

ITASCA SCHOOL DISTRICT #10  
ITASCA, ILLINOIS 60143-1722

BOARD OF EDUCATION MEETING

DATE: Wednesday, April 30, 2025

LOCATION: BENSON PRIMARY  
SCHOOL  
301 E. WASHINGTON  
ITASCA, IL 60143

6:00 p.m. Special Board Meeting

A G E N D A

- I. Call to Order, Roll Call and Pledge of Allegiance - President Lundeen
- II. Discussions/Presentations
  - A. Recognition of Outgoing Board President Marty Lundeen
  - B. Salary and Benefits Enhancements - Mr. Benes 3
- III. Action Items
  - A. FY25-#53; Consent Agenda - ROLL CALL VOTE 15
  - B. FY25-#54; Education Association Salary & Benefits Enhancement Resolution - ROLL CALL VOTE 16
    - 1. Questions/comments from the Board of Education.
    - 2. Opportunity for community input.
  - C. FY25-#55; Support Staff Salary & Benefits Enhancement Resolution - ROLL CALL VOTE 17
    - 1. Questions/comments from the Board of Education.
    - 2. Opportunity for community input.
  - D. FY25-#56; Resolution First Reading of Policies - ROLL CALL VOTE 18
    - 1. Questions/comments from the Board of Education.
    - 2. Opportunity for community input.
  - E. FY25-#57; Marty Lundeen Resolution - ROLL CALL VOTE 19
    - 1. Questions/comments from the Board of Education.
    - 2. Opportunity for community input.
  - F. FY25 #58 Official Canvass of Votes for the Consolidated Election - ROLL CALL VOTE 21
    - 1. Questions/comments from the Board of Education.
    - 2. Opportunity for community input.
- IV. Adjournment
- V. Appointment of President Pro Tem - Recommendation to appoint Mr. Benes as President Pro Tem
- VI. Administration of Oath of Office - Casey Amayun, Tina O'Neill and Jessica Shannon
- VII. Call to Order, Roll Call and Pledge of Allegiance by President Pro Tem
- VIII. Board Reorganziation
- IX. Election of Officers
  - A. Nominations for President - ROLL CALL VOTE
  - B. Nominations for Vice President - ROLL CALL VOTE
  - C. Nominations for Secretary - ROLL CALL VOTE
- X. Appointment of Board of Education Committee Members - Board President
- XI. Board Member Vacancy
- XII. Action Items
  - A. Action Items

1. FY25-#59; Resolution Board of Education Meeting Dates for 2025 & January 14, 2026 - ROLL CALL VOTE 24
    - a. Questions/commends from the Board of Education.
    - b. Opportunity for community input.
  - B. FY25-#60; Resolution to Hire Movers for Peacock Renovation - ROLL CALL VOTE 25
    1. Questions/commends from the Board of Education.
    2. Opportunity for community input.
- XIII. Adjournment

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Casey Amayun, Secretary  
Board of Education

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James, Barthel, Board President  
Board of Education

# Salary and Benefit Enhancements Between The Itasca Board of Education #10 and Itasca Education Association (EAI, IEA, NEA) and the Itasca Support Staff Union

3




Mr. Craig Benes, Superintendent

# Topics

1. Process and Timelines
2. Length of Agreement
3. Salary
  - a. Education Association
  - b. Support Staff
4. Health Insurance Benefits
5. Professional Development, Support Staff
6. Retirement, Education Association
7. Further Analysis
8. Communications

# Process and Timelines

- Board of Education and Salary Committee advised to evaluate salary and benefits
  - Reviewed by Board of Education over the last three months
  - Board Members James Barthel and Ketan Patel, CSBO Preuss, Deputy Superintendent Dr. Weeks and Superintendent Benes engaged the Itasca Education Association and the Itasca Support Staff Union leadership in discussions
  - Education Association voted and endorsed the offer April 21st, 2025
  - Itasca Support Staff Union voted and endorsed the offer April 22nd, 2025
  - Board of Education to vote on April 30th, 2025
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# Length of Agreement

- The current Itasca Support Staff Union Agreement is through June 2027. The agreement is now extended by one year, through June 30, 2028
- The current Itasca Education Association Agreement is through June 2028. The agreement is now extended by two additional years, through June 2030

# Salary - Education Association

1. All Employees (current licensed members) with 1-20 years of experience will receive a market rate adjustment of:
  - Year 1 \$1,250.00 market adjustment and 4% raise
  - Year 2 \$1,000.00 market adjustment and 4% raise
  - Year 3 \$1,000.00 market adjustment and 4% raise
  - Year 4 3.5% raise
  - Year 5 3.5% raise
2. All Employees (current licensed members) with 21 years experience and more will receive a market rate adjustment of:
  - Year 1 \$750.00 market adjustment and 4% raise and 3 additional sick days
  - Year 2 \$500.00 market adjustment and 4% raise and 3 additional sick days
  - Year 3 \$500.00 market adjustment and 4% raise and 3 additional sick days
  - Year 4 3.5% raise
  - Year 5 3.5% raise
3. Stipend pay rates do not increase for the last two years of the agreement

# Salary - Support Staff

1. All Support Staff for the 2025-2026 year will receive an additional \$1.00/hr. on hourly rate before application of the contractual 4% raise
2. Existing contractual 4% raise stands for the 2026-2027 year
3. The additional 2027-2028 year all members will receive a raise of 4%
4. Starting wages for new full time employees go up \$0.75/hour plus 4% raise in 2025-2026
5. New employees entry salary set at 3% raise in 2026-2027 and 2027-2028

# Health Insurance Benefits

- All full time employees who receive receive an additional \$1,400.00 applied to salary for the 2025-2026 school year and adjust future starting pay rates.
  - Single Insurance, Board of Education pays 90% of the premium
  - Family Plans, Board of Education pays approximately 55-75% of the premium, based on varied plans
  - Non-Insured (who carry insurance elsewhere) receive a \$2,500.00/year HRA Health Reimbursement Account

# Professional Development

- Classroom aides work an additional day and attend all district professional development days. This results in an additional day of pay.

# Retirement

- Education Association members who declare for retirement may receive salary increases at 6% for their last 4 years

# Further Analysis

1. The updated agreement is documented in Memorandum of Understandings (MOU) that have gone through legal review. Unless altered the rest of the agreement content remains in effect.
2. The costs are fiscally responsible and meet the BOE Budget Philosophy.
3. The salary entry points are enhanced to stay competitive to the market to attract new employees as needed.
4. The insurance design for singles is consistent with most of the market. Family plans are supportive of families. District, non-insured receive a benefit.
5. The salary for employees is competitive with neighboring districts and consistent with the market.
6. The agreements are differentiated to employee experience and provide choice for their unique situations.
7. *The contract discussion and update process was amicable and productive for all parties involved.*

# Future Communications

- ◆ D10 Family Letter – May 2, 2025
- ◆ Press Release Letter – May 2, 2025
- ◆ District Social Media – May 2, 2025

# Questions ?

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**BOE Action Memorandum FY25 - #53**  
**Consent Agenda**

**April 30, 2025**

Included in the consent agenda:

1. Approval of Minutes:
  - a. April 9, 2025 Meeting Minutes
  - b. April 9, 2025 Closed Meeting Minutes
  
2. Approval of Personnel:
  - a. Katie Sard, Franzen Assistant Principal for the 2025-2026 school year
  - b. Melissa Stafford, Benson Principal for the 2025-2026 school year
  - c. Samantha Mileto, Peacock Assistant Principal for the 2025-2026 school year
  
3. Approval of Resignation:
  - a. Kate Faut, Peacock Assistant Principal, effective end of 2024-2025 school year
  - b. Ashley Anzalone, effective 4/14/2025
  - c. Fernando Martell, effective 4/11/2025

The Superintendent recommends that the Board of Education approve the Consent Agenda

**BOE Action Memorandum FY25 - #54**  
**Salary and Benefits Enhancement Resolution**  
**April 30, 2025**

The Board of Education and Superintendent have engaged in discussions with the Education Association of Itasca (EAI, IEA, NEA) to review salary and benefits. This was recommended through Board review and Salary committees to support market salary and benefits. The offer enhances salary and benefits and extends the agreement through the 2029-2030 school year. The EAI ratified this offer as affirmative on April 21, 2025. The following enhancements and benefits are recommended for current licensed staff members:

## **Salary - Education Association**

1. All Employees (current licensed members) with 1-20 years of experience will receive a market rate adjustment of:
  - Year 1 \$1,250.00 market adjustment and 4% raise
  - Year 2 \$1,000.00 market adjustment and 4% raise
  - Year 3 \$1,000.00 market adjustment and 4% raise
  - Year 4 3.5% raise
  - Year 5 3.5% raise
  
2. All Employees (current licensed members) with 21 years experience and more will receive a market rate adjustment of:
  - Year 1 \$750.00 market adjustment and 4% raise and 3 additional sick days
  - Year 2 \$500.00 market adjustment and 4% raise and 3 additional sick days
  - Year 3 \$500.00 market adjustment and 4% raise and 3 additional sick days
  - Year 4 3.5% raise
  - Year 5 3.5% raise
  
3. Stipend pay rates do not increase for the last two years of the agreement

- All full time employees who receive benefits receive an additional \$1,400.00 applied to salary for the 2025-2026 school year
- Single Insurance, Board of Education pays 90% of the premium
  - Family Plans, Board of Education pays approximately 55-75% of the premium, based on varied plans
  - Non-Insured (who carry insurance elsewhere) receive a \$2,500.00/year HRA Health Reimbursement Account

The superintendent recommends that the Board of Education approve the Resolution for Salary and Benefits and inclusive of a Memorandum of Understanding signed by the Education Association President, Superintendent, and Board of Education President by 4-30-25.

**BOE Action Memorandum FY25 - #55**  
**Salary and Benefits Enhancement Resolution**  
**April 30 , 2025**

The Board of Education and superintendent have engaged in discussions with the Itasca Support Staff Union to review salary and benefits. This was recommended through Board review and Salary committees to support market salary and benefits. The offer enhances salary and benefits and extends the agreement through the 2027-2028 school year. The Support Staff Union ratified this offer as affirmative on April 22, 2025. The following enhancements and benefits are recommended:

1. All Support Staff for the 2025-2026 year will receive an additional \$1.00/hr. on hourly rate before application of the contractual 4% raise
2. Existing contractual 4% raise stands for the 2026-2027 year
3. The additional 2027-2028 year all members will receive a raise of 4%
4. Starting wages for new full time employees go up \$0.75/hour plus 4% raise in 2025-2026
5. New employees entry salary set at 3% raise in 2026-2027 and 2027-2028

- All full time employees who receive benefits receive an additional \$1,400.00 applied to salary for the 2025-2026 school year
- Single Insurance, Board of Education pays 90% of the premium
  - Family Plans, Board of Education pays approximately 55-75% of the premium, based on varied plans
  - Non-Insured (who carry insurance elsewhere) receive a \$2,500.00/year HRA Health Reimbursement Account

Classroom aides work an additional day and attend all district professional development days. This results in an additional day of pay.

The superintendent recommends that the Board of Education approve the resolution for salary and benefits and inclusive of a Memorandum of Understanding signed by the Support Staff Union President, Superintendent, and Board of Education President by 4-30-25.

**BOE Action Memorandum FY25 - #56**  
**FIRST Reading of Policies**  
**April 30 , 2025**

The Board’s Policy Committee met on April 28, 2025, to review recommended policy changes from the Illinois Association of School Board. The following chart summarizes the policy titles and actions recommended. The policies follow this action memorandum.

2:40, Board Member Qualifications	The policy is updated for continuous improvement
2:260, Uniform Grievance Procedure	The policy, Legal References, Cross References, and footnotes are updated
5:10, Equal Employment Opportunity and Minority Recruitment	REFORMATTED. The policy, Legal References, Cross References, and footnotes are updated.
5:32, General Personnel Nepotism	Updated
7:20, Harassment of Students Prohibited	The policy, Legal References, Cross References, and footnotes are updated.
7:50 School Admissions & Student Transfer To and From Non-District Schools	Updated to include 3rd party service and proof of residency is required for new students, students who have moved throughout the year, pre-school, kindergarten and 6th grade students.
7:60 Residence	Updated to include 3rd party service and proof of residency is required for new students, students who have moved throughout the year, pre-school, kindergarten and 6th grade students.

