

**MINUTES OF REGULAR MEETING,
BOARD OF EDUCATION, SCHOOL
DISTRICT #225, COOK COUNTY,
ILLINOIS, September 26, 2011**

A regular meeting of the Board of Education, School District No. 225 was held on Monday, September 26, 2011, at approximately 7:03 p.m. at Glenbrook South High School Student Center, pursuant to due notice of all members and the public.

The vice-president called the meeting to order. Upon calling of the roll, the following members answered present:

Boron, Hammer, Martin, Regalbuto, Taub, Wolfson (via telephone, departed at 7:35 p.m.)

Absent: Shein (arrived via telephone at 7:14 p.m.)

Also present: Bezanes, Caliendo, Geddeis, Pryma, Riggle, Siena, Wegley, Williamson

APPROVAL OF AGENDA FOR THIS MEETING

Motion by Mr. Hammer, seconded by Dr. Regalbuto to approve the agenda for this meeting.

Upon calling of the roll:

aye: Boron, Hammer, Martin, Regalbuto, Taub, Wolfson

nay: none

Motion carried 6-0.

RECOGNITION OF COMMUNITY VISITORS

None.

DISCUSSION/ACTION: ADOPTION OF BUDGET 2011-2012

Mrs. Siena provided an update on the budget and reviewed the changes from tentative to final budget. Overall the budget reflects a net decrease in fund balance of \$68,911 from tentative to final budget. The biggest adjustment from tentative to final was in the area of purchase service followed by salary and benefits.

Mr. Boron asked why expenses for purchased service went up about 10% from last year to this year.

Mrs. Siena explained that purchased service actually went down from last year to this year, but the adjustment from the tentative to the final budget reflects an increase in this area. Mrs. Siena stated that there was an increase in the final financial aid estimate as low income numbers are up. Contingency was also built-in related to litigation that the District is aware of in the area of liability insurance. Special education transportation and the need for an additional bus for GBS contributed to the increase from tentative to final budget in this category.

Mr. Taub asked about General State Aid as part of the budget.

Mrs. Siena stated that \$1.5M is budgeted and anticipated in General State Aid. The district will receive a pro-rated allocation and will not receive the last payment of \$83,000. General State Aid was adjusted down from \$1.6M at tentative budget to \$1.5M at final budget.

Mr. Boron observed that salaries are down \$588,000 from the tentative budget.

Mrs. Siena explained that these are normal adjustments down as new teachers are finalized, retirement adjustments and adjustments for academic attainment are made.

Mr. Boron stated that the principals have been watching the hiring process very closely.

Mrs. Siena reviewed general budget line items on the expenditure side including purchased service, capital outlay, benefits and pensions. The overall salary increase is 5.27% which is in line with a 2.85% base raise and an average step increase of 2.3%. This is across all job classes.

Mrs. Siena stated that purchased service shows a three-year decrease in the operating budget that demonstrates the District's efforts in trimming expenditures.

Mr. Martin asked if purchased service is the only area where trend data is maintained.

Mrs. Siena stated that the Board requested trend information in this area starting three years ago and that trend has been carried through in subsequent budgets.

Mr. Martin asked if Mrs. Siena felt that the purchased service trend was worth highlighting more so than other categories of expenses.

Mrs. Siena stated that she felt that this area was more important to highlight because it encompasses a broad range of items such as transportation, foodservice and the bookstore.

Mr. Martin asked if there was the same variation in salaries from tentative to final budget in the past.

Mrs. Siena stated that typically there is a \$300k to \$500k variation once all staff is accounted for.

Mrs. Siena reviewed pension and benefit costs.

Mr. Martin asked if the budget normally contains the variances in medical insurance that this budget shows.

Mrs. Siena stated that these variances normally exist, but the District has made some changes in the pharmacy plan, dental plan, and has raised premiums. This will allow the District to break even on these costs because the District is self-insured and it has to cover all of the claims.

Mr. Martin asked if Mrs. Siena is pleased with the 11% increase in medical insurance costs.

