

**MINUTES OF REGULAR MEETING,  
BOARD OF EDUCATION, SCHOOL  
DISTRICT #225, COOK COUNTY,  
ILLINOIS, FEBRUARY 23, 2015**

A regular meeting of the Board of Education, School District No. 225 was held on Monday, February 23, 2015, at approximately 7:02 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, Shein, Taub, Wilkas

Also present: Geallis, Geddeis, Pryma, 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, Martin, Shein, Taub, Wilkas

nay: none

Motion carried 7-0.

**STUDENTS AND STAFF WHO EXCEL**

None.

**RECOGNITION OF COMMUNITY VISITORS**

None.

**BOARD AND SUPERINTENDENT REPORTS**

None.

**MOTION TO APPROVE CONSENT AGENDA**

The administration answered clarifying questions regarding the funding of the GBS Yearbook trip and explained the policy. The administration also explained how the decisions are made on what the district will/can help fund.

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

1. Appointments
  - a. Certified - none
  - b. Support Staff

<b>Name</b>	<b>Position</b>	<b>Effective</b>	<b>Building</b>	<b>Salary</b>
Conoboy, Michael	Grounds	02.13.15	GBS	\$24.36/hr.

2. Resignations/Terminations
  - a. Certified - none
  - b. Support Staff

<b>Name</b>	<b>Position</b>	<b>Effective</b>	<b>School</b>
Bailey, Claudia	Registrar	02.13.15	GBS
Garza, Christopher	SPED IA	01.22.15	GBS

3. FOIA - none

4. Vendor Bills

<b>Description</b>	<b>Amount</b>	<b>Attached register dated</b>
Vendor Checks Nos. 66362 through 6564	\$872,542.98	February 17, 2015

5. Payroll

the issuance of checks and electronic wire transfers for net payroll earnings, payroll taxes, pension contributions, insurance and other payroll liabilities.

January Totals:

Check Register: \$ 216,443.08

Direct Deposit Register ACH: \$7,172,095.69

Wire Transfer (EFT) Register: \$2,142,718.63

6. Imprest

7. Minutes

- Feb. 9, 2015 Special Board Meeting - a.m.

- Feb. 9, 2015 Special Closed Session Board Mtg.-a.m.
- Feb. 9, 2015 Special Board Meeting - p.m.
- Feb. 9, 2015 Special Closed Session Board Mtg. - p.m.
- Feb 9, 2015 Regular Board Meeting
- Feb 9, 2015 Closed Session Board Meeting

8. Award of Bids: District Office Renovation

9. District Office Furniture Purchase

10. Award of Bid: Cleaning Contract

11. GBS Yearbook Trip

12. GBE Faculty Contracts/Salary Structure

13. Gifts

<b>Gift From</b>	<b>Amount of Item</b>	<b>School</b>	<b>Department</b>	<b>Account</b>
Knights of Columbus	\$ 2800.00	GBS	Glenbrook United	810900
Chipotle, Glenview	10 burritos	GBN	SPEECH TOURNAMENT	N/A
Jimmy Johns, Glenview	1 tray of sandwiches	GBN	SPEECH TOURNAMENT	N/A
The Claim Company, Northbrook	2 large trays of salad	GBN	SPEECH TOURNAMENT	N/A
Butterfield's, Northbrook	Breakfast for 100	GBN	SPEECH TOURNAMENT	N/A
Boston Blackie's, Deerfield	30 Burgers	GBN	SPEECH TOURNAMENT	N/A
Teddy Fabz, Deerfield	30 Italian Beef Sandwiches	GBN	SPEECH TOURNAMENT	N/A
Elegance Meat, Northbrook	Chicken/potatoes for 100	GBN	SPEECH TOURNAMENT	N/A
Garden Fresh, Northbrook	\$40 gift card	GBN	SPEECH TOURNAMENT	N/A
Meatheads, Northbrook	\$25 gift card	GBN	SPEECH TOURNAMENT	N/A
Costco, Glenview	\$100 gift card	GBN	SPEECH TOURNAMENT	N/A
Jewel, Glenview	\$20 gift card	GBN	SPEECH TOURNAMENT	N/A
La Taquiza, Northbrook	2 trays of nachos	GBN	SPEECH TOURNAMENT	N/A
Corner Bakery, Glenview	100 crème cake bites	GBN	SPEECH TOURNAMENT	N/A
Mario's, Glenview	30 lrg pizzas	GBN	SPEECH TOURNAMENT	N/A
McDonalds, Glenview	50 sausage biscuits & 1 case of water	GBN	SPEECH TOURNAMENT	N/A
Sunset Foods, Northbrook	20 cases of water	GBN	SPEECH TOURNAMENT	N/A
Trader Joe's, Skokie	100 bananas	GBN	SPEECH TOURNAMENT	N/A
Wildfire, Glenview	2 trays of chopped salad	GBN	SPEECH TOURNAMENT	N/A
Einstein Bagel, Glenview	100 sliced	GBN	SPEECH TOURNAMENT	N/A

