

**MINUTES OF REGULAR MEETING,  
BOARD OF EDUCATION, SCHOOL  
DISTRICT #225, COOK COUNTY,  
ILLINOIS, December 10, 2012**

A regular meeting of the Board of Education, School District No. 225 was held on Monday, December 10, 2012, at approximately 7:05 p.m. at Glenbrook South High School Student Center, 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, Doughty, Hanley, Martin, Regalbuto, Shein, Taub

Absent:

Also present: Caliendo, Nimke, Pryma, Riggle, Siena, Wegley, Williamson

**APPROVAL OF AGENDA FOR THIS MEETING**

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

Upon calling of the roll:

aye: Boron, Doughty, Hanley, Martin, Regalbuto, Shein, Taub

nay: none

Motion carried 7-0.

**STUDENTS AND STAFF WHO EXCEL**

Dr. Riggle introduced Jennifer Nimke to present students and staff who excel for their efforts in the canned food drive. Dr. Riggle explained that Mrs. Geddeis delivered her first child on Thanksgiving and that her assistant, Ms. Nimke, was filling in for her this evening.

Dr. Riggle stated that the canned food drive is vital to the community. The Northfield Township Food Pantry would suffer without the canned food drive.

Ms. Nimke introduced students who helped organize the canned food drive at GBN and GBS. GBN's theme was Foodapalooza. Students described efforts to raise donations for the canned food drive. GBS students described activities related to the GBS canned food drive with the theme, Go Cannanas. GBS collected 108,788 cans.

Student Activities Assistant Principals, Dr. Tarjan and Dr. Shellard were also recognized.

Mr. Doughty applauded the innovation that went into the canned food drives at each school from the themes to the creative efforts to raise donations.

The GBN students stated that Foodapalooza brought the school together as student-performed music was provided in the Student Activities Center to raise awareness of the canned food drive.

President Shein asked students what they learned about the need for food in the area.

One student stated that they interviewed the food pantry staff and were surprised to learn that the pantry serves many people who live in Glenview and Northbrook.

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

None

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

Dr. Riggle stated that ED-RED is holding its annual dinner in January. The format will be different from previous dinners in that panels of experts will present information prior to dinner. Dr. Riggle described the various sessions. The dinner is in conflict with the regular Board meeting of January 28, so if the entire Board wants to participate in the dinner, the January 28 meeting would need to be moved.

Dr. Riggle shared an invitation for an event scheduled for this Saturday at the Northbrook Public Library, sponsored for north suburban school superintendents, school board members and other administrators who would like to attend. The topic will be House Bill 6258 regarding pension reform. There will be a presentation by local legislators who will take comments, concerns and suggestions relative to HB 6258. Space is limited and a response is requested by Thursday, December 13.

Dr. Riggle brought to the Board's attention an issue between the Village of Northbrook and AT & T and U-verse. Comcast has been the primary service for the Village of Northbrook. There is a local TV channel dedicated to the high school, but AT & T U-verse customers cannot get the school's channel. AT & T has a video service agreement with the state which requires them to provide local programming to customers, which they are not currently doing. There has been displeasure with the lack of local public access channels provided by AT & T to their customers.

The Illinois Attorney General's Office may be contacted to protect consumers. Both the Village of Northbrook and the district paid money to be broadcast on AT & T U-verse. By having a state contract, AT & T is required to provide local public access channels. AT & T U-verse has not carried through with their agreement as part of the state contract.

Mr. Boron stated that other providers such as Dish Network may not have a contract agreement with the state because they do not provide local public access channels. Mr. Boron suggested that Northfield Township superintendents discuss and perhaps develop a joint resolution from all of the districts. In sending a joint letter, there may be a response from AT & T.

Mr. Doughty asked if Dr. Riggle knew what AT & T's position is on this situation.

Dr. Riggle stated that he was simply bringing this information for Board members' awareness. Dr. Riggle stated that he will continue to pursue this issue.

Mr. Shein asked about the Village of Glenview's public access channel coverage for AT & T customers.

Dr. Riggle stated that Glenview customers do not have access either.

Dr. Regalbuto stated that all Dish Network and Verizon customers do not receive this service. She suggested considering a web broadcast of programming.

Dr. Riggle stated that the district does have the feature of web broadcasting already in place.

