



The Schools of Prospect Heights District 23

Dear Prospect Heights District 23 Families and Staff:

I am writing today to update you on the status of negotiations between Prospect Heights School District 23 and the Prospect Heights Education Association (PHEA), the union representing our 153 teachers and educational support personnel.

It is important to note that in 2011, District 23 and PHEA entered into a four-year collective bargaining agreement that extends through June 30, 2015. Due to uncertainty in the economic climate at the time our current contract was negotiated, we agreed to a two-year compensation package that offered our teachers and educational support personnel an average cumulative increase of 3.2 percent over the two-year period from July 1, 2011 to June 30, 2013. The PHEA chose to take the entire 3.2 percent increase in the first year of the contract, and received no increase in salary in year two of the

contract. The total value of this salary increase was just over \$210,000 for the first two years of the contract.

However, the contract between District 23 and PHEA was designed for the parties to reopen negotiations for the purpose of reviewing compensation, benefits and a limited amount of other topics. In February 2013, we agreed to use interest-based bargaining to address these issues for the remaining two years of the contract. In August

2013, we agreed that our negotiations would benefit from the involvement of an impartial federal mediator. The PHEA and the Board have been meeting with the federal mediator since September.

We want to ensure that our teachers and educational support personnel are compensated fairly, and that District 23 remains competitive with other nearby school districts in our ability to attract and retain qualified staff. At the same time, the Board wants to ensure District 23 remains financially stable.

The Board's proposals to date have focused on "across the board" salary increases. Currently, District 23 is offering a 2 percent annual salary increase for those who have reached longevity on the PHEA salary schedule (those individuals who have reached the highest step on the PHEA salary schedule) and 4 percent for all other PHEA employees for each of the remaining contract years of 2013 and for 2014. This means that individuals on longevity will receive a cumulative increase of over 4 percent during the two-year time period. Those individuals not on longevity will receive a cumulative increase of over 8 percent during this two-year period of time.

The total value of these salary



Achieving Excellence in Learning through an Equitable Education for All.

District 23 Vision Statement

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increases for these two years under the Board's proposal will total \$504,000. This is more than double the \$210,000 that was allocated in the first two years of the contract.

PHEA has thus far rejected this offer and has requested annual salary increases that would result in approximately 5-6 percent increases for individuals for each of the two years, totaling \$758,000 over the next two years.

The Board of Education takes seriously our dual mission to maintain and enhance the quality of education for the benefit of our students, families and community, while also serving as responsible stewards of taxpayer dollars and the fiscal stability of our School District. The Board believes this offer is fair and equitable to all employees and allows the District to remain financially viable into the future.

I hope that this communication clarifies the status of District 23's current negotiations with the PHEA, and that you will support all parties in their efforts to achieve a fair and timely resolution of this matter. Thank you for your ongoing support of Prospect Heights District 23 students, schools and staff.

Sincerely,

Mari-Lynn Peters
Board of Education President

A Day in the Life of D23 Students



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1 ART: Budding artists in Mrs. Matthew's art class draw pictures of snowmen from both a "worm's view" and a "bird's-eye view" for their recent study of perspective drawing.

2 MUSIC: Students sneak in a little practice time to prepare for the upcoming Solo and Ensemble Contest. Band, Orchestra, and Chorus members all participate in this annual event.

3 LUNCH: Taking time to catch up with friends is an important part of the day. Lunch options are healthier, too. More fresh fruits and vegetables are available and more meals for all students are prepared fresh daily on-site thanks to the recently updated kitchen at MacArthur Middle School.

4 SCIENCE: Ivan Tinoco and Kacper Pasielak explain one of the ecosystem projects recently completed by the fourth graders at Anne Sullivan School. The students' research on all seven ecosystems culminated in digital, as well as written, classroom presentations.

5 LIBRARY: There is nothing like a good book on a long winter day! Students are encouraged to use the school library to find a great read.

