

**REAVIS HIGH SCHOOL DISTRICT 220
6034 WEST 77TH STREET, BURBANK, ILLINOIS 60459
COOK COUNTY, ILLINOIS**

REGULAR BOARD OF EDUCATION MEETING

**TUESDAY, NOVEMBER 17, 2020 AT 6:30 P.M.
REAVIS LIBRARY
Livestream link available at www.reavisd220.org**

MINUTES

1. OPEN MEETING, PLEDGE OF ALLEGIANCE, ROLL CALL

Time: 6:30 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

A. Regular Meeting Minutes of October 20, 2020.

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

B. Closed Session Meeting Minutes of October 20, 2020.

Motion: J. Brodinski
Second: S. Ficker
Aye: A. Creger, S. Ficker, R. McKinley, R. Moreno, L. O'Dowd, T. Arnold, J. Brodinski
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 the 2020 tentative tax levy consisting of the following funds:

Education	\$ 21,372,000
Building	\$ 3,448,000
Transportation	\$ 1,275,900
Working Cash	\$ 177,600
Municipal Retirement	\$ 222,500
Social Security	\$ 411,500
Special Education	\$ 351,150
Liability Insurance	\$ 351,150
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	\$ 27,609,800

Motion: R. Moreno
Second: R. McKinley

Mr. Novak distributed a handout to the board members. For a reminder, Mr. Novak explained that this is the process of telling Cook County how much money Reavis will ask the taxpayers for the school year. Levy means ‘to ask for’. The tax extension is the final amount of money approved. Adding, it is a long and complicated process to get to the final number. The assessor starts out by providing a fair market value to each property within the taxing district. Two important key terms, Property Tax Extension Limitation (PTEL) law limits the amount allowed to ask the taxpayers for each year. The limit is either 5% or Consumer Price Index (CPI), whichever is less. More times than not the limit is CPI. This year’s CPI is 2.3% and last year it was 1.9%. Based on last year’s extension, Reavis can seek 2.3% greater amount of tax money. Truth in taxation law requires the taxing district to compare the amount of the proposed levy to last year. If Reavis decided to ask for more than 5%, a public hearing must be held with a notice ran in a local newspaper stating that. In year’s past it was done routinely. Last year was the first year Reavis had not asked for 5%. Since this year’s request is under 5%, Reavis is not required to hold a public hearing before approval. Mr. Novak reminded that although a certain percentage is requested, it will be reduced down dependent on what the CPI is. New or improved property is not included in the extension from the previous year that is why more funds are requested.

Dr. Riordan added that a good example of that is a property that would be coming off of TIF. There is only one opportunity to put that amount in your request. For example, already on the radar are ten hotels at 65th & Cicero that will be coming off of a 35-year TIF in 2 years. Mr. Novak added that the added new property is estimated at \$5 million each year. When those hotels come off the TIF in two years, Reavis stands to add 70-80 million dollars in EAV. That

added to the levy will put it over the 5% in two years. Dr. Riordan adding that is allowed when adding new property.

Ms. O'Dowd asked if a business could appeal coming off TIF. Dr. Riordan replied that after 28 years the hotels asked for a 7-year extension which brought it to the 35-year limit. There is no other extension past the 35-year state statute of limitation of a TIF. TIF is the amount the town gives funds back to the company with the understanding the company will reinvest in the property. For example, after the 7-year extension was approved, a new hotel was built. December 2022 is when Reavis will levy and those funds would be seen in 2023.

Mr. McKinley asked Mr. Novak if he is seeing any loss yet with businesses that are closing permanently. Mr. Novak replied that is to be seen. The last tax collection was due October 1. The numbers show Reavis has received a comparable amount to last year for the 2nd tax collection. Also adding that as the pandemic continues to hit further damage to the community is unknown.

Mr. Novak then brought attention to CPI detail. Listing the averages over the years. This shows the limit on the amount over last year's extension that can be brought to the community to levy. This year's CPI is 2.3% from December 2019.

The levy calendar can seem complicated. The December 2019 CPI is for the 2020 tax year. Everything being done now and what will be approved next month, is for calendar year 2021 which impacts 2 different fiscal years.

