

**BOARD OF EDUCATION
GLENBROOK HIGH SCHOOLS
November 23, 2020
REGULAR BOARD MEETING - 7:00 p.m.
Location: Glenbrook District Office Public Meeting Room 100A
3801 W. Lake Avenue, Glenview, IL 60026***

*** This meeting will be conducted electronically using the Zoom webinar platform pursuant to the Section 12 of the [Gubernatorial Disaster Proclamation dated November 13, 2020](#).**

**Zoom Meeting Information
[Click Here to Join Meeting](#)
Meeting ID: 845 7059 7607
Meeting Passcode: 3801**

AGENDA

1. (7:00) Call to Order – Roll Call
2. (7:02) Approval of the Agenda for this Meeting
3. (7:03) Recognition of Community Visitors
Anyone who would like to address the Board may do so by calling (847) 486-4728 and leaving up to a two-minute voicemail message with a limit to 30 minutes per Board policy. Messages must be left by 3:00 PM on the day of the meeting. Please leave your name and address on the message so that the administration may be able to follow up if necessary. Messages will be subsequently reviewed to ensure they are appropriate for a public presentation (e.g., no profanity), and then played aloud during the public comment period on the agenda.
4. (7:33) Board and Superintendent Reports
5. (7:35) Approval of Consent Agenda Items:
 - A. Appointments
 - a. Certified
 - b. Support Staff
 - B. Resignations/Terminations
 - a. Certified
 - b. Support Staff
 - C. FOIA
 - D. Approval of Accounts Payable Bills
 - E. Approval of Payroll Disbursements
 - F. Approval of Revolving Fund Reimbursement
 - G. Minutes
 - a. November 5, 2020 Finance Committee Meeting
 - b. November 9, 2020, Regular Board Meeting
 - c. November 9, 2020, Closed Board Meeting
 - H. Gifts
 - I. Certified Staff FTE Adjustments
 - J. Retirement Declaration: Certified Staff
6. (7:40) Discussion/Action: Summer School 2020 Report

7. (7:55) Discussion/Action: Summer 2021 Capital Projects and 3-Year Master Facility Plan
8. (8:10) Discussion/Action: Enrollment Forecast Update for 2020-21
9. (8:25) Discussion/Action: Dashboard Report
10. (8:40) Review and Summary of Board Meeting
11. (8:45) Possible Topics for Future Board Meetings

Future Meeting Dates:

Monday, December 14, 2020 - 7:00 p.m. - Regular Board Meeting

12. (8:50) Closed Session: 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 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) (2) and (11) of the Open Meeting Act).
13. Possible Action Regarding GEA Impact Bargaining Agreement - Memorandum of Agreement (MOA)
14. Possible Action Regarding Topics Discussed in Closed Session
15. (9:05) Adjournment

Times are estimates. Electronic Board packet can be found at

<http://www.glenbrook225.org/district/Board-of-Education/Board-Packet-Agendas>



To: Dr. Charles Johns
Board of Education
From: Brad Swanson
Date: November 23, 2020
Re: Appointments: Certified

NONE

Position:

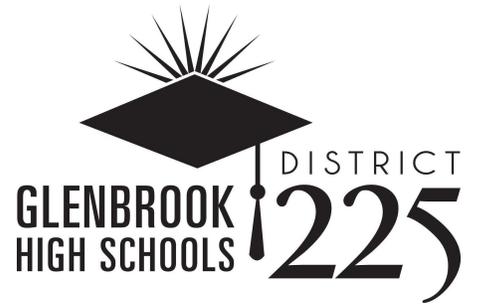
Degrees:

Certifications:

Professional Experience:

Salary:

Start Date:



To: Dr. Charles Johns
Board of Education

From: Brad Swanson

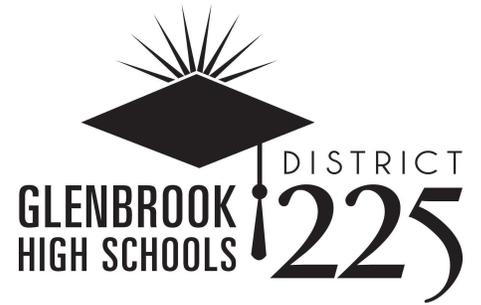
Date: November 23, 2020

Re: Appointments: 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>Rate</u>
NONE								

Extracurricular

<u>Name</u>	<u>Bldg</u>	<u>Position</u>	<u>FTE</u>	<u>Start Date</u>	<u>CAT</u>	<u>Step</u>	<u>Stipend Amount</u>
NONE							



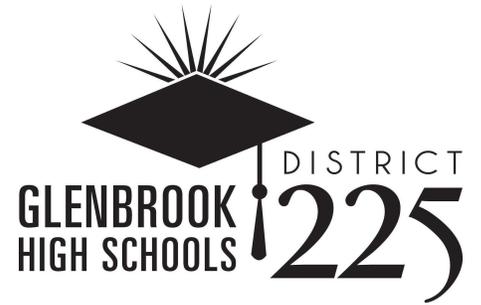
To: Dr. Charles Johns
Board of Education

From: Brad Swanson

Date: November 23, 2020

Re: Resignations/Terminations: Certified

<u>Name</u>	<u>Position</u>	<u>Effective</u>	<u>School</u>
Izenstark, Matthew	Girls Bowling Head Coach	11/15/2020	GBN
Kotsadam, Ann	Girls Volleyball Assistant Coach	8/17/2020	GBS



To: Dr. Charles Johns
Board of Education

From: Brad Swanson

Date: November 23, 2020

Re: Resignations/Terminations: Support Staff

Resignations

<u>Name</u>	<u>Position</u>	<u>Effective</u>	<u>School</u>
NONE			



TO: Dr. Charles Johns
FROM: Rosanne Williamson
RE: FOIA Requests

FOIA Response:

Please see the attached email response. Responsive documents can be found online at <http://il.glenbrook.schoolboard.net/board>. (Responsive documents will not be attached to the all documents pdf, but can be found under the FOIA agenda item.)

Background:

The Freedom of Information Act (FOIA - 5 ILCS 140/1 et seq.) is a state statute that provides the public the right to access government documents and records. A person can ask a public body for a copy of its records on a specific subject and the public body must provide those records, unless there is an exemption in the statute that protects those records from disclosure (for example: records containing information concerning student records or personal privacy).

A public body must respond to a FOIA request within 5 business days after the public body receives the request or 21 business days if the request is for commercial purpose. That time period may be extended for an additional 5 business days from the date of the original due date if:

- The requested information is stored at a different location;
- The request requires the collection of a substantial number of documents;
- The request requires an extensive search;
- The requested records have not been located and require additional effort to find;
- The requested records need to be reviewed by staff who can determine whether they are exempt from FOIA;
- The requested records cannot be produced without unduly burdening the public body or interfering with its operations; or
- The request requires the public body to consult with another public body who has substantial interest in the subject matter of the request.

If additional time is needed, the public body must notify the requester in writing within 5 business days after the receipt of the request of the statutory reasons for the extension and when the requested information will be produced.

Re: FOIA

1 message

Rosanne Marie Williamson <rwilliamson@glenbrook225.org>

Thu, Nov 12, 2020 at 11:49 AM

To: Kati Spaniak <kati@spaniakteam.com>

Bcc: egeallis@glenbrook225.org

Dear Ms. Spaniak,

Thank you for writing to Glenbrook High School District 225 with your request for information pursuant to the Illinois Freedom of Information Act, 5 ILCS 140/1 et seq. (Act).

On 11/10/20 we received your request for the following information:

- Please provide the recordings from the meeting last night and a summary of what happened.

District Response: Please find the recordings attached. Open2.mp4 is attached below further down in the message.

There are no responsive documents to your request for "A summary of what happened." The minutes of the meeting will be made available online when we post the [agenda and available documents for the November 23, 2020 Board meeting](#).

Sincerely,

Rosanne Williamson, Ed.D.
Secretary, Board of Education
Assistant Superintendent for Educational Services
Glenbrook High School District 225
[3801 West Lake Avenue](#)
[Glenview, IL 60026](#)

 [Open 1.mp4](#)

On Tue, Nov 10, 2020 at 10:07 AM Kati Spaniak <kati@spaniakteam.com> wrote:

Please provide the recordings from the meeting last night and a summary of what happened.

I would highly suggest that you put these recordings on the site the morning after the meeting. It really would open up transparency. Thank you.

Kati Spaniak

 [Open2.mp4](#)
7285K

GLENBROOK HIGH SCHOOL DISTRICT 225

FINANCE COMMITTEE MINUTES

November 5, 2020

Administration Building - Public Meeting Room 100A*

*** This meeting will be conducted telemetrically using the Zoom webinar platform pursuant to**

Executive Order in Response to COVID-19 No. 5

Members Present: Bonner, Doughty, Fagel, Gravel, Hanley, Johns, Markey, Ptak, Raflares, Swanson, Taub, Wright

Members Absent: Geddeis

Agenda Item #1: Call to Order

A regular meeting of the Finance Committee was held virtually through the Zoom webinar platform on November 5, 2020. The meeting convened at 8:03 AM.

Agenda Item #2: Recognition of Community Visitors

There were no community members present at the meeting, and no comments submitted to the committee in advance of the meeting.

Agenda Item #3: Acceptance of the Comprehensive Annual Financial Report (CAFR) for the Fiscal Year Ended June 30 2020

Dr. Gravel explained to the committee that the CAFR is a thorough and detailed presentation of the District's financial condition as prepared by the audit firm, Lauterbach & Amen, LLP. In addition to the CAFR a management letter is also prepared that presents current and prior recommendations.

Ms. Tarver shared with the committee current and prior recommendations as well as action plans for each. Recommendations included that capital leases will now be paid out of Fund 30 and a review of the new custodial fund criteria in regards to student activity funds to determine appropriate financial reporting.

Dr. Gravel expressed that the district, one of only a handful of school districts in the state, continues to enjoy the highest credit ratings from Standard & Poor's, Moody's, as

well as the Illinois School Board of Education (ISBE). Members of the committee emphasized that it is important for the administration to continue to inform the community of its financial condition, and the recognition of the school district's effort to maintain excellent financial controls. Dr. Gravel concluded by sharing that the Business Services team is working to complete a new document, the Popular Annual Financial Report (PAFR), which will be shared with the Board in December. The goal of this document, Dr. Gravel explained, is to provide an accessible overview of the school district's prior financial plan's performance for the community.

Agenda Item #4: Resolution Regarding Estimated Amounts Necessary to be Levied for the Year 2020

Dr. Gravel explained to the committee that each year the Business Services department prepares an estimated tax levy. The estimated tax levy identifies the amount of money requested to be raised by taxation for the year 2020. School districts are required to file a tax levy with the County Clerk annually, on or before the last Tuesday in December.

Historically, the district has increased the tax levy by the maximum amount allowable under the Property Tax Extension Limitation Law (PTELL), which is the lesser of 5%, or the applicable percentage increase in the Consumer Price Index (CPI). Taking this into consideration, the following data was utilized to develop the estimated tax levy for 2020:

- a. Equalized Assessed Value (EAV) for Tax Year 2019 = \$6,100,548,661
- b. Percent change in the CPI = 2.3%
- c. Estimated New Property Growth = 2.3%

Dr. Gravel shared that the estimated levy will be presented at the next Board of Education meeting. At that time, he will request permission to publish the estimated levy, and schedule a public hearing for December

Agenda Item #5: Other Topics:

Dr. Gravel explained to the committee that the district has made a change in the purchasing card program. In the past our purchasing card / credit card program (P-Card) was with BMO bank in which the district received \$20,000 - \$30,000 in yearly rebates. The district's new bank is Capital One and in less than six months with Capital One the district has already surpassed the yearly rebate through BMO. These rebates go directly back to student activities and benefits the student body with activities such as the Movie Nights, enjoyed at GBS and the Northern Lights hosted at GBN.

Dr. Gravel shared with the committee an on-going project that will be formally brought to the committee in February 2021 in regards to student registration / book fees. In the interest of lowering fees for parents, the business services department is spearheading a transition from the historical purchasing of textbooks to a rental program for the 2021/22 school year. The annual fee for the rental program is estimated to be \$200 - \$250, which is quite a savings from the \$250 - \$600 parents are currently paying for the purchase of textbooks currently.

Agenda Item #6: Adjournment

The meeting adjourned at 9:08 AM.

The next Finance Committee Meeting is scheduled for December 8, 2020.

**MINUTES OF REGULAR MEETING,
BOARD OF EDUCATION, SCHOOL
DISTRICT #225, COOK COUNTY,
ILLINOIS, NOVEMBER 9, 2020**

A regular meeting of the Board of Education, School District No. 225 was held on Monday, November 9, 2020, at approximately 7:00 p.m. at Glenbrook District Office Public Meeting Room 100A, pursuant to due notice of all members and the public.

* This meeting was held in-person and was available via Zoom webinar. Public comment was in-person only. Seating in the Public Meeting Room was limited to 13 people. Limited overflow seating was available in the professional development room. Six feet social distancing and masks were required and enforced.

Zoom Meeting Information
Click Here to Join Meeting
Meeting ID: 829 2725 1810
Meeting Passcode: 3801

The president called the meeting to order. Upon calling of the roll, the following members answered present:

In person: Doughty, Glowacki, Hanley, Kim, Shein, Sztainberg

Via Zoom: Taub

Also present: Fagel, Geallis, Gravel, Johns, Markey, Swanson, Williamson

Approval of Agenda for this Meeting

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

Upon calling of the roll:

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

nay: none

Motion carried 7-0.

Recognition of Community Visitors

Community members:

- Commented on the district in-house health (testing) center
 - Would like this to happen now
 - Would like mandatory COVID testing for students and staff

- Suggested a pay to stay program for teachers in response to teachers leaving the profession or retiring
- Want teachers in the buildings
- Stated students should have to commit to in-person or e-learning, they should not be allowed to decide daily
- Since there are so few students in the class, those who wish to attend should be allowed to stay for the entire day

Board and Superintendent Reports

The board president commented that he was pleased to see our students involved in the election process.

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

The administration provided a brief update on COVID data, and asked all stakeholders to help with mitigation.

Mrs. Hanley provided an update on the NSSED name change to True North Cooperative which should take place by the end of the academic year, but will be phased in over time.

Motion to Approve Consent Agenda Items

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

1. Appointments
 - a. Certified
 - b. Support Staff
2. Resignations/Terminations
 - a. Certified
 - b. Support Staff
3. FOIA
4. Approval of Accounts Payable Bills
5. Approval of Payroll Disbursements
6. Approval of Revolving Fund Reimbursement
7. Minutes
 - a. October 19, 2020, Special Board Meeting
 - b. October 19, 2020, Special Closed Board Meeting
 - c. October 26, 2020, Regular Board Meeting
 - d. October 26, 2020, Closed Board Meeting
 - e. October 29, 2020, Special Board Meeting
 - f. October 29, 2020, Special Closed Board Meeting - Part 1
 - g. October 29, 2020, Special Closed Board Meeting - Part 2

8. Gifts
9. Administrative Compensation Reporting Requirement (P.A. 96-0434)

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

nay: none

Motion carried 7-0.

Public Hearing: D225 E-learning Plan (Exclusive from the Learning and Operational Plan)

The board president briefly explained the reasoning for the D225 E-learning plan and noted this is exclusive from the learning and operation plan.

The board president opened the public hearing, after offering two times to hear comments from the community. After hearing no comments the board president closed the public hearing.

D225 E-learning Plan (Exclusive from the Learning and Operational Plan)

The administration:

- Explained the resolution is to adopt district-wide e-learning days that shall permit student instruction while students are not physically present in lieu of the district's scheduled emergency days as required by school code
- Outlined requirements the district has met

In response to board members' questions, the administration:

- Provided clarification on the logistics
- Stated the logistics for implementing an E-Learning Day will normally be announced at the beginning of the year
- Explained how this will affect the school calendar in that additional student attendance days will not need to be added at the end of the school year

Motion to Approve the D225 E-learning Plan (Exclusive from the Learning and Operational Plan)

Motion by Mr. Glowacki, seconded by Dr. Sztainberg to adopt the resolution to adopt a research-based program for E-Learning Days district-wide that shall permit student instruction to be received electronically while students are not physically present in lieu of the district's scheduled emergency days as required by Section 10-19.

Upon calling of the roll:

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

nay: none

Motion carried 7-0.

Illinois School Report Card

The administration:

- Stated the Illinois State Board of Education releases report cards to the public each year
- Noted that much of the data is incomplete because of the pandemic
- Schools and District are still rated as exemplary, carried over the ratings from last year
- Explained that the financial data is accurate
- Stated a more comprehensive review of student and teacher data will be presented to the Board at a future meeting through the Dashboard Reports

Acceptance of the Comprehensive Annual Financial Report (CAFR)

The administration:

- Explained the purpose of the CAFR
- Recommended that the Board of Education acknowledge receipt of the Comprehensive Annual Financial Report (CAFR) for the year ended June 30, 2020, as prepared by Glenbrook High School District 225, and audited by Lauterbach & Amen, LLP.

In response to board members' comments and questions, the administration:

- Stated they will be publishing a brief 15 page highlights document of this information sometime in December
- Noted our "AAA" bond rating and how it affects both ability to refinance and our savings
- Shared possible upcoming challenges with the many unknowns regarding state and federal funding
- Commented that the district continues to realize potential cost saving measures and creative ways to increase revenue
- Explained savings due to a change in p-card vendors and how those savings will benefit our students
- Provided clarification on reporting changes

Motion to Approve the Acceptance of the Comprehensive Annual Financial Report (CAFR)

Motion by Mr. Glowacki, seconded by Mr. Taub to acknowledge receipt of the Comprehensive Annual Financial Report for the year ended June 30, 2020 as prepared by Glenbrook High School District 225 and audited by the accounting firm of Lauterbach & Amen, LLP.

Upon calling of the roll:

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

nay: none

Motion carried 7-0.

Resolution Regarding Estimated Amounts Necessary to be Levied for the Year 2020

The administration:

- Explained the levy process is cyclical and occurs every year
- Reviewed the timeline and calendar
- Stated the estimated amount necessary for the levy was presented to the finance committee on November 5
- Requested approval of the amounts and to schedule a public hearing for December 14, 2020 and to approve the tax levy
- Noted this is maximum amount that a school district can ask for, but reminded the board that this is just an ask
- Reviewed the process and explained the calculation
- Discussed challenges in the unpredictable state funding levels
- Commented that we are not required to hold a public hearing, but we do so for transparency
- Asked for a vote during this meeting

In response to a board member's question the administration explained challenges to getting exact reasoning from the assessors' office regarding new properties on the tax roles.

Motion to Approve the Resolution Regarding Estimated Amounts Necessary to be Levied for the Year 2020

Motion by Mr. Glowacki, seconded by Mrs. Hanley to approve the Resolution Regarding the Estimated Amounts Necessary to be Levied for the year 2020, and further that the board direct the administration to publish the estimated levy amounts, and schedule a public hearing, that's consistent with current health standards, on the estimated tax levy, as part of the regular board meeting scheduled for December 14 2020.

Upon calling of the roll:

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

nay: none

Motion carried 7-0.

IASB Resolutions

The board president:

- Stated proposed resolutions will be acted upon at the IASB meeting on Saturday, November 14, 2020
- Explained the Resolutions Process is one of the most important functions conducted by IASB and provides member districts the opportunity to establish the direction of the Association and its major policies
- Noted Mr. Doughty will serve as the district's delegate

The Board reviewed and discussed specifically resolutions 2 and 5 and provided Mr. Doughty direction on how to vote on the resolutions.

Adaptive Pause Criteria

The Board president:

- Provided an overview of the draft Adaptive Pause Criteria
 - Stated the goal is to continue offering in-person learning opportunities for all students throughout the remainder of the 2020-21 school year
 - Noted that because of the dynamic and unpredictable nature of the pandemic, the Board has defined a process should the school district need to transition to an Adaptive Pause
 - Explained that an Adaptive Pause does not mean that schools are closed but rather offers different degrees of in-person or remote learning
 - Provided different scenarios that an Adaptive Pause may take
 - Discussed other mitigation options
 - Stated there will be conversations between the Board and administration
 - Stated the Superintendent has the authority to implement a short-term Adaptive Pause in an emergency situation
 - Shared that any long-term recommendation for an Adaptive Pause will be presented to the Board for consideration
 - Reviewed a series of metrics that included local and regional data points which have been compiled by the Administration and will be monitored by the Board of Education on an ongoing basis
 - Stated we continue to look at data and respond with a variety of measures with the goal of providing for the safety of our students and staff while providing a quality education

In response to questions, the administration:

- Provided clarification on what an outbreak is and how they are handled
- Shared mitigation measures
- Explained the decision making process to put into place minimal adaptive pauses

Clarification and edits to document regarding outbreak language were discussed and enacted.

Motion to Approved the Adaptive Pause Considerations as revised with modified language

Motion by Mr. Glowacki, seconded by Dr. Kim moved to Adopt the Adaptive Pause Considerations as revised with the modified language to specify the District 225 facilities and activities.

Upon calling of the roll:

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

nay: none

Motion carried 7-0.

Review and Summary of Board Meeting

The board president summarized what happened at the meeting and shared the future meeting dates.

Possible Topics for Future Board Meetings

Future Regular Meeting Dates:

Monday, November 23, 2020 - 7:00 p.m. - Regular Board Meeting

Monday, December 14, 2020 - 7:00 p.m. - Regular Board Meeting

Motion to Move into Closed Session

Motion by Mr. Glowacki, seconded by Dr. Sztainberg to move into closed session at approximately 8:46 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 Meetings Act).

Upon calling of the roll:

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

nay: none

Motion carried 7-0.

11/9/20

The Board returned to open session at 11:02 p.m.

Motion Regarding GEA Impact Bargaining Agreement

Motion by Mr. Glowacki, seconded by Dr. Sztainberg to authorize the President to sign any agreement with the GEA if reached within the parameters discussed in closed session.

Upon calling of the roll:

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

nay: none

Motion carried 7-0.

Adjournment

Motion by Mr. Glowacki, seconded by Mr. Taub to adjourn the meeting at approximately 11:05 p.m.

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

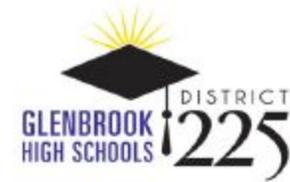
Motion carried 7-0.

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

CERTIFIED TO BE CORRECT:

PRESIDENT - BOARD OF EDUCATION

SECRETARY - BOARD OF EDUCATION

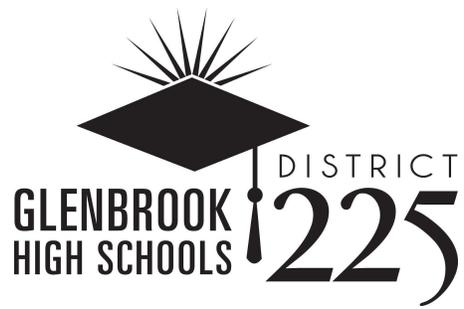


To: Dr. Charles Johnson
 From: Rosanne Williamson
 Re: Gifts
 Date: November 23, 2020

The following gifts have been received since the last acceptance of gifts by the Board of Education. I recommend the Board approve the acceptance of the following:

Donor	Type of Donation	Description of Donation	Purpose of Donation	School and Department	Account Number *
Mr. Chris Noble 454 Sunset Drive Lakewood, IL 60014	Property	Pneumatics equipment	PLTW Engineering & Robotics Program	GBS	N/A
Group faculty/staff donation made in Lauren Fagel's name	Monetary	\$300.00	Help assist the Titan community with food/clothing/etc needs	GBS	830060
Amy Norwood	Monetary	\$100.00	Help assist the Titan community with food/clothing/etc needs	GBS	830060

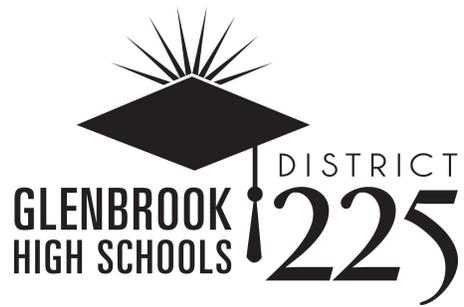
* Monetary donations will be deposited into the account designated, after approval by the Board of Education; property donations do not require an account number.



To: Dr. Charles Johns
Board of Education
From: Brad Swanson
Date: November 23, 2020
Re: Certified Staff FTE Adjustments

This memo serves to request approval from the Board of Education for the following FTE adjustment. These positions are in support of COVID-19 related activities in the Student Services Department such as contact tracing. The assigned FTE amounts are within the Board of Education allocated amounts for the 2020-21 school year.

Name	Dept / Building	FTE	Position
Bucklin, Bridget	Special Education, GBN	from 1.0 to 1.15 FTE	0.15 Assistant to the Assistant Principal of Student Services
Drone, Matthew	Student Services, GBS	from 1.0 to 1.15 FTE	0.15 Assistant to the Assistant Principal of Student Services
Larsen, Kimberly	Special Education, GBS	from 1.0 to 1.15 FTE	0.15 Assistant to the Assistant Principal of Student Services

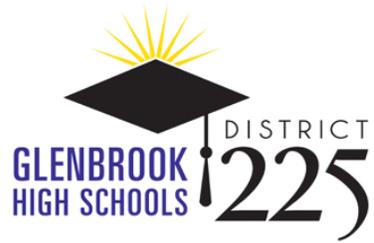


To: Dr. Charles Johns
Board of Education
From: Brad Swanson
Date: November 23, 2020
Re: Retirement Declaration: Certified Staff

The following staff member has revised his intent to retire to be effective on January 18, 2021, under the Board Policy 6110.

GBN
Freund, Gary*

*On May 20, 2019, the Board of Education approved Mr. Gary Freund's retirement effective on the last day of the 2021-2022 school year, under Board Policy 6110. Mr. Freund is now requesting a change to his retirement date effective on January 18, 2021.



To: Dr. Charles Johns
Board of Education

From: Dr. John Finan

Date: November 9, 2020

Re: 2020 Summer School Report and Approve 2021 Program Recommendation: Calendar and Fees

Recommendation

It is recommended that the Board of Education approve the calendar and fees for the 2021 summer school session, to be held at Glenbrook South High School, as presented.

Background

Each year Glenbrook High School District 225 offers a summer school program for students seeking to earn additional credits, successfully complete courses previously attempted, and participate in enrichment courses. Enrollment in summer school is optional, tuition-based, and requires parents to complete a registration process.

