

**MINUTES OF REGULAR MEETING,  
BOARD OF EDUCATION, SCHOOL  
DISTRICT #225, COOK COUNTY,  
ILLINOIS, JANUARY 24, 2017**

A special meeting of the Board of Education, School District No. 225 was held on Tuesday, January 24, 2017, at approximately 7:00 p.m. at Glenbrook District Office Public Meeting Room 100A, pursuant to due notice of all members and the public.

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

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

Also present: Fagel, Geallis, Gravel, Petrarca (attorney), Ptak, Rafloros, Riggle, Swanson, Tarver, Vatch (DSP representative), Wall, Whipple (GEA president), and Williamson

**Approval of Agenda for this Meeting**

Motion by Mr. Boron, seconded by Mr. Doughty to approve the agenda for this meeting.

Upon calling of the roll:

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

nay: none

Motion carried 7-0.

**Glenbrook Stories**

None.

**Recognition of Community Visitors**

None.

**Board and Superintendent Reports**

Ms. Fagel stated that second semester is going smoothly.

**Motion to Approve Consent Agenda Items**

Motion by Mr. Boron, seconded by Mr. Doughty to approve the following items on the consent agenda:

1. Appointments
  - a) Certified - none
  - b) Support Staff

Name	Building	Position	Calendar	FTE	Start Date	Schedule	Salary	Hourly Wage
Brandt, Sean	GBS	PE IA Pool	186.5	.67	01.23.17	IA-2/Step 3	\$26,469	\$18.92
Feliciano-Lopez	GBN	Dept. Assistant World Lang. /Career & Life Skills	203	.78	01.27.17	UD-2/Step 13	\$32,433	\$19.97
Sands, Dale	GBS	Dean's IA	186.5	.67	01.09.17	IA-2/Step 1	\$25,448	\$18.19

2. Resignations/Terminations

a) Certified

Name	Position	Effective	School
Brittany Wiedor	Mathematics	01.10.17	GBN

b) Support Staff

Name	Position	Effective	School
Chittenden, Catherin	PE IA Pool	01.19.17	GBN

3. FOIA - none

4. Vendor Bills

Description	Amount	Attached register dated
Vendor Checks Nos. 90,290 through 90,447	\$2,038,595.64	January 23, 2017

5. Payroll

The issuance of checks and electronic wire transfers for net payroll earnings, payroll taxes, pension contributions, insurance and other payroll liabilities.

December Totals:

Check Register: \$ 124,838.87

Direct Deposit Register ACH: \$4,031,213.17

Wire Transfer (EFT) Register: \$2,485,463.88

6. Imprest

Description	Amount	Represented by checks Numbers
Reimbursement of the Revolving Fund for the month of December	\$219,168.07	24404-24487 30000-30231
Checks Voided:		30051-30106

7. Minutes

- January 9, 2017 Regular Board Meeting
- January 9, 2017 Closed Board Meeting

8. New Course Proposals

9. Gifts

10. Acceptance of the Comprehensive Annual Financial Report (CAFR) for the Fiscal Year Ended June 30, 2016

11. GBE Faculty Contracts/Salary for Spring 2017 - **Revision**

12. Special Leave Request for the 2016-17 school year

Upon calling of the roll:

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

nay: none

Motion carried 7-0.

**Discussion/Action: Transportation Bid Update**

Dr. Gravel provided the Board with a transportation bid update.

Dr. Gravel reviewed the timeline:

- Dec 2015
  - District received two bids
  - District entered 3-year agreement with First Student(1-year opt out); intends to consider joint bid in FY2017
- Oct. 2016
  - District met with feeder districts
  - District considered joint bid
- Nov 2016
  - Bid specifications prepared by districts, reviewed by legal
- Dec 2016
  - Dec. 15: Bid published and released
  - Dec. 16: First Student exercised option to cancel 2015 contract
  - Dec. 20: Mandatory pre-bid meeting held

- Jan 2017
  - Jan. 12: Bids opened and reviewed in public forum
  - Jan. 24: Update to the board

Dr. Gravel reviewed bid specifications:

- Overview of participating districts (enrollment, ridership, routes, current/future services needed, service parameters)
- Contractor requirements (contractor responsibilities, vehicle requirements, routing services, insurance)
- Bid submission and design (required bid template, equal pricing for all, opportunity for to/from and/or charter)
- Contract terms
- Availability of supplemental materials/additional inquiries

Dr. Gravel reviewed results:

- 6 Eligible bidders
- 5 Notices respectfully declining participation
- 1 Formal bid

Dr. Ptak provided an overview of the First Student bid, which included a 31% increase. She explained the reasons for the increase and the factors First Student used to determine the increased cost including:

- Market data (historically below market rates)
- Capital investment (current age of fleet)
- Hourly salary rate increase for drivers (driver compensation represents 50% of contractor expense)
- Percentage of shared buses (historical assumption compared to current/future actual sharing levels)

Dr. Ptak reviewed the market analysis for neighboring districts including the provider, route cost, bus capacity, per hour charter cost, and 8-hr daily shuttle.

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

- The differences in the bid from this year to past years were the feeder districts had some additional specs
- The factors that First Student stated for the increase are the same reasons that other vendors have articulated
- The District's options if we do not accept this bid

Dr. Gravel reviewed options for moving forward:

- Decline proposed bid – implications for feeder school districts (modify bid specifications, change approach, consider independent bid)
- Accept proposed bid (review bus pass fees, modify buses)
- Accept proposed bid; evaluate options for the future (consider hybrid model, purchasing fleet)

Dr. Gravel suggested a possible Finance Committee Meeting (hopefully scheduled in the next few weeks) to discuss other options and then bring a recommendation to the entire Board.

