

**MINUTES OF REGULAR MEETING,  
BOARD OF EDUCATION, SCHOOL  
DISTRICT #225, COOK COUNTY,  
ILLINOIS, APRIL 8, 2014**

A regular meeting of the Board of Education, School District No. 225 was held on Monday, April 8, 2014, at approximately 7:04 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, Martin, Shein, Taub, Wilkas

Board member Hanley (arrived at 9:18 p.m.)

Also present: Caliendo, Frandson, Geallis, Geddeis, Muir, 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, Martin, Shein, Taub, Wilkas

nay: none

Motion carried 6-0.

**STUDENTS AND STAFF WHO EXCEL**

Ms. Geddeis recognized GBN DECA for qualifying 29 students to compete in the international competition. Ms. Geddeis introduced the advisors Ms. Mindy Ingersoll, Mr. Michael Rast and Ms. Samantha Rinella.

Ms. Ingersoll stated that DECA is a competitive club. The students compete in two areas; role play and in written events.

Each of the students introduced themselves and stated what they competed in and seniors stated what college they would be attending.

Dr. Riggle recognized the students for their outstanding performance during the state competition and stated that he was

elated that this many students can compete at this level. He thanked the students for their efforts and the parents for their support.

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

The Board president stated that according to board policy community visitors are given up to five minutes to state their comments. He noted that the Board does not comment on visitors' comments.

Ms. Lynne Sorkin, District 30, Glenview, stated that she was asked to speak on behalf of 50 families from District 30 and 31 who wanted to express their concern for future overcrowding at Glenbrook South. She stated that she is an architect with a specialty in facility and design programing. She stated that many members of the community would like to be included in any overcrowding planning committee. She would be interested in a follow-up meeting with the administration to discuss her suggestions.

Ms. Sorkin asked:

- Where do we believe the overcrowding will be (school wide, insufficient classrooms, lunchroom, etc.)
- How much space is currently allocated for daycare, NSSSED, Project Lead the Way, future medical program.
- Does the overcapacity at GBS and the under capacity at GBN mean future expenditures.
- Is there a need for additional space for teachers, departmental space.
- Has the Board considered using Passport Plaza.
- Has the Board considered a scheduling approach where students can use the other school while still keeping their home school.

Dr. Riggle asked Ms. Sorkin to leave her information so that the administration could follow up with her in the future.

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

Dr. Riggle stated that it was a tough week at GBS with the passing of Jeff Yordy, a stellar teacher and a great person. Dr. Wegley and Mr. Rylander have played a significant role in planning a wonderful memorial service. Dr. Riggle thanked everyone for the good job they have done in supporting one another through this terrible loss.

#### **MOTION TO APPROVE CONSENT AGENDA**

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

1. Appointments

a) Certified

the appointment of the following certificated staff as recommended by the assistant superintendent for human resources

<u>Name</u>	<u>Position</u>	<u>Effective</u>	<u>School</u>	<u>Salary</u>
Cowhey, Robert	Chemistry/Physics teacher	08.25.14	GBS	BA, Step 4, 1.0 FTE
Swanson, Bradley	Asst. Superintendent for Human Resources	07.01.14	District	MA + 60 Step 21, 260 day administrator

b) Support Staff  
- None

2. Resignations

a) Certified

the resignations/termination of the following certificated staff:

Name	Position	Effective	School
Lialios, Joanna	Teacher, Social Studies	06.10.14	GBS
Nicolotti, Kathryn	Teacher, Social Studies	06.10.14	GBS
Randerson, Dara	Teacher, Career/Life Skills	06.10.14	GBS
Reisdorf, Sean	Teacher, Career/Life Skills	06.10.14	GBS

b) Support Staff  
- None

3. Certified Staff

- a. Releases as contained in consent agenda item #6.3a
- b. Rehires as contained in consent agenda item #6.3b

4. FOIA

the Board of Education review of the FOIA request contained in consent agenda item #6.4.

5. Vendor Bills

the issuance of Vendor Checks Nos. 62093 through 62304 in the amount of \$659,832.53 as listed on the attached checks register dated April 2, 2014.

6. Imprest

the reimbursement of the Revolving Fund for Employees for the month of March in the amount of \$162,760.44 represented by checks No. 16036 through 16074, 16093 through 16132, 16162 through 16205, and 16231.

the reimbursement of the Revolving Fund for Vendors for the month of March in the amount of \$243,448.00 represented by checks No. 16075 through 16092, 16133 through 16161, 16206 through 16230 and 16232. Checks issued in March voided in March: No.16031. Check issued in previous months, voided in March: No. 16201, 16143, and 16208.