This past summer, the program was held remotely with the following schedule:

	Start Date	End Date	Exam Date
Semester 1	6/13/2020	7/02/2020	7/02/2020
Semester 2	7/06/2020	7/23/2020	7/23/2020

Summer School Daily Schedule 2020	
8:00 - 8:30 a.m.	Daily Check-In: Preparation for learning activities
8:30 - 9:15 a.m.	Required synchronous class session
9:15 - 9:30 a.m.	Break
9:30 - 11:00 a.m.	Asynchronous learning activities assigned
11:00 - 11:30 a.m.	Optional synchronous class session
11:30 a.m. - 12:00 p.m.	Teacher available for virtual office hours
12:00 - 12:30 p.m.	Required synchronous class session
12:30 - 1:30 p.m.	Teacher available for virtual office hours

A comprehensive course catalog was made available to parents in February, and the registration process was conducted between February 18, and the beginning of June, 2020. Access to the registration process is based on a student’s class (e.g. Class of 2020, 2021, 2022, 2023), with a priority given to Glenbrook residents/taxpayers. There were several classes that could not be offered remotely and were canceled accordingly.

The summer school program is intended to be financially self-sufficient. Course fees are determined by dividing the total cost of the course (e.g. teacher salary, support staff, course supplies, other ancillary expenses) by a projected enrollment of 17. For the 2020 summer school year, course fees ranged from \$245.00 - \$250.00 per semester. Tuition is required to be paid in full, prior to the start of the first day of the summer school session. As part of the school district’s student financial assistance program, the Board of Education covers the cost of course fees for students classified as free.

The following is a reconciliation of revenue and expenditures for the 2020 program:

Revenue	
Tuition	\$425,737.00
	\$425,737.00
Expenditures	
Salaries and Benefits	\$272,825.79
Software License/Maintenance	\$132,845.00
Instructional/Test Materials	\$161.13
	\$405,831.92
Difference	\$19,905.08

Below is a summary of enrollment, staffing, and courses for both semesters during the Summer of 2020:

	Enrollment			Teaching Staff				Courses*	
	GBN	GBS	OOD+	GBN	GBS	GBO	OOD+	Available	Actual
Semester 1	377	413	16	13	23	2	2	39	31
Semester 2	228	304	15	13	17	3	1	29	26
	605	717	31	26	40	5	3	68	57

* Does not include courses offered in partnership with Oakton Community College.

+ Out of district

For comparison purposes, the figures below are for the summer of 2019 summer school program:

	Enrollment			Teaching Staff				Courses*	
	GBN	GBS	OOD+	GBN	GBS	GBO	OOD+	Available	Actual
Semester 1	282	474	10	11	22	-	7	37	34
Semester 2	139	303	6	3	13	-	10	29	25
	421	777	16	14	35	-	17	66	59

* Does not include courses offered in partnership with Oakton Community College.

+ Out of district

2020 Summer School Changes

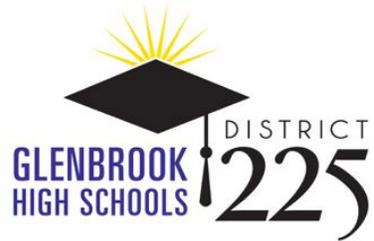
- In the summer of 2020, Glenbrook implemented a schedule that eliminated classes on Fridays.
- To accommodate a (4) day week, the school day extended to a 5-hour instructional day with two 15-minute breaks.
 - The only exceptions are the service-learning project course (Habitat for Humanity), and driver education (operates on a rotation for behind-the-wheel driving sessions).

2021 Program Recommendation

Since the completion of summer school, school and district leadership teams have conducted conversations to find more efficient and resourceful ways to administer the summer school program. As a result of those conversations, the following changes for the 2021 program have been recommended:

- **Program Delivery Option**
 - Explore the possibility of offering online or blended learning opportunities for some courses. Enrollment increased last summer in part because of the E-Learning format. The enrollment increase was impacted by athletic camps and other out-of-district summer opportunities for students being cancelled because of the pandemic.
- **Calendar**
 - The objective remains to create a summer school schedule that is reasonable in the number of hours/days and yet provides students and staff adequate transition time between the end of the regular school year and the start of the summer session. In reviewing the 2020-21 school year calendar, it is recommended that the summer school sessions be scheduled as follows:
 - Semester 1: Monday, June 14, 2021 - Thursday, July 1, 2021
 - Semester 2: Wednesday, July 7, 2021 - Tuesday, July 27, 2020
- **Fees**
 - The summer school program is intended to be financially self-sufficient. Course fees are determined by dividing the total cost of the course (e.g. teacher salary, support staff, course supplies, other ancillary expenses) by a projected enrollment of 17 for most courses. Exceptions to projected enrollment estimates include the service-learning project course which utilizes an enrollment of 17 and Driver Education which utilizes an enrollment of 27.

- For the 2021 summer school program, the only anticipated increase in expenses is the hourly rate for teachers and support personnel, which resulted in the majority of course fees remaining flat or experiencing a change of no more than \$15 (from 2020 non-COVID adjusted rates).
- After calculating the total projected expenses for summer school, the following rates are recommended:
 - (6) Hour Behind the Wheel Component - \$420.00
 - (20) Hour Independent Study Course - \$180.00
 - (28) Hour Independent Study Course - \$210.00
 - (30) Hour Driver Education Classroom Component - \$125.00
 - (60) Hour General Course - \$325.00
 - (75) Hour Service Learning Project Course - \$550.00



To: Dr. Charles Johns
Board of Education

From: Dr. Kim Ptak
Dr. R.J. Gravel

Date: Monday, November 23, 2020

Re: Summer 2021 Capital Projects and 3-Year Master Facility Plan

Recommendation

It is recommended that the Board of Education authorize Administration to work with Arcon Associates, the District architect, to develop bid specifications for the following capital projects to be completed in the summer of 2021 as presented.

Background

School and district leadership teams maintain a fluid 3-year facility master plan, including infrastructure and enhancement projects that directly impact the student experience. For ease of viewing the facility plan, it is provided in the form of a separate document. Within the summary page and each facility's project list, the following categories have been assigned:

- **Summer 2021**
The projects with cost estimates stated in this column represent those projects recommended for completion during the summer of 2021. The projects stated are for Glenbrook North, as the summer school program is hosted at Glenbrook South this summer.
- **Summer 2022**
The projects with cost estimates stated in this column represent those projects recommended for completion during the summer of 2022. The majority of projects stated are for Glenbrook South, as the summer school program is hosted at Glenbrook North this summer.
- **Summer 2023**
The projects with cost estimates stated in this column represent those projects recommended for completion during the summer of 2023. The majority of projects stated are for Glenbrook South, as the summer school program is hosted at Glenbrook North this summer. Additionally, this is the year slated to upgrade the Building Automation System at Glenbrook North and Glenbrook South. While a detailed timeline needs to be created, it is estimated the work will take 10-12 months.
- **Deferred**
The projects with cost estimates stated in this column represent those that will not need to be completed during the next three summers. However, we anticipate they will need to be completed and/or addressed within the next ten years.

It is important to note that the plan includes cost estimates based on the initial assessment performed by the school district's architect and construction manager. As the architect reviews each project, the scope

will be more narrowly defined, and the financial projection modified accordingly. Additionally, the list is intended to be fluid in nature, and items will be added, adjusted, and reprioritized as necessary.

Capital projects scheduled to begin in June 2021 are typically announced in December 2020, with a bid opening in January 2021. The facility committee will review the bid results on February 16, 2021, and a recommendation will be brought to the February 22, 2021 board meeting for approval.

Recommended Summer 2021 Capital Projects

The projects recommended for completion during the Summer of 2021 are summarized in Table 1 and presented in detail in the pages that follow.

Table 1
Summary of Summer 2021 Capital Projects by Category

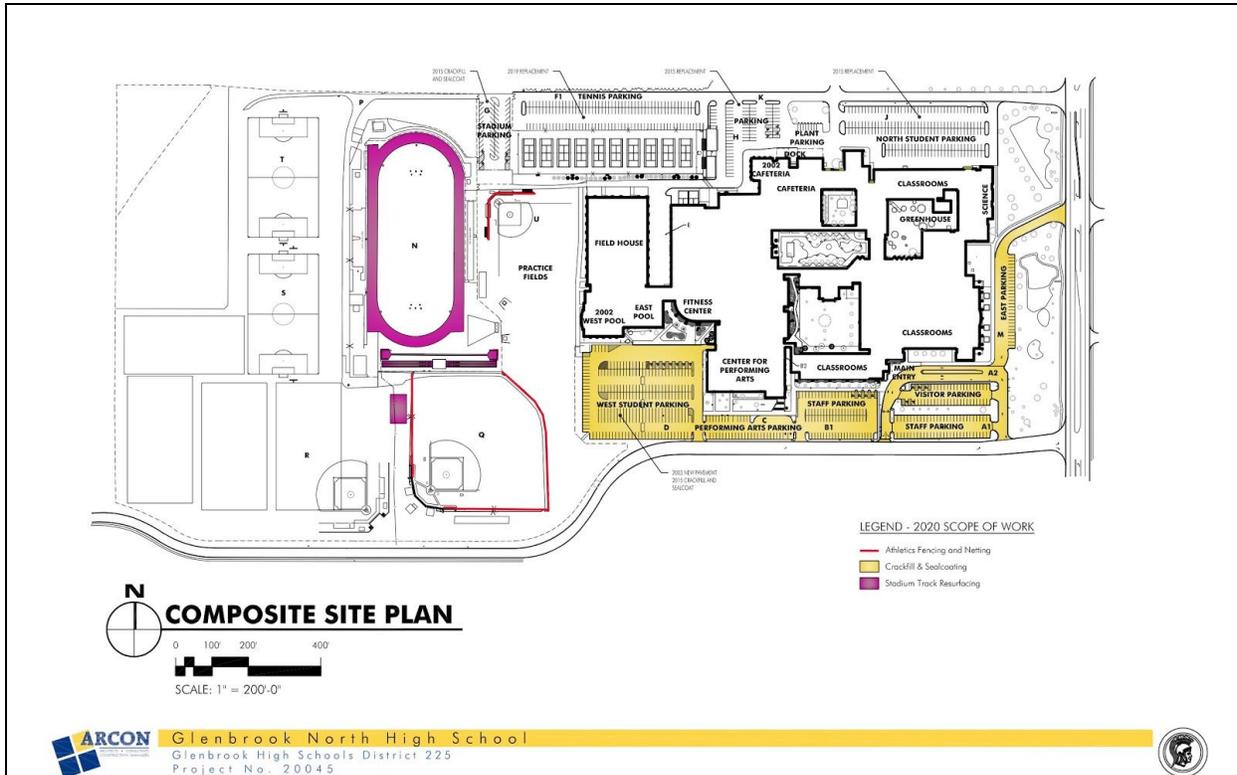
Category	Location(s)	Project Description	Financial Projection
Site Work	GBN	Crack-fill/Sealcoating, Track Resurfacing, Fence Replacement, Protective Netting	\$455,000
Roofing	GBN	Roof Replacement	\$395,000
Architectural	GBN	Career and Technical Education Room Renovation	\$245,000
Subtotal			\$1,095,000
Architect Fee (7.5%)			\$82,125
Construction Management Fee (7.5%)			\$82,125
Contingency (2%)			\$21,900
Grand Total			\$1,281,150

As all building and life safety bond proceeds have been exhausted, capital projects will be funded on a “pay as you go” basis and built into the district’s budget. Within the current financial projection model, the school district allocates \$1,000,000 annually to support capital projects. These funds are secured through developer impact fees, unrestricted revenue sources (e.g., The Glen Make-Whole Payment), and approved inter-fund transfers. Should the final expense of approved capital projects exceed \$1,000,000, the school and district leadership team will need to identify additional budgetary reductions to provide for the expense.

Table 2
Site Work Projects

Location(s)	Project Description	Projection
GBN	<p>Crack-fill and Sealcoating The district maintains a master paving schedule that plans for parking lot replacement every 15+ years and general maintenance (crack-fill and seal coating) every four years. The planned summer of 2021 work includes sealcoating the GBN lots on the south side of the building. Sealcoating is a preventative maintenance measure that extends the parking lots' life by protecting the surface from deterioration caused by water penetration.</p>	\$110,000
GBN	<p>Stadium Track Resurfacing The current stadium track was installed in 2004 and resurfaced in 2013 at the time the turf field was installed. It is recommended that the track be resurfaced with a polyurethane structural spray every 6-8 years to maintain its structural integrity and maximize its useful life. The summer of 2021 will be year 8. Once resurfaced, it is estimated the track will last another eight years before being ready for a full replacement. It should be noted that the stadium track resurfacing will include the areas for field events, pole vault, and long jump. The GBS track was completed last summer.</p>	\$125,000
GBN	<p>Athletic Fencing and Netting The current fencing around the baseball field (1,025 linear feet) and softball field (248 linear feet) at GBN are original (50+ years old) non-coated chain link fences. The fencing has rusted, and many of the posts are heaving and lifting out of the ground. The remaining concrete posts in these areas have sharp, jagged edges that create an environment non-conducive to safe play. The metal fencing will be replaced with a black vinyl coated fence, which is consistent with all other athletic fencings at GBN.</p> <p>Additionally, considering the results of a recent safety inspection, it is recommended that a netting system be added to the softball field due to the proximity of the 1st and 3rd baselines to both the stadium bleachers and tennis courts. 50-foot high netting would anchor into a stone wall behind the home plate, and the 40-foot high net would anchor into the fence posts along the first and third baselines.</p>	\$220,000
		\$455,000

Crack-fill and Sealcoating and Stadium Track Resurfacing Plan



Athletic Fencing and Netting



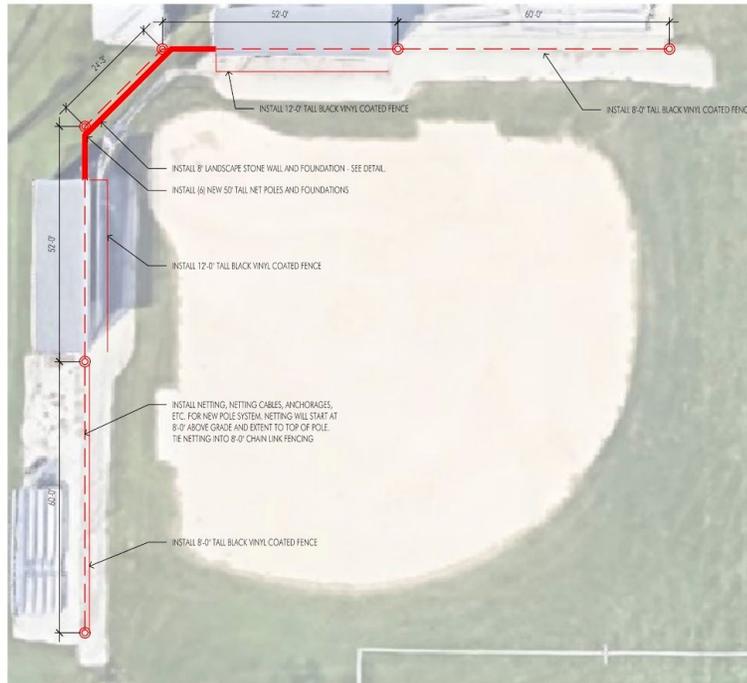


GBN - SITE PLAN



Glenbrook North High School
 Glenbrook High Schools District 225
 Project No. 20045

10/23/2020



GBN - SOFTBALL PROPOSED WORK

SCALE: 1/16" = 1'-0"



Glenbrook North High School
 Glenbrook High Schools District 225
 Project No. 20045

8/20/2020

Table 4
Roofing Projects

Location(s)	Project Description	Projection
GBN	Roof Replacement - Music The Music roof is 9,600 s.f. and was installed in 1996. The existing roof system has reached the end of its serviceable life and is experiencing a number of deficiencies typical for this roof system's age. The proposed new roof system would consist of roof insulation with an R-value of 30.0 minimum and a multi-ply modified bitumen built-up roof membrane with gravel surfacing. The life expectancy of the new roof is 30+ years.	\$345,000
GBN	Roof Replacement - CPA Corridor and Lobby The CPA Corridor and Lobby roofs total 1,900 s.f. and were installed in 1996. The CPA corridor and lobby roofs are experiencing several deficiencies typical for this roof system's age. The proposed new roof system would consist of roof insulation with an R-value of 30.0 minimum and a multi-ply modified bitumen built-up roof membrane with gravel surfacing. The life expectancy of the new roof is 30+ years.	\$50,000
		\$395,000

Roofing Plan

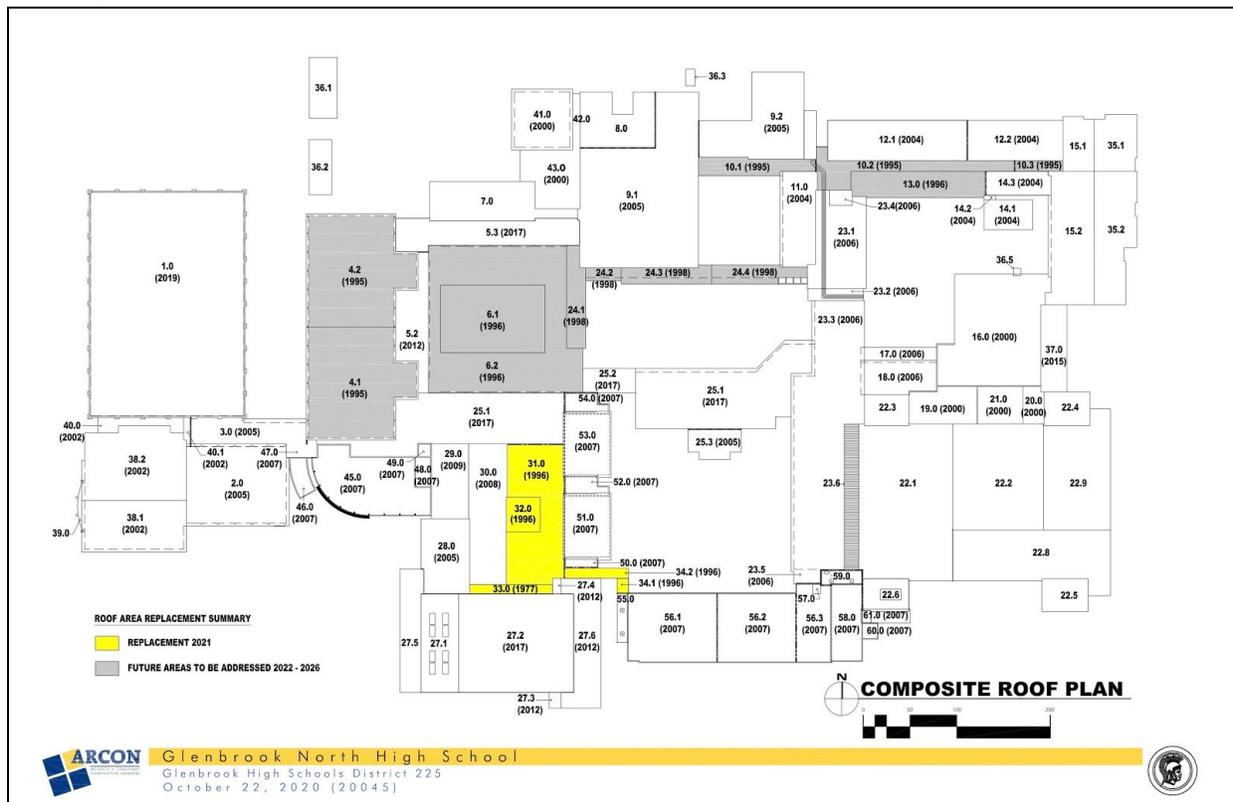
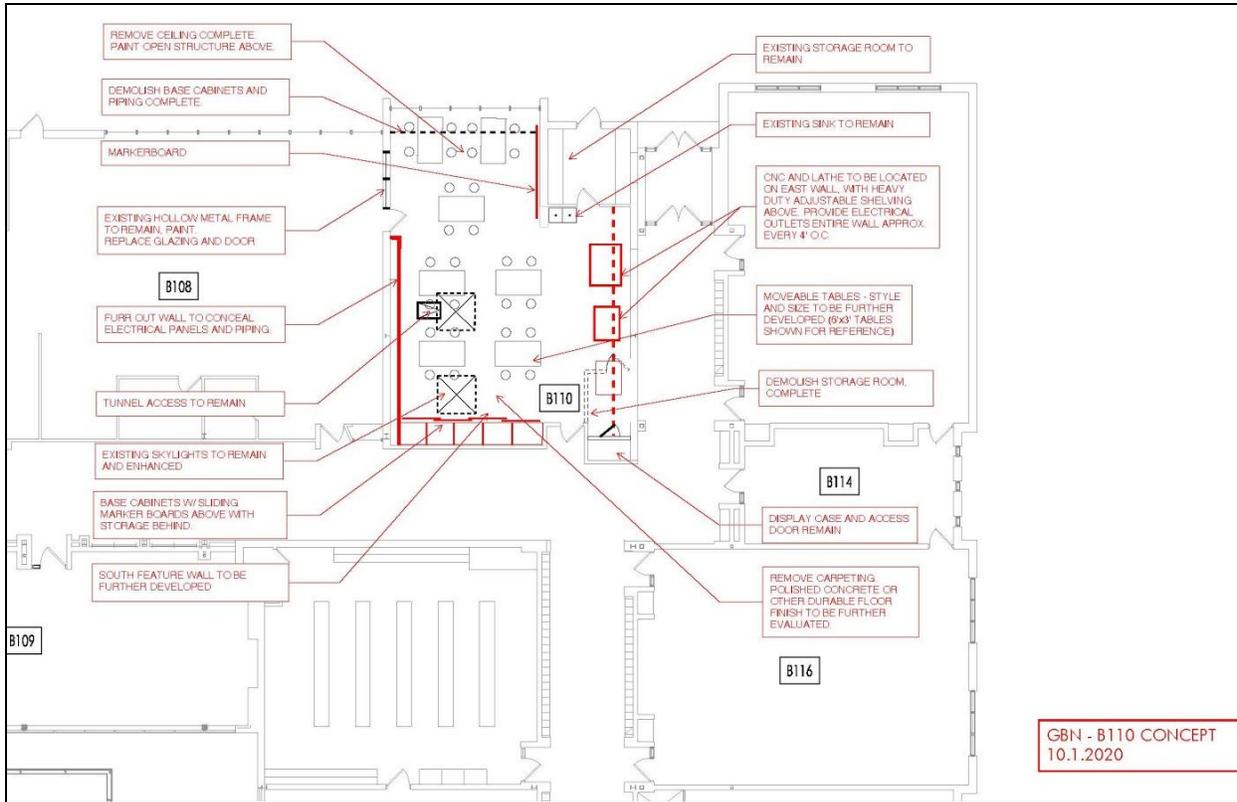


Table 5
Architectural Projects

Location(s)	Project Description	Projection
GBN	<p>Career and Technical Education Classroom Renovation (B110) B110 is an approximately 1,200 square foot classroom in the Career and Technical Education (CTE) wing. The classroom has not been updated in over 30 years. It has old carpeting that is soiled and torn, an original drop ceiling with fluorescent lighting, exposed pipes, and a storage closet no longer needed but taking up valuable space. The room has primarily been used for Sci Tech and Welding courses. The Sci Tech computer curriculum historically was taught on desktop computers and, as such, the room is still in its original configuration with heavy, individual study carrels with desktop computers. Part of the technology computer refresh plan includes replacing the desktops this year with laptop computers. Additionally, the room has several pieces of welding equipment that are no longer being used and will be replaced this year with newer technology through grant funds. Due to its configuration and the limited “project space,” the room cannot be used for the majority of CTE classes.</p> <p>The CTE courses have significantly expanded over the years, and new courses have been added through the annual curriculum review process. Over the last three years, a robust engineering sequence was added to the course list, which earns four credit hours at Oakton Community College. The courses available to students in this sequence include Introduction to Engineering Design, Principles of Engineering, Civil Engineering and Architecture, Welding 1, and Advanced Welding. The scheduling of these new courses has been difficult, and an extra classroom is needed. Renovating room B110 allows it to become a multi-purpose CTE classroom.</p> <p>The renovation scope includes removing the old drop ceiling, painting exposed ductwork, installing LED lighting, asbestos abatement, new flooring (polished concrete), and mobile furniture. The renovation will allow the room to be a maker space lab that all CTE courses (Sci Tech, Welding, PLTW, Business Incubator, Game Design, and future CTE machining/manufacturing courses) can utilize.</p>	\$245,000
		\$245,000





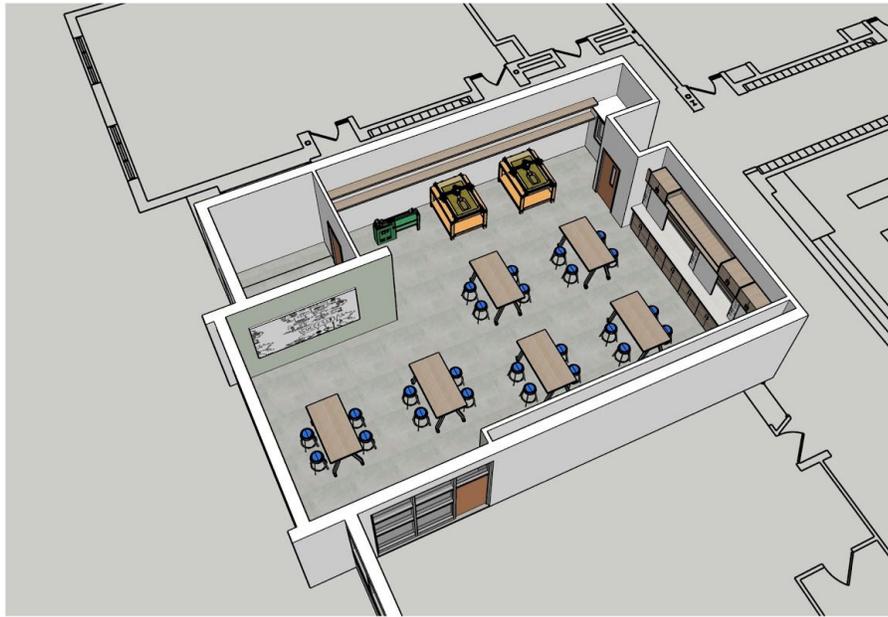
Glenbrook High Schools District 225
Glenbrook North High School Room B110
Project No. 20045