Mrs. Siena stated that an 11% increase is considered good in the industry although she would like to get this percentage into the single digits.

Mr. Martin asked for clarification as to what Mrs. Siena meant by industry - in comparison to other school districts or overall.

Mrs. Siena responded that across all sectors insurance costs are escalating anywhere from 25% to 40% in the US and in this area.

Mr. Martin asked how easy it would be to obtain a five-year trend of medical benefits costs for the District.

Mrs. Siena stated that this would be relatively easy to report. She stated that this information is contained in the dashboard reports although it may not be broken out in terms of exclusively medical because dental is also contained in this number. Mrs. Siena stated that she could provide a trend in this category.

Mr. Martin asked if there have been substantial changes to medical benefits in the past five years.

Mrs. Siena stated that there have not been substantial changes in the last 5 years because these are tied to negotiated agreements. Contributions have remained the same, but premiums have increased to cover the cost of claims.

Mrs. Siena stated that under healthcare reform the District has grandfathered status until 2014. Costs would escalate more quickly if the district were held to the new requirements which would take place if changes were made to the plan.

Mr. Martin stated that Mrs. Siena is pleased with percentages on medical/dental and asked if there was anything she was not pleased with.

Mrs. Siena stated that she is not pleased with increases in IMRF contributions.

Mr. Martin stated that the IMRF increase is not as great a sum as the increase on medical/dental.

Mrs. Siena responded that IMRF applies to lower salaried employees.

Dr. Riggle stated that he is not pleased with the interest income that the district is earning.

Mr. Martin asked about the assumption on revenue due to interest in the projection.

Mrs. Siena stated that she anticipates the same level of revenue due to interest at least over the next two years.

Mr. Martin asked if a 10% variance on medical insurance would be consistent in the projections for the next five years.

Mrs. Siena stated that this is to be expected. She explained that this is mainly due to the HMO where 100% of every dollar is absorbed by the District.

Mrs. Siena reviewed the revenue charts. She stated that the District is estimating \$98.6M in operating revenue.

Mrs. Siena referenced the fund balance chart that showed a \$3.6M surplus from FY11 and she is budgeting at \$580k surplus for 2012 in line with the District's strategic financial plan. This leaves the District with a \$65.4M fund balance at the end of 2012 or a 63.2% operating fund balance going forward.

Mr. Martin asked if purchased services are difficult to predict.

Mrs. Siena stated that these are difficult to predict, but the District is trending down from 18% to 9.92%. There will always be the expenses related to the bookstore, transportation and food service.

Mrs. Siena stated that expenses related to financial aid are exponentially growing. Unless a change is made in Board Policy, this expense will continue to grow.

Dr. Regalbuto asked for clarification regarding revenue due to student fees and the impact on increasing financial aid students and adjustments in enrollment.

Mrs. Siena stated that fees were not increased for FY12.

Mr. Martin asked if the same salary and benefits schedule is assumed throughout the years of the financial projections.

Mrs. Siena confirmed that this was the case.

Dr. Riggle thanked Mr. Wolfson and Mr. Shein for calling-in for the meeting.

(See Agenda Item #4)

MOTIONG FOR ADOPTION OF BUDGET 2011-2012

Motion by Dr. Regalbuto, seconded by Mr. Taub to adopt the budget for 2011-2012.

Upon calling of the roll:

aye: Boron, Hammer, Martin, Regalbuto, Shein, Taub, Wolfson

nay: none

Motion carried 7-0.

STUDENTS AND STAFF WHO EXCEL

Dr. Riggle introduced Ms. Geddeis who described the September 11 anniversary commemorative events that took place on Friday, Sept. 9 at each school. She stated that all local press came out to cover the events.

Ms. Geddeis introduced staff members Robin Sheperd and Jeff Kallay from GBN.

Ms. Sheperd explained how the idea of memorializing the victims of 9/11 evolved. Mr. Kallay thanked architecture teacher, Jason Berg, and a math teacher for helping to design the layout of the memorial flag on which each students' written card about one of the victims was arranged to form the American flag.

