



Board Briefs

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[April 9, 2024 Committee of the Whole Meeting](#)

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Approval of Agenda

The Board voted to approve the April 9 agenda as amended.

Board Reports

President

Board President Anne Neumann confirmed the date for the Board's self-evaluation retreat led by an Illinois Association School Board (IASB) facilitator on August 19.

Ms. Neumann then reported that she had the opportunity to speak with staff on Institute Day April 1 before the keynote presentation given by the District's attorneys on the topic of social media and District-approved means of communications between staff and students. She reshared those expectations, explaining that the Board will not direct Administration to discipline staff for constitutionally protected speech on personal social media accounts. She said staff are expected to adhere to [Board Policy 5-125](#), ensuring their personal social media accounts follow the definition of personal as outlined in this board policy. This includes not allowing current students on their personal social media accounts and only using the approved district communication tools to communicate with students. Ms. Neumann also reminded everyone of the Board's expectation for respectful and civil communication from and between the Board, staff, students, and community members as outlined in the Board's February email about the [commitment to respectful communication](#), also posted online.

Administration Information Reports

Superintendent Dr. Bruce Law

Superintendent Dr. Law underscored the importance of what Ms. Neumann stated in her report about social media, saying that all D113 staff are working in D113 for the students. All staff have roles outside of work, and some staff may choose to express views that are constitutionally protected speech, and not everyone will agree with those views. He also reiterated that everyone in D113 should hold themselves and each other accountable for being civil, which is tested not when someone says something that others agree with but when someone expresses something others disagree with.

Dr. Law then noted that student success extends beyond the classroom, arts, activities and athletics to include engaging with the world around them. He said one example of this is the Genocide Commemoration Day programs that will be held at both schools on Tuesday, April 16. This event honors victims, survivors, rescuers, and upstanders of various genocides with a

variety of experiences that students hope will offer meaningful remembrances, inspiring stories, and awareness of current issues that may move many to take action. This year, with the support of the District 113 Foundation, student teams have created a full day of speakers and other experiences. Students will have multiple opportunities at each school to be immersed in Holocaust and genocide education in a program that more than fulfills the mandate of the State of Illinois on Holocaust and Genocide Study.

Dr. Law then went through the procedural matters behind the reductions in force (RIF) on the evening's agenda. The reductions in force on the agenda are due to a variety of reasons, and one of those reasons is low enrollment in courses, which is a function of student interest but also of overall student enrollment, which has been declining the past few years.

He reiterated the point made during the first staffing presentation in March, that the staffing recommendations are the minimum staffing level needed to teach the classes students requested. State statute sets April 15 as the date for determining the minimum number of teachers school districts need. He emphasized that staff can be added as needed after April 15, but the licensed staffing number cannot be lowered after April 15.

He explained that the staffing for 2024-25 began in January when Administration shared with the Finance Committee and the Board the five-year financial projections and recommended solving the projected budget deficit in FY26 in the coming school year, FY25, to take advantage of the many retirements at the end of FY24.

FOIA

Dr. Law reported the FOIA requests received since the last meeting and their disposition. The report is posted in BoardDocs online.

School Reports

Student Liaison Reports

HPS Student Liaison Miles Walker and DHS Student Liaison Lillian Dowlatshahi provided reports on the latest happenings at their respective schools to the Board.

Policies – First Reading

After discussion at the April 2 Policy Committee meeting, the Board reviewed the following policies for first reading. They will come back for approval at the April 23 meeting.

- *2-20, Powers and Duties of the School Board; Indemnification*
- *2-120, Board Member Development*
- *2-200, Types of School Board Meetings*
- *2-220, School Board Meeting Procedure*
- *3-40, Superintendent*
- *4-10, Fiscal and Business Management*
- *4-30, Revenue and Investments*
- *4-45, Insufficient Fund Checks and Debt Recovery*
- *4-60, Purchases and Contracts*
- *4-100, Insurance Management*

