

**MINUTES OF REGULAR MEETING,  
BOARD OF EDUCATION, SCHOOL  
DISTRICT #225, COOK COUNTY,  
ILLINOIS, APRIL 25, 2016**

A regular meeting of the Board of Education, School District No. 225 was held on Monday, April 25, 2016, at approximately 7:01 p.m. at Glenbrook District Office Public Meeting Room 100A, 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, Kim, Martin, Shein

Absent: Taub

Also present: Fagel, Field, Finan, Geallis, Gravel, Krakauer, Ptak, Riggle, Siena, Swanson, Tarver, Williamson, Petrarca (attorney - arrived at approximately 8:14 p.m.)

**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, Kim, Martin, Shein

nay: none

Motion carried 6-0.

**STUDENTS AND STAFF WHO EXCEL**

Ms. Krakauer recognized GBN junior Jonah Jacobs and senior Anthony Trufanov, this year's first place winners of the IHSA State Debate championships. She noted that Anthony is one of the few students in Illinois to have won the Illinois state title twice. They were both named to the All-State Debate Team.

Ms. Krakauer recognized GBS JV Novice debaters, sophomore Katie Kenner and freshman Michael Scott who won the tournament.

Ms. Krakauer recognized representatives from Family, Career and Community Leaders of America (FCCLA). Eighteen students from North and South have qualified for the National Conference in San Diego in July. They will compete in categories pertaining to human development, family and community service, culinary arts

and nutrition, consumer education and fashion design and construction.

The students and teachers introduced themselves, their parents and shared the category they competed in.

The teachers/sponsors thanked the Board and the administration for their continued support of their programs.

Dr. Riggle stated that he is very proud of the students and wished them luck in the future.

**RECOGNITION OF COMMUNITY VISITORS**

None.

**BOARD AND SUPERINTENDENT REPORTS**

Dr. Riggle reminded the Board that the Glenbrook musical is this weekend.

Dr. Williamson gave a brief update on PARCC testing.

**MOTION TO APPROVE CONSENT AGENDA**

Dr. Riggle stated that the approval on consent agenda item #12 - PowerSchool Fee Plugin and Payment Processing Vendor will only be for the convenience fee of \$2.65. The agreement is not ready for approval this evening.

In response to a question from a board member the administration answered clarifying questions regarding the convenience fee.

Motion by Mr. Boron, seconded by Mr. Doughty to approve the following items on the consent agenda and with regard to item 6.12 that the credit card convenience fee be raised to \$2.65 from \$2.50 at such time the PowerSchool Plugin goes live:

1. Appointments

a. Certified

Name	Position	School	FTE	Salary	Start Date
Katherine Paplinski	Social Worker	GBS	1.0	MA, Step 9	08.18.16

Name	Position	School	FTE	Salary	Start Date
Andrew Zweibel	Band Teacher	GBN	1.0	BA, Step 6	08.18.16
Brittany Wiedor	Math Teacher	GBN	1.0	BA, Step 9	08.18.16

b. Support Staff - none

2. Resignations/Terminations

a. Certified

Name	Position	Effective	School
Lisa Maier	Physical Education Teacher	06.10.16	GBS
Andrea Solocheck	Speech Pathologist	06.10.16	GBS

b. Support Staff - none

3. FOIA

4. Vendor Bills

Description	Amount	Attached register dated
Vendor Checks Nos. 71835 through 72094	\$699,791.18	April 20, 2016

5. Payroll

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

March Totals:

Check Register: \$ 309,995.50

Direct Deposit Register ACH: \$3,853,331.17

Wire Transfer (EFT) Register: \$2,269,403.30

6. Imprest - none

7. Minutes

- April 11, 2016 Regular Board Meeting
- April 11, 2016 Regular Closed Board Meeting
- April 14, 2016 Technology Committee Meeting

