

**FORD HEIGHTS SCHOOL DISTRICT 169**  
***MINUTES OF BOARD MEETING HELD***  
**TUESDAY, OCTOBER 7, 2025**

The public hearing meeting was called to order by presiding officer, President Ester Viverette – **at 10:01 a.m.**

**PLEDGE OF ALLEGIANCE (*recited by all in attendance*)**

Upon roll call the following members were present:

Present:	Mrs. Ester Viverette, Mr. Mark Mitchell, Mrs. Lera Cook, Mr. Samuel J. LaWrence, III ( <i>pro tempore secretary</i> )
Absent:	Ms. Jessica Gray, Mr. James Coleman, Mr. Joe Louis Sherman
Also Present:	Dr. Gregory T. Jackson, Superintendent of Schools Mrs. Coretta D. Jackson, Assistant Superintendent of Business Administration & Operations Dr. Sharon P. Rivers, Assistant Superintendent of Curriculum & Instruction Mrs. LaDonna Harris, Executive Assistant Mr. David Wright, Director of Technology Mr. William Gleason, Legal Counsel

**QUESTIONS/COMMENTS FROM PUBLIC (2 Minutes)**

None.

**AGENDA**

Board President Ester Viverette called for a motion to approve the agenda at **10:02 a.m.**

Motioned/*Cook*; Seconded/*Mitchell* - to approve the Agenda

Roll Call:	Ayes:	Viverette, LaWrence ( <i>pro tempore secretary</i> ) Mitchell, Cook
	Nays:	None
	Absent:	Coleman, Sherman, Gray
	Abstain:	None
		<b>4 ayes, 0 nays, 3 absent, 0 abstain, 0 present – motion carried.</b>

**MINUTES**

President Ester Viverette called for a motion to approve the minutes of the public hearing and regularly scheduled board meeting of **September 9, 2025.**

Motioned/*Mitchell*; Seconded/*LaWrence* - to approve the minutes of **September 9, 2025** Regular and Closed Session.

Roll Call:   Ayes:           Viverette, LaWrence (*pro tempore secretary*)  
                                  Mitchell, Cook  
              Nays:           None  
              Absent:       Coleman, Sherman, Gray  
              Abstain:      None  
              **4 ayes, 0 nays, 3 absent, 0 abstain, 0 present – motion carried.**

### **CORRESPONDENCE**

None.

### **PART A - REPORT OF THE SUPERINTENDENT REPORT**

**SUPERINTENDENT JACKSON** reminded members of the Board of Education that they were in advance receipt of his report, inclusive of an addendum.

**SUPERINTENDENT JACKSON** asked that the tentative Collective Bargaining Agreement (CBA) be pulled from his report, which was initially listed as line item #2D. **ATTORNEY GLEASON** asked that an amendment for approval to exclude this line item be voted on. All four of the present board members voted “yes” to exclude.

**SUPERINTENDENT JACKSON** then asked for favorable consideration and approval of his report and asked if there were any questions. **There were none.**

Motioned/*Mitchell*; Seconded/*LaWrence* - to approve **PART A - REPORT OF THE SUPERINTENDENT REPORT, EXCLUSIVE OF LINE 2D** as submitted:

Roll Call:   Ayes:           Viverette, LaWrence (*pro tempore secretary*)  
                                  Mitchell, Cook  
              Nays:           None  
              Absent:       Coleman, Sherman, Gray  
              Abstain:      None  
              **4 ayes, 0 nays, 3 absent, 0 abstain, 0 present – motion carried.**

I. **CLOSED SESSION**

- A. **THAT PURSUANT TO THE OPEN MEETINGS ACT THE BOARD OF EDUCATION OF FORD HEIGHTS SCHOOL DISTRICT 169 WILL GO INTO CLOSED SESSION TO DISCUSS THE FOLLOWING: (1) THE APPOINTMENT, EMPLOYMENT, COMPENSATION, DISCIPLINE, PERFORMANCE OR DISMISSAL OF A SPECIFIC EMPLOYEE OF THE PUBLIC BODY (5 ILCS 120/2(c)(1)); (2) COLLECTIVE NEGOTIATING MATTERS BETWEEN THE PUBLIC BODY AND ITS EMPLOYEES (5 ILCS 120/2(c)(2)); (3) STUDENT DISCIPLINARY CASES AND/OR MATTERS RELATING TO INDIVIDUAL STUDENTS (5 ILCS 120/2(c)(9) AND 5 ILCS 120/2(c)(10); AND (4) LITIGATION AGAINST, AFFECTING OR ON BEHALF OF THE PUBLIC BODY (5 ILCS 120/2(c)(11)).**

II. **FOR YOUR AUTHORIZATION**

A. **PERSONNEL**

1. **APPOINTMENTS**

- a. Authorization is sought to appoint **Ms. ANDREA BOLER**, as ***Substitute Teacher***, Ford Heights School District 169, **effective** for the 2025-2026 School Year - **\$185.00 per day**
- b. Authorization is sought to appoint **Ms. LADAVIA ROBINSON**, as ***Substitute Teacher***, Ford Heights School District 169, **effective** for the 2025-2026 School Year - **\$185.00 per day**
- c. Authorization is sought to appoint **MR. MARCUS PAYNE**, as a ***Custodian***, Cottage Grove Upper Grade Center, **effective Monday, October 6, 2025** (*Administratively Approved*) for the 2025-2026 School Year - **prorated \$38,000**

