



**Board of Education - Organizational
Northwood Middle School
945 North Ave.
Highland Park, IL 60035
Tuesday, April 22, 2025**

5:30 PM

Public Reception Honoring Outgoing Board Members

Please join us in honoring Alexander Brunk & Dan Jenks for their years of service on the Board.

Light refreshments will be served

6:00 PM

Agenda

LIVE STREAMING - To watch the live stream or the recorded Board Meeting, please visit our Vimeo page at <https://vimeo.com/user133899354>

1. Call to Order/Roll Call (6:00 pm)
2. Approval of Agenda
3. Public Comments
4. Approve Meeting Minutes (Policy 2:220)
 - a. Regular Meeting Minutes - March 18, 2025
 - b. Closed Session Minutes - March 18, 2025 (early)
 - c. Closed Session Minutes - March 18, 2025 (late)
 - d. Committee of the Whole - April 8, 2025
5. Recognition of Outgoing Board Members - Alexander Brunk & Dan Jenks
6. Canvassed Results of April 1, 2025 School Board Election
7. Seat Elected School Board Members & Administer Oath of Office
8. Call to Order of the New Board
9. Appoint President Pro Tem
10. Election of Officers
 - a. Election of Board President

- b. Election of Board Vice President
 - c. Election of Board Secretary
11. Approve Regular Board Meeting Schedule for 2025-26
 12. Board/Superintendent Other
 13. Adjournment



**Board of Education Regular Meeting
Northwood Middle School, 945 North Ave., Highland Park, IL 60035**

March 18, 2025

Open Session Minutes

*This meeting was streamed live and can be accessed online at
<https://vimeo.com/user133899354>*

Call to Order, Roll Call

President Hirsh called the meeting to order at 6:00 p.m.

Members Present

Jenny Butler (arrived 9:17 p.m.), Lisa Hirsh, Melissa Itkin, Dan Jenks, Art Kessler, Bennett Lasko

Members Absent

Alexander Brunk

Administrators Present

Dr. Michael Lubelfeld, Superintendent
Dr. Monica Schroeder, Deputy Superintendent
Mr. Jeremy Davis, Assistant Superintendent for Business Services
Dr. Holly Colin, Assistant Superintendent for Student Services
Mr. Ben Finfer, Director of Communications & Community Relations
Dr. Michael Rodrigo, Director of Personnel Services
Mr. Jeremy Wickham, Executive Director of Technology & Operations

Adjourn to Closed Session

President Hirsh asked for a motion to adjourn to closed session to discuss the appointment, employment, compensation, discipline, performance, or dismissal of specific employees, specific individuals who serve as independent contractors in a park, recreational, or educational setting, or specific volunteers of the public body or legal counsel for the public body, including hearing testimony on a complaint lodged against an employee, a specific individual who serves as an independent contractor in a park, recreational, or educational setting, or a volunteer of the public body or against legal counsel for the public body to determine its validity. 5 ILCS 120/2 (c)(1) Mr. Jenks moved and Mr. Kessler seconded the motion. President Hirsh requested a roll call vote:

AYES: Itkin, Jenks, Hirsh, Kessler, Lasko

NAYS: None

The motion passed.

The Board adjourned to closed session at 6:04 p.m.

Reconvene to Open Session

The Board reconvened to open session at 7:03 p.m.

Pledge of Allegiance

President Hirsh led the Pledge of Allegiance.

Approval of Agenda

President Hirsh asked for a motion to approve the agenda as presented. Mr. Lasko moved, and Mr. Jenks seconded the motion. Upon a voice vote, the agenda was approved.

Superintendent's Report

- Recognition
 - 8th Grade Edgewood student Jaymes Cohen was recognized for winning the IESA Class AA State Wrestling championship. His coaches, Andrew Duback and Luke Roberts, praised Jaymes' amazing accomplishments, his perseverance, and his strong work ethic.
 - Jill Baranowki, Braeside Speech Language Pathologist, was congratulated for receiving the Those That Excel Award of Special Recognition from the Illinois State Board of Education.
 - Doug Smithenry, Oak Terrace teacher, was congratulated for receiving the Those That Excel Award of Meritorious Service from the Illinois State Board of Education.
 - Staff chaperones from the 8th Grade Dominican Republic service learning trip were recognized for going above and beyond their typical duties when they helped an unknown traveler at the airport with a medical situation. Chaperones included Nicole Barba, Alivia Cohen, Alexandra Gorodiski, Sarah Holsen, AJ Howard, Megan Kobylski, Jon Mall, Nick Mariano, Glennah McMahan, Sharon Steckel, Mary Thomas, and Keri Williams.
- Calendar highlights included parent/teacher conferences on March 20 & 21, spring break on March 24-28, 2025, early release on April 17, and no school on April 18.
- An organizational board meeting will be held on April 22 with a reception honoring outgoing board members at 5:30 p.m. and the swearing-in of newly elected board members at 6:00 pm. A Regular Board meeting will follow at 7:00 p.m.
- A groundbreaking ceremony at Sherwood was held on February 25. The renovations are expected to be completed by summer 2026.
- A spring mailer highlighting District initiatives will be mailed to all households within the NSSD112 boundaries. Mr. Finfer was thanked for his exceptional work.
- Student registration for 2025-26 is open for new and returning students.

- Dr. Lubelfeld encouraged parents to check out and learn more about the AI tools their students are experimenting with at school and he shared links for parents to access.

