

Regular Meeting of the Board of Education

Wednesday, May 10, 2023 6:00 PM

District Office, 12809 S. McVickers Avenue, Palos Heights, IL 60463

1. Call to Order

1.A. Pledge to the Flag

1.B. Roll Call

2. Approval of Minutes April 2023

2.A. Approval of the Minutes of the Regular Meeting of April 12, 2023

2.B. Approval of the Minutes of the Closed Session Meeting of April 12, 2023

3. Board of Education Reorganization

3.A. Oath of Office for newly elected Board Members

3.B. Election of Board of Education President

3.C. Election of Board of Education Officers

3.D. Approval of Board of Education Meeting Schedule 2023-2024

4. Superintendent's Report

4.A. Staff & Community Recognition

4.B. Retirees & Years of Service Awards

4.C. Recognition of Tenure

4.D. Superintendent Student Advisory Recognition

4.E. Registration Update 2023-2024

5. Approval of the Consent Agenda Items

5.A. Employment of Personnel

5.B. Bills & Payroll

5.C. Review of Schools' Activity Accounts

6. Old Business

6.A. None

7. New Business

7.A. District Consolidated Grant Plan: Title and IDEA Grants (Action Item)

7.B. Policy First Read

7.C. Non-Union Contract Renewals and Non-Union Salary Increases (Action Item)

7.D. Milestones Physical Therapy Contracted Service Agreement 23-24

7.E. Country House Lunch Provider Contract 2023-2024

7.F. Lunch Procedures 2023-204

8. Audience Participation

If you are coming up to speak, please identify yourself by name and connection to the district and we ask that comments remain brief to accommodate everyone wishing to speak. Policy ordinarily provides up to 3 minutes per speaker.

9. Information Items

9.A. YTD Financial Summary

9.B. Freedom of Information Act Request

9.C. RISE Contract Renewals

9.D. Resignation

9.E. Additional Information Items, if any

10. Closed Session

11. Return to Open Session

11.A. Approval of Revised Organizational Chart

12. Adjournment

MILESTONE THERAPY, LLC.

Agreement #: D128-010

AGREEMENT FOR THERAPY STAFFING SERVICES

This Agreement for Therapy Staffing Services (“Agreement”) is made between Milestone Therapy, LLC (MST), an Illinois limited liability company with its principal place of business 2906 Highway Avenue, Highland, Indiana 46322 and the following School District (“FACILITY”)

School District 128
Palos Heights
12809 S. McVickers Ave.
Palos Heights, IL 60463

This Agreement is made and entered into this Monday, the 31st day of July, 2023, for the provisions of therapy services by MST to FACILITY and its students. The parties agree as follows:

1. MST shall provide to students of the FACILITY professional Therapy services, including treatment, instruction and care and MST shall provide to the FACILITY and its students services ancillary to such Therapy services (collectively, the “Services”). The Services shall be provided by a Licensed Therapist or by a Certified Therapy Assistant working under supervision of a Licensed Therapist. All Therapists and Therapy Assistants providing Services under the Agreement shall be fully qualified under applicable law, agency rules and regulations and properly licensed and/or registered by the State of Illinois to provide those services.
2. Services will be provided by MST to FACILITY and its students as needed and when requested by FACILITY. Should periodic adjustments in scheduling be necessary, the Licensed Therapist or Certified Therapy Assistant will adjust the schedule to fulfill the requirements hereunder. MST shall begin to provide and deliver said Services to FACILITY and its students commencing the beginning of the 2023-2024 school year calendar.
3. The type, length, duration and frequency of treatment necessary for a student shall be determined by a multidisciplinary team which shall include a Licensed Therapist (or, if a Licensed Therapist is not available and the FACILITY so chooses, a Certified Therapy Assistant who will present a report prepared by the Licensed Therapist).

