

**MINUTES OF REGULAR MEETING,  
BOARD OF EDUCATION, SCHOOL  
DISTRICT #225, COOK COUNTY,  
ILLINOIS, APRIL 29, 2013**

A regular meeting of the Board of Education, School District No. 225 was held on Monday, April 29, 2013, at approximately 7:01 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, Doughty, Hanley, Martin, Regalbuto, Shein, Taub

Absent:

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

**APPROVAL OF AGENDA FOR THIS MEETING**

Motion by Mr. Doughty, seconded by Mr. Taub 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**

Ms. Geddeis introduced the Glenbrook United Team. Students introduced themselves and named the sport that they participated in.

Mr. Joshi thanked parents and other coaches for their assistance and support. He thanked the Knights of Columbus, Glenbrook Foundation and Booster Clubs at each school for their assistance with equipment and uniforms.

Mr. Joshi reviewed students' accomplishments in various athletic competitions. Students spoke about their experiences as part of the Glenbrook United team. Parents spoke of how the program helped students make friends and gain self-confidence. Mr. Manso suggested that the Board support the coaches through a stipend.

Dr. Riggle thanked and congratulated the student athletes.

Mr. Shein thanked parents for their appreciative comments and stated that the Board has a commitment to do their best on behalf of all of the students in the district.

**RECOGNITION OF COMMUNITY VISITORS**

None.

**BOARD AND SUPERINTENDENT REPORTS**

Dr. Riggle mentioned that item 6.14 on the consent agenda was revised because GBS had an additional student qualify for the National Forensic League competition and asked Board members to substitute the revised memo.

Dr. Riggle mentioned that the musical begins this week and that there is a Glenbrook Foundation event this Saturday evening in conjunction with the musical.

**MOTION TO APPROVE CONSENT AGENDA**

Motion by Mr. Boron, seconded by Mrs. Hanley to approve the following items on the consent agenda with the revised version of item 6.14.

- 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>
Randerson, Dara	Applied Technology	08.19.13	GBS	MA + 15, Step 9

- 1.) 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>
Palmer,	Acct./Office	07.01.13	District

Victoria Mgr

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

**Personnel - Resignations/Terminations**

<u>NAME</u>	<u>POSITION</u>	<u>EFFECTIVE</u>	<u>SCHOOL</u>
Goodworth, Catherine	IA	April 12, 2013	GBN
Nichols, Sara	IA	June 7, 2013	GBN

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

4. the issuance of Vendor Checks Nos. 57288 through 57656 in the amount of \$874,554.53 as listed on the attached checks register dated \$874,554.53.

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 69117 through 69408 totaling \$173,677.16. With employees' Federal, State, and FICA/Medicare withholding taxes of \$1,074,331.21 TRS contributions of \$445,280.62 other deductions of \$422,178.81 and direct deposit of \$3,613,499.75 the gross payroll for the month of March was \$5,722,961.72. TRS employer contribution was \$437,538.52 and employer matching FICA and MED was \$156,887.02.

6. no imprest

7. the Open and Closed Session Minutes from the April 8, 2013 Regular and Special Board Meeting.

8. Technology Projects & Budget 2014 as contained in consent agenda item # 6.8

9. Textbook Changes as contained in consent agenda item # 6.9.

10. 2014-2015 School Year Calendar as contained in consent agenda item # 6.10

11. Change in October School Improvement Day - Approval of Revisions to 2013-2014 School Year Calendar as contained in consent agenda item # 6.11

12. GBS French Exchange Tour as contained in consent agenda item # 6.12

13. GBS German Exchange Memo as contained in consent agenda item # 6.13

14. GBS Speech/IE National Tournament as contained in consent agenda item # 6.14

15. GBN Speech/IE National Tournament as contained in consent agenda item # 6.15

16. Academic Attainment as contained in consent agenda item # 6.16

17. Certified Rehires as contained in consent agenda item # 6.17

Upon calling of the roll:

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

nay: none

Motion carried 7-0.

**DISCUSSION/ACTION: GBS SCHEDULE REQUEST 2014-2015**

Dr. Riggle stated that there would not be a presentation relative to the GBS schedule request for 2014-2015, but this item was placed separately for a vote following two previous presentations to the Board.

Mr. Doughty asked about the increase in FTE relative to the move to block schedule.

Dr. Wegley indicated that the FTE would be the only additional cost to the Board. Other costs would be taken out of the building budget.

Mr. Doughty clarified that GBS was treated as if it was already on the block relative to financial projections.

Mr. Shein stated that there is also an increased enrollment that was built into the projection.

Mrs. Siena stated that the absolute increase in FTE is 5.5 based upon formula. A lot of the 5.5 is built into the projection.

