

**MINUTES OF A REGULAR MEETING,
BOARD OF EDUCATION, SCHOOL
DISTRICT #225, COOK COUNTY,
ILLINOIS, JUNE 22, 1992**

A regular meeting of the Board of Education, School District No. 225 was held on Monday, June 22, 1992 at approximately 7:30 p.m. at the Glenbrook High Schools Administration Building, pursuant to due notice to all members.

The president called the meeting to order. Upon calling of the roll, the following members answered present: Baer, Lyons, McConachie, Vincent, Wilson, Winton, Zimmerman. Also present: Freeman, Lacivita, McGrew, Pommerenke, Wisner.

APPROVAL OF THE MINUTES OF THE SPECIAL MEETING OF JUNE 15, 1992

Motion by Mrs. Zimmerman, seconded by Mrs. McConachie, to approve the minutes of the special meeting of June 15, 1992, as presented.

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

Motion carried.

BOARD AND SUPERINTENDENT REPORTS

Members of the Board and Dr. McGrew congratulated Dr. Duffy and Mr. Wisner on their retirement from the Glenbrook High Schools as of June 30, 1992. Dr. Duffy and Mr. Wisner were cited for the many contributions they have made to the district. Board members expressed gratitude and appreciation to the retirees for their distinguished leadership and years of service and wished them well in their future endeavors.

RECOGNITION OF COMMUNITY VISITORS

No members of the audience requested to address the Board.

DISCUSSION REGARDING EDUCATIONAL SUPPORT SALARIES

The Board reviewed the recommendations made by the director of personnel for educational support salaries for 1992-93 and for salary schedule structural changes for ten month secretaries. Board members asked questions concerning the structure of the various salary schedules and the method used to compare district salaries with the marketplace. Dr. McGrew and Dr. Pommerenke responded to the questions. After further discussion, the Board took the following action.

MOTION RELATIVE TO EDUCATIONAL SUPPORT SALARIES

Motion by Mrs. McConachie, seconded by Mrs. Zimmerman, to approve the educational support salaries for 1992-93 as recommended by the director of personnel, excluding the recommendations for the ten month secretaries. The motion also directed the administration to present an analysis and recommendations to the Board for structural adjustments of educational support salary schedules by the second Board meeting in October.

Upon calling of the roll:

aye: Baer, Lyons, McConachie, Winton, Zimmerman

nay: Vincent, Wilson

Motion carried.

Note: See attached agenda item #5

DISCUSSION REGARDING SALARIES FOR TEN MONTH SECRETARIES

The Board continued to consider salary schedule structural changes and 1992-93 salary increases for ten month secretaries. After further discussion, the Board took the following action.

MOTION RELATIVE TO SALARIES FOR TEN MONTH SECRETARIES

Motion by Mr. Winton, seconded by Mr. Baer, to add a ten month secretaries' lane with nine steps to the twelve month secretarial salary schedule and to grant the ten month secretaries a 5% increase for 1992-93.

Upon calling of the roll:

aye: Wilson, Winton, Baer

nay: Lyons, McConachie, Vincent, Zimmerman

Motion failed.

MOTION RELATIVE TO SALARIES FOR TEN MONTH SECRETARIES

Motion by Mrs. Vincent, seconded by Mrs. McConachie, to add the ten month secretaries to the twelve month secretarial classification, to grant each ten month secretary a 5.17% salary increase for 1992-93 and to defer consideration of salary schedule structural changes until the review to be conducted by the second Board meeting in October.

Upon calling of the roll:

aye: McConachie, Vincent, Zimmerman, Baer, Lyons

nay: Wilson, Winton

Motion carried.

DISCUSSION RELATIVE TO ADMINISTRATIVE STAFF SALARIES

Dr. McGrew recommended that administrators be granted a 5% salary increase for 1992-93 and that the Board authorize an additional \$16,000 so that administrators and supervisors are paid a minimum of 10% more than they would receive in salary as a teacher. After discussion, the Board took the following action.

MOTION TO RELATIVE TO ADMINISTRATIVE STAFF SALARIES

Motion by Mrs. Zimmerman, seconded by Mr. Winton, to grant administrators and supervisors a 5% salary increase for 1992-93 and to authorize the \$16,000 additional expenditure as recommended by the superintendent.

Upon calling of the roll:

aye: Vincent, Winton, Zimmerman, Baer, Lyons, McConachie

nay: Wilson

Motion carried.

DISCUSSION RELATIVE TO SECRETARIAL STAFF FRINGE BENEFITS

Dr. McGrew recommended that members of the twelve month and ten month secretarial staff be provided the following fringe benefits:

- 1) A \$400 supplemental fringe benefit amount to be used for medical expenses or to be paid as salary.
- 2) The option to purchase term life insurance at their expense up to two times their annual salary.
- 3) The option to purchase \$10,000 in term life insurance at their expense between their retirement and age 65.
- 4) Service recognition benefits increased from \$100 to \$150 per year of service to the district, payable at time of retirement.

After discussion, the Board took the following action.