Dr. Regalbuto expressed concern that the district was not reaching a segment of the population.

Dr. Riggle stated that there will be a cost to the district if we want to help AT & T connect, but he indicated that he was not in favor of assisting AT & T with a means to connect.

Mr. Boron stated that this is a contractual obligation that is not being met. He suggested a joint resolution of the Northfield Township boards.

Dr. Riggle stated that this will fall on the Attorney General's Office to pursue this with AT & T. Other providers such as Dish Network and Verizon may not have the same contractual obligations.

**MOTION TO APPROVE CONSENT AGENDA**

President Shein requested that item # 2.b. be removed from the consent agenda.

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

**APPOINTMENTS**

- 1.) a. no appointment of certificated staff
- b. no appointment of educational support staff

**Personnel - Resignations/Terminations**

- 2.) a. no resignations/termination of certificated staff
- b. no resignations/termination of educational support staff
3. No FOIA
4. the issuance of Vendor Checks Nos. 55609 through 55845 in the amount of \$742,212.08 as listed on the attached checks register dated December 10, 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 67999 through 68220, 68227 thru 68311 totaling \$184,391.67. Vendor Payroll check numbers 68221 through 68226 and 68312 through 68317 totaled \$6534.38. With employees' Federal, State, and FICA/Medicare withholding taxes of \$1,092,995.56 TRS contributions of \$449,369.11 other deductions of \$430,574.57 and direct deposit of \$3607,244.49 the gross payroll for the month of November was \$5,764,575.40. TRS employer contribution was \$502,084.82 and employer matching FICA and MED was \$155,553.25.
6. the reimbursement of the Revolving Fund for Employees for the month of November in the amount of \$29,338.22 represented by checks No. 12022 through 12042, 12093 through 12124, 12144 through 12177, and 12200 through 12242. the reimbursement of the Revolving Fund for Vendors for the month of November in the amount of \$151,503.37 represented by checks No. 12043 through 12092, 12125 through 12143, 12178 through 12199, and 12243 through 12287. Checks issued in November voided in November: N/A. Check issued in previous months, voided in November: No.N/A.

7. the Open and Closed Session Minutes from November 19, 2012 Regular Board Meeting. the minutes from the November 26, 2012 Finance Committee Meeting

8. GBS Broadcast Trip as contained in consent agenda item #6.8.

9. GBS Japanese Student Exchange as contained in consent agenda item #6.9.

10. the acceptance of the following gifts:

Gift From	Amount/ Item	School	Department	Account
Karen Pedersen	\$500.00	GBN	STUDENT ACTIVITIES KELLY PEDERSON MEMORIAL FUND	820853
Village of Northbrook	\$300.00	GBN	FINE ARTS	820925
Strategic Talent Solutions (Union League Club)	\$250.00	GBN	FINE ARTS	820775
GBS Class of 1972	\$575.00	GBS	Mama Glass Scholarship Fund	830853

Upon calling of the roll:

aye: Boron, Doughty, Hanley, Martin, Regalbuto, Shein, Taub

nay: none

Motion carried 7-0.

**PUBLIC HEARING: APPROVAL OF TAX LEVY**

President Shein declared the public hearing open.

Ron Ganim of Glenview commented on the tax levy. Mr. Ganim stated that the District 225 School Board projected a levy of 6.9% and stated his opinion of the impact on a taxpayer with a house valued at \$500k. Mr. Ganim stated that senior citizens are one of the district's stakeholders. He stated that he felt the interests of senior citizens are being ignored by the Board. He asked where a senior citizen is supposed to come up with the money for increased property taxes. He stated that there is a disconnect to the real world. Raises that teachers are getting are not common in the private sector. Mr. Ganim spoke of the differences between the increase in the tax levy compared to the average social security increase and the current low rate paid on

12/10/12

certificates of deposit. He stated that the recent increase in the state income tax has also hit seniors hard. Mr. Ganim spoke of inflation running unabated. He urged the Board to consider the interests of all stakeholders. Senior citizens have seen a 1.3% increase in social security and the district is asking for a 6.8% increase in the tax levy. Mr. Ganim stated that it is becoming difficult for seniors to live in Glenview because of increasing property taxes to fund the schools. Glenview is becoming a village for the well off. He stated that a community of well-to-do's is not a diverse place to live. Children are better served by a more diverse community. The current model does not work for all taxpayers and does not work for seniors. Mr. Ganim urged the Board to represent all stakeholders.