School Presentation - Sherwood Elementary School

Sherwood Principal, Mr. Saunders, Associate Principal, Ms. Bertana, and Sherwood staff members, Lauren Sachs, Lauren Bianchini, Sarah Huxhold, and Emily Halliday shared an overview of the work they are doing to build teacher collective efficacy, achieve High-Reliability School (HRS) Level 3 and ensure all students are striving for success. After achieving HRS levels 1 and 2, the staff are now focusing on achieving level 3, which is having a guaranteed viable curriculum, ensuring teachers have enough time to teach the curriculum, and that all students have access to the same high-quality curriculum. Collaborative grade-level teams are meeting and using provided resources to plan instructional activities and establish clear and measurable goals. The goals focus on critical needs and overall student achievement. Staff analyze and interpret data to monitor progress toward goals. One recent goal area focused on improving engagement for reluctant learners and going beyond academic support to boost their self-confidence and create strong connections at school. Mr. Saunders shared how all the staff became committed to the idea and he explained the specific ways they made deliberate and meaningful connections each day with identified students. Their efforts were proven to have a positive effect on these reluctant learners with higher classroom engagement and increased growth in their MAP scores. Sherwood will continue to work towards HLS level 3.

Middle School Math Curricular Resource Recommendation

Ms. Lexi Robinson, Teaching and Learning Coordinator, was joined by representatives from the middle school math selection committee to discuss their recommendation for a new middle school math core curricular resource. The current math resource license is expiring, prompting a search that began the previous summer. Input was gathered from surrounding districts, District 112 math teachers, and Highland Park High School. Four publishers presented to the committee, which evaluated resources using a rubric. Teachers piloted the top two resources with students, and Amplify Desmos Math emerged as the preferred choice. Teachers and students appreciated its engaging nature and collaborative opportunities. It was noted that next year, math instruction will increase to 60 minutes per day for middle school students. Amplify Desmos Math will be used for grades 6-8 math, 6th grade advanced and accelerated math, and 7th grade advanced math. The six-year license cost, including print and digital content, is \$261,216.80. For 7th and 8th grade advanced math Algebra I courses, a one-year extension of the Savvas enVision2.0 license is recommended to align with Highland Park High School, costing \$43,394.40. 8th grade accelerated math will continue using the existing Geometry curriculum. The Board will be asked to approve the adoption of Amplify Desmos Math and the one-year extension of Savvas enVision 2.0 at the April 22, 2025, meeting.

Middle School Career & Technical Exploration Resource Recommendation

Learning Coordinators Kim Mollerino and Lexi Robinson presented a recommendation for Defined Careers as the curricular resource for the new middle school Post Secondary and Career Exploration (PaCE) course, set to launch in the 2025-26 school year. This course, integrated into the fine and applied arts rotation alongside Art, CMA, Music, and STEM, will prepare students for future academic and professional endeavors. PaCE will guide students in

exploring diverse careers, identifying personal strengths and interests, and fostering a growth mindset. Based on the district's PaCE committee evaluation, Defined Careers, an online platform, was selected for its comprehensive learning experiences that align with the Illinois PaCE Framework. This resource will enable students to explore potential careers of interest and engage in authentic career-related activities. The Board expressed enthusiasm for the new offering but also wants to be sure students do not become overwhelmed or anxious about future endeavors. The proposed cost of Defined Careers for a three-year digital license for all middle school students and PaCE teachers is \$19,860.00. The Board will be asked to approve the purchase at the April 22, 2025, Regular Board meeting.

Proposed 2025-26 Board of Education Meeting Dates

The Board was presented with proposed dates for the 2025-26 Regular and Committee of the Whole (COW) board meetings. There were no concerns expressed, and per board policy, the schedule will be approved at the April 22, 2025, Organizational meeting.

July 8, 2025	February 3, 2026 (COW)
August 19, 2025	February 17, 2026
September 16, 2025	March 17, 2026
October 14, 2025 (COW)	April 7, 2026 (COW)
October 21, 2025	April 21, 2026
November 18, 2025	May 19, 2026
December 16, 2025	June 9, 2026
January 20, 2026	

Recommendation to Renew 2025-26 AlphaBest Agreement

Dr. Holly Colin recommended that the Board renew and extend the agreement with Alphabest for the 2025-26 school year. The extension will allow continued access to childcare services for district families while maintaining consistency in service providers. All terms and conditions of the original agreement would remain in full effect from July 1, 2025, through June 30, 2026. Registration and tuition fees for the 2025-26 school year will remain unchanged from the current rates. The agreement continues to provide flexible care options, including before-school, after-school, and full-day care options for enrolled and non-enrolled students. The Board will be asked to approve the agreement at the April 22, 2025, Regular Board meeting.

Recommendation to Renew 2025-26 ABM Agreement

Mr. Davis recommended a one-year extension contract with ABM for custodial services for the 2025-26 school year. The District has been happy with the services ABM has provided and currently, all custodial positions are filled across the district. Based on the terms of the initial 2024 contract, annual extension increases are limited to the Consumer Price Index for all Urban Consumers (CPI-U) for the preceding calendar year. Accordingly, ABM has proposed an increase of 2.9% for base staffing and coverage. This contractual renewal also increases the minimum pay for both day and night custodians from \$17.43 to \$17.93, an increase of 2.9%. The Board will be asked to approve the 2025-26 agreement at the April 22, 2025, Regular Board meeting.

Recommendation for 2025-26 Agreement Maryland Coalition for Inclusive Education

Dr. Colin proposed a partnership with the Maryland Coalition for Inclusive Education (MCIE) for the 2025-26 school year. MCIE would provide technical assistance, professional learning, and job-embedded coaching to develop educator capacity, strengthen inclusive practices, and find meaningful ways to include special education students in general education classes at Edgewood Middle School and Ravinia Elementary School. The proposed scope of work includes:

- Nine (9) five-day on-site visits for technical assistance, leadership consultation, and professional learning.
- Four (4) remote consultation meetings to support planning and resource development.
- Training on inclusion practices, specially designed instruction, high-impact instructional strategies, and multi-tiered systems of support.

