

**MINUTES OF REGULAR MEETING,  
BOARD OF EDUCATION, SCHOOL  
DISTRICT #225, COOK COUNTY,  
ILLINOIS, SEPTEMBER 9, 2019**

A regular meeting of the Board of Education, School District No. 225 was held on Monday, September 9, 2019, at approximately 7:00 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:

Doughty, Glowacki, Kim, Shein, Taub

Absent: Hanley, Sztainberg

Also present: Fagel, Finan, Geallis, Geddeis, Gravel, Johns, Raflones, Swanson, Williamson

**Approval of Agenda for this Meeting**

Motion by Mr. Glowacki, seconded by Dr. Kim to approve the agenda for this meeting.

Upon calling of the roll:

aye: Doughty, Glowacki, Kim, Shein, Taub

nay: none

Motion carried 5-0.

**Recognition of Community Visitors**

None.

**Board and Superintendent Reports**

The administration provided highlights of events/celebrations at the schools.

The administration shared highlights of meetings and events at the schools and in the community.

Board members shared their impressions of GBN Night in the Classroom and were enthused with the energy of both students, staff and parents.

Dr. Sztainberg arrived at 7:07 p.m.

**Motion to Approve the Consent Agenda Items**

Motion by Mr. Glowacki, seconded by Dr. Sztainberg to approve the following items on the consent agenda:

1. Appointments
  - a. Certified

<b>Name</b>	<b>Department</b>	<b>School</b>	<b>Salary</b>	<b>FTE</b>	<b>Start Date</b>
Ms. Lauren Emmert	Social Studies Teacher	GBN	BA, Step C	.6	August 19, 2019

- b. Support Staff

<u>Name</u>	<u>Bldg</u>	<u>Position</u>	<u>Calendar</u>	<u>FTE</u>	<u>Start Date</u>	<u>CAT</u>	<u>Step</u>	<u>Hourly</u>
Kelly Brennan	GBN	IA Special Ed	186.5	.67	8.19.2019	II	3	\$19.83
Michael Curtin	GBS	IA Special Ed	186.5	.67	8.22.2019	II	8	\$21.90
Mackenzie Fiore	GBS	Paraprofessional Dean's	186.5	.67	8.21.2019	I	A	\$15.74
Kevin Quill	GBS	Paraprofessional Dean's	186.5	.67	9.3.2019	I	E	\$17.04
Adrian Remeniuk	GBN	IA Special Education	Part Time	NA	8.19.2019	II	4	\$20.23
Mark Seeberg	GBN	IA Dean's	186.5	.67	9.4.2019	I	B	\$16.04
Bruni Witt	GBS	IA Special Ed	186.5	.67	8.19.2019	II	6	\$21.05

2. Resignations/Terminations
  - a. Certified - None
  - b. Support Staff - None
3. FOIA
4. Approval of Accounts Payable Bills - \$738,682.99
5. Approval of Payroll Disbursements - \$3,447,756.62
6. Approval of Revolving Fund Reimbursement - \$16,272.12
7. Minutes
  - August 26, 2019, Regular Board Meeting
  - August 26, 2019, Closed Board Meeting

8. Gifts

Donor	Type of Donation	Description of Donation	Purpose of Donation	School and Department	Account Number *
The Yard House	Monetary	\$100 in gift cards	Titans Helping Titans	GBS - SAO	830060
Gareth Creasey	Property	2000 Mercedes Benz E320 Station Wagon VIN: WDBJH82J4YX031433	Vehicle for Auto Shop Classes	GBN - CTE	N/A

9. Academic Attainment
10. GBS Poms National Competition
11. SSCRMP Health Pool Bylaws
12. GBS JEA-NSPA Journalism Convention
13. Differential/Discretionary Responsibilities

aye: Doughty, Glowacki, Kim, Shein, Sztainberg, Taub

nay: none

Motion carried 6-0.