There is a new Cook County Assessor, Mr. Fritz Kaegi. There is uncertainty of what will be the impact of how he goes about his job. The change in methodology in terms of how to assess. The south suburbs are in an assessment year. Mr. Kaegi's methodology pushes more of the tax responsibility towards the commercial businesses and away from residential properties.

Mr. Novak reviewed last year's levy. Reavis levied for 4.9% and received 2.55%. Always asking for more but through the process the county will adjust to the appropriate level to ensure that PTEL is being followed and capturing new growth from property. So, this year's levy follows a similar model. Last year's extension applies 2.3% CPI to get \$26,929,813. Also, an assumption of \$5 million in new growth is multiplied by a tax rate which brings it to \$27,072,000. That is approximately the number of the extension but the amount of the levy is \$27,609,800 with the reminder of always asking for more.

Above and beyond the operating funds, Reavis also must levy for any outstanding debt. This levy will capture the money needed to pay back the bond for the referendum. On this month's financials is the first payment of \$998,000,000 in interest. Reavis has not levied taxpayers for the referendum money yet. Reavis was given an extra payment of \$1 million to make the interest payment. Now to levy for the first payment for principal and the 2nd payment of interest.

Dr. Riordan reiterated that taxpayers will not see an increase based on the referendum until the August 2021 tax bill. Mr. Novak further explained that the March tax bill is always 55% of the previous year's collection since the county does not complete the assessments until June.

Next steps, the final levy will be approved at the December board meeting. The next few weeks Mr. Novak will continue to review information that may have him adjust the levy amount before then. He will continue to update Dr. Riordan and the Board as necessary.

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

B. Financial Statements dated October 31, 2020.

Motion: A. Creger
Second: S. Ficker

Mr. Novak noted that the total dollar amount is higher than normal because the payment of annual existing debt and the capitalized interest payment from the referendum are included this month. Also, as the Capital Projects progress payments are being made to vendors.

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

C. Payment of Bills for November, 2020.

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

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

D. Approved request to solicit specifications and bids for IT HVAC, F7 Boiler, North Gym locker room renovation, North Wing restrooms, First Floor Main Hallway restrooms, and Domestic Water Line.

Motion: R. Moreno
Second: R. McKinley

Dr. Riordan explained that these items will be taking place over the next 2 board meetings. There may be a need to schedule a special board meeting to approve bids to begin work. When work takes place will be dependent on weather and if students return to the building.

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

6. TRAVEL

There were no *Travel Requests* at this meeting.

7. PERSONNEL

- A. Approved request for a leave of absence according to the provisions of the Emergency Family Medical Leave Extension Act (EFMLEA) for Ms. Maria Manaves, teacher, beginning on October 26, 2020 through December 18, 2020.

Motion: R. Moreno
Second: J. Brodinski

Dr. Riordan explained that the majority of the personnel items this evening is for people that were exposed to a positive case or is positive themselves and needed to enact the law. He commended Mr. Novak and Ms. Mary Cook, Business & Finance Coordinator, for keeping track of employees needing to be out and keeping in communication with the Nurse's office.

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

- B. Approved request for a leave of absence according to the provisions of the Family Medical Leave Act (FMLA) for Ms. Monica Manzke, teacher, beginning on or around November 9, 2020 with an anticipated return of February 24, 2021.

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

- C. Approved request to extend leave of absence for Ms. Heather Illichman, teacher, from November 25, 2020 through May 26, 2021.

Motion: L. O'Dowd
Second: R. McKinley
Aye: A. Creger, S. Ficker, R. McKinley, R. Moreno, L. O'Dowd, T. Arnold, J. Brodinski
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 Ms. Kim Sullivan, support staff, beginning on October 21, 2020 through November 3, 2020.

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

- E. Approved request for a leave of absence according to the provisions of the Emergency Paid Sick Leave Act (EPSLA) for Mr. Louis Cook, maintenance staff, beginning on October 30, 2020 through November 9, 2020.

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

- F. Approved request for a leave of absence according to the provisions of the Emergency Paid Sick Leave Act (EPSLA) for Ms. Rosalinda Campa, cafeteria staff, beginning on October 13, 2020 through October 26, 2020.

- G. Approved request for a leave of absence according to the provisions of the Emergency Paid Sick Leave Act (EPSLA) for Ms. Claudia Flores, cafeteria staff, beginning on October 13, 2020 through October 26, 2020.

