

Regular Meeting of the Board of Education

Wednesday, October 18, 2023 6:00 PM

District Office, 12809 S. McVickers Avenue, Palos Heights, IL 60463

1. Call to Order

1.A. Pledge to the Flag

1.B. Roll Call

2. **Convene to Public Hearing concerning the intent of the Board of Education to sell not to exceed \$2,000,000 Working Cash Fund Bonds for the purpose of increasing the District's Working Cash Fund.**

2.A. Update on Resolution for Intent to Issue Bonds

2.B. Board Discussion on Intent to Issue Bonds

2.C. Public Comment Regarding the Proposed Issuance of Bonds

2.D. Motion to Adjourn to Regular Meeting

3. **Reconvene Regular Meeting of the Board of Education**

3.A. Roll Call

4. **Superintendent's Report**

4.A. Student Highlights: Navajo Grade 4

4.B. National Principal Proclamation

4.C. Facility Capital Long Term Plan and Project Updates

4.D. Design Thinking Illinois Association of School Administrators Conference

4.E. Special Education ISBE Designation - *Meets Requirements*

4.F. Board Service Recognition

5. **Approval of the Consent Agenda Items**

5.A. Minutes of the Regular Meeting

5.B. Approval of Bills & Payroll

5.C. Review of Schools' Activity Accounts

5.D. Personnel Actions

5.D.1. Resignations

5.E. Approval of Policy Revision 6:190
Extracurricular and Co-Curricular Activities

5.F. Approval of October 2023 IJHS Library Purchases

6. Old Business

6.A. Transportation Contract Extension Negotiation

7. New Business

7.A. IASB Resolutions November Delegate Meeting

7.B. Support Staff Compensation Adjustment Proposal

8. Audience Participation

If you are coming up to speak, please identify yourself by name and connection to the district and we ask that comments remain brief to accommodate everyone wishing to speak. Policy ordinarily provides up to 3 minutes per speaker.

9. Information Items

9.A. YTD Financial Summary

9.B. Freedom of Information Act Items

9.C. Additional Information Items, if any

9.D. Enrollment Report

10. Closed Session

11. Return to Open Session

12. Adjournment

EXHIBIT B

**NOTICE OF PUBLIC HEARING CONCERNING THE INTENT OF
THE BOARD OF EDUCATION OF
SCHOOL DISTRICT NUMBER 128,
COOK COUNTY, ILLINOIS
TO SELL \$2,000,000 WORKING CASH FUND BONDS**

PUBLIC NOTICE IS HEREBY GIVEN that School District Number 128, Cook County, Illinois (the "*District*"), will hold a public hearing on the 18th day of October, 2023, at 6:00 o'clock P.M. The hearing will be held at the District Office, 12809 South McVickers Avenue, Palos Heights, Illinois. The purpose of the hearing will be to receive public comments on the proposal to sell bonds of the District in the amount of \$2,000,000 for the purpose of increasing the working cash fund of the District.

By order of the President of the Board of Education of School District Number 128, Cook County, Illinois.

DATED the 20th day of September, 2023.

Kathy Lachowicz
Secretary, Board of Education,
School District Number 128,
Cook County, Illinois

STATE OF ILLINOIS

EXECUTIVE DEPARTMENT

Proclamation

WHEREAS, school principals play an integral role in the education and growth of children in elementary, middle, and secondary schools across the State of Illinois; and,

WHEREAS, school principals are responsible for promoting education and building relationships with teachers and parents to ensure that each child receives equitable educational opportunities and services to reach their potential; and,

WHEREAS, a primary responsibility of the State of Illinois to preserve and improve resources for schools so that all students have access to quality education and a foundation for a successful future; and,

WHEREAS, the Illinois Principals Association, which represents over 6,200 educational leaders statewide, believes that learning is a lifelong process and that the education of our children is the highest priority; and,

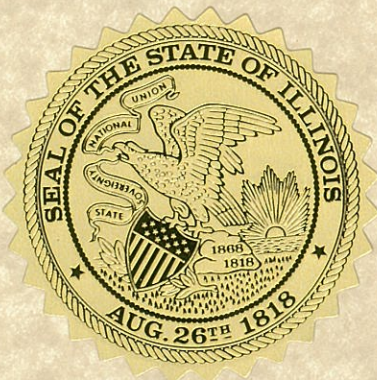
WHEREAS, school leaders face many obstacles in supporting and educating our young people and it is through their perseverance, passion, and hope-filled leadership that Illinois continues to produce quality, career-ready students; and,

WHEREAS, we must continue to encourage, support, and recognize our school principals who have a positive impact on Illinois students and the educational system in the Land of Lincoln;

*THEREFORE, I, JB Pritzker, Governor of the State of Illinois, do hereby proclaim the week of October 15-21, 2023, as **Principals Week** and Friday, October 20, 2023, as **Principals Day** in Illinois, to recognize principals and the Illinois Principals Association for all that they do to help our children learn and succeed.*

In Witness Whereof, I have hereunto set my hand and caused the Great Seal of the State of Illinois to be affixed.

Done at the Capitol in the City of Springfield,
this EIGHTH *day of* SEPTEMBER, *in*
the Year of Our Lord, two thousand and
TWENTY-THREE, *and of the State of Illinois,*
two hundred and FIFTH.



Alexi Giannouh
SECRETARY OF STATE

JB Pritzker
GOVERNOR



***PRINCIPAL
APPRECIATION
2023-2024***

EXECUTIVE DIRECTOR OF THE IL PRINCIPAL ASSOCIATION

“This year, we celebrate and encourage our state’s school leaders as they Lead Forward,” said Dr. Jason Leahy, IPA Executive Director. “To do so, these courageous individuals lead their learning organizations with optimism, humility, vision, perseverance, and a deep commitment to do what is best for their students. Both research and common sense tell us how critical these servants are to positively influence young people, teachers, and communities. For this, they deserve our respect and gratitude.”

FILLING THE PRINCIPAL BACKPACK WITH POSITIVITY



INDIAN HILL SCHOOL STUDENTS SAY...



What I love about my principal is...

*Miss Cathy is so kind
and beautiful.*

INDIAN HILL SCHOOL PARENTS SAY...



What I love about Mrs. Leslie is...

- *She treats every kid I see her interact with as an individual and makes me feel so confident the school has my son's best interest at heart*
- *Mrs. Leslie is kind and wonderful*
- *Mrs. Leslie is a true professional who exhibits a great sense of caring and compassion for every student*
- *Mrs. Leslie is very understanding*

What I appreciate about Mrs. Leslie is...