The total estimated cost for services and travel expenses is \$111,353. The administration will recommend the Board of Education approve the contract with MCIE to enhance inclusive practices across the District at the April Board meeting.

Recommendation for 5-Year Copier Lease - Canon

Mr. Jeremy Wickham presented a recommendation to transition the District's print and copier services to Canon. The lease with the current provider will end in August, and Mr. Wickham and Ms. Greenwood, Enterprise Systems Specialist, looked at various alternative providers. After completing reference checks and site visits to neighboring districts, they recommend transitioning to Canon services. Canon offers a fixed monthly rate of \$14,414.52, which is several thousand dollars less than the District is currently paying. Over the proposed 60-month contract with Canon, the district will realize a savings of approximately \$186,000. In addition to cost savings, Canon will offer significant improvements in technology, print quality, and user experience. The Board will be asked to approve the Canon agreement in April.

Freedom of Information Requests

The Board was informed of the following requests the District received under the Freedom of Act:

- On February 24, 2025, Jonathan Bullington from the Chicago Tribune requested copies of emails and personnel documents. The District responded with an extension notice on February 28, 2025, and with a final response on March 10, 2025.
- On March 3, 2025, Mark Merkle from IW Local 63 requested copies of bid documents and certified payroll for a fencing project. The District responded to the request on March 6, 2025.
- On March 5, 2025, Bennett Haeberle from NBC5 requested a list of therapeutic day schools/residential treatment facilities. The District responded to the request on March 10, 2025.

Public Comments Related to Matters on the Agenda

Piper Mead, Oak Terrace parent and PTO President, praised Oak Terrace principal, Ms. Lilli Melamed for her leadership of Oak Terrace for the past four years and for bringing back many fun activities and enrichment opportunities for students.

Ms. Butler arrived at 9:17 p.m.

Approve Administrator Contract Recommendation - Principal Edgewood Middle School

Dr. Schroeder announced after a thorough search process, Mr. Anthony Swope was selected to fill the role of Principal at Edgewood Middle School beginning July 1, 2025. Dr. Schroeder said that Mr. Swope stood out as a special candidate, and the feedback from the interview team, consisting of parents, staff, and students, was overwhelmingly positive. Mr. Swope currently serves as an assistant principal in Elmwood Park and has nine years of administrative experience. His strong leadership skills stood out and his commitment to building strong relationships will help Edgewood thrive. Mr. Swope thanked the board for the opportunity and said he appreciated the transparent selection process. He looks forward to establishing strong relationships with the staff, students, and families. President Hirsh asked for a motion to approve the employment contract for Anthony Swope as Principal at Edgewood Middle School, effective July 1, 2025, through June 30, 2026, as presented. Mr. Jenks moved, and Mr. Lasko seconded the motion. President Hirsh requested a roll call vote:

AYES: Butler, Hirsh, Itkin, Jenks, Kessler, Lasko

NAYS: None

The motion passed.

Approve Administrator Contract Recommendation - Principal Oak Terrace Elementary

Dr. Schroeder announced that after an extensive selection process, Ms. Jenny Lagunas was selected for the role of Principal at Oak Terrace Elementary School, effective July 1, 2025. Dr. Schroeder explained that Ms. Lagunas is bilingual and bicultural and brings a deep understanding of the diverse needs of the community. Ms. Lagunas has served as a principal for the past several years in District 21, and prior to that, she was an associate principal, instructional coach, and teacher with a focus on bilingual and dual language students. Dr. Schroeder thanked the interview team made up of parents, staff, and students. The interview team noted Ms. Lagunas' warmth and approachable demeanor and appreciated her hands-on leadership style. Ms. Lagunas thanked the board for the opportunity and for the warm welcome she had already experienced. She is excited to get started and grow student experiences and increase academic achievement. President Hirsh asked for a motion to approve the employment contract for Jenny Lagunas, effective July 1, 2025, through June 30, 2026, as presented. Mr. Kessler moved and Ms. Itkin seconded the motion. President Hirsh requested a roll call vote:

AYES: Butler, Hirsh, Itkin, Jenks, Kessler, Lasko

NAYS: None

The motion passed.

Approve Admin Contact - Student Services Coordinator

Dr. Schroeder announced that Ms. Elizabeth Leverentz was selected as the next Student Services Coordinator after an extensive search process. Ms. Leverentz currently serves in the Evanston/Skokie School District, where she works as a Coordinator of Individualized Education

Services and prior to that as a special education teacher. Her passion for supporting students in special programs and developing the staff's capacity to create inclusive environments for all students stood out. Her strong vision for partnering and collaborating with staff and families to build trust is a perfect match for her role as Student Services Coordinator. Ms. Leverentz thanked the board for the opportunity and for making her feel welcome. She is excited to continue the work to ensure that every student has the opportunity for inclusive and accessible learning opportunities. President Hirsh asked for a motion to approve the employment contract for Elizabeth Leverentz as Student Services Coordinator, effective July 1, 2025, through June 30, 2026, as presented. Mr. Jenks moved and Mr. Lasko seconded the motion. President Hirsh requested a roll call vote:

AYES: Butler, Hirsh, Itkin, Jenks, Kessler, Lasko

NAYS: None

The motion passed.

Approve Regular Meeting Minutes - February 18, 2025

President Hirsh asked for a motion to approve the regular meeting minutes of February 18, 2025 as presented. Mr. Jenks moved and Ms. Butler seconded the motion. Upon a voice vote, the motion was unanimously approved (6-0).

Closed Session Minutes - February 18, 2025 (Early)

President Hirsh asked for a motion to approve the Closed Session Meeting Minutes of February 18, 2025 (Early) as presented. Ms. Itkin moved and Mr. Jenks seconded the motion. Upon a voice vote, the motion was unanimously approved (6-0).