Mr. Jozwik explained how GBS came up with the idea of students' writing a personal memory from 9/11 or talking to a parent or older sibling about their personal memory from 9/11. The cards that the students wrote on were placed to form a silhouette of the world trade center. Mr. Jozwik shared some of the students' memories of 9/11 with the Board. The cards will be scanned, burned onto a disk and saved as a primary source document. They will be sent to a museum in New York City.

Mr. Boron stated that most students were three, four or five years old at the time and don't have a recollection of 9/11.

Mr. Hammer remarked that he was impressed by the great teachers who led these initiative.

Dr. Riggle stated that he appreciated the work that was done at each school and thanked the staff for coming to the Board meeting.

BOARD AND SUPERINTENDENT REPORTS

Dr. Riggle stated that both schools hosted successful parent nights.

Progress reports will soon be going out at both schools.

MOTION TO APPROVE CONSENT AGENDA

Motion by Mr. Hammer, seconded by Dr. Regalbuto to approve the following items on the consent agenda

- 1.) a. no certificated staff appointments
- b. the appointment of the following educational support staff contained in the assistant superintendent for human resources memorandum

APPOINTMENTS

<u>NAME</u>	<u>POSITION</u>	<u>EFFECTIVE</u>	<u>SCHOOL</u>
Barber, Kyle (Repl. P. Grady)	Instructional Assistant	09.13.11	GBS

- 2.) a. no resignations/termination of certificated staff
- b. no resignation/termination of educational support staff

3.) the Board of Education review of the FOIA request contained in consent agenda item #7.3.

4.) the issuance of Vendor Checks Nos. 49485 through 49756 in the amount of \$1,433,645.45 as listed on the attached checks register dated September 20-21, 2011.

5.) the issuance of the electronic wire transfers for credit union, TRS, federal taxes, employee and employer portion of FICA and Medicare taxes and state taxes, and payroll check numbers 63967 through 64044, 64049 thru 64097, and 64103 totaling \$68,775.95. Vendor Payroll check numbers 64045 through 64048 and 64098 through 64102 totaled \$5,022.48. With employees' Federal, State, and FICA/Medicare withholding taxes of \$288,565.61 TRS contributions of \$59,638.39 other deductions of \$108,261.20 and direct deposit of \$929,806.34 the gross payroll for the month of August was \$1,455,047.49. TRS employer contribution was \$10,177.01 and employer matching FICA and MED was \$72,013.16.

6.) the Open and Closed Session Minutes from the September 12, 2011 Regular Board Meeting and the minutes for the September 15, 2011 Technology Committee Meeting.

7.) Board Policy Salary Adjustments for Academic Attainment as contained in consent agenda item # 7.7.

8.) Administrative Compensation Report (P.A. 96-0434) as contained in consent agenda item # 7.8.

9.) the acceptance of the following gifts:

Gift From	Amount or Item	School	Department	Account
Faith Paich	\$15.00	GBN	Werner Bernhard Scholarship	820851
Hynda Gamze	\$15.00	GBN	Werner Bernhard Scholarship	820851
Kurt Simmers	\$25.00	GBN	Werner Bernhard Scholarship	820851
Clifton Capp	\$25.00	GBN	Werner Bernhard Scholarship	820851
Lois Mazzuca	\$25.00	GBN	Werner Bernhard Scholarship	820851
Lail Herman	\$25.00	GBN	Werner Bernhard Scholarship	820851
Diane Pranske	\$25.00	GBN	Werner Bernhard Scholarship	820851
James Kenney	\$25.00	GBN	Werner Bernhard Scholarship	820851
Janet Pomillo	\$20.00	GBN	Werner Bernhard Scholarship	820851
Helen Bezanes	\$25.00	GBN	Werner Bernhard Scholarship	820851
Peter Herr	\$25.00	GBN	Werner Bernhard Scholarship	820851
Dick Hewitt	\$25.00	GBN	Werner Bernhard Scholarship	820851
James Londos	\$40.00	GBN	Werner Bernhard Scholarship	820851
Ellyn Lanz	\$50.00	GBN	Werner Bernhard Scholarship	820851
Daniel Cullnan	\$50.00	GBN	Werner Bernhard Scholarship	820851