- *She will go above and beyond to make sure the students and parents are happy to be at Indian Hill*
- *She is thoughtful*
- *She treats every student with respect and kindness*
- *She knows everyone by name*



INDIAN HILL SCHOOL STAFF SAYS...

What I love about Mrs. Leslie is...

- *She treats all students and staff with respect*
- *She is always putting the kids' needs first*
- *She is willing to discuss student/staff concerns in a fair and objective manner.*
- *Mrs. Leslie demonstrates strong advocacy when it comes to student needs and values team decision making*

What I appreciate about her is that...

- *She has a great sense of humor*
- *Mrs. Leslie is unflappable! She sees the humor in situations and knows to keep rolling and not sweat the small stuff*
- *She believes family comes first!*

CHIPPEWA SCHOOL STUDENTS SAY...

What I love about my principal is...

Mrs. Duffy is kind, helps us to be safe and makes school fun! She is the coolest principal ever!



CHIPPEWA SCHOOL PARENTS SAY...

What I love about Mrs. Duffy is...

- *Her excellent communication and seeing her smiling at drop off*
- *Her kindness and smile*
- *She works hard and we see that*
- *She is wonderful about communication*
- *How much she cares about the school and students*
- *Her involvement with each child's education*
- *She ensures that all students feel comfortable and safe*

What I appreciate about her is...

- *She is a very nice person and really cares about the students*
- *She is thoughtful*
- *She gives great school tours*
- *She is a very kind woman*
- *She is a happy person who loves her job*





CHIPPEWA SCHOOL STAFF SAYS...

What I love about Mrs. Duffy is...

- *The support she gives all the students, staff and parents*
- *She is very understanding and supportive*
- *She is always willing to help out with ALL students*
- *She is available to discuss student needs in a fair and objective manner. All vested members are validated and students needs always come first.*
- *Mrs. Duffy is always there to lend a helping hand and make sure that staff is represented and cared for*
- *She takes the extra step to fill the gaps and maintains an even flow of communication to ensure student and staff safety*

What I appreciate about her is that...

- *She is a strong leader*
- *She loves to volunteer for a good cause*
- *Friday is her favorite day*
- *She is always there to help me in any way she can*
- *She is kind and cares for each and every student*



NAVAJO SCHOOL STUDENTS SAY...

What I love about my principal is...

- *She is very funny and nice and I am grateful she is my principal*
- *She is enthusiastic*
- *She is really good at basketball*
- *She is loving*
- *She is thankful*
- *She is joyful*
- *She is the BEST*



NAVAJO SCHOOL PARENTS SAY...

What I love about Dr. Curran is...

- *She created a warm, welcoming school environment for students and families*
- *She is outside greeting kids most mornings and greets them by name with a smile*
- *She has an interest in every child's needs*
- *She makes sure each student feels valued and empowered*

What I appreciate about her is...

- *She is responsive and invites families to engage in the school community*
- *She is kind and hard-working*
- *She is a kind person*
-

NAVAJO SCHOOL STAFF SAYS...



What I love about Dr. Curran is...

- *She has a wonderful sense of humor*
- *She is very supportive and encouraging*
- *She always plans extra events and activities to make staff feel appreciated and shows that daily*
- *She shows such compassion with students*
- *She is always willing to help*
- *That I have learned so much from her*
- *Her energy*
- *She is always cool and composed*
- *She is very kind and thoughtful*
- *She is always willing to offer resources or support when needed*
- *She is very positive and encouraging*

What I appreciate about her is that...

- *She loves her dogs*
- *She treats everyone with kindness and respect*
- *She is a great listener I can count on*
- *She inspires me to better each and every day*
- *She knows EVERY student*
- *She is outside very morning greeting students by name*
- *She is generous and always has fun activities for us to engage in*



IJHS SCHOOL STUDENTS SAY...

What I love about my principal is...

- He is nice and cares about the entire school
- He is really responsible and he's always kind to the IJHS staff and students
- He always has school spirit and he is kind, helpful and funny
- He helps and understands his students' needs
- He is very nice and chill
- He greets me and other students kindly in the morning and afternoon
- He is really nice and good
- He is very kind
- He talks to students just like a friend
- He looks scary, but he's very nice
- He likes the Packers
- He always takes time to ask how we are doing



IJHS SCHOOL PARENTS SAY...

What I love about Dr. Kirk is...

- *He is very involved*
- *He is kind*
- *He is fair*
- *He keeps the building under control*
- *He is at most events and always says hello*
- *He knows the kids by name and interacts and engages with them about interests in and outside of school*

What I appreciate about him is...

- *He is very funny*
- *We are lucky to have him at Independence and in D128*



IJHS SCHOOL STAFF SAYS...

What I love about Dr. Kirk is...

- *Dr. Kirk is willing to listen and problem solve*
- *Everyone feels heard by him*
- *His ability to help in any way possible*
- *No matter how big or small, Dr. Kirk always strive to help in any way he can*

What I appreciate about him is that...

- *He has a good sense of humor*
- *He knows how to dance - he always dances with the kids at the 8th grade dance*