MOTION RELATIVE TO SECRETARIAL STAFF FRINGE BENEFITS

Motion by Mrs. McConachie, seconded by Mrs. Zimmerman, to approve the superintendent's recommendations relative to fringe benefits for the secretarial staff.

Upon calling of the roll:

aye: Winton, Zimmerman, Baer, Lyons, McConachie, Vincent

nay: Wilson

Motion carried.

Note: See attached agenda item #6

DISCUSSION RELATIVE TO TENTATIVE 1992-93 DISTRICT BUDGET

Dr. McGrew reported that the tentative 1992-93 district budget was within the Board's guideline of a 1% increase over the 1991-92 budget. Members of the Board presented their views on the tentative budget. After discussion and comments from the audience, the Board took the following action.

MOTION TO ADOPT TENTATIVE 1992-93 DISTRICT BUDGET

Motion by Mr. Lyons, seconded by Mrs. McConachie, to adopt the tentative 1992-93 district budget in the amount of \$49,082,000 and to establish the date of the public hearing on the budget for Monday, July 27, 1992.

Upon calling of the roll:

aye: Zimmerman, Lyons, McConachie, Wilson, Winton

nay: Baer, Vincent

Motion carried.

Note: See attached agenda item #7

MOTION TO APPROVE CONSENT AGENDA

The president asked if any Board member wished to have any item removed from the consent agenda for a separate vote. Members asked to have items #1, #4, and #9, removed from the consent agenda.

Motion by Mrs. McConachie, seconded by Mr. Lyons, to approve the following items on the consent agenda:

1.) to ratify the issuance of payroll checks no. 22274 through 22281, checks no. 22737 through 23535, and checks no. 23870 and 24173 totaling \$2,768,212.66. With adjustments of (\$1,714.02) the gross payroll for the month of May, 1992, is \$2,766,498.64.

2.) to approve the reimbursement of the Revolving Fund disbursements for the month of May, 1992, in the amount of \$44,177.60 represented by checks no. 50039 through 50318, excluding the voided checks on the attached check list dated June 3, 1992, and including canceled checks No.49741, 49884, 49227, 49992.

3.) to approve the issuance of vendor check nos. 65161 through 65787, in the amount of \$1,677,336.95, as listed on the attached check list dated June 22, 1992.

4.) to approve the reissuing of replacement checks and to ratify the issuance of advance checks totalling \$283,371.20, canceled checks totalling \$10,322.45, for a net of \$273,048.75 as shown on the attached Supplemental Bill List dated June 17, 1992.

5.) to approve the textbook changes for the 1992-93 school year as outlined in Mr. Lacivita's memo dated June 15, 1992.

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6.) to approve Boelter Environmental Consultants to provide asbestos removal project management, architectural contract administration, air testing and to provide written reports for a fixed fee of \$49,655 to be taken from life safety funds.

7.) to authorize the use of Peat Marwick to conduct the 1991-92 school year audit at a cost of \$14,250.

8.) to extend the contract with Kahn Realty for an additional 90 days to sell the 1991 Building Trades house with a 5% commission.

9.) to accept the bid of \$455,900 from Mr. & Mrs. Suresh Shingala, 3630 Pebble Beach Road, Northbrook for the 1992 Building Trades house located at 3235 Glenbrook Drive, Northbrook, IL.

10.) to authorize Ryder Student Transportation Services to solicit bus contacts from Glenbrook parents for the 1992-93 school year, and to approve the shuttle bus fees and special education bus fees as indicated in the attached letter dated May 26, 1992.

11.) to adopt a resolution relative to the school employees loss fund (SELF), to designate Dr. Craig Schilling as the district's representative to SELF and Gary Rainier as the alternate representative, and approve Board of Education Safety Policy, (EB).

Upon calling of the roll:

aye: Wilson, Winton, Zimmerman, Baer, Lyons, McConachie, Vincent

nay: none

Motion carried.

Note: See attached agenda item #8

ACTION RELATIVE TO CO-SPONSORSHIP OF IASB RESOLUTION ON GUN CONTROL

This item was tabled to a future Board meeting.

DISCUSSION RELATIVE TO PREVAILING WAGE RESOLUTION

Several Board members expressed displeasure at the need to adopt the prevailing wage resolution as required by state law. After discussion, the Board took the following action.

MOTION RELATIVE TO PREVAILING WAGE RESOLUTION

Motion by Mr. Lyons, seconded by Mrs. McConachie, to adopt the state required prevailing wage resolution.

Upon calling of the roll:

aye: Baer, Lyons, McConachie, Vincent

nay: Wilson, Zimmerman

abstain: Winton

Motion carried.

Note: See attached agenda item #8

DISCUSSION RELATIVE TO BOARD POLICIES TO BE REVIEWED OR DEVELOPED

Board members had received materials in their packets concerning two Board policy topics: procedures for Board meetings and sexual harassment. After discussion of these topics, the Board directed the staff to obtain sample policies on meeting procedures, including procedures from the Village of Northbrook and other school districts, and to develop a draft Board policy on sexual harassment.

