

**MINUTES OF REGULAR MEETING,  
BOARD OF EDUCATION, SCHOOL  
DISTRICT #225, COOK COUNTY,  
ILLINOIS, February 27, 2012**

A regular meeting of the Board of Education, School District No. 225 was held on Monday, February 27, 2012, at approximately 7:03 p.m. at Glenbrook North High School Library, pursuant to due notice of all members and the public.

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

Boron, Hammer, Martin, Regalbuto (via telephone), Shein, Taub, Wolfson

Absent:

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

**APPROVAL OF AGENDA FOR THIS MEETING**

Motion by Mr. Boron, seconded by Mr. Wolfson to approve the agenda for this meeting.

Upon calling of the roll:

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

nay: none

Motion carried 7-0.

**STUDENTS AND STAFF WHO EXCEL**

Ms. Geddeis introduced students who qualified for the IHSA state speech tournament. GBN senior, Sammie Zimay, took first place in dramatic interpretation. GBS senior, Sam Bubnovich, qualified in impromptu speaking. He is three-time qualifier in extemporaneous speaking at the National Forensic League's annual tournament.

GBS speech coach, Mr. Maranto, thanked the Board for their continued support of the program. He described the scope of events in the speech competition. Mr. Maranto stated that speech prepares students for a lifetime of effective oral communication. From the end of October to the beginning of March students travel and compete for ten hours at a time on competition days.

The students described their events and provided examples of speech topics from recent competitions.

Sam Bubnovich indicated that he competes in two events at each competition, impromptu and extemporaneous speaking.

Dr. Riggle asked Sam which event he liked better.

Sam stated that he prefers impromptu because in this event you prove why you are right and why everybody else is wrong.

Mr. Boron asked about the number of hours per week that the students practice.

The students described their practice schedule.

Mr. Shein asked how widespread speech is in Illinois.

Mr. Maranto stated that speech competition is very widespread in Illinois.

Board members asked the students where they will attend college and if they plan to participate in speech at the collegiate level.

Sam Bubnovich stated that he will attend Rensselaer Polytechnic Institute in New York. The school does not have a speech team.

Sammie Zimay stated that she is not sure where she is going, but would like to pursue acting.

Students introduced their parents.

#### **RECOGNITION OF COMMUNITY VISITORS**

None.

#### **BOARD AND SUPERINTENDENT REPORTS**

Dr. Riggle congratulated GBS on the 50<sup>th</sup> anniversary celebration. It was good to see so many people at the event. Quest did a great job in catering.

Dr. Riggle recognized a new local reporter, Amanda Jacobs, from the new Northbrook Tower newspaper. Starting March 7 all Northbrook residents will receive this publication.

Mr. Boron stated that he attended the GBS Variety Show. It was a tremendous show.

Mr. Wolfson concurred and noted the effort put in by the staff.

Mr. Taub was impressed with the show and principal Wegley's participation in the show.

President Shein stated that it was a pleasure to see all of the returning staff and administrators at the event. It was a well thought out afternoon. The field house looked amazing. There were positive feelings all around. This year's show was taken to a new level. The integration of technology was seamless where things started on the stage and transformed to the screen. Mr. Shein congratulated Principal Wegley and the GBS staff.

Mr. Wegley thanked the Board for their attendance at the event.

Mr. Hammer commented that many graduates from both schools end up in leadership positions in the arts. Both schools are preparing young men and women to be successful in their lives.

**MOTION TO APPROVE CONSENT AGENDA**

Motion by Mr. Boron, seconded by Mr. Taub to approve the following items on the consent agenda

- 1.) a. the appointment of the following certificated staff as recommended by the assistant superintendent for human resources

**APPOINTMENTS**

<u>NAME</u>	<u>POSITION</u>	<u>EFFECTIVE</u>	<u>SCHOOL</u>	<u>SALARY</u>
Hall, Dawn	IS for Family & Consumer Science	08.06.12	GBS	MA + 30, 203 days plus 2%
Tarver, Vicki	Director of Business Affairs	04.02.12	District	12-month administrator

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

3.) the Board of Education review of the FOIA request contained in consent agenda item #6.3.

4.) the issuance of Vendor Checks Nos. 51714 through 51885 in the amount of \$398,874.63 as listed on the attached checks register dated February 27, 2012.