October 27, 2020



Glenbrook High Schools District 225
Glenbrook North High School Room B110
Project No. 20045

October 27, 2020



Glenbrook High Schools District 225
Glenbrook North High School Room B110
Project No. 20045

October 27, 2020

Glenbrook High School District 225 - Summary of Master Facility Plan

Updated as of October 27, 2020

Location	Cost Est. Total	Summer 2021	Summer 2022	Summer 2023	Deferred
District Administration Building (GBA)	\$421,200	\$0	\$181,350	\$0	\$239,850
Glenbrook North High School (GBN)	\$18,199,116	\$1,281,150	\$87,750	\$1,205,100	\$15,625,116
Glenbrook South High School (GBS)	\$12,401,766	\$0	\$1,398,150	\$1,269,450	\$9,734,166
Glenbrook Off Campus (GBO)	\$409,500	\$0	\$105,300	\$0	\$304,200
Grand Total	\$31,431,582	\$1,281,150	\$1,772,550	\$2,474,550	\$25,903,332

Summer School Location: Glenbrook South Glenbrook North Glenbrook South

Glenbrook High School District 225 - District Administration Building (GBA) Master Facility Plan			Updated as of October 27, 2020				
Location	Project & Area	Description of concern and recommended action	Cost Est. Total	Summer 2021	Summer 2022	Summer 2023	Deferred
Paving and Site Work							
GBA	Paving - Parking Lot	According to building records, the district parking lot was installed in 1988 and has been patched and sealcoated multiple times. The lot was last sealcoated the summer of 2020. It is recommended that the lot be replaced the summer of 2026. Parking lot replacement recommended.	\$130,000				\$130,000
Mechanical							
GBA	HVAC Replacement - 200B, 200C, 200D, 200E	This space at the district office was previously rented by a dental practice and was configured with four small exam rooms. Each exam room is heated and cooled via window units and the space is not tied into the overall building HVAC system. Provide new heating and cooling systems for this space that is tied into the overall building systems.	\$75,000				\$75,000
Architectural							
GBA	Carpeting - 2E, 3W	The carpeting in suites 2E and 3W is 10 years old and is expected to be replaced the summer of 2022. Update lighting to LED.	\$75,000		\$75,000		
Electrical							
GBA	Lighting Retrofit - 2E, 3W	The lighting in suites 2E and 3W are the remaining areas at the district office with fluorescent lighting. Lighting should be upgraded to LED. Update lighting to LED.	\$80,000		\$80,000		
Subtotal for All Project Areas			\$360,000	\$0	\$155,000	\$0	\$205,000
Fees/Construction Contingency			\$61,200	\$0	\$26,350	\$0	\$34,850
Grand Total			\$421,200	\$0	\$181,350	\$0	\$239,850

Glenbrook High School District 225 - Glenbrook North High School (GBN) Master Facility Plan

Updated as of October 27, 2020

Location	Project & Area	Description of concern and recommended action	Cost Est. Total	Summer 2021	Summer 2022	Summer 2023	Deferred
Roofing							
GBN	Roof Replacement - Back gym, main gym balcony, art, industrial ed, cafeteria corridors, science wing, mall canopy, music, CPA lobby.	There are several roof structures reaching 26+ years old and will be closely monitored over the next 3-5 years. Summer 2021: Music, CPA Lobby and Cooridor. Summer 2023: Back Gyms	\$2,300,000	\$395,000		\$500,000	\$1,405,000
		Roof replacement recommended.					
GBN	Smoke Relief Hatch Replacement - CPA Roof	The stage house has three smoke relief hatches that are original to the CPA wing of the building and over 40 years old. They are beyond their useful life and no longer forming a complete seal.	\$140,000			\$140,000	
		Replace smoke relief hatches.					
Paving and Site Work							
GBN	Paving - North and South lots	Crack-filling and sealcoating is a preventative maintenance item that helps to maintain and extend the lifespan of an asphalt surface by preventing surface deterioration. The industry standard for this treatment is every three to four years, the district adopted a four year cycle. This preventative maintenance measure reduces weather damage and water penetration of the asphalt surface, resists effects from gas, oil and salts, seals and protects the asphalt surface from deteriorating effects, reduces freeze-thaw deterioration, and extends the service life of the pavement. Crack-filling and sealcoating involves cleaning and preparing the asphalt surface, installing joint sealant into prepared cracks, applying sealer and allowing it to cure, and applying pavement markings. The GBN south lots are scheduled for the summer of 2021 and the north lots the summer of 2023.	\$240,000	\$110,000		\$130,000	
		Crack-fill/sealcoating recommended.					
GBN	Paving - Staff and West Student Lot	The staff parking lot and west student parking lot are scheduled for replacement the summer of 2025.	\$605,000				\$605,000
		Replacement of parking lot recommended.					
GBN	Paving - Tennis Courts	The GBN tennis courts were replaced the summer of 2018. It is recommended that they be resurfaced every 7 years. Work should be completed the summer of 2025. Crack repair and resurfacing will involve cleaning existing cracks and court surface, installation of "crack filler", filling cracks with granular silica sand, and applying one coat of acrylic resurfacer and two coats of fortified acrylic tennis court color coating surface.	\$135,000				\$135,000
		Resurfacing of tennis courts recommended.					
GBN	Paving - Stadium Track	The stadium track was replaced in 2013 at the time the turf field was installed. It is recommended every 6-8 years the track be resurfaced with a structural spray to maintain the integrity of the track and expand the useful life.	\$125,000	\$125,000			
		Stadium Track Replacement Recommended.					

Glenbrook High School District 225 - Glenbrook North High School (GBN) Master Facility Plan

Updated as of October 27, 2020

Location	Project & Area	Description of concern and recommended action	Cost Est. Total	Summer 2021	Summer 2022	Summer 2023	Deferred
GBN	Turf surface replacement - Stadium Field	The artificial turf field was installed in 2013. The top layer (carpet) needs to be replaced every 12-14 years. It is estimated the surface should be replaced the summer of 2027. Replacement of field surface recommended.	\$664,800				\$664,800
GBN	Additional Netting - Baseball Field	The current fencing along the first and third baselines of the GBN baseball fields are not high enough to prevent foul balls from flying into adjacent fields and parking lots. Add 50 foot netting behind the backstop and the first and third baselines recommended.	\$220,000				\$220,000
GBN	Additional Netting - Softball Field	The current fencing along the first and third baselines of the GBN softball field is not high enough to prevent foul balls from flying into the adjacent stadium track and tennis courts. Add 50 foot netting behind the backstop and the first and third baselines recommended.	\$85,000	\$85,000			
GBN	Fencing - Baseball Field	The GBN baseball and softball fencing is original and has significant rusting. The fence is, in many places, twelve inches above the ground and concrete posts are exposed. Add 50 foot netting behind the backstop and the first and third baselines recommended.	\$135,000	\$135,000			
GBN	Bleacher and Press Box Replacement - Stadium	The bleachers were installed in the late 1970s. Although passing inspection, the underlying structure is slowly deteriorating and rusting. The recommended repairs due to wear and tear has been accumulating each year including seating replacement, welding and painting. The bleachers do not have proper capacity (home 1800 and visitor 900) and are the smallest bleachers in the 12 team conference. Additionally the bleachers are not ADA compliant making it difficult for students, staff and community members to watch events with friends and family. The press box is also much smaller for today's needs which include broadcasting, filming etc. Replacement of bleachers, press box recommended.	\$1,500,000				\$1,500,000
Mechanical/Plumbing							
GBN	Building Automation System Software and Component Replacement - Throughout	GBN uses a building automation system (BAS) which was installed in 2001, to automate the many building mechanical systems. The current system and component parts (field panels, controllers) are considered obsolete and no longer available or supported. Wiring is old and has the potential to fail. Replace BAS system and components. Run new wiring.	\$900,000				\$900,000
GBN	Hydraulic Lift Replacement - CPA	The GBN orchestra pit lift is original construction with two hydraulic rams. There is the potential for failure. The lift can drift out of level from side to side. New pit lifts are electronically driven avoiding the need for hydraulic fluid. Replace Hydraulic Lift	\$350,000				\$350,000

Glenbrook High School District 225 - Glenbrook North High School (GBN) Master Facility Plan

Updated as of October 27, 2020

Location	Project & Area	Description of concern and recommended action	Cost Est. Total	Summer 2021	Summer 2022	Summer 2023	Deferred
GBN	HVAC Replacement - Shop Classrooms Wood Shop, Auto Shop, Metal Shop	The existing ceiling hung air handling units for the shop classrooms are the original air handling unit and are approximately 60 years old. Failure of these units will result in loss of heating and ventilation and the ability to maintain proper space temperature to the areas they serve. Provide a new Air Handling System to service these areas.	\$350,000				\$350,000
GBN	Boiler Replacement - Boiler Room	The existing fired steam boilers (4) are over 60 years old showing signs of deterioration. Loss of the boilers would result in loss of heat to the entire building. Replace existing steam boilers with new gas fired hot water boilers. Extend new hot water supply and return mains to existing equipment.	\$1,800,000				\$1,800,000
GBN	Condensation Tank and Pump Replacement - Fieldhouse	There are 8 condensation tanks/pumps in the fieldhouse one of which is needing to be replaced in the next couple of years. Replace one condensation tank/pump.	\$40,000				\$40,000
GBN	HVAC Replacement - C-108 and Nurse/Student Services	As part of the 2016 Life Safety Bond issuance, the majority of unit ventilators were replaced. There is a remaining unit ventilator in the ceiling of room C-108 and nurses and student services are roof top units. Replace unit ventilators with a rooftop unit.	\$130,000				\$130,000
GBN	Water pipe and fixture replacement - Applied Tech Restrooms	The existing domestic water piping mains are the original galvanized steel piping. The piping is deteriorated causing leaks and loss of water pressure to building. The existing plumbing fixtures in classrooms and toilet rooms are the original fixtures and are worn. Replace piping and fixtures with new.	\$70,000				\$70,000
GBN	Water pipe and fixture replacement - Girls and Boys PE Restrooms	The existing domestic water piping mains are the original galvanized steel piping. The piping is deteriorated causing leaks and loss of water pressure to building. The existing plumbing fixtures in locker room and toilet rooms are the original fixtures and are worn. Replace piping and fixtures with new.	\$225,000				\$225,000
GBN	Water pipe and fixture replacement - CPA Restrooms	The existing domestic water piping mains are the original galvanized steel piping. The piping is deteriorated causing leaks and loss of water pressure to building. The existing plumbing fixtures are the original fixtures and are worn. Replace piping and fixtures with new.	\$220,000				\$220,000
GBN	Piping Replacement - A-Wing	The hot water piping was replaced in the late 1990s however the circulation to individual fixtures is a concern and the hot water is not effectively traveling to the individual fixing, cold water piping is now approaching the end of its useful life and is showing signs of deterioration. Replace piping and fixtures with new.	\$180,000				\$180,000

Electrical

Glenbrook High School District 225 - Glenbrook North High School (GBN) Master Facility Plan					Updated as of October 27, 2020		
Location	Project & Area	Description of concern and recommended action	Cost Est. Total	Summer 2021	Summer 2022	Summer 2023	Deferred
GBN	Lighting - CPA	The current incandescent lighting in the CPA is difficult to maintain due to its height and is not energy efficient. Additionally they consume a great deal of power and burn out frequently. It is recommended that the lighting be converted to LED on both the stage and house. LED retrofit is recommended.	\$700,000				\$700,000
GBN	Lighting and Ceiling Tile Replacement - Back Gym Hall	The back gym hall ceiling and lighting was replaced when the back gym work was completed the summer of 2018. There is a portion of old spline ceiling with surface mounted lighting that remains. Provide a new drop ceiling and LED lighting.	\$50,000			\$50,000	
GBN	Lighting and Dimming System Replacement - Science Rooms	The science rooms fluorescent lighting and dimming system is at the end of its useful life and intermittently functioning. Replace fluorescent fixtures with new LED and control with new wall box 0-10V dimmer.	\$50,000				\$50,000
GBN	Lighting - Athletic Stadium	The existing athletic stadium fixtures are energy inefficient and high maintenance. Replace 400W metal halide light fixtures with energy efficient LED fixtures.	\$180,000				\$180,000
GBN	Lighting - Classrooms	Convert general classrooms to LED lighting. There are approximately 170 classrooms. LED retrofit recommended.	\$320,000		\$25,000	\$25,000	\$270,000
Flooring/Tiling							
GBN	Carpeting	Carpeting in various classrooms and corridors is 20+ years old and in need of replacement. Carpet replacement recommended.	\$400,000		\$50,000	\$50,000	\$300,000
GBN	Flooring - CPA Stage	The CPA stage flooring is a soft pine which becomes worn overtime from the various stage sets that are screwed into the floor. There are many weak spots and a great deal of deflection underfoot. There is splintering, shearing and the potential for failure under heavy loads. The flooring is original and in need of replacement. Replacement of CPA stage flooring recommended.	\$85,000			\$85,000	
GBN	Flooring - Cafeteria Hallway, Laundry Room Hallway and Main Gym Hallway	These hallways are high traffic areas and the current VCT is worn, no longer looks clean and in need of replacement. Replace VCT	\$160,000				\$160,000
Architectural							
GBN	Door Replacement - Throughout Building	The Total Doors do not always properly latch and should be replaced. Replace Hallway Total Doors	\$300,000				\$300,000
GBN	Reconfiguration and Furniture - Sci-Tech Room B-110	B-110 is the robotics room and needs to be reconfigured. This includes new flooring, ceiling tiles, lighting, painting and furniture. Redesign of B-111 and new furniture recommended.	\$245,000	\$245,000			

Glenbrook High School District 225 - Glenbrook North High School (GBN) Master Facility Plan

Updated as of October 27, 2020

Location	Project & Area	Description of concern and recommended action	Cost Est. Total	Summer 2021	Summer 2022	Summer 2023	Deferred
GBN	Reconfiguration and Furniture - Social Studies A208	A208 is an oversized social studies classroom. The room can be converted into a conference room and general classroom. Redesign of A208 and new furniture recommended.	\$125,000				\$125,000
GBN	Reconfiguration and Appliance Replacement - Culinary Arts Room	There are two culinary art rooms - C106 and C108. C106 was redone a few years ago, C108 is outdated and would benefit from remodeling. Redesign of Culinary arts and new furniture recommended.	\$200,000				\$200,000
GBN	Performing Arts Space	Performing arts consists of music, theater and dance. Scheduling the various practices, rehearsals and performances can be difficult due to the limited performance spaces; often after school dance clubs are forced into the cafeteria, hallways and classrooms which isn't ideal. Also, music and theater performances that are best suited in a medium sized venue are either scheduled into the large CPA or music and drama classrooms. Data is being collected and analyzed to determine the facility needs and recommendations. Additional Performing Arts Space(s) recommended.	\$2,000,000				\$2,000,000
Larger Purchases							
GBN	Furniture Purchase - Green and Gold Conference Room	The conference tables and chairs are difficult to move limiting the use and configurations of the space. Furniture replacement recommended.	\$25,000				\$25,000
GBN	Furniture Purchase - Cafeteria	About half of the cafeteria tables are from the 80s and no longer functioning properly. The benches are falling off and there is a high level of repair. Furniture purchase recommended.	\$50,000			\$50,000	
GBN	Furniture Purchase - IMC	The furniture in the IMC consists of tables and chairs. To facilitate student collaboration as well as independent learning, it is recommended that modular, mobile furniture be added to these spaces. Furniture replacement recommended.	\$80,000				\$80,000
GBN	Furniture Purchase - Peer Group	Peer group has a need for new chair (approximately 80). The current chairs are mismatched and not mobile. Furniture replacement recommended.	\$20,000				\$20,000
GBN	Furniture Purchase - Resource Centers	The furniture in the resource centers consists of tables and chairs. To facilitate student collaboration as well as independent learning, it is recommended that modular, mobile furniture be added to these spaces. Furniture replacement recommended.	\$100,000				\$100,000
GBN	Furniture Purchase - Math office spaces	The desks are 30+ years old and do not accommodate the desire for collaborative and flexible space. Furniture purchase recommended.	\$50,000				\$50,000
Subtotal for All Project Areas			\$15,554,800	\$1,095,000	\$75,000	\$1,030,000	\$13,354,800
Fees/Construction Contingency			\$2,644,316	\$186,150	\$12,750	\$175,100	\$2,270,316
Grand Total			\$18,199,116	\$1,281,150	\$87,750	\$1,205,100	\$15,625,116

Glenbrook High School District 225 - Glenbrook North High School (GBN) Master Facility Plan

Updated as of October 27, 2020

Location	Project & Area	Description of concern and recommended action	Cost Est. Total	Summer 2021	Summer 2022	Summer 2023	Deferred
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Glenbrook High School District 225 - Glenbrook Off Campus (GBO) Master Facility Plan

Updated as of October 27, 2020

Location	Project & Area	Description of concern and recommended action	Cost Est. Total	Summer 2021	Summer 2022	Summer 2023	Deferred
Paving and Site Work							
GBO	Paving - Parking Lot	According to building records, the off campus parking lot was last replaced in 1995 and is expected to be ready for replacement in 2025. Parking lot replacement recommended.	\$130,000				\$130,000
Electrical							
GBO	Lighting - Throughout the Building	The current lighting at OC is fluorescent and the overall light quality and energy efficiency is less than LED lighting. LED retrofit is recommended.	\$90,000		\$90,000		
Flooring/Tiling							
GBO	Flooring - Throughout the building	The carpeting is showing wear and pulling up in certain areas. It should be replaced in accordance with the district carpet replacement cycle. Carpet replacement recommended.	\$130,000				\$130,000
Architectural							
Subtotal for All Project Areas			\$350,000	\$0	\$90,000	\$0	\$260,000
Fees/Construction Contingency			\$59,500	\$0	\$15,300	\$0	\$44,200
Grand Total			\$409,500	\$0	\$105,300	\$0	\$304,200

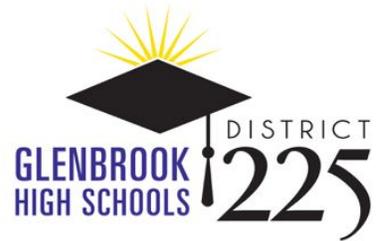
Glenbrook High School District 225 - Glenbrook South High School (GBS) Master Facility Plan							Updated as of October 27, 2020	
Location	Project & Area	Description of concern and recommended action	Cost Est. Total	Summer 2021	Summer 2022	Summer 2023	Deferred	
Roofing								
GBS	Roof Replacement - Music, Maintenance, CPA corridor, Dance Studio, IMC, CPA Stage, Industrial Arts	Several roof structures are 26+ years old and will be closely monitored over the next few years. Replacement of roofing recommended.	\$1,438,000		\$380,000		\$1,058,000	
Paving and Site Work								
GBS	Paving - Full Parking Lot	Crack-filling and sealcoating is a preventative maintenance item that helps to maintain and extend the lifespan of an asphalt surface by preventing surface deterioration. The industry standard for this treatment is every three to four years, the district adopted a four year cycle. This preventative maintenance measure reduces weather damage and water penetration of the asphalt surface, resists effects from gas, oil and salts, seals and protects the asphalt surface from deteriorating effects, reduces freeze-thaw deterioration, and extends the service life of the pavement. Crack-filling and sealcoating involves cleaning and preparing the asphalt surface, installing joint sealant into prepared cracks, applying sealer and allowing it to cure, and applying pavement markings. Crack-fill/sealcoating recommended.	\$140,000		\$140,000			
GBS	Paving - West Student Lot	The west student lot was last replaced in 2001 and is beginning to show significant cracking. The lot will need to be replaced the summer of 2024 at which point it will be 23 years old. Replacement of west student lot recommended.	\$290,000				\$290,000	
GBS	Paving - Tennis Courts	The GBS tennis courts were last resurfaced the summer of 2015. It is recommended that they be resurfaced every 7 years. Work should be completed the summer of 2022. Crack repair and resurfacing will involve cleaning existing cracks and court surface, installation of "crack filler", filling cracks with granular silica sand, and applying one coat of acrylic resurfacer and two coats of fortified acrylic tennis court color coating surface. Resurfacing of tennis courts recommended.	\$135,000		\$135,000			
GBS	Track Replacement - Stadium Track	The stadium track was installed in 2004 and, with the resurfacing in 2020, would likely not need to be replaced until the summer of 2028. Stadium Track Replacement Recommended.	\$507,000				\$507,000	
GBS	Field Turf Replacement - Stadium Field	The artificial turf field was installed in 2012. The top layer (carpet) needs to be replaced every 12-14 years. It is estimated the surface should be replaced the summer of 2026. Replacement of field surface recommended.	\$664,800				\$664,800	
GBS	Field Netting - Baseball Field	The current fencing along the first and third baselines of the GBS baseball fields are not high enough to prevent foul balls from flying into adjacent fields and parking lots.	\$120,000		\$120,000			

Glenbrook High School District 225 - Glenbrook South High School (GBS) Master Facility Plan							Updated as of October 27, 2020	
Location	Project & Area	Description of concern and recommended action	Cost Est. Total	Summer 2021	Summer 2022	Summer 2023	Deferred	
		Add 50 foot netting behind the backstop and the first and third baselines recommended.						
GBS	Field Netting - Softball Field	The current fencing along the first and third baselines of the GBS softball field is not high enough to prevent foul balls from flying into adjacent fields. Add 50 foot netting behind the backstop and the first and third baselines recommended.	\$90,000		\$90,000			
GBS	Bleacher and Press Box Replacement - Stadium	The bleachers were installed in the late 1970s. Although passing inspection, the underlying structure is slowly deteriorating and rusting. The recommended repairs due to wear and tear has been accumulating each year including seating replacement, welding and painting. The bleachers are not ADA compliant making it difficult for students, staff and community members to watch events with friends and family. The press box is also much smaller for today's needs which include broadcasting, filming etc. Storage is also a concern and can be added underneath the bleachers. Bleachers have good capacity (3,400 home and 1,125 away). Replacement of bleachers, press box recommended.	\$1,200,000				\$1,200,000	
Mechanical and Plumbing								
GBS	Building Automation System Software and Component Replacement - Throughout	GBS uses a building automation system (BAS) which was installed in 1992, to automate the many building mechanical systems. The current system and components (field panels, controllers) are considered obsolete and the system is ready for replacement. Existing wiring also needs to be rerun. Replace BAS system and components.	\$900,000			\$900,000		
GBS	Ejector Pump Replacement - Boiler Room	The large ejector/sump pump in the boiler room is original to the building and ready for replacement. Replace ejector pump.	\$60,000				\$60,000	
GBS	Restroom Renovation - State and Madison	The restrooms at State and Madison are original to the building and in need of renovation. The piping and fixtures are in need of replacement. The restroom space is not ADA compliant and as they are heavily utilized during the school day as well as in the evenings and on weekends they do not have adequate fixture count to handle the traffic. Restroom renovation recommended.	\$340,000				\$340,000	
GBS	Restroom Renovation - Athletic Wing	The athletic restrooms are original to the building and in need of renovation. They are heavily utilized during the school day as well as in the evenings and on weekends. Renovate restrooms and ensure ADA compliance.	\$280,000		\$280,000			
Electrical								
GBS	Lighting - Auditorium	The existing house lighting is inefficient incandescent and difficult to maintain. The stage lights were converted to LED in 2014. LED retrofit to house lighting is recommended.	\$300,000				\$300,000	

Glenbrook High School District 225 - Glenbrook South High School (GBS) Master Facility Plan							Updated as of October 27, 2020	
Location	Project & Area	Description of concern and recommended action	Cost Est. Total	Summer 2021	Summer 2022	Summer 2023	Deferred	
GBS	Ceiling Tile and Lighting - Athletic Hallway (Titan Dome to Pool)	The corridor going from the natatorium to the fieldhouse and titan dome is a drop ceiling with fluorescent lighting. Over time the ceiling tiles have become quite worn and are ready for replacement. The existing grid will remain and be painted and the fluorescent lights will be changed to LED. It is a heavily utilized part of the building. Replace ceiling tile and update lighting to LED.	\$50,000		\$50,000			
GBS	Lighting - Athletic Stadium	The existing athletic stadium fixtures are energy inefficient and high maintenance. Replace 400W metal halide light fixtures with energy efficient LED fixtures.	\$180,000				\$180,000	
GBS	PA Front End Replacement - Main Office	The front end of the PA system was replaced ten years ago and the company has since been sold and went out of business. The current parts are no longer supported and the unit should be replaced. Replace the front end of the PA system.	\$80,000				\$80,000	
GBS	Lighting and Dimmer System - 12 Science Classrooms LED	The dimming system for the lights in the science classrooms is failing and consistently flickers on and off at random times during the day. It is recommended that the lights and dimming system be replaced with LED lighting and a new dimming system. Six of the science rooms have been done and twelve remain. Upgrade 12 remaining science classrooms to LED lighting.	\$50,000				\$50,000	
GBS	Lighting - Classrooms	Convert general classrooms to LED lighting. There are approximately 170 classrooms. LED retrofit recommended.	\$320,000			\$50,000	\$270,000	
Flooring/Tiling								
GBS	Carpeting	Carpeting in various classrooms and corridors is 20+ years old and in need of replacement. Carpet replacement recommended.	\$400,000			\$50,000	\$350,000	
GBS	Flooring - Old Pit, adjacent corridors, main corridor	The carpet in the old pit and adjacent corridors and main office corridor are next to be replaced on the building's carpet replacement cycle. The old pit carpeting will be replaced with LVT flooring to accommodate additional student seating. The corridors will be recarpeted. Flooring replacement recommended.	\$175,000				\$175,000	
GBS	Flooring and Furniture - Social Studies Office	The carpet in the social studies office is worn and in need of replacement. The furniture is original to the space and not conducive to team collaboration and student interaction. Redesign of Social Studies Office and new flooring and furniture recommended.	\$75,000				\$75,000	
GBS	Abatement, Flooring and Renovation - Foods Classroom	The foods classroom is in need up updating as it's appliances are now over 20 years old and the teaching / presentation stations are not meeting the needs of the curriculum. Tile would also be replaced and abatement is necessary. Abatement, Floor Replacement, Room Renovation Recommended.	\$300,000				\$300,000	

Glenbrook High School District 225 - Glenbrook South High School (GBS) Master Facility Plan Updated as of October 27, 2020

Location	Project & Area	Description of concern and recommended action	Cost Est. Total	Summer 2021	Summer 2022	Summer 2023	Deferred
GBS	Flooring - Pool Locker Rooms	The flooring in the boys and girls pe pool locker room is a concrete floor with an 1/8th inch epoxy coating which is constantly peeling. Replacement of pool locker room flooring recommended.	\$60,000				\$60,000
GBS	Flooring - Girls West Pool Shower Walls	The shower walls in the girls locker room of the new pool are painted cinder block and, due to the climate, continuously peel and need to be repainted. The shower walls need to be tiled. Replacement of girls west pool locker room shower tile recommended.	\$60,000				\$60,000
GBS	Flooring - Auditorium Stage	The auditorium stage flooring is a soft pine which becomes worn overtime from the various stage sets that are screwed into the floor. There are many weak spots and a great deal of deflection underfoot. There is splintering, shearing and the potential for failure under heavy loads. The flooring is original and in need of replacement. Replacement of auditorium stage flooring recommended.	\$85,000			\$85,000	
Architectural							
GBS	Door Replacement - Throughout Building	The Total Doors do not always properly latch and should be replaced. Replace Hallway Total Doors	\$300,000				\$300,000
GBS	Performing Arts Space	Performing arts consists of music, theater and dance. Scheduling the various practices, rehearsals and performances can be difficult due to the limited performance spaces; often after school dance clubs are forced into the cafeteria, hallways and classrooms which isn't ideal. Also, music and theater performances that are best suited in a medium sized venue are either scheduled into the large CPA or music and drama classrooms. Data is being collected and analyzed to determine the facility needs and recommendations. Additional Performing Arts Space(s) recommended.	\$2,000,000				\$2,000,000
Larger Purchases							
Subtotal for All Project Areas			\$10,599,800	\$0	\$1,195,000	\$1,085,000	\$8,319,800
Fees/Construction Contingency			\$1,801,966	\$0	\$203,150	\$184,450	\$1,414,366
Grand Total			\$12,401,766	\$0	\$1,398,150	\$1,269,450	\$9,734,166



To: Dr. Charles Johns
Board of Education

From: Dr. Kim Ptak
Dr. R.J. Gravel

Date: Monday, November 23, 2020

Re: Enrollment Forecast Update for 2020-21

Background

For the last several years, the District has hired a demographer, Dr. Jerome McKibben, to calculate a 10-year population forecast. Additionally, the District administration has prepared an internal enrollment projection using a cohort survival method with an acceptable accuracy rate when limited to three years. Both the population forecast and cohort survival projection have become essential tools for long-range planning and budgeting purposes. As a result, these tools are updated annually using October 1st enrollment counts as recorded in PowerSchool and summary data provided by our elementary feeder school districts (27, 28, 30, 31, and 34).