7. Payroll

-None

8. Minutes

- March 17, 2014 Regular Board Meeting
- April 1, 2014 Special Board Meeting
- April 1, 2014 Special Closed Board Meeting

9. DECA International Competition

Upon calling of the roll:

aye: Boron, Doughty, Martin, Shein, Taub, Wilkas

nay: none

Motion carried 6-0.

**DISCUSSION/ACTION: STUDENT ENROLLMENT TIMELINE**

Dr. Riggle stated that all items regarding enrollment will be posted on the district website.

Dr. Riggle stated that the timeline submitted for consideration and review is based on the yearly sequence followed by the district for facilities and enrollment projections.

Dr. Riggle reviewed the details of the timeline. He stated that we will need to continue to collect and review data. The

administration will review the academic repercussions, athletic concerns, and student activities to make sure we are effectively meeting student needs. Dr. Riggle stated that the conversation regarding student needs is important with enrollment at GBS growing.

Dr. Riggle stated that he anticipates an additional meeting in May to continue enrollment discussions, to answer questions and gather additional data.

Dr. Riggle gave a short history of the current district philosophy on enrollment at the two schools. He explained that the administration has to know this Board's philosophy in order have a guideline to work with.

Dr. Riggle stated that the timeline should read recommendation for facility projects for 2015 not 2016.

Dr. Riggle explained the necessity to confirm classroom usage after GBS moves to the block schedule.

Dr. Riggle stated that after the first two weeks of school the fall housing report is completed and then the administration can compare actual enrollment numbers to district projections.

Dr. Riggle stated that no changes are necessary for next year. He stated that the administration is looking at student opportunities to make sure that we are still on track.

In response to a board member's question Dr. Riggle stated that this timeline puts the administration and the Board in the position to make any changes necessary in a timely fashion.

A board member thanked Dr. Riggle and the administration and stated that it is a balancing act of gathering data and having enough time to do what is necessary.

In response to a board member's question Dr. Riggle confirmed that a report on student opportunities will be presented on April 28.

Dr. Riggle explained that expenditures at both schools are formula driven, but now that we are looking at larger enrollments it is important that we will still be meeting students' needs. Dr. Riggle stated that there is no perfect number for enrollment and there are pros and cons of a bigger versus a smaller school. The goal is to make sure that students do not have any disadvantages and that we are objective.

In response to a board member's question Dr. Riggle stated that in past conversations the two communities were different and that their schools would be different sizes. He noted that the enrollment gap is bigger than it has been in the past.

In response to a board member's question Dr. Riggle stated that he would bring different philosophical options to the Board in June, but is concerned that our community may not be available then.

Responding to the Board's concern regarding the meeting timeline Dr. Riggle stated that on May 12<sup>th</sup> (the reorganization meeting) additional meetings can be added to the list of scheduled Board meetings. He stated that we should be careful about adding meetings in June, but can add additional meetings in August.

Board members:

- Noted the concern of the community.
- Noted that no enrollment decisions have been made.
- Stated that it is up to the Board to make the philosophical decisions so the administration can move forward.
- Stated the importance of doing their due diligence and being inclusive.
- Suggested having a board meeting solely for community comments.

Dr. Riggle stated that additional meeting dates can be discussed at the April 28<sup>th</sup> Board meeting.

Dr. Riggle reviewed the process that needs to take place before the administration can provide the information for student opportunities.

In response to the Board's discussions Dr. Riggle stated that on May 12 the administration will bring a list to the Board with the philosophical considerations. He stated that this is a fluid process and good decisions need a philosophical foundation.

Dr. Riggle stated that he will make adjustments to the timeline as discussed.

**DISCUSSION/ACTION: PRELIMINARY REVIEW OF TEXTBOOK CHANGES**

Dr. Williamson stated that she worked with Associate Principals Kris Frandson and Cameron Muir on the recommended textbook changes. She stated that with the 1:1 Chromebook implementation several new digital textbooks are being proposed.

Dr. Williamson noted that the cost-savings associated with digital resources are substantial. There is no buy-back for digital textbooks; however the greatly reduced price far exceeds what parents would receive in the buy-back of print textbooks.

In response to a board member's question Dr. Williamson stated that the net cost savings does not include buyback.

The administration responded to a board member's question stating that sometimes GBN has more changes and sometimes GBS does. This year with the change to the block schedule GBS has more changes than GBN.

In response to a board member's question, the administration stated that they are looking at digital resources, but the quality of the resources are the primary consideration.

The administration, in response to a board member's question, stated that professional development is provided through our technology department. Also, at times publishers are willing to provide professional development as part of the digital transition.

In response to a board member's question the administration stated that the final decision on textbooks is a curricular decision and the administration is confident that the best decisions are being made.