- 4 MST and any Licensed Therapist or Certified Therapy Assistant providing Services hereunder shall abide by the currently approved methods, practices, and standards of the profession, abide by the applicable provisions of the respective discipline specific Illinois Therapy Acts, and by any rules or regulations established by FACILITY of which MST is notified in writing by FACILITY as being applicable to MST and its Therapists.
- 5 FACILITY shall provide and make available to MST sufficient treatment space and equipment at FACILITY'S place of business which will enable MST to provide competent and adequate Services. FACILITY agrees to provide equipment including, but not limited to, mats, balls, foam rolls, workbooks, therapeutic games, testing kits, and any other specific FACILITY based activities where treatment requiring such equipment is to be delivered. All such equipment is to be in adequate condition for use by the Licensed Therapist or Certified Therapy Assistant in providing the Services. Access to school internet and a computer will be provided by FACILITY for required documentation. In the event that a student needs specific equipment particularly associated with his/her condition on a recurrent, long term, or permanent basis, MST shall not be obligated to purchase said equipment but shall recommend the purchase of such equipment by the FACILITY, if it is necessary to implement the program. Any equipment so purchased by the FACILITY under this provision shall remain the property of the FACILITY upon MST termination of Services. FACILITY shall not be obligated to purchase said equipment.
- 6 The following procedures shall be followed for referral of students by FACILITY for evaluation or Therapy: referral and signed parental consent (state mandated form) given to Licensed Therapist or Certified Therapy Assistant from MST; MST schedules evaluation/treatment at child's school or established district center set up for treatment. Collection of Physician prescriptions for ongoing Therapy is the responsibility of FACILITY, and FACILITY is to have a copy delivered to MST within one (1) week of receipt.
- 7 FACILITY shall reimburse and pay to MST the regular rates set forth below for Services described herein, including reasonable time for related note-writing, progress notes, screen and evaluation administration, scoring, and write-up, letters of medical necessity, set-up, clean-up, travel to and from schools, and/or planning, which MST provides to FACILITY and its students:

Physical Therapy: \$85.00 per hour
Occupational Therapy: \$85.00 per hour
Speech Language Therapy: \$95.00 per hour
ABA Therapy - BCBA: \$85.00 per hour
ABA Therapy - RBT: \$75.50 per hour

If contract is signed after Monday, June 26th , 2023, rates shall reimburse and pay to MST modified rates set forth below:

Physical Therapy: \$88.00 per hour
Occupational Therapy: \$88.00 per hour
Speech Language Therapy: \$98.00 per hour
ABA Therapy - BCBA: \$88.00 per hour
ABA Therapy - RBT: \$78.00 per hour

- 8 MST shall be responsible for submitting invoices and bills to FACILITY which provides payment or reimbursement for Services rendered by MST to FACILITY and its students. Amounts due MST hereunder shall be billed directly to the FACILITY with payment due no later than forty-five (45) days from the date of the invoice. Patient revenues and collections from payor are the FACILITY'S responsibility and shall not be the cause for non-payment to MST. Interest on invoice amounts not paid within the 45-day period identified above shall be lesser the rate of 16% per annum compounded monthly, or the maximum allowed by law. Any disputed charges on invoicing for Services must be handled within the 45 day window from submission. Any disputes beyond that window will not be considered valid and the expectation will be payment of MST invoice in full.
- 9 Should FACILITY fail or refuse, for any reason, to pay and make reimbursement to MST for Services rendered by MST to FACILITY and its students in the amounts, manner and at the times described herein, and should said failure or refusal continue for ten (10) days after FACILITY receives written notice from MST of the non-payment, then this Agreement shall, at MST sole option and election, be terminated and MST shall have no further or additional responsibility to FACILITY and its students to provide Services hereunder. MST'S election to terminate pursuant to this paragraph shall in no way impair MST right to claim against FACILITY for any balances previously due and owing nor shall it impair MST'S right to claim against FACILITY for any damages suffered as a result of FACILITY'S breach of this Agreement.
- 10 MST expressly represents and warrants to FACILITY that MST is an independent contractor and that all Licensed Therapists, Certified Therapy Assistants, CFY Candidates, and Student Interns providing Services hereunder are its employees or interns who shall be delivering services in their professional capacities independent of any direction of FACILITY.

MST agrees to maintain the following insurance covering its activities, and the activities of any service provider assigned to FACILITY by MST, performed pursuant to this Agreement: (1) Comprehensive General Liability insurance from an entity acceptable to the FACILITY, in an amount not less than Three Million Dollars (\$3,000,000) in

aggregate and One Million Dollars (\$1,000,000) per occurrence combined single limit for bodily injury and property damage; (2) malpractice/professional liability insurance from an entity acceptable to the FACILITY, in an amount not less than Three Million Dollars (\$3,000,000) in aggregate and One Million Dollars (\$1,000,000) per occurrence combined single limit for bodily injury and property damage. Said insurance policies shall name FACILITY as additional insured upon request, and shall be endorsed to provide for written notification to FACILITY by the insurer not less than 30 days prior to cancellation, expiration or material change in insurance coverage. MST shall provide FACILITY with Certificates of Insurance upon execution of this Agreement.