Closed Session Minutes - February 18, 2025 (Late)

President Hirsh asked for a motion to approve the Closed Session Meeting Minutes of February 18, 2025 (Late) as presented. Mr. Jenks moved and Ms. Butler seconded the motion. Upon a voice vote, the motion was approved (5-0). Mr. Lasko abstained.

Special Meeting Minutes - February 27, 2025

President Hirsh asked for a motion to approve the Special Meeting Minutes of February 27, 2025 as presented. Mr. Lasko moved and Ms. Butler seconded the motion. Upon a voice vote, the motion was approved (5-0). Mr. Kessler abstained.

Consent Agenda

The Board utilizes a consent agenda for various routine action items, which allows the Board to approve items in a single motion unless the Board or the Superintendent requests otherwise.

President Hirsh asked for a motion to approve the consent agenda as follows:

- Meeting Minutes
 - Special Meeting Minutes - February 11, 2025
 - Closed Session Meeting Minutes - February 11, 2025
 - Committee of the Whole Meeting - February 11, 2025
- Personnel Recommendations
 - Appointments

- Appointment of **Mark Frye** as full-time (1.0 FTE) Science Teacher at Edgewood Middle School, effective August 18, 2025
 - Appointment of **Daniel Polonsky** as full-time (1.0 FTE) Science Teacher at Edgewood Middle School, effective August 28, 2025
 - Appointment of **Lizbeth Murner** as full-time (1.0 FTE) Blended Early Childhood Teacher at Oak Terrace Elementary School, effective August 18m 2025
 - Appointment of **Kristy Edwards** as full-time (1.0 FTE) Technology Specialist at the District, effective March 17, 2025
 - Resignations
 - Resignation of **Eamon Kelly** as part-time (.5 FTE) IL Teacher at Edgewood Middle School, effective June 5, 2025 (corrected FTE)
 - Resignation of **Deanna Chioros** as full-time (1.0 FTE) Physical Education Teacher at Northwood Middle School, effective June 5, 2025
 - Resignation of **Lisette Hirsch** as full-time (1.0 FTE) English Teacher at Northwood Middle School, effective June 5, 2025
 - Extra Duty Stipends (Hourly)
 - Noah Broton, 50 additional hours for Homework Club at Edgewood MS
 - Daniel Martinez Clota, 15 hours for Soccer Club at Ravinia Elem.
 - Kevin Schlacks, 15 hours for Running Club at Ravinia Elem.
 - Extra Duty Stipends (Flat Rate)
 - Robert Johnson for School Leadership Team at Edgewood MS, paid on May 15, 2025
 - Alida Sanner for Student Council at Edgewood MS, paid on May 15, 2025
 - Joshua Rusch for 6-8 Track & Field at Edgewood MS, paid on May 15, 2025
 - Arielle Feinberg for 6-8 Track & Field at Edgewood MS, paid May 15, 2025
 - Kimberly Siegel for 6-8 Track & Field at Northwood MS, paid May 15, 2025
 - Kelly Allen as Choreographer at Ravinia Elem. paid on May 15, 2025
- Bill List
- Treasurer's Report - February 2025
- Destruction of Closed Session Recordings from September 19, 2023
- Annual Administrator Contract Renewals for the following:
 - Nancy Angulo, Student Records Manager, effective 7/1/25-6/30/26
 - Senaida Avalos, Payroll Manager, effective 7/1/25-6/30/26
 - Nicole Barba, Assoc. Principal, Northwood, effective 7/1/25-6/30/26
 - Patience Bertana Assoc. Principal, Sherwood 7/1/25-6/30/26
 - James Bock, Director of Operations, effective 7/1/25-6/30/27 (2 years)
 - Anthony Candela, Principal, Indian Trail, effective 7/1/25-6/30/26
 - Victoria Dobies, Assoc. Principal, Oak Terrace, effective 7/1/25-6/30/26
 - Ben Finfer, Director of Communications, effective 7/1/25-6/30/27 (2 years)
 - Courtney Gilkison, Principal, Ravinia, effective 7/1/25-6/30/26

- Arielle Gleicher, Principal, Wayne Thomas, effective 7/1/25-6/30/26
- Rebecca Hansen, Assoc. Principal, Edgewood, effective 7/1/25-6/30/26
- Jamie Kahn Principal, Braeside, effective 7/1/25-6/30/26
- Will Kaplan Principal, Northwood, effective 7/1/25-6/30/26
- Leah Kimmelman, Dir. Curriculum & Instr., effective 7/1/25-6/30/27 (2 years)
- Keri Malow-Williams, Assoc. Principal, Edgewood, effective 7/1/25-6/30/26
- Sydnee McDermott, Assoc. Principal, Indian Trail, effective 7/1/25-6/30/26
- Chelsey Maxwell, Principal, Red Oak, effective 7/1/25-6/30/26
- Kim Mollerдино, Learning Coordinator, effective 7/1/25-6/30/26
- Annie Orlov, Assoc. Principal, Northwood, effective 7/1/25-6/30/26
- Ankita Patel, Accounting Manager, effective 7/1/25-6/30/26
- Matthew Prins, Tech Integration Specialist, effective 7/1/25-6/30/26
- Susana Rabin, Transportation Manager, effective 7/1/25-6/30/26
- Portia Ransom, Associate Principal, Edgewood, effective 7/1/25-6/30/26
- Alexis Robinson, Learning Coordinator, effective 7/1/25-6/30/26
- John Sprangers, Interim Personnel Mgr., effective 7/1/25-6/30/26
- Kevin Saunders, Principal, Sherwood, effective 7/1/25-6/30/26
- Jaclyn Wagner, Assoc. Principal, Wayne Thomas, effective 7/1/25-6/30/26
- Annual Compensation Increases for Admin. With Multi-Year Contracts
 - Jeremy Davis, Assistant Supt. for Business Services
 - Becky Hany, Director of Finance
 - Dr. Michael Lubelfeld, Superintendent
 - Dr. Monica Schroeder, Deputy Superintendent
 - Audrey Schulman, Executive Asst. to the Superintendent
 - Jeremy Wickham, Exec. Director of Technology & Operations
- Annual Exempt Employee Compensation Increases
 - Jose Castrejon, Family Engagement Specialist
 - Adriana Castrejon, Family Engagement Specialist
 - Fatima Chacon, Exec. Asst. for Finance
 - Jessica Dubois, Exec. Asst. for Personnel Svcs.
 - Jan Kleinfeldt, Exec. Asst. for Student Services
 - Maria Salgado, Benefits Coordinator
 - Sally Strauss, Exec. Asst. for Teaching & Learning
- Administrator Bonuses
 - Nancy Angulo, Student Records Manager
 - Senaida Avalos, Payroll Manager
 - Nicole Barba, Associate Principal, Northwood
 - James Bock, Director of Operations
 - Ben Finfer, Director of Communications
 - Keri Malow-Williams, Assoc. Principal, Edgewood
 - Lexi Robinson, Learning Coordinator
 - Kim Mollerдино, Learning Coordinator
 - Matthew Prins, Tech Integration Specialist
 - Audrey Schulman, Exec. Asst. to the Supt.