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 65125 through 65281, 65287 thru 65359 totaling \$117,614.22. Vendor Payroll check numbers 65282 through 65286 and 65360 through 65364 totaled \$5,791.64. With employees' Federal, State, and FICA/Medicare withholding taxes of \$1,001,506.85 TRS contributions of \$412,679.91 other deductions of \$393,481.47 and direct deposit of \$3,439,063.95. The gross payroll for the month of January was \$5,364,346.40. TRS employer contribution was \$55,856.09 and employer matching FICA and MED was \$148,721.63.

6.) the Finance Committee Meeting from February 9, 2012 and Open and Closed Session Minutes from the February 13, 2012 Regular Board Meeting.

7.) Revisions to the 2012-2013 School Year Calendar as contained in consent agenda item # 6.7.

8.) Spanish Exchange Trip as contained in consent agenda item # 6.8.

Upon calling of the roll:

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

nay: none

Motion carried 7-0.

**DISCUSSION/ACTION: AWARD OF BID: BAND UNIFORMS**

Dr. Ptak stated that the band uniforms at both schools are more than 12 years old. The band directors have been looking at different designs and uniforms for the past 18 months.

Dr. Ptak described the bid process. The low bid was \$198,061. This would go to the next Board meeting for approval. The district has paid for 50% of the uniforms and the building budgets have covered the remaining 50% of the cost.

Mr. Rich Chapman, GBN Band Director, described the selection process. Mr. Greg Wojcik, GBS Band Director, provided photos and sketches of the uniforms that were reviewed.

The band parents in attendance described their involvement in the selection process. Students also tried on the uniforms that were made from a lighter material. Feedback was taken from students in the selection process, as well. Jackets and garment bags were also selected. The selection of hats is still to be determined. Band parents from GBN and GBS were both involved in the selection process. Tunics will also be purchased for use in parades.

Mr. Wolfson asked if the bid includes everything.

Dr. Ptak confirmed that the bags, tunics, hats, uniforms and jackets are all included. There will still be some tweaking in the selection of the uniforms.

Mr. Boron reported in sharing the sketches with some current band parents, they were very happy with what they saw.

Mr. Martin asked Mr. Wegley about the percentage cost of the uniforms coming out of the GBS building budget for next year.

Principal Wegley confirmed this was the case.

Mr. Chapman stated that the uniforms are guaranteed to last for ten years.

Mr. Martin asked about the district practice with other groups in terms of the district funding for uniforms.

Dr. Riggle stated that the building budgets cover sports uniforms. Band is a special case because it is such a large expense all at once. With band uniforms the administration has often found a home for the old uniforms with other schools.

Mrs. Siena stated that this expense is in the budget as capital outlay.

Mr. Martin asked about the next biggest program outside of band.

Dr. Ptak stated that the next biggest would be the fitness center or driver education cars that are part of the capital plan.

Mr. Hammer asked about pricing on the tunics.

Mr. Shein asked why there are so few tunics needed.

The band directors explained that the tunics are only used by the color guard.

Dr. Riggle thanked the parents and band directors for their efforts in helping select uniforms.

**DISCUSSION/ACTION: FY12/13 STUDENT FEES**

Dr. Riggle introduced the topic of student fees.

Mrs. Siena explained the preschool tuition increase due to the adjustment in days and hours in order to fit better with the GBN curriculum.

Dr. Riggle stated that this item will be on the consent agenda at the next meeting in the event there are any parents concerned about this increase.

Mrs. Siena indicated that she was approached one year ago about increasing the preschool hours at GBN. She described the rationale for this change and referenced the curriculum report from GBN that was presented to the Board in January. This is the only fee change proposed.

Mr. Hammer thanked the Finance Committee for being sensitive to the economic climate and not raising fees.

**DISCUSSION/ACTION: UPDATE OF FINANCIAL PROJECTIONS -  
COMPREHENSIVE BUDGET REDUCTION PLAN**

Mrs. Siena reviewed budget projections that were recently shared with the Finance Committee. She reviewed revenue and expenditure assumptions.

Mr. Wolfson asked about the assumption of an 8% per year increase in benefit costs.

Mrs. Siena stated that she hopes this will be under 10%, but should be no more than 8%.

Mr. Shein asked about the amount that the district received this year in General State Aid.

Mrs. Siena stated that the district will receive \$1.2M for this year. This was reinstated, but the district was shorted slightly. This was included in the final budget.