Dr. Williamson stated that the books are available for public review before being voted on by the board at the April 28 meeting.

The administration, in response to a board member's question, stated that we anticipate publishers are going towards more electronic versions of textbooks and believe the cost savings trend will continue. Publishers are working on different pricing structures, so currently pricing is very fluid. The primary factor in the textbook decision making is to get the most appropriate instructional resource and then cost savings is considered.

The administration responded to a board member's question that when we get a six year license and there is an updated edition, the most recent update for the book is provided digitally.

A board member thanked the administration for their time and the cost savings for the community. She asked Ms. Geddeis to include the cost savings on the web.

The board asked clarifying questions regarding some of the textbooks.

The administration explained the textbook decisions.

**DISCUSSION/ACTION: INSURANCE CONSULTANT REPORTS**

Mrs. Siena introduced Gary Gabel of Group Alternatives, Inc., the consultant commissioned by the Board to give his recommendations regarding the district's health and dental benefits.

Mr. Gabel reviewed his key findings:

- Current plans are within school norms.
- Plans are richer than private sector.
- Employee contribution is lower.
- Suggested considering spousal carve-out.
- Re-evaluate HMO plan options.
- Consider consumer driven health plans as a more efficient use of health plan dollars.
- Plan funding increases are below trend in recent years.
- Recommended renewal funding increases:
  - o 15% medical/rx
  - o 6% dental
- Consider improved efficiency through technology.
- Wellness program has a strong history and a good foundation.
  - o Recommending a \$50 discount on monthly contribution for those participating.
- Consider integrated Care Management Program to reduce future costs.

Mr. Gabel stated that he will have the provider network analysis in May.

In response to a board member's question Mr. Gabel stated:

- The way to get more people to sign up for a Care Management Program is to have a high deductible plan as the other option.
- Other school districts are looking at their health care options.

Mr. Gable answered clarifying questions from the Board.

Mrs. Siena stated that she, Dr. Riggle, and Mr. Taub met for three hours to review Mr. Gabel's entire presentation.

**DISCUSSION/ACTION: 2014 INSURANCE PRE-RENEWAL PRESENTATION**

Mrs. Siena presented a pre-renewal review received from CBC, who recently merged with HUB International. HUB International is one of the top ten insurance brokers worldwide, which gives us a lot of leverage. Mrs. Siena stated that the presentation includes recommended strategies for our health and dental benefits plan.

Mrs. Siena noted the key recommendations included:

- Expand coverage tiers.
- Pharmacy plan design features near norms via ACA.
- Aggressive use of specialty pharmacy programs.
- Telemedicine.
- Funding health savings account.

#### Eligibility

- Spousal surcharge
- Health assessments/biometrics required for enrollment

#### Wellness

- Contribution incentive for preventive screenings
- Results-driven contributions
- Improvement-based contribution incentives

#### Efficiency

- Employee self-service online for benefit enrollment.

Mrs. Siena reviewed the multi-year strategy suggested by CBC.

Dr. Riggle stated that these recommendations have been given to the administration and have gone to the cost containment group. In the past the administration reviewed the recommendations and discussed with the cost containment group and then just brought changes to the Board for approval. The process has changed, so now the administration will bring forward the recommendations to the board for their feedback.

Mrs. Siena reviewed the renewal summary:

- PPO & HSA plan
- HMO/BA HMO
- Dental
- (Affordable Care Act)ACA taxes and fees
- ACA Benefit Mandates
- Healthcare reform timeline

Mrs. Siena explained the next steps.

Mrs. Siena answered questions from a board member to clarify presentation details.

A board member stated that if we make changes to the health insurance plans, we have the possibility of pushing back the Cadillac tax which is a 40% excise tax.

Mrs. Siena stated that on April 28<sup>th</sup> the administration will bring forward the proposed renewal.

**DISCUSSION/ACTION: REVIEW OF THE 2015-2016 SCHOOL YEAR CALENDAR**

Dr. Riggle stated that this is a first review of the 2015-2016 school year calendar. This calendar has been thoroughly reviewed at the building administrative level and has been shared with the unions, who found it acceptable. The proposed calendar was also shared with the feeder district superintendents who were asked for input.

In response to a board member's question Dr. Riggle explained the reasoning for having Columbus Day off.

The proposed calendar will be placed on the consent agenda for approval on April 28.

**DISCUSSION/ACTION: PROCEDURES FOR RELEASE OF EDUCATIONAL SUPPORT STAFF**

Dr. Riggle stated that Dr. Caliendo has outlined the process for the release of non-certificated staff. Any support staff member who may not have a position next year must be properly notified according to the guidelines in State Code or they are guaranteed a position for the subsequent year.

