

**MINUTES OF SPECIAL MEETING,  
BOARD OF EDUCATION, SCHOOL  
DISTRICT #225, COOK COUNTY,  
ILLINOIS, JULY 9, 2018**

A special meeting of the Board of Education, School District No. 225 was held on Monday, July 9, 2018 at approximately 7:02 p.m. at Glenbrook District Office Public Meeting Room 100A, pursuant to due notice of all members and the public.

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

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

Also present: Fagel, Finan, Gravel, Riggle, Swanson, Williamson

**APPROVAL OF AGENDA FOR THIS MEETING**

Motion by Mr. Doughty, seconded by Mr. Taub 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.

**Comment on the 2019-2020 School Calendar**

The board president:

- Indicated more feedback from the community and stakeholders will be gathered before making a final decision on the calendar
- Stated there is no hurry for a decision, it can wait until October
- Noted the intent of changing the calendar is to reduce student stress
  - Feedback from some families is that this is actually having the opposite effect
- Stated other calendar options will be brought forward
  - In addition, other options relative to final exams will also be brought forward

Dr. Riggle:

- Stated this item will not be on the July 30 agenda
- Explained additional information will be solicited from various groups
- Noted that calendars are never fully agreed upon by all parties
- Shared that both teachers and students agreed that winter break is a good time for downtime and a time to recharge

- Stated there has been constant communication between the elementary districts and the high school

**RECOGNITION OF COMMUNITY VISITORS**

Community members spoke regarding:

*The School Calendar*

- Appreciated the focus on student stress and not the athletic schedule, as some parents thought
- Concerns with the weather being problematic if changing to collegiate calendar
- The importance for children to be free of pressure from AP, college admissions, entrance exams; Summer is the time for family and down time
- Over 800 in support of the traditional calendar based on survey results
- The Board taking the time to study this issue and for hearing the community
- The low number of participants in the survey
- The importance of getting the word out when further surveying the community

**APPROVAL OF CONSENT AGENDA ITEMS**

1. Appointments
  - a. Certified

<b>Name</b>	<b>Position</b>	<b>School</b>	<b>Salary</b>	<b>Start Date</b>
Amanda Middleton	School Psychologist	GBN	MA+30, Step C, 1.0 FTE	08.20.18
Lauren Baker	Special Education Teacher	GBS	MA, Step H, .4 FTE	08.20.18
Justin Weiner	Physical Education Teacher	GBN	MA, Step A, 1.0 FTE	08.20.18
Rob Fleming	Vocational Coordinator	GBOC	MA, Step P, 1.0 FTE	08.20.18

- b. Support Staff

<b>Name</b>	<b>Bldg</b>	<b>Position</b>	<b>Calendar</b>	<b>FTE</b>	<b>Start Date</b>	<b>Category</b>	<b>Salary</b>	<b>Hourly</b>
Math, Jenette	GBN	Dept. Asst. Student Services	203	.78	08.06.18	III	\$32,951	\$20.29
Rasavong, Charmaine	GBN	Testing Coordinator	203	.78	08.06.18	II	\$29,963	\$18.45

2. Resignations/Terminations
  - a. Certified
  - b. Support Staff

<b>Name</b>	<b>Positon</b>	<b>Effective</b>	<b>School</b>
Chacheva, Asya	Dean's IA	07.02.18	GBS
Griffin, Anthony	Dean's IA	06.07.18	GBS
Jeziar, Jackie	Instructional Asst.	07.24.18	GBO
Pera, Sara	Instructional Asst.	07.09.18	GBS

**DISCUSSION/ACTION: HEALTHCARE PREMIUM RATES FOR PLAN YEAR SEPT. 1, 2018 TO DECEMBER 31, 2018**

The administration:

- Reviewed the memo
- Noted the renewal period is for four months
- Explained all the aspects of setting the premium
- Noted pre-renewal rates were discussed in collective bargaining
- Stated realignment will start in January
- Shared that some of the increases in plans were overestimated and explained why
- Reviewed the rates from February vs. current
- These rates do not represent a realignment
- Explained that some may choose a different plan during the insurance renewal period that will be in force for four months
- Noted we can't predict what rates will be as of January 1
- Indicated the Board would pay approximately \$100,000 less to health plans, this represents a softening for the Board and for employees

In response to Board members' questions, the administration stated:

- The deductible will carry-over into the next plan year
- There is a 16-month deductible period regardless of plan change
- If there is a shift to HMO, the deductible is lost from PPO plans

The administration stated:

- A new wellness plan will be brought forward for less money
- Financial incentives for wellness will be discussed at Cost Containment
- Incentives should not become an entitlement
- Better rates and a true realignment will happen in January
- It is too early to give numbers on what will happen in January
- Human Resources would like to follow Gallagher's lead on the four-month enrollment period

In response to board members' questions, the administration stated:

- A full plan renewal with adjusted premium equivalents will take place in January
- Four months are projected based upon PPM and then market trends are applied
- Multiple carriers applied for stop loss and we stayed with the same company, Munich

A Board member requested information on the math behind the renewal rate.

The administration:

- Stated stop loss carrier options should be explored, relative to rebates
- Noted SSCRMP is the consortium for stop loss carriers
- Explained the experience on stop loss premium is aggregated within the consortium
- Stated the agreed upon stop loss amount is currently \$250,000
- Reminded the Board that the timeline relative to insurance will change with the new January 1 plan year
- Indicated insurance discussions will begin at the Finance Committee meeting
- Dental, life and disability will be shopped in the future

**ACTION REGARDING HEALTHCARE PREMIUM RATES FOR PLAN YEAR SEPT. 1 2018 TO DECEMBER 31, 2018**

Motion by Mr. Doughty, seconded by Mr. Taub to approve premium rate equivalents.

Upon calling of the roll:

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

nay: none

Motion carried. 7-0.

**MOTION TO MOVE INTO CLOSED SESSION**

Motion by Mr. Doughty, seconded by Mrs. Hanley to move into closed session at approximately 7:48 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;
- student disciplinary cases;
- the placement of individual students in special education programs and other matters relating to individual students;
- (Section 2(c) (1), (2), (3), (5), (6), (9), (10) and (11) of the Open Meetings Act).

Upon calling of the roll:

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

nay: none

Motion carried 7-0.

The Board returned to open session at 8:40 p.m.

**ACTION REGARDING GESPA CONTRACT APPROVAL**

Motion by Mr. Doughty, seconded by Dr. Sztainberg to approve the ratified GESPA contract.

Upon calling of the roll:

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

nay: none

Motion carried. 7-0.

**ACTION REGARDING ADMINISTRATIVE SALARIES FOR 2018-2019**

Motion by Mr. Doughty, seconded by Mr. Glowacki regarding the approval of administrative salaries.

Upon calling of the roll:

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

nay: none

Motion carried. 7-0.

**ADJOURNMENT**

Motion by Mr. Doughty, seconded by Mr. Taub to adjourn the meeting at approximately 8:41 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:

6  
7/9/18

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PRESIDENT - BOARD OF EDUCATION

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SECRETARY - BOARD OF EDUCATION

**UPCOMING BOARD MEETINGS:**

Monday, July 30, 2018 - 7:00 p.m.-Regular Board Meeting