- Kevin Saunders, Principal, Sherwood

Mr. Jenks moved, and Ms. Butler seconded the motion to approve the Consent Agenda as presented. President Hirsh requested a roll call vote:

AYES: Butler, Hirsh, Itkin, Jenks, Kessler, Lasko

NAYS: None

The motion passed.

Approve Middle School ELA Core Curricular Resource - Amplify ELA

At the February Board meeting, Dr. Leah Kimmelman and members of the Middle School ELA Selection Committee presented a recommendation to adopt Amplify ELA as the new core curricular resource for middle school, effective the 2025-26 school year. The total cost for a six-year license of Amplify ELA is \$204,332.44, which includes student and teacher accounts, consumables, and professional development. President Hirsh asked for a motion to approve the adoption and purchase of Amplify ELA as presented. Ms. Itkin moved and Mr. Kessler seconded the motion. President Hirsh requested a roll call vote:

AYES: Butler, Hirsh, Itkin, Jenks, Kessler, Lasko

NAYS: None

The motion passed.

Approve Strategic Change Agenda

Dr. Schroeder presented a final draft of the Strategic Change Agenda for the Board's approval. The initial draft that was presented in February was a collective effort from the work and input from the 260+ stakeholder members of the Discovery Team, the Extended Discovery Team, and administrators. The process began in September 2024 and was facilitated by consultants from the Schlechty Center. After reviewing the initial draft, Board members were given the opportunity to provide feedback for consideration. The final draft is based on the collective work and input and feedback from the Board of Education. The Mission, Vision, Values, Goal Areas, and Pictures of Student Success were presented in a summary document that will be published and posted on the District website for the public. Key elements include:

- Mission: North Shore School District 112 is a transformative learning organization where curiosity inspires minds, innovation shapes the future, and students, staff, and families engage to create a kind and connected community that is committed to Excellence.
- Vision: Our vision is to be a thriving, inclusive, learning community where each student is empowered to reach their full potential and achieve their greatest aspirations. By utilizing evidence-based practices, innovations in teaching and learning, and personalized support, we create an environment where each student learns, grows, and achieves academic excellence. We nurture resilience and foster meaningful relationships, while developing transformative leaders, engaged learners, and responsible citizens who are inspired and equipped to make a positive impact.
- Values: Compassion, connection, equity, growth, integrity, and safety.
- Goal Areas:
 - Goal 1: Focus on student success and well-being
 - Goal 2: Develop relationships and partnerships

- Goal 3: Focus on attracting, inducting, and retaining quality staff by using
- resources strategically, responsibly, and flexibly

The Strategic Change Agenda will be reviewed annually to ensure goals and pictures of success remains in alignment with educational best practices and the needs of the students, staff, families, and community.

President Hirsh asked for a motion to approve the Strategic Change Agenda as presented. Mr. Lasko moved and Mr. Jenks seconded the motion. President Hirsh requested a roll call vote:

AYES: Butler, Hirsh, Itkin, Jenks, Kessler, Lasko

NAYS: None

The motion passed.

Recommendation to Renew the Ravinia Nursery School Lease Agreement

In February, Mr. Davis recommended renewing the annual lease for Ravinia Nursery School for 2025-26. The formula used to calculate the annual amount remains at \$400 plus the equivalent of two full-time students' tuition payments in monetary funds. The 2024-25 School Year tuition for two full-time students was \$13,360. President Hirsh asked for a motion to approve the Ravinia Nursery School lease, effective July 1, 2025, through June 30, 2026, as presented. Mr. Jenks moved and Ms. Butler seconded the motion. President Hirsh requested a roll call vote:

AYES: Butler, Hirsh, Itkin, Jenks, Kessler, Lasko

NAYS: None

The motion passed.

Approve 2025-26 Hanover Research Agreement

Dr. Lubelfeld presented a contract renewal with Hanover Research for 2025-26. Dr. Lubelfeld supports learning from experts outside of the District to help improve and make experiences more impactful for students and teachers. The administration routinely seeks outside counsel and expertise in the work of the organization to support a journey of continuous improvement. Over the past year, Hanover has assisted with various research projects and initiatives. President Hirsh asked for a motion to approve the Hanover Research Agreement for \$55,100, effective August 26, 2025, to August 25, 2026, as presented. Ms. Itkin moved and Mr. Kessler seconded the motion. President Hirsh requested a roll call vote:

AYES: Butler, Hirsh, Itkin, Jenks, Kessler, Lasko

NAYS: None

The motion passed.