Mr. Shein asked how much revenue the district received in categoricals.

Mrs. Siena stated that we are expected to receive \$800k in categoricals. This is the average, depending on timing. The state has been in arrears with their payments.

Mrs. Siena reviewed the comprehensive budget reduction plan. There is a meeting scheduled in the next couple of weeks to make some small adjustments to the plan.

Mr. Boron asked how Mrs. Siena was predicting staffing reductions at GBS given their increasing enrollment.

Mrs. Siena stated that the buildings are looking at staffing patterns. It will be a savings off of the staffing projection that is driven by enrollment. It is a lesser increase. We are spreading our resources thinner with each year.

Dr. Regalbuto asked about an online registration process.

Mrs. Siena stated that the district has anticipated in 2013 and 2014 to gain efficiencies in the booksale registration process that will yield a cost savings in personnel.

Dr. Riggle stated that it may be a little aggressive to accomplish this in 2013, but 2014 is more realistic. The district is in the process of reviewing booksale procedures.

Mrs. Siena stated that it will be a shift for our parents when we move to a more online booksale process.

Mr. Shein asked if there is a saving because of shifting to Beck's to manage the bookstore.

Mrs. Siena confirmed that moving to Beck's is a cost savings.

Mr. Shein asked how this is reflected in the numbers.

Mrs. Siena stated that the savings are incorporated into the projections.

Dr. Riggle referenced the last bullet point that indicated ongoing district-wide reductions. Later this spring the administration will communicate where those reductions will come from.

Mrs. Siena stated that staffing reductions upon attrition will not be reinstated.

Mrs. Siena reviewed the financial projections chart. The referendum promise was to not fall below the Board benchmark by at least 2016. We have another year to bring the benchmark up. Mrs. Siena referenced conservative assumptions in the budget projections.

Mr. Boron stated that some years are only projections, but we have actual numbers for 2009, 2010 and 2011. These are real numbers.

2/27/12

Mr. Shein asked for clarification regarding the 2006 line related to the post-referendum promise.

Mrs. Siena stated that cost reductions put in place prior to the referendum have continued.

Dr. Riggle stated that the promise was not to go back to the community for ten years.

Mr. Boron observed that you've gained a year right here.

Mr. Shein asked if the 2006 line would have been created before staff reductions.

Dr. Riggle stated that the referendum staff is included in the red line. When you have seen the decrease, we have been taking away from the "at-risk" staffing amount. The buildings are making the at-risk programs work with less staff.

Mr. Martin asked about the length of the current contract with the teachers.

Mrs. Siena stated that the current contract is a five-year agreement.

Mr. Martin asked if it is public knowledge how long the next contract will be.

Mrs. Siena stated that this is not known at this time.

Mr. Martin asked if we get to 2014-2015, what is the message that the district is offering to the community? The community will either pay more or the district will have to find further reductions.

Dr. Riggle indicated that this is what anybody off the street would think. This message would not have to come from the superintendent.

Mr. Martin stated that District 34 is having the same conversation right now about how they came to this point of either facing more taxes or drastic reductions. The District 34 Board is saying that they implemented cost reduction efforts.

Mr. Martin stated that despite the reductions proposed by District 225, in 2014-15 we could face the same issue as District 34.

Mr. Martin stated that the biggest factor in his mind is the teachers' contract.

Dr. Riggle stated that the current legislative session may be the biggest factor affecting school budgets in the near future. He specifically referenced pension reform efforts now in the Illinois legislature.

Mr. Martin stated that there will not be time for pension reform to help us.

Mrs. Siena stated that recent pension reform legislation will not help district finances, but will substantially harm them.

Mr. Martin stated that other districts have not waited until the final moment, but the teachers' contract is the key component that we can control.

Dr. Riggle stated that we are a player in this. The Board and the community do not control this. This is part of contract negotiations.

Mr. Martin stated that one big factor is the outcome of the negotiation with the teachers' union. At other districts there is frustration and a consternation that they came to this.

Mrs. Siena referenced what the district has done since 2009. We have increased our fund balance and kept it stable. We are cognizant that we are heading into contract negotiations.

Dr. Riggle stated that the reason the projection goes down is because the enrollment is going up. How many is another big factor. How we look at the contract is an important factor. We have some choices to make along the way with regard to staffing. The goal is to put us in a position that will make it all work. The GEA makes up approximately 450 out of 725 employees. These are facts that both sides have to pay attention to. We have to look at efficiencies and our employees.