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

- They reviewed District 219's transportation model where the District bought propane buses, a bus barn, and outsourced First Student for the service. This model is not a savings to District 225

Dr. Riggle stated that we have a bid, not one that we like, but the Board needs to have a philosophical conversation on the District's transportation model.

Dr. Riggle discussed:

- The Board's past philosophy
- Historical decisions on pricing
- The District's levy for transportation is primarily for special education costs
- The District cannot levy for additional transportation monies, because we are maxed
- District 214 is paying 2 million more for the buses to give them the freedom to start later
- The current bid will not provide flexibility to have later start times because we will have shared services with the feeder districts
- First Student management change as of July 1

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

- The bid is good for 90 days
- Our feeder districts needs a decision on the current bid
- Neighboring districts' transportation bid results
- The nuances of our bid specifications vs. neighboring districts

A board member suggested:

- Talking to the Village about abandoned land that we could use for bus storage
- Talking to Allstate regarding selling us some of their land for bus storage

The Board asked the administration to provide the following information for the Finance Committee Meeting:

- How many bus passes we sell
- Ridership numbers
- Revenues
- Expenses
- Listing of charges

Mr. Shein stated that the administration will meet with the Finance Committee and will provide a recap of the conversation and a recommendation to the Board at the February 13 Board meeting.

In response to a board member's question, the administration stated this would be sufficient time to rebid or accept our current bid.

The Finance Committee members agreed to meet on January 30 at 7:30 a.m.

### **Discussion/Action: Cost Containment**

Dr. Riggle stated that joining us this evening is Nancy Vatch, the team leader for DSP Services and Justin Petrarca (lawyer) who will be available as resources for our discussion on cost containment.

Dr. Riggle noted that the task that needs to be accomplished this evening is to determine the items that the Board wishes the administration to discuss with the membership of the Cost Containment Committee. He provided a brief review of the cost containment process.

Dr. Riggle stated that the administration's recommendations of items to discuss with the Cost Containment Committee have been provided in the summary document.

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

- Recommendations were read for quality and worthy of cost containment discussions
- The scope of work DSP was contracted for did not include financial comparisons
- They will have to do some homework on the feasibility of some of the recommendations
- DSP's report will provide a road map for Gallagher to move forward
- They cannot provide a calendar of updates because we do not have Cost Containment Committee meeting dates yet and cannot predict the movement on conversation, but will provide the Board with updates on progress
- Some of the suggested recommendations are expected to take effect next school year

Board members discussed:

- Their happiness with the amount of information we have received from DSP
- The need for this review is because the cost of health care is trending up and the District needs to be fiscally responsible
- Final cost containment decisions cannot be made until numbers are attached to the recommendations
- The administration needs the green light to have our broker put numbers to these suggestions to discuss with the Cost Containment Committee – gathering numbers and discussions will be done simultaneously

Justin Petrarca discussed:

- Benefits of our Cost Containment Committee
- The decision to use an independent consultant to review:
  - Cost containment initiatives
  - Benefit visioning project
  - If we should stay in SCCRMP
- The complexity of the bargaining portion of these changes (not only the decision, but the impact)
- Different approaches to health insurance
- Different bargaining strategies

A board member stated that everyone in the room has accountability but the broker doesn't have financial accountability. There are brokers who are compensated based on their results; Gallagher can do this, but has decided not to. He also noted that we could

leave SCCRMP for health benefits but stay in for liability and other insurance needs. The board member stated the union wants equity so all employees should pay their fair share.

In response to board members' questions, the administration, Ms. Vatch and/or Mr. Petrarca:

- Stated that we may use DSP to help with some reports that Gallagher may not be able to produce
- Explained different recommendations and when/how that could be discussed/bargained
- Noted that the administrations' recommendation is a summary of those proposed by DSP
- Gallagher did not agree to a results-based agreement
- Explained the request process and that we will only know what Gallagher cannot/will not produce when the request is denied
- Stated that in the past, reports could not be divided by district and this change has already been implemented
- Noted that other SSCRMP districts are excited about the information we are gathering

### **Miscellaneous Topics**

None.

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

Upcoming Board Meetings:

Monday, January 30, 2017.	7:30 a.m.	Facility Committee Mtg. (District Office Public Mtg. Rm. 100A)
Mon., February 13, 2017	7:00 p.m.	Regular Board Mtg.
Tuesday February 21, 2017.	7:30 a.m.	Facility Committee Mtg. (District Office Public Mtg. Rm. 100A)

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

Motion by Mr. Boron, seconded by Mr. Doughty to move into closed session at approximately 8:40 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. (Section 2(c) (1), (2) and (9) of the Open Meetings Act).

Upon calling of the roll:

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

nay: none

Motion carried 7-0.

The Board returned to open session at 10:14 p.m.

**Action Regarding Student Discipline**

Motion by Mr. Boron, seconded by Mrs. Hanley to accept the recommendation of the MDRC regarding student 01-24-17-01.

Upon calling of the roll:

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

nay: none

Motion carried 7-0.

**Action Regarding Notice to Remedy**

Motion by Mr. Boron, seconded by Mr. Doughty to approve the notice to remedy for Michael Sinde.

Upon calling of the roll:

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

nay: none

Motion carried 7-0.

**Adjournment**

Motion by Mr. Taub, seconded by Mr. Doughty to adjourn the meeting at approximately 10:14 p.m.

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

Motion carried 7-0.

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

CERTIFIED TO BE CORRECT:

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

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