Population Forecast

Dr. McKibben's population forecast methodology assesses the impact of factors such as fertility rates, housing patterns, mortgage rate, mortality rates, census data, migration patterns, unemployment rates, the dynamics of local private schools, and feeder elementary school district enrollment data. This comprehensive approach lends itself to increased accuracy in long-term forecasts.

Table 1
Population Forecast

	District			Glenbrook North			Glenbrook South		
	10/2020	10/2019	O/(U)	10/2020	10/2019	O/(U)	10/2020	10/2019	O/(U)
2020-21	5,168 actual	5,274 estimate	(106)	2,024 actual	2,072 estimate	(48)	3,144 actual	3,202 estimate	(58)
2021-22	5,120	5,252	(132)	2,054	2,054	0	3,066	3,198	(132)
2022-23	5,099	5,216	(117)	2,101	2,090	11	2,998	3,126	(128)
2023-24	5,078	5,231	(153)	2,132	2,116	16	2,946	3,115	(169)
2024-25	5,072	5,194	(122)	2,211	2,142	69	2,861	3,052	(191)
2025-26	5,081	5,203	(122)	2,268	2,214	54	2,813	2,989	(176)
2026-27	4,999	5,223	(224)	2,223	2,245	(22)	2,776	2,978	(202)
2027-28	4,889	5,101	(212)	2,227	2,211	16	2,662	2,890	(228)
2028-29	4,839	5,056	(217)	2,200	2,217	(17)	2,639	2,839	(200)
2029-30	4,795	4,983	(188)	2,150	2,175	(25)	2,649	2,808	(159)
2030-31	4,790	n/a	n/a	2,156	n/a	n/a	2,634	n/a	n/a

Glenbrook South High School

Based on last year's population forecast, the 2020-21 school year was expected to be Glenbrook South's peak enrollment year with 3,202 students. Instead, Glenbrook South's population decline started this year with an actual enrollment of only 3,144, or 49 students less than was forecast a year ago. It is estimated that Glenbrook South's enrollment will continue to decline over the next ten years. The enrollment decline is attributed to the graduation of a large *bubble class* that graduated Glenbrook South last year and an overall decrease in feeder enrollment.

Glenbrook School District 34, the largest district for Glenbrook South, has experienced a 4% (200 students) decline this past year. According to Dr. McKibben, to maintain current enrollment numbers, Glenview would need to keep an average of 550 existing homes on the market at any given time to ensure there is enough in-migration of young households to maintain the current enrollment numbers in future years. The number of existing homes on the market is currently 330.

Glenbrook North High School

Glenbrook North's enrollment projection remains similar to what was presented a year ago. It is expected that Glenbrook North will experience a 12% growth over the next five years and grow by 244 students before slowly declining.

Cohort Survival Projection

The cohort survival method is strictly formula-driven and calculates ratios of students as they progress from one grade to the next. The ratios are then used to project future enrollment.

Table 2***Cohort Survival Projection***

	District			Glenbrook North			Glenbrook South		
	10/2020	10/2019	O/(U)	10/2020	10/2019	O/(U)	10/2020	10/2019	O/(U)
2020-21	5,168 actual	5,216 estimate	(48)	2,024 actual	2,048 estimate	(24)	3,144 actual	3,168 estimate	(24)
2021-22	5,104	5,173	(69)	2,040	2,067	(27)	3,064	3,106	(42)
2022-23	5,072	5,174	(102)	2,077	2,085	(8)	2,995	3,089	(94)
2023-24	5,028	n/a	n/a	2,101	n/a	n/a	2,927	n/a	n/a

Table 2 compares the recent projection using October 1, 2020, enrollment counts with the projection calculated a year ago using October 1, 2019 enrollment counts. Overall the current Glenbrook North projection grows 3.8% over the next three years, while Glenbrook South declines by 6.9%.

Comparison of Enrollment Methodologies

Table 3 compares the results of the two methodologies for calculating enrollment projections. When considering the district enrollment, the two methods are within 1.0% of each other over the next three years.

Table 3***Comparison of Enrollment Methodologies***

	District			Glenbrook North			Glenbrook South		
	Pop. Forecast	Cohort Survival	O/(U)	Pop. Forecast	Cohort Survival	O/(U)	Pop. Forecast	Cohort Survival	O/(U)
2021-22	5,120	5,104	16	2,054	2,040	14	3,066	3,064	2
2022-23	5,099	5,072	27	2,101	2,077	24	2,998	2,995	3
2023-24	5,078	5,028	50	2,132	2,101	31	2,946	2,927	19

TO: Dr. Charles Johns
FROM: Dr. Rosanne Williamson, Mr. Brad Swanson, Dr. Jennifer Pearson
RE: Dashboard Report
Date: November 23, 2020

Background:

Every year we bring pertinent data related to student demographics, student achievement, and teaching staff. In each area, we incorporate ten years of data so that trends can be identified.

Area of Note: High Academic Achievement

The District strives to ensure that all students receive a quality education and we continuously assess our practices around equity in providing our students the opportunity to access courses that help them meet their future goals. High ACT scores, the number of students taking and qualifying for college credit on their AP exams, the percent of students attending college, students meeting or exceeding the Illinois Learning Standards as measured by SAT performance are all indicators of the District's continued success in academically preparing our students. This year there is no SAT data to report since this test was not administered last spring due to the pandemic.

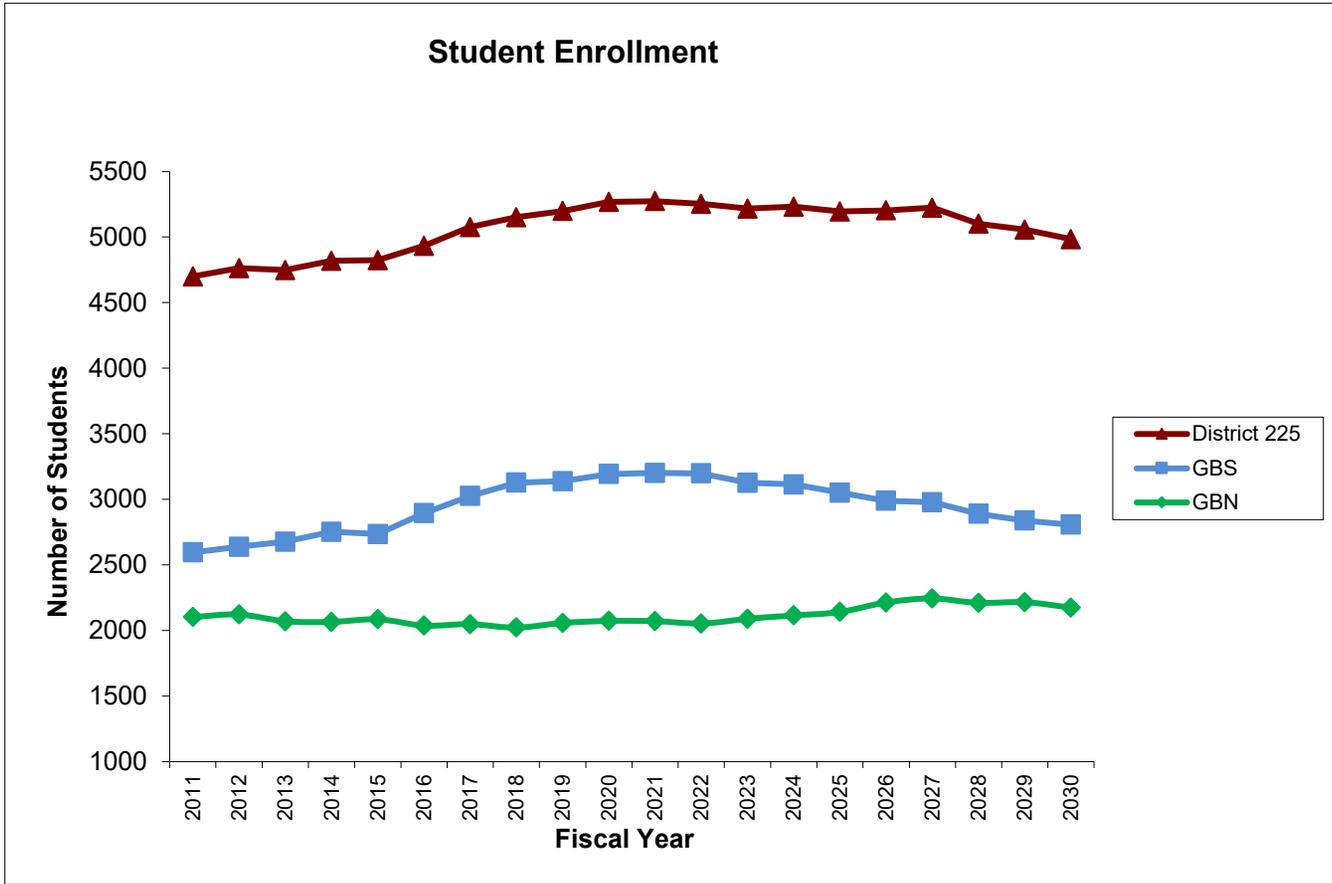
Areas of Focus:

Increasing Student Diversity

The data show an increasingly diverse student population and more students identified as English Learners (EL). Consistent with the District goal of equity, we continue to be mindful and identify patterns of enrollment and access to curricular programs.

Increasing Percentage of Students Identified as Needing Special Services

The District and building-level administration is working to support students and teachers given the increasing number of students identified as needing special services and accommodations through either an IEP (Individualized Educational Plan) or 504 Plan. We anticipate continuing to see slight increases in the percentage of students identified with disabilities consistent with national and state incidence levels. This has also been an area of focus when it comes to staffing levels in order to meet student needs.

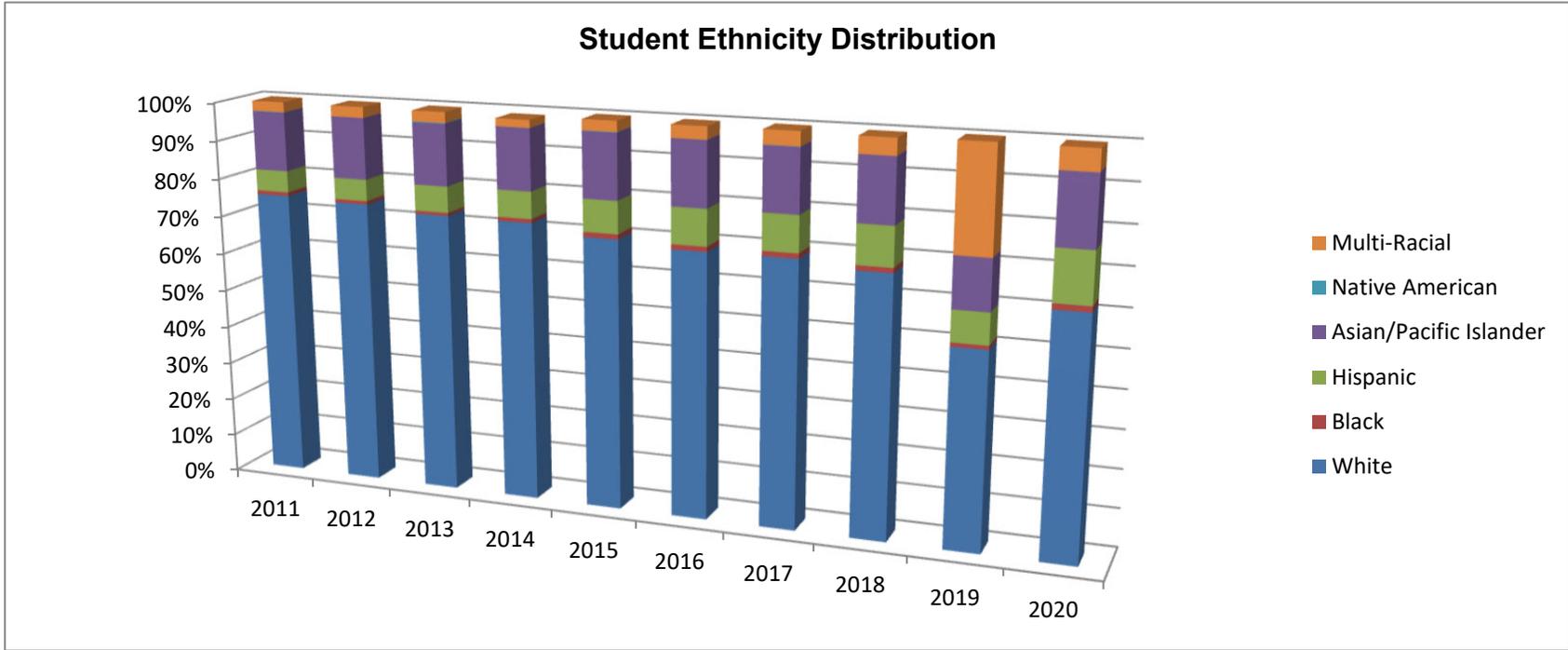


Student Enrollment

	District		
	GBN	GBS	225
2011	2104	2596	4700
2012	2123	2639	4762
2013	2071	2677	4748
2014	2066	2753	4819
2015	2087	2736	4823
2016	2038	2895	4933
2017	2049	3026	5075
2018	2023	3128	5151
2019	2059	3139	5198
2020	2074	3193	5267
2021	2072	3202	5274
2022	2054	3198	5252
2023	2090	3126	5216
2024	2116	3115	5231
2025	2142	3052	5194
2026	2214	2989	5203
2027	2245	2978	5223
2028	2211	2890	5101
2029	2217	2839	5056
2030	2175	2808	4983

Enrollment total is the total student enrollment in the school and district in the fall of the school year. Projected district enrollment excludes Glenbrook Evening School (GBE) enrollment. Projected enrollment also reflects changes in enrollment that may occur because of known residential construction. Note: Students who are full-time out of district placements are not included in the total enrollment number.

Note: Blank data will be available at the December Board meeting.

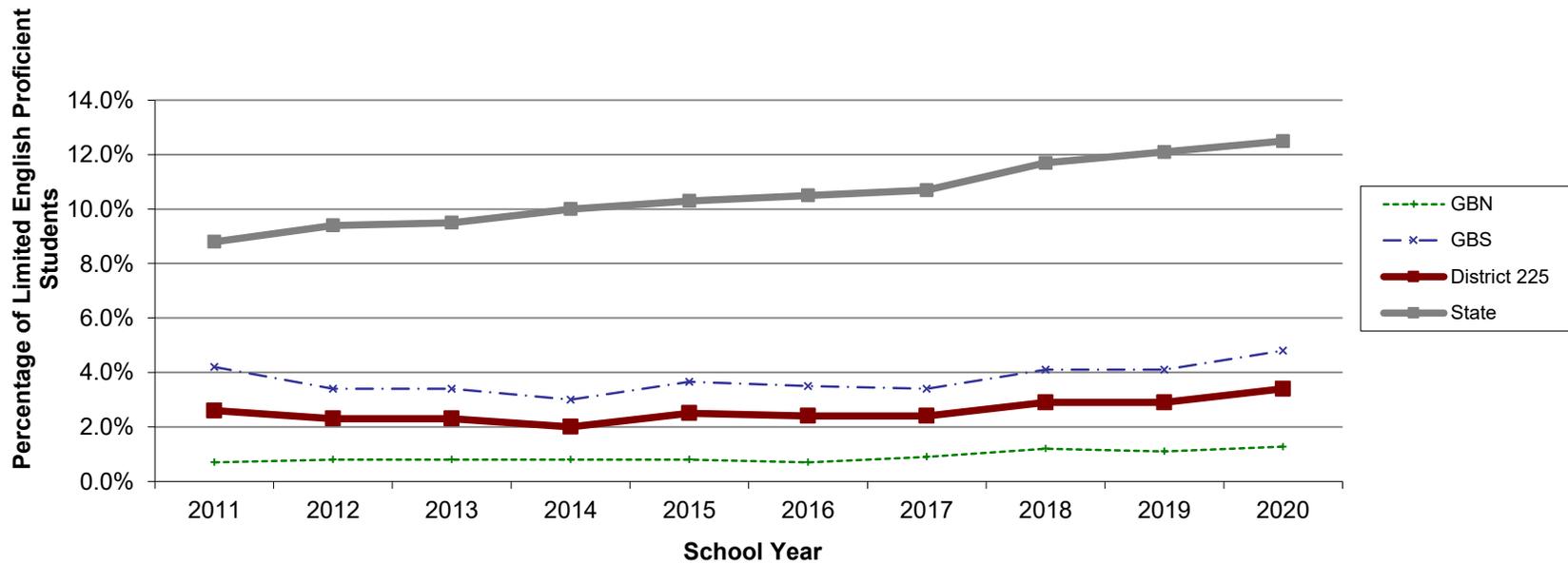


District and State data does not include GBE.

Student Ethnic Distribution

	White	Black	Hispanic	Asian/Pacific Islander	Native American	Multi-Racial
2011	75%	1%	6%	15%	0%	3%
2012	75%	1%	6%	16%	0%	3%
2013	73%	1%	7%	16%	0%	3%
2014	73%	1%	7%	16%	0%	2%
2015	71%	1%	8%	17%	0%	3%
2016	69%	1%	9%	17%	0%	3%
2017	69%	1%	9%	16%	0%	4%
2018	68%	1%	10%	17%	0%	4%
2019	51%	1%	8%	13%	0%	27%
2020	62%	2%	13%	18%	0%	6%

Limited English Proficient Students

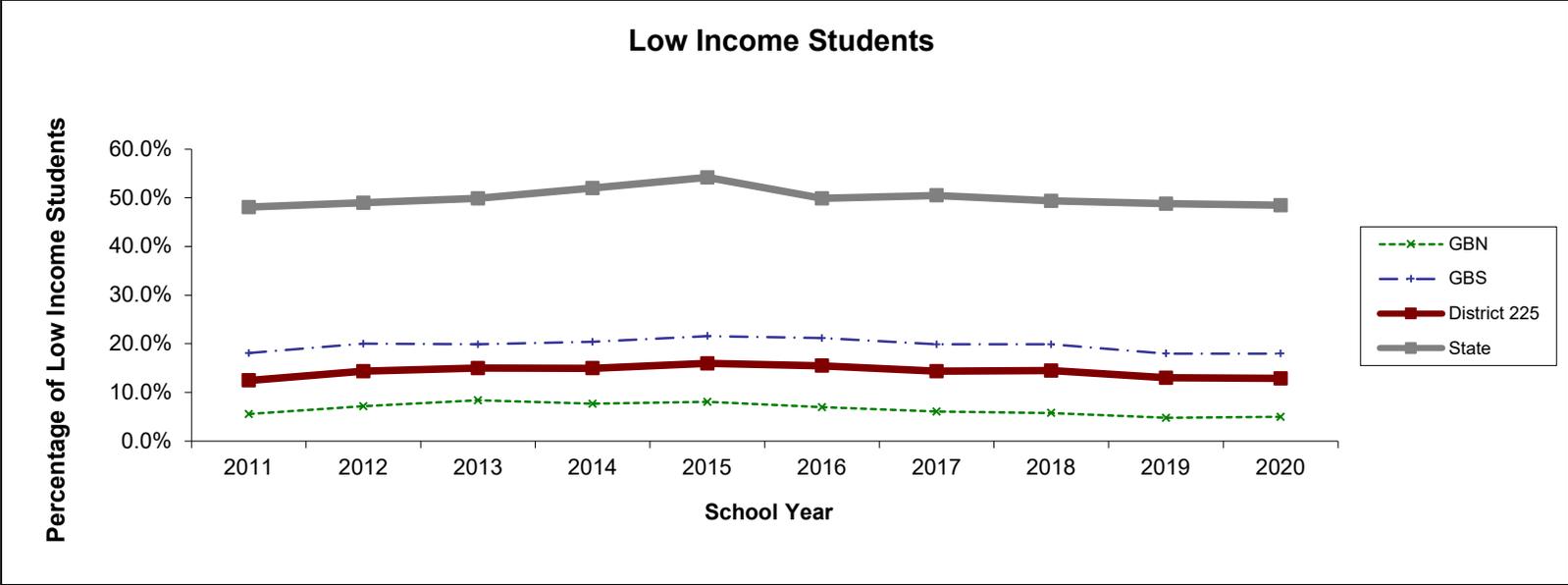


Limited English Proficient Students (%)

	GBN	GBS	District 225	State
2011	0.7% (15)	4.2% (111)	2.6% (126)	8.8% (182583)
2012	0.8% (17)	3.4% (91)	2.3% (108)	9.4% (194269)
2013	0.8% (17)	3.4% (94)	2.3% (111)	9.5% (195145)
2014	0.8% (17)	3.0% (83)	2.0% (100)	10.0% (205416)
2015	0.8% (16)	3.7% (106)	2.5% (124)	10.3% (211619)
2016	0.7% (15)	3.5% (96)	2.4% (116)	10.5% (214387)
2017	0.9% (18)	3.4% (101)	2.4% (122)	10.7% (217013)
2018	1.2% (23)	4.1% (126)	2.9% (152)	11.7% (233348)
2019	1.1% (22)	4.1% (126)	2.9% (152)	12.1% *
2020	1.3% (26)	4.8% (150)	3.4% (178)	12.5% (245502)

The Annual Student Report is published in June and includes all LEP students except those who exited prior to September 15 in a given year.

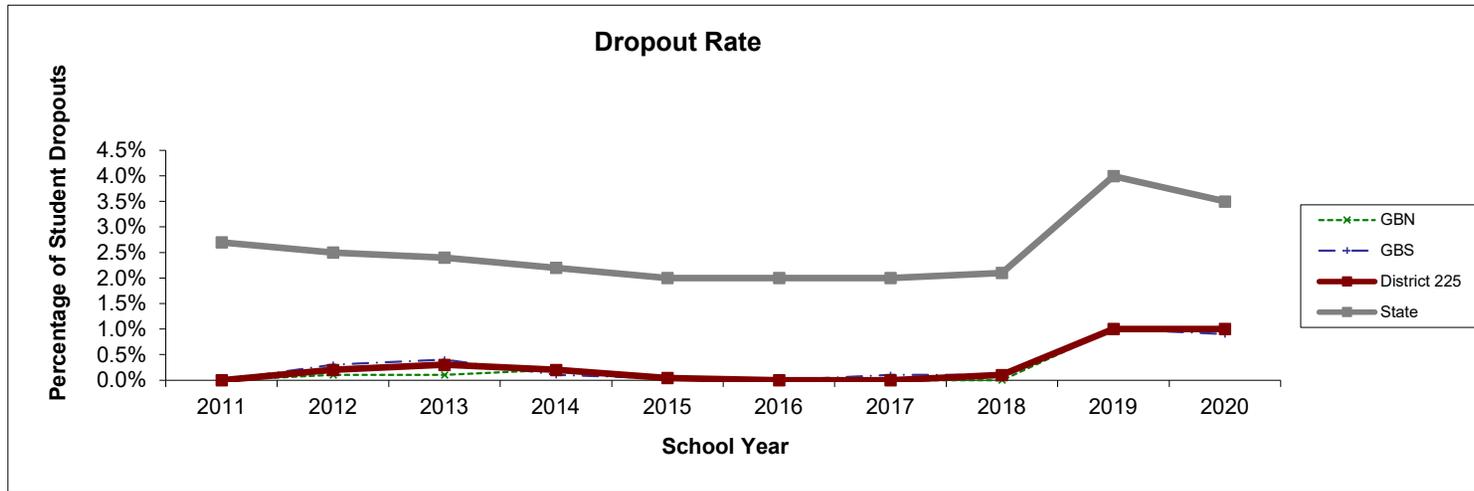
*Note: The Illinois School Report Card did not provide the "n" number



Note: Low income students come from families receiving public aid, live in institutions for neglected or delinquent children, are supported in foster homes with public funds, or are eligible to receive free or reduced-price lunches. District and State data does not include GBE.