- H. Approved request for a leave of absence according to the provisions of the Emergency Paid Sick Leave Act (EPSLA) for Ms. Adeline Nebe, cafeteria staff, beginning on October 13, 2020 through October 26, 2020.

- I. Approved request for a leave of absence according to the provisions of the Emergency Paid Sick Leave Act (EPSLA) for Ms. Cheryl Overland, cafeteria staff, beginning on October 13, 2020 through October 26, 2020.

- J. Approved request for a leave of absence according to the provisions of the Emergency Paid Sick Leave Act (EPSLA) for Ms. Maria Rodriguez, cafeteria staff, beginning on October 13, 2020 through October 26, 2020.

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

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

- K. Approved request for a leave of absence according to the provisions of the Emergency Paid Sick Leave Act (EPSLA) for Ms. Cheryl Casco, cafeteria staff, beginning on November 5, 2020 through November 18, 2020.

Motion: J. Brodinski
Second: R. McKinley

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

L. Approved the resignation of Ms. Kathy Tirrito, cafeteria staff, effective immediately.

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

M. Approved the resignation of Ms. Genesis Myers, assistant cheerleading coach, effective for the 2020-21 school year.

Motion: S. Ficker
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

N. Approved the approval of the following volunteer coaches, effective for the 2020-21 school year:

John Young	Boys' Basketball
Steve Forsythe	Boys' Swim

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

8. OLD BUSINESS

- Approved changing the start time of regular Board of Education meetings to 6:00 p.m., effective with the December 8, 2020 meeting.

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

9. NEW BUSINESS

- A. Approved the Memorandum of Understanding between the Board of Education of Reavis High School District 220 and Reavis High School Federation of Teachers Union Local 1951, IFT-AFT/AFL-CIO 2020-21 Coach’s and Sponsor’s Stipend Payment.

Motion: R. Moreno
Second: R. McKinley

Dr. Riordan explained as discussed in previous meetings, this is the MOU for stipends to be paid at 75%. Adding that not knowing if the sports will be played will giving the coaches some relief knowing they will be paid some of the stipend while saving the district money by not paying the entire stipend amount.

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

- B. Approved the 2020-21 Curriculum Guide, as presented.

Motion: S. Ficker
Second: R. McKinley

Dr. Riordan referenced the edits included in the board packet. There were limited edits this year due to the pandemic.

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

10. CATEGORICAL REPORTS

- A. Student Reports – No Report

- B. Administration – Due to the Governor’s recent Executive Order restricting the number of attendees allowed to be physically present at meetings, Principal Schultz was not in attendance. Dr. Riordan shared her report on her behalf. The first item presented was the initiative currently underway is being called ‘Reavis Refuses to Fail’. Dr. Riordan shared that the goal for the next five weeks is to zero in on the students that have a failing grade. Adding that this typically occurs every year during this time but with a smaller number of students. Under the current circumstances, as with all school districts, there has been a huge spike in failures. Since Principal Schultz first discussed this last month, several students have been coming in the building on a regular basis for assistance. The bus drivers have been going directly to student’s homes to pick up the student instead of just following the typical bus routes. There has been tremendous success with the students that are being brought into school. For example, one student who had a grade of 10% in a class has been coming in every day for two weeks and has been able to raise the grade to 58% in that short amount of time. Principal Schultz and the division chairs are looking at student data to identify which students need intervention and by what department. Students will be divided into 3 different tiers. The Deans are making 10 home visits per day of students that are not engaging and need the most help.

Mr. McKinley asked what if a student does not have access to the internet at home? Mr. Erickson responded that students without internet access are loaned a portable hotspot. There are currently 40 devices checked out and 2 available. Dr. Riordan added that students experiencing connectivity problems also have the option to come to the building to access the internet.

Dr. Riordan stated that these efforts occur every year it is just this year there is more need due to the pandemic. Mr. Moreno asked for clarification on the percentage of students that are failing compared to same time last year. Dr. Riordan responded that it has been reported to him that the number is probably double of what it was last year at this time. ***(Following the meeting the correct percentage was provided which is actually a 13% increase from the previous year)*** Also, stating that there has been a meeting with the leadership of the teacher's union to discuss the effort needed these last weeks of the semester.