Approve Resolution 250318 Amendment to 2022-2026 Superintendent Employment Contract to Implement Performance-Based Bonus

The Board met with Dr. Lubelfeld in closed session to discuss his annual performance evaluation. Based on Dr. Lubelfeld's performance relative to the established goals set by the Board, a performance-based bonus of 3% was offered, as stipulated in his 2022-2026 employment contract. President Hirsh asked for a motion to approve Resolution 250318 Amendment to 2022-2026 Superintendent Employment Contract to Implement Performance-Based Bonus in the amount of \$10,757.64 as presented. Mr. Jenks moved and Ms. Itkin seconded the motion. President Hirsh

requested a roll call vote:

AYES: Butler, Hirsh, Itkin, Jenks, Kessler, Lasko

NAYS: None

The motion passed.

Public Comments

None

Committee Reports

- D112 Education Foundation - Ms. Itkin noted that the 112 Reel Film Festival entries are due April 4. The Art in Bloom kick-off will be held on Saturday, April 26, at Indian Trail. The selected student artwork will be displayed throughout downtown businesses through mid-May.
- TrueNorth - President Hirsh attended the recent Leadership Council Meeting. There was no update on the appeal process for the District 34 withdrawal. There have been rumors that District 225 will begin the withdrawal process.

Adjourn to Closed Session

President Hirsh asked for a motion to adjourn to closed session to discuss:

- The placement of individual students in special education programs and other matters relating to individual students. 5 ILCS 120/2(c)(10).

Mr. Jenks moved and Ms. Butler seconded the motion. President Hirsh requested a roll call vote:

AYES: Butler, Hirsh, Itkin, Jenks, Kessler, Lasko

NAYS: None

The motion passed.

The Board adjourned to closed session at 9:54 p.m.

The Board reconvened to open session at 10:37 p.m.

Adjournment

President Hirsh asked for a motion to adjourn the regular meeting. Mr. Jenks moved, and Ms. Butler seconded the motion to adjourn. The motion was approved by voice vote (6-0).

The meeting adjourned at 10:37 p.m.

Lisa Hirsh, President

Melissa Itkin, Secretary

Date of Approval: April 22, 2025



**Board of Education Committee of the Whole Meeting
Northwood Middle School, 945 North Ave., Highland Park, IL 60035**

April 8, 2025

Open Session Minutes

Call to Order, Roll Call

President Hirsh called the meeting to order at 7:00 p.m.

Members Present:

Alexander Brunk, Jenny Butler, Lisa Hirsh, Melissa Itkin, Dan Jenks, Bennett Lasko

Members Absent:

Art Kessler

Administrators Present:

Dr. Michael Lubelfeld, Superintendent

Dr. Monica Schroeder, Deputy Superintendent

Mr. Jeremy Davis, Assistant Superintendent for Operations & Finance

Dr. Holly Colin, Assistant Superintendent for Student Services

Mr. Ben Finfer, Director of Communications & Community Relations

Mr. Jeremy Wickham, Executive Director of Technology & Operations

Pledge of Allegiance

President Hirsh led the Pledge of Allegiance.

Approval of Agenda

President Hirsh asked for a motion to approve the agenda as presented. Mr. Jenks moved and Ms. Butler seconded. Upon a voice vote, the motion was unanimously approved.

Annual Safety & Security Update

Solveig Jurmu, Director of Safety and Security presented an overview of the safety and security measures in place throughout the District. The District has made security a high priority to ensure students and staff feel safe, reduce anxiety, and provide the best learning environment.

- **Law Enforcement Partnerships & Training:** The District has strong partnerships with local law enforcement and emergency services for training exercises and coordinating responses. Emphasis on emergency preparedness and readiness has been accomplished with continued drills and exercises with students, teachers, staff, and administrators.
- **Emergency Operation Plan:** Ms. Jurmu revised the Emergency Operation Plan to create a more comprehensive document addressing a range of potential incidents. The sizeable document was shared with staff this year.

- **Physical Safety Enhancements:** All buildings are equipped with surveillance cameras, blue point pull stations, electronic door locks on all exterior and interior doors, and visitor management screening systems. Enhanced intercom systems that allow for reliable and timely information during a crisis have been installed at all schools. Two-way radios for communication capability are used by school staff. The district is in the process of refreshing the radio fleet and over the summer new radio guidelines will be rolled out for consistency across buildings. Bidirectional antennas are being installed in identified areas to enhance emergency responders' communication abilities within school buildings in the event of an emergency.
- **Incident Command:** A clear leadership structure ensures organized response with designated roles and responsibilities for key personnel. (NIMS and ICS Compliant). District administrators have been continually trained in Incident Command and guidance has been given on training other members in the school building that may be on the building's succession of authority list.
- **Communications:** Emergency notification systems keep all stakeholders informed with accurate, timely updates. Emails and radios are routinely used for staff and ParentSquare for parents/guardians.
- **Response Protocols:** The district has shifted to the Standard Response Protocol (SRP) to handle all incidents and emergencies. The staff has been trained on the designations for Hold, Secure, Lockdown, Evacuate, and Shelter. This emergency response is clear, concise and easy to follow for students and staff.
- **Reunification:** Reunification sites are being identified for each school. In the event of a school evaluation, parents would travel to these sites to reunite with their children.
- **District Safety Committee:** Ms. Jurmu organized a Safety Committee composed of teachers and administrators with representation from each school. The committee had its first meeting in March and discussed classroom emergency supply backpacks, bleeding control kits, radios, and the Emergency Operation Plan.