6 LITERACY AND TECHNOLOGY: Students practice all-important literacy skills using computers.



Beyond the Three R's

By Dr. Don Angelaccio,
Assistant Superintendent
for Instruction

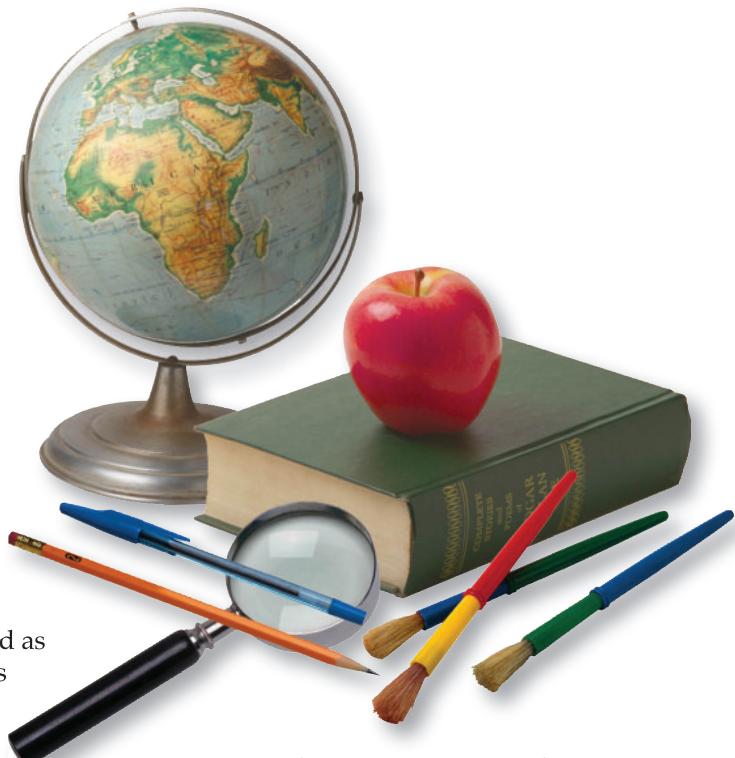
While reading, writing, and 'rithmetic, "the 3 R's," will always be the foundation of skills and content for curriculum in schools, the development of other life skills also are embedded in the day-to-day experiences of students. In addition to academics, it is our responsibility to help parents teach children about their role in society and provide support in the development of social and emotional skills.

In fact, the State of Illinois articulates three specific goals for Social and Emotional Learning (SEL), described as "the process through which children develop awareness and management of their emotions, set and achieve important personal and academic goals, use social awareness and interpersonal skills to establish and maintain positive relationships, and demonstrate decision-making and responsible behaviors to achieve school and life success."

Goal 1: Develop self-awareness and self-management skills to achieve school and life success.

- Identify and manage one's emotions and behavior
- Recognize personal qualities and external supports
- Demonstrate skills related to achieving personal and academic goals

Social and Emotional Learning Core Competencies



Goal 2: Use social awareness and interpersonal skills to establish and maintain positive relationships.

- Recognize the feelings and perspectives of others
- Recognize individual and group similarities and differences
- Use communication and social skills to interact effectively with others
- Demonstrate an ability to prevent, manage, and resolve interpersonal conflicts in constructive ways

Goal 3: Demonstrate decision-making skills and responsible behaviors in personal, school, and community contexts.

- Consider ethical, safety, and societal factors in making decisions
- Apply decision-making skills to deal responsibly with daily academic and social situations
- Contribute to the well-being of one's school and community

As we do with all curricular areas, a committee of teachers and support staff are reviewing our current instructional materials and identifying areas for enhancement or improvement. We are reviewing the District's approach to teaching behavioral expectations, preventing and responding to student conflicts, and supporting the development of positive self-esteem and peer relationships.

These skills are essential to preparing our students to be respectful and responsible citizens and to be successful in college and careers. We partner with parents to share the responsibility to ensure that our children are not only learning and growing academically, but that they are also becoming well-rounded young adults. •

High School District 214 Listening Sessions Scheduled

High School District 214 will host a series of public listening sessions to solicit community input regarding potential future capital projects District-wide. Two sessions on each of four topics, including academic, athletics, fine and performing arts, and operational needs, are scheduled for the following dates listed below.

All sessions are held in the theatre

at Forest View Educational Center, located at 2121 S. Goebbert Road, in Arlington Heights. All guests should enter through Door 2.

Each session features a brief presentation on the identified topic followed by an opportunity for community comment. Following the same protocols used at Board of Education meetings for public

comments, those wanting to speak sign up upon arrival; comments are limited to three minutes per person.

All session are open to the public. Members of the District capital projects feasibility task force as well as members of the citizen and student advisory groups will be in attendance at all the sessions. The citizens advisory group includes staff, parents, and community members from each building as well as the associate principal for operations from all six District high schools. The student advisory group includes one junior and senior from each high school along with a student representative from the District's alternative programs.

