

**MINUTES OF SPECIAL MEETING,
BOARD OF EDUCATION, SCHOOL
DISTRICT #225, COOK COUNTY,
ILLINOIS, MAY 12, 2016**

A special meeting of the Board of Education, School District No. 225 was held on Monday, May 12, 2016, at approximately 6:14 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, Taub

Also present: Fagel, Finan, Geallis, Gravel, Raflores, Riggle, Siena, Williamson

APPROVAL OF AGENDA FOR THIS MEETING

Motion by Mr. Boron, seconded by Mrs. Hanley to approve the agenda for this meeting.

Upon calling of the roll:

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

nay: none

Motion carried 7-0.

RECOGNITION OF COMMUNITY VISITORS

None.

MOTION TO APPROVE CONSENT AGENDA

Dr. Riggle provided the Board with some background on the PowerSchool Fee Plugin and Payment Processing Vendor. He noted that we do not have a completed agreement, but are working on edits to the contract. He asked the Board if they are comfortable giving the administration permission to sign the contract for this August.

Board members discussed items that are still being negotiated on the contract.

In response to board members' questions the administration:

- Shared the backup plan if the contract is not agreed upon.
- Answered clarifying questions regarding the code/product and outcomes if the vendor were to go under.
- Stated that the district does not have a good track record of creating programs in-house.
- Noted that the district has negotiated contracts with companies such as Google and PowerSchool, and most districts do not even try. We should be proud of these efforts.

A board member suggested that in the future the administration provide the Board the agreements earlier in the process.

Dr. Riggle stated that the administration is reviewing the current contract review process as well as the legal counsel we are currently using for this purpose.

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

- 1.) PowerSchool Fee Plugin and Payment Processing Vendor

Upon calling of the roll:

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

nay: none

Motion carried 7-0.

DISCUSSION/ACTION: PRINCIPAL REFLECTIONS

Dr. Riggle introduced the principals who shared their first year reflections.

Ms. Fagel stated that she and Dr. Finan will present together because that has been the theme of this year - working together. They presented on the following:

FEEDBACK ON FIRST YEAR

- Transitions
 - o Building relationships, getting to know people, parents, community
 - o Supporting new administrators

- Strengthening Connections Across Willow Road
 - Curriculum and Instruction
 - District Planning
 - Social and Emotional Wellness of Students
 - Personnel and Operations

SCHOOL IMPROVEMENT EFFORTS

- GBN
 - Transition to mindset
 - Parental involvement
 - Development of formal school improvement goals

- GBS
 - Curriculum and Instruction
 - Social/Emotional Wellness of Students

The board president thanked the principals for their hard work.

In response to a board member's question Ms. Fagel reflected on the difference between her experience here compared to her past principal experience.

The decision was made to move to closed session next on the agenda in order to wait for Justin Petrarca's arrival for the discussion on Vision for Employee Benefits.

MOTION TO MOVE INTO CLOSED SESSION

Motion by Mr. Boron, seconded by Mrs. Hanley to move into closed session at approximately 7:20 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; student disciplinary cases. (Section 2(c) (1) and (9) of the Open Meeting Act).

Upon calling of the roll:

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

nay: none

Motion carried 7-0.

The Board returned to open session at 7:54 p.m.

DISCUSSION/ACTION: VISION FOR EMPLOYEE BENEFITS

The board president stated that our budgeted expenses are made up of approximately 61% salaries and 16% benefits. This shows that we are people orientated. The employee cost is the biggest portion of our budget.

The board president stated that the cost of health insurance is escalating and this is why we need to start focusing our attention on controlling this expense. He noted that the big part - salaries, are under control with an average increase of approximately 2%. The smaller part is benefits but the cost is increasing quickly. He stated that if we don't do anything the increased costs are unsustainable for the district.

The board president stated we need to create a framework for moving forward. He noted that Justin Petrarca was invited to help facilitate the conversation.

Justin Petrarca stated that there is a high level of frustration on the topic of benefits. He asked the Board to take a step back and start with the end in mind. He noted that the Board is looking at the specifics of the plan, but the district's salary and benefits package are the norm in the education industry.

Mr. Petrarca reviewed what he believed the Board's goals are:

- Desire to have a high quality benefit plan
- Must be affordable (not just for the Board, but for the employees)
- Knowledge of the costs of the plan
- High level of employee satisfaction
- Maintain good working relationship with the unions
- Plans that are comparable with the districts in the area
- Plans with some ability to control costs
- Plans that afford expert advice in various areas

Mr. Petrarca asked the Board to react to this.

