

**MINUTES OF A SPECIAL MEETING,
BOARD OF EDUCATION, SCHOOL
DISTRICT #225, COOK COUNTY,
ILLINOIS, JUNE 18, 1990**

A special meeting of the Board of Education, School District No. 225 was held on Monday, June 18, 1990 at approximately 7:30 p.m. at the Glenbrook High Schools Administration Building, pursuant to due notice of all members.

The president called the meeting to order. Upon calling of the roll, the following members answered present: Baer, Howland, McConachie, Morris, Wilson, Zimmerman. Absent: Winton (Mr. Winton arrived at 7:40 p.m.) Also present: McGrew, Freeman, Kenney, Pommerenke, Wisner.

MOTION TO APPOINT MR. WISNER BOARD SECRETARY PRO TEM

Motion by Mrs. McConachie, seconded by Mr. Wilson, to appoint Mr. James A. Wisner secretary pro tem in the absence of Mr. Lacivita.

Upon call for a vote on the motion, all present voted aye.*

**DISCUSSION OF MINUTES OF REGULAR MEETING OF JUNE 11, 1990,
AND CLOSED SESSION OF JUNE 11, 1990**

Mrs. Zimmerman asked that two corrections be made in the minutes of the regular meeting. In the second paragraph on page 204 in the discussion regarding the review of textbook changes, Mr. Zimmerman should be changed to Mrs. Zimmerman. In the same paragraph, she would like the second sentence to read, "Mrs. Zimmerman told the Board that she was concerned with the increase in the cost of textbooks and believed that these increases might present an undue burden on the parents of Glenbrook students."

Mrs. Zimmerman pointed out that the figure of \$140,000 in the closed minutes was incorrect and should be \$410,000.

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APPROVAL OF MINUTES OF REGULAR MEETING OF JUNE 11, 1990 AND CLOSED SESSION OF JUNE 11, 1990

Motion by Mr. Wilson, seconded by Mrs. McConachie, to approve the minutes of the regular meeting of June 11, 1990 and the closed session of June 11, 1990, as amended.

Upon call for a vote on the motion, all present voted aye.*

Motion carried.

NOTE: The above changes have been made in the official Board minutes.

REQUEST FOR AGENDA ITEM

Mr. Howland asked that the question of textbook costs and textbook changes be placed on one of the future agendas.

RECOGNITION OF COMMUNITY VISITORS

The president asked if there were any members of the audience who wished to address the Board on a topic which was or was not on the agenda.

Mr. Channing Lushbough asked Mr. Morris what the ground rules would be for discussion on the budget this evening.

Mr. Morris asked Mr. Lushbough if he had questions on the budget, indicating that he understood that Mr. Lushbough had picked up a copy of the budget Monday afternoon, and therefore had time to review it. He asked that Mr. Lushbough raise all of his budget questions at this time.

Mr. Lushbough told the Board that he was concerned that the Board has not addressed the problem of the reduced student/professional staff ratio. He reported that in 1976 the student to professional staff ratio was 15:1 and that now it was 10.8:1. He urged the Board to return to the 1976 staffing ratio for the next school year.

Mr. Morris thanked Mr. Lushbough for his comments.

APPROVAL OF REQUEST REGARDING USE OF FACILITIES FOR JUDITH VIORST LECTURE

Dr. McGrew explained the request for the approval for use of facilities as described in a memo in the Board packet. He told the Board that while this lecture was sponsored by the Highland Park Hospital, and does not fit neatly within the written Board policy on community use of school facilities, he recommended that the Board approve this request.

The Board members indicated that they were in favor of the use of facilities as requested and would approve the request.

Mr. Howland added that if the superintendent is uncomfortable about current policy not covering this type of use, the superintendent should submit to the Board a proposal for revising the policy.

The consensus of the Board was to authorize the use of the Glenbrook North Center for the Performing Arts on Wednesday, November 7, 1990 for a lecture by Judith Viorst.

Mr. Howland asked that when such a request is made, reference be made to the policy in question by both title and number designation.

(Mr. Winton arrived at 7:40 p.m.)

DISCUSSION REGARDING EDUCATIONAL SUPPORT SALARIES

Dr. Pommerenke had presented salary recommendations to the Board members at the previous Board meeting.