<u>Low Income Students (%)</u>				
	GBN	GBS	District 225	State
2011	5.6% (119)	18.1% (478)	12.5% (597)	48.1% (997982)
2012	7.2% (149)	20.0% (535)	14.4% (685)	49.0% (1012679)
2013	8.4% (174)	19.9% (548)	15.0% (723)	49.9% (1025023)
2014	7.7% (163)	20.4% (563)	15.0% (726)	52.0% (1068161)
2015	8.1% (166)	21.6% (629)	16.0% (794)	54.2% (1113569)
2016	7.0% (146)	21.2% (580)	15.5% (748)	49.9% (1018848)
2017	6.1% (123)	19.9% (591)	14.4% (730)	50.5% (1024222)
2018	5.8% (116)	19.9% (609)	14.5% (748)	49.4% (988686)
2019	4.8% (97)	18.0% (554)	13.0% (679)	48.8% *
2020	5.0% (102)	18.0% (563)	12.9% (670)	48.5% (949618)

*Note: The Illinois School Report Card did not provide the "n" number



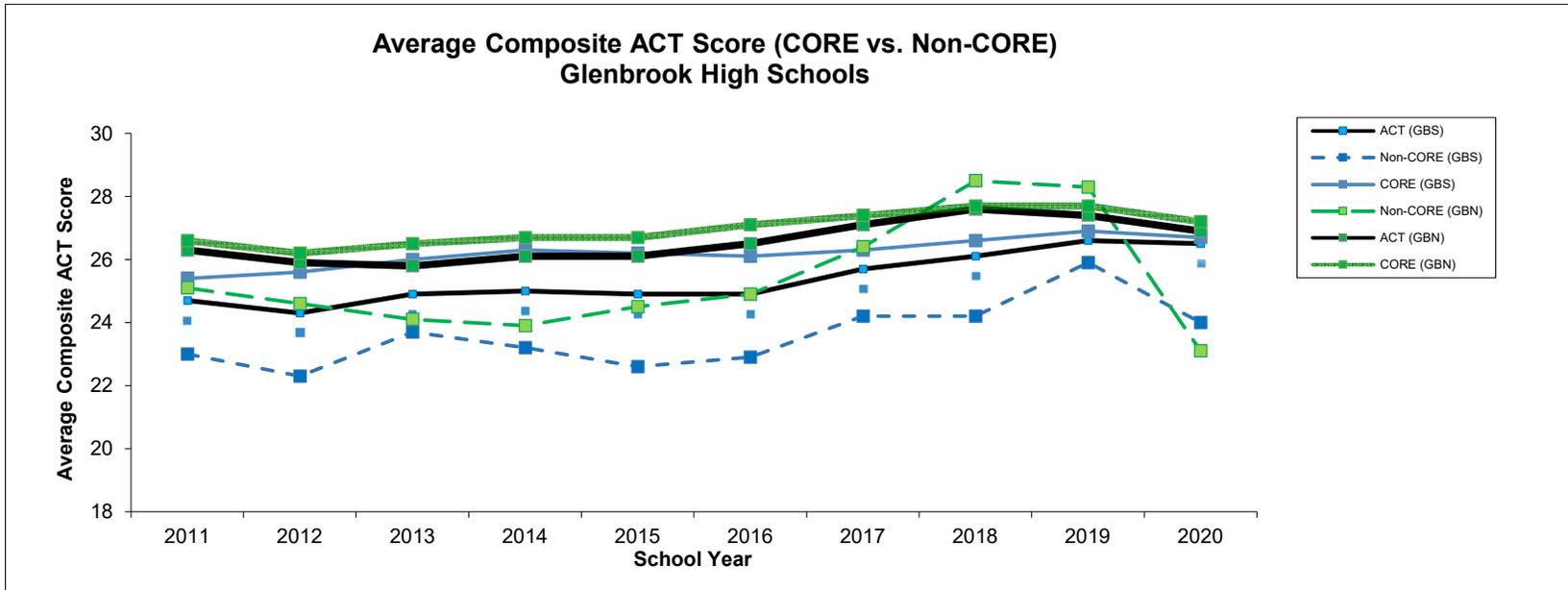
Dropout Rate (%)

	GBN	GBS	District 225	State
2011	0.0% (0)	0.0% (0)	0.0% (0)	2.7% (56,020)
2012	0.1% (2)	0.3% (8)	0.2% (10)	2.5% (51,667)
2013	0.1% (2)	0.4% (11)	0.3% (14)	2.4% (49,300)
2014	0.2% (4)	0.1% (3)	0.2% (7)	2.2% (45,191)
2015	0.0% (1)	0.0% (1)	0.0% (2)	2.0% (41,091)
2016	0.0% (0)	0.0% (7)	0.0% (7)	2.0% (40,836)
2017	0.0% (0)	0.1% (3)	0.0%* (3)	2.0% (40,563)
2018	0.0% *	0.1% *	0.1% *	2.1% *
2019	1.0% *	1.0% *	1.0% *	4.0% *
2020	1.0% *	0.9% *	1.0% *	3.5% *

*Note: The Illinois School Report Card rounds to zero and no longer provides the "n" number

2019: ISBE recently identified a discrepancy between how we traditionally calculated the dropout rate for the Report Card and the federal definition of dropout rate. Historically, ISBE has calculated dropout rate by dividing the number of dropouts by the school's fall enrollment where the number of dropout were self-reported by districts. The U.S. Department of Education recommends not only including self-reported dropouts, but ALSO students that were enrolled in the previous school year and were not enrolled the following fall. For a more specific description of the calculation please see the 2019 Report Card Metrics document located here: <https://www.isbe.net/Pages/Report-Card-Metrics.aspx>; see page 112 .

**Average Composite ACT Score (CORE vs. Non-CORE)
Glenbrook High Schools**

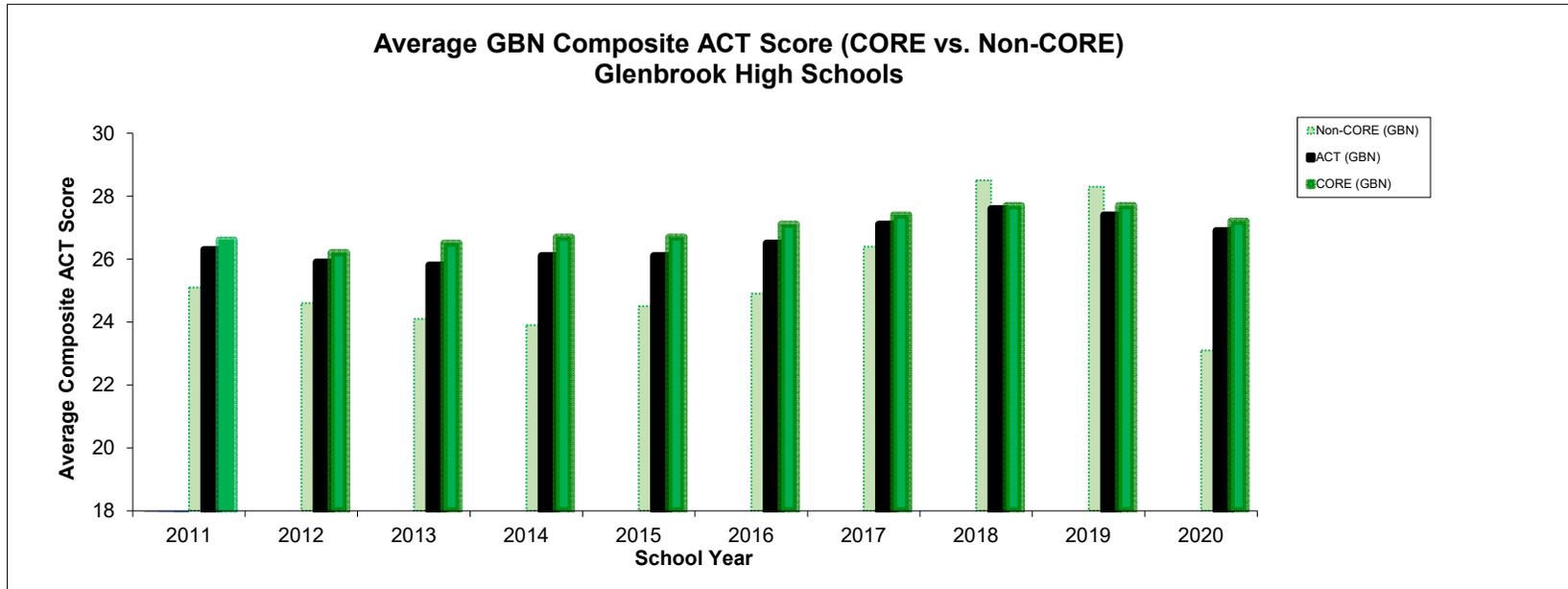


* ACT scores range 1-36. These scores include all graduating seniors who took the ACT during their sophomore, junior or senior year. If a student tested more than once, only their most recent test scores, not necessarily their highest scores, are used. Note: Starting in 2013 the ACT scores include students who tested with accommodations.

Average Composite ACT Score (CORE vs. Non-CORE)

	Non-CORE		Non-CORE		
	CORE (GBN)	ACT (GBN)	(GBN)	(GBS)	
2011	26.6 (407)	26.3 (501)	25.1 (91)	25.4 (430)	24.7 (596) 23.0 (133)
2012	26.2 (418)	25.9 (504)	24.6 (85)	25.6 (363)	24.3 (632) 22.3 (93)
2013	26.5 (389)	25.8 (499)	24.1 (97)	26.0 (401)	24.9 (690) 23.7 (127)
2014	26.7 (408)	26.1 (517)	23.9 (93)	26.3 (408)	25.0 (621) 23.2 (117)
2015	26.7 (382)	26.1 (494)	24.5 (89)	26.2 (468)	24.9 (684) 22.6 (170)
2016	27.1 (412)	26.5 (530)	24.9 (99)	26.1 (539)	24.9 (721) 22.9 (133)
2017	27.4 (406)	27.1 (485)	26.4 (56)	26.3 (495)	25.7 (634) 24.2 (114)
2018	27.7 (314)	27.6 (406)	28.5 (45)	26.6 (497)	26.1 (614) 24.2 (85)
2019	27.7 (328)	27.4 (411)	28.3 (43)	26.9 (423)	26.6 (524) 25.9 (85)
2020	27.2 (369)	26.9 (412)	23.1 (12)	26.7 (473)	26.5 (512) 24.0 (23)

Analysis:
CORE is defined by ACT as a curriculum consisting of 4 English, 3 Math, 3 Science, and 2 Social Science courses. This section compares students who have fulfilled the ACT CORE curriculum to those who have not. Those who have fulfilled the CORE typically score higher than those who have not. Be aware that students self report if they are in the CORE or not in the CORE.

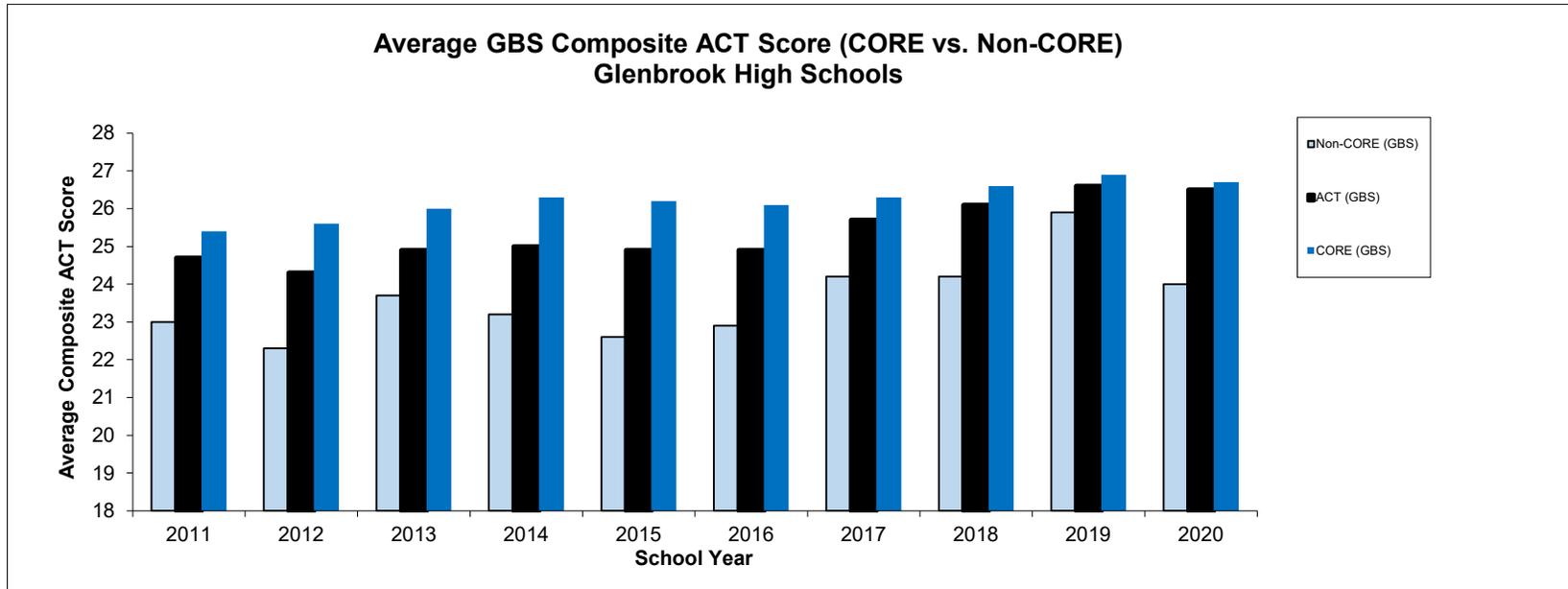


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Average Composite ACT Score (CORE vs. Non-CORE)

	CORE (GBN)	ACT (GBN)	Non-CORE (GBN)
2011	26.6 (407)	26.3 (501)	25.1 (91)
2012	26.2 (418)	25.9 (504)	24.6 (85)
2013	26.5 (389)	25.8 (499)	24.1 (97)
2014	26.7 (408)	26.1 (517)	23.9 (93)
2015	26.7 (382)	26.1 (494)	24.5 (89)
2016	27.1 (412)	26.5 (530)	24.9 (99)
2017	27.4 (406)	27.1 (485)	26.4 (56)
2018	27.7 (314)	27.6 (406)	28.5 (45)
2019	27.7 (328)	27.4 (411)	28.3 (43)
2020	27.2 (369)	26.9 (412)	23.1 (12)

Analysis:
 CORE is defined by ACT as a curriculum consisting of 4 English, 3 Math, 3 Science, and 2 Social Science courses. This section compares students who have fulfilled the ACT CORE curriculum to those who have not. Those who have fulfilled the CORE typically score higher than those who have not. Be aware that students self report if they are in the CORE or not in the CORE.



* ACT scores range 1-36. These scores include all graduating seniors who took the ACT during their sophomore, junior or senior year. If a student tested more than once, only their most recent test scores, not necessarily their highest scores, are used. Note: Starting in 2013 the ACT scores include students who tested with accommodations.

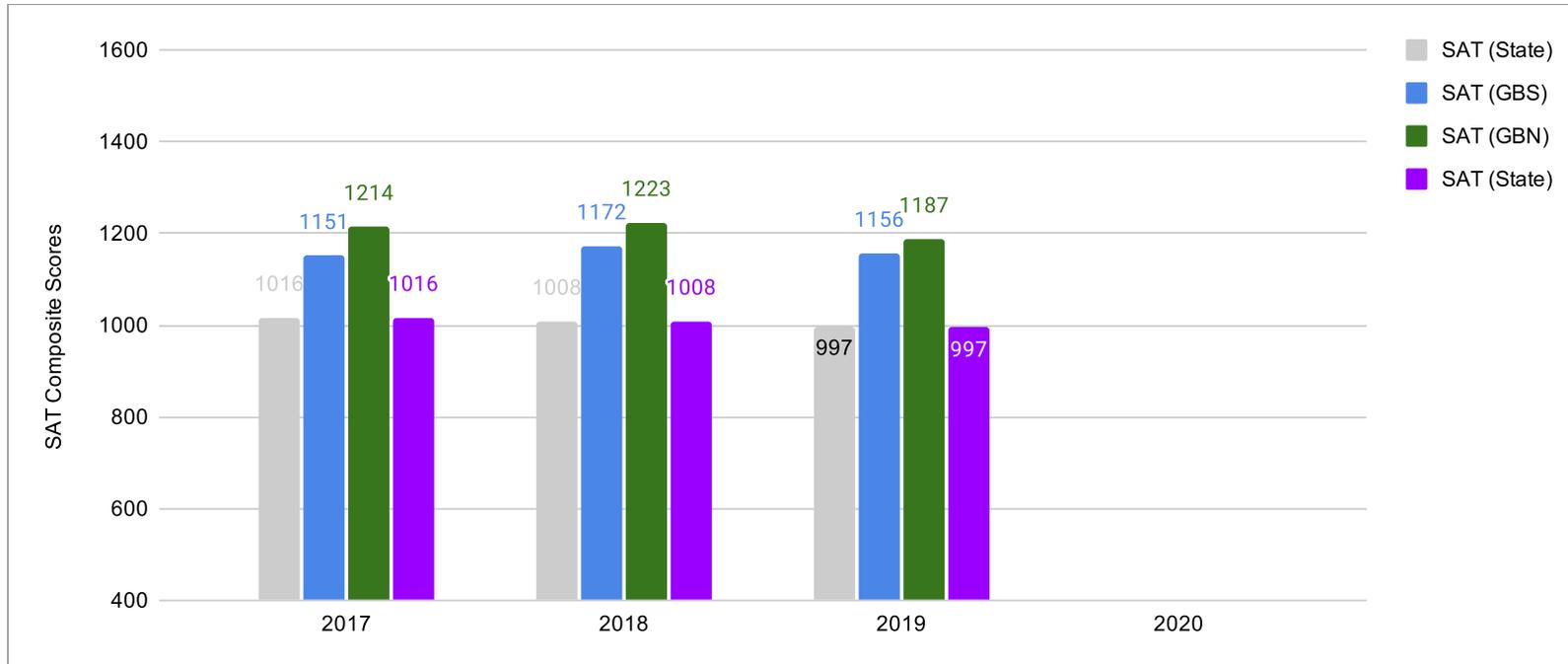
Average Composite ACT Score (CORE vs. Non-CORE)

	CORE (GBS)	ACT (GBS)	Non-CORE (GBS)
2011	25.4 (430)	24.7 (596)	23.0 (133)
2012	25.6 (363)	24.3 (632)	22.3 (93)
2013	26.0 (401)	24.9 (690)	23.7 (127)
2014	26.3 (408)	25.0 (621)	23.2 (117)
2015	26.2 (468)	24.9 (684)	22.6 (170)
2016	26.1 (539)	24.9 (721)	22.9 (133)
2017	26.3 (495)	25.7 (634)	24.2 (114)
2018	26.6 (497)	26.1 (614)	24.2 (85)
2019	26.9 (423)	26.6 (524)	25.9 (85)
2020	26.7 (473)	26.5 (512)	24.0 (23)

Analysis:

CORE is defined by ACT as a curriculum consisting of 4 English, 3 Math, 3 Science, and 2 Social Science courses. This section compares students who have fulfilled the ACT CORE curriculum to those who have not. Those who have fulfilled the CORE typically score higher than those who have not. Be aware that students self report if they are in the CORE or not in the CORE.

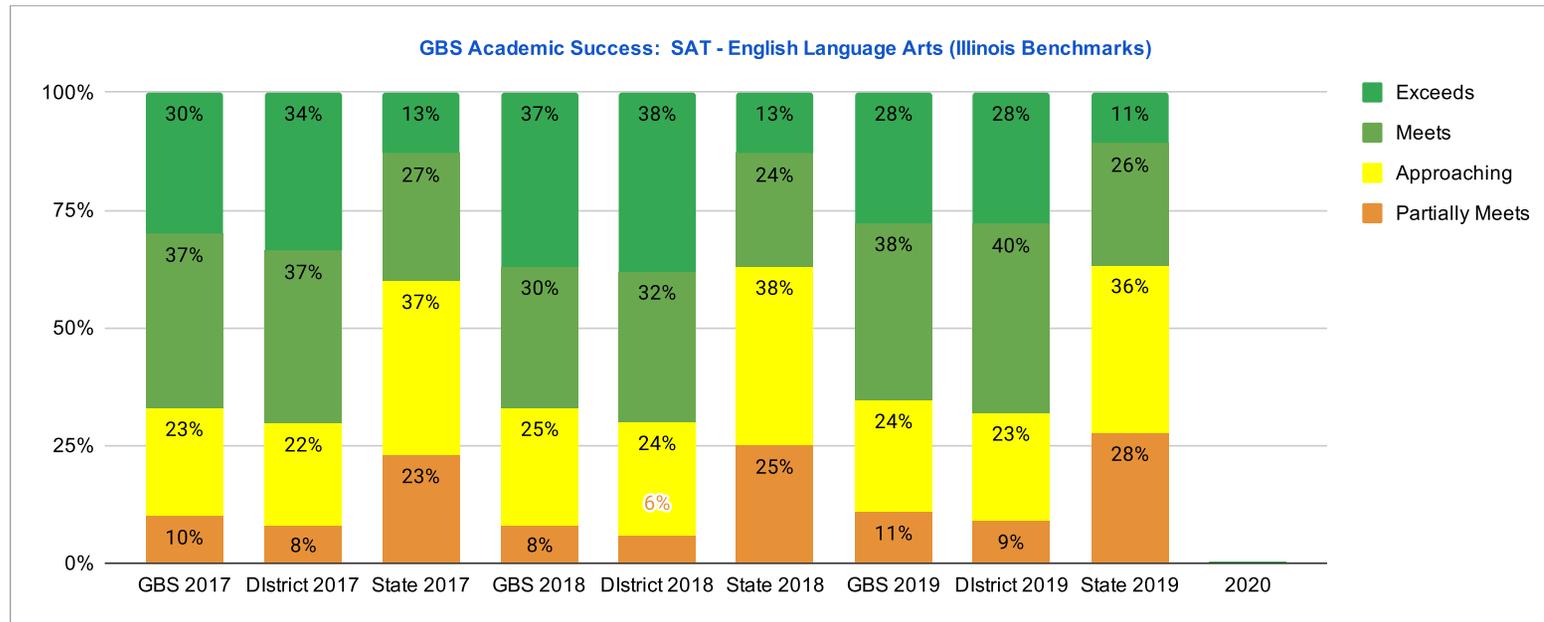
SAT March-April, 11th Grade Scores



SAT composite scores range from 400-1600. These scores include Grade 11 students who took the SAT as part of required testing in the spring of their junior year.

SAT March-April, 11th Grade Scores				
	SAT (GBS)	SAT (GBN)	SAT (District)	SAT (State)
2017	1151	1214	1171	1016
2018	1172	1223	1190	1008
2019	1156	1187	1167	997
2020	*	*	*	*

*There are no SAT state assessment scores this year because the SAT was not administered last spring.

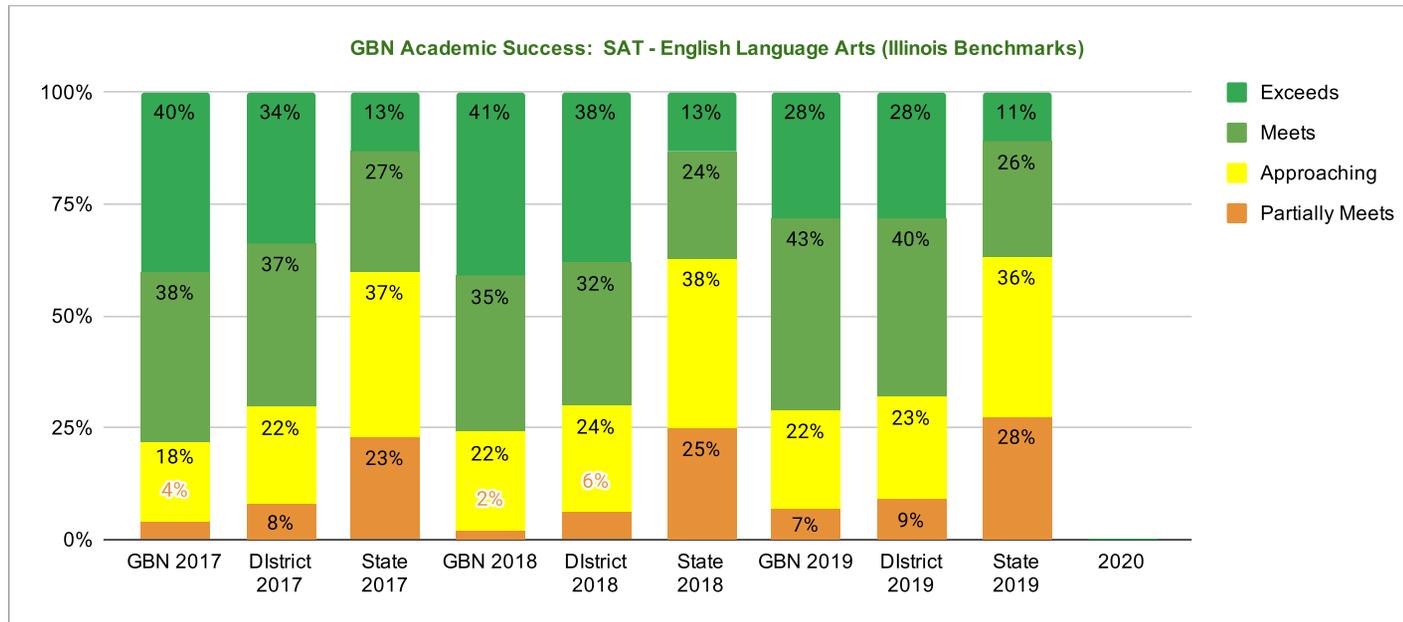


Levels represent mastery of the Illinois Learning Standards for school accountability purposes.

