

**MINUTES OF REGULAR MEETING,  
BOARD OF EDUCATION, SCHOOL  
DISTRICT #225, COOK COUNTY,  
ILLINOIS, APRIL 12, 2017**

A regular meeting of the Board of Education, School District No. 225 was held on Wednesday, April 12, 2017, at approximately 7:03 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: Etherton, Fagel, Finan, Geallis, Gravel, Petrarca (arrived at 8:20 p.m.), Rafloros, Riggle, Swanson, Tarver, 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, Kim, Martin, Shein, Taub

nay: none

Motion carried 7-0.

**Glenbrook Stories**

None.

**Recognition of Community Visitors**

None.

**Board and Superintendent Reports**

Dr. Riggle

- Announced the Board Election results: Bruce Doughty, Karen Hanley and Sonia Kim will return to the Board for another four-year term; also noted that we had a write-in candidate for our fourth seat, Peter Glowacki, but his position will not be official until Tues, April 25
- Stated that Peter Glowacki is a district 31 resident and parent (Glenview) and we are very fortunate to have him join the District 225 Board
- Noted that the GBN/GBS College Fair was very successful. Student Services did a tremendous job; over 200 colleges/universities were represented and it was very well attended by our juniors. Congratulated our two principals and the many people in the schools who helped make it happen

- Explained the new rules regarding SAT results being placed on student transcripts

Dr. Finan

- Stated the College Fair was a great event and that he attended as both the principal and the parent of a junior

Ms. Fagel

- Noted that the college colloquium is the second joint venture with GBN, and that it is great to share resources between the two communities
- Stated that GBS is working on the master schedule based on the staffing approved by the Board

**Motion to Approve Consent Agenda Items**

Motion by Mr. Boron, seconded by Mr. Doughty to approve the following items on the consent agenda, excluding 6.1a Appointments - Certified

Dr. Riggle noted that an updated spreadsheet with expenses was provided for consent agenda item #6.10 DECA International Competition

1. Appointments

a) Certified – pulled for a separate vote

Name	School	Position	Salary	Start Date
Brian Boron	GBS	Music Teacher	BA, Step 2, 1.0FTE	08.21.17

b) Support Staff

Name	Building	Position	Calendar	FTE	Start Date	Schedule	Salary	Hourly Wage
Agins, Joan	GBS	Executive Assistant/ Associate Principal	239	.92	07.03.17	EX 2-3 Step 15	\$49,610	\$25.95

2. Resignations/Terminations

a) Certified

Name	Position	Effective	School
Melissa Michie	Mathematics	04.28.17	GBN
Tamara West	Psychologist	06.08.17	GBN

b) Support Staff - none

3. FOIA - none

4. Vendor Bills

Description	Amount	Attached register dated
Vendor Checks Nos. 90,196 through 91,392	\$607,650.52	April 4, 2017

5. Payroll - none

6. Imprest

Description	Amount	Represented by checks Numbers
Reimbursement of the Imprest Fund for the month of March	\$268,427.66	30786-31050

7. Minutes

- March 20, 2017 Special Board Meeting
- March 20, 2017 Special Closed Board Meeting
- March 20, 2017 Regular Board Meeting
- March 20, 2017 Closed Board Meeting

8. Gifts

Gift From	Amount or Item	School	Department	Account
AT&T Corporate Giving Program	\$50.00	GBS	Special Events - Teacher Appreciation	830940
YourCause, LLC Trustee for MasterCard	\$500.00	GBN	Business Incubator Course	820371
Northbrook Chamber of Commerce	\$1000.00	GBN	Business Incubator Course	820371
Dreebin Family Northbrook	\$250.00	GBN	Glenbrook Musical	810770
Mariano's Glenview West	10 cakes, 5 pies	GBN	Math - Pi Day	NA
Costco Glenview	3 pizzas	GBN	Math - Pi Day	NA
Wildfire Glenview	5 cherry pies	GBN	Math - Pi Day	NA
Three Tarts Bakery	2 apple pies	GBN	Math - Pi Day	NA
Jewel Glenview	5 apple pies	GBN	Math - Pi Day	NA
Dominios Northbrook	10 pizzas	GBN	Math - Pi Day	NA
Mario's Northbrook	5 pizzas	GBN	Math - Pi Day	NA
Marco's Glenview	12 pizzas	GBN	Math - Pi Day	NA
Oberweis Glenview	10 free kids cones certificates	GBN	Math - Pi Day	NA

9. Approval of Audit Firm
10. DECA International Competition

Upon calling of the roll:

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

nay: none

Motion carried 7-0.