The Board expressed their appreciation to Ms. Jurmu for her work and for overseeing details to protect the students and staff.

Update on Transition of Special Education Programs to Ravinia School

Dr. Holly Colin and Ravinia Principal Ms. Courtney Gilkison presented an overview of the ways the District is preparing for the transition of the Social Academic Integrated Learning (SAIL) Program and Individualized Learning Program (ILP) to Ravinia School beginning with the 2025-26 school year.

- The concept to shift the two programs from Braeside and Sherwood to one site stemmed from one of the recommendations from the 2019-20 comprehensive student services program review completed by DM Group. During planning for Phase 2 renovations, a building addition was planned for Ravinia to accommodate the relocation of the two programs.
- Over the past year, the administration has been planning for the transition in collaboration with stakeholder groups. The goal is to prepare the students, staff, and parents for a smooth transition. Dr. Colin praised principals, Ms. Kahn, Mr. Saunders, Ms. Gilkinson and student services coach Liz Hodge for their valuable input with planning.
- The district has partnered with Educating Outside the Lines to help provide differentiated programming to support inclusive classrooms and friendships as Ravinia students

prepare to welcome new peers from Braeside and Sherwood. This will include tailored lessons for grades K-5 and key discussion points to foster understanding and connection.

- Fourth-grade students from Ravinia will visit Sherwood and Braeside in May to get acquainted with their peers and participate in planned activities together.
- A peer buddy program will be implemented at Ravinia to foster inclusivity, build friendships, and promote social-emotional growth. General education students will be paired with students with special needs based on interests, strengths, and needs. Activities will take place throughout the day with staff check-ins and support.
- Ravinia staff have visited Braeside and Ravinia Classrooms to observe instructional practices, classroom environments, and student interactions. Additional staff will take part in Individualized Learning Program (ILP) and Social Academic Integrated Learning (SAIL) team meetings to better understand student needs and support plans.
- Professional development sessions and student services coaches will equip Ravinia staff with strategies for fostering inclusive classrooms and supporting diverse learners. Ongoing coaching and guidance from Student Services will provide staff with resources, strategies, and hands-on support.
- Several central office administrators and principals are participating in the TrueNorth Cohort for Inclusive School Leadership in Action series. The series aims to build a deeper foundation and common understanding of the core components of inclusive education. Making an organizational shift from an educational programs model to an inclusive service delivery model.
- Dr. Colin has contracted with the Maryland Coalition of Inclusive Education to provide on-site visits for technical assistance, leadership consultation, and professional learning. They will also assist with resource development, training on inclusion practices, specially designed instruction, high-impact instructional strategies, and multi-tiered systems of support.
- The administration continues to engage with families through formal communications outlining key updates, transition plans, and the school's commitment to inclusion. Dedicated sessions are taking place for ILP and SAIL families to review building plans, program details, and support structures. A survey has been distributed to gather insights, concerns, and suggestions from families to help shape ongoing support and informal parent coffees are scheduled to foster community connections, provide updates, and address questions in a relaxed setting. Through a mini-grant award from the Illinois Alliance of Administrators of Special Education, parent workshops are being provided on topics such as behavior management strategies, and sensory support.
- Meetings are taking place with PTO representatives and administration from Ravinia, Sherwood, and Braeside to share current practices and discuss ways to continue/refine the program at Ravinia next year and in the future. The Ravinia PTO has extended invitations to incoming families to attend Bingo Night and the upcoming book fair.
- Architects have been working on the specialized classroom furniture, a sensory garden and the design for the new fully accessible playground.

The Board expressed their appreciation for the detailed presentation and all the thoughtful work being done to prepare everyone for the move. They look forward to hearing more about the progression of the move and how everything is going.

Public Comments

None

Other

Dr. Lubelfeld noted the upcoming Board meetings on April 22. A reception will begin at 5:30 p.m. to honor outgoing board members Mr. Jenks and Mr. Brunk. The Organizational Board meeting will begin at 6:00 to seat new board members followed by the Regular meeting at 7:00 p.m.

Adjournment

President Hirsh asked for a motion to adjourn the meeting. Mr. Jenks moved, and Ms. Butler seconded the motion to adjourn. The motion was unanimously approved by voice vote.

The meeting adjourned at 9:02 p.m.

Lisa Hirsh, President

Melissa Itkin, Secretary

Date of Approval: April 22, 2025



ABSTRACT OF VOTES

Lake County, Illinois

I do hereby certify that on **April 21, 2025**, I canvassed the returns of the **Consolidated Election** held on **April 1, 2025**. I proclaim that a total of **75,757** ballots were cast and I further certify that the following list of candidates each received the number of votes recorded for him or her for the office listed below.

NORTH SHORE SCHOOL DISTRICT NUMBER 112

North Shore Sch #112 Mem Board of Ed

Vote for 4

	<u>Votes Received</u>	<u>Mark if Elected</u>
Lori Fink	3,769	<input checked="" type="checkbox"/>
Art Kessler	3,171	<input checked="" type="checkbox"/>
Bennett W. Lasko	2,909	<input checked="" type="checkbox"/>
Bradley Hergott	1,227	<input type="checkbox"/>
Jaret Fishman	3,194	<input checked="" type="checkbox"/>
Ryan Morgan	1,689	<input type="checkbox"/>
Sharone Levy Marck	2,512	<input type="checkbox"/>
John Guy	377	<input type="checkbox"/>

I further certify that the above is a true and complete **Abstract of Votes** as recorded by the Lake County Clerk's Office on **April 21, 2025**.