MST shall maintain during the term of this Agreement required worker's compensation, in accordance with applicable statutory requirements, for all personnel providing Services to FACILITY that are employees of MST.

FACILITY will promptly notify MST of any complaint or concern regarding Services rendered pursuant to this Agreement.

- 11 FACILITY is responsible for providing and/or coordinating orientation and system training for all Licensed Therapists and Certified Therapy Assistants new to the FACILITY or when new systems are implemented for existing staff. Upon request, FACILITY will provide MST with a written report for any work related injury or incident involving injury to a MST employee. Subject to student records confidentiality requirements, any incident involving incompetence, negligence or misconduct jeopardizing student safety and welfare will be reported to MST for investigation, if appropriate, and appropriate personnel action. Subject to student records confidentiality requirements, any incident involving incompetence, negligence or misconduct jeopardizing Licensed Therapist and Certified Therapy Assistant safety and welfare will be reported to MST for investigation, if appropriate, with appropriate action to follow.
- 12 This Agreement shall be construed and enforced in accordance with the laws of the State of Illinois. The parties hereby irrevocably consent and submit to the jurisdiction in the Courts of the State of Illinois for any legal proceedings arising out of any breach of this Agreement. In the event that either party to this Agreement is required to utilize the courts to secure the benefits or protections in this Agreement, the substantially prevailing party in any such proceeding shall be entitled to recover from the other party the reasonable costs incurred, including, but without limitation, reasonable attorney fees.
- 13 This Agreement may be executed simultaneously in counterparts each of which shall be deemed an original, but all of which together shall constitute one and the same instrument.


- 14 All notices, requests, demands and other communications shall be deemed to have been duly given if hand delivered or mailed, first class postage prepaid, (a) to the FACILITY at that address of FACILITY'S place of business or at such address as FACILITY may have furnished to MST in writing, (b) to MST at the address of MST'S place of business or at such address as MST may have furnished to FACILITY in writing.
- 15 FACILITY and MST hereby agree that the terms and conditions set forth throughout this Agreement are an integral part of this Agreement. FACILITY states he/she has read and understands its entirety, and that no other representations, oral statements, inducements, or promises not written herein shall be of any force or effect. This Agreement supersedes all previous agreements and is hereby acknowledged and accepted by signature.
- Except with the prior written consent of MST, FACILITY agrees not to offer employment to, nor to employ, contract with, or otherwise utilize in any way the professional services of any employee or independent contractor of MST who renders Services on behalf of MST to FACILITY or its students pursuant to this Agreement, during the term of this Agreement and for a two (2) year period after termination of this Agreement. If FACILITY violates this section of the contract, a flat fee of \$50,000.00 will be paid to MST by FACILITY as a finder's fee within thirty (30) days of any such person providing Service to the FACILITY or its students.
- 16 This Agreement shall continue and be in force through July 31, 2024, unless otherwise extended by mutual agreement of the parties. However, MST may terminate this Agreement for any reason by delivering written notice to the FACILITY of the intention to terminate forty-five (45) days prior to said termination becoming effective. FACILITY may terminate this Agreement for cause (which will be gross negligence or intentional misconduct) by delivering written notice to MST of the intention to terminate ten (10) days prior to said termination being effective.
- 17 MST shall defend, indemnify and hold harmless the FACILITY and its Board of Education, Board members, officers, administrators, employees, agents, successors and assigns, from and against any and all claims, liabilities, losses, damages, costs or expenses of any kind (including attorneys' fees) arising out of or relating to MST's performance under this Agreement and/or the Services provided by or through MST pursuant to this Agreement.
- 18 During the term of this Agreement and for five (5) years following termination of this Agreement, the FACILITY and its authorized agents, during regular business hours and upon reasonable notice and demand, shall have access to all information and records relating to Services rendered by or through MST pursuant to this Agreement.

- 19 MST understands and agrees that student record information (including academic information and medical information) is confidential. Neither MST nor its service providers will redisclose said information except as permitted by law.
- 20 For each individual to perform Services for the FACILITY, MST, at its expense, shall ensure compliance with the requirements relating to fingerprint-based criminal history records checks and checks of the Statewide Sex Offender Database, in accordance with Section 10-21.9 of the Illinois School Code. Current checks must be conducted, and written results must be provided to the FACILITY, before the individual may perform Services for the FACILITY. The FACILITY reserves the right to decline a service provider, if the FACILITY determines that the results of the check are unsatisfactory.

