

**MINUTES OF REGULAR MEETING,  
BOARD OF EDUCATION, SCHOOL  
DISTRICT #225, COOK COUNTY,  
ILLINOIS, OCTOBER 22, 2018**

A regular meeting of the Board of Education, School District No. 225 was held on Monday, October 22, 2018, at approximately 7:04 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, Shein, Sztainberg, Taub

Absent: Hanley, Kim

Also present: Bretag, Fagel, Finan, Geallis, Geddeis, Gravel, Miller (Arcon), Ptak, Raflares, Riggle, Williamson, Zurlinden (Nicholas and Associates)

**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, Shein, Sztainberg, Taub

nay: none

Motion carried 5-0.

**Glenbrook Stories**

Ms. Geddeis recognized Kate Gregory founder of GBS Goes Gold. “Going Gold “ which supports pediatric cancer organizations, spreads awareness and has helped raise more than \$4700 to benefit various organizations this year.

Ms. Geddeis shared a short video regarding GBS Goes Gold.

Kate Gregory and Teacher sponsor, Kim Kiraly discussed the “Go Gold” initiative and stated they are thankful for such great community support.

A board member stated it is great to see how small ideas can have such great impact and hopes students continue to realize how one person can make such a big difference.

10/22/18

Dr. Riggle noted he knows it has been a difficult journey for Kate and her family. He thanked her for her efforts and perseverance to give what it takes to make the initiative such a success.

### **Recognition of Community Visitors**

Community members discussed:

#### **Proposed schedule (calendar) change**

##### *Opposed to the collegiate calendar*

- Does not work for high school students
- Takes away from family time because students are away at summer camp
- Do not agree with the idea of having finals before winter break
- Pros and cons need to be more fully developed
- Effect on sports, camps, holiday concert, summer work
- Students need a break before finals
- Not an actual collegiate calendar (not the same amount of time away from school)
- Feels the change to the collegiate calendar would cause more stress for students
- Impacts family life
- Wants to understand the rationale for wanting to change the calendar
- Just because other districts have changed we don't have to
- Suggestion to start after Labor Day
- Tremendous trickle-down effect to feeder districts
- Noted New Trier is considering going back to the "old" calendar, because this type of calendar is not working
- Noted there is a petition with over 1000 signatures who are opposed

##### *Survey concerns*

- Poor communication of survey
- Survey respondents were not allowed to give rationale for their answers
- Questions were very leading
- Should have given more people the opportunity to take the survey
  - All taxpayers in the district
  - Private feeder schools
- Better education needed on the impact of changes
- Many have not received the survey even though they should have
- If the survey is flawed so is the data
- The community should be provided the data from the survey

##### *General*

- Want focus groups to be held
- Wants to understand the rationale for wanting to change the calendar
- Calendar topics needs much more discussion

#### **Safety**

- Noted the communication on our students’ safety with the threats at both schools were handled very well

**Superintendent search**

- Felt the survey was thorough, but did not discuss compensation
- Would like compensation posted before hiring
- Discussed pension implications
- Would like the best talent and the “package” to keep the best

Dr. Kim joined the meeting at approximately 7:30 p.m. by telephone conference call.

**Board and Superintendent Reports**

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

**Motion to Approve Consent Agenda Items**

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

1. Appointments
  - a. Certified - None
  - b. Support Staff

<u>Name</u>	<u>Bldg</u>	<u>Position</u>	<u>Calendar</u>	<u>FTE</u>	<u>Start</u>	<u>CAT</u>	<u>Step</u>	<u>Salary</u>	<u>Hourly</u>
Gibbs, Paul	GBN	Fitness Coordinator	239	.92	10.1.18	II	1	\$39,158	\$20.48
Jaje, Piotr	GBN	10-Mo. Eve. Custodian	203	78	10.22.18	II	1	\$30,645	\$18.87
Meister, Amy	GBS	Exec. Assist. Principal/AD	239	.92	10.1.18	V	N/A	\$49,616	\$25.95
Temple Maureen	GBN	SPED IA	186.5	.67	10.9.18	II	1	\$26,213	\$18.74
Zagorscak, Jana	GBS	SPED IA	186.5	PT	10.9.18	I	1	Hourly	\$17.74

2. Resignations/Terminations
  - a. Certified - None
  - b. Support Staff

4  
10/22/18

<u>Name</u>	<u>Position</u>	<u>Effective</u>	<u>School</u>
Tomczak, Blake	SPED IA	9.25.18	GBN

3. FOIA
4. Approval of Accounts Payable Bills - \$2,005,185.84
5. Approval of Payroll Disbursements - \$1,081,935.05
6. Approval of Revolving Fund Reimbursement - \$20,0335.48
7. Minutes
  - a. September 24, 2018 Regular Board Meeting
  - b. September 24, 2018 Closed Board Meeting
  - c. October 9, 2018 Regular Board Meeting
  - d. October 9, 2018 Closed Board Meeting
  - e. October 16, 2018 Finance Committee Meeting
  - f. October 17, 2018 Facilities Committee Meeting
8. Gifts