Mr. Shein asked if it is possible to see what it would take in terms of dollars to shift the slope of the line. What would a monetary target be?

Dr. Riggle stated that roughly \$3M per year would be needed in reductions to obtain a different slope. This represents 3% of the total budget.

Mr. Wolfson stated that eventually we will be earning some interest on our funds. We are extremely conservative in our estimation. We have done the right things and projected very conservatively.

Mr. Shein stated that we have done a great job in being conservative.

Mr. Wolfson stated that we can't be complacent, but we should not panic.

Mr. Martin stated that in District 34 he was in the same situation as a Board member. Now District 34 is talking about massive cuts. All districts talk about efficiencies. District 34 is having some town hall meetings.

Mrs. Siena stated that District 225 has never had budgets that did not balance nor has District 225 ever deficit spent, which is not the same as District 34, unfortunately.

Mr. Taub asked how much has been saved in energy efficiencies.

Dr. Ptak stated that the district has saved about \$54k so far. Dr. Riggle stated that we don't know some of the winter costs, yet.

Dr. Riggle stated that he does not think there is a single person who doesn't feel a sense of urgency. We need some legislation that is fair to the public bodies and not legislation that takes from revenue for teaching children. We look at an Equalized Assessed Value that was artificially lowered. This became very popular because of political agendas. We will lose \$3.1M in revenue if they lower our EAV with no ability to raise revenue. If the legislature keeps common sense we will stay where we have to be. Dr. Riggle stated that we have to be respectful of what has been done in this district; it has been a point of excellence.

Mrs. Siena stated that we will share the internal financial reports with the unions.

Mr. Shein asked if the projections are based upon monetary value changes in the contract.

Mrs. Siena confirmed that projections are based upon the current contracts.

Dr. Riggle stated that at the Finance Committee meeting we talked about changing one of the assumptions. Using a 2.5% C.P.I. represents a rolling ten-year average. This would be incorporated for consistency.

Mrs. Siena stated that using the ten-year rolling average will keep it consistent for projecting revenue and expenditures.

Dr. Riggle stated that if you want to be formula-based, you have to determine a more consistent formula.

Mr. Martin asked Dr. Riggle if he was at all optimistic about what is going to happen in Springfield.

Dr. Riggle stated that he is not confident in Springfield.

Mr. Shein asked about the amount of the budget represented by GESSA and GESPA in terms of salaries.

Mrs. Siena stated that non-certificated salaries are about \$13-14M.

**DISCUSSION/ACTION: CERTIFIED STAFF AUTHORIZATION FOR 2012-2013**

Dr. Riggle stated that there were some issues with the GBN registrations. He explained the discrepancy for GBN.

Dr. Riggle stated that the staffing gives a number that we can work with in moving forward in releasing staff and the number that we can build our staff around. At the end of March the administration will bring a list of staff that needs to be released. Dr. Riggle recommended approval of staffing tonight given that it is the second time the Board has reviewed staffing.

Mr. Shein asked for clarification regarding the actual allocation for each school.

Dr. Riggle stated that there is a drop at GBN and an increase at GBS due to enrollment. The figure provided is one that the buildings are not to exceed.

Mr. Martin asked if the numbers treat every FTE the same.

Dr. Riggle stated that this is not the case. FTE is based upon a class size ratio in the teachers' contract. FTE is done by department. The approved ratio is by department. The total staffing includes administrators, social workers, psychologists, and guidance counselors.

Mr. Martin asked for clarification that the class size for a department is written in the teachers' contract.

Dr. Riggle confirmed that this was the case. He explained that staffing is done at an 85% level of the agreed upon number in the contract.

Mr. Martin stated, in the area of math, for example, there is an average number for class size.

Dr. Riggle stated that there are two numbers, one for the class size and one for total teacher load.

Mr. Shein asked if there were cases in which some classes were over the class size number.

Dr. Riggle stated that there is a maximum class cap.

Mr. Martin suggested that it would help the Board to have an understanding of the numbers. Are the numbers appropriate, why is the number what it is?

Principal Wegley stated that the expectation of the community is that classes are not greater than 30.

Dr. Regalbuto stated that not all classes are the same. Some are limited by equipment.