FACILITY:

By: _____
Print: _____
Title: _____
Date: _____

MILESTONE THERAPY, LLC:

By:  _____
Print Andrew T. Maverstock, PT
Title: Manager
Date: 4-20-23

MILESTONE THERAPY, LLC.

Addendum to Agreement #: D128-010

ADDENDUM

This Addendum (“Addendum”) is made a part of the Agreement for Therapy Staffing Services between Milestone Therapy, LLC (MST), an Illinois limited liability company with its principal place of business 2906 Highway Ave, Highland IN 46322, and the following School District (“FACILITY”):

School District 128
Palos Heights
12809 S. McVickers Ave.
Palos Heights, IL 60463

- 1 **THERAPY SERVICES:** Therapy coverage will entail the following, as requested by the FACILITY, for certain students requiring physical, occupational, and speech therapy services during the 2023-2024 school year:

Direct Physical Therapy services, including appropriate supervision of Physical Therapy Assistants;

Record-keeping and reporting, including documentation of services provided and students’ progress towards goals;

Screening and Evaluation of students by Physical Therapist, and preparation of evaluation reports;

Attendance at IEP meetings by Physical Therapist, and / or Physical Therapist Assistants;

Medicaid billing as a third-party biller;

Preparation and maintenance of invoices and billing records;

Other services as requested by the FACILITY.

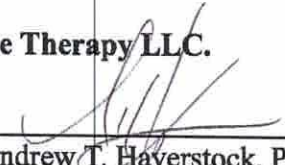
- 2 **DATES AND TIMES:** Services will be provided on the following days and times based on student’s needs: Weekdays between 8:00 am and 5:00 pm except for school holidays and the following days: Christmas Day through New Year’s Day, Memorial Day, July 4th, Thanksgiving Day and the Friday following Thanksgiving. Once student caseload is established, services will be provided by MST on an exclusive basis only.

In the event that any terms of this Addendum conflict with any terms of the Agreement, the terms of this Addendum will control.

FACILITY:

By: _____
Print: _____
Title: _____
Date: _____

Milestone Therapy LLC.

By: 
Print: Andrew T. Haverstock, PT
Title: Manager
Date: 4.20.23

April 18, 2023

Merryl Brownlow, Superintendent
Palos Heights School District 128

Dear Ms. Brownlow,

Pursuant to the state open records law, 5 Ill. Comp. Stat. 140/1 to 140/11.5, I write to request access to and a copy of a listing of all Palos Heights School District 128's employee's first and last names, e-mail address, title/position, and primary campus/department location. Please provide this information in an electronic format such as Excel or .csv format to this email address if possible. If your agency does not maintain these public records, please let me know who does and include the proper custodian's name and address.

I agree to pay any reasonable copying and postage fees. Please provide a receipt indicating the charges for each document.

As provided by the open records law, I will expect your response within five (5) working days. See 5 Ill. Comp. Stat. 140/3(c).

If you choose to deny this request, please provide a written explanation for the denial including a reference to the specific statutory exemption(s) upon which you rely. Also, please provide all segregable portions of otherwise exempt material.

Thank you for your assistance.

Sincerely,

Janie Jordan
janie@dataresearchpartners.com
Data Research Partners LLC
506 Sunny Lane #A
Austin, TX 78702

Ms. Jordan,

I am responding per your FOIA request for a list of employees with first, last, email address, title/position and primary department/location in an Excel format. I have attached the Excel document with all the requested information per your request. If I have missed anything please let me know.