2. **APPROVAL OF RESIGNATION(S)**

- a. **MR. NICOLAS ROMANO**, ***Custodian***, Cottage Grove Upper Grade Center, resigned **effective Friday, October 3, 2025.**

**(New appointments, as shown above, are pending receipt of all personnel required documents and Illinois State Police and FBI criminal background clearance.**

**B. ESTIMATED AGGREGATE TAX LEVY FOR 2025 (See reference #1)**

The Truth in Taxation Act (**35 ILCS 200/18-55 et:seq.**) affects all local government agencies, including school districts, community colleges and home-rule municipalities, which are authorized to levy property taxes. The basic requirements of the law have been reproduced for your information from the Essentials of Illinois School Finance, The Property Tax Cycle.

One of the main requirements contained in the Truth-in-Taxation Act, is that at least twenty (20) days prior to the adoption of an aggregate levy, the local governing board must estimate the dollar amount of the aggregate levy for the current year, exclusive of election costs.

The recommended **2025** Calendar Year levy estimate is **\$5,220,605.00**. Please keep in mind that this estimate is subject to change as more information becomes available.

**C. AUTHORIZATION TO APPLY FOR THE SCHOOL MAINTENANCE GRANT PROGRAM**

Authorization is sought to apply for the School Maintenance Grant Program. The School Maintenance Grant Program is a dollar-for-dollar state matching grant open to school districts, cooperative high schools, vocational centers, and special education cooperatives. Preliminarily, eligible applicants can receive up to **\$50,000** to put toward completing proposed maintenance projects.

**D. APPROVAL OF COLLECTIVE BARGAINING AGREEMENT WITH THE BOARD OF EDUCATION FORD HEIGHTS SCHOOL DISTRICT 169 COOK COUNTY, ILLINOIS AND THE DISTRICT 169 EDUCATION ASSOCIATION, IEA/NEA**

~~Tentative agreement is located under a separate cover for your review.~~

**I. FOR YOUR INFORMATION**

**A. Monthly Enrollment (As of **September 30, 2025**)**

**MEDGAR EVERS SCHOOL**

PRE-K	60	KDG	48
GRADE 1	45	GRADE 2	56
GRADE 3	53	GRADE 4	38
		TOTAL	300

**COTTAGE GROVE:**

GRADE 5	32	GRADE 6	43
GRADE 7	36	GRADE 8	38
		TOTAL	149

TOTAL DISTRICT	OUT OF DISTRICT	GRAND TOTAL
449	17	466

**REPORT OF CONTACTS (ATTENDANCE OFFICES):**

**MEDGAR EVERS:**

HOME VISITS	TELE. CONTACTS	PARENT CONF.	LETTERS SENT HOME
4	225	3	15

**COTTAGE GROVE:**

HOME VISITS	TELE. CONTACTS	PARENT CONF.	LETTERS SENT HOME
5	115	5	6

**B. Letting of Bids: E-Rate Contract**

Members of the Board, please take note that we are preparing bid documents for the purpose of letting of bids for E-Rate contracts for managed services and internet access. For your information, our current contract expires on Tuesday, June 30, 2026.

**PART B – ASSISTANT SUPERINTENDENT OF BUSINESS ADMINISTRATION AND OPERATIONS**

MRS. CORETTA JACKSON reminded members that they were in advanced receipt of her report and went on to inform the Board of the new format and look of the “Bills” list due to our recent migration from Infinite Visions over to Skyward.

MRS. CORETTA JACKSON then asked the Superintendent for favorable consideration and approval of her report and asked if there were any questions. **There were none.**

Motioned/*Cook*; Seconded/*LaWrence* - to approve **PART B - ASSISTANT SUPERINTENDENT OF BUSINESS ADMINISTRATION & OPERATIONS** Report as submitted:

Roll Call: Ayes: Viverette, LaWrence (*pro tempore secretary*)  
Mitchell, Cook  
Nays: None  
Absent: Coleman, Sherman, Gray  
Abstain: None  
4 ayes, 0 nays, 3 absent, 0 abstain, 0 present – motion carried.

**I. FOR YOUR AUTHORIZATION**

**A. ACCOUNTS PAYABLE (\$930,282.01)**

**B. PAYROLL SUMMARY (for the month of September 2025) as detailed below:**

September 5, 2025	\$226,113.50
September 19, 2025	<u>\$251,245.00</u>
<b>Total</b>	<b>\$477,358.50</b>

**C. PETTY CASH (\$491.50)**

**D. BUILDING RENTAL**

A. Date: Saturday, October 18, 2025  
Time: 2:30p.m. – 6:00p.m.  
Place: Tidye A. Phillips  
Purpose: Memorial Services

Contact Person: Kira Barnes

B. Date: Friday, October 10, 2025  
Time: 11:00a.m. – 4:00p.m.  
Place: Tidye A. Phillips  
Purpose: Repast  
Contact Person: James Coleman

## **PART C - ASSISTANT SUPERINTENDENT OF CURRICULUM AND INSTRUCTION**

**DR. SHARON P. RIVERS** expressed to members that they were in advance receipt of her report. She then went on to discuss the annual Girls' Basketball classic that had just occurred on Saturday, October 1, 2025 and how phenomenal the event was. **DR. SHARON P. RIVERS** went on further to remind the Board of upcoming classroom spelling bees and parent-teacher conferences scheduled within the month of October 2025. inquired if there were any questions.