Donor	Type of Donation	Description of Donation	Purpose of Donation	School and Department	Account Number *
Kim Petty	Property	Photography supplies	Use in photography class	GBN Fine Arts	N/A
RXBAR	Property	864 RXBars (12 cases) - whole food protein bars	Titans Helping Titans	GBS - Student Activities	830060
Snyder Family	Property	2 Westcott Ice Light 2	To benefit the students of the GBS TV & Film Broadcasting Program	GBS - Fine Arts Department	N/A

9. Board Policies:
  1. 7420: Grading and Promotion
  2. 8490: Teen Dating Violence Prohibited
10. GBN Varsity Baseball Trip
11. GBS Summer 2019 Study Abroad Program, Seville, Spain
12. Request of Approval for Professional Leave Expenses - National Council for History Education Annual Conference
13. Request of Approval for Professional Leave Expenses - Special Education LRP: Legal Conference
14. Request of Approval for Professional Leave Expenses - National Association of School Psychologists (NASP) 2019 Annual Convention
15. Request of Approval of Professional Leave Expenses: LearningSCAPES Conference
16. Academic Attainment
17. Glenbrook Academy of International Studies French Trip to Quebec and Montreal

Upon calling of the roll:

aye: Doughty, Glowacki, Kim, Shein, Sztainberg, Taub  
nay: none

Motion carried 6-0.

**Discussion/Action: Recommended Summer 2019 Life Safety Projects**

The administration:

- Stated this is the last round of life safety projects utilizing life safety bonds procured in late 2016 and early 2017
- Noted the life safety projects were discussed by the Facilities Committee
- Discussed recommended projects
  - GBN Fieldhouse Roof System Replacement
  - GBN Intercom Repair Work
    - Is part of the security work being done throughout the district
    - Additional safety discussions will happen in January
  - GBN Pressure Switch Replacement
  - GBN Dehumidification System Replacement and Supply/Exhaust Modification
- Recommended the Board authorize ARCON to develop bid specifications for the life safety projects
- Noted these projects will be placed on the November 12 consent agenda for approval

In response to board members' questions, the administration:

- Answered clarifying questions regarding lead time on dehumidification and equipment rental or purchase
- Noted the projects will not affect summer school because summer school will be at GBS

**Discussion/Action: Recommended Summer 2019 Capital Projects**

The administration:

- Stated the majority of the projects submitted for consideration are for the GBN Natatorium facility that are intended to complement the life safety projects scheduled for the summer of 2019 in that facility
- Provided background on the capital projects process
- Reviewed the capital projects at the current point, but if additional capital project are needed, they would be brought back to the Board in the future
- Recommended the Board authorize ARCON to develop bid specifications for the capital projects
- This item will be placed on the November 12 consent agenda for approval

In response to a board member's questions, the administration answered clarifying questions regarding historical budgets for capital projects.

**Discussion/Action: Award of LED Lighting Bid**

The administration:

- Stated the district received grants to convert lighting in the natatorium facilities of both schools to LED

10/22/18

- Explained it is a 27 month payback
- Noted representatives of ComEd confirmed that the grants cannot be extended past December 31
- Asked the Board approve the bid at this meeting due to the time limit for the completion of the work under the grant; it is best to begin the work as soon as possible

### **Action Regarding Award of LED Lighting Bid**

Motion by Mr. Doughty, seconded by Mr. Glowacki to award LED Lighting Bid.

Upon calling of the roll:

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

nay: none

Motion carried 6-0.

---

### **Discussion/Action: Award of Learning Spaces Furniture Bid**

The administration:

- Stated the bids for the second phase of the Learning Spaces project came in as anticipated
- Provided background on the process

In response to board members' questions, the administration:

- Answered clarifying questions on bid results
- Provided clarification on the products being purchased
- Explained the soft seating purchase
- Noted the reasons for bids being excluded

The administration:

- Recommend action be taken to award Learning Spaces to Forward Space at this meeting to give as much lead time for the furniture to be procured
- Targeted late January for the classrooms to be ready for student use with this new furniture
- Noted they reviewed Steelcase survey and response data; going forward we will have access to information before we survey the next cohort
- Steelcase will partner with us in the future on the survey
- Discussed the purpose of the new furniture and next steps

A board member stated that it is important that we do not just want to validate our decisions, but want to learn and be open minded.

In response to board members' questions, the administration:

- Provided clarification on the number of classrooms that will have new furniture, but noted every student will be impacted
- Explained a backup plan if we find the furniture does not lend itself to the classroom experience we are looking for

Board members shared their feedback on seeing the furniture in the classrooms.