President Shein declared the public hearing closed.

**DISCUSSION/ACTION: APPROVAL OF TAX LEVY FOR TAX YEAR 2012**

Dr. Riggle stated that the most significant thing to note is that the levy recommendation has decreased since the time of the tentative levy in the fall.

Mrs. Siena reviewed documents provided in the Board packet. She explained that she is asking the Board to approve two resolutions related to the levy.

Mrs. Siena reviewed the certificate of tax levy outlined in the spreadsheet. She explained how this breaks down the levy by major fund. It is an operating levy. This is different from the bond levy that was voter approved. She stated that she is asking the Board to approve the operating levy.

Mrs. Siena referenced the charts in the packet and stated that typically there is little to no change from the initial request, but this year there is a change. At the time of tentative levy the value estimates from March of 2012 for the two new Astellas towers was \$170M. Recently, the assessor has placed a value of \$53M for the part of the Astellas property that is coming on the tax rolls. Because of this, the levy request is being reduced.

Mrs. Siena stated that new growth is projected at over \$219M for all new growth in the Township. She recommends asking for the statutory limit plus 2% as a new growth factor. The total levy request is now 5% with a net levy request of 4.41%. Mrs. Siena stated that the district will not receive 4.41%. The tax rate will be raised from \$1.67 to \$1.78, representing a 4.41 % increase. If the levy is approved this will be on par with estimates from the year before. Mrs. Siena stated that there is a net effect of appeals and incentives that affect the tax base.

President Shein asked about the C.P.I. that is used for property tax purposes.

Mrs. Siena stated that the C.P.I. from 2011 is used for the 2013 tax collection.

Mr. Doughty commented that in a previous year the District asked for a levy of 3.5% and ended up with only 1.0% being granted.

Mrs. Siena stated that she hoped to get at least 3.0% or somewhere near 4.1% in net levy.

Mr. Shein asked if the Allstate refund hit yet.

Mrs. Siena stated that this did not yet occur, but there was a redistribution of the property tax burden from Allstate.

Dr. Riggle stated that this does not count for the triennial still in litigation.

Mr. Shein stated that if you go back three years there was an increase of 1.2%.

Mrs. Siena stated that the levy is not a 4% increase in the tax bill.

Mrs. Siena stated that a major impact to residential tax bills has been the county phasing out the exemption allowance over time. Residential homeowners lost most of the exemption allowance. The exemption allowance had been over \$2500.

Mr. Shein stated that the District's actual increase is being obscured by other issues.

Mrs. Siena stated that she has counseled taxpayers to meet with her to review other changes that impact their property taxes.

Mr. Shein asked how much longer some of the changes will become transparent to the homeowner. He asked if all of the county manipulations have played out yet.

Mrs. Siena stated that the effect of the loss of exemption should not be faced anymore.

Mrs. Siena stated that when the county changed the distribution percentage this affected the perception of homeowners.

Mr. Taub asked how many taxpayers are homeowners.

Mrs. Siena stated that she was not sure, but she has a breakdown of residential and corporate properties.

Mr. Taub asked Mrs. Siena to provide a simple, average tax increase to be expected by a homeowner.

Mrs. Siena stated that this would be difficult to provide.

Mr. Boron stated that commercial property is assessed at a different rate than residential.

Mr. Taub stated that taxes have been fairly stable over time. He asked Mrs. Siena to provide information on the website to make this understandable to taxpayers.

Mr. Shein stated that the district already does this with "Levy 101" currently posted on the website.

Dr. Regalbuto stated that there are several examples on the website.

Mr. Taub stated that the exemption has gone away and commercial property owners are paying less than they used to. Homeowners are no longer subsidized by commercial property.

Mr. Taub stated that the Board made a commitment to not raise the tax rate for building bonds since 2006. The Board has not gone back on its word.

Mr. Shein stated that current homeowners are not impacted by the new growth factor. This tax comes from the new taxpayer. Mrs. Siena asks for C.P.I. plus new growth, but the county decides the final tax levy awarded.

Mrs. Siena stated that the assessed value is not the same as the market value.

