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Minutes of a Regular Meeting of the Board of Education of Hawthorn Community Consolidated School District Number 73, Lake County, Illinois, held in the Conference Room at 841 West End Court at 7:39PM on the 28th day of August 2006.

Call to Order: The meeting was called to order by Mary Jane Rattner, President, at 7:39PM. Those present recited the Pledge of Allegiance.

Roll Call: Debbie Limer called the roll, with the following members of the Board of Education answering present: Tom Boehm, Donna Gaidamak, Anne Hoffman, Tim Shanahan, Jose Hernandez, Bill Coli, and Mary Jane Rattner.

Public Comment period:

Mary Jane Rattner wanted to take the opportunity before any public comment to clarify the rules pertaining to participation at School Board Meetings for new parents. School Board Meetings are business meetings held in public. They are open to anyone in the community. It is not a discussion period. We are here to share thoughts but must adhere to the guidelines. The agenda is posted on the web and at the meeting. The only people who can request to have something put on the agenda are Board Members and the Superintendent. Pat Small of 1029 Crabtree in Libertyville came forward to address the Board. Bill Coli questioned if she was going to speak on a subject that she has spoken to the Board about in the past. Ms. Small responded that she was not. She thanked Mary Jane Rattner for her response to her questions from her letter, but not all of her questions were answered. She listed her unanswered questions. They were: what is the total amount of money being given out for the 1% bonuses for administrators, how many administrators are receiving the money, and where in the budget the 1% is coming from. She questioned why two Board Members did not approve the bonuses. She added that she had questioned why the teachers did not get the bonuses. The response had been that the teachers are involved in collective bargaining. She asked if the bonuses were added for the administrators after they signed their employment contracts, why the teachers were not able to be added in as well. Ms. Small commented that based on The Freedom of Information Act and as a taxpayer she has the right to know the answers to all of her questions. Mary Jane Rattner stated that she had responded to Ms. Small's letter while on vacation. The rest of the questions will be addressed later in the meeting.

Student and Staff Accomplishments, Recognitions:

Mary Jane Rattner introduced Dr. Benjamin, special educational consultant to Hawthorn. Dr. Benjamin stated that Hawthorn is starting to be recognized. The Board is leading the obligation to take achievement to a higher level. The Board has done things that other Boards cannot. Students within the District now have less school moves, professional staff development has taken a huge step forward, and parents and students are getting choices in their schooling. The Board has worked to get the community involved with surveys and such. The District is using the best practices of UbD and Bernstein. Assessments have been improved to include better writing assessments and MAP testing. ISAT scores are coming up as a result.

Dr. Benjamin complemented the Board, but reminded them as we get closer to our goals we need to protect against a loss of focus and establish new goals. It is hard to reach those goals and then raise the standard again and again. Bernstein has been established at the Hawthorn schools. It is a good program, and educators from other school are coming to observe Hawthorn's progress. He then showed the Board and the visitors part of Common Miracles, a news show featuring the late Peter Jennings. Dr. Benjamin stated that the key is keeping up the confidence. We want to raise the engagement in learning. We are on our way. The leading indicators are up. The School Board is doing great things. The issue is going to be how to keep the common vision. Mary Jane Rattner commented that we can take time to celebrate our improvements, but not too much time. We have to keep moving ahead. Bill Coli thanked Dr. Benjamin for reminding the Board of why we are here.

Dr. Joe stated that there was a reference to "Gettysburg." He asked Dr. Benjamin for a clarification. Dr. Benjamin explained that there was a meeting for Bernstein. Hawthorn was honored to be invited. Bernstein has been moved from the Grammy Foundation to Gettysburg College.

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They are bringing people in to help move the program forward. We are getting great results here. More kids are learning in multiple ways. The District is focusing on high level learning. The model is under scrutiny, but the Staff comes off very positively. Dr. Poole, the new Bernstein director, will be coming to Hawthorn. Dr. Joe stated that he is very impressed with the Bernstein commitment. Dr. Benjamin added that they are putting more time and money into development. They are learning how to apply the focused use of the arts for children with disabilities and ESL students.

Staff Presentations: None

Consent Agenda:

Bill Coli moved to approve the consent agenda. Tim Shanahan seconded the motion.

08/06.13 Board Minutes, regular session, 5/22/06

08/06.14 Expenditure Report, August 2006

08/06.15 Financial Statement, July 2006

08/06.16 Personnel Report

Roll Call Vote: Ayes: Boehm, Gaidamak, Hoffman, Shanahan, Hernandez, Coli, Rattner

Nays: None

Motion carried – 7– 0

Dr. Joe asked Bob Hudson to introduce all of the new teachers. Bob Hudson introduced Tess Fotidiz, Megan Holt, John Reid, and Roxana Jones. If the teacher was present, he or she came forward to sign his or her contract and shake hands with the Board members.

Action Items: None

President's Report:

Mary Jane Rattner stated that at the June 12th meeting 1% Performance Incentive Bonuses were approved. For clarification purposes the amount of money, \$15,008, was divided among 16 administrators. The amount given to each was around \$938. The funds came from the Education Fund. The metric that determined how much was given to each administrator is very lengthy. The goals were set and data was gathered for the year. Teachers and staff salaries are determined by a Collective Bargaining Agreement that is set until 2010. That Agreement works differently than the administrators' compensation. Mary Jane Rattner reported that last year the Board worked on a new Administrator Salary Plan. It includes a cost of living adjustment. The 1% Bonus Incentives have been eliminated. Administrators will also start to pay a part of their health care costs. This program will be phased in over three years. The vote to approve the 1% Bonuses was passed 5 to 2. She commented that she did not know why the Board Member voted as they did.

Superintendent's Report:

Dr. Joe told the Board that we have been working very hard with the Bus Company. Even with all of the hard work, it was hard to know if all of the changes would make the situation easier on the first day. Dr. Joe was very happy to report that on the first day of school things went very well. 95% of the buses were on time the first day. We are trying to respond to calls on the Bus Hotline. He stated that he was extremely pleased. He wanted to acknowledge Gloria Bentzen for her hard work.

Dr. Joe reported that he went to a meeting with the Park District, Cook Memorial Library, and Village of Vernon Hills Boards. It was about the property south of the Sullivan Center on Aspen. They want to come in and make a presentation on October 21st. He added that they are coming to all of the Boards. They will go over the Plan. It currently has a three to fifteen year implementation cycle. We have made no comments or commitments to the Plan.

Discussion Items: None

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Committee Reports: None

Unfinished Business: None

New Business: None

Announcements: None

Informational Items:

1. PIE plan
2. Sample PIE Plan
3. Vernon Hills Information
4. Letter from Robin O'Connor
- 5.

Adjournment:

There being no further business, Mary Jane Rattner requested a motion to adjourn. Anne Hoffman moved to adjourn the meeting. Bill Coli seconded the motion. Voice Vote: 7 ayes: 0 nays. Motion carried

Adjourned: The meeting was adjourned at 8:43PM

Respectfully Submitted,

Debbie Limer

Mary Jane Rattner, President

Timothy Shanahan, Secretary