

**MINUTES OF REGULAR MEETING,
BOARD OF EDUCATION, SCHOOL
DISTRICT #225, COOK COUNTY,
ILLINOIS, NOVEMBER 10, 2014**

A regular meeting of the Board of Education, School District No. 225 was held on Monday, November 10, 2014, at approximately 7:02 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, Shein, Taub, Wilkas

Absent: Martin

Also present: Geallis, Geddeis, Pryma, Ptak, Riggle, Siena, Swanson, 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, Shein, Taub, Wilkas

nay: none

Motion carried 6-0.

STUDENTS AND STAFF WHO EXCEL

None.

RECOGNITION OF COMMUNITY VISITORS

None.

BOARD AND SUPERINTENDENT REPORTS

Dr. Riggle handed out a letter from North Cook Intermediate Center regarding a school compliance audit that stated that we are in full compliance. Dr. Riggle thanked all those who worked on this project.

MOTION TO APPROVE CONSENT AGENDA

Motion by Mr. Boron, seconded by Mrs. Hanley to approve the following items on the consent agenda excluding consent agenda item 6.8.

1. Appointments

a) Certified - none

b) Support Staff

the appointment of the following educational support staff contained in the assistant superintendent for human resources memorandum

<u>Name</u>	<u>Position</u>	<u>Effective</u>	<u>School</u>	<u>Salary</u>
Lialios, Nicholas	Dean's Para	10.27.14	GBS	\$14.39
Sotelo, Daniel	12-Month Custodian	11.17.17	GBN	\$19.10

2. Resignations

a) Certified - none

b) Support Staff - none

3. FOIA

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

4. Vendor Bills

the issuance of Vendor Checks Nos. 65106 through 65300 in the amount of \$638,643.47 as listed on the attached checks register dated November 4, 2014.

5. Payroll - none

6. Imprest

the reimbursement of the Revolving Fund for Employees for the month of October in the amount of \$29,891.63 represented by checks No. 17788 through 17815, 17816 through 17847, 17872, 17874, 17875 through 17914, 17941 through 17961, 17939 through 17940 and 17990 through 18023.

the reimbursement of the Revolving Fund for Vendors for the month of October in the amount of \$248,485.03 represented by checks No. 17771 through 17787, 17848 through 17871, 17873, 17915 through 17937, 17938, 17962 through 17989, 18024 through 18043 & 18044 through 18063. Checks issued in October voided in October: No. 17775 &

17852. Check issued in previous months, voided in October
- n/a.

7. Minutes

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8. Agreement and General Release for Non-certificated Employee -
pulled for further discussion.

9. GBS Chinese Student Exchange

10. Gifts

Gift From	Amount or Item	School	Department	Account
Jeff & Kathy Whitehead, Buffalo Grove, IL	\$20.00	GBN	PETER HERR MEMORIAL SCHOLARSHIP	820824
James B. Kenny c/o Common Ground, Deerfield, IL	\$100.00	GBN	PETER HERR MEMORIAL SCHOLARSHIP	820824
Walter & Catherine Hazlitt, Glenview, IL	\$100.00	GBN	PETER HERR MEMORIAL SCHOLARSHIP	820824
Julia Shackleford, Lake Forest, IL	\$50.00	GBN	PETER HERR MEMORIAL SCHOLARSHIP	820824
Bill Schnell, Elgin, IL	\$100.00	GBN	PETER HERR MEMORIAL SCHOLARSHIP	820824
William & Kathie Decker, Iowa City, IA	\$300.00	GBN	PETER HERR MEMORIAL SCHOLARSHIP	820824
Scott & Janet Schwanke, Deerfield, IL	\$50.00	GBN	PETER HERR MEMORIAL SCHOLARSHIP	820824
Jeff & Rita Torf, Northbrook, IL	\$25.00	GBN	PETER HERR MEMORIAL SCHOLARSHIP	820824
Daniel Conrad & Jane Parker, Knoxville, TN	\$200.00	GBN	PETER HERR MEMORIAL SCHOLARSHIP	820824
David & Frances Griffin, Deerfield, IL	\$50.00	GBN	PETER HERR MEMORIAL SCHOLARSHIP	820824

Upon calling of the roll:

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

nay: none

Motion carried 6-0.

DISCUSSION/ACTION: STUDENT ENROLLMENT INITIATIVE

Dr. Riggle reviewed the process the administration has completed with regards to student enrollment, including reviewing building capacities, enrollment forecasts and current enrollment. He stated that the recommendation of the administration is that

student attendance boundaries as outlined in section A of Board Policy #8020 remain unchanged. The administration will continue to work with the Board to provide enrollment forecasts and monitor student activity and athletic participation.

Dr. Riggle stated that any facility concerns would be brought to the Facilities Committee meeting for review. He noted that if at any time the administration felt there was a change to the enrollment or participation conditions that warrants consideration, the administration would bring it to the Board.

The Board president stated that no changes are being made, so no action is needed. He stated that this topic was brought back to this meeting for closure for the public.

The Board:

- Stated that they were happy with the process.
- Noted that GBS was built to house more students.
- Is looking forward to moving forward.
- Complimented the team for their work.
- Stated the administration is considering both short and long term concerns.
- Wants every student to continue to have the amazing opportunities our district provides.
- Wants to continue the annual review of enrollment.

Dr. Riggle stated that the recommendation will be publicized.

RECOGNITION OF COMMUNITY VISITORS

None.