Joseph Perica	\$50.00	GBN	Werner Bernhard Scholarship	820851
Dolores Boot	\$50.00	GBN	Werner Bernhard Scholarship	820851
Jim and Fran Meadows	\$50.00	GBN	Werner Bernhard Scholarship	820851
Carol Miller	\$50.00	GBN	Werner Bernhard Scholarship	820851
Ted Belch	\$50.00	GBN	Werner Bernhard Scholarship	820851
Janice James	\$50.00	GBN	Werner Bernhard Scholarship	820851
William Fuller	\$50.00	GBN	Werner Bernhard Scholarship	820851
William Bishoff	\$100.00	GBN	Werner Bernhard Scholarship	820851
Katherine Gutierrez	\$100.00	GBN	Werner Bernhard Scholarship	820851
Jean Guritz	\$100.00	GBN	Werner Bernhard Scholarship	820851
Jean B. McGrew	\$100.00	GBN	Werner Bernhard Scholarship	820851
Katie Wargaski	\$100.00	GBN	Werner Bernhard Scholarship	820851
Judy Erickson	\$100.00	GBN	Werner Bernhard Scholarship	820851
Margaret Chambers	\$100.00	GBN	Werner Bernhard Scholarship	820851
John Reimer	\$100.00	GBN	Werner Bernhard Scholarship	820851
Janet Gengler	\$100.00	GBN	Werner Bernhard Scholarship	820851
Jeanne Adams	\$100.00	GBN	Werner Bernhard Scholarship	820851
Mary Duffy	\$100.00	GBN	Werner Bernhard Scholarship	820851
Richard Rosholt	\$200.00	GBN	Werner Bernhard Scholarship	820851
Kenneth Roy	\$500.00	GBN	Werner Bernhard Scholarship	820851
Christopher Jernstrom	\$250.00	GBN	Werner Bernhard Scholarship	820851
Micky Johnson	\$100.00	GBN	Werner Bernhard Scholarship	820851
Howard Helfrich	\$25.00	GBN	Werner Bernhard Scholarship	820851
Ann Fastert	\$50.00	GBN	Werner Bernhard Scholarship	820851
Steven VonBoeckman	\$50.00	GBN	Werner Bernhard Scholarship	820851
Ruth Berdick	\$200.00	GBN	Werner Bernhard Scholarship	820851
Shirley Formeller	\$25.00	GBN	Werner Bernhard Scholarship	820851
James Lacivita	\$2,000.00	GBN	Werner Bernhard Scholarship	820851
Robert Armstrong	\$50.00	GBN	Werner Bernhard Scholarship	820851
Michael Riggle	\$100.00	GBN	Werner Bernhard Scholarship	820851

Upon calling of the roll:

aye: Boron, Hammer, Martin, Regalbuto, Shein, Taub

nay: none

Motion carried 6-0.

DISCUSSION/ACTION: CATWALK FALL ARREST SYSTEM - GBN AND GBS

Dr. Riggle explained that when items are brought forward for action they must be on the agenda. He stated that going forward the Board will be careful not to vote on things that are not on the agenda.

Dr. Riggle stated that the catwalks have to be made very safe. There always has been a harness system in place. The District has very talented auditorium managers who were aware that some changes had been made in requirements and as a result asked the District's insurance consortium, SSCRMP to look at the catwalks. The catwalks were deemed to longer be acceptable by today's standards. This was all done prior to the start of school. The District obtained quotes for full-body harnesses and an improved catwalk system.

Dr. Riggle explained that the budget contains a discretionary account for safety that had already been approved by the Board. The amount was a little over \$14,000, but Dr. Riggle wanted to bring the item to the Board's attention. Quotes came in for GBS at \$5,800 and \$14,500 for GBN. These systems will keep people from harm. Because of the dollar amounts a Board vote would not be required, but Dr. Riggle recommended that the Board take official action.