Board members discussed the following:

- The current plan is not sustainable.
- The cost will take away from instruction monies.
- The need to look at insurance more globally.

- The administration has been very innovative in many different areas (2 tiered salaries, the IDEA, etc.), now they need to be innovative in their insurance ideas.
- The problem is not unique to our district.
- A proposal: Create a "study group" to review insurance:
 - See what we have
 - Look at other alternatives
 - Research innovative ideas
 - Review what other districts or other businesses are doing
 - Suggested committee members might include: Dr. Riggle, Dr. Gravel, Mr. Swanson, Ms. Raflones, Dr. Ptak, Mr. Petrarca - someone from SSCRMP, independent insurance consultant, members of our collective bargaining unit
 - Group would involve Cost Containment Committee, but not be that committee
 - Fact finding group.
 - Would take about 1 year
 - There would be costs involved

In response to board members' questions Mr. Petrarca discussed:

- The benefits of cost containment.
- Innovative insurance ideas.
- Unknowns that must be considered when discussing costs (election, pension laws, etc.)
- The importance of educating employees on the total compensation plan.
- Single employees are subsidizing families, but that is what the union members agreed to.
- Negative effects of having too many plans
- State code allows the district to levy for employee insurance
- Explained how brokers can bring different prices
- Stated that leaving BCBS would not go over well with employees

Board members discussed:

- Definition of success
- Possibilities that exist/outcomes
- The "study group" idea and their role of gathering information and sharing with cost containment
- Educating the public during the entire process
- Short term fixes and long term planning
- Possible ways to reduce costs
- Mission of the "study group" is to create a model that will be sustainable in the long term.

Dr. Riggle stated some fundamental work needs to be done. He stated that some of that work was started in the last few weeks. He stated that SSCRMP was not built for insurance, but believes that there is some work that can be done there.

Dr. Riggle shared his concern with putting a "study group" together. He stated that more relevant work on the guiding principles needs to be done before the administration can proceed. Dr. Riggle shared concern that the plan of action needs to be more directed because we have a new administrative team that has a lot of issues to address including working with Elizabeth Hennessey on refunding bonds.

Mr. Petrarca stated that there are other issues that need to be looked at and other changes that are coming for districts. His opinion is that everything should be on the table during negotiations as a collective bargaining strategy.

A board member stated that they do not want the employee to pay more without the district first doing everything they can to reduce costs.

In response to a board members' question Dr. Riggle stated:

- He feels that it is a very tough situation to put our arms around.
- Obvious that we need to do something different because we are not being effective.
- Will need to be more proactive in the summer in creating:
 - Short term goals
 - A change in timeline
 - Long term goal
- The need to identify an insurance consultant.

Mr. Petrarca stated that it is better to get it right than get it fast. He noted that if the goal is to get some traditional coverage and something experimental like a hybrid plan it takes time to educate employees. He suggested working on parallel tracks:

- Cost containment
- Convene process on cutting edge ideas
- Do what we can in the near term for collective bargaining

In response to a board member's question Mr. Petrarca explained when/how changes can be made and what needs to be bargained for and what doesn't.

A board member stated that we do not need a broker at all.

Dr. Riggle stated that we need to look at the services the broker provides before we eliminate the broker.

In response to board members' question Dr. Riggle stated:

- We need Board consensus for cost containment to pursue the tier 4 drug pharmacy option
- He will work with other area superintendents to work with SSCRMP on insurance
- He will work with Mr. Petrarca on a timeline for a plan of action on the three parallel tracks.

Mr. Petrarca stated that 2018 is a critical year. He stated that we won't solve everything, but we will be in a good place.

Mrs. Siena reviewed the negotiations timeline.

Dr. Riggle stated that he will bring preliminary information regarding administrative salaries to the May 23 board meeting.

ACTION REGARDING MATTERS DISCUSSED IN CLOSED SESSION

Motion by Mr. Boron, seconded by Mr. Doughty to affirm the recommendation of the MDRC regarding student #05-12-16-01.

Upon calling of the roll:

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

nay: none

Motion carried. 7-0.

ADJOURNMENT

Motion by Mr. Boron, seconded by Mr. Doughty to adjourn the meeting at approximately 9:52 p.m.

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

Motion carried 7-0.

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

CERTIFIED TO BE CORRECT:
