

**MINUTES OF SPECIAL MEETING,
BOARD OF EDUCATION, SCHOOL
DISTRICT #225, COOK COUNTY,
ILLINOIS, May 4, 2020**

A special meeting of the Board of Education, School District No. 225 was held on Monday, May 4, 2020, at approximately 7:00 p.m. This meeting was conducted telemetrically using the Zoom webinar platform pursuant to [Executive Order in Response to COVID-19 No. 5](#), pursuant to due notice of all members and the public.

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

Doughty, Hanley, Kim, Shein, Sztainberg

Absent: Glowacki, Taub

Also present: Fagel, Finan, Geallis, Gravel, Johns, Raflores, Swanson, Williamson

Approval of Agenda for this Meeting

Motion by Mrs. Hanley, seconded by Dr. Sztainberg to approve the agenda for this meeting.

Upon calling of the roll:

aye: Doughty, Hanley, Kim, Shein, Sztainberg

nay: none

Motion carried 5-0.

Recognition of Community Visitors

None.

Results from the Evaluation of the School District's Self-Insurance Health Plan

The Board president thanked the committee for all of their work, reviewed the discussion process, and noted there may be some items that might need to be discussed in closed session regarding negotiations.

The administration:

- Reminded the Board that after a comprehensive Request for Proposal process, the district entered in a consulting agreement with the Horton Group

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- Stated the Horton Group performed an in-depth review of the district's self-insurance healthcare plan
- Provided an outline of Horton's report and marketing summary
- Are looking to extend our agreement with Horton Group for the plan year 2021

Mr. Taub joined the meeting at 7:18 p.m.

- Reviewed recommendations:
 - 3-year Strategy/Roadmap to Cost Containment
 - Explained the benefits of withdrawal from SSCRMP
 - Collective Bargaining Units are supportive of leaving SSCRMP
- Shared Horton's top recommendations
 - 1) Withdraw from SSCRMP
 - 2) Go out to bid
- Discussed the need to educate staff as soon as possible through May and June; Employee groups are supportive
- Outlined the potential Savings; Reviewed the Summary of Potential Packages
- Noted they are very pleased with Horton, they have been both thorough and responsive
- Shared reasoning for the recommendation

Board members:

- Stated they are very impressed with the Horton group
- Noted the savings are ongoing

In response to board members' questions, the administration:

- Discussed timeline; recommends withdrawal from SSCRMP and entering an agreement with Horton as a consultant and broker at the May 18 Board meeting
- Stated they would provide additional detailed information requested by board members at the May 18 board meeting
- Provided clarification on timeline and next steps
- Discussed different packages
- Shared the process for switching brokers
- Noted there are no cancelation fees
- Stated we will still be part of SSCRMP for liability and provided clarification on SSCRMP bi-laws
- Provided clarification on plan design
- Explained slide 14 regarding the benchmark of employee contributions, provided clarification

Resolution to Withdraw from the SSCRMP Health Pool

In response to board members' questions, the administration:

- Stated there is no reason to stay and noted that we are not in a risk-sharing pool
- Noted the bi-laws will allow us to rejoin within the next healthcare plan if we wanted
- Would like to take action at the next board meeting
- Will make suggested edits to resolution for the May 18 board meeting
- Explained relationships with other SSCRMP districts will not be affected by our withdrawal

Board Policy 6433 - One-Time Voluntary Termination Benefit Program for Administrators, Educational Support Personnel and Teachers, on or before June 30, 2020

The administration:

- Noted this is not the first time the district has offered a retirement incentive (previously done in 2011)
- Reviewed possible reasons senior personnel who are eligible to retire have not declared their intent to retire
- Shared possible district savings
- Explained the reason to try to incentivize senior personnel to retire
- Outlined proposed changes to the policy
- Stated feedback on the district savings would be brought to the board and a decision to extend could be discussed at that time
- Noted this item will be on the May 18 consent agenda

In response to board member questions, the administration:

- Explained why it is beneficial to approve this policy for both the district and for taxpayers
- Noted the original policy was created to help save the district money during tough economic times
- Explained the reasoning for having the policy for only one year
- Shared possible district savings
- Provided clarification on who is paying for this
- All three associations are in favor of this policy
- Noted this item will be on the May 18 consent agenda

Board members discussed:

- Community perception
- Bringing in new teachers at the lower end of the payscale
- Not taking advantage of the pension system
- Educating employees on the cost of retirement

Discussion/Action: Board Policy 7260 - Final Evaluations

The administration:

- Explained the rationale for this one-time policy
- Shared a modification to section C which will be posted on the district website under board policies and procedures

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- Provided examples of culminating learning activities in lieu of final exams
- Noted these activities uphold the Glenbrook standard
- Discussed how these unprecedented times will allow for better discussions regarding assessment going forward
- Asked for action tonight on this policy

In response to board members' questions, the administration:

- Will begin a discussion regarding preparing both teachers and students for possible gaps in learning next year
- Explained some classes might have the same final project, but not all
- Confirmed that I.S.'s will need to approve the summative activity in lieu of the final exam
- Do not anticipate any professional development needed to help teachers with the final projects
- Stated there may be a need for professional development to prepare for next year

A board member suggested a story for the community regarding the projects being completed for final evaluations.

Motion to Approve Board Policy 7260 - Final Evaluations

Motion by Dr. Sztainberg, seconded by Dr. Kim to modify board policy 7260 as set forth in the packet and edited by Dr. Johns verbally.

Upon calling of the roll:

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

nay: none

Motion carried 6-0.

Motion to Move into Closed Session

Motion by Mrs. Hanley, seconded by Dr. Sztainberg to move into closed session at approximately 9:07 p.m. to:

- consider the appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body or legal counsel for the public body, including hearing testimony on a complaint lodged against an employee of the public body or against legal counsel for the public body to determine its validity;
- collective negotiating matters between the public body and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees;
- (Section 2(c) (1) and (2) of the Open Meetings Act).

Upon calling of the roll:

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

nay: none

Motion carried 6-0.

The Board returned to open session at 9:26 p.m.

Possible Topics for Future Board Meetings

A board member suggested the Board be part of the health care education provided to employees.

Future Regular Meeting Dates:

Monday, May 18, 2020 - 7:00 p.m. - Regular Board Meeting

Adjournment

Motion by Mrs. Hanley, seconded by Dr. Kim to adjourn the meeting at approximately 9:28 p.m.

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

Motion carried 7-0.

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

CERTIFIED TO BE CORRECT:

PRESIDENT - BOARD OF EDUCATION

SECRETARY - BOARD OF EDUCATION