Mr. Shein stated that the Board is being asked to approve agenda item eight - the tax levy at the new, reduced percentage that was discussed.

Mr. Taub asked what would happen if the Board did not approve the levy.

Mrs. Siena stated that the Board would have until the last Tuesday in December to approve an amount that the Board would be comfortable approving. If the levy was zero, the district would be limited to C.P.I. only and would not be able to capture the inflation factor and new growth.



Motion by Mr. Boron, seconded by Mr. Martin to approve the resolution pertaining to the tax levy for the operating fund for providing the levy of taxes for the year 2012.

Upon calling of the roll:

aye: Boron, Doughty, Hanley, Martin, Regalbuto, Shein, Taub

nay: none

Motion carried 7-0.

Motion by Mr. Boron, seconded by Mr. Doughty to approve the resolution to levy certain special taxes for the tax year 2012.

Upon calling of the roll:

aye: Boron, Doughty, Hanley, Martin, Regalbuto, Shein, Taub

nay: none

Motion carried 7-0.

**DISCUSSION/ACTION: RESOLUTION TO INSTRUCT COUNTY CLERK HOW TO APPORTION 2012 TAX LEVY**

Mrs. Siena stated that without direction the Cook County Clerk will distribute the taxes proportionally across the funds. The district must request that the funds be distributed differently to maintain stable fund balances in the operation fund and the remainder in the education fund.

**RESOLUTION TO INSTRUCT COUNTY CLERK HOW TO APPORTION 2012 TAX LEVY**

Motion by Mr. Boron, seconded by Mr. Doughty to approve the resolution instructing the county clerk how to apportion the 2012 tax levy.

Upon calling of the roll:

aye: Boron, Doughty, Hanley, Martin, Regalbuto, Shein, Taub

nay: none

Motion carried 7-0.

Dr. Riggle asked Board to shift the next agenda for item to the review of SSCMP.

**DISCUSSION/ACTION: ACCEPTANCE OF THE COMPREHENSIVE ANNUAL  
FINANCIAL REPORT (CAFR) FOR THE FISCAL YEAR END JUNE 30,  
2012**

Mrs. Siena presented the CAFR which fulfills a mandated statute to conduct a certified audit. She asked the Board to accept the audit. The audit was conducted by Miller-Cooper.

Mr. Taub asked if there were any judgments on the Miller-Cooper firm.

Mrs. Siena stated that there were not, and if there were they would have to disclose this.

Mrs. Siena referenced the awards and achievement section. She reviewed the certificates of achievement in financial reporting and the audit opinion as to the quality of the financial statements. Mrs. Siena stated that there was a clean audit opinion.

Mrs. Siena explained that the management discussion and analysis is required. This summarizes all statistical data, using a two-year comparison.

Mrs. Siena referenced the last section of historical statistical data. This included ten years of significant financial information. She referenced the history of significant events for the district.

Mr. Boron asked about the reference to Build America Bonds to complete the final phase of referendum work. He asked if the referendum work had to be completed in five years.

Mrs. Siena stated that the district issued the Build America Bonds in 2010. The district had a five-year window to issue all of the debt approved in the 2006 referendum, but the projects did not need to be completed within five years.

Mr. Boron observed that there was a reported increase in terms of capital assets of \$10M per building.

Mrs. Siena stated that this was part of the Build America Bonds and renovation of 1835 Landwehr that caused a change in capital assets.

Mr. Doughty asked about the projected increase in student enrollment at GBS.

Mrs. Siena stated that the administration looks at enrollment as part of five-year financial projections. The expected increase

at GBS is mentioned in the factors influencing the district's future on page 13.

Mr. Doughty asked about the number of students per square foot relative to the capacity of GBS.

Mrs. Siena stated that the administration is currently looking at the capacity of GBS.

Mr. Shein asked if GBS moves to block schedule whether or not this will help with the capacity issue.

Dr. Wegley and Dr. Riggle indicated that this would help to some extent.

Mrs. Siena stated that the projected increased enrollment at GBS could be a bubble and not be sustained.

**DISCUSSION/ACTION: SUPERINTENDENT CONTRACT AGREEMENT**

President Shein stated that all Board members received a copy of Dr. Riggle's contract extending his employment for the next five years. He stated that most of the terms will remain as in the current contract. Because the Board is currently working with employee groups it is too early to determine some of the details of Dr. Riggle's new contract.

President Shein stated that the purpose of bringing the contract agreement is to let people to know that Dr. Riggle will return for another five years. If details of the contract were determined at this time, this could cast a negative light on contract negotiations.

Mr. Taub spoke favorably of Dr. Riggle's leadership.

**MOTION TO APPROVE SUPERINTENDENT CONTRACT AGREEMENT**

Motion by Mr. Boron, seconded by Mr. Taub to approve the superintendent contract agreement.

Upon calling of the roll:

aye: Boron, Doughty, Hanley, Martin, Regalbuto, Shein, Taub

nay: none

Motion carried 7-0.

**DISCUSSION/ACTION: POLICIES AND/OR PROCEDURES -**  
**a. POLICY 7300 GRADUATION REQUIREMENTS**

**b. POLICY & PROCEDURES 8160: GLENBROOK HIGH SCHOOLS  
SCHOLARSHIP AID TRUST FUND**

Dr. Riggle introduced policies for a first reading by the Board. He provided the rationale for the change in the graduation requirements policy in the area of PE waivers. Dr. Riggle reviewed the rationale and details of the change in PE waiver language.

Dr. Riggle stated that he was not asking for approval of this policy tonight.

Mr. Boron asked if the policy was in reference to sports' team members.

Dr. Riggle confirmed that these students would be juniors and seniors participating in IHSA sports and marching band (GBS only).

Dr. Riggle referenced the second policy regarding the Scholarship Aid Trust Fund. He stated that historically it is difficult to tell how this policy emerged. This policy was put in place in the 1970's. Dr. Riggle described the use of the fund for student scholarships.

Dr. Riggle stated that the policy does not speak to how much the Board awards in scholarship dollars, but does speak to a recurring award for students. He indicated that State code does not allow levied revenue to be used for scholarships to support students' education beyond high school.

Dr. Riggle stated that the Glenbrook Foundation currently gives a total of \$6k to students at GBS, GBN and GBE. The Foundation hopes to increase and solidify this amount over time. Dr. Riggle stated that the purpose in bringing this policy to the Board is to provide knowledge of where the district has been, but there are no recommended policy changes.

Mr. Taub stated that last year was particularly difficult given the number of applicants that were deserving of this scholarship award.

Mr. Taub suggested asking for money from corporate sponsors for the scholarship fund.

Dr. Regalbutto stated that there are many outside corporate scholarships.

Dr. Riggle stated that the district could have a corporately sponsored Board scholarship.

Dr. Riggle stated that there can be more discussion in the future regarding the Glenbrook Board scholarship.

**DISCUSSION/ACTION: SEMI-ANNUAL REVIEW OF CLOSED SESSION MINUTES AND VERBATIM RECORDINGS**

Dr. Williamson provided an overview and recommendation to the Board regarding action relative to closed session minutes and verbatim recordings.

Mr. Taub stated that eyewitness testimony is the most accurate and asked why the recommendation would not be to maintain all verbatim recordings.

Dr. Williamson stated that it certainly would be the Board's prerogative to maintain all verbatim recordings, if they chose to.

Mr. Boron suggested that there is no reason to maintain all closed session recordings as this can create a negative effect later.

Dr. Williamson recommended that the Board keep all closed session minutes and verbatim recordings confidential.

Dr. Williamson recommended that the Board approve the destruction of closed session verbatim recordings with the exception of those listed in her memo once all required conditions are met.

**MOTION TO KEEP CLOSED SESSION MINUTES AND VERBATIM RECORDINGS CONFIDENTIAL**

Motion by Mr. Boron, seconded by Mr. Doughty to keep all closed session minutes and verbatim recordings confidential.

Upon calling of the roll:

aye: Boron, Doughty, Hanley, Martin, Regalbuto, Shein, Taub

nay: None

Motion carried 7-0.

**MOTION TO APPROVE THE DESTRUCTION OF VERBATIM RECORDINGS**

Motion by Mr. Boron, seconded by Mr. Doughty to approve the destruction of verbatim recordings, once all of the conditions outlined in the memo have been met, with the exception of those closed session recordings set forth in the memo.

Upon calling of the roll:

aye: Boron, Doughty, Hanley, Martin, Regalbuto, Shein, Taub

nay: none

Motion carried 7-0.