**Motion to Approve Consent Agenda 6.1a Appointments - Certified**

Motion by Mr. Shein, seconded by Mr. Doughty to approve consent agenda 6.1a appointments – certified.

Upon calling of the roll:

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

nay: none

abstain: Boron

Motion carried 6-0-1.

**Board Member Recognition**

Mr. Shein stated he enjoyed working with Mr. Martin for his eight years on the Board. He noted that Mr. Martin served at District 34 before coming to our Board and our community has benefited from his thoughtfulness. Mr. Shein thanked Mr. Martin for his service and in recognition and appreciation he was presented with a plaque for service from 2009-2017.

Mr. Martin thanked Mr. Shein and reflected on his 12 years in the education system. He stated that he is pleased with the high standards of the administration, the great resources for our students, the great facilities, the teachers in general are well qualified and the students are privileged. He noted that personally, it has been a great privilege to work with administrators and fellow board members. He is convinced that the administration and Board do their best for the district. Mr. Martin stated that it has been a privilege to serve. He feels that it is the role of a board member to question, to probe, to listen, to add perspective and to be a responsible steward of this great asset. He believes the system works in this community and he leaves the Board with a great sense of satisfaction.

Dr. Riggle stated that he appreciated Mr. Martin's approach as a board member; solid and consistent with the quality of his questions, he has made the administration think deeper. He has been excellent for the community and was a very effective board member. Dr. Riggle noted that Mr. Martin had the best perspective from K-12 and he always worked positively and

collaboratively. Dr. Riggle noted that Mr. Martin helped the district become better and that Mr. Martin's perspective has helped him grow as an administrator. Dr. Riggle stated that it was great to have him with us and thanked him for his service.

Mr. Doughty stated that Mr. Martin brings dedication, honesty and the rare ability to see things in a different perspective. Mr. Martin persevered in a very respectable way and Mr. Doughty will miss his intelligence and good humor. Mr. Doughty hopes Mr. Martin returns to community service in the future.

Mrs. Hanley stated that she appreciates Mr. Martin's propensity to take the long view of topics and is aware of precedents. She noted that ability requires a lot of knowledge and patience. She will miss the quality of his questions and hopes he continues in community service.

The principals noted that they will miss trying to figure out what Mr. Martin is thinking and thanked him for his support.

A short reception was held.

#### **Discussion/Action: Preliminary Review of Textbooks**

Dr. Riggle discussed the process of reviewing textbooks.

Dr. Williamson provided some groundwork on the district's philosophy on textbooks. She explained that we move to a digital textbook based on how educationally sound it is, not based just on cost.

Dr. Williamson stated that an additional page was provided which noted if a book was digital. She noted that the Associate Principals for Curriculum and Instruction and the Instructional Supervisors are in attendance to help address Board questions regarding textbooks.

In response to board members' questions, the administration:

- Reviewed the GBS six-year pricing model for Spanish and explained how enrollment effects the model
- Answered questions on Math XL. They noted that it can be used for homework or classwork, because it is electronic it allows for more freedom than static piece of paper; it offers flexibility and helps students by giving hints
- Noted that the textbook decisions on world language resources are based on the language, level, national standards and prepares students for AP and seal of bi-literacy exam
- Explained our current digital books model (does not include rental), noted that the Board is approving the book, but the administration can/will review price
- Explained the copyright dates of 2018 and stated they did receive physical copies of the book to review
- Stated that ISBN#'s are provided but Becks does not stock hard copy books (The hard copy ISBN # may differ from that of the digital book)

No action is requested for this meeting, the recommendations will be placed on the April 24 consent agenda for approval.

**Discussion/Action: Health Insurance Renewal**

Dr. Riggle stated that health insurance is a complex issue. It is an important issue for our employees and across the country. Tonight's focus is on the budget. Later, in closed, we will look at cost containment topics, which can include changes to the plan.

Dr. Riggle reviewed the process: the Board sets the budget, the administration gives their recommendation, final action on the budget for 2017-2018 will be at the end of the September.

Dr. Riggle noted changes to the process:

- Dr. Gravel's first time building the budget and it is being done differently than in the past; he is creating a zero-based budget
- Ms. Raflores' new role as health insurance liaison
- Gallagher as our new broker

Gallagher employees introduced themselves.

Ms. Raflores stated that a new amended document was provided.

Mr. Petrarca arrived at 8:20 p.m.