Summary Detail by Fiscal Year
 FY 2024 and 2025
 10/13/2023



2024	School	Category	Component	Task Detail	Funding Source	Project	Budget at Budgeted Year	Actual Final	Differential bw Budget and Actual	Comments / Contingency
S 2023	Chippewa Elementary School	Playgrounds	Playground Equipment	Playground Equipment	Capital Improvements	Sitework	\$ 235,400.00	\$ 247,000.51		
S 2023	Chippewa Elementary School	Playgrounds	Playground Surfacing	Playground timber curb and surfacing	Capital Improvements	Sitework	\$ 158,900.00	\$ 271,921.00		
S 2023	Chippewa Elementary School	Sitework and Paving	Fencing	Provide new fencing - 5' high coated galvanized with 14' gate and 3' gates	Capital Improvements	Sitework	\$ 42,400.00			
S 2023	Indian Hill School	Sitework and Paving	Fencing	Provide new fencing - 5' high coated galvanized	Capital Improvements	Sitework	\$ 13,100.00			
							\$ 449,800.00			
S 2023	Indian Hill School	Building Envelope	Exterior Wall	Masonry restoration	Capital Improvements	Masonry	\$ 106,900.00			
							\$ 106,900.00	\$ 69,540.00	\$ (37,360.00)	
S 2023	Indian Hill School	Building Envelope	Roofing	Metal Roof, Fascia, Gutters and Downspouts	Capital Improvements	Roofing	\$ 1,016,900.00	\$ 1,010,800.00		
S 2023	Indian Hill School	Building Envelope	Roofing	Metal Roof, Fascia, Gutters and Downspouts	Maintenance Grant	Roofing	\$ 50,000.00	\$ 50,000.00		
							\$ 1,066,900.00	\$ 1,060,800.00	\$ (6,100.00)	
S 2023	Chippewa Elementary School	Infrastructure	Plumbing	Sanitary line repair - main office area	Capital Improvements	Plumbing	\$ 23,300.00	\$ 42,576.00		
S 2023	Navajo Heights School	Infrastructure	Plumbing	Sanitary line repair - main office area	Capital Improvements	Plumbing	\$ 16,500.00			
S 2023	Navajo Heights School	Infrastructure	Plumbing	Wall hydrants - Item P-1 on HLS Survey	Life Safety	Plumbing	\$ 7,800.00			
							\$ 47,600.00	\$ 50,376.00	\$ 2,776.00	
S 2023	Chippewa Elementary School	Infrastructure	Flooring	Flooring associated with plumbing work	Annual O&M	Flooring	\$ 33,800.00	\$ 27,492.00		
S 2023	Navajo Heights School	Infrastructure	Flooring	Flooring in main office associated with plumbing work	Annual O&M	Flooring				
S 2023	Navajo Heights School	Infrastructure	Flooring	Flooring in other areas being abated - Video Production Room, Electrical, Paper Storage and Kitchen	Annual O&M	Flooring				
W 2023	Navajo Heights School	Infrastructure	Flooring	Flooring in remainder of Library	Capital Improvements	Flooring	\$ 37,600.00	\$ 23,360.00		
							\$ 88,400.00	\$ 50,852.00	\$ (37,548.00)	
S 2023	Navajo Heights School	Learning Environments	Accessories	Furniture Improvements for Library	Capital Improvements	General Trades	\$ 175,000.00	\$ 190,068.31		
							\$ 175,000.00	\$ 190,068.31	\$ 15,068.31	



Summary Detail by Fiscal Year
 FY 2024 and 2025
 10/13/2023



S 2023	Independence Junior High School	Infrastructure	Electrical	Replace interior lighting with LED	ComEd Energy Incentive Grant	Electrical				Credit is accounted for in total below
S 2023	Independence Junior High School	Infrastructure	Electrical	Replace interior lighting with LED	Capital Improvements	Electrical	\$ 52,500.00	\$ 49,935.00		
							\$ 52,500.00	\$ 49,935.00	\$ (2,565.00)	

W 2023	Chippewa Elementary School	Infrastructure	Electrical	Transpose grounding wires, repair branch circuits and breakers	Annual O&M	Maintenance	\$ 4,800.00	TBD		
W 2023	Independence Junior High School	Infrastructure	Electrical	Transpose grounding wires, repair branch circuits and breakers	Annual O&M	Maintenance	\$ 6,000.00	TBD		
W 2023	Indian Hill School	Infrastructure	Electrical	Transpose grounding wires, repair branch circuits and breakers	Annual O&M	Maintenance	\$ 9,100.00	TBD		
W 2023	Navajo Heights School	Infrastructure	Electrical	Transpose grounding wires, repair branch circuits and breakers	Annual O&M	Maintenance	\$ 3,500.00	TBD		
							\$ 23,400.00	\$ 23,400.00	\$ -	

S 2023	Independence Junior High School	Building Envelope	Roofing	Annual Roofing Maintenance	Annual O&M	Maintenance	\$ 9,900.00	\$0.00		
S 2023	Independence Junior High School	Learning Environments	Interior Partitions	Paint interior partitions	Annual O&M	Maintenance	\$ 24,800.00	\$ 27,700.00		
							\$ 34,700.00	\$ 27,700.00	\$ (7,000.00)	

S 2023	Navajo Heights School	Learning Environments	Flooring Systems	Asbestos Tile Removal and replacement- Video Production Room, Electrical, Paper Storage and Kitchen	Annual O&M	Abatement	\$ 8,400.00	\$ 5,620.00		
							\$ 8,400.00	\$ 5,620.00	\$ (2,780.00)	

S 2023	All	Technology	Equipment	Purchase wireless access equipment	Capital Improvements	District	\$ 160,000.00	\$ 160,000.00	\$ -	
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FY 2024	TOTALS FY 2024							\$ 2,207,212.82	\$ (6,387.18)		
	Funding Source Totals	Capital Improvements (Combination of Old and Current Bond)							\$ 2,065,200.82		
		O&M							\$ 84,212.00		
		Life Safety							\$ 7,800.00		
		Maintenance Grant							\$ 50,000.00		
		TOTALS							\$ 2,207,212.82		



Summary Detail by Fiscal Year
 FY 2024 and 2025
 10/13/2023



2025	School	Category	Component	Task Detail	Funding Source	Project	Budget at Budgeted Year	Actual Bids to Date (includes Contingency)	Differential between Budget and Actual	Added scope to FY 2023	
S 2024	Independence Junior High School	Infrastructure	Mechanical	Replace original age exhaust fans on roof	Capital Improvements	Mechanical and Plumbing	\$ 35,900.00				
S 2024	Independence Junior High School	Infrastructure	Plumbing	Wall hydrants - Item P-1 on HLS Survey	Annual O&M	Mechanical and Plumbing	\$ 2,800.00				
S 2024	Indian Hill School	Infrastructure	Mechanical	Exhaust for Dryer - Laundry Room	Annual O&M	Mechanical and Plumbing	\$ 2,200.00				
S 2024	Indian Hill School	Infrastructure	Plumbing	Items P-1 and P-4 on HLS - Service sink Y fitting; Non-accessible toilet	Annual O&M	Mechanical and Plumbing	\$ 2,000.00				
							\$ 42,900.00				
S 2024	Chippewa Elementary School	Infrastructure	Plumbing	Refrigeration Piping Insulation	O&M	General Trades	\$ 5,775.00				
S 2024	Indian Hill School	Infrastructure	Mechanical	Exhaust fans	Capital Improvements	General Trades	\$ 21,420.00				
S 2024	Indian Hill School	Infrastructure	Plumbing	Refrigeration Piping Insulation	O&M	General Trades	\$ 5,775.00				
S 2024	Navajo Heights School	Infrastructure	Plumbing	Water Heater in Furnace Room 145	Capital Improvements	General Trades	\$ 11,970.00				
							\$ 44,940.00				
S 2024	Independence Junior High School	Building Envelope	Roofing	Annual Maintenance	Annual O&M	Maintenance	\$ 10,433.00				
S 2024	Independence Junior High School	Learning Environments	Interior Partitions	Paint interior partitions	Annual O&M	Maintenance	\$ 26,100.00				
							\$ 36,533.00				
SP 2025	All	Technology	Equipment	Purchase wireless access equipment	Capital Improvements - new bond	District					
FY 2025	TOTALS FY 2025						\$ 124,373.00				
	Funding Source Totals	Capital Improvements Current Bond						\$ 69,290.00			
		O&M						\$ 55,083.00			
		TOTALS						\$ 124,373.00			