Mr. Martin stated that he would like to propose a topic for Board discussion - the approach to class size.

Dr. Riggle stated that class size and teacher load has been a part of the contract since the 1970's.

Mr. Martin stated that he thinks it is a topic that is worth hearing.

Dr. Riggle stated that World Language tends to have the widest range of class size. He provided some examples. There are many nuances.

Principal Wegley explained some nuances related to class size. The schools do their best to hit reasonable class sizes to be efficient, fair, and offer classes that students are requesting so that they can optimize their experience in our schools.

Boron stated that it is important to understand that every child in that class represents an increase in workload. There is a big difference addressing the needs of 23 students compared to 18 students. It is important that teachers are able to address the multitude of needs of students in each class so that the level of service can still be delivered.

Mr. Taub stated that there is an expectation from the community that is very involved in the school system. The parents and the community will have to pay more for tutoring if class sizes increase.

Mr. Hammer asked about educational best practices related to class size.

Mr. Martin asked if we have comparative class sizes from other districts.

Dr. Riggle stated that class size is on the school report card.

Mr. Martin stated that District 34 spent a lot of time studying K-8 class size. He stated that he would like to hear the rationale for the optimal class size.

Mr. Shein stated that he would like to poll the Board to see if the Board would like the administration to conduct research on this topic. Mr. Shein asked if the Board wants this as a topic for a future agenda.

Mr. Boron stated that he has a concern because of negotiations. It would difficult to discuss this topic without any research that has to be done. If we are going to discuss this from a policy point of view, we need to research other districts and review educational research. The discussion has to be based upon research. The question is does the Board want the administration to research class size?

Mr. Martin asked the administration to offer its concerted opinion regarding class size.

Mr. Boron asked Mr. Martin how he would propose the administration come to their conclusions.

Dr. Riggle asked the Board if they were ready to go where best practices recommend with regard to class size.

Mr. Martin stated that he is reluctant to hold back information from the public or the Board.

Dr. Riggle stated that no information has been held back from the Board or the community. The teachers' contract is on the website and has been a public document since 1973. Dr. Riggle responded to Mr. Martin's question that he would have to do research from which to base his opinion. Every professional organization of teachers has recommended lower numbers.

The Board debated the need to conduct a study regarding optimal class size.

**CERTIFIED STAFF AUTHORIZATION FOR 2012-2013**

Motion by Mr. Wolfson, seconded by Dr. Regalbuto to approve the certified staff authorization for 2012-2013.

Upon calling of the roll:

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

nay: none

Motion carried 7-0.

**MISCELLANEOUS TOPICS**

Dr. Riggle stated that he received a letter from the Northbrook Park District and there will be a community forum regarding the Anetsberger property. Meetings will take place on March 8 from 2:30-3:45 and on Tuesday, March 13 from 12:30-1:45 at the leisure center. Dr. Riggle will attend the meeting on March 8.

**FUTURE MEETING DATES**

President Shein stated that the next Board meetings will be on the 12<sup>th</sup> and the 19<sup>th</sup> of March.

**MOTION TO MOVE INTO CLOSED SESSION**

Motion by Mr. Boron, seconded by Dr. Regalbuto to move into closed session at approximately 9:26 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; collective negotiating matters between the public body and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees; and litigation, when an action against, affecting or on behalf of the particular public body has been filed and is pending before a court or administrative tribunal, or when the public body finds that an action is probable or imminent, in which case the basis for the finding shall be recorded and entered into the minutes of the closed meeting. (Section 2(c)(1), (2), (11) of the Open Meeting Act).

Upon calling of the roll:

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

Nay: none

Motion carried 7-0.

The Board returned to open session at 10:16 p.m.

**ADJOURNMENT**

Motion by Mr. Wolfson, seconded by Mr. Boron to adjourn the meeting at approximately 10:16 p.m.

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

Motion carried 7-0.

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

CERTIFIED TO BE CORRECT:

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PRESIDENT - BOARD OF EDUCATION

\_\_\_\_\_  
SECRETARY - BOARD OF EDUCATION

**UPCOMING BOARD MEETINGS:**

Upcoming meetings will be held at  
Glenbrook North High School  
Library  
2300 Shermer Road  
Northbrook, IL 60062

Monday, March 12, 2012 7:00 p.m. Regular Board Meeting  
Monday, March 19, 2012 7:00 p.m. Regular Board Meeting