Kim Anoman
Business Manager
Palos Heights School District #128
708-597-9040

Last Name	First Name	Primary Worksite	Primary Job Title
AARDEMA	KIMBERLY	NAVAJO	Instructional Aide
ADAMONIS	DAVID	DISTRICT OFFICE	Maintenance
AGEMA	AMY	CHIPPEWA	Teacher
ANDERSON	ERICA	CHIPPEWA	Teacher
ANOMAN	KIMBERLY	DISTRICT OFFICE	District Adm
ARVETIS	TRACY	CHIPPEWA	Teacher
BADWAN	NOORA	INDIAN HILL	Teacher
BALCITIS	EDWARD	NAVAJO	Custodian
BARTELT	SEAN	CHIPPEWA	Teacher
BARTGEN	KATHLEEN	CHIPPEWA	Teacher
BARYLOWICZ	ANGELICA	NAVAJO	Teacher
BATTAGLIA	ASHLEY	NAVAJO	Social Worker
BAUDO	LESLIE	INDIAN HILL	Custodian
BAUER	LUCAS	CHIPPEWA	Teacher
BLOUZDIS	GREGORY	CHIPPEWA	Custodian
BOULUKOS	DANA	INDEPENDENCE	Teacher
BREYNE	COREY	INDEPENDENCE	Teacher
BROWNLOW	MERRYL	DISTRICT OFFICE	District Adm
BUENGER	SUSAN	INDEPENDENCE	Instructional Aide
BURESH	AMANDA	NAVAJO	Teacher
CASTOR	MARCELLA	CHIPPEWA	Teacher
CISMOSKI	MEREDITH	DISTRICT OFFICE	Speech
COSME	ELIZABETH	CHIPPEWA	Teacher
COSME	MELISSA	INDIAN HILL	Speech
COSTELLO	BRISTOLE	INDIAN HILL	Teacher
CROT	TARA	CHIPPEWA	Teachers Aide
CURRAN	AMANDA	INDIAN HILL	Teacher
CURRAN	KAITLIN	NAVAJO	Principal
CURTIN	MARIA	INDEPENDENCE	Teacher
DAVIS	JANET	DISTRICT OFFICE	District Secretary
DeFALCO LAWSON	TONI	NAVAJO	Instructional Aide
DEL TORO	TOMAS	INDEPENDENCE	Tech Systems Specialist
DeMent	CLAUDIA	INDEPENDENCE	Instructional Aide
DONATO	SHANNON	NAVAJO	Instructional Aide
DRABECK	CYNTHIA	INDIAN HILL	Bldg Secretary
DUFFY	MARY LYNN	CHIPPEWA	Principal
DUIGNAN	LISA	NAVAJO	Teacher
DUNFORD	COLLEEN	CHIPPEWA	Teacher
DUNMARS	SHANON	INDEPENDENCE	Custodian
DURAN	CARRIE	INDIAN HILL	Teachers Aide
EPISCOPO	DANIELLE	INDIAN HILL	Instructional Aide
EVERSON	BRIAN	INDEPENDENCE	Teacher
EYMAN	LORI	CHIPPEWA	Undesignated
FITZGIBBONS	TARA	INDIAN HILL	Psychologist
FITZMAURICE	SINEAD	CHIPPEWA	Teacher
GABRIEL	JESSICA	INDEPENDENCE	Teacher
GERMANY	ERICA	CHIPPEWA	Teacher

GOLDMAN	SHARON	CHIPPEWA	Instructional Aide
GORKA	LAUREN	INDEPENDENCE	Teacher
GREENWALD	GAYLE	NAVAJO	Gifted Coordinator
GRUNWALD	KRISTIN	INDEPENDENCE	Teacher
HANES	BRIANNA	CHIPPEWA	Instructional Aide
HARRIS	KRISTIN	NAVAJO	Instructional Aide
HEIDEN	BETH	INDEPENDENCE	Nurse Aide
HERNANDEZ	THERESA	NAVAJO	Instructional Aide
HINKER	ALLISON	CHIPPEWA	Teacher
HOBAN	CARRIE	INDIAN HILL	Teacher
HOLMAN	ELIZABETH	NAVAJO	Teacher
HUGHES	NANCY	CHIPPEWA	Reading Interventionist
JANOTTA	ANDREW	INDEPENDENCE	Teacher
JERANTOWSKI	JEANNE	CHIPPEWA	Instructional Aide
KATSENIS	EVAN	INDEPENDENCE	Teacher
KAY	BRIDGET	NAVAJO	Teacher
KIRK	KEVIN	INDEPENDENCE	Principal
KLYCZEK	ELIZABETH	CHIPPEWA	Instructional Aide
KOUTRAS	PAMELA	NAVAJO	Bldg Secretary
LEDIC	RENATO	INDEPENDENCE	Custodian
LESLIE	CATHERINE	INDIAN HILL	Special Ed Director
LIVERS	GINA	INDIAN HILL	Teacher
MACFARLANE	JULIE	INDEPENDENCE	Teacher
MAHOLLAND	MICHAEL	INDEPENDENCE	Teacher
MAHONEY	RYAN	INDEPENDENCE	Teacher
MARINELLO	ANTHONY	INDEPENDENCE	Teacher
MARTLINK	MARIANNE	INDIAN HILL	Nurse Aide
MCGINNIS	MICHELLE	INDIAN HILL	Teacher
MCNAMARA-GAYDUK	SIOBHAN	CHIPPEWA	Nurse
MESKIMEN	HEATHER	INDEPENDENCE	Teacher
MILLER	MARGARET	INDEPENDENCE	Instructional Aide
MORONEY	MARY KATE	DISTRICT OFFICE	Curr Instr Specialist
MULLER	DIANE	NAVAJO	Teacher
MURPHY	COLLEEN	CHIPPEWA	Teacher
NAPIER	NICOLE	CHIPPEWA	Teacher
NEUBACHER	BRYAN	DISTRICT OFFICE	Custodian
NUDD	KENDRA	CHIPPEWA	Social Worker
NUNNALLY	MICHAEL	INDIAN HILL	Custodian
O'CONNOR	MARIBETH	INDIAN HILL	Occupational Therapist
ORTMAN	KRISTEN	INDEPENDENCE	Teacher
PAPE	JENNA	NAVAJO	Teacher
PATLA	KIMBERLY	CHIPPEWA	Bldg Secretary
PEREZ	JUAN	CHIPPEWA	Custodian
PETERS	PAMELA	INDEPENDENCE	Teacher
PIERCE	LORI	INDIAN HILL	Teacher
QUAID	SHANNON	CHIPPEWA	Teacher
QUINN	MOLLY	INDIAN HILL	Teacher
ROAT	JENNIFER	INDIAN HILL	Teachers Aide