Anthony Vega
Lake County Clerk

LAKE COUNTY, ILLINOIS

MEMBERS OF THE BOARD OF EDUCATION
 North Shore School District #112
 (VOTE FOR) 4
 01 = Lori Fink
 02 = Art Kessler
 03 = Bennett W. Lasko
 04 = Bradley Hergott

VOTES PERCENT

VOTES PERCENT

3,769 20.00 05 = Jaret Fishman
 3,171 16.82 06 = Ryan Morgan
 2,909 15.43 07 = Sharone Levy Marck
 1,227 6.51 08 = John Guy

3,194 16.95
 1,689 8.96
 2,512 13.33
 377 2.00

	01	02	03	04	05	06	07	08
0210 Moraine 210	0	0	0	0	0	0	0	0
0211 Moraine 211	110	126	123	55	116	84	93	24
0212 Moraine 212	67	28	38	22	44	49	37	11
0213 Moraine 213	108	70	67	30	92	91	55	23
0214 Moraine 214	186	172	176	55	162	102	138	28
0215 Moraine 215	153	135	137	39	140	71	89	25
0216 Moraine 216	146	151	132	63	120	70	118	24
0217 Moraine 217	166	124	122	46	140	75	79	18
0218 Moraine 218	167	141	116	52	129	54	93	17
0219 Moraine 219	138	144	120	56	114	64	101	18
0220 Moraine 220	95	56	62	25	68	48	47	6
0221 Moraine 221	164	113	111	47	166	88	93	25
0222 Moraine 222	176	164	144	63	170	99	128	21
0223 Moraine 223	179	181	149	63	157	75	114	18
0224 Moraine 224	128	105	94	56	107	35	72	4
0226 Moraine 226	126	127	112	49	119	74	85	12
0227 Moraine 227	133	113	86	45	109	44	61	9
0228 Moraine 228	243	185	167	61	179	109	155	17
0229 Moraine 229	249	198	181	49	203	60	141	7
0230 Moraine 230	232	192	184	62	199	97	170	15
0231 Moraine 231	192	157	145	86	149	74	168	12
0232 Moraine 232	188	165	158	77	140	55	221	10
0400 West Deerfield 400	0	0	0	0	0	0	0	0
0401 West Deerfield 401	92	81	75	32	85	38	71	5
0402 West Deerfield 402	76	58	46	16	70	25	44	12
0404 West Deerfield 404	136	116	94	44	118	50	83	6
0405 West Deerfield 405	0	0	0	0	0	0	0	0
0406 West Deerfield 406	119	69	70	34	98	58	56	10

Policy 2:80 Board Member Oath and Conduct

Each Board of Education member, before taking his or her seat on the Board, shall take the following oath of office:

I, (name), do solemnly swear (or affirm) that I will faithfully discharge the duties of the office of member of the Board of Education of North Shore School District 112, in accordance with the Constitution of the United States, the Constitution of the State of Illinois, and the laws of the State of Illinois, to the best of my ability.

I further swear (or affirm) that:

- **I shall respect taxpayer interests by serving as a faithful protector of the School District's assets; I shall encourage and respect the free expression of opinion by my fellow Board members and others who seek a hearing before the Board, while respecting the privacy of students and employees;**
- **I shall recognize that a Board member has no legal authority as an individual and that decisions can be made only by a majority vote at a public Board meeting;**
- **I shall abide by majority decisions of the Board, while retaining the right to seek changes in such decisions through ethical and constructive channels;**
- **As part of the Board of Education, I shall accept the responsibility for my role in the equitable and quality education of every student in the School District;**
- **I shall foster with the Board extensive participation of the community, formulate goals, define outcomes, and set the course for *NORTH SHORE SCHOOL DISTRICT 112*;**
- **I shall assist in establishing a structure and an environment designed to ensure all students have the opportunity to attain their maximum potential through a sound organizational framework;**
- **I shall strive to ensure a continuous assessment of student achievement and all conditions affecting the education of our children, in compliance with State law;**
- **I shall serve as education's key advocate on behalf of students and our community's school (or schools) to advance the vision for *NORTH SHORE SCHOOL DISTRICT 112*; and**
- **I shall strive to work together with the District Superintendent to lead the School District toward fulfilling the vision the Board has created, fostering excellence for every student in the areas of academic skills, knowledge, citizenship, and personal development.**



INSPIRE · INNOVATE · ENGAGE

NORTH SHORE

SCHOOL DISTRICT 112

Date: April 22, 2025
 To: Members of the Board of Education
 From: Dr. Michael Lubelfeld, Superintendent of Schools
 Subject: Approval of 2025-26 Board Meeting Schedule
 Policy Alignment: Policy 2:210 Organizational Board of Ed. Meetings
 Disposition: Action

Executive Summary:

Board Policy 2:210, Organizational Board of Education Meetings, requires the Board to approve the Board Meeting schedule for the following school year at the Organizational Meeting. A proposed schedule for the 2025-26 school year was presented to the Board in March for discussion. The Board will be asked to approve the final meeting schedule at the April 22, 2025, Organizational meeting as follows:

July 8, 2025	Regular Meeting
August 19, 2025	Regular Meeting
September 16, 2025	Regular Meeting
October 14, 2025	Committee of the Whole Meeting
October 21, 2025	Regular Meeting
November 18, 2025	Regular Meeting
December 16, 2025	Regular Meeting
January 20, 2026	Regular Meeting
February 3, 2026	Committee of the Whole Meeting
February 17, 2026	Regular Meeting
March 17, 2026	Regular Meeting
April 7, 2026	Committee of the Whole Meeting
April 21, 2026	Regular Meeting
May 19, 2026	Regular Meeting
June 9, 2026	Regular Meeting

Note: Meeting times are 7:00 p.m. unless otherwise stated on the posted agenda.

Recommendation:

Roll call vote to approve the 2025-26 Board Meeting schedule, as presented.