Following the listening sessions, the advisory groups will meet with the task force to provide insight and advice based on community input. Next steps will be outlined in the superintendent's report at the April Board meeting. •

- Thursday, February 6, 1-2:30 p.m., **fine and performing arts**
- Thursday, February 20, 10:30 a.m.-12 p.m., **athletics**
- Thursday, February 20, 1-2:30 p.m., **academics**
- Friday, February 21, 10:30 a.m.-12 p.m., **operational/other needs**
- Monday, February 24, 6-7:30 p.m., **athletics**
- Monday, March 10, 6-7:30 p.m., **fine and performing arts**
- Wednesday, March 12, 6-7:30 p.m., **operational/other needs**
- Thursday, March 13, 5-6:30 p.m., **academics**

Construction Scheduled for Summer

To prepare for construction over the summer, asbestos abatement will take place at Betsy Ross and Anne Sullivan schools over spring break. United Analytical Services, Inc., acting as both consultant and project manager for the project, identified the abatement necessary and performed the required record keeping. Contracts were awarded to Valor Technologies, Inc. for the work at Ross and to Universal Asbestos Abatement for Sullivan.

As soon as the school year ends for students, the conversion to a geothermal system for both heating and cooling will begin at Ross and Sullivan. Replacing the traditional boilers will improve both energy efficiency and air quality in the buildings. The conversion was completed last summer at MacArthur Middle School and the system met the challenge of cooling the building in the extreme heat in the fall and keeping everyone

warm during this brutal winter. As the first geothermal project in Cook County, District 23 is at the forefront of environmental accountability.

New flooring and ceilings will be installed in both buildings along with occupancy sensors in every workspace. The current unit ventilators will be removed and replaced with vertical Bard units. An adult restroom will be made fully handicap accessible.

At the February 12 Board of Education meeting, contracts were awarded to F. E. Moran for mechanical work, to Frontier Construction for

general work, to Honeywell for the system controls, to C. W. Burns for plumbing, to Richmond Electric for electrical, and to Superior Construction for flooring.

District architect, Studio G. C., led by Rick Petricek, handled the bid process and vetting of contractors. The administration is currently working with the Prospect Heights Education



Bonds Fund Life Safety and Construction Projects

In August 2012, the Board of Education approved a resolution to issue tax-exempt General Obligation School bonds to fund recent life safety and construction projects. The first bond sale took place in February 2013 in the amount of \$7,950,000. The second bond sale closed on January 29 in the amount of \$2,140,000.

The District received an excellent rating of Aa2 for both bond sales. This is the third highest rating available to an institution. William Blair, Inc. was the underwriter for the sale; Chapman and Cutler served as bond counsel. •

Association (PHEA) to address the snow days used this year; the architect will then determine if the construction schedule will need to be adjusted.

Eisenhower School will convert to geothermal during the summer of 2015. •

William P. Caputo Scholarship

For the seventh consecutive year, the William P. Caputo Scholarship Fund Committee will award \$1,000 to a District 23 graduate this June. High School seniors who graduated from MacArthur Middle School in Prospect Heights and are going on to a university, college, or vocational, technical, or training school are invited to apply for the scholarship.

Applications are available at the college counseling offices of Hersey, Wheeling, and Saint Viator high schools, at the business office of District 23, and online at d23.org. Submit applications to Jen Akhter, 200 E. Randolph St., 4th Floor, Chicago, IL 60601, by April 15, 2014.

The scholarship recipient will be selected based on academic performance or improvement during high school. No minimum grade point average is required to apply. To be considered, complete the Scholarship Application Form, submit a high school transcript, and write a short personal response to one of three essay prompts. Letters of recommendation are optional. The scholarship recipient will be notified in May. The award presentation will take place at the District 23 8th grade promotion ceremony in June.

The William P. Caputo Scholarship Fund was established in 2007 to honor the memory of longtime District 23 Board Member Bill Caputo.

"In order to honor my father's commitment to scholastics, culture, and the academic environment, we continue his efforts towards educational availability and awareness through this scholarship donation," said Jen Akhter, Bill's daughter and spokesperson for the Scholarship Committee.

In 2013, Darby Alise Dammeier, MacArthur Class of 2009, received \$1,000 to pursue a career in biochemistry research at the University of Chicago. The Scholarship committee plans to award the scholarship annually. Tax-deductible donations may be sent to the William P. Caputo Scholarship Fund, 253 Delaware Place, Unit 18A, Chicago, IL 60611. •



Budget Planning Underway

Planning for the 2014-2015 budget began in January. Because salaries and benefits represent the largest percentage of the District's expenses, the administration starts the process by reviewing and presenting staffing recommendations to the Board for the upcoming school year. These projections are generated based on a variety of assumptions including estimated enrollment which is calculated using the Cohort Survival Method. Staffing allocations, class-size policies, and the needs of students are then factored into the enrollment projection to determine the staffing plan. In addition, the uncertainty of future pension funding by the State must be taken into consideration.

Once the 2014-2015 staffing plan is approved by the Board, the administration will move forward to develop the remainder of the budget adding in professional services, supplies, and capital equipment.