SAT School Day March 2018 - April 2018, 11th grade - Instructional Planning				
Academic Progress: English Language Arts				
	Partially Meets	Approaching	Meets	Exceeds
GBS 2017	10%	23%	37%	30%
District 2017	8%	22%	37%	34%
State 2017	23%	37%	27%	13%
GBS 2018	8%	25%	30%	37%
District 2018	6%	24%	32%	38%
State 2018	25%	38%	24%	13%
GBS 2019	11%	24%	38%	28%
District 2019	9%	23%	40%	28%
State 2019	28%	36%	26%	11%
2020 *	*	*	*	*

Note: Due to rounding, numbers presented may not add up precisely

*There are no SAT state assessment scores this year because the SAT was not administered last spring.

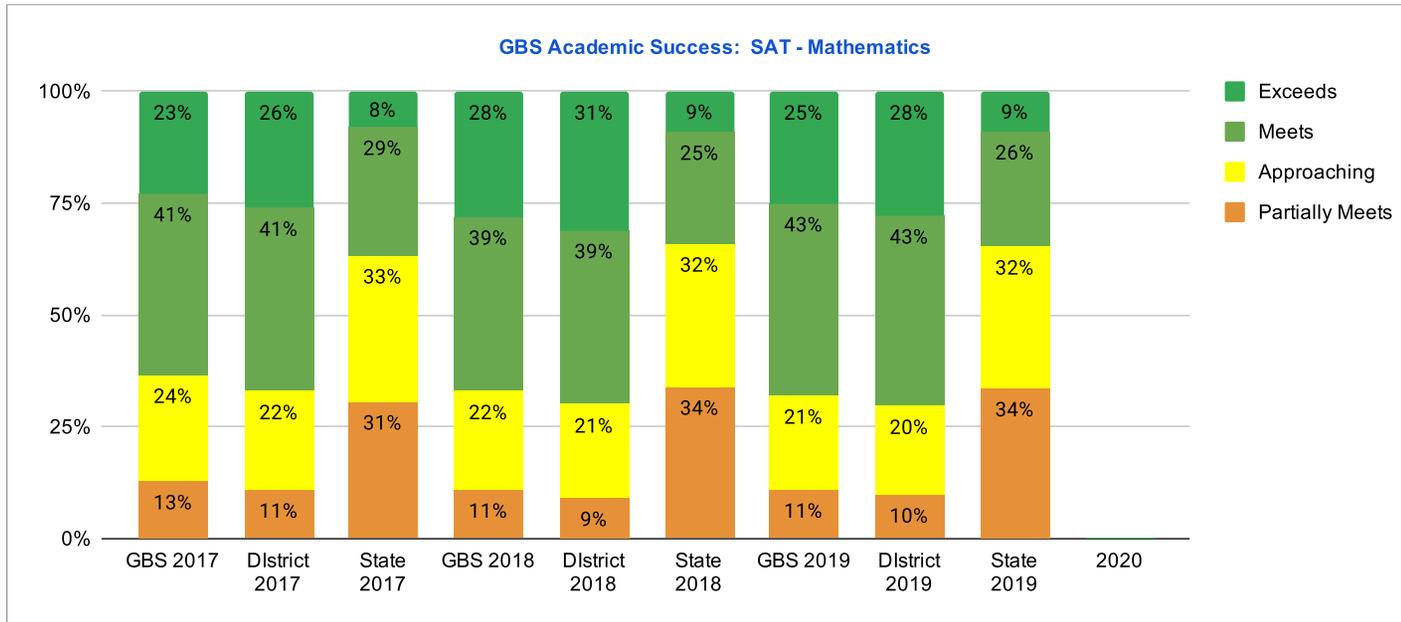


Levels represent mastery of the Illinois Learning Standards for school accountability purposes.

SAT School Day March 2018 - April 2018, 11th grade - Instructional Planning				
Academic Success: English Language Arts				
	Partially Meets	Approaching	Meets	Exceeds
GBN 2017	4%	18%	38%	40%
District 2017	8%	22%	37%	34%
State 2017	23%	37%	27%	13%
GBN 2018	2%	22%	35%	41%
District 2018	6%	24%	32%	38%
State 2018	25%	38%	24%	13%
GBN 2019	7%	22%	43%	28%
District 2019	9%	23%	40%	28%
State 2019	28%	36%	26%	11%
2020 *	*	*	*	*

Note: Due to rounding, numbers presented may not add up precisely

*There are no SAT state assessment scores this year because the SAT was not administered last spring.

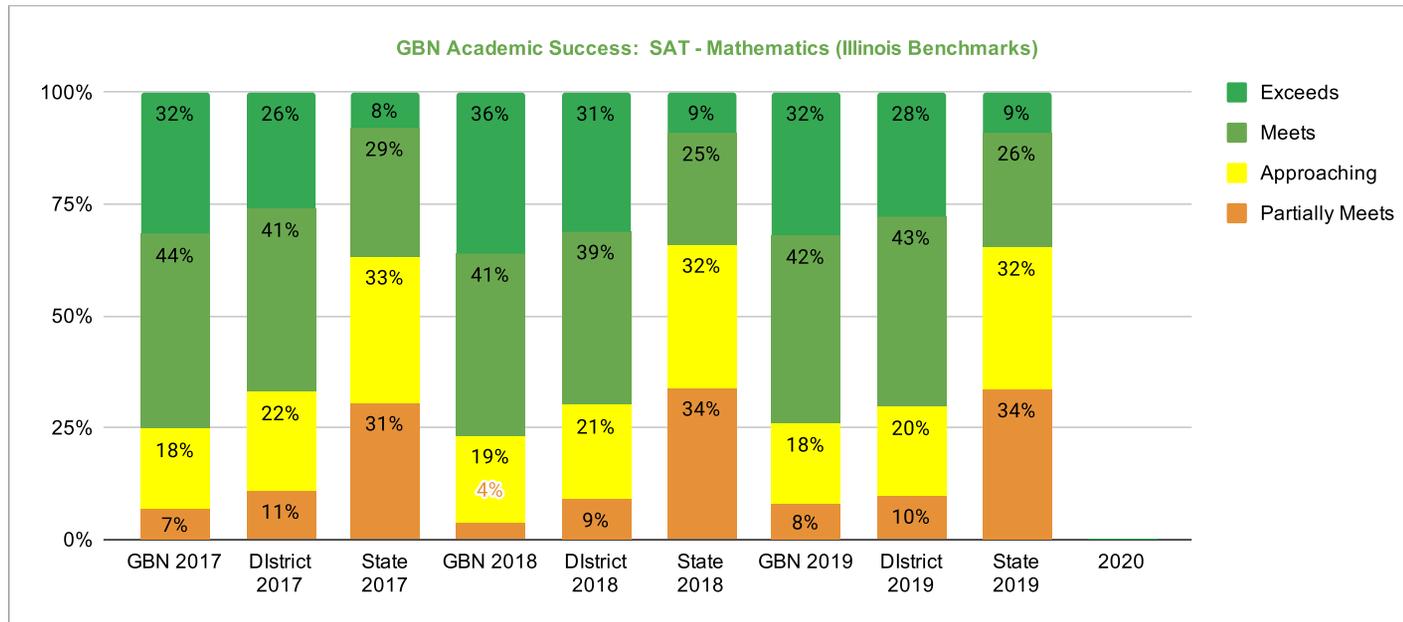


Levels represent mastery of the Illinois Learning Standards for school accountability purposes.

SAT School Day March 2018 - April 2018, 11th grade - Instructional Planning				
Academic Success: Mathematics				
	Partially Meets	Approaching	Meets	Exceeds
GBS 2017	13%	24%	41%	23%
District 2017	11%	22%	41%	26%
State 2017	31%	33%	29%	8%
GBS 2018	11%	22%	39%	28%
District 2018	9%	21%	39%	31%
State 2018	34%	32%	25%	9%
GBS 2019	11%	21%	43%	25%
District 2019	10%	20%	43%	28%
State 2019	34%	32%	26%	9%
2020 *		*	*	*

Note: Due to rounding, numbers presented may not add up precisely

*There are no SAT state assessment scores this year because the SAT was not administered last spring.



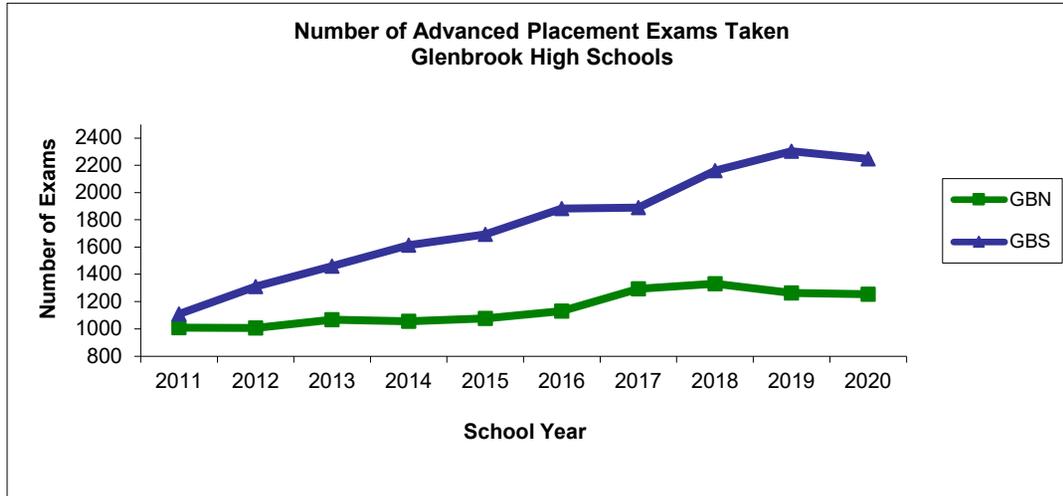
Levels represent mastery of the Illinois Learning Standards for school accountability purposes.

SAT School Day March 2018 - April 2018, 11th grade - Instructional Planning				
Academic Success: Mathematics				
	Partially Meets	Approaching	Meets	Exceeds
GBN 2017	7%	18%	44%	32%
District 2017	11%	22%	41%	26%
State 2017	31%	33%	29%	8%
GBN 2018	4%	19%	41%	36%
District 2018	9%	21%	39%	31%
State 2018	34%	32%	25%	9%
GBN 2019	8%	18%	42%	32%
District 2019	10%	20%	43%	28%
State 2019	34%	32%	26%	9%
2020 *		*	*	*

Note: Due to rounding, numbers presented may not add up precisely

*There are no SAT state assessment scores this year because the SAT was not administered last spring.

Advanced Placement Exams

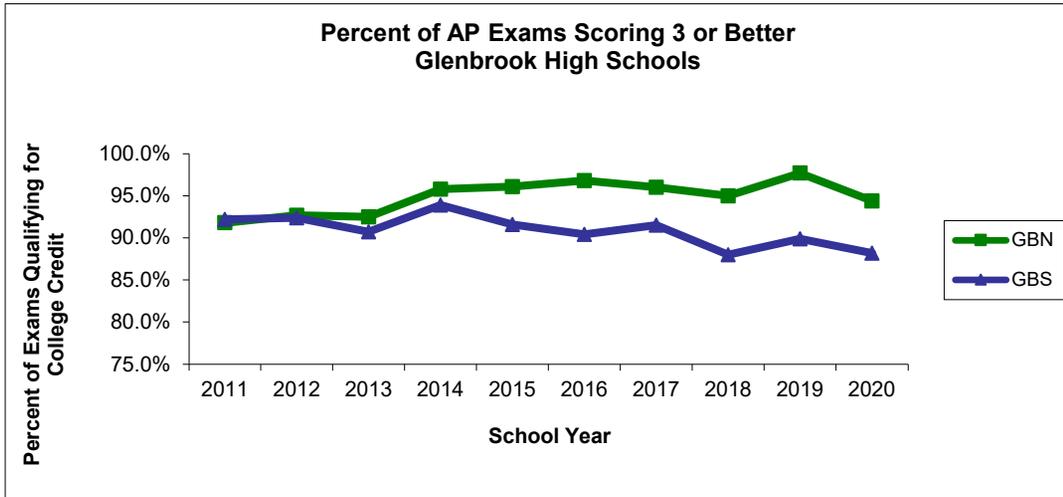


Number of AP exams taken

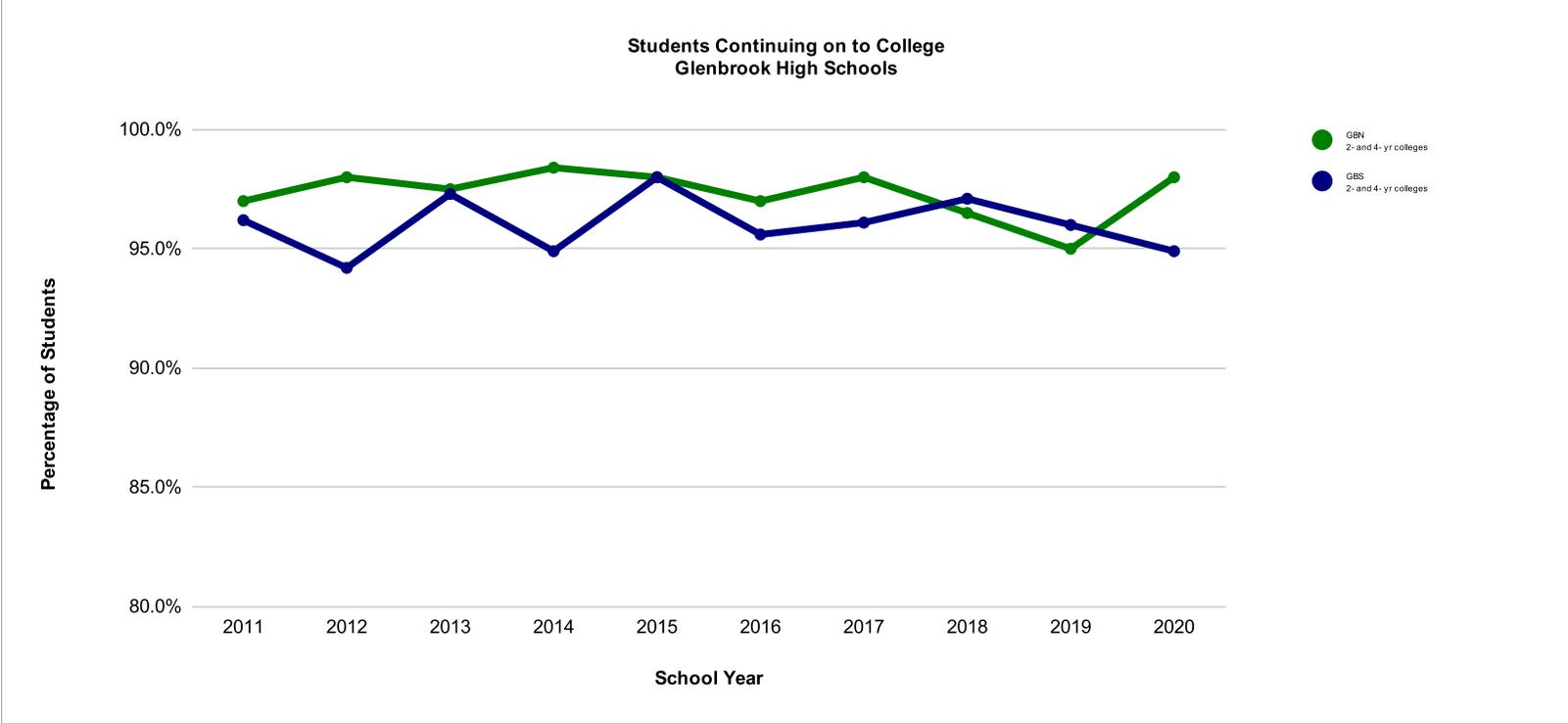
	GBN	GBS
2011	1008	1110
2012	1007	1309
2013	1067	1459
2014	1054	1614
2015	1075	1693
2016	1129	1882
2017	1293	1889
2018	1332	2160
2019	1263	2303
2020	1254	2246

% qualified for college credit

	GBN		GBS	
2011	92%	(925)	92%	(1023)
2012	93%	(933)	92%	(1210)
2013	93%	(987)	91%	(1323)
2014	96%	(1010)	94%	(1516)
2015	96%	(1033)	92%	(1551)
2016	97%	(1093)	90%	(1701)
2017	96%	(1236)	92%	(1728)
2018	95%	(1265)	88%	(1902)
2019	98%	(1234)	90%	(2070)
2020	94%	(1184)	88%	(1981)

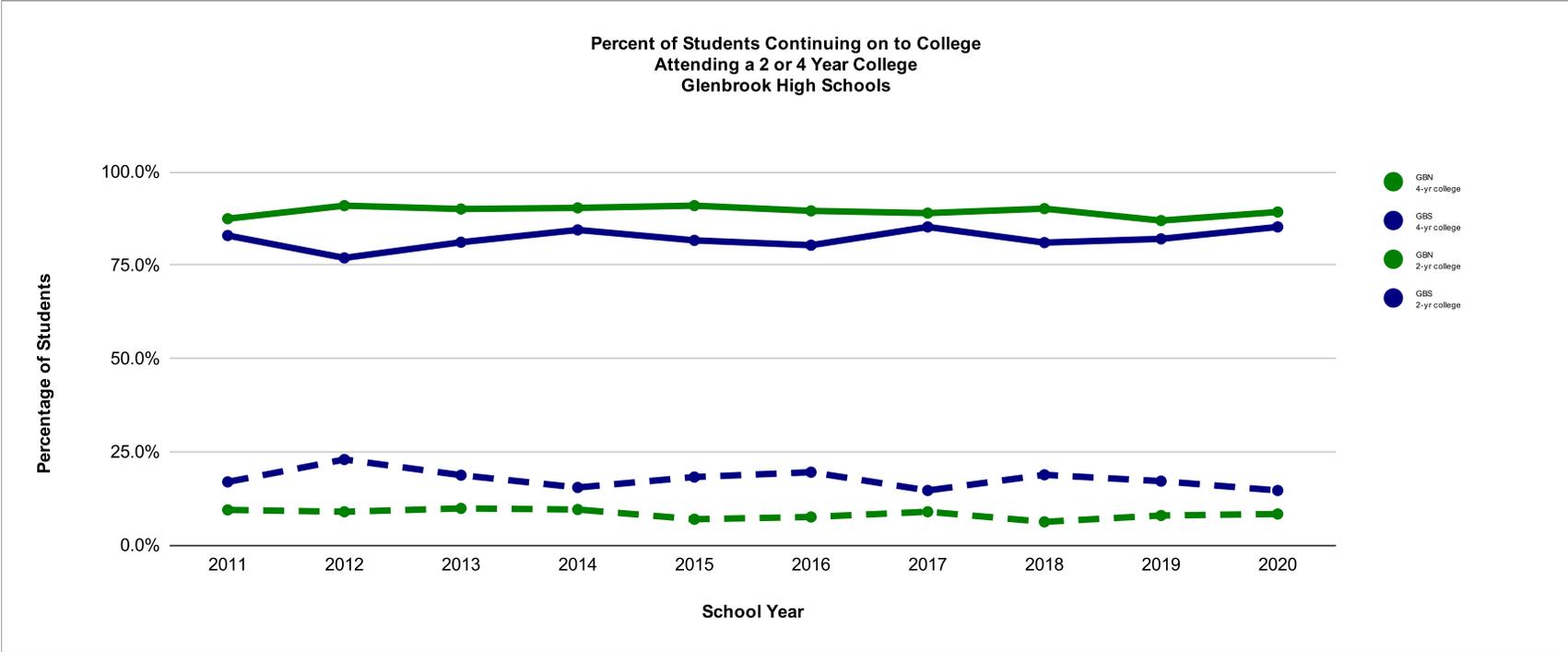


The test scores range 0-5.



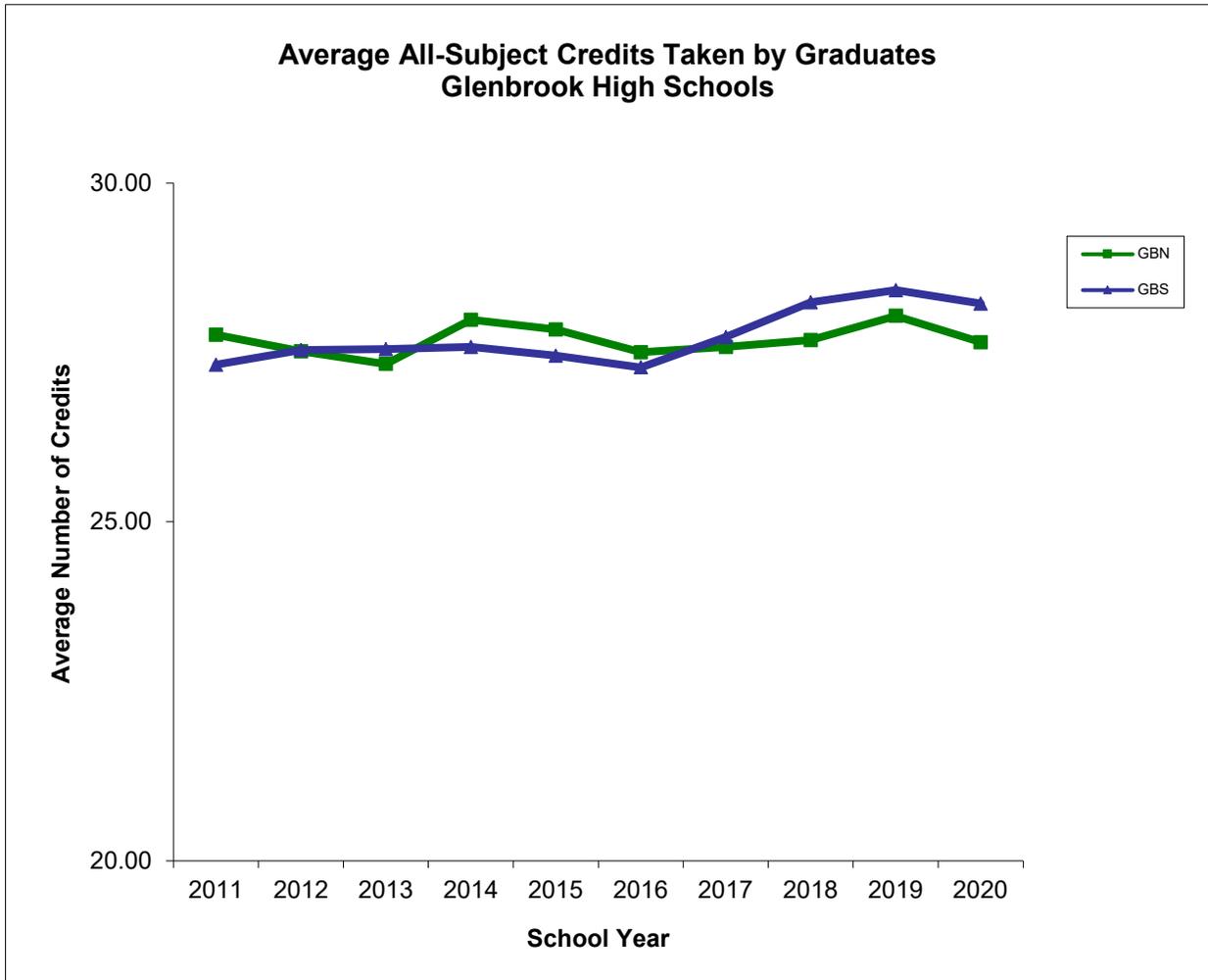
Continued to College (%)

	GBN	GBS
	2- and 4- yr colleges	2- and 4- yr colleges
2011	97.0% (507)	96.2% (588)
2012	98.0% (507)	94.2% (595)
2013	97.5% (465)	97.3% (639)
2014	98.4% (481)	94.9% (560)
2015	98.0% (459)	98.0% (638)
2016	97.0% (498)	95.6% (679)
2017	98.0% (483)	96.1% (634)
2018	96.5% (445)	97.1% (734)
2019	95.0% (466)	96.0% (686)
2020	98.0% (484)	94.9% (727)



Attending a 2 or 4 Year College (%)

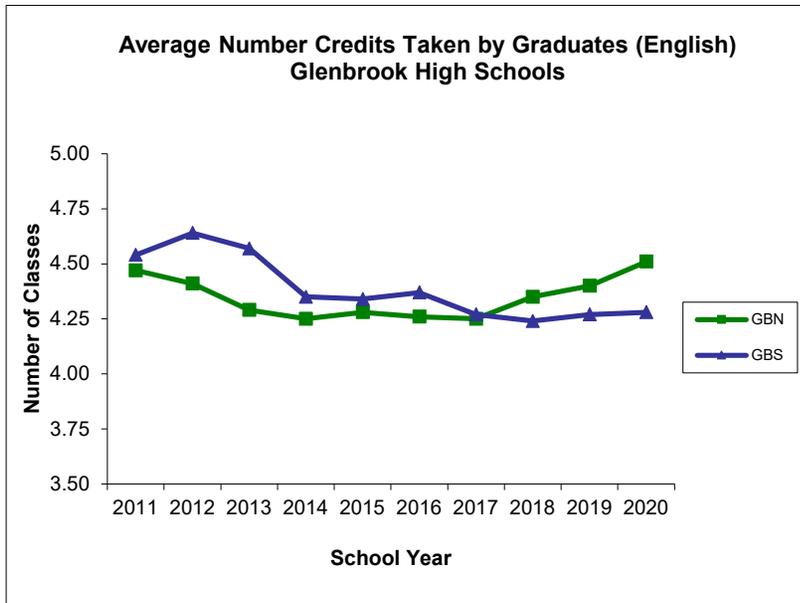
	GBN 4-yr college	GBS 4-yr college	GBN 2-yr college	GBS 2-yr college
2011	87.5% (457)	83.0% (488)	9.5% (50)	17.0% (100)
2012	91.0% (459)	77.0% (458)	9.0% (48)	23.0% (137)
2013	90.1% (419)	81.2% (519)	9.9% (46)	18.8% (120)
2014	90.4% (435)	84.5% (473)	9.6% (46)	15.5% (87)
2015	91.0% (427)	81.7% (521)	7.0% (32)	18.3% (117)
2016	89.6% (459)	80.4% (546)	7.6% (39)	19.6% (133)
2017	89.0% (437)	85.3% (541)	9.0% (46)	14.7% (93)
2018	90.2% (416)	81.1% (595)	6.3% (29)	18.9% (139)
2019	87.0% (426)	82.1% (563)	8.0% (40)	17.2% (123)
2020	89.3% (443)	85.3% (620)	8.4% (42)	14.7% (107)



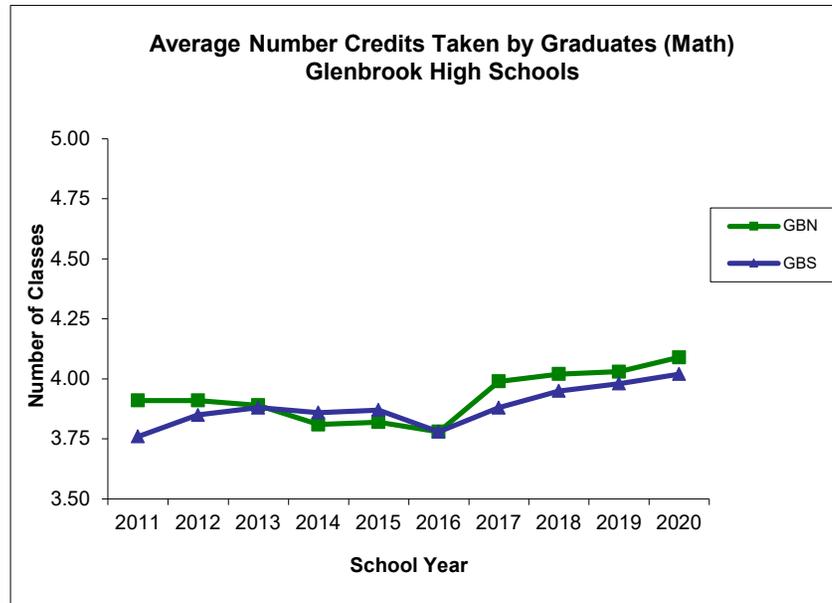
Average All-Subject Credits

	GBN	GBS
2011	27.76	27.32
2012	27.52	27.54
2013	27.33	27.55
2014	27.98	27.58
2015	27.84	27.45
2016	27.50	27.28
2017	27.58	27.73
2018	27.68	28.24
2019	28.04	28.42
2020	27.65	28.22

* All-Subject credits include all courses irrespective of the area of instruction or level of difficulty. No weighting system is used, and all courses are considered equal rank. 24 credits are required for graduation in the Glenbrook High Schools.