Dr. Caliendo stated that this is the same memo that comes to the Board every year informing the Board of the releases that will be coming to the Board at the next meeting.

**DISCUSSION/ACTION: EDUCATIONAL SUPPORT PERSONNEL STAFFING**

Dr. Caliendo stated that he has worked with the building administrators and Mrs. Siena to determine the support staffing levels for the 2014-2015 school year.

Dr. Caliendo reviewed the FTE changes. He explained that GBN's FTE change is a small reduction based on decreased enrollment. He stated that GBS' FTE increase is based on enrollment as well as the needs because of moving to the block schedule.

In response to board member's question Dr. Caliendo stated that clerical staffing does not need to be increased.

Dr. Caliendo stated that this item will be on the consent agenda for approval on April 28.

**DISCUSSION/ACTION: VILLAGE OF GLENVIEW 6B CLASSIFICATION**

Dr. Riggle stated that the Village of Glenview contacted the administration regarding a 6B request from Abt. The company is seeking 6B relief to expand their physical facility on Milwaukee Avenue.

Dr. Riggle explained that Abt generates tremendous sales in the Chicagoland area and is a large source of revenue for the Village of Glenview through sales taxes. The 6B incentive will not affect the district's revenue stream since the burden is spread across all property taxpaying entities. The concern is for property tax appeals by Abt after revenue has been received. In their negotiations, the Village of Glenview reached an agreement with Abt on two elements that concerned us. First, a floor has been established for property taxes that will help with the issue of appeals. Second, they have agreed to not seek a renewal of the 6B, which is important for equalizing the burden for all taxpayers.

The Village of Glenview and Abt are asking for a letter of support from the district that will be submitted as part of the application process.

Dr. Riggle recommended that the Board issue a letter in support of the request.

A board member stated that the Board does not have jurisdiction on this matter and there is no downside in sending the letter.

Mrs. Siena stated that the district is very thankful to Abt and the Village of Glenview for listening to our concerns and working with us.

Dr. Riggle stated that the Village of Northbrook will have a 6B classification that will be brought to the next meeting.

**MISCELLANEOUS TOPICS**

none

**REVIEW AND SUMMARY OF BOARD MEETING**

Dr. Riggle stated that the administration is working on the beverage report and will bring it to the Board soon.

Dr. Riggle stated that an update on insurance will be brought to the Board when it is ready.

**MOTION TO MOVE INTO CLOSED SESSION**

Motion by Mr. Doughty, seconded by Mrs. Wilkas to move into closed session at approximately 10:04 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; the placement of individual students in special education programs and other matters relating to individual students (Section 2(c) (1), (2), and (10) of the Open Meetings Act).

Upon calling of the roll:

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

Nay: none

Motion carried 7-0.

The Board returned to open session at 11:34 p.m.

**ACTION REGARDING SETTLEMENT AGREEMENT DISCUSSED IN CLOSED SESSION**

Motion by Mrs. Wilkas, seconded by Mr. Doughty to approve the settlement agreement regarding student 04-08-14-01.

Upon calling of the roll:

aye: Doughty, Hanley, Martin, Shein, Taub, Wilkas

abstain: Boron

nay: none

Motion carried 6-0.

**ACTION REGARDING SUPPORT STAFF SALARY INCREASES FOR 2014-2015 SCHOOL YEAR DISCUSSED IN CLOSED SESSION**

Motion by Mr. Boron, seconded by Mr. Doughty to accept the recommendation regarding the support staff salary increases for 2014-2015 school year.

Upon calling of the roll:

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

nay: none

Motion carried 7-0.

**ACTION REGARDING RESOLUTION APPROVING REMEDIATION PLAN DISCUSSED IN CLOSED SESSION**

Motion by Mr. Boron, seconded by Mr. Doughty to approve the resolution approving the remediation plan discussed in closed session regarding employee #04-08-14-01.

Upon calling of the roll:

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

nay: none

Motion carried 7-0.

**ADJOURNMENT**

Motion by Mr. Doughty, seconded by Mrs. Wilkas to adjourn the meeting at approximately 11:40 p.m.

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

Motion carried 7-0.

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

CERTIFIED TO BE CORRECT:

---

SECRETARY - BOARD OF EDUCATION

**UPCOMING BOARD MEETINGS:**

Upcoming meetings will be held at:

Wed., April 16, 2014	6:00 p.m.	Special Board Meeting (GBN Library)
Tues., April 22, 2014	7:30 a.m.	Facility Committee Mtg. (GBS Guidance Office Rm)
Monday, April 28, 2014	7:00 p.m.	Regular Board Meeting (GBN Library)