ROLLA	CAROLYN	INDEPENDENCE	Teacher
ROSYNEK	SHARON	INDEPENDENCE	Teacher
RYAN	JESSICA	NAVAJO	Teacher
SCHIMANSKI	SARAH	DISTRICT OFFICE	Adm Asst
SCHINDLER	ELIZABETH	CHIPPEWA	Teacher
SMAGACZ	NICOLE	CHIPPEWA	Teacher
SMIT	JASON	DISTRICT OFFICE	Dir of Innov and Comm
SMUKSTA	VIVIAN	CHIPPEWA	Teacher
SOPKIN	KIM	CHIPPEWA	Teacher
SORAGHAN	SHEA	NAVAJO	Teacher
STACK	LYNN	NAVAJO	Nurse Aide
STARTZ	JENNIFER	INDEPENDENCE	Social Worker
STEPANIUK	PAULA	INDEPENDENCE	Teacher
SULLIVAN	BRIGITTE	CHIPPEWA	Teacher
SUMOSKI	SARAH	NAVAJO	Instructional Aide
SVEVO	JENNIFER	CHIPPEWA	Special Ed Aide
TARAWNEH	HADEEL	INDIAN HILL	Instructional Aide
URDAL	GREGORY	NAVAJO	Teacher
VAN ESSEN	CHRISTINE	INDIAN HILL	Instructional Aide
VIDA	VERONICA	INDEPENDENCE	Instructional Aide
WAGNER	LISA	NAVAJO	Teacher
WALTA	TRUDY	INDEPENDENCE	Bldg Secretary
WEAVER	LAUREN	INDEPENDENCE	Teacher
WEBER	CHERYL	CHIPPEWA	Instructional Aide
WEBER	JO ANN	INDIAN HILL	Teachers Aide
WHITE	MARY ELLEN	CHIPPEWA	Teacher
WHITNEY	LIBBY	INDIAN HILL	Instructional Aide
WILLNER	DESIREE	CHIPPEWA	Teacher
WOODS	NICOLE	INDEPENDENCE	Teacher

Work Email

kaardema@palos128.org
dadamonis@palos128.org
aagama@palos128.org
eanderson@palos128.org
kanoman@palos128.org
tarvetis@palos128.org
ndiab@palos128.org
ebalcitis@palos128.org
sbartelt@palos128.org
kbartgen@palos128.org
abarylowicz@palos128.org
abattaglia@palos128.org
lbaudo@palos128.org
lbauer@palos128.org
gblouzdis@d128.k12.il.us
dboulukos@palos128.org
cbreyne@palos128.org
mbrownlow@palos128.org
sbuenger@d128.k12.il.us
aburesh@palos128.org
mcastor@palos128.org
mcismoski@palos128.org
bcosme@palos128.org
mcosme@palos128.org
bryff@palos128.org
tcrot@palos128.org
acurran@palos128.org
kcurran@palos128.org
mcurtin@palos128.org
jdavis@palos128.org
tlawson@palos128.org
tdeltoro@palos128.org
cdement@palos128.org

cdrabeck@palos128.org
mduffy@palos128.org
lsinovich@palos128.org
cdunford@palos128.org
sdunmars@palos128.org
cduran@palos128.org