Mr. Howland raised a number of questions regarding the comparisons that Dr. Pommerenke had made showing educational support salaries compared to surrounding industries. He questioned whether the size of the companies used in the comparison were commensurate with the size of the school district in numbers of employees in each category. After further questioning, Dr. Pommerenke responded by saying that in the past he had provided comparisons with other school districts; however, it was not the other school districts that represented competition for educational support staff members. It was, in fact, the companies in the surrounding areas. Therefore, he has compared to the salaries paid by those companies, rather than to other school districts. He reported, however, that it is becoming harder and harder to get information from the companies. Much of the information in his comparison was provided by the Northern Illinois Industrial Association.

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Mr. Howland asked when the salaries would stop going up.

Dr. Pommerenke responded that as long as the companies in competition with the school district continue to raise salaries and the Consumer Price Index continues to increase, in order to be competitive, the school district salaries will have to increase.

Discussion took place about next year's salary increases recently passed by other school boards in the area and about the duties assigned to light custodians.

Mr. Howland asked that Dr. Pommerenke fine-tune the chart next year and put the three compa-ratios under each line item.

Mr. Howland also asked that Dr. McGrew put on a future agenda a discussion of comparison of fringe benefits for our staff with fringe benefits provided by companies in the area.

Dr. McGrew distributed a copy of a survey recently completed by the secretaries/clerical personnel regarding fringe benefits provided by surrounding districts. It showed that the Glenbrook High Schools provided less in the way of fringe benefits than other school districts in the area.

After further discussion on the support salaries, Mr. Howland told the Board that the bottom line is that he cannot vote for these increases. The Board gave the administrators 7.5% and the salary increases for the support personnel exceeded that amount.

Mr. Wilson stated that he felt very strongly that the Board has to bring salaries back in line with the increase in inflation costs.

After further discussion, the Board took the following action:

MOTION TO APPROVE EDUCATIONAL SUPPORT PERSONNEL SALARIES FOR 1990-91

Motion by Mrs. McConachie, seconded by Mr. Baer, to approve the educational support personnel salaries as presented.

Upon calling of the roll:

aye: McConachie, Morris, Winton, Zimmerman, Baer

nay: Howland, Wilson

Motion carried.

AUTHORIZATION TO FILE APPLICATION FOR SCIENTIFIC LITERACY STATE GRANT PROGRAM

Mr. Goodspeed reviewed for the Board the proposed grant application. He explained that the grant proposal is for the Illinois Science-Technology-Society Biology Pilot Program. The grant, if approved, will be used to revise the biology programs in the North Cook Region. He asked that the Board authorize the filing of the grant application. If the grant is approved, the Glenbrook High Schools will be the administrative district for the grant.

Mr. Baer indicated that the school district should investigate other grants available to the Board.

After further discussion, the Board took the following action:

MOTION TO AUTHORIZE THE FILING OF THE SCIENTIFIC LITERACY STATE GRANT PROGRAM APPLICATION

Motion by Mr. Winton, seconded by Mr. Wilson, to authorize the filing of the grant application under the Scientific Literacy State Grant Program.

Upon call for a vote on the motion, all present voted aye.**

Motion carried.

SUPERINTENDENT'S REPORT

The superintendent distributed copies of the proposed revision to the Board's philosophy. The revision was prepared by Mr. Howland and relates to Board policy IA.

Dr. McGrew reported that Mr. McMillan, president of the Hawaii School Board, will be visiting the Glenbrook High Schools. Mr. McMillan is interested in visiting school districts who are doing innovative things in technology.

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REVIEW OF THE PROPOSED 1990-91 BUDGET

Mr. Wisner had distributed in the Board packets, revised information for the proposed 1990-91 budget. He reviewed the material in detail through the use of an overhead projector and responded to the questions raised by the Board members. Mr. Wisner reported that if the 1990-91 budget were to be adopted as presented, the revenue will increase by 6.6% over the previous year's budget. Expenses will increase by 9.6% in the operating portion of the budget. Revenue will be \$567,000 less than projected at levy time in the fall, however, it is anticipated that approximately \$800,000 more revenue will be received in the 1989-90 school year than was budgeted. Almost half of this amount will be in early tax money which will be received earlier than anticipated. Because of the receipt of these early tax monies, the remaining portion of the tax levy which will be received in the 1990-91 budget year will be smaller than anticipated earlier. Budget expenses are \$1,830,000 higher than projected at levy time last fall, however, \$1,002,000 of that amount represents rebudgeted projects which have not been completed this year. Money for these projects will be carried over as a part of the June 30, 1990 balances and will be used to pay for these projects rebudgeted for the next school year. It is projected that the June 30, 1990 balances will be \$22,219,000 and that based on the proposed budget, balances on June 30, 1991 will be \$16,073,000.