At this time, the 2013-2014 budget continues to track on target. •



Community Service Projects Help Area Families

Every holiday season, our school community steps up to help the needy in the area. This past December was no exception. Once again, students, staff, parents, and community members devoted their time and energy to making the holidays brighter for several District 23 families.

At MacArthur Middle School, Pennies for People raised approximately \$2,500 to support 13 families with gift cards for food and clothing.

When the PTO's generous donation of \$1,000 was added to the total, Bring Change to Make Change at Sullivan School also brought in about \$2,500. This was enough to purchase Walmart gift cards for 15 families.

The Winter Wishes program at Eisenhower School collected over \$1,000 in gift items and clothing for eight families. In addition, over \$1,500 in relief goods, including candy, sports drinks, shaving supplies, deodorant, nuts, and beef jerky, were sent to U.S. soldiers serving overseas.

All 300 wishes on the Giving Tree at Ross School were granted, making the holidays better for 12 families in the District. •



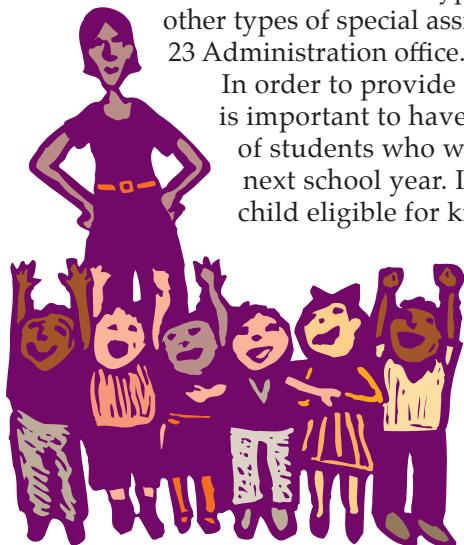
Calling All Kindergarteners!

Kindergarten registration for the 2014-2015 school year is now being accepted. Children who will be five years of age by September 1, 2014, are eligible to enroll in kindergarten.

Students enrolling in District 23 for the first time are required to provide a certified copy of their birth certificate and proof of residency. Spanish translators can be made available to those who could benefit from this type of assistance. Those who require other types of special assistance should contact the District 23 Administration office.

In order to provide appropriate space and staffing, it is important to have an accurate count of the number of students who will be attending kindergarten next school year. If you know someone who has a child eligible for kindergarten in District 23, please encourage them to attend the round-up.

A kindergarten round-up was held Tuesday and Wednesday, February 18 and 19, at Eisenhower School. If you miss the round-up and would like more information regarding kindergarten registration, please call (847) 870-5041. •



Upcoming Events

March 11 Sullivan Band Concert, 7 pm

March 12 - 14 Sullivan Play, 7 pm

March 12 Board of Education Meeting, 7 pm

March 18 **No School**, Institute Day

March 24 **No School, Spring Break Begins**

March 31 **Classes Resume, Spring Break Ends**

April 9 Board of Education Meeting, 7 pm

April 11 Mac Recital Night, 7 pm

April 18 **No School**

May 14 Board of Education Meeting, 7 pm

May 7 - 9 Mac Musical, 7 pm

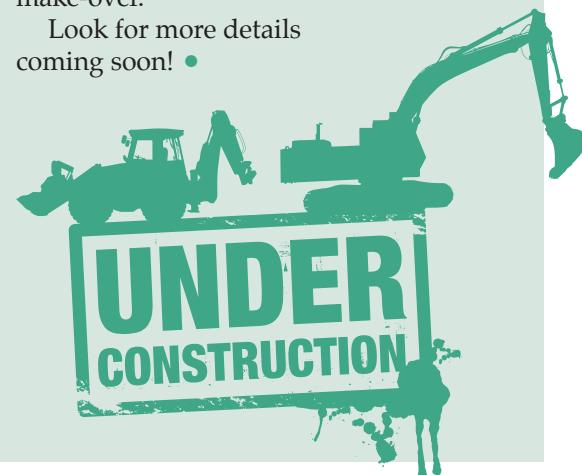
May 26 **No School**, Memorial Day •

New Website Coming Soon!

Look for the new District 23 website coming soon!

The updated look will feature more photos in a bolder, brighter design for improved navigation and user-friendliness. The content will be reconfigured to make it easier for you to find the information you need. To complement the revamped website, the District 23 logo also will get a make-over.

Look for more details coming soon! •



The School Scene

The Schools of Prospect Heights District 23

700 N. Schoenbeck Road
Prospect Heights, IL 60070
Phone: (847) 870-3850

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ASSISTANT SUPERINTENDENT

Dr. Don Angelaccio

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DISTRICT WEB SITE

www.d23.org