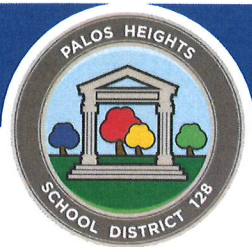
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thernandez@palos128.org
ahinker@palos128.org
choban@palos128.org
bholman@palos128.org
nhughes@palos128.org
ajanotta@palos128.org
jjerantowski@palos128.org
ekatsenis@palos128.org
bkay@palos128.org
kkirk@palos128.org
eklyczek@palos128.org
pkoutras@palos128.org
rledic@palos128.org
cleslie@palos128.org
glivers@palos128.org
jmacfarlane@palos128.org
mmaholland@palos128.org
rmahoney@palos128.org
amarinello@palos128.org
mmartlink@palos128.org
mmcginis@palos128.org
sgayduk@palos128.org
hmeskimen@palos128.org
mmiller@palos128.org
mmoroney@palos128.org
dmuller@palos128.org
cmurphy@palos128.org
nnapier@palos128.org
bneubacher@palos128.org
knudd@palos128.org
mnunnally@palos128.org
moconnor@d128.k12.il.us
kortman@palos128.org
jpape@palos128.org
kpatla@d128.k12.il.us
jperez@palos128.org
ppeters@d128.k12.il.us
lpierce@palos128.org
squaid@palos128.org
mqinn@palos128.org
jroat@palos128.org

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srosynek@yahoo.com
jryan@palos128.org
sschimanski@palos128.org
eschindler@palos128.org
nrodrick@palos128.org
jsmit@palos128.org
vsmuksta@palos128.org
ksopkin@palos128.org
ssoraghan@palos128.org
lstack@palos128.org
jstartz@palos128.org
pstepaniuk@palos128.org
bsullivan@palos128.org

jsvevo@palos128.org
htarawneh@palos128.org
gurdal@palos128.org
cvanessen@palos128.org
vvida@palos128.org
lwagner@d128.k12.il.us
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April 11, 2023

Mr. Vince Espi
Local Labs
foia@news.locallabs.com

On Monday, April 10, 2023, the District 128 Business Manager received your request Pursuant to the Freedom of Information Act (the "Act") (5 ILCS 140/et seq.) for the following records via email:

I am writing to you on behalf of Local Labs, which is an online publication that reports on and informs the citizens of Illinois about their local and state government's activities. I apologize if this is a duplicate request. If you have already responded with your mission statement, please ignore this email.

Please provide the following information:

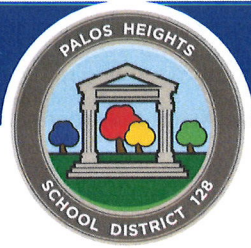
1. A copy of your district's current mission statement
2. Copies of any previous mission statements, provided they have changed them in recent past.

I have attached a screen shot of our website that has our mission statement. The mission statement has not been changed in at least 10 years or more. We do not have any records in our office of any changes.

If you need additional information, please do not hesitate to contact us.

Sincerely,

Kimberly Anoman
Business Manager



Merryl B. Brownlow, Ed.D.
Superintendent

Palos Heights School District #128
Where Children Are First!

PALOS HEIGHTS SCHOOL DISTRICT #128 // ABOUT DISTRICT 128 // MISSION, VISION, AND BELIEFS

ABOUT US

MISSION STATEMENT

It is the mission of the Palos Heights School District 128 to educate all children as individuals, to foster a love of learning, and to prepare children for a responsible and successful future in a diversified world.

Portrait of a Learner

District 128 recently completed a comprehensive strategic planning process with a design team of more than 25 individuals representing multiple stakeholder groups. This team established a framework of competencies known as our **Portrait of a Learner**, which will serve as the foundation of our plan. We want to emphasize that our competency development efforts are wider than our students. We welcome our staff, families, and community members to adopt a growth mindset and work on developing these competencies in themselves. For our students to develop these competencies, the adults who support them must also make a conscious effort to nurture them.

Competency Overview