Summary Detail by Fiscal Year
 FY 2026 - 2029
 10/13/2023



2026	School	Category	Component	Task Detail	Funding Source	Project	Budget at Budgeted Year	Actual Bids to Date (includes Contingency)	Differential between Budget and Actual	Added scope to FY 2023	
S 2025	Chippewa Elementary School	Learning Environments	Interior Partitions	Paint interior partitions	Annual O&M	Maintenance	\$ 27,500.00				
S 2025	Independence Junior High School	Building Envelope	Roofing	Annual Maintenance	Annual O&M	Maintenance	\$ 10,980.00				
							\$ 38,480.00				
S 2025	All	Technology	Equipment	Purchase wireless access equipment	Capital Improvements	District					
FY 2026	TOTALS FY 2026						\$ 38,480.00				
	Funding Source Totals	Capital Improvements 2026 Bond						\$ -			
		O&M						\$ 38,480.00			
		TOTALS						\$ 38,480.00			



Summary Detail by Fiscal Year
 FY 2026 - 2029
 10/13/2023



2027	School	Category	Component	Task Detail	Funding Source	Project	Budget at Budgeted Year	Actual Bids to Date (includes Contingency)	Differential between Budget and Actual	Added scope to FY 2023	
S 2026	Independence Junior High School	Infrastructure	Mechanical	Replace 7 air handling units	Capital Improvements	Mechanical and Plumbing	\$ 559,600.00				
							\$ 559,600.00				
S 2026	Chippewa Elementary School	Learning Environments	Interior Partitions	Paint interior partitions	Annual O&M	Maintenance	\$ 28,900.00				
S 2026	Independence Junior High School	Building Envelope	Roofing	Annual Maintenance	Annual O&M	Maintenance	\$ 11,557.00				
							\$ 40,457.00				
S 2026	All	Technology	Equipment	Purchase wireless access equipment	Capital Improvements	District	\$ 100,000.00				
FY 2027	TOTALS FY 2027						\$ 700,057.00				
	Funding Source Totals	Capital Improvements 2026 Bond						\$ 659,600.00			
		O&M						\$ 40,457.00			
		TOTALS						\$ 700,057.00			



Summary Detail by Fiscal Year
 FY 2026 - 2029
 10/13/2023



2028	School	Category	Component	Task Detail	Funding Source	Project	Budget at Budgeted Year	Actual Bids to Date (includes Contingency)	Differential between Budget and Actual	Added scope to FY 2023	
S 2027	Independence Junior High School	Building Envelope	Roofing - Phase 1	Metal Roof, Fascia, Gutters and Downspouts	Capital Improvements	Roofing	\$ 1,896,677.00				
S 2027	Independence Junior High School	Infrastructure	Plumbing	Refrigeration Piping Insulation	Capital Improvements	Roofing	\$ 6,690.00				
							\$ 1,903,367.00				
S 2027	Independence Junior High School	Infrastructure	Electrical	Exterior Soffit Lights	ComEd Energy Incentive Grant	Electrical	\$ 3,500.00				
S 2027	Independence Junior High School	Infrastructure	Electrical	Exterior Wall mounted lights	ComEd Energy Incentive Grant	Electrical	\$ 4,200.00				
S 2027	Independence Junior High School	Infrastructure	Electrical	Parking Lot lights	ComEd Energy Incentive Grant	Electrical	\$ 6,600.00				
S 2027	Independence Junior High School	Infrastructure	Electrical	Exterior Soffit Lights	Capital Improvements	Electrical	\$ 10,500.00				
S 2027	Independence Junior High School	Infrastructure	Electrical	Exterior Wall mounted lights	Capital Improvements	Electrical	\$ 12,600.00				
S 2027	Independence Junior High School	Infrastructure	Electrical	Parking Lot lights	Capital Improvements	Electrical	\$ 19,700.00				
							\$ 57,100.00				
S 2027	Chippewa Elementary School	Infrastructure	Electrical	Replace obsolete panelboards	Capital Improvements	Electrical	\$ 43,300.00				
S 2027	Independence Junior High School	Infrastructure	Electrical	Replace obsolete panelboards	Capital Improvements	Electrical	\$ 124,200.00				
							\$ 167,500.00				
S 2027	Chippewa Elementary School	Learning Environments	Interior Partitions	Paint interior partitions	Annual O&M	Maintenance	\$ 30,400.00				
S 2027	All	Technology	Equipment	Purchase wireless access equipment	Capital Improvements	District	\$ 100,000.00				
FY 2028	TOTALS FY 2028						\$ 2,258,367.00				
	Funding Source Totals	Capital Improvements 2026 Bond						\$ 2,213,667.00			
		O&M						\$ 30,400.00			
		ComEd Energy Grant						\$ 14,300.00			
		TOTALS						\$ 2,258,367.00			



Summary Detail by Fiscal Year
 FY 2026 - 2029
 10/13/2023




2029	School	Category	Component	Task Detail	Funding Source	Project	Budget at Budgeted Year	Actual Bids to Date (includes Contingency)	Differential between Budget and Actual	Added scope to FY 2023	
S 2028	Independence Junior High School	Building Envelope	Roofing - Phase 2	Metal Roof, Fascia, Gutters and Downspouts	Capital Improvements	Roofing	\$ 1,537,450.00				
							\$ 1,537,450.00				
S 2028	Independence Junior High School	Building Envelope	Exterior Wall	Masonry restoration	Capital Improvements	Masonry	\$ 73,612.00				
							\$ 73,612.00				
S 2028	Navajo Heights School	Learning Environments	Furniture & Equipment	Abandoned Heaters - Classrooms 1 - 6	Capital Improvements	General Trades	\$ 165,147.00				
							\$ 165,147.00				
S 2028	Indian Hill School	Infrastructure	Electrical	Replace obsolete panelboards	Capital Improvements	Electrical	\$ 54,736.00				
S 2028	Navajo Heights School	Infrastructure	Electrical	Replace obsolete panelboards	Capital Improvements	Electrical	\$ 60,818.00				
							\$ 115,554.00				
S 2028	Chippewa Elementary School	Learning Environments	Interior Partitions	Paint interior partitions	Annual O&M	Maintenance	\$ 30,400.00				
S 2028	All	Technology	Equipment	Purchase wireless access equipment	Capital Improvements	District	\$ 100,000.00				
FY 2029	TOTALS FY 2029						\$ 2,022,163.00				
	Funding Source Totals	Capital Improvements - Revenue Sources to be Allocated						\$ 1,991,763.00			
		O&M						\$ 30,400.00			
		TOTALS						\$ 2,022,163.00			