**DR. SHARON P. RIVERS** then asked the Superintendent for favorable consideration and approval of her report and asked if there were any questions. **There were none.**

Motioned/*Mitchell*; Seconded/*Cook* - to accept **PART C - ASSISTANT SUPERINTENDENT OF CURRICULUM & INSTRUCTION** Report as submitted.

Roll Call: Ayes: Viverette, LaWrence (*pro tempore secretary*)  
Mitchell, Cook  
Nays: None  
Absent: Coleman, Sherman, Gray  
Abstain: None  
4 ayes, 0 nays, 3 absent, 0 abstain, 0 present – motion carried.

## **I. FOR YOUR INFORMATION**

### **A. AFTER SCHOOL PROGRAMMING**

After school programming will continue to focus on basic skills, problem solving and critical thinking. By utilizing advancements in technology, educational research, and changing pedagogical approaches the hands-on instructional program will allow students to learn by doing. Students will be directly involved in their learning and get direct practical experience as they apply their learning. The goal at

the primary level is to strengthen essential basic skills in reading and math at the primary level to include recognizing and sounding out unfamiliar words, using phonics, and understanding the relationship between letters and sounds. Understanding basic concepts of numbers and counting.

**B. “RIGHT-SIZING” ILLINOIS PROFICIENCY BENCHMARKS**

The Illinois State Board of Education (ISBE) has adopted new, research-informed, and right-sized assessment performance levels to give students, families, and educators better data on academic achievement and college readiness. Prior performance levels mislabeled many students in elementary and high school, often indicating that students were less academically successful and prepared for college than they actually were. The new, unified levels correct long-standing misalignment between Illinois’ state assessments and other real college and career readiness expectations.

**C. EMERGENCY AND SAFETY WORKSHOPS**

The district administrative teams complete each school year with an evaluation of our safety program. The annual meeting sets our goals for the coming school year. The district continues to follow the requirements of the Illinois State Board of Education, and suggestions made by the safety team for specific safety and emergency response training. We have completed School Safety and Stop the Bleed training and are scheduled to complete Cardiopulmonary Resuscitation commonly known as CPR in October.

*Disturbing fact, according to the World Population Review, there have been 152 school shooting incidents to date in the state of Illinois.*

[Current World Population: 8,005,176,000](#)

**D. PROGRAMS ON SCHEDULE FOR OCTOBER 2025**

- October 1st – Food Service and Custodial Staffs Appreciation Day
- October 2<sup>nd</sup> – Problem Solving @ Cottage Grove
- October 3<sup>rd</sup> – Parent Meeting
  - Topic: *Child development (3- to 5-year-olds) and The Importance of Vaccines*

- October 4<sup>th</sup> – Girls Basketball Classic *Pink Event*
- October 8<sup>th</sup> – Professional Development
- October 10<sup>th</sup> – Classroom Spelling Bee
- October 13<sup>th</sup> – Indigenous People Day (Columbus Day)
- October 16<sup>th</sup> – Problem Solving @ Medgar Evers
- October 18<sup>th</sup> – End of 1<sup>st</sup> Quarter
- October 22<sup>nd</sup> – Professional Development
- October 22<sup>nd</sup> – 31<sup>st</sup> – Red Ribbon Week
- October 24<sup>th</sup> – Fall Parent Teacher Conference 8 a.m. – 2:30 p.m.

**E. MONTHLY BUILDING REPORTS (See references #1-3)**

Building reports were submitted by the following personnel:

- ✚ Ms. Ollie Gill, Principal, Medgar Evers P.A.C.
- ✚ Dr. Sharon P. Rivers, Assistant Superintendent of Curriculum and Instruction, Cottage Grove U.G.C.
- ✚ Ms. Robin Norris, District-wide Attendance

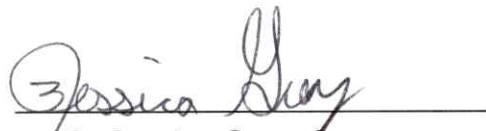
President Ester Viverette called for a motion to adjourn the regular meeting.

**ADJOURNMENT: 10:12 a.m.**

Roll Call:    Ayes:            Viverette, LaWrence (*pro tempore secretary*)  
   Mitchell, Cook  
                 Nays:           None  
                 Absent:        Coleman, Sherman, Gray  
                 Abstain:       None  
                 4 ayes, 0 nays, 3 absent, 0 abstain, 0 present – motion carried.



Mrs. Ester Viverette, President

  
Ms. Jessica Gray, Secretary