8. Textbook Changes

9. Release of Educational Support Staff

10. 2016-17 Special Leave Requests

11. Glenbrook Academy Chinese International Trip

12. PowerSchool Fee Plugin and Payment Processing Vendor (Fee Plugin tabled, only approval of credit card convenience fee)

13. Gifts

<b>Gift From</b>	<b>Amount of Item</b>	<b>School</b>	<b>Department</b>	<b>Account</b>
Renaissance Charitable Foundation	\$3,000.00	GBS	Science - Go Explore! Summer Science Camp	830870
Charles H and Beverly E. Shaw Foundation	\$2000.00	GBS	Fencing Club	830382
Mrs. Charles K. Liddell	\$100.00	GBS	Variety Show	831302
Margaret Simonsen via T. Rowe Price program for charitable giving	\$10,000.00	GBN	WILLIAM SIMONSEN MEMORIAL SCHOLARSHIP	821331
Patty & Joel Dryer Northbrook, IL	Leather Sofa	GBN	Social Studies	N/A

14. Non-tenured Certified Staff Members to be Released

15. Rehires: Certified

Upon calling of the roll:

aye: Boron, Doughty, Hanley, Kim, Martin, Shein

nay: none

Motion carried 6-0.

**DISCUSSION/ACTION: APPROVAL OF CHROMEBOOK RECOMMENDATION FOR CLASS OF 2020**

The administration provided sample Chromebooks to allow the Board to compare the devices physically and explained the differences from last year's model.

Dr. Ptak reviewed the insurance claims and stated that the self-insurance program is working well. She reviewed the pricing of the devices and noted that prices are dropping.

In response to board members' questions the administration explained:

- Loaners are available for our students.
- The rationale for keeping the price the same.
- The self-insurance reserve numbers and the plans for these monies.
- The number of warranty cases.

Board members discussed their thoughts on pricing and the importance of reviewing the numbers next year.

This item will be brought forward on consent at the next meeting.

**DISCUSSION/ACTION: FY16/17 TECHNOLOGY BUDGET**

Dr. Riggle stated that overall, the financial state in technology is very encouraging.

Dr. Gravel:

- Reviewed highlights from the budget.
- Noted that budget variances were mostly housekeeping changes.
- Presented new initiatives.
- Explained changes in e-rate.
  - o Explained that it takes approximately 6-8 months to get the rebate monies
- Reviewed the replacement and upgrade of existing network hardware.
  - o Discussed the possibility of selling our aged equipment.
  - o Stated that bids have been received, but not opened.
    - Results will take approximately 3 weeks.
    - The administration will provide the Board with an update at a future Board meeting.

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In response to a board member's questions the administration:

- Explained the reasoning for the need for new/different access points.
- Stated the goal is for a solid network.
- Noted that there might be residual value (estimated \$20,000-\$30,000) in our old access points.
- Verified that we are reducing the number of labs, but there is still some need for the labs.

Mr. Field reviewed the educational technology budget. He explained the variances in budget from FY2016 to FY2017.

In response to a board members' questions Mr. Field explained the reasoning for:

- Reducing the budget for professional development.
- Reducing the supply budget.

The administration:

- Reviewed personnel expenses.
- Explained FTE numbers.
- Discussed the changes in budget numbers.
- Noted that lab managers were reduced by attrition and their changing role.

In response to a board member's question Dr. Gravel stated that we do have a 3-year technology vision, and the next area of growth is our audio/visual technology as well as upgrading our aging servers.

**DISCUSSION/ACTION: ADDENDUM TO NORTHFIELD TOWNSHIP TECHNOLOGY CONSORTIUM AGREEMENT**

Dr. Riggle provided an updated document.

Dr. Riggle reviewed the following documents:

- 1) The original intergovernmental agreement creating the Northfield Township Technology Consortium;
- 2) A document that allows the original consortium parties to admit other governmental entities;
- 3) An addendum to the original consortium agreement;
- 4) Exhibit B.

Dr. Riggle explained the cost savings and additional benefits of this agreement.