**Public Hearing: Tentative Budget for Fiscal Year 2019-20**

The Board president stated the tentative budget for FY 2019-2020 was approved by the Board for the advertisement to the community on Monday, July 29, 2019. It was then advertised publicly for a period of at least 30 calendar days as required by State Code. As part of the approval process, the Board is also required to hold a public hearing after the advertisement period to allow members of the community to speak to the Board regarding the proposed budget. In accordance with our policies, anyone wishing to speak to the proposed budget will have at least five minutes to address the Board.

The Board president declared the public hearing on the budget for Fiscal Year 2019-20 open at approximately 7:08 p.m. and asked if there was anyone from the public who wished to comment.

No members of the public commented on the budget.

The Board president declared the public hearing closed at approximately 7:09 p.m. after asking for public comment two times.

**School Calendar for the 2020-2021 School Year**

The administration stated that this is the second reading of the calendar for 2020-21 and is asking for Board approval.

In response to board members' questions, the administration:

- Stated the conversations will continue with teachers regarding final exams and noted some of the challenges and some considerations

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- Explained that final exam pilot programs can be broached with teachers, although many teachers already have their curriculum planned
- Noted student wellness is a priority and possible options are being evaluated

A board member noted that teachers have already made some changes and are aware of student stress.

### **Motion to Approve the School Calendar for the 2020-2021 School Year**

Motion by Mr. Glowacki, seconded by Dr. Kim to approve the School Calendar for the 2020-2021 School Year

Upon calling of the roll:

aye: Doughty, Glowacki, Kim, Shein, Sztainberg, Taub

nay: none

Motion carried 6-0.

### **Pre-Renewal of Health Insurance Plan**

The administration:

- Shared preliminary calculations of the health insurance premium equivalent rates and stated projections are looking positive
- Noted dental expenses were the highest in many years; it was a unique year
- Reviewed the next steps in the process
- Stated open enrollment for health insurance will begin on November 13 with plan changes occurring on January 1

In response to board members' questions, the administration:

- Noted the increase in dental expense, may be due to the fact that it was a unique plan year (18 month plan year)
- Shared their planned focus of cost containment
- Stated the enrollment period has been reduced to two weeks for the past two years, but the education on the various health plans begins before that
- Explained any changes agreed upon during negotiations (with both cost containment and our broker) will take effect this renewal period starting in January

Board members:

- Stated that we should do all we can to save money; we must continuously be diligent in our cost savings measures
- Strongly encourage that nothing be left on the table during cost containment conversations

- Would like a bullet point report which will give context to why there are increases or decreases, an executive summary similar to what is done with the budget
- Are looking to our broker to answer:
  - How do we bend the cost curve?
  - How much utilization we can control?
- Noted work needs to be done to educate those in our consortium of potential savings they should incorporate
- Stated we should get a report from our broker that shows claims over \$1500 so that we can quantify the reason for the dental increase

### **2019-2020 Board Goals**

The administration:

- Explained the draft of goals
- Noted they are developing personal and departmental goals
- Asked for Board feedback

In response to board members' questions, the administration explained the genesis of the goals.

Board members asked:

- For last year's goals and where we are with those
- For some quantitative measurements Key Performance Indicators (KPI's)

### **Review and Summary of Board Meetings**

The board president summarized what happened at the meeting.

### **Possible Topics for Future Meetings**

Noted future meeting dates.

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

Motion by Mr. Glowacki, seconded by Dr. Sztainberg to move into closed session at approximately 7:39 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;
- Litigation, when an action against, affecting or on behalf of the particular 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) and (11) of the Open Meetings Act).

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Upon calling of the roll:

aye: Doughty, Glowacki, Kim, Shein, Sztainberg, Taub

nay: none

Motion carried 6-0

The Board returned to open session at 9:30 p.m.

**Adjournment**

Motion by Mr. Glowacki, seconded by Mr. Taub to adjourn the meeting at approximately 9:31 p.m.

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

Motion carried 6-0.

\* Doughty, Glowacki, Kim, Shein, Sztainberg, Taub

CERTIFIED TO BE CORRECT:

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PRESIDENT - BOARD OF EDUCATION

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SECRETARY - BOARD OF EDUCATION