**DISCUSSION/ACTION: OVERVIEW OF SECONDARY SCHOOL COOPERATIVE  
RISK MANAGEMENT PROGRAM (SSCRMP)**

Dr. Riggle introduced former Glenbrook Assistant Superintendent of Business Affairs, Dr. Craig Schilling, to provide a historical perspective on SSCRMP.

Dr. Schilling stated that in the Mid-1980's there were no insurance pools for schools. Because the school did not have proper insurance coverage, the GBN baseball team could not participate in the state baseball championship. This created the impetus for SSCRMP to address the issue of having a self-insurance pool for schools. SSCRMP has been one of the most successful insurance pools. This guaranteed that there was enough capital in good and bad times. This had no effect on rates because the pool had sufficient reserves. The pool started with property and liability coverage.

Mr. Taub asked if the pool provided life insurance as self-insured coverage.

Dr. Schilling stated that this is a fully insured product with a rate guarantee.

Dr. Schilling stated that the SSCRMP pool held the same set of business objectives for all high schools in the pool.

Dr. Schilling reviewed the list of benefits of being in the SSCRMP pool.

Mr. Taub asked if the brokers are working for free.

Dr. Schilling stated that before the pool was formed, the broker was collecting larger commissions.

Mr. Taub stated that somebody is getting paid to do something.

Dr. Schilling stated that there were a lot of commissions being paid to brokers and they were reduced when SSCRMP was formed.

Dr. Schilling provided an outline of SSCRMP coverages.

Mr. Taub asked Dr. Schilling if he has had a chance to look at whether the savings gained from SSCRMP are still as valid in 2012 as they were in 2007. He stated that just because there were savings in 2007, he wants to be sure that these savings are still good in 2012 and 2013.

Dr. Schilling reviewed the Worker's Compensation coverage through the pool. This moved from self-insurance because large districts were paying the bulk of the costs. It was decided to make a move from self-insured to SSCRMP in Worker's Compensation. Dr. Schilling stated that Glenbrook benefited because we are the little fish in the big pond. Dr. Schilling described cost-cutting measures put in place by SSCRMP.

Mr. Taub asked if there are numbers on the savings gained.

Mrs. Siena stated that she could provide numbers.

Dr. Schilling stated that for health insurance there was a third-party administrator, network and plan. There were no out-of-pocket maximums, no forgiveness for usual and customary and actual charges. Dr. Schilling stated that an R.F.P. was issued to invite quotes from brokers. Gallagher Bassett became the broker and Blue Cross Blue Shield became the administrator.

Dr. Schilling stated that prior to the referendum the district looked at every non-core feature of the organization and issued an R.F.P. for brokerage services for health insurance. This would be fee-based so no other commissions would be paid. A flat fee was paid to the broker. In 2007 the district joined other SSCRMP districts in a health insurance pool.

In SSCRMP there were three self-insured districts that immediately got a reduction from Blue Cross Blue Shield. From now on, Blue Cross Blue Shield does not allow other districts to do this to get a reduced rate because of numbers. There was no risk-sharing in SSCRMP.

Mr. Taub asked about risk-sharing.

Dr. Schilling stated that each district is responsible for its own premiums and own costs. Claims were kept separate. Risk sharing was \$1. Immediately all of the administrative costs went down. Individually districts were too small to self-insure the HMO, so with other districts in combination, all were able to have a self-insured HMO. The district was allowed to renegotiate prescription drug service. There was a savings in administrative costs twice - once through the broker and once through Blues.

Mr. Taub asked Dr. Schilling to define small fish.

Dr. Schilling stated that Glenbrook represents about 20% of the pool.

Dr. Schilling stated that there are ancillary lines of coverage on dental and group life and disability.

Dr. Schilling reviewed the philosophy of the health management and health insurance action committee. This group was to review all health care information that led to the formation of the Cost Containment Committee.

Mr. Shein asked if every school in the group has the same plan.

Dr. Schilling stated that all stand alone. Each district has its own plan. Glenbrook has the plan that is the closest to the reasonable market plan. Other districts' plans are more generous.

Mr. Taub asked if Cost Containment was mandatory.

Mrs. Siena stated that this is mandatory and the committee meets every year.