A number of questions were raised by the Board members and Mr. Wisner promised that answers would be supplied by the next meeting. One of the major questions raised was related to the budget for the computer department in the district office.

Dr. McGrew told the Board members that he had been trying to schedule a meeting to discuss the computer budget, but he had not been able to work it in. He will schedule a meeting for this week.

Mr. Howland had asked for a projected cost per student based on the projected budget. This was provided to the Board at the meeting. It showed that the cost per student will be approximately \$9,081 for 1988-89, \$10,384 based on the 1989-90 budget, and \$11,075 based on the proposed 1990-91 budget. Mr. Howland stated that he will have a real problem supporting the budget this year. The Board has not come to grips with the problems both in number of staff and in compensation. The technology contingency budget amounts have not been counterbalanced by decreasing budget items elsewhere in the 1990-91 budget.

Mr. Winton told the Board members that the Board had not addressed the headcount situation and that the Board will have to take a hard look at the headcount. If the Board is going to continue to deliver the kinds of services desired, then the Board is going to have to find offsets somewhere else. He stated that he will not be happy to vote for a budget which does not show fewer staff members than last year.

Mr. Baer suggested the possibility of not including the technology contingencies in the budget. It was understood that if the Board took this action and later decided to spend the million dollars for technology, it would probably be necessary to approve an amended budget, which would involve another public hearing.

Mrs. McConachie reminded Board members that when the approval was granted for the Phase I construction, no one required that offsetting expense reductions be found elsewhere in the budget.

Mrs. McConachie told the Board members that Mr. Lacivita has been asked to provide an overall strategy with technology budgets. He had presented a detailed list of the technology items for the Board's review. She reminded the Board that no one is going to spend the money until additional information has been provided to the Board members and those additional requests are approved by the Board.

Mr. Wilson stated that he was encouraged that future agendas will include ways to bring down personnel costs. He is comfortable with the technology contingency and believes that there are adequate controls on the spending of those funds. He suggested that technology will not reduce headcount and may, in fact, require additional staff members.

A discussion was then held on staffing questions. The superintendent told the Board members that he had discussed staffing with them earlier and that there had been an agreement that staffing would be kept at the 1989-90 level. The question of additional staff members for technology was reviewed. After further discussion, the superintendent was asked to: 1.) Meet with his staff and try to find ways to reduce the number of staff members. 2.) To give the Board an overview of the technology revisions. 3.) To review and revise the computer budget.

Mr. Baer noted that he would like to know how proposed reductions in staff, which would probably involve increasing class size, will effect the programs in the schools. He suggested that the principals attend the next meeting of the Board to discuss these items.

The proposed budget for 1990-91 will be discussed again at the meeting of June 25.

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MOTION TO MOVE INTO CLOSED SESSION

Motion by Mr. Wilson, seconded by Mrs. Zimmerman, to move into closed session at approximately 11:15 p.m. to consider the selling price of real estate, and to discuss litigation involving the public body, filed and pending or proposed and imminent.

Upon calling of the roll:

aye: McConachie, Morris, Wilson, Winton, Zimmerman, Baer, Howland

nay: none

Motion carried.

The Board returned to open session at approximately 11:35 p.m.

ADJOURNMENT

Motion by Mr. Wilson, seconded by Mr. Howland, to adjourn the meeting at approximately 11:35 p.m.

Upon call for a vote on the motion, all present voted aye.**

Motion carried.

* **Means Baer, Howland, McConachie, Morris, Wilson, and Zimmerman all voted aye.**

** **Means Baer, Howland, McConachie, Morris, Wilson, Winton, and Zimmerman all voted aye.**

CERTIFIED TO BE CORRECT:

PRESIDENT - BOARD OF EDUCATION

SECRETARY - BOARD OF EDUCATION

NEXT SPECIAL MEETING: JUNE 25, 1990 - Dinner Meeting
6:00 P.M.

NEXT REGULAR MEETING: JUNE 25, 1990
7:30 P.M.

Both meetings held at: Glenbrook Administration Center
1835 Landwehr Road
Glenview, IL 60025