* 4 credits of English are required for graduation at Glenbrook High Schools.



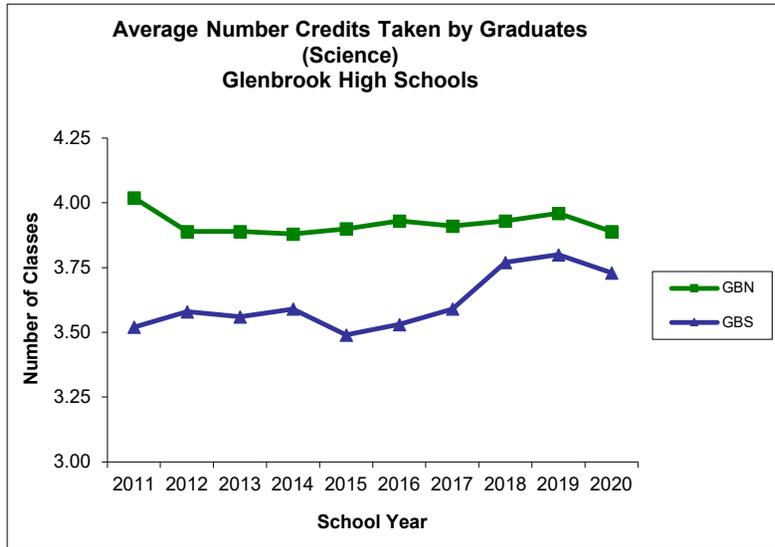
* 3 credits of Math are required for graduation at Glenbrook High Schools.

**Average Number of English
Credits Taken by Graduates**

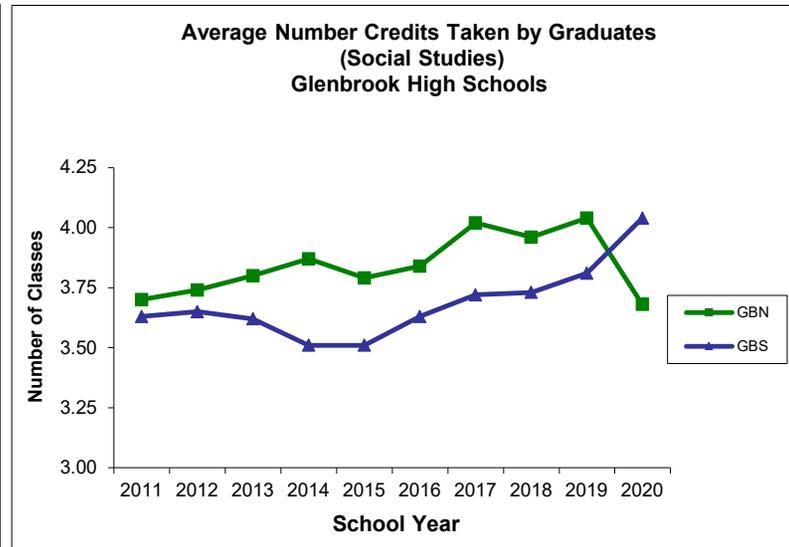
	GBN	GBS
2011	4.47	4.54
2012	4.41	4.64
2013	4.29	4.57
2014	4.25	4.35
2015	4.28	4.34
2016	4.26	4.37
2017	4.25	4.27
2018	4.35	4.24
2019	4.40	4.27
2020	4.51	4.28

**Average Number of Mathematics
Credits Taken by Graduates**

	GBN	GBS
2011	3.91	3.76
2012	3.91	3.85
2013	3.89	3.88
2014	3.81	3.86
2015	3.82	3.87
2016	3.78	3.78
2017	3.99	3.88
2018	4.02	3.95
2019	4.03	3.98
2020	4.09	4.02



* 2 credits of Science are required for graduation at Glenbrook High Schools.



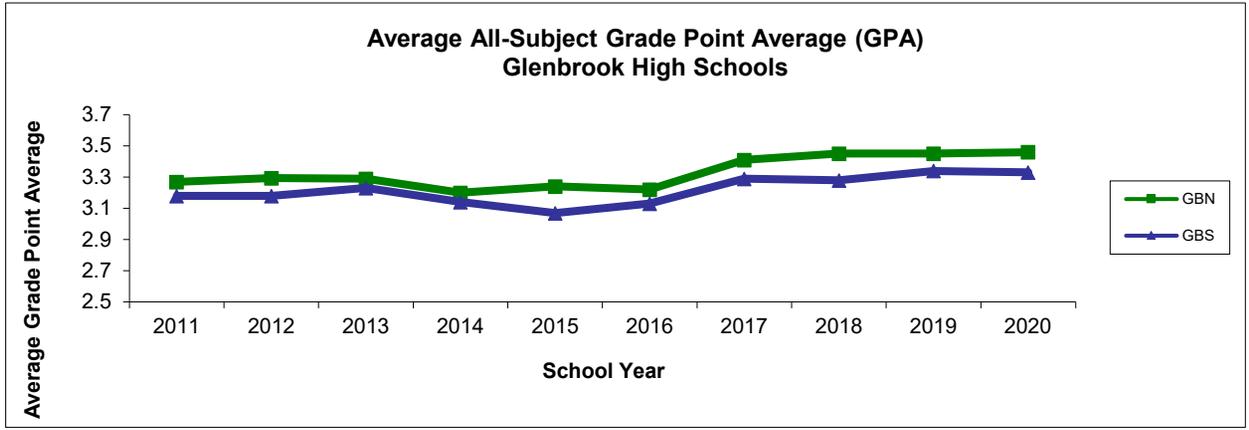
* 2 credits of Social Studies are required for graduation at Glenbrook High Schools (1 of which is US History).

Average Number of Science Credits Taken by Graduates

	GBN	GBS
2011	4.02	3.52
2012	3.89	3.58
2013	3.89	3.56
2014	3.88	3.59
2015	3.90	3.49
2016	3.93	3.53
2017	3.91	3.59
2018	3.93	3.77
2019	3.96	3.80
2020	3.89	3.73

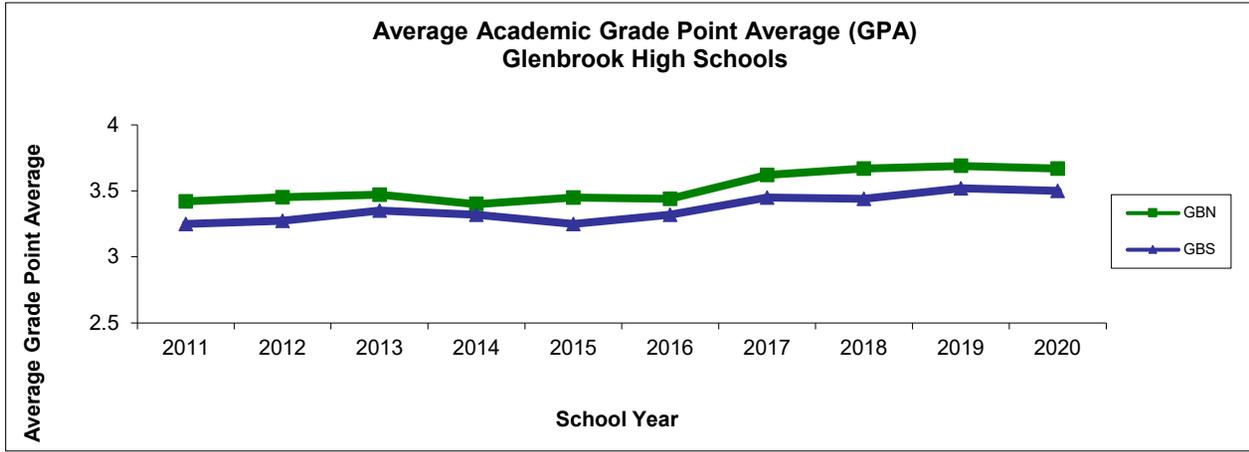
Average Number of Social Studies Credits Taken by Graduates

	GBN	GBS
2011	3.70	3.63
2012	3.74	3.65
2013	3.80	3.62
2014	3.87	3.51
2015	3.79	3.51
2016	3.84	3.63
2017	4.02	3.72
2018	3.96	3.73
2019	4.04	3.81
2020	3.68	4.04



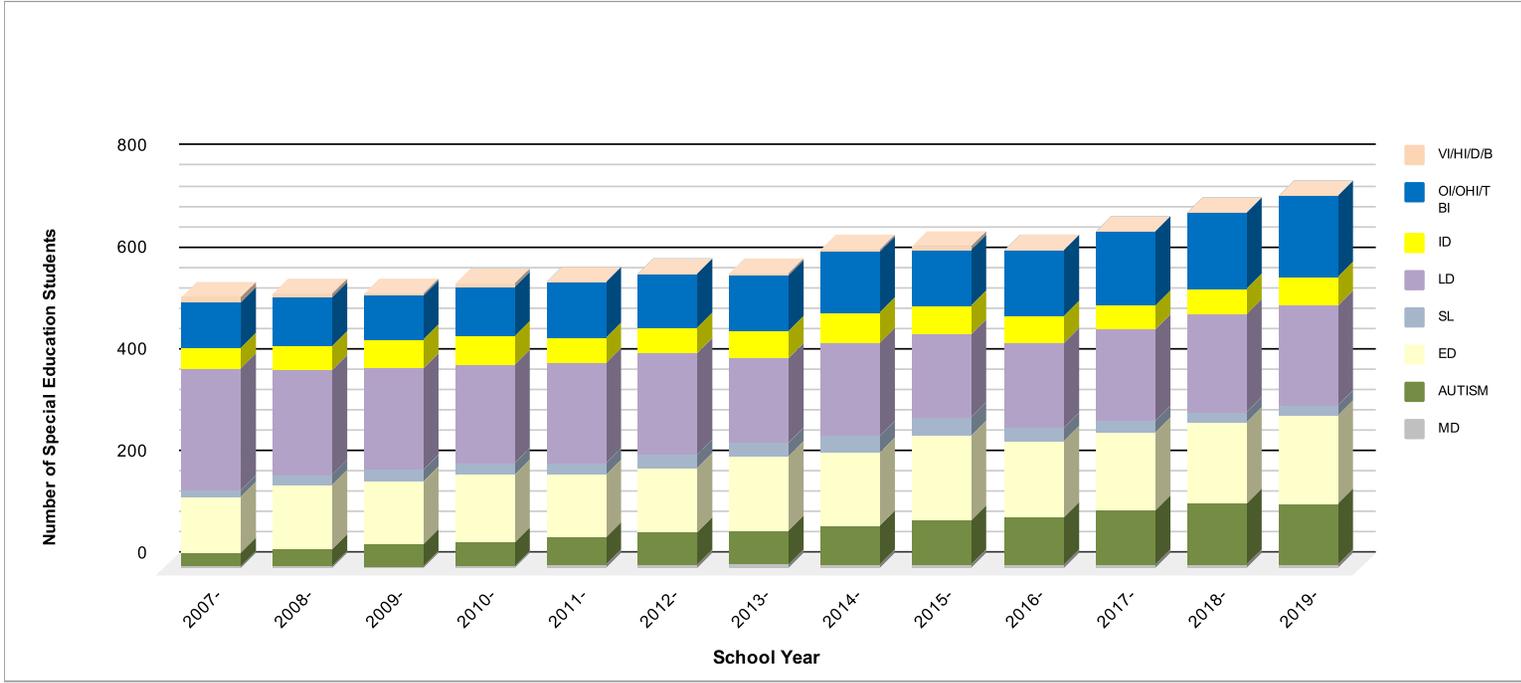
All Subject GPA		
	GBN	GBS
2011	3.27	3.18
2012	3.29	3.18
2013	3.29	3.23
2014	3.20	3.14
2015	3.24	3.07
2016	3.22	3.13
2017	3.41	3.29
2018	3.45	3.28
2019	3.45	3.34
2020	3.46	3.33

* All-Subject Grade Point Average (GPA) includes all courses irrespective of the area of instruction or level of difficulty. No weighting system is used, and all courses are considered equal rank. The range for All-Subject GPA = 0.0-4.0.



Academic GPA		
	GBN	GBS
2011	3.42	3.25
2012	3.45	3.27
2013	3.47	3.35
2014	3.40	3.32
2015	3.45	3.25
2016	3.44	3.32
2017	3.62	3.45
2018	3.67	3.44
2019	3.69	3.52
2020	3.67	3.50

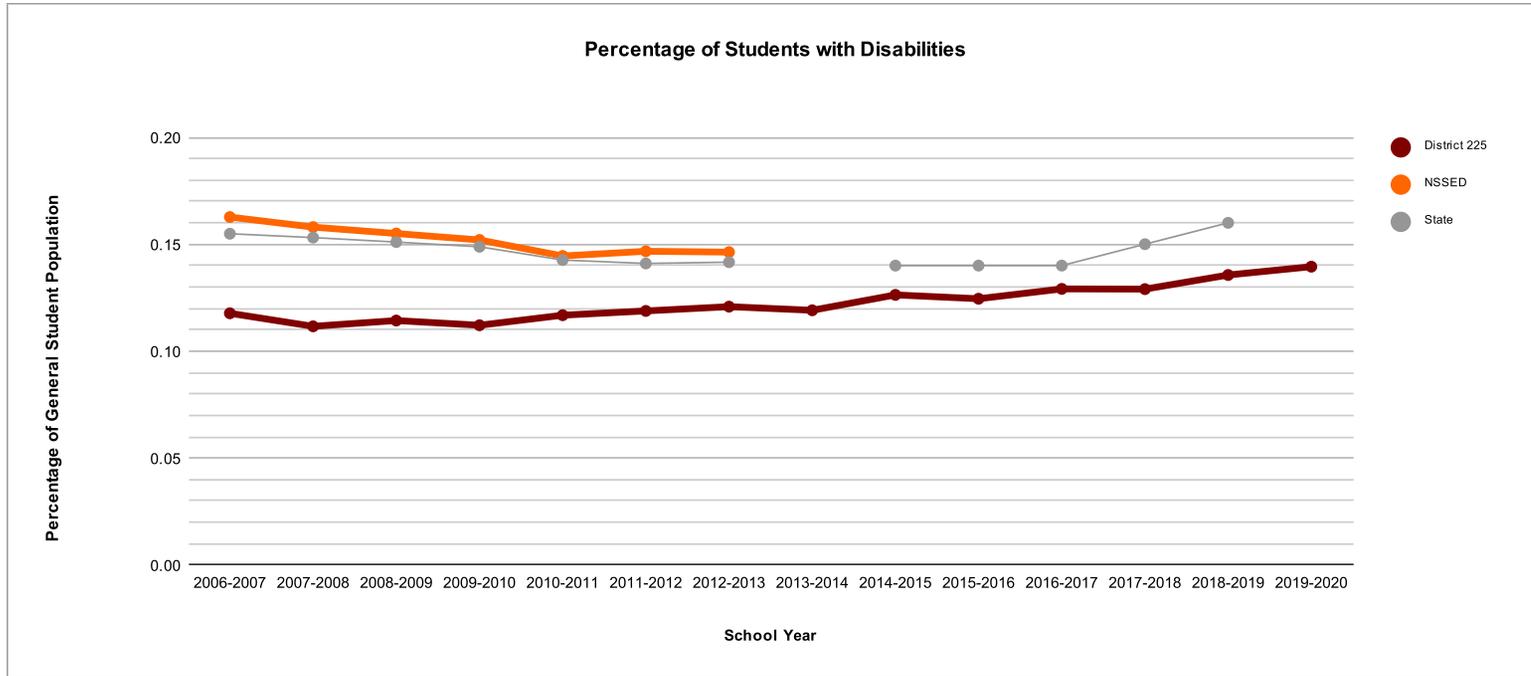
* Academic Grade Point Average (GPA) includes only those courses in the areas of English, Foreign Language, Mathematics, Science, Social Studies and Honors level courses in elective areas. Grades are weighted according to course level. The range for Academic GPA = 0.0-5.0.



VI	Visual
HI	Hearing
D/B	Deaf/Blind
OI	Orthopedic
OHI	Other
TBI	Traumatic
ID	Intellectual
LD	Learning
SL	Speech and
ED	Emotional
AUTISM	Autism
MD	Multiple
VI	Visual
HI	Hearing
D/B	Deaf/Blind
VI	Visual Impairment
HI	Hearing Impairment
D/B	Deaf/Blind
VI	Visual Impairment
HI	Hearing Impairment

Special Education Type Distribution

	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020
VI/Hi/D/B	10	6	4	4	2	1	4	3	6	6	7	7	4
OI/OHI/TBI	90	96	86	99	108	107	110	118	110	130	146	151	160
ID	40	48	54	55	51	50	52	61	56	54	46	50	58
LD	237	207	202	192	194	198	167	182	163	167	180	191	193
SL	14	17	23	25	25	26	26	32	36	24	23	22	23
ED	109	127	122	130	122	126	145	145	168	152	153	159	171
AUTISM	29	35	43	47	55	64	67	76	85	91	105	119	120
MD	2	2	3	4	5	6	6	6	6	7	7	6	6
D225 Spec Ed Total	531	538	537	556	562	578	577	623	630	637	667	705	735
% of Total Enrollment	11.16%	11.43%	11.21%	11.68%	11.82%	12.08%	11.91%	12.63%	12.45%	12.91%	12.90%	13.56%	13.95%
FTE	58.2	57.7	60.7	61.9	61.9	62.5	62.6	65.8	67.4	68	70.7	72.2	76.7



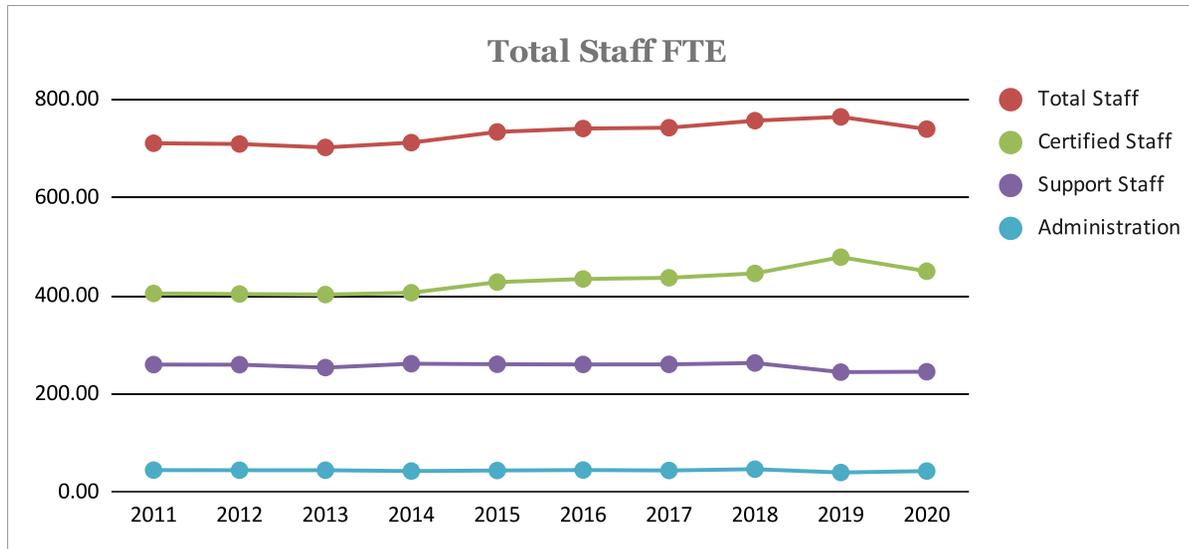
NSSED and State numbers include students with disabilities in grades K-12.

Percentage of Students with Disabilities

	District 225	NSSED	State
2006-2007	11.77% (569)	16.27%	15%
2007-2008	11.16% (531)	15.80%	15%
2008-2009	11.43% (538)	15.50%	15%
2009-2010	11.21% (537)	15.20%	15%
2010-2011	11.68% (556)	14.45%	14%
2011-2012	11.88% (565)	14.67%	14%
2012-2013	12.08% (578)	14.63%	14%
2013-2014	11.91% (577)	*	*
2014-2015	12.63% (623)	*	14%
2015-2016	12.45% (630)	*	14%
2016-2017	12.91% (637)	*	14%
2017-2018	12.90% (667)	*	15%
2018-2019	13.56% (705)	*	16%
2019-2020	13.95% (735)	*	**

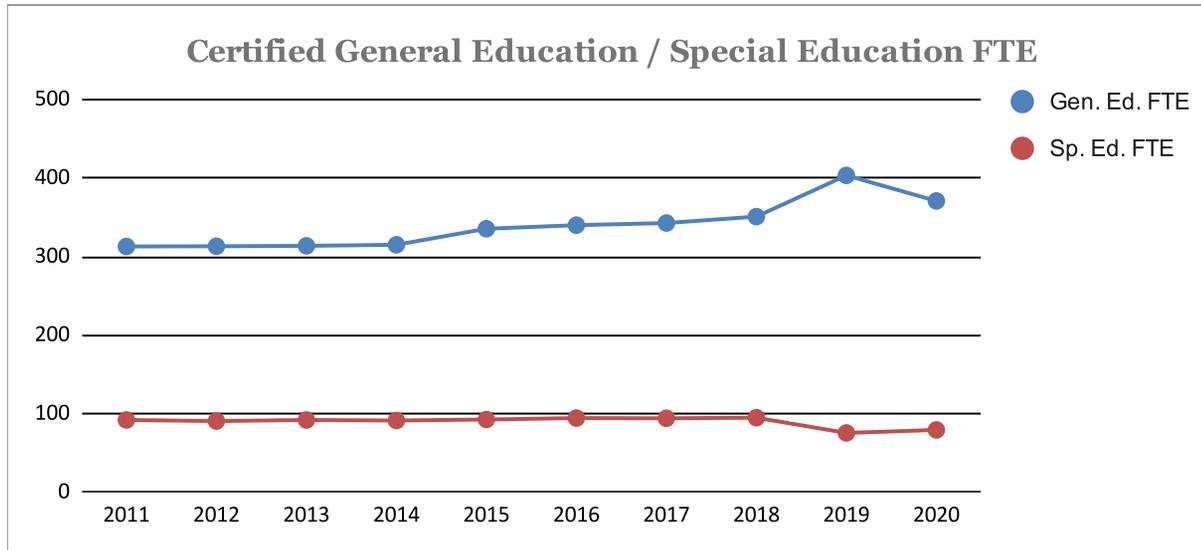
* State no longer providing data

** State has not made this data available yet



Fall SY	Total Staff	Certified Staff	Support Staff	Administration
2011	711.18	405.25	260.43	45.50
2012	709.67	404.15	260.22	45.30
2013	702.65	403.05	254.30	45.30
2014	712.47	406.70	262.17	43.60
2015	734.26	428.40	261.11	44.75
2016	741.17	434.76	260.71	45.70
2017	742.85	437.21	260.84	44.80
2018	757.19	446.15	263.64	47.40
2019	764.90	479.20	245.05	40.65
2020	739.97	450.50	245.87	43.60

**2020 FTE reflects Position FTE. For example, an Administrator who also works as a Part-time Teacher, has the FTE as a Teacher placed within the Teacher FTE column. Support Staff excludes new hires based on the run date of the data.*



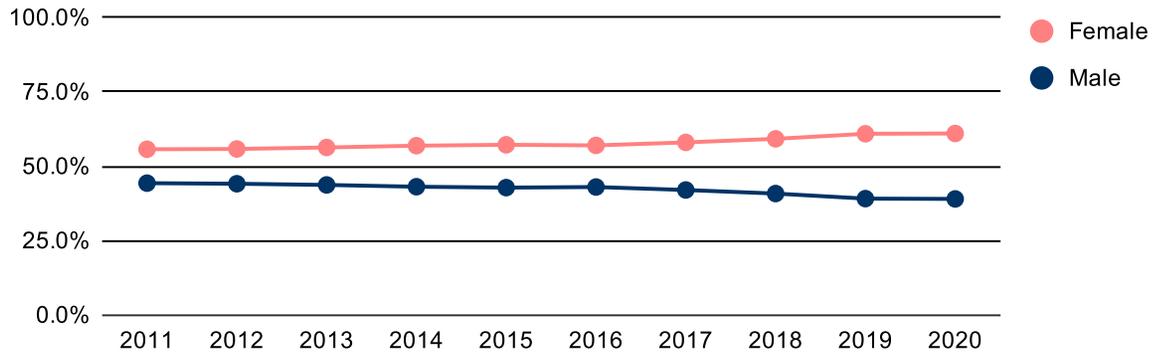
Fall SY	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Gen. Ed. FTE	313.05	313.35	313.85	315.2	335.6	340.16	342.87	351.05	403.5	371
Sp. Ed. FTE	92.2	90.8	92.2	91.5	92.8	94.6	94.34	95.1	75.7	79.5
Total	405.25	404.15	406.05	406.7	428.4	434.76	437.21	446.15	479.2	450.5

Note: In 2019, Gen. Ed. FTE reflects all certified staff (non-Administrators) outside of the Special Education department.