Dr. Schilling described what the Cost Containment Committee reviews. He outlined changes that took place as this group met to reduce health insurance costs. He referenced the development of the wellness program.

Dr. Schilling stated that all of this is done collaboratively. The philosophy is to surround the person with services and provide opportunities for a healthy lifestyle. He stated that the district is one of the few places using data to manage risks.

Mr. Doughty asked if the data included participation rates in wellness.

Dr. Schilling indicated that this type of data is available. He gave examples of cost savings related to sick days because of flu shots and provided information on what data is reviewed to make changes in plans.

Dr. Schilling described the factors that make this happen - Board support, management strategy, employee support & participation, health promotion, partnerships and data driven results.

Dr. Schilling provided information following the Shape Your Life wellness program implementation. He displayed a chart showing an average increase in health insurance costs of 3.5%; whereas, the budget projection was 6.8%.



Mr. Taub stated that at the time this was done this idea was genius. He stated that the Board's role now is to understand if this is still a good idea. Mr. Taub asked if the district is saving enough to still make this a good idea.

Mr. Shein asked about costs relative to employees paying more and asked if this was reflected in the numbers.

Dr. Schilling stated that this is not reflected, but shows the premium in total costs.

Mr. Shein stated that there was a reduction from 2003 to 2005 which was a huge shift and asked Dr. Schilling to explain this reduction.

Dr. Schilling stated that contract negotiations resulted in changes to the plan that resulted in cost savings.

Dr. Schilling stated that for those districts that left the insurance pool, they were begging to go back to the pool. Dr. Schilling provided reasons for the benefit of the pool.

Dr. Schilling stated that 20% of employees will generate 80% of claims. There is a small group of people who will account for most of the health care costs.

Mr. Taub stated that the district has to get creative in working with ill people such as diabetics.

Dr. Riggle stated that the administration will ask employees how they should be better engaged to participate in the wellness program.

Mr. Boron stated that District 211 is not part of health benefits in SSCRMP. He asked what this district is doing now that is different.

Dr. Schilling stated that District 211 was handicapped by their bargaining agreement.

Mr. Shein asked why being part of a pool would have to be bargained.

Dr. Schilling stated that the district has the right to insure, but if a district tries to go to a different company such as from Blues to United Healthcare then this has to be bargained.

Mr. Shein asked if the SSCRMP consortium could grow.

Dr. Schilling stated that SSCRMP has decided not to grow itself. He stated that it is as if Glenbrook owns part of a company with its own reserves.

Mr. Taub stated that you have to have good data to drive decisions on health insurance.

Dr. Schilling stated that you need smart people and good data. Not all of the data is wonderful, but it takes somebody to interpret the data.

Dr. Riggle stated that we have to know the people in the organization and how willing they will be to do some of the things they are being asked to do.

Dr. Riggle stated that Dr. Schilling looked at all claims himself. He did this for more than 17 years.

Dr. Schilling stated that it is important to be transparent about changes with union groups.

#### **MISCELLANEOUS TOPICS**

Mr. Shein asked if the Board wanted to change the date of the January 28 meeting. Mr. Shein stated that he prefers not to change the Board meeting. Consensus of the Board was not to change the January 28 Board meeting.

#### **MOTION TO MOVE INTO CLOSED SESSION**

Motion by Mr. Boron, seconded by Dr. Regalbuto to move into closed session at approximately 9:54 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; student disciplinary cases (Section 2(c) (1), (2) and (9) of the Open Meeting Act).

Upon calling of the roll:

aye: Boron, Doughty, Hanley, Martin, Regalbuto, Shein, Taub

Nay: none

Motion carried 7-0.

The Board returned to open session at 10:30 p.m.

**ADJOURNMENT**

Motion by Mr. Martin, seconded by Mr. Taub to adjourn the meeting at approximately 10:31 p.m.

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

Motion carried.

\* Boron, Doughty, Hanley, Martin, Regalbuto, Shein, Taub

CERTIFIED TO BE CORRECT:

\_\_\_\_\_  
PRESIDENT - BOARD OF EDUCATION

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

**UPCOMING BOARD MEETINGS:**

Upcoming meetings will be held at  
Glenbrook South High School  
Student Center  
4000 W Lake Avenue  
Glenview, IL 60026

Monday, January 14, 2013

7:00 p.m. Regular Board Meeting