Palos Heights SD 128 - Payments to Contractors 2023

Date: 10/13/2023

Company	PAYMENTS before June 16	PAYMENTS after June 16th	BALANCE TO FINISH on contract	Anticipated Contingency CREDIT	Maintenance Grant, Life Safety Fund or O&M	Anticipated Balance to finish from Current Bond
DCG	\$ 59,943.60	\$ 379,386.00	\$ 678,970.40	\$ 57,500.00	\$ 50,000.00	\$ 571,470.40
Grove	\$ 8,840.00	\$ 54,630.00	\$ 11,320.00	\$ 5,250.00		\$ 6,070.00
George's Landscaping	\$ 3,600.00	\$ 244,889.10	\$ 41,270.90	\$ 12,719.00		\$ 28,551.90
Cryer Olsen	\$ -	\$ 43,988.40	\$ 19,011.60	\$ 12,624.00	\$ 7,800.00	\$ (1,412.40)
TSI (Flooring)	\$ -	\$ -	\$ 50,852.00	\$ -	\$ 27,492.00	\$ 23,360.00
Henricksen	\$ -	\$ 165,222.18	\$ 24,846.13	\$ -		\$ 24,846.13
Playcore (Equipment)	\$ 169,650.51	\$ -	\$ -	\$ -		\$ -
Playcore (Turf Surfacing)	\$ -	\$ 88,710.00	\$ -	\$ 11,360.00		\$ (11,360.00)
Tri-M	\$ 5,000.00	\$ -	\$ 44,935.00	\$ -		\$ 44,935.00
Technology	\$ -	\$ 159,251.00	\$ -	\$ -		\$ -
TOTAL	\$ 247,034.11	\$ 1,136,076.68	\$ 871,206.03	\$ 99,453.00	\$ 85,292.00	\$ 686,461.03

2022 Bond Fund Balance (Current)	\$ 1,050,861.00
DCG balance to be paid	\$ 571,470.40
Cryer and Olsen	\$ (1,412.40)
GLI Services	\$ 28,551.90
Grove Masonry	\$ 6,070.00
TSI	\$ 23,360.00
Henricksen	\$ 24,846.13
Playcore	\$ (11,360.00)
Tri-M Elec Interior Lighting	\$ 44,935.00
Technology	\$ -
End of FY 2024 Fund Balance	\$ 364,399.97
FY 2025 Cap Project	\$ 69,290.00
2022 Bond Balance	\$ 295,109.97



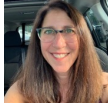
DESIGNING FOR CHANGE

A Framework for Fostering Agency & Collaboration


Palos Heights School District 128

1


Who are we?



Merryl Brownlow, Ed.D.
Palos Heights School District 128
Superintendent




Jason Smit, Ed.S.
Palos Heights School District 128
Assistant Superintendent

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Links


- To access this presentation:
 - bit.ly/D128IASAPresentation
- To access our Design for Change: Reflection for Application Workbook:
 - bit.ly/D128IASAworkbook

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Session Objectives

- Participants will be able to define design thinking and explain its benefits for fostering agency and collaboration.
- Participants will understand how design thinking can help district leaders identify areas for improvement and co-create solutions with stakeholders
- Participants will be able to identify real-world examples of district leaders who have successfully implemented design thinking to drive meaningful change in their schools.
- Participants can apply design thinking principles and methodologies to develop a framework for fostering teacher agency and collaboration in their own districts.
- Participants will be able to articulate the importance of empowering teachers to become designers of their own learning environments.
- Participants will leave with practical strategies and tools they can use to implement a design thinking framework in their own districts and foster a culture of collaboration and innovation among their teachers.

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FALL IN LOVE WITH
THE PROBLEM
— NOT THE
SOLUTION

Credit: Future Design School




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The Design Thinking Process


1. EMPATHIZE	Set aside assumptions and understand the problem
2. UNDERSTAND THE PROBLEM	Use different activities to clearly define the problem
3. IDEATE	Identify a technique(s) to generate ideas
4. PROTOTYPE	Create a model or a simple version of the final product (or process)
5. TEST	Assess feasibility of solution on a smaller scale

The results of the test will lead to refinements or implementation of your solution.

STEP BY STEP 

6

Be A Design Thinking Leader



EMPATHY SYSTEMS THINKING COLLABORATION CHANGE MANAGEMENT

QUESTION ONGOING FEEDBACK COACH CUSTOMER FOCUS


Leadership Behaviors Source: World of Insights

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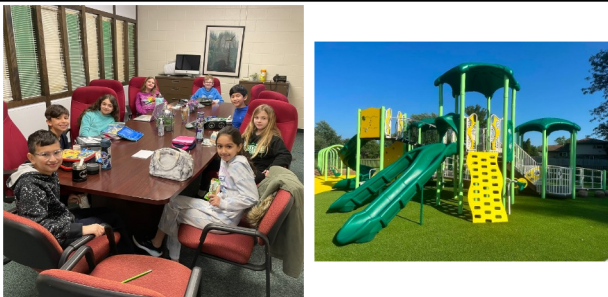
District Outcomes


PLAYGROUND REDESIGN	National Demonstration Site for Inclusivity
PORTRAIT OF A LEARNER	Community wide support; stakeholders "all in"
CURRICULAR REVIEW & IMPLEMENTATION	Meeting the Needs of All Learners in an Inclusive Classroom Setting
PARENT COMMITTEES	Handbook Redesign; Transportation Solutions
TEACHER EDUPRENEUR PROGRAM	Innovative classroom change in practice
SUPERINTENDENT STUDENT ADVISORY	Changes to PBIS and SEL Implementation

The results of the test will lead to refinements or implementation of your solution.

STEP BY STEP 

8



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9



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10

Think **Big**,
Start **Small**



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“”

“You’ve got to think about big things while you’re doing small things, so that all the small things go in the right direction.”