Dr. Riggle stated that Mrs. Siena estimates the cost of certificated FTE in such a way that the estimates are adequate for the 5.5 FTE increase so that this will fall within the projections. This calculation is based upon the number of courses per student.

Mrs. Siena stated that she is not concerned about the increase in FTE and there would not be over-spending on staffing.

Mr. Taub spoke of the benefits of block schedule and how this brings equity with GBN.

Mr. Boron stated that the key is opportunity for all students across the district. The new schedule provides inter-school opportunity given that students can take more classes and increased exploration of electives. Mr. Boron spoke of the benefits of the block schedule in the transition to college.

**MOTION TO APPROVE GBS SCHEDULE REQUEST 2014-2015**

Motion by Mr. Boron, seconded by Dr. Regalbuto to approve the GBS schedule request for 2014-2015.

Upon calling of the roll:

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

nay: none

Motion carried 7-0.

**DISCUSSION/ACTION: SPECIAL EDUCATION STAFFING**

Dr. Riggle described the need for an increase in special education staffing in the area of speech pathologist and staffing changes at GBS and GBN.

Ms. Pearson asked the Board if there were any questions regarding the increase.

Mr. Boron asked if the increase in speech services was a straight 0.4 FTE increase.

Ms. Pearson confirmed that this was the case.

Mr. Doughty asked if there had been any issues with the NSSD staff in working with our students.

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Mrs. Pearson stated that NSSED evaluates their personnel.

Mr. Doughty clarified and asked whether the district had any issues relative to the supervision of IEP's by NSSED staff.

Ms. Pearson stated that NSSED has different speech pathologists every year so there is less continuity for the students.

Mr. Doughty asked if administrative costs were built into the cost of the additional staffing.

Ms. Pearson indicated that this was the case.

Mr. Martin asked Ms. Pearson if she had a precise number of minutes that needed to be covered relative to speech.

Ms. Pearson stated that minutes are known as part of the IEP.

Mr. Martin asked what the 21 students represent.

Ms. Pearson stated that this represents the increased number of students with speech and language needs.

Martin clarified that 0.4 represents what is needed to cover the minutes in the IEP.

Ms. Pearson confirmed that this was the case.

Mr. Martin asked when an annual update of numbers is provided relative to special education students.

Dr. Riggle indicated that this is done as part of the dashboard reports in the fall.

Dr. Riggle stated that articulations occur as early as December, but it is not always possible to predict this type of an increase.

Ms. Pearson stated that needs are not always known until all annual reviews are completed.

Mr. Shein stated that it is at the Board's discretion, but suggested that the Board could vote to approve this item tonight.

Mr. Doughty asked if there was any reason to think the staffing would change.

Ms. Pearson stated that this is a conservative estimate.

Mr. Martin asked what would happen if the Board did not approve this increase. He asked about certain requirements of the IEP.

Dr. Riggle stated that there would be possible litigation if required services were not provided by the district.

Mr. Martin asked if the administration believes that the process is as good as it can be and is effective in identifying students.

Ms. Pearson stated that the process was recently revised to conduct annual reviews earlier so that there can be a good sense of numbers. This is a strong process with accurate information. These students come from the junior highs with identified speech and language needs.

Dr. Regalbuto stated that she felt that the numbers provided by Ms. Pearson would have a high degree of fidelity.

Dr. Riggle asked if it would be helpful to review the timeline for special education articulations and staffing in conjunction with the dashboard reports.

The Board indicated that this would be helpful.

**MOTION TO APPROVE SPECIAL EDUCATION STAFFING**

Motion by Dr. Regalbuto, seconded by Mr. Boron to approve the special education staffing.

Upon calling of the roll:

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

nay: none

Motion carried 7-0.

**DISCUSSION/ACTION: ANNUAL REVIEW OF HEALTH INSURANCE**

Dr. Riggle indicated that the elements of the annual review will be covered in looking at the process for next year.

Mrs. Siena introduced Ted Reese and Rhonda Sanders from Corporate Benefits Consultants in bringing the full health insurance renewal to the Board for review.

Mrs. Siena stated that the goal is to move forward with elements of the annual renewal. She explained that she uses data from February through March as the experience window.

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Mrs. Siena stated that she also provided information on SSCRRMP and the rules for seceding from the pool and how CBC works with the pool.

Ms. Sanders introduced the SSCRRMP renewal summary based upon claims within the experience window. She highlighted a comparison of claims from the prior year. Medical claims increased 18% and prescription claims increased 6%. One claim exceeded stop-loss. She reviewed the decrease in renewal fees for PPO from Blue Cross/Blue Shield. Dental remained the same. The administrative fee is set as a percentage of the claims.

Mr. Doughty observed that claims went up for Glenbrook, but fees went down because in the entire pool claims went down.

Mr. Taub asked if the fee is based upon claim activity.

Ms. Sanders indicated that this was the case.

Mr. Taub stated that Blue Cross Blue Shield makes more money the worse the district does in claims.

Ms. Sanders stated that if this is done on a per-head basis, payment is based upon the number of employees per month who have claims.

Mrs. Siena stated if the district contracted with a flat fee per head, the cost would be higher, but the fee is based upon claims.

Mr. Shein asked if this was based upon the number of transactions.

Ms. Sanders stated that this is based upon the percentage of claims or per head fee. If enrollment went up, but claims went down, expenses would go up.

Mr. Taub stated that he disagreed. He stated that for the record, as claims go up, Blue Cross/Blue Shield makes more money. It is important to make sure that the claims are paid at the least amount of money.

Ms. Sanders stated that there are fraud protections in place.

Mr. Doughty stated that he agreed with Mr. Taub's point.

Ms. Sanders stated that the PPO stop loss component was placed with Symetra and not with Blue Cross Blue Shield and was able to come down from 9% to 6%.

Mr. Taub asked if this was 32% lower than Blue Cross Blue Shield.

Ms. Sanders indicated that this was the case. She reviewed pricing for prescription co-pays.

Mr. Taub asked about the shift to generic fills on prescriptions.

Mrs. Siena stated that it is now at 69%.

Mr. Taub stated that it was a great move to go from \$10 to \$5 as a generic co-pay.

Mrs. Siena stated that she did price Symetra for stop-loss renewal and will roll pharmacy into stop-loss. All three districts in SSCRMP are in agreement going forward with this change.

Ms. Sanders stated that the district will implement a high deductible Health Savings Account (HSA). She stated that a small migration to the HSA is expected.

Ms. Sanders reviewed two Affordable Care Act fees that represent about \$77k that will be collected by Blue Cross Blue Shield.

Ms. Sanders stated that the overall renewal increase is expected to be 15.93%. This is CBC's recommendation for this year's rate.

Mr. Shein asked if the Affordable Care Act fees will always be in place.

Ms. Sanders stated that it is a three-year transitional fee.

Mr. Doughty stated that a \$986k increase is expected in fees/claims with the PPO, non-dental.

Ms. Sanders stated that dental claims went up 12.2%.

Mr. Taub asked what the dental trend typically would be.

Ms. Sanders stated that it is usually 5%.

Mr. Taub asked why the district's dental is higher.

Ms. Sanders stated that there is higher utilization.

Mr. Martin asked if \$986k is the key number. He asked if this is a good number compared to the last time. He asked why the Board should we be pleased with this number.

Mrs. Siena stated that the number is not as good as what we would like.

Ms. Sanders stated that the goal is to try to keep the same fixed costs as much as possible. She reviewed a summary of how the number was determined.

Ms. Sanders stated that only the fixed expenses can be controlled. If the claims can be controlled, more can be saved. The focus has to be long-term to control the claims.

Mr. Reese stated that 90% are claims costs. The government requires that fixed costs be under 15%. The costs are in the claims. Mr. Reese stated that CBC went to the full-blown market and used their own underwriters.

Mr. Doughty asked why the numbers were so dramatically different.

Mr. Reese stated that Blue Cross does not have to pay all fees. Reinsurance was taken away from Blue Cross Blue Shield this year. Blue Cross Blue Shield could not get within 32% of the renewal rate.

Mr. Shein suggested working to move the claim base down.

Mr. Reese stated that the district has one of the finest wellness programs and acknowledged Dr. Schilling and Mrs. Siena's work on wellness.

Mr. Doughty asked what fraction of savings does this represented in dollars.

Mr. Reese stated that this is usually 3-4% in savings over the course of the year. Claims as a group are pretty good. Glenbrook is on the lower side of all of the school districts in SSCRMP.

Mr. Doughty stated that he had a pretty good feeling about this number.

Mr. Taub suggested putting more emphasis on claims to save money.

Mr. Taub stated that the cost of the plan to the district is \$690 to \$800. He stated if the district does not change the contribution of the staff from the current level, it is imperative to find ways to go above and beyond what Mrs. Siena has done. He asked the consultants to try to contain the rate of increase in claims.

Mrs. Siena stated that plan design changes were made in working with the Cost Containment Committee. She stated with the rate increase recommendation, strides were made with the HMO and now the district is making strides with the PPO.

Ms. Sanders reviewed co-pays.

Mr. Taub asked about ideal level on stand-alone options.

Ms. Sanders and Mrs. Siena responded to Mr. Taub's questions regarding the options.

The Board discussed differences in refills on mail-order drugs.

Mr. Taub observed that the administrative fee for the HMO is less than the PPO.