DISCUSSION RELATIVE TO AUDITOR'S RECOMMENDATIONS CONCERNING STUDENT ACTIVITY ACCOUNTING CHANGES

Board members had received materials in their packets relative to this topic. Mr. Wisner reported that all of the auditor's recommendations had been implemented. Mr. Wisner answered several clarifying questions concerning the recommendations.

MOTION TO MOVE INTO CLOSED SESSION

Motion by Mr. Baer, seconded by Mrs. Zimmerman, to move into closed session at approximately 10:15 p.m. to consider information regarding appointment, employment, or dismissal of an employee.

Upon calling of the roll:

aye: Zimmerman, Baer, Lyons, McConachie, Vincent, Wilson, Winton

nay: none

Motion carried.

The Board returned to open session at approximately 10:35 p.m.

**MOTION TO APPROVE APPOINTMENTS, RESIGNATIONS, AND SUMMER SCHOOL TRS
CONTRIBUTIONS**

Motion by Mrs. Zimmerman, seconded by Mrs. McConachie, to approve the following items:

- 1.) To accept the resignations of the following certificated staff:

RESIGNATION

<u>NAME</u>	<u>POSITION</u>	<u>EFFECTIVE</u>	<u>SCHOOL</u>
MILLER, John	Foreign Language Instructor	End of 1991-92 School Year	North
SHELLABARGER, Dawn	Social Studies Instructor	End of 1991-92 School Year	North

- 2.) To accept the appointment of the following certificated staff:

APPOINTMENT

<u>NAME</u>	<u>POSITION</u>	<u>EFFECTIVE</u>	<u>SCHOOL</u>	<u>SALARY</u>
ALCOCER, Philip (Repl. John Lewis)	Science Instructor	1992-93 School Year	South	BA Column Step 3
CRONIN, Jerry (Repl. Yolanda Brandos)	Foreign Language Instructor	1992-93 School Year	South	BA+15 Column Step 8
EDISON, Michelle E. (Repl. Joan Gilpatric)	English Instructor	1992-93 School Year	North	MA Column Step 3
ETHERTON, Eric T. (Repl. James Mooney)	School Psychologist	1992-93 School Year	North & South	MA Column Step 3
GALLAGHER, Mark (Repl. Kathy Quigley)	Mathematics Instructor	1992-93 School Year	South	MA Column Step 2
GUZMAN, Rommel (Repl. Roberta Rivera)	Foreign Language Instructor	1992-93 School Year	North	BA Column Step 7
ISHIBASHI, Nora L. (Repl. Cheryl Estabrook)	Social Worker	1992-93 School Year	North	MA+30 Column Step 4

KACZMAREK, Sheryl Ann (Repl. Jeff Coach) Wortman)	Social Studies (Head Debate)	1992-93 School Year	North	MA Column Step 8
LACOGNATA, Patricia (Repl. Nancy Melcher)	Physical Education/ Health Instructor	1992-93 School Year	North	BA Column Step 1 (2/5ths)
REBORA, Mark (Repl. Chuck Hansen)	Physical Education Instructor	1992-93 School Year	North	MA Column Step 7
WARE, Jeff A. (2/5ths Repl. Ellyn Lanz)	Foreign Language Instructor	1992-93 School Year	North	MA Column Step 6 (2/5ths)
WILLIAMS, Scott (Repl. Dawn Shellabarger)	Social Studies Instructor	1992-93 School Year	North	BA Column Step 2

3.) To accept the resignation of the following educational support staff:

RESIGNATION

<u>NAME</u>	<u>POSITION</u>	<u>EFFECTIVE</u>	<u>SCHOOL</u>
SAMUEL, Eileen	Support	6-30-92	South

4.) To deny the special leave of absence request of the following certificated staff:

<u>NAME</u>	<u>POSITION</u>	<u>EFFECTIVE</u>	<u>SCHOOL</u>
WORTMAN, Jeffrey	Social Studies Instructor	1992-93 School Year	North

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5.) To authorize teacher retirement system contributions for summer school teaching for the following twelve teachers:

Berdick, Ruth
Dussias, Fran
Farley, Max
Hawes, Ron
Herr, Peter
Neville, Tom
Newton, Joe
O'Connor, Bernie
Power, Steve
Rukstales, Ray
Stark, Jean
Weisgram, Tom

Upon calling of the roll:

aye: Winton, Zimmerman, Baer, Lyons, McConachie, Vincent, Wilson

nay: none

Motion carried.

Note: See attached agenda item #8

ADJOURNMENT

Motion by Mrs. Zimmerman, seconded by Mrs. McConachie, to adjourn the meeting at approximately 10:40 p.m.

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

Motion carried.

* Means Baer, Lyons, McConachie, Vincent, Wilson, Winton and Zimmerman all voted aye.

CERTIFIED TO BE CORRECT:

PRESIDENT - BOARD OF EDUCATION

SECRETARY - BOARD OF EDUCATION

NEXT REGULAR MEETING: JULY 13, 1992 Glenbrook Administration Building
7:30 P.M. 1835 Landwehr Road
Glenview, Illinois