	bagels			
Starbucks, Northbrook	200 servings coffee	GBN	SPEECH TOURNAMENT	N/A
Next Door Bistro, Northbrook	Tray of pasta marinara	GBN	SPEECH TOURNAMENT	N/A
Chicago Bagel, Wheeling	4 certificates for year of bagels	GBN	SPEECH TOURNAMENT	N/A
Marcello's, Northbrook	2 trays of pasta marinara	GBN	SPEECH TOURNAMENT	N/A
Roti, Northbrook	Hummus/pita chips for 50	GBN	SPEECH TOURNAMENT	N/A
Go Roma, Northbrook	4 trays pasta	GBN	SPEECH TOURNAMENT	N/A
Buffalo Wild Wings, Northbrook	120 boneless wings	GBN	SPEECH TOURNAMENT	N/A
Barnaby's, Northbrook	20 lrg pizzas	GBN	SPEECH TOURNAMENT	N/A
Domino's, Northbrook	20 lrg pizzas	GBN	SPEECH TOURNAMENT	N/A
PF Chang's, Northbrook	2 trays fried rice	GBN	SPEECH TOURNAMENT	N/A
Fresh Farms, Wheeling	2 cases apples/oranges	GBN	SPEECH TOURNAMENT	N/A
Leonard's Bakery, Northbrook	Coffee cakes	GBN	SPEECH TOURNAMENT	N/A
Stir Crazy, Northbrook	2 trays crazy chicken salad	GBN	SPEECH TOURNAMENT	N/A
Oliverii, Northbrook	2 trays pasta russo	GBN	SPEECH TOURNAMENT	N/A
Noodles & co, Deerfield	Noodles, salad, mac & cheese for 60 each day	GBN	SPEECH TOURNAMENT	N/A

Upon calling of the roll:

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

nay: none

Motion carried 7-0.

**DISCUSSION/ACTION: STUDENT FEES**

Mrs. Siena presented student fees and stated that they were discussed at the February 12 Finance Committee meeting. The administration recommended fees to stay at the same level with the exception of the parking fee, which was recommended to increase from \$285 to \$300. She explained the reasoning for the recommendation.

In response to board members' questions Mrs. Siena:

- Stated the goal would be to reach breakeven over time.
- Noted the cons of going with concrete or pavers for the parking lot.

- Stated that we are not at capacity for selling parking stickers.

**MOTION TO APPROVE STUDENT FEES**

Motion by Mr. Boron, seconded by Mrs. Hanley to approve student fees.

Upon calling of the roll:

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

nay: none

Motion carried 7-0.

**DISCUSSION/ACTION: INSURANCE COST CONTAINMENT DISCUSSION**

Dr. Riggle introduced Bob and Ben Gorsky from HPN Worldwide, our wellness partners. He explained that they are here this evening to listen to our conversation and have been invited back to our next board meeting to present some cost containment ideas.

Mrs. Siena presented data on health claims, plan enrollment and statistics for wellness participation. She cautioned the board that the trend may not hold true because it is a smaller subset of claims, and there are large claims being reported. She explained the stop loss level of \$250,000.

A board member asked that in the future a column be added to the report to show if the claim is opened or closed.

In response to a board member's question the administration stated that due to the cost the district does not carry aggregate stop loss coverage.

