little Theater project continues to progress. It was just approved to bring in an outside electrical company to speed up that process.

F. Superintendent – State of the District Address

## **11. CLOSED SESSION**

Enter into Executive Session pursuant to the Open Meetings Act, 5 ILCS 120/2, to consider the appointment, employment, compensation, dismissal or evaluation of personnel, contract negotiations, possible or imminent litigation, resident delegate concern, student disciplinary issues, and held recommendations with any required action taken in open session.

Time: 7:05 p.m.  
Motion: T. Arnold  
Second: R. Moreno  
Aye: R. Moreno, T. Arnold, J. Brodinski, A. Creger, S. Ficker, R. McKinley, L. O'Dowd  
Nay: None  
Vote: 7-0

## **12. RETURN TO OPEN SESSION**

Time: 8:29 p.m.  
Motion: L. O'Dowd  
Second: T. Arnold  
Aye: T. Arnold, J. Brodinski, A. Creger, S. Ficker, R. McKinley, L. O'Dowd, R. Moreno  
Nay: None  
Vote: 7-0

## **13. NEW BUSINESS**

- Approved motion that the Board has reviewed Closed Session Minutes and has determined that the seal remain on said Minutes.

Motion: R. Moreno  
Second: R. McKinley  
Aye: J. Brodinski, A. Creger, S. Ficker, R. McKinley, L. O'Dowd, R. Moreno, T. Arnold  
Nay: None  
Vote: 7-0



**14. ADJOURNMENT**

Time: 8:30 p.m.  
Motion: T. Arnold  
Second: J. Brodinski  
Aye: A. Creger, S. Ficker, R. McKinley, L. O'Dowd, R. Moreno, T. Arnold, J. Brodinski  
Nay: None  
Vote: 7-0

Signed and approved this 16<sup>th</sup> day of February, 2021.

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President

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Secretary