Dr. Riggle stated the goal is to add to the consortium Northbrook District 31, the Northbrook Park District, and the

Northbrook Library, which will allow us to share internet services and cost savings with these governmental entities.

Dr. Riggle thanked board members Boron and Doughty for their review and comments on the original draft. Their suggestions were incorporated in the shared document.

Dr. Gravel stated that this will allow the park district to provide additional services to the community.

Dr. Riggle stated this is a 5-year plan.

The documents will be placed on the May 9 consent agenda.

In response to a question from a board member Dr. Riggle stated that it is possible to have additional entities join the consortium in the future.

**DISCUSSION/ACTION: REVISION REQUEST FOR GBN SMALL BUILDING PROJECTS SUMMER 2016**

Dr. Riggle reviewed an additional request to GBN's small building project list.

In response to a board member's question the administration explained the need for a new athletic trophy case. They noted that we have a skilled carpenter who will be retiring from the district and would like to take advantage of his skills before he leaves.

This item will be placed on consent at the next meeting.

**DISCUSSION/ACTION: APPROVAL OF GBN CAPITAL OUTLAY REQUEST**

Dr. Riggle explained the need for the sound system control panel.

In response to a board member's question Dr. Ptak stated the repair cost is \$400.

This item will be placed on the May 9 consent agenda.

**DISCUSSION/ACTION: APPROVAL OF REVISIONS TO THE 2016-2017 SCHOOL YEAR CALENDAR**

Dr. Riggle explained that we need to update our calendar with late arrival/school improvement dates. These dates have been approved by the school principals.

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In response to a board member's comment the administration stated that an additional date 3/15/17 will be added to the list of school improvement days.

**DISCUSSION/ACTION: NORTHFIELD TOWNSHIP HIGH SCHOOL DISTRICT #225 EXCLUSIVE BENEFIT GOVERNMENTAL 401(A) NONTRUSTED RETIREMENT PLAN**

Dr. Riggle explained that the change is required by the IRS for 401(A) accounts. The deadline is April 30, 2016.

**ACTION TO APPROVE THE RESOLUTION AUTHORIZING AMENDMENT AND RESTATEMENT OF RETIREMENT PLAN AS RECOMMENDED BY THE ADMINISTRATION**

Motion by Mr. Boron, seconded by Mr. Doughty to approve the resolution authorizing amendment and restatement of retirement plan as recommended by the administration.

Upon calling of the roll:

aye: Boron, Doughty, Hanley, Kim, Martin

nay: none

Motion carried 5-0. (Mr. Shein stepped away for a moment.)

**DISCUSSION/ACTION: INSURANCE RENEWAL UPDATE**

Dr. Riggle introduced Brian Butler from HUB International to present additional insurance data and facilitate further discussion regarding employee benefits.

Mr. Brian Butler from HUB International:

- Reviewed Teladoc
  - o Explained the benefits of the program
  - o Described an additional e-doc program which allows staff to interact digitally with a doctor
  - o Noted that there is greater participation in Teladoc in rural areas where there is less accessible health care
  - o Did not recommend Teladoc for D225
- Reviewed stop loss captive
  - o Stated that the district is too big for this to be viable
  - o Explained what was done in researching ways to reduce the district's stop loss expenses

- Reviewed historical analysis of medical insurance fee structure

In response to board members' questions, Mr. Butler:

- Explained that there are a greater number of participants in the wellness program compared to a smaller number who would use Teladoc to resolve wellness-related conditions
- Answered clarifying questions regarding challenges in shopping insurance carriers
- Stated that the biggest expenses for the district are claims. The administrative expense is very small in comparison
- Explained downside of going out to bid every year
- Suggested an appropriate timeline for bidding would be every 3-4 years
- Will gather and provide the Board with information regarding pricing on large claim management

The Board asked what "big" things can be done to reduce the district's insurance costs.

Dr. Riggle reviewed the value of the 24/7 nurseline.