DISCUSSION/ACTION: PROPOSED TAX LEVY

Mrs. Siena stated that the Board is required to approve a proposed tax levy so it can be publicly advertised for 30 days. She stated that the District is not required by law to publish notice and conduct a public hearing; however we feel it prudent and in the best interest of the public to do so.

Mrs. Siena answered clarifying questions from the Board regarding the levy. She explained the rationale for capturing new growth and the impact to the tax payers.

Mrs. Siena explained to the audience a "real life" scenario regarding how the tax levy affects the tax payers.

MOTION TO APPROVE THE PROPOSED TAX LEVY

Motion by Mr. Boron, seconded by Mrs. Wilkas to approve the proposed tax levy.

Upon calling of the roll:

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

nay: none

Motion carried 6-0.

DISCUSSION/ACTION: INSURANCE COST CONTAINMENT DISCUSSION

Dr. Riggle stated tonight's review of the district's health and dental insurance is based on the timeline developed last year. He stated that this information was reviewed at the Finance Committee meeting on November 6.

Mrs. Siena reviewed enrollment and claims analysis for plan year Sept. 1 - Aug 31, 2014.

A Board member expressed his concern with the high cost of health insurance and offered suggestions to incentivize employees to move to the high deductible PPO. He stated that his concern is that the high cost of insurance may impact our students' experiences in the future.

Mrs. Siena reviewed the cost containment committee options. She recommended that an informational and marketing plan be developed to educate the staff on the high deductible PPO.

A Board member asked Mrs. Siena to bring forward a report from CBC on insurance before renewing the contract.

In response to a Board member's question Mrs. Siena answered clarifying questions regarding the high cost for the district HMO and the Cadillac tax.

Mrs. Siena stated that she will bring an update on claims and cost containment to the Board in February.

DISCUSSION/ACTION: DASHBOARD REPORTS

Dr. Williamson explained that the dashboard reports are an update on student achievement, student enrollment, student demographics, special education and staffing. She noted that the reports trend data for the last 10 years and there are not any significant changes in the data.

In response to a board member's questions:

- Dr. Williamson stated we have special programs to support ELL students as well as parent outreach programs.
- Dr. Wegley stated that we are closing the gap and coordinating our efforts from K - 12 for our ELL students.
- Mr. Swanson answered clarifying questions regarding teacher tenure.
- Dr. Williamson explained differences between the dropout and graduation rates.
- Mrs. Siena answered clarifying questions regarding projected and actual revenues.

Dr. Williamson stated the Dashboards will be posted on our website.

DISCUSSION/ACTION: PROPOSED DIRECTOR OF HUMAN RESOURCES POSITION

Dr. Riggle reviewed the development of the human resource department at the district.

Dr. Riggle explained the reasoning for this new position and the process the administration has undergone in creating the job description.

Dr. Riggle stated that part of the need for this position is based on unfunded mandates. He reviewed some of the mandates and responsibilities of the human resources department including but not limited to:

- Affordable Care Act (internal and external services)
- FMLA
- Worker's Compensation
- Senate Bill 7 and PERA (teacher evaluations)
- Licensing changes
- Lead in negotiations
- Staffing for certified/non-certified
- Placement on salary schedule
- Professional development
- Trailing CPU's
- Legislative Compliance
- Substitute Teachers
- Staff discipline
- Job description

Dr. Riggle stated the need to discuss the global picture for our district and wanted to frame the conversation with the Board.

The Board discussed:

- Do we have/want specialists or do we want to cross train?
- Wanting an organizational chart to understand the job functions.
- If there is a short term strategy to get the work done.
- How retirements affect the proposed position.
- The importance of a benefits management person.

Dr. Riggle stated that the idea of this position was brought about before Mr. Swanson joined the district. He noted that the conversation started with Mrs. Siena and Ms. Tarver with the retirements in the payroll department and the additional responsibilities of the Skyward transition.

Dr. Riggle stated that the administration will review the current structure and then bring a recommendation to the Board.

MISCELLANEOUS TOPICS

Mr. Taub stepped out.

Consent Agenda Item 6.8 Agreement and General Release for Non-certificated Employee

In response to a board member's question Mr. Swanson stated that the line in question protects employees from lawsuits.

Motion by Mr. Boron, seconded by Mrs. Hanley to approve consent agenda item Agreement and General Release for Non-certificated employee.

Upon calling of the roll:

aye: Boron, Doughty, Hanley, Shein, Wilkas

nay: none

Motion carried 5-0.

MOTION TO MOVE INTO CLOSED SESSION

Motion by Mr. Boron, seconded by Mrs. Hanley to move into closed session at approximately 8:49 p.m. to consider the placement of individual students in special education programs and other matters relating to individual students; 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) (10) and (11) of the Open Meeting Act).

Upon calling of the roll:

aye: Boron, Doughty, Hanley, Shein, Wilkas

Nay: none

Motion carried 5-0.

Mr. Taub returned.

The Board returned to open session at 9:04 p.m.

ADJOURNMENT

Motion by Mr. Boron, seconded by Mrs. Hanley to adjourn the meeting at approximately 9:05 p.m.

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

Motion carried 6-0.

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

CERTIFIED TO BE CORRECT:

PRESIDENT - BOARD OF EDUCATION

SECRETARY - BOARD OF EDUCATION

UPCOMING BOARD MEETINGS:

Tues., November 18, 2014	7:30 a.m.	Facility Committee Mtg. (GBS PCR)
Mon., November 24, 2014	7:00 p.m.	Regular Board Meeting (GBS Student Center)