Mrs. Siena:

- Reviewed the Insurance enrollment changes from the 2013-2014 Plan to 2014-2015.
- Shared various charts that the cost containment committee requested.
- Answered clarifying questions on the charts.
- Stated that she will be presenting information on the high deductible insurance program to both schools.
- Explained the changes in the wellness screening program this year that may have affected participation.

In response to a board member's question our partners from HPN:

- Reviewed expected engagement percentages.
- Discussed their experience with incentives/punishments.
- Explained what the screenings entail.
- Explained that the next step in the screening process goes from knowing your numbers to managing your numbers.

Dr. Riggle stated that our partners from HPN will be back at the first meeting in March to bring the Board some ideas.

**DISCUSSION/ACTION: CERTIFIED STAFF AUTHORIZATION**

Dr. Riggle stated that as anticipated, there is a small increase needed in the level of certified staff based on the projected increase in student enrollment across the district for the 2015-2016 school year.

The administration recommended a staffing level of 167.5 FTE for GBN and 235.0 FTE for GBS and explained the reasoning for the suggested total of a +4.1 FTE an increase of (+1.0%).

Mr. Swanson stated that he was impressed with the accuracy of the formula and thinks it is a great process. He noted a slight adjustment in his memo for GBS, the current 14-15 school year is .6 higher than on the sheet. He explained the difference which would change the increase to 3.6 instead of 4.2. He explained that he used the number that was assigned in the classroom vs. what is allocated by the Board.

Dr. Riggle stated that based on projected enrollment over the next five years only small variances in certificated FTE is anticipated.

In response to a board member's question the administration explained a new staffing model for the counselors at GBS. The administration is analyzing how this model will work going forward. The administration feels that we are well staffed with social workers.

The administration thanked the board member for their concern regarding adequate numbers of social workers, but stated that we are well staffed to support our students in this high stress community.

The administration answered questions regarding the formula and the changes that have been done over the years. They noted that the number of teachers in the classroom has not changed because that is based on the contract. The administration explained that the formula allows some flexibility and explained when we would need to open up the contract.

In response to a board member's question Mr. Swanson stated that the teacher contract is only one side of the formula. The purpose is to take those variables that are fixed and try to be as accurate as possible with those that are changing to create the staffing projections. He explained that the reason he feels this is a good formula is because history has shown that it is very accurate. He noted that the staffing formula will not spend money or save money, the contract does that.

Dr. Riggle reviewed the history and changes that have been made over the years to the formula. He explained how the contract affects the formula. He stated the complexity of the process and noted that there is a 2005 staffing report that may provide the Board some additional information.

Board members:

- Discussed the purpose of reviewing the formula.
- Stated that the community expects excellence and we are an excellent district.
- Stated they would like to receive a copy of the 2005 staffing report.
- Asked Dr. Wegley to give the community an update on the space concerns at GBS before he leaves the district.

This item will be placed on the consent agenda for March 9.

**DISCUSSION/ACTION: VARIANCE REQUEST FOR FEES FROM RESIDENTIAL REAL ESTATE DEVELOPERS**

Dr. Riggle explained a proposal to develop a 16 acre site on Voltz Road with 37 single family homes. He stated that Mr. James of Edward R. James Homes, LLC asked that District 225 consider a variance to the builder fees that are determined by a formula set by the Village of Northbrook.

Dr. Riggle explained his reasoning and recommended that we require the normal fees be paid as outlined by the Village of Northbrook and Board Policy and Procedures 4025.

**AGENDA ITEMS FOR FUTURE BOARD MEETINGS**

A board member asked for a future agenda topic on how we evaluate teachers with tenure and the process of evaluating teachers that have tenure. He explained he would like to know what we do with the information, how good is the process and what is the process of getting low performing teachers help.

**MOTION TO MOVE INTO CLOSED SESSION**

Motion by Mr. Boron, seconded by Mrs. Hanley to move into closed session at approximately 9:15 p.m. to consider 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) (2) of the Open Meeting 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 10:18 p.m.

**ADJOURNMENT**

Motion by Mr. Boron, seconded by Mr. Doughty to adjourn the meeting at approximately 10:18 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:

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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, March 9, 2015	7:00 p.m. Regular Board Meeting
Monday, March 23, 2015	7:00 p.m. Regular Board Meeting