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

- The Board will see future furniture surveys before it is given
- It is in the District's best interest to use the Steelcase survey as a starting point so that we have comparative data

**Action Regarding Award of Bid to Forward Space**

Motion by Mr. Doughty, seconded by Mr. Glowacki to award a bid to Forward Space.

Upon calling of the roll:

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

nay: none

Motion carried 6-0.

**Action Regarding Rejection of Bid Put Forward From CDW for Non-Compliance with Bid Specifications**

Motion by Mr. Doughty, seconded by Dr. Sztainberg to reject bid put forward from CDW for non-compliance with bid specifications.

Upon calling of the roll:

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

nay: none

Motion carried 6-0.

**Action Regarding Rejection of Bid Put Forward From Midwest Furnishings for Non-Compliance with Bid Specifications**

Motion by Mr. Doughty, seconded by Dr. Sztainberg to reject bid put forward from Midwest Furnishings for non-compliance with bid specifications.

Upon calling of the roll:

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

nay: none

Motion carried 6-0.

**Discussion/Action: Summer School 2018 Report**

The administration:

- Stated overall student enrollment in summer school has been lower recently, probably due to the movement of GBS to the block schedule,

10/22/18

which provides more opportunities for students

- Noted the growing numbers of special education students and stated they are beginning to evaluate what that means to the program

In response to board members' questions, the administration:

- Stated the District's intention is for summer school to be financially self-sufficient; exceptions include students on financial aid and student drops
- Will use the data presented to determine summer school fees for next year
- Noted summer school hiring practices are being reviewed to see how we can increase interest from our own Glenbrook teachers
- Answered clarifying questions regarding summer school teachers

**Discussion/Action: Health Insurance Update and Pre-Renewal for Healthcare Premium Rates for Plan Year January 1, 2019 - December 31, 2019**

The administration:

- Provided a brief background on the realignment of health insurance premiums and plan year agreed upon in negotiations
- Reviewed:
  - Preliminary Premium Equivalent Rates
  - Realignment of Health Insurance Premium Equivalent Rates
  - Cost of Realignment Calculations
  - Premium Equivalent Rate Comparison - Short vs. Long Plan Years
  - Retiree Plans
- Recommended this topic be discussed in more detail in closed session and for the final document be brought back on consent at the November 12 Board meeting
- Stated the final renewal will be brought in November and they do not anticipate any major changes in rates

\_\_\_\_\_ In response to board members' questions, the administration:

- Provided clarification on the administrative fee
- Explained the philosophy of the the Board has been to accept Gallagher's recommendation
- Noted the cost containment committee is continuing their work toward benefits for both the employee and the district
- Noted that we have not changed the plan design
- Wants to offer a rich health insurance plan but we must be aware of costs
- Is working with reducing prescription costs and stated we have received rebates
- Will discuss cost containment discussions in closed session
- Explained the co-op is currently not looking to research a different stop loss program

**Miscellaneous Topics**

Nothing was discussed.

**Review and Summary of Board Meeting**



Upcoming Board Meetings:

Monday, November 12, 2018 - 7:00 p.m. - Regular Board Meeting

Dr. Riggle stated he would send google invites to board members regarding special board meeting dates, and special meeting agendas will be posted as usual.

**Motion to Move into Closed Session**

Motion by Mr. Doughty, seconded by Mr. Taub to move into closed session at approximately 9:39 p.m.

- to consider the appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body or legal counsel for the public body, including hearing testimony on a complaint lodged against an employee of the public body or against legal counsel for the public body to determine its validity;
- 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;
- 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) (1), (2), (9) and (11) of the Open Meetings Act).

Upon calling of the roll:

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

nay: none

**Motion carried 6-0.**

The Board returned to open session at 11:31 p.m.

**Action Regarding Student Discipline - Student 10-22-18-01**

Motion by Mr. Doughty, seconded by Mr. Glowacki to accept the administration's recommendation regarding student #10-22-18-01 as discussed in closed session.

Upon calling of the roll:

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

nay: none

**Motion carried 6-0.**

10  
10/22/18

**Action Regarding Student Discipline - Student 10-22-18-02**

Motion by Mr. Doughty, seconded by Dr. Sztainberg to accept the administration's recommendation regarding student #10-22-18-02 as discussed in closed session.

Upon calling of the roll:

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

nay: none

Motion carried 6-0.

**Action Regarding Special Education Settlement Agreement**

Motion by Mr. Doughty, seconded by Mr. Shein to authorize the Superintendent to sign the special education settlement agreement for student 10-22-18-03.

Upon calling of the roll:

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

nay: none

Motion carried 6-0.

**Adjournment**

Motion by Mr. Doughty, seconded by Dr. Sztainberg to adjourn the meeting at approximately 11:32 p.m.

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

Motion carried 6-0.

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

CERTIFIED TO BE CORRECT:

---

PRESIDENT - BOARD OF EDUCATION

---

SECRETARY - BOARD OF EDUCATION