- 4-130, *Free and Reduced-Price Food Services*
- 4-140, *Waiver of Student Fees*
- 4-160, *Environmental Quality of Buildings and Grounds*
- 4-190, *Targeted School Violence Prevention Program*
- 5-200, *Terms and Conditions of Employment and Dismissal*
- 5-210, *Resignations*
- 5-220, *Substitute Teachers*
- 5-230, *Maintaining Student Discipline*
- 5-250 *Leaves of Absence*
- 5-330 *Sick Days, Vacation, Holidays, and Leaves*
- 6-15, *School Accountability*
- 6-60, *Curriculum Content*
- 6-230, *Library Media Program*
- 6-240, *Field Trips*
- 6-270 *Counseling Services*
- 6-310, *High School Credit for Non-District Experiences; Course Substitutions; Re-Entering Students*
- 7-270 *Administering Medicines to Students*
- 8-30, *Visitors to and Conduct on School Property*

Action

Resolution for Honorable Dismissal of Teachers

The Board approved as presented a resolution for the honorable dismissal of licensed staff members.

Resolution for Honorable Dismissal/Reduction in Hours of Teachers

The Board approved as presented a resolution for the honorable dismissal/reduction in hours of licensed staff members.

Resolution for Dismissal of Part-Time Teacher for Reasons Other Than Reduction-In-Force

The Board approved as presented a resolution for the dismissal of a licensed, part-time staff member for reasons other than reduction in force.

Approve Resolution Authorizing Reduction in Force

The Board approved as presented a resolution authorizing a reduction in force of a teaching position.

Approve Three-Year Employment Contract for Principal of Highland Park High School

The Board voted to approve as presented a three-year employment contract with [Holly Fleischer to serve as Principal of Highland Park High School](#) beginning July 1, 2024.

Approve One-Year Employment Contract for Assistant Principal at Deerfield High School

The Board voted to approve as presented a one-year employment contract with Donielle Escalante to serve as Assistant Principal at Deerfield High School beginning July 1, 2024.

Resolution Approving One-Year Administrative Contracts

The Board approved as presented a resolution approving one-year administrative contracts.

Approve Multi-Year Employment Contract for Assistant Superintendent/Chief Business Official

The Board voted to approve as presented a multi-year employment contract with Ali Mehanti to serve as Assistant Superintendent/Chief School Business Official through June 30, 2026.

Approve Multi-Year Employment Contract for Principal of Deerfield High School

The Board voted to approve as presented a multi-year employment contract with Dr. Kathryn Anderson to serve as Principal at Deerfield High School through June 30, 2026.

Approve Multi-Year Contract for Chief Operations Officer

The Board voted to approve as presented a multi-year employment contract with Brian Ahmer to serve as Chief Operations Officer through June 30, 2026.

Approve Multi-Year Contract for Chief Communications Officer

The Board voted to approve as presented a multi-year employment contract with Karen Warner to serve as Chief Communications Officer through June 30, 2026.

Approve Multi-Year Contract for Chief Information Officer

The Board voted to approve as presented a multi-year employment contract with Ron Kasbohm to serve as Chief Information Officer through June 30, 2026.

Approve Multi-Year Contract for Chief Human Resources Officer

The Board voted to approve as presented a multi-year employment contract with Tom Krieger to serve as Chief Human Resources Officer through June 30, 2026.

Approve Multi-Year Contract for Assistant Superintendent of Student Services

The Board voted to approve as presented a multi-year employment contract with Dr. Tiffany Rowe to serve as Assistant Superintendent of Student Services through June 30, 2026.

Approve Multi-Year Contract for Assistant Superintendent of Diversity, Equity and Inclusion

The Board voted to approve as presented a multi-year employment contract with Mirah Anti to serve as Assistant Superintendent of Diversity, Equity and Inclusion through June 30, 2026.

Consent Agenda

The Board approved [the consent agenda](#) as presented. The consent agenda includes personnel, stipends, and board bills.

The meeting adjourned at 8:54 p.m.

Upcoming Meetings

April 23, 2024

Regular Action Meeting

6:00 p.m. Closed, 7:00 p.m. Open

Administration Building

May 14, 2024
Committee of the Whole Meeting
6:00 p.m. Closed, 7:00 p.m. Open
Administration Building