The administration provided an overview of the benefit renewal:

- Reviewed plan performance and considerations, noted this could change at any time
- Stated that currently there is a positive trend
- Explained projections for the current plan year by health plan (9/1-8/31)
- Recommended rate adjustments and explained consideration for recommendation
- Provided the bid status for current plan structure
- Shared the marketing status of the comprehensive medical plans
- Discussed the plan renewal time line and indicated key dates related to the 2017-2018 plan year

In response to board members' questions, the team (administrators and Gallagher representatives);

- Stated that information provided is a good representation of expenses, (noted that trends show that school employees have an increase in expenses during winter and summer break)
- Explained possible reasons for the difference in claim data from PPO vs. HMO
- Noted that we can discuss plans in closed session when discussing cost containment
- Answered clarifying questions on HMO including claims, risk to employees, controls and checks and balances
- Discussed employees education on health care
- Stated that there are current limitations with the consortium (SCRRMP) and our current contracts, these items can be discussed in cost containment, explained that the only budget we can plan for is with our current plan
- Stated that it is fair to say that we are taking advantage of marketing finds that we will put into action as quickly as possible

A board member stated that some recommendations suggested hurt the employee and District savings are low. He commented that we should look at changes to the PPO to put limits as we do with the HMO that would help the employee and save the district money.

Dr. Gravel reviewed the budget approach he will be using, a zero based budget. He stated that it ensures an accurate representation of our expenses. Dr. Gravel explained that when budgeting for health insurance he would be using projections from our broker, because employees can change their elections every year. He noted that the projection is based on current employees enrolled for health insurance. We anticipate that we will have only a small increase in employees next year.

Dr. Riggle stated that it is clear that we need to come up with some cost savings, but the goal for tonight is that we have to create a budget. We will look at ways to reduce costs going forward.

In response to board members' questions, Gallagher representatives:

- Provided their credentials;
  - Manage a very large cooperative that has been around 33 years and has 22,000 lives
  - Have been making projections for 33 years
  - A data driven organization
  - Very confident in what they do
  - Use a conservative approach
  - Strive to do it right
  - Only work with school districts
  - Their projections are a forecast, their best estimate, their recommendation, but it's the Board's decision
- Stated their projections are within +/-2% (normal is +/-5%)

Gallagher reviewed their initial recommendation:

1. PPO High Deductible Health Plan Design and Health Savings Account Contribution
2. Realignment of Rates

Dr. Riggle stated that it is important to make sure that the plans are equitable.

The administration is not asking the Board to take any action at this meeting, but the deadline for decision-making is the May 8 meeting.

Dr. Riggle thanked the Gallagher representatives and noted that we want to make sure we make the best choice for our staff, and our community.

Gallagher representatives thanked the Board and stated that they are planning a relationship for the long run.

#### **Discussion/Action: Procedures for Release of Educational Support Personnel**

In response to Dr. Riggle's question, the Board agreed that no special Board meeting was necessary to discuss support staff releases.

#### **Discussion/Action: 2018/2019 School Calendar**

Dr. Riggle wanted to make the Board aware of discussions taking place regarding the 2018-2019 school calendar and asking the Board for input regarding the decision making process.

Dr. Riggle provided historical background regarding the school calendar process. He explained the proposed process for possibly changing the calendar to a collegiate calendar. He stated that a survey would be sent to our employees, students and parents. He explained reasoning for stakeholders targeted.

Dr. Riggle explained the reasoning for the possible change and explained some items that will need to be considered.

In response to board member questions/comments the administration:

- Stated that our feeder districts have stated that they will not start as early as we are suggesting, but they will be in the same ballpark
- Explained how the communication to the parents will happen
- Noted they will research if we would have conflicts with college graduations
- Stated they did not reach out to District 113 to find out why they decided not to go with the collegiate calendar, but read an article on the subject

### **Summary**

- Textbooks will be on consent
- Health insurance will be discussed in committee
- ESP release more detailed information will be provided in packet

### **Review and Summary of Board Meeting**

Upcoming Board Meetings:

Mon., April 24, 2017                      7:00 p.m.                      Regular Board Mtg.

### **Motion to Move into Closed Session**

Motion by Mr. Boron, seconded by Mr. Doughty to move into closed session at approximately 10:07 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 selection of a person to fill a public office, as defined in this Act, including a vacancy in a public office, when the public body is given power to appoint under law or ordinance, or the discipline, performance or removal of the occupant of a public office, when the public body is given power to remove the occupant under law or ordinance; student disciplinary cases. (Section 2(c) (1), (2), (3) and (9) the Open Meetings 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 11:23 p.m.

**Miscellaneous**

Dr. Riggle briefly discussed the procedure of seating the new Board and board member.

**Adjournment**

Motion by Mr. Boron, seconded by Mrs. Hanley to adjourn the meeting at approximately 11:23 p.m.

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

Motion carried 6-0.

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

CERTIFIED TO BE CORRECT:

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

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