Alvin Toffler
American writer, futurist, and businessman



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APPLYING THE PROCESS
Become an Edupreneur

Source: Tait & Faulkner - Edupreneur

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EMPATHIZE



Who are we trying to help?
What do they need?


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Understanding Your Why

Edupreneur often say that **'your why should make you cry'**. You should care so much about what you are fighting for that really thinking about it, the people you are serving and the future you hope for, brings tears to your eyes.


Do you know your why?
Chances are, you are one of two types of people.

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Person 1


As soon as we asked you what your why was, you knew straight away. Awesome. Keep powering through this process to get even more clarity and focus on what it is that makes you fight so hard for change in your system.

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Person 2

You're struggling to answer this one; you don't really know what your 'why' is. If this is you, don't stress. Trust the process, as you consider the problems you're up against, you are going to start to feel a lot more like Person 1.


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Two Types of Innovators


Peter Thiel, the co-founder of PayPal refers to two different types of innovators:

- **'zero to one' people**
 - The zero to one innovators are those who move from nothing to something game-changing. Think Thomas Edison inventing the lightbulb, or Elon Musk trying to get to Mars.
- **'one to two' people**
 - The one to two thinkers are people who look at the way things already are and think, I reckon we could do that better (or cheaper, or quicker).

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The status quo is not working, but rather than starting from scratch we need to keep making things better.

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UNDERSTAND THE PROBLEM

What is in the way?


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Moaning Minutes – Guilt Free Complaining

Identify the problems or challenges you have on your plate in your district. Jot down as many as come to mind.


These are the challenges you see in your system or in education more broadly, and when you think about them they probably make you feel a bit angry! Is your 'why' getting clearer or starting to crystallise?

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UNDERSTAND THE PROBLEM


What is in the way? Moan a bit...permission to complain.
Complaining leads to clarity.




Which one resonates with your why? Which one allows for innovative thinking?

EMPATHIZE

What challenges or problems are you currently tackling? What new initiatives are you considering?



Who are we trying to help?
What do they need?


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The next challenge for you is to pick the one issue you want to solve the most.

Just one.


Apply Systems Thinking

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FOCUS REFLECTION QUESTIONS:

1. What are you excited to solve? You should go after something that you're really inspired to make a difference in.
2. What's in your control to solve? We don't want you to sell yourself short here, but you also need to tackle something that is realistic.
3. Who else is already solving this root cause? Can you add to their efforts rather than doubling up?
4. Which will have the greatest impact on student outcomes?

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UNDERSTAND THE PROBLEM

What challenges or problems are you currently tackling? What new initiatives are you considering?

What is in the way? Moan a bit...permission to complain.
Complaining leads to clarity.

Which one resonates with your why? Which one allows for innovative thinking?

EMPATHIZE

Who are we trying to help? What do they need?

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It's unacceptable that...

Don't complain about things you are not willing to change.

(By which we mean make sure that your "it is unacceptable that..." statement is something you are willing to be part of solving. Moaning minutes are over and we are almost at the point where we kick things into the positive!)

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It's unacceptable that... Affirm your problem

Examine the Root Causes & Consequences

Ideate

Shoot for the Moon

We believe in a distinct where...

Idea Wild Jam Session	Sticky Note/Jaffle Style - Add some music to energize the group.
Muse Items	Take ideas generated, whether possible or not, combine them in different ways to generate new ideas.
Grow an Idea	Expand ideas to extend into new ones.
Word Puppets/Story Style	Use images to represent ideas.
Brainwriting	Get a limited time to stimulate quick thinking (2 ideas is minimal).
Other Ideas	Any strategy you can employ that will facilitate creative thinking.

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How can you understand the problem?

Examining Consequences

&

Understanding Root Causes

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Understanding Root Causes

Root Cause Tree

The problem...

Consequences: What is happening because of this problem?

Root Causes: Why does this problem keep happening?

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Focus on one root cause.


Collaborate

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IDEATE



Shoot for the Moon...

Palos Heights School District 128

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Moonshot Thinking

What is it?


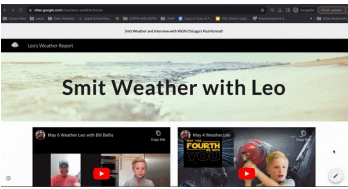
- A problem wanting to solve – you can name it and want to fix it.
- What is the radical, proposed solution to solve that problem?
- What is the reason to believe that maybe we can do it!



Apollo 11 Launch in 1969 / Image: © NASA

Source: Alphabet's X Lab

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What does your district look like if you have solved that problem?

WE BELIEVE IN A DISTRICT WHERE...

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Here's that list of Ideation

1. **Quantity.** First idea, worst idea. Try to come up with 100 solutions to your root cause problem. Entertain ridiculous. Remember, crazy ideas are encouraged. Not only do these help build up the number of ideas you generate, but you might find a few can be synthesised to come up with an idea that is novel, realistic and impactful.
2. **Yes and...** The idea here is that one idea sparks another idea. Build off the back of other ideas using this improv tool to generate more.
3. **We.** This is especially useful if you're ideating with a team. Using the language of 'we' helps keep you working together.
4. **It's all good.** Positivity is productive! Ideation is not the time to critique ideas so try to keep what you say in response to other's ideas positive, regardless of whether you think they'll work or not.

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Question...

When we're ideating, we want you to be as creative as possible.


Ridiculous ideas are not only 'allowed', but they're actively encouraged to help get to that quantity of ideas.

We need to work out which ideas are able to be implemented and will have the greatest impact.


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It's unacceptable that...
Affirm your problem




Examine the Root Causes & Consequences




Source: Ted & Kathleen - Edgenuity

Ideate


Shoot for the Moon
We believe in a district where...




Idea Wall Jam Session	Sticky Note/Cupfilli Style - Add some music to energize the group
Mix & Match	Take ideas generated, whether possible or not, combine them in different ways to generate new ideas
Grow an Idea	Expand ideas to extend into new ones
Mind Mapping/Storyboard Style	Use images to represent ideas
Brainwriting	Set a limited time to stimulate quick thinking (2 ideas is preferred)
Other Ideas	Any strategy you can employ that will facilitate creative thinking

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PROTOTYPE



How might we...


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Prototype tool example: Storyboard

A storyboard steps out, stage by stage, the actions you'd take to implement your idea. The best advice here is to be as tangible and practical as possible.


In the first square, state the problem you're trying to solve. Then in the subsequent squares detail the steps to your solution.

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Prototype tool example: Persona

With a persona, the task is to identify an individual (or a group of people) your solution is solving the problem for. By giving them a fun name, describing them and how the root cause problem is impacting them, maybe even sketching them out, and then having all of this front and center when you describe your solution, you'll be designing with them in mind.

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Prototyping

Choose the prototyping tool that suits your idea best and prototype your solutions. Remember, the purpose of this stage is to get feedback on your prototypes, so the more detail you can add, the clearer the picture will be for the people providing insights and advice.


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Ideate


Answer the "W" questions...


Who? (Persons Involved)	
Where? (Classroom, School, Building, etc.)	
When? Timeframe	
What? Resources Needed	
Why? Revisit your purpose to be sure you have alignment	

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Get some feedback




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What do you like about the idea?
What do you wish was different?
What have I not thought about
before I test my idea?

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TEST




Answer the "W" questions...

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How can you test the solution
in the real world?

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 Credit: Google

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YOUR FUTURE
IS BRIGHT

Palos Heights School District 128

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Sources for Content

Tait & Faulkner - *Edupreneur; Dream Team*

Neel Doshi - *Primed to Perform*

Vanessa Van Edwards - *Charismatic Communication*

Ronald Heifetz - *The Practice of Adaptive Leadership*

Robyn Jackson- *Start Leading, Stop Building*

World of Insights (www.worldofinsights.co)

Frog part of Capgemini Invent (<https://www.capgemini.com/about-us/who-we-are/our-brands/frog/>) - *Collective Action Toolkit*

DESIGNING FOR CHANGE





Illinois State Board of Education

Dr. Tony Sanders, State Superintendent of Education
Dr. Steven Isoye, Chair of the Board

555 W. Monroe Street, Suite 900 • Chicago, IL 60661 • isbe.net

VIA EMAIL

07016128002

Palos Heights SD 128

Dear Superintendent:

The Illinois State Board of Education (ISBE) has completed its annual LEA Determination review of Illinois school districts. The Individuals with Disabilities Education Act (IDEA), Section 616, requires all states to make determinations about the performance of their local districts regarding the provision of special education and related services to students with disabilities.

Based on this annual review, ISBE has determined that your district **Meets Requirements** in implementing one or more of the requirements of IDEA. This determination is based on multiple data points and indicators described in detail in the Illinois Special Education Accountability and Support System information packet located on the ISBE website at <https://www.isbe.net/Pages/Accountability-Support-System.aspx>. ISBE creates an Illinois Special Education Accountability and Support System LEA Determination Matrix for each district to display the district's performance as compared to the state target on each compliance or results indicator. Your LEA Determination Matrix is enclosed for review.

A determination of Meets Requirements requires no further action unless the district has an open finding of noncompliance. **Findings of noncompliance are tied to annual LEA Determinations and the Illinois Special Education Accountability and Support System.** Therefore, please review the district's September 2023 LEA Determination carefully to determine which template is required. Districts with open findings of noncompliance must work with their ISBE SPP contact to complete the corrective action plan process for the identified indicator(s). The required ISBE Corrective Action Plan template to be used for the corrective action plan process is available on the ISBE website at <https://www.isbe.net/Pages/SPED-System-Support-Plans.aspx>.

For districts that meets requirements and have no findings of noncompliance, universal (Tier 1) supports are available for optional use. Please see the ISBE website at <https://www.isbe.net/Pages/SP-Tier-1.aspx> for universal support information and technical assistance resources.

ISBE appreciates the district's efforts to improve results for students with disabilities. Please refer to the Illinois Special Education Accountability and Support System tiered supports and resources located on the ISBE website for further information or contact the Special Education-Programmatic Support Department at 217-782-5589.

Sincerely,

A handwritten signature in cursive script that reads "Barbara A. Moore". The signature is written in black ink and is positioned above the typed name.

Barbara A. Moore
Director of Special Education - Operational Support
Illinois State Board of Education

Cc: State-approved Director of Special Education

**ILLINOIS SPECIAL EDUCATION ACCOUNTABILITY AND SUPPORT SYSTEM
FFY 2022 LEA DETERMINATION MATRIX**

	FY 2022 State Target	FY 2022 LEA Data	FY 2021 LEA Data	Score (0-3)
Early Childhood Outcomes				
Indicator 6a: Early Childhood Service Delivery Settings	47.00%	92.30%	82.40%	3
Indicator 12: IDEA Part C to Part B Transition Secondary Outcomes	100.00%	93.00%	100.00%	1
Secondary Outcomes				
Indicator 1 : Graduation	82.60%	N/A	N/A	N/A
Indicator 13: Secondary Transition Compliance Additional Outcomes	100.00%	N/A	N/A	N/A
Additional Outcomes				
Indicator 5a: Least Restrictive Environment	53.10%	77.10%	84.20%	3
Indicator 4b: Suspension/Expulsion	No policies contributing to a significant discrepancy	Met	Met	3
Indicator 9 : Disproportionality (IEPs)	No inappropriate identification	Met	Met	3
Indicator 10: Disproportionality (specific disability categories)	No inappropriate identification	Met	Met	3
Indicator 11: Child Find	100.00%	100.00%	100.00%	3
Timely Correction of Noncompliance	One Year	Met	Met	3
Fiscal Outcomes				
Fiscal Risk (Single Audits)	No audit findings	Met	Met	3
TOTAL SCORE	25			
TOTAL POINTS POSSIBLE	27			
OVERALL PERCENTAGE	92.59%			
LEA DETERMINATION	Meets Requirements			
TIERED LEVEL OF SUPPORT	1			

The number of points assigned for each indicator is averaged to calculate the total score, overall percentage, LEA Determination, and corresponding tiered level of support. Indicators that are “Not Applicable” for a district (i.e., early childhood outcomes are not applicable for high school districts) are not included in the district’s calculation.

Please refer to the ISBE Special Education Accountability and Support System Tiered Support Model for details regarding each tiered level of support.



Board Leader ★ Recognition Program

Annual Merit Recognition

Kathleen Lachowicz

A handwritten signature in black ink, appearing to read "Kimberly A. Small, J.D.", written over a horizontal line.

Kimberly A. Small, J.D.
Executive Director

A handwritten signature in black ink, appearing to read "Simon Kampwerth Jr.", written over a horizontal line.

Simon Kampwerth Jr.
President



2023

**District 128, Cook County
Palos Heights, Illinois**

Board Meeting October 18, 2023

Activity Fund Receipts and Expenses SEPTEMBER 2023

	Balance 08/31/23	SEPTEMBER Receipts	SEPTEMBER Expenses	Balance 09/30/23
Indian Hill	905.15	\$0.00	\$0.00	\$905.15
Chippewa	\$449.13	\$855.00	\$928.00	\$376.13
Navajo	\$1,169.32	\$0.00	\$0.00	\$1,169.32
Independence				
IJHS	\$1,195.32	\$2,846.00	\$2,842.39	\$1,198.93
Cheerleaders	\$418.37	\$4,210.00	\$2,580.00	\$2,048.37
Drama	\$360.96	\$0.00	\$0.00	\$360.96
Lunch	\$0.00	\$0.00	\$0.00	\$0.00
Poms	\$106.55	\$0.00	\$0.00	\$106.55
Student Council	\$113.01	\$0.00	\$0.00	\$113.01
TOTAL	<u><u>\$3,812.66</u></u>	<u><u>\$7,911.00</u></u>	<u><u>\$6,350.39</u></u>	<u><u>\$5,373.27</u></u>

INSTRUCTION

Revisions
recommended to reflect
current practice.

6:190 Extracurricular and Co-Curricular Activities

Extracurricular or co-curricular activities are school-sponsored programs for which some or all of the activities are outside the instructional day. They do not include ~~field trips~~, homework, or ~~occasional work~~ required outside the school day for a scheduled class. *Co-curricular activity* refers to an activity associated with the curriculum in a regular classroom and is generally required for class credit. *Extracurricular activity* refers to an activity that is not part of the curriculum, is not graded, does not offer credit, and does not take place during classroom time; it includes competitive interscholastic activities and clubs.

The Superintendent must approve an activity in order for it to be considered a District-sponsored extracurricular or co-curricular activity, using the following criteria:

1. The activity will contribute to the leadership abilities, social well-being, self-realization, good citizenship, or general growth of student-participants.
2. Fees assessed students are reasonable and do not exceed the actual cost of operation.
3. The District has sufficient financial resources for the activity.
4. Requests from students.
5. The activity will be supervised by a school-approved sponsor.

Academic Criteria for Participation

For students in kindergarten through 8th grade, selection of members or participants is at the discretion of the teachers, sponsors, or coaches, provided that the selection criteria conform to the District's policies. Students must satisfy all academic standards and must comply with the activity's rules and the student conduct code.

LEGAL REF.:

[105 ILCS 5/10-20.30](#) and [5/24-24](#).

CROSS REF.: 4:170 (Safety), 7:10 (Equal Educational Opportunities), 7:40 (Nonpublic School Students, Including Parochial and Home-Schooled Students), 7:240 (Conduct Code for Participants in Extracurricular Activities), 7:300 (Extracurricular Athletics), 8:20 (Community Use of School Facilities)

Adopted: June 13, 2018

Palos Heights SD 128



Palos Heights School District 128

12809 S. McVicker Ave • Palos Heights, IL 60463
Phone: (708) 597-9040 • Fax: (708) 597 9089 • www.palos128.org

Merryl B. Brownlow, Ed.D.
Superintendent

To: District 128 Board of Education
From: Merryl Brownlow, Ed.D., Superintendent
Re: Library Book Purchases for IJHS
Date: October 18, 2023

Below is a list of media center purchases for the purpose of updating the collection at Independence Jr. High to support curriculum and instruction.

Book Title and Author	Genre
Theseus and the Minotaur (Toon Graphics)	Graphic Novel
Orpheus in the Underworld (Toon Graphics)	Graphic Novel
Dog Man: The Supa Buddies Mega Collection: From the Creator of Captain Underpants (Dog Man #1-10 Box Set)	Graphic Novel
The Alchemist	
Wings of Fire: The Dragonet Prophecy (Book 1)	Graphic Novel
School Trip by Jerry Craft	Graphic Novel
Amulet: The Stone Keeper (Book 1) by Kazu Kibuishi	Graphic Novel
The Unteachables	Nonfiction
The Hidden Witch by Molly Knox Ostertag	Graphic Novel
The Midwinter Witch by Molly Knox Ostertag	Graphic Novel
The Strangers by Margaret Peterson Haddix	Adventure
The Deceivers by Margaret Peterson Haddix	Adventure
The Messengers by Margaret Peterson Haddix	Adventure

INDIAN HILL
12800 S. Austin Ave
(708) 597-1285

CHIPPEWA
12425 S. Austin Ave
(708) 388-7260

NAVAJO HEIGHTS
12401 S. Oak Park Ave
(708) 385-3269

INDPENDENCE JR. HIGH
6610 W. Highland Dr
(708) 448-0737



Palos Heights School District 128

12809 S. McVicker Ave • Palos Heights, IL 60463
Phone: (708) 597-9040 • Fax: (708) 597 9089 • www.palos128.org

Merryl B. Brownlow, Ed.D.
Superintendent

Monday, September 25, 2023

Re: Freedom of Information Act Request

Sheri,

Per your request below, I have uploaded the requested information. If you need any additional information please do not hesitate to contact me.

Kim Anoman

Dear Merryl Brownlow or Custodian of Public Records,

SmartProcure is submitting a commercial FOIA request to the Palos Heights School District #128 for any and all purchasing records from 6/13/2023 to current. The request is limited to readily available records without physically copying, scanning or printing paper documents. Any editable electronic document is acceptable.

The specific information requested from your record keeping system is:

1. Purchase order number. If purchase orders are not used a comparable substitute is acceptable, i.e., invoice, encumbrance, or check number
2. Purchase date
3. Line item details (Detailed description of the purchase)
4. Line item quantity
5. Line item price
6. Vendor ID number, name, address, contact person and their email address

If you would like to let me know what type of financial software you use, I may have report samples that help to determine how, or if, you are able to respond.

As an added security and privacy measure, there will be a unique upload link for any new requests moving forward, including this one. We appreciate your assistance towards this request. You may also attach the information to this email.

<https://upload.smartprocure.com/?id=c2RqPWEyYjZRMdAwMDA0TmNMS1FBMCZzdD1JTCZvcmc9UGFsb3NIZWlnaHRzU2Nob29sRGlzdHJpY3QxMjg%3D>

If this request was misrouted, please forward to the correct contact person and reply to this communication with the appropriate contact information.

If you have any questions, please feel free to respond to this email or I can be reached at the phone number below in my signature.

Regards,

Sheri Reid
Data Acquisition Specialist
SmartProcure
Direct: (561) 609-6759
Email: sreid@smartprocure.com

INDIAN HILL
12800 S. Austin Ave
(708) 597-1285

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