Dr. Riggle reviewed stop loss captive. He stated that two other brokers in the past agreed with Mr. Butler that the district is too big for the stop loss captive. Dr. Riggle reviewed some steps the administration has taken to review our stop loss insurance.

Dr. Riggle:

- Stated the administration will need to review the indicators to see if we are in the "right" spot.
- Explained the need to consider the ramifications of losing SSCRMP.
- Reminded the Board that in order to go out to bid the administration will need to discuss with the other SSCRMP members.

Mrs. Siena explained the concerns with going out to bid including possible issues with the union because of major changes in working conditions.

Mr. Petrarca provided his input on how this could affect union negotiations, as well as the pros and cons of shopping insurance.

Dr. Riggle discussed the district's past strategy on salary and benefits as a percentage of operating funds. He stated that overall financially we are heading in the right direction.

Dr. Riggle reviewed insurance expenditures as a percentage of the operating budget.

Dr. Riggle reviewed negotiated salaries based on the CPI. He stated that when we work with our unions they will look at total compensation. He explained that when the Board decides on a strategy going forward this needs to be considered.

Mrs. Siena reviewed a summary of OptumRx Pharmacy claims. She reviewed financial results, trends and recommendations.

Mrs. Siena will discuss with cost containment:

- Rate increase
- Pharmacy trend
- Results of spouse survey

Mrs. Siena explained how the spousal surcharge would affect claims.

Dr. Riggle reviewed the following information the administration will gather and provide to the Board in the future:

- How we know we are in a good place.
- Past data collected on insurance.
- How the consortium is doing vs. BCBS to see if there are advantage with other carriers.

#### **MISCELLANEOUS TOPICS**

Dr. Riggle asked the Board if they would like the administration to pursue the following topic:  
"Should the district have a more aggressive stance or approach in curtailing illegal drug use in school through the use of drug detecting dogs."

In response to a board member's question the administration stated that it is difficult to know the extent of drug usage in the school.

Dr. Riggle explained his experience with using drug detecting dogs. He reviewed the challenges it presents.

In response to a board member's question Dr. Riggle stated that the administration did not research the possible cost.

The Board did not feel the need for the administration to pursue this topic any further.

**REVIEW AND SUMMARY OF BOARD MEETING**

The Board president stated that the next Board meeting is on May 9.

**MOTION TO MOVE INTO CLOSED SESSION**

Motion by Mr. Boron, seconded by Mr. Doughty to move into closed session at approximately 9:47 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; 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) (1), (2) and (11) of the Open Meetings Act).

Upon calling of the roll:

aye: Boron, Doughty, Hanley, Kim, Martin, Shein

nay: none

Motion carried 6-0.

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

**APPROVAL OF RESOLUTION FOR REMEDIATION PLANS FOR CERTIFIED STAFF**

Motion by Mr. Boron, seconded by Mr. Doughty to approve the remediation plan for Randall McGraw.

Upon calling of the roll:

aye: Boron, Doughty, Hanley, Kim, Martin, Shein

nay: none

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Motion carried 6-0.

**APPROVAL OF RESOLUTION FOR REMEDIATION PLANS FOR CERTIFIED STAFF**

Motion by Mr. Boron, seconded by Mr. Doughty to approve the remediation plan for Edward Hajost.

Upon calling of the roll:

aye: Boron, Doughty, Hanley, Kim, Martin, Shein

nay: none

Motion carried 6-0.

**ADJOURNMENT**

Motion by Mr. Boron, seconded by Mrs. Hanley to adjourn the meeting at approximately 11:36 p.m.

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

Motion carried 6-0.

\* Boron, Doughty, Hanley, Kim, Martin, Shein

CERTIFIED TO BE CORRECT:

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

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

**UPCOMING BOARD MEETINGS:**

Mon., May 9, 2016	7:00 p.m.	Regular Board Mtg. (District Office Public Mtg. Rm. 100A)
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