(See Agenda Item #8)

MOTION TO APPROVE CATWALK FALL ARREST SYSTEM - GBN AND GBS

Motion by Dr. Regalbuto, seconded by Mr. Hammer to approve the catwalk fall arrest system for GBN and GBS.

Upon calling of the roll:

aye: Boron, Hammer, Martin, Regalbuto, Shein, Taub

nay: none

Motion carried 6-0.

MISCELLANEOUS TOPICS

Mrs. Siena stated that the Village of Glenview would like the Board's quick opinion regarding an application for renewal of a Class 6B Incentive. The Village is considering this as part of their agenda on October 4. All public entities are being asked for review and comment regarding this incentive for Joseph Mullarkey Distributors.

Mrs. Siena stated that there are many more 6B incentives in the Village of Northbrook compared to Glenview.

Mr. Martin asked why this was.

Mrs. Siena responded that Northbrook has more commercial property and was first to form a 6B policy. The last 6B renewal from Glenview was in 2006.

Mrs. Siena explained that the request is for a renewal that will be good for 13 years. This would bring the tax rate down to the residential rate. The company has stated that they need the 6B to sustain their business. District 225 and District 30 feel that the 6B is not merited. Mrs. Siena stated that if the Board is in agreement with the attached letter that she drafted indicating that the District does not support the 6B, then she will send it to the village of Glenview. The company has indicated it will relocate to Lake County if the 6B is not approved by the Village.

Mr. Boron stated that he would abstain from an opinion since he represents companies that are competitors of the business in question.

Mr. Martin stated that there would be no basis for knowing what will happen. He asked if any of the employees live in the District.

Mrs. Siena stated that she would have no way of knowing if any employees live in the District.

Mr. Taub asked about a potential tax appeal by the company.

Mrs. Siena stated that if the company is not approved under 6B then they can appeal their taxes.

Consensus of the Board, with Mr. Boron abstaining, was to not support the 6B renewal.

Mrs. Siena stated that she would communicate this to the Village of Glenview.

REVIEW AND SUMMARY OF BOARD MEETING

Vice President Boron reviewed the following:

The Board approved the 2011-12 budget and a new catwalk arrest system for GBN and GBS.

The Board heard a presentation about September 11 events at both schools.

The Board conducted a discussion of a 6B incentive renewal request.

MOTION TO MOVE INTO CLOSED SESSION

Motion by Dr. Regalbuto, seconded by Mr. Martin to move into closed session at approximately 8:05 p.m. to consider the

appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body or legal counsel for the public body, including hearing testimony on a complaint lodged against an employee of the public body or against legal counsel for the public body to determine its validity; student disciplinary cases (Section 2(c) (1), (9) of the Open Meeting Act).

Upon calling of the roll:

aye: Boron, Hammer, Martin, Regalbuto, Shein, Taub

Nay: none

Motion carried 6-0.

The Board returned to open session at 8:21 p.m.

ACTION REGARDING MATTERS DISCUSSED IN CLOSED SESSION

Motion by Mr. Hammer, seconded by Dr. Regalbuto to extend the suspension of student #09-26-11-01 through October 12, 2011.

Upon calling of the roll:

aye: Boron, Hammer, Martin, Regalbuto, Shein, Taub

nay: none

Motion carried 6-0.

ADJOURNMENT

Motion by Dr. Regalbuto, seconded by Mr. Taub to adjourn the meeting at approximately 8:22 p.m.

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

Motion carried 6-0.

* Boron, Hammer, Martin, Regalbuto, Shein, Taub

CERTIFIED TO BE CORRECT:

PRESIDENT - BOARD OF EDUCATION

12
9/26/11

SECRETARY - BOARD OF EDUCATION

UPCOMING BOARD MEETINGS:

Upcoming meetings

Wed, October 5, 2011	7:30am	Facility Committee Meeting (GBS Room 128)
Mon. October 24, 2011	7:00pm	Regular Board Meeting (GBS Student Center)