Prior to 2019, Gen. Ed. FTE excluded all counselors, social workers and psychologist. This group of staff were previously counted towards the Special Education FTE.

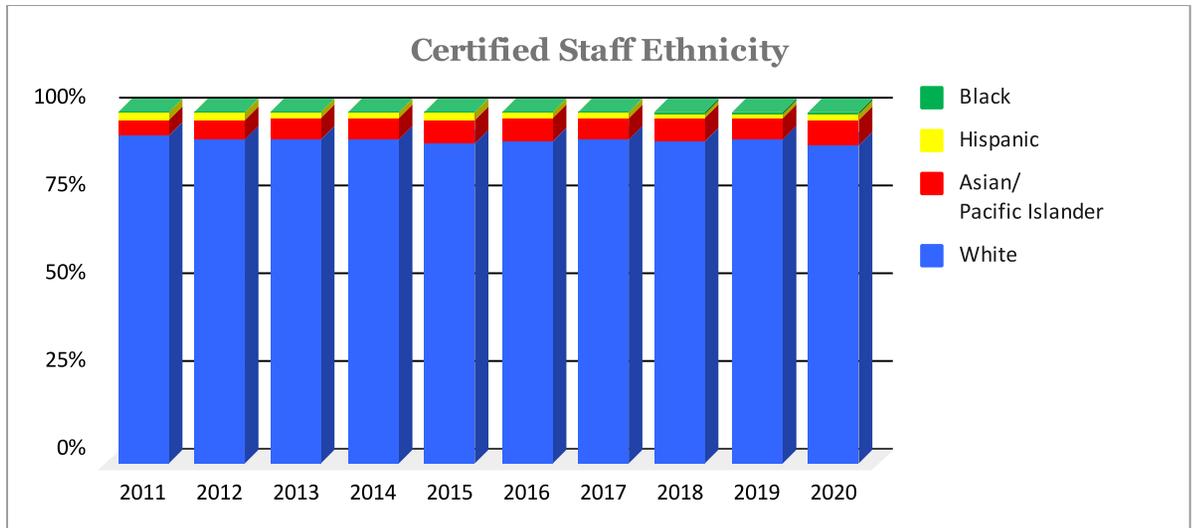
In addition, prior to 2019, Gen. Ed. FTE excluded New Hires FTE and Administrators' Certified Teaching FTE.

Certified Staff Gender



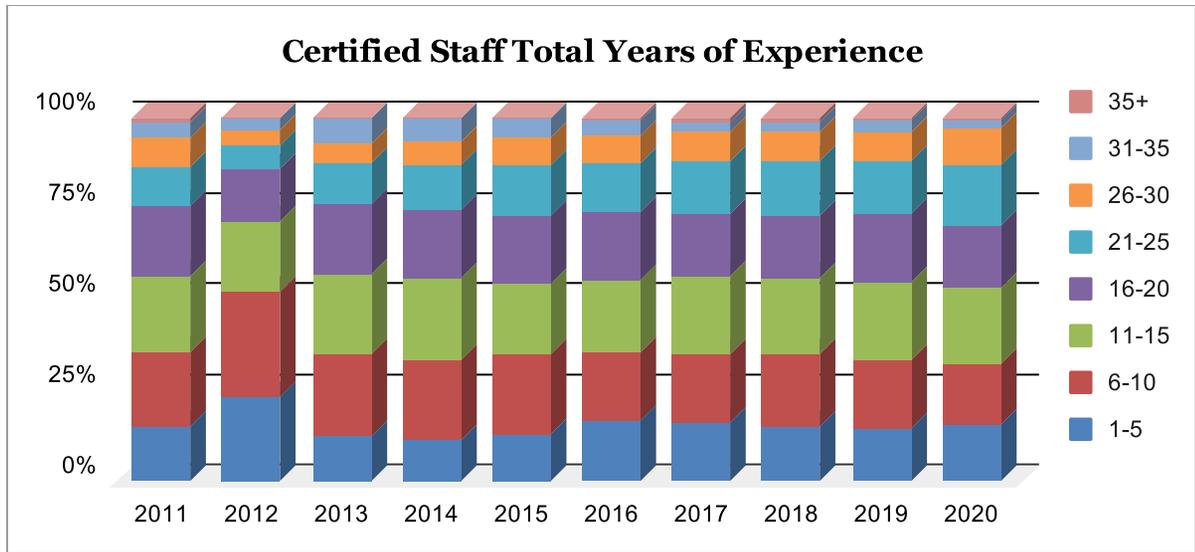
Fall SY Female Male

Year	Female	Male
2011	55.7%	44.3%
2012	55.8%	44.1%
2013	56.3%	43.7%
2014	56.9%	43.1%
2015	57.2%	42.8%
2016	57.0%	43.0%
2017	58.0%	42.0%
2018	59.2%	40.8%
2019	60.9%	39.1%
2020	61.0%	39.0%



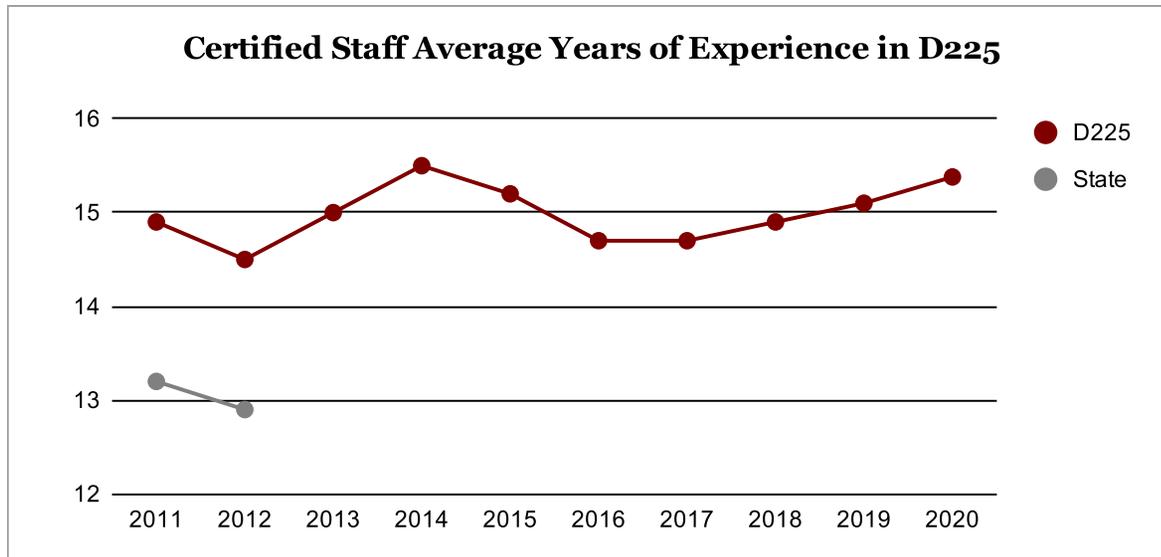
**Asian/
Pacific**

Fall SY	White	n	Islander	n	Hispanic	n	Black	n
2011	92.9%	(394)	4.7%	(20)	1.9%	(8)	0.5%	(2)
2012	92.2%	(391)	5.4%	(23)	1.9%	(8)	0.5%	(2)
2013	91.7%	(388)	6.1%	(26)	1.7%	(7)	0.5%	(2)
2014	91.8%	(390)	6.3%	(27)	1.4%	(6)	0.5%	(2)
2015	91.0%	(404)	6.7%	(30)	1.8%	(8)	0.5%	(2)
2016	91.5%	(421)	6.5%	(30)	1.5%	(7)	0.5%	(2)
2017	92.0%	(423)	6.3%	(29)	1.3%	(6)	0.4%	(2)
2018	91.5%	(424)	6.3%	(29)	1.3%	(6)	0.9%	(4)
2019	91.7%	(423)	6.2%	(29)	1.0%	(5)	0.8%	(4)
2020	90.3%	(432)	6.9%	(33)	2.1%	(10)	0.6%	(3)



Fall SY	1-5	6-10	11-15	16-20	21-25	26-30	31-35	35+
2011	15%	21%	21%	19%	11%	8%	4%	1%
2012	23%	29%	19%	15%	6%	5%	3%	0%
2013	13%	22%	22%	19%	12%	5%	7%	0%
2014	11%	22%	23%	19%	12%	7%	6%	0%
2015	13%	22%	19%	19%	14%	8%	5%	0%
2016	17%	19%	20%	19%	13%	8%	5%	1%
2017	16%	19%	22%	17%	15%	8%	3%	2%
2018	15%	20%	21%	17%	15%	8%	3%	1%
2019	15%	19%	21%	18%	15%	8%	3%	1%
2020	15%	16%	20%	17%	16%	10%	2%	1%

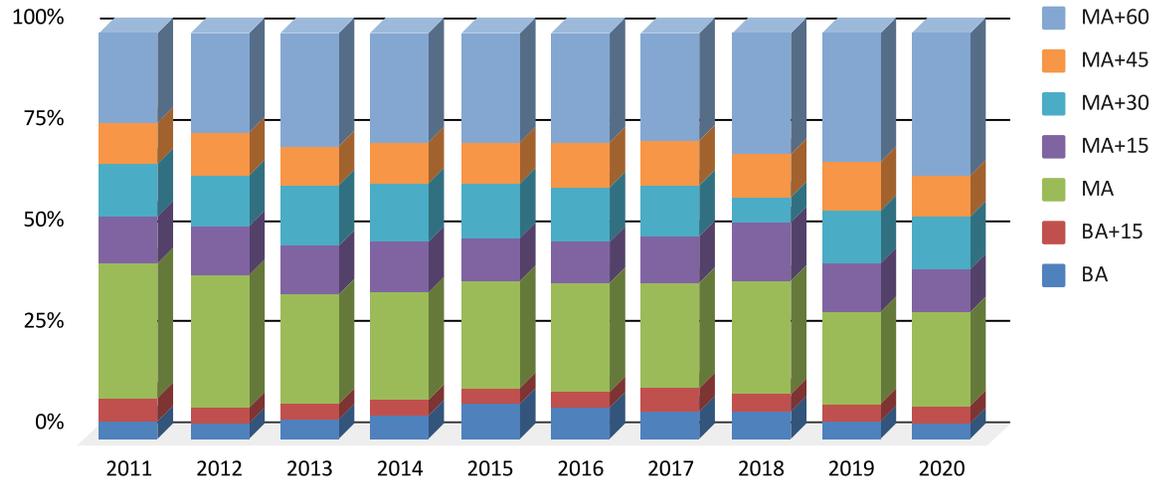
**Years of Experience are the total years in the field of education.*



Fall SY	D225	State
2011	14.9	13.2
2012	14.5	12.9
2013	15.0	N/A*
2014	15.5	N/A*
2015	15.2	N/A*
2016	14.7	N/A*
2017	14.7	N/A*
2018	14.9	N/A*
2019	15.1	N/A*
2020	15.4	N/A*

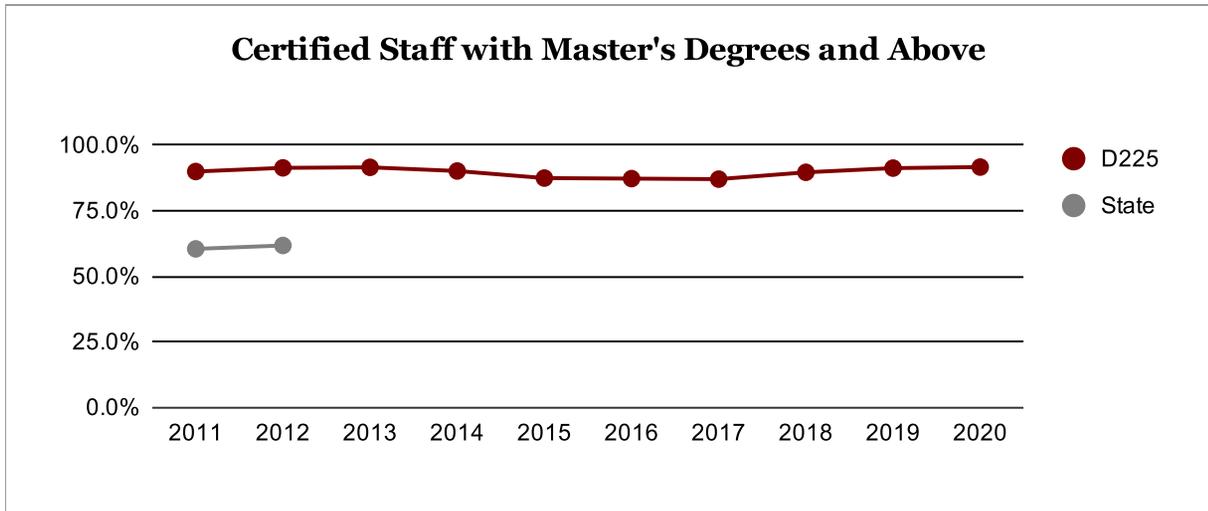
**Note: The state no longer reports this information.*

Certified Staff Academic Lane



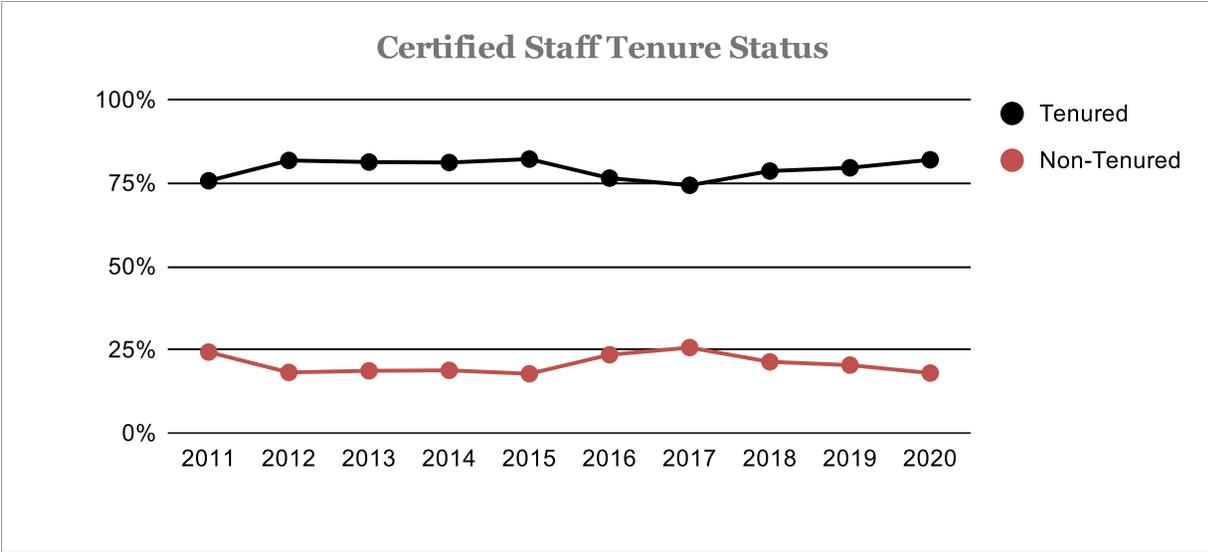
Fall SY	BA	BA+15	MA	MA+15	MA+30	MA+45	MA+60
2011	4%	6%	33%	12%	13%	10%	22%
2012	4%	4%	33%	12%	13%	10%	25%
2013	5%	4%	27%	12%	15%	10%	28%
2014	6%	4%	27%	13%	14%	10%	27%
2015	8%	4%	27%	10%	13%	10%	27%
2016	8%	4%	27%	10%	14%	11%	27%
2017	7%	6%	26%	11%	13%	11%	26%
2018	7%	4%	28%	14%	6%	11%	30%
2019	4%	4%	23%	12%	13%	12%	32%
2020	4%	4%	23%	11%	13%	10%	35%

Certified Staff with Master's Degrees and Above

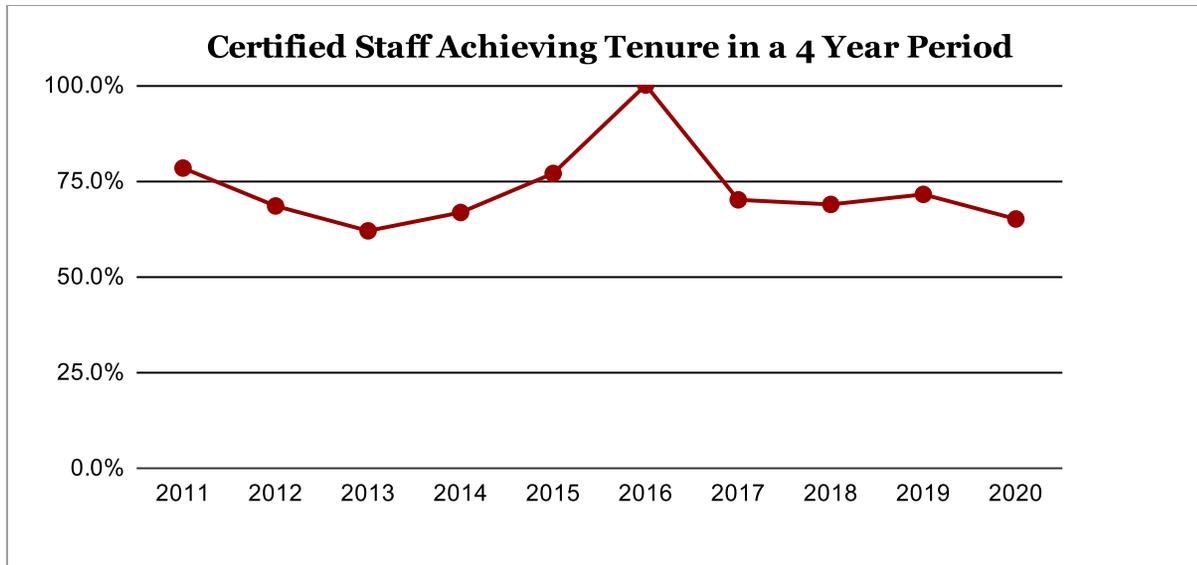


Fall SY	D225	State
2011	89.9%	60.4%
2012	91.3%	61.7%
2013	91.5%	N/A*
2014	90.1%	N/A*
2015	87.4%	N/A*
2016	87.2%	N/A*
2017	87.0%	N/A*
2018	89.6%	N/A*
2019	91.2%	N/A*
2020	91.6%	N/A*

*The state no longer reports this information.



Fall SY Tenured		n	Non-Tenured		n
2011	76%	321	24%	103	
2012	82%	347	18%	77	
2013	81%	344	19%	79	
2014	81%	345	19%	80	
2015	82%	365	18%	79	
2016	77%	352	24%	108	
2017	74%	342	26%	118	
2018	79%	364	21%	99	
2019	80%	371	20%	95	
2020	82%	393	18%	85	

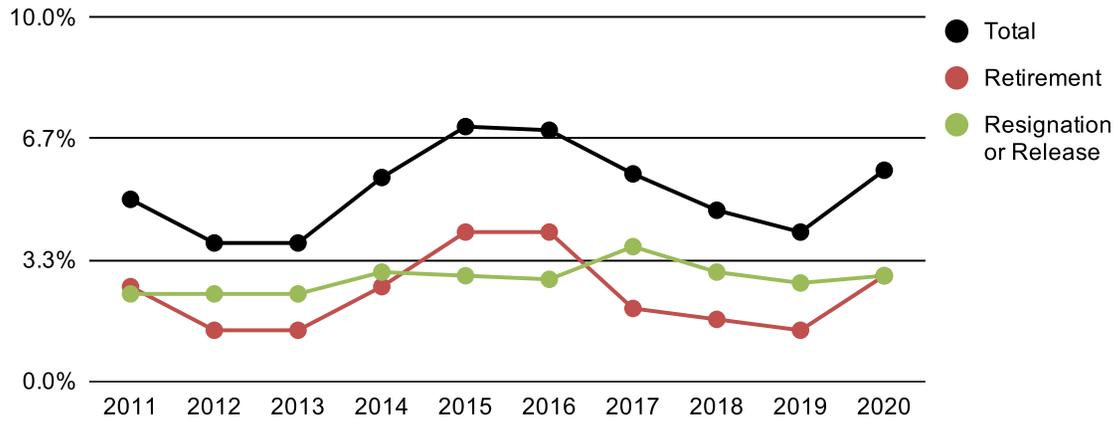


Spring SY	Achieved Tenure
2011	78.3%
2012	68.4%
2013	61.9%
2014	66.7%
2015	76.9%
2016	100.0%
2017	70.0%
2018	68.8%
2019	71.4%
2020	65.0%

*Note: The percentage represents the number of full-time certified staff hired four years prior to the year tenure was awarded.

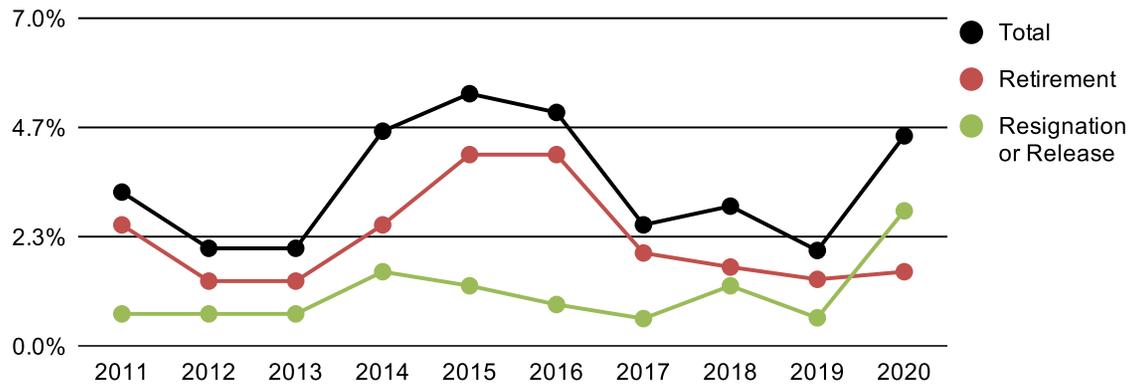
*Example: The percentage for 2020 reflects teachers hired in 2017.

Certified Staff Turnover By Reason

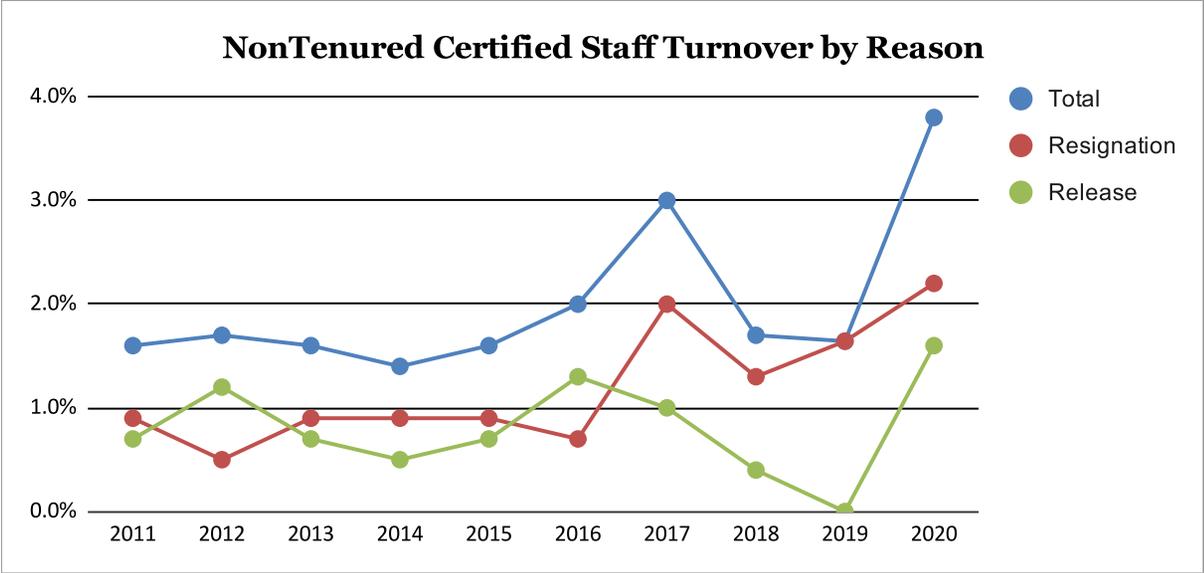


Fall SY	Total	n	Retirement	n	Resignation or Release	n
2011	5.0%	21	2.6%	11	2.4%	10
2012	3.8%	16	1.4%	6	2.4%	10
2013	3.8%	16	1.4%	6	2.4%	10
2014	5.6%	24	2.6%	11	3.0%	13
2015	7.0%	31	4.1%	18	2.9%	13
2016	6.9%	32	4.1%	19	2.8%	13
2017	5.7%	26	2.0%	9	3.7%	17
2018	4.7%	22	1.7%	8	3.0%	14
2019	4.1%	18	1.4%	7	2.7%	11
2020	5.8%	28	2.9%	14	2.9%	14

Tenured Certified Staff Turnover By Reason



Fall SY	Total	Resignation		n
		n	r	
2011	3.3%	14	11	3
2012	2.1%	9	6	3
2013	2.1%	9	6	3
2014	4.6%	18	11	7
2015	5.4%	24	18	6
2016	5.0%	23	19	4
2017	2.6%	12	9	3
2018	3.0%	14	8	6
2019	2.1%	10	7	3
2020	4.5%	22	8	14



Fall SY	Total n	Resignation n	Release n
2011	7	4	3
2012	7	2	5
2013	7	4	3
2014	6	4	2
2015	7	4	3
2016	9	3	6
2017	14	9	5
2018	8	6	2
2019	8	8	0
2020	12	7	5