The Policy Committee recommends that the above policies be approved for First Reading

**BOE Action Memorandum FY25-#57**  
**Marty Lundeen Resolution**  
**April 30, 2025**

Let it be resolved that Marty Lundeen has provided caring, thoughtful and committed service to Itasca District 10 from 2013 to 2025. Board Member 2013-2017 and Board President 2017-2025.

Serving as a member of the District 10 School Board for 13 years including President for the last 9 years. Attended over 130 Board Meetings and acted as President in over 110 of those meetings. In that capacity President Lundeen has:

**A. Student Safety and Citizenship - To ensure a safe learning environment that promotes the development of responsibility, ethics, discipline and citizenship**

- Set a culture of high rigor for student and teacher safety. Safety is inclusive of physical and mental well-being
- Supported student community and civic volunteerism as a unique graduation requirement for students
- Set a high expectation for student and staff safety with active cooperation with the Itasca Police and Fire Departments and enacting extensive investments in communication and safety systems

**B. Academic Excellence - To reach the highest level of academic excellence by promoting an environment for the growth and learning of all students and the district**

- Provided full day Kindergarten and expanded pre-kindergarten well before many neighboring districts offered that
- Support of diverse learners and students with special learning needs and served as Vice President of the North DuPage Special Education Coop supporting a culture of inclusivity for all learners
- Led the actions that resulted in Itasca 10 being 1 of 4 districts out of 33 in DuPage County that remained open for in-person instruction during the Covid-pandemic. This required significant leadership to coordinate with Teachers, Parents and Community Members. This alone set the most significant example of positive unifying impact on our community in recent memory. In addition to protecting many student's mental health during the pandemic, the district is now in a small group of schools that actually have higher levels of student performance than before the pandemic
- Oversaw all 3 schools receiving ISBE [Exemplary summative school designations](#). One of only two districts in the state of Illinois to have 100% of the schools earn that level
- Supported a rich Fine Arts tradition that maintained a comprehensive music, visual arts, library and language programs
- Help start 1:1 technology for students and oversaw the renewal of curricular programs in Science, Math, Language Arts, Social Studies and Health

**C. Fiscal Responsibility - To efficiently and responsibly manage the district's fiscal resources for short term needs and long term stability**

- A strong commitment to open and transparent communications and finances with the community

- Served on the Finance Committee and authored a budget philosophy that protects the Fine Arts, Athletics and both present and future educational programming with District 10 for students and teachers
- Enacted balanced budgets that protect student programming to respect both immediate needs and long term responsibilities
- Oversaw Finances that led to an improvement with Moody's Bond Rating in 2014 of Aa2 to Aa1 in 2019 and has remained at that level since

**D. Community Relationships - To nurture and advance relationships through collaboration and communication with the whole community**

- Set a high standard for school and intergovernmental cooperation including setting Community Relations as a central District Goal to be evaluated routinely
- Championed capital development partnerships that resulted in safety improvements with drop off lanes at Peacock and Benson completed with significant financial savings
- Supported, Music Boosters, and the Itasca Parent Teacher Organization

**E. Professional Learning - To support a culture that enhances professional learning and growth**

- Supported teachers professional development and well-being and oversaw several association contracts that supported competitive pay and benefits and maintained cooperation between Board, administration and educators
- Supported Administrative Leadership Graduate Programs that built a deep leadership bench for District 10 to support continuity of the educational program.

**F. Capital Development - To support safety and learning for all**

- Served on the Capital Improvement Committee which built Benson-Turner Playground that serves as one of the most significant community unifying space for children and parents in Itasca
- Led the passing of a Capital referendum bond with one of the lowest bond rates nationally for a school district
- The bond allocates approximately 27 million to critical safety improvements and several new state of the art learning spaces for our students at Benson, Franzen and Peacock
- Oversaw the purchase of a adjacent school property that supports long-term needs of the school district

The Superintendent, School District Educators, All Staff and the Board of Education thank Marty Lundeen for Thirteen of Leadership and Service to the Students, Teachers and Families of Itasca District 10

**BOE Action Memorandum FY25 - #58**  
**Certify Results of the April 1 Consolidated Election**  
**April 30 , 2025**

The DuPage County Election Commission has the authority to provide the official results of the April 1 Consolidated Election. The Board of Education will officially recognize and certify the results of the election. The results indicate that the following members have been elected to four year terms: Casey Amayun, Tina O'Neill and Jessica Shannon