Ms. Sanders stated that this is just prescription drugs and facility fees. There are less claims under the HMO.

Ms. Sanders provided a summary of the PPO and dental renewal.

Mr. Shein asked how much of the increase is driven by increased people in the plan.

Mrs. Siena stated that she will bring some historical trends on May 6.

Mr. Taub stated that part of the increase in premium is trend and some is due to increased number of dependents in the plan. Mr. Taub provided the rationale for the increased number of dependents on the plan and asked to know how many more dependents are on the plan.

Ms. Sanders stated that there was a 2% dependent adjustment level because of increased dependents.

Mr. Shein stated that costs could be flat, but there could be increases in enrollees that drive up costs.

Mrs. Siena reviewed the HMO spreadsheet. She stated that the HMO has less people so a 24-month period is used to review claims.

Ms. Sanders reviewed the total claims.

Mr. Taub asked about rebates on prescriptions.

Mrs. Siena stated that there are flat rebates on non-generics.

Ms. Sanders stated that this is based upon the total pool usage.

Ms. Sanders summarized the PPO projected costs and provided a summary of benefits.

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Mrs. Siena highlighted stand-alone options based upon CBC pricing.

Mr. Taub asked about the impact if the district moved from a 2-tier to a 4-tier rating system. He stated that this will create greater equity. He stated that single is subsidizing families.

Mrs. Siena stated that expansion of tiers was considered, but was tabled as part of the Cost Containment Committee discussion.

Mr. Taub asked if the entire consortium went out for bids.

Ms. Sanders stated that this was just for Glenbrook.

Mr. Doughty asked if the district has looked at joining other pools.

Ms. Sanders stated that other pools require risk-sharing.

Mr. Doughty asked Mrs. Siena to define risk sharing.

Mrs. Siena stated that this involves sharing in the claims' risks among the other groups.

Mr. Taub asked about the stand-alone quote on the PPO. He stated that it is not a surprise that the quotes would not be competitive given the size of the group.

Mr. Reese stated that last year the whole pool was put out for bid.

Ms. Sanders reviewed the renewal options and terms of the contract.

Mr. Taub asked if the new carrier has to pick up the run-out.

Ms. Sanders confirmed this.

Mr. Taub stated that there is no guarantee that there will be run-out protection.

Ms. Sanders stated that none of the carriers have run-out limitations.

Mrs. Siena stated that there are varying levels of stop-loss because the Board wanted to review stop-loss levels.

Ms. Sanders stated that CBC looked at aggregate stop-loss levels on an incurred and paid basis.

Mr. Taub asked about obtaining a mature quote from Allied and BAS.

Mr. Shein stated that a lot of work was done in comparing complex levels, but from a cost standpoint there wouldn't be a justification for making a change. There is not a rationale to make a change at this time. He stated that he appreciated what the Board has seen.

Mr. Reese stated that healthcare reform is changing the landscape. He stated that once this kicks in in 2014, CBC will not have a full claims experience on District 225 based upon healthcare reform.

Mr. Taub asked if the consortium would consider an aggregate stop loss.

Ms. Sanders stated that SSCRMP would not consider this. She stated that immature claims are different than mature claims.

Mr. Taub asked if CBC does not recommend aggregate protection.

Mr. Reese stated that this is not recommended at this time.

Mr. Shein thanked the consultants for their efforts.

#### **MISCELLANEOUS TOPICS**

Dr. Riggle mentioned that next Monday night is the seating of the new Board.

Dr. Riggle stated that the Board still has to consider the 360 degree review of the Superintendent. He stated that Dr. Barnes will send a draft of the review of Dr. Riggle's performance. Dr. Barnes would like to deliver a report to the Board on May 6. Dr. Riggle suggested starting the special meeting at 6:00 p.m. if a review is to take place. He asked how the Board would like to proceed.

Dr. Regalbuto stated that she would like to provide input to Dr. Barnes.

Mr. Boron stated if a draft can be provided earlier, then the review can easily be done in an hour.

The Board members confirmed a 6:00 p.m. start for the May 6 special meeting.

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

Motion by Mr. Boron, seconded by Mr. Doughty to move into closed session at approximately 9:10 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 (Section 2(c) (1), (2) 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 11:07 p.m.

**ADJOURNMENT**

Motion by Mr. Born, seconded by Mr. Doughty to adjourn the meeting at approximately 11:07 p.m.

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

Motion carried 7-0.

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

CERTIFIED TO BE CORRECT:

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

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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, May 6, 2013	7:00pm	Special Board Meeting (GBN Library)
Saturday, May 11, 2013	8:00am	Special Board Meeting (GBN Library)
Monday, May 13 2013	7:00pm	Regular Board Meeting (GBN Library)