Ms. Creger asked if students fail required courses will more teachers need to be hired next year to accommodate students retaking classes. Dr. Riordan responded that will be reviewed further into the process. Currently, there are options in place for students that fail such as, retake the course the following semester, make-up only units not passed or take part in credit recovery. Another option may be to limit electives students will be allowed to take if more teachers are needed to teach core classes. This is being discussed by many superintendents.

The two other items Principal Schultz asked Dr. Riordan to share was reminding everyone that the Student Council is sponsoring a virtual Turkey Trot and the Santa Parade will be on Saturday, December 5. A sign-up form will be emailed if you want a Santa drive-by.

Dr. Riordan stated that beginning Friday, the Governor announced that Illinois will be moving to Tier 3. Afterward, the State Superintendent and IHSA released letters that all winter sports are paused for the time being. No end date was given.

Dr. Riordan updated the board on the all staff zoom meeting from last week. There have been 12 Reavis employees to date that have tested positive for Covid-19. None of those cases have been traced back to Reavis High School. Through contact tracing it has been confirmed the employees were exposed outside of Reavis. There have been 20-25 staff members on a 14-day rolling quarantine because of being exposed to someone who tested positive. Covid protocol must be followed if you have had close contact with someone that tests positive. Since August, there has been 50-60 individuals on quarantine at some point.

Every Thursday at 12:30 p.m. Dr. Riordan, along with Ms. Maureen Carey, Reavis School Nurse, District 111 and District 110 participates on a call with Stickney Public Health District (SPHD). With the current situation in the area, staying on remote learning was the right call. Per the doctor at SPHD, with the way community spread is currently going it is safe to assume 15-18% of the students could potentially be positive even without symptoms.

Ms. O'Dowd asked if any other staff members besides the one previously reported have had any serious complications as a result of Covid-19. Dr. Riordan responded that no other serious instances have been reported.

Dr. Riordan shared that staff members have come to him with concern for Burbank businesses. Asking if anything similar to what was done in the spring would be done again. Dr. Riordan reminded the Board that in the spring during the mandated shut down Reavis employees donated money to purchase gift cards from local businesses and then gifted the cards to local hospitals. Dr. Riordan asked if the Board had any ideas to support local businesses to please share their ideas.

C. Maintenance Union – No Report

D. Board Reports – Dr. Riordan reported that per Mr. Michael Hock, Director of Building & Grounds, the masons are between 80-90% complete and should be complete by month end. The roofers have the entire North Wing roof removed. All the material is on-site. If the weather remains favorable, this may be complete by winter break. Quality Mechanicals will be installing the new chillers. All three will be done at the same time between Thanksgiving and winter break. The lighting poles for the football and soccer field should arrive next week. This is 2-3 week project. A trench will need to be dug to the electrical box. Again, anticipated to be complete prior to winter break.

Dr. Riordan distributed the updated and possibly final design of the North Gym/Locker Room renovation. Highlighting two team rooms are larger than previously planned and an office that was originally planned has been changed to a coach meeting room. Another addition that Dr. Riordan is excited about is the addition of two doors in the north gym leading directly into the locker rooms. Currently, after class or after teams competing, students have to exit one set of doors and enter locker rooms from outside the gym.

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: 8:03 p.m.
Motion: T. Arnold
Second: R. Moreno
Aye: L. O’Dowd, R. Moreno, T. Arnold, J. Brodinski, A. Creger, S. Ficker, R. McKinley
Nay: None
Vote: 7-0

12. RETURN TO OPEN SESSION

Time: 9:07 p.m.
Motion: T. Arnold
Second: R. McKinley
Aye: R. Moreno, T. Arnold, J. Brodinski, A. Creger, S. Ficker, R. McKinley, L. O’Dowd
Nay: None
Vote: 7-0

13. NEW BUSINESS

There were no motions brought up after *Closed Session*.

13. ADJOURNMENT

Time: 9:07 p.m.
Motion: T. Arnold
Second: J. Brodinski
Aye: T. Arnold, J. Brodinski, A. Creger, S. Ficker, R. McKinley, L. O’Dowd, R. Moreno
Nay: None
Vote: 7-0

Signed and approved this 17th day of November, 2020.

President

Secretary