The superintendent recommends that the Board of Education approve and certify the results of the April 1 Consolidated Election



**DUPAGE COUNTY CLERK  
ELECTION DIVISION**

**Jean Kaczmarek**  
DuPage County Clerk

**OFFICIAL CANVASS OF VOTES  
FOR THE CONSOLIDATED ELECTION**

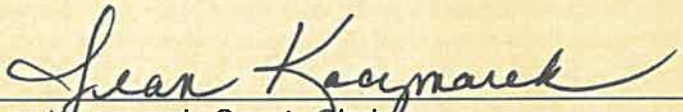
CHAPTER 10 ACT 5 / ARTICLE 22-1 OF THE ELECTION CODE

**Consolidated Election  
April 1, 2025**

**State of Illinois  
County of DuPage**

I, Jean Kaczmarek, DuPage County Clerk, do hereby Certify and proclaim that on April 1, 2025, a total of 144,731 Voters requested and received Official Ballots and further Certify that the following is a true and correct copy of the Official Votes cast, tabulated and herein recorded.

I, further, Certify that on April 22, 2025, I canvassed the returns of the Consolidated Election held on April 1, 2025, for the County of DuPage and the foregoing is a true and correct copy of the Abstract of Votes cast in DuPage County in the Consolidated Election held on Tuesday, the 1st day of April, 2025, A.D., and said Abstract was prepared in my presence in the Office of the DuPage County Clerk's, Election Division, and is now on file in my Office.

  
\_\_\_\_\_  
Jean Kaczmarek, County Clerk  
The County of DuPage, Illinois

Dated: April 22, 2025

**Cumulative Results**

Election Results

Run Time 8:16 AM  
Run Date 04/22/2025

**DuPage County**

2025 Consolidated

4/1/2025

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**Official Results**

Registered Voters  
144731 of 626499 = 23.10%  
Precincts Reporting  
600 of 600 = 100.00%

**Grade School 10 School Board Member - (Vote for FOUR)**

Precincts			Voters		
Counted	Total	Percent	Ballots	Registered	Percent
8	8	100.00%	1,043	6,514	16.01%

Choice	Party	Early Voting		Vote By Mail		Polling		Provisional		Total	
JESSICA SHANNON		183	34.66%	216	37.11%	245	35.10%	0	0.00%	644	35.62%
TINA O'NEILL		175	33.14%	178	30.58%	235	33.67%	0	0.00%	588	32.52%
CASEY AMAYUN		170	32.20%	188	32.30%	218	31.23%	0	0.00%	576	31.86%
Cast Votes:		528	100.00%	582	100.00%	698	100.00%	0	0.00%	1,808	100.00%
Undervotes:		369		459		493		0		1,321	
Overvotes:		0		0		0		0		0	

**BOE Action Memorandum FY25 #59**  
**April 30, 2025**

Board of Education Meeting Dates for 2025 and January 14, 2026

The following dates are recommended Board of Education meeting dates for 2025 and January 2026

February 12, 2025  
March 12, 2025  
April 9, 2025  
May 14, 2025  
June 11, 2025  
August 13, 2025  
September 10, 2025  
October 8, 2025  
November 12, 2025  
December 10, 2025  
January 14, 2026

The Superintendent recommends that the Board of Education approve board of education meeting dates for 2025 and January 2026

**BOE Action Memorandum FY25 - #60**

**Resolution to Hire Movers for Peacock Renovation  
April 30, 2025**

In order to complete extensive capital projects at Peacock this summer including HVAC, flooring, painting, lighting and other tasks it is advised that all equipment and materials be packed and removed from the school. The administration requests the Board of Education authorize entering into a contract with Rentacrate Move Services for moving services for all items in Peacock School.

Rentacrate - OMNIA purchasing cooperative - \$75,345

This cost includes all packing materials, moving services to storage containers, offsite temperature controlled storage facility, throughout the summer, and re-delivery at the end of construction.

The Superintendent recommends that the Board of Education approve the recommendation to utilize Rentacrate Move Services at a cost not to exceed \$80,000.