

**BOARD OF EDUCATION  
COMMUNITY CONSOLIDATED SCHOOL DISTRICT 64  
Minutes of the Special Meeting  
at 6:00 p.m. on December 18, 2018  
Jefferson School - Multipurpose Room  
8200 Greendale Ave, Niles, IL 60714**

Board President Borrelli called the meeting to order at approximately 6:02 p.m. Other Board members in attendance were Fred Sanchez, Larry Ryles, Tom Sotos, Rick Biagi, and Bob Johnson. Board member Mark Eggemann arrived during the closed session. Also present were Superintendent Laurie Heinz, Assistant Superintendent for Human Resources Joel T. Martin, Board legal counsel Tony Loizzi, and two members of the public.

The agenda and reports for this meeting are available on the website at <http://www.d64.org> or through the District 64 Educational Service Center, 164 S. Prospect Ave., Park Ridge, IL 60068.

**Board President Remarks**

Board President Borrelli noted that Dr. Laurie Heinz had announced her resignation as District 64 superintendent on December 12, 2018 effective June 30, 2018 to become superintendent of Palatine Community Consolidated School District 15, the second largest elementary district in Illinois as its first female leader. On behalf of the Board, he expressed appreciation to Dr. Heinz for her leadership during her five years in D64 and her efforts to move the District forward in every way. He announced that the Board would move forward swiftly to launch the search process to identify her successor.

**Board Recesses and Adjourns to Closed Session**

It was moved by Board President Borrelli and seconded by Board member Sotos that the Board adjourn to closed session to discuss the appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body or legal counsel for the public body, including hearing testimony on a complaint lodged against an employee of the public body or against legal counsel for the public body to determine its validity. However, a meeting to consider an increase in compensation to a specific employee of a public body that is subject to the Local Government Wage Increase Transparency Act may not be closed and shall be open to the public and posted and held in accordance with this Act [5 ILCS 120/2(c)(1)].

Board members discussed the parameters for entering closed session that will focus on specific employees and not the evaluation of the Superintendent.

The votes were cast as follows:

AYES: Johnson, Biagi, Borrelli, Sotos, Ryles, Sanchez

NAYS: None.

PRESENT: None.

ABSENT: Eggemann

The motion carried.

### **Board Adjourns from Closed Session and Resumes Special Board Meeting**

At 6:29 p.m., the Board resumed the regular meeting. In addition to those mentioned above, several members of the public were also present.

### **Public Comments**

Board President Borrelli invited public comments on items not on the agenda; none were received.

### **Discussion Regarding How to Proceed with Filling Superintendent Vacancy**

Board President Borrelli noted it was the Board's intention to expedite the early process of selecting a search firm to assist the Board through this search and to have the search conducted in a manner to maximize the opportunity for community input. Assistant Superintendent Martin led the Board through a review and discussion of the search firm process, including: the basic structure of the assistance they provide and how they work with the Board; the building of a candidate profile, which incorporates stakeholder input by various means and presentation of the profile to the Board; the recruiting and screening of candidates; candidate interviews; and finalists. He also reviewed the typical costs associated with their services. Dr. Martin then pointed out that searches typically occur in three waves or phases each year, and that the first phase is now nearing completion. These are typically searches conducted in the fall to replace superintendents that have previously announced their retirements or other early announcements of their departures, and that culminate with the selection of a superintendent prior to the holidays or in early January. He noted that the second phase of searches which D64 is in, get underway now with the goal of selecting a superintendent in the March/April timeframe. He pointed out that a third phase of searches would be April and beyond, and may entail announcement of an interim superintendent to serve for a year while a full search is conducted.

Dr. Martin, Board members, Dr. Heinz and legal counsel Loizzi reviewed and discussed a list of questions that the Board should answer this evening in order to move forward expeditiously. He also reviewed a written report presenting the two firms most commonly used in the Chicago suburban area along with three other options, and reported on his initial contacts to gather information and determine availability of these firms to conduct a search for D64. Following further discussion, the Board reached consensus: to invite the two most active firms in this area -- BWP & Associates and School Eec Connect -- to present proposals and be interviewed in person by the Board at a special meeting on Monday, January 7, 2019 spending approximately

50-60 minutes with each firm; to select a firm that evening; and to meet with the selected firm on Monday, January 14, 2019 to begin detailed planning work on the search. The Board further agreed that both meetings would be open sessions and would be videotaped as usual. Board President Borrelli directed Board members to send any questions to Dr. Martin that the firms should be prepared to answer on January 7.

### **Adjourn to Closed Session**

Board President Borrelli invited the Board members to discuss when to provide a formal evaluation of the superintendent. Following a brief discussion, it was moved by Board member Biagi and seconded by Board member Sotos that the Board adjourn to closed session to discuss the appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body or legal counsel for the public body, including hearing testimony on a complaint lodged against an employee of the public body or against legal counsel for the public body to determine its validity. However, a meeting to consider an increase in compensation to a specific employee of a public body that is subject to the Local Government Wage Increase Transparency Act may not be closed and shall be open to the public and posted and held in accordance with this Act [5 ILCS 120/2(c)(1)].

The votes were cast as follows:

AYES: Eggemann, Biagi, Borrelli, Sotos, Ryles, Sanchez

NAYS: Johnson

PRESENT: None.

ABSENT: None.

The motion carried.

Board member Biagi immediately rescinded his motion, and Board member Sotos rescinded his second. The Board continued in open session.

### **Public Comments**

Board President Borrelli invited comments from the public, which were received as follows:

- Denise Pearl, D64 parent and candidate for the Board election in April, addressed the Board about the search and urged the Board to consider including candidates in some form in the search process.
- Carol Sales, also a D64 parent and Board candidate, announced she would defer her comments regarding one of the firms that had been listed but was not selected.
- Dawn Brayton, Carpenter School teacher and Park Ridge Education Association executive board member, urged the Board to include educators in the superintendent selection process.

**Board Recesses and Adjourns to Closed Session**

At 7:50 p.m., it was moved by Board member Biagi and seconded by Board member Sotos that the Board adjourn to closed session to discuss the appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body or legal counsel for the public body, including hearing testimony on a complaint lodged against an employee of the public body or against legal counsel for the public body to determine its validity. However, a meeting to consider an increase in compensation to a specific employee of a public body that is subject to the Local Government Wage Increase Transparency Act may not be closed and shall be open to the public and posted and held in accordance with this Act [5 ILCS 120/2(c)(1)].

The votes were cast as follows:

AYES: Eggemann, Biagi, Borrelli, Sotos, Ryles, Sanchez

NAYS: Johnson

PRESENT: None.

ABSENT: None.

The motion carried.

**Board Adjourns from Closed Session and Resumes Special Board Meeting**

At 8:21 p.m., the Board returned from closed session. Board President Borrelli reiterated that the consensus of the Board was to meet twice in January, first to interview and select a search firm and second, to work with the selected firm to review options for the search and establish a timeline.

**Adjournment**

At 8:24 p.m., it was moved by Board President Borrelli and seconded by Board member Biagi to adjourn.

The votes were cast as follows:

AYES: Sanchez, Ryles, Sotos, Borrelli, Biagi, Eggemann, Johnson

NAYS: None.

PRESENT: None.

ABSENT: None.

The motion carried.

DATE: February 4, 2019

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President

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Secretary