

**MINUTES OF SPECIAL MEETING,
BOARD OF EDUCATION, SCHOOL
DISTRICT #225, COOK COUNTY,
ILLINOIS, DECEMBER 2, 2019**

A special meeting of the Board of Education, School District No. 225 was held on Monday, December 2, 2019, 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:

Doughty, Glowacki, Hanley, Shein, Taub

Absent: Kim, Sztainberg

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

Approval of the Agenda for this Meeting

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

Upon calling of the roll:

aye: Doughty, Glowacki, Hanley, Shein, Taub

nay: none

Motion carried 5-0.

Recognition of Community Visitors

None.

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

The administration:

- Explained the employee benefits philosophy
- Reviewed the timeline
- Provided an update on the work ahead to review our insurance plan for additional savings opportunities
- Noted the RFP has been substantially vetted
- Stated the three unions have been apprised of our intent to continue to find savings while maintaining excellent health care coverage
- Shared that we are taking a broad approach in our analysis

The board president thanked board member Taub for all his work with helping to vet the RFP.

In response to the administration's request for volunteers to take part in the interviews Mr. Taub stated he would be interested (but the scheduled date would need to be changed) and either Mrs. Hanley or Mr. Doughty would volunteer depending on the date.

A recommendation will be brought to the Board in January.

General Education Student Transportation Bid Update

The administration:

- Explained the change in agreement structure
- Reviewed the timeline
- Shared the transportation bid process
- Stated we only received one bid and provided perspective on increases
- Reviewed increases for feeder districts
- Noted our anticipated increase is 7%
- Shared feedback from First Student on why they would like to remain our vendor
- Noted this item will return to the Board on December 9

In response to board members' questions, the administration:

- Stated the RFP was sent to ten vendors
- Shared feedback from vendors on reasons they did not bid:
- Driver shortage
- They don't anticipate capacity because of other contracts
- The timeline did not allow enough time to review the routes
- Noted the bus passes are slightly subsidized
- Estimated an increase of \$19.00 to our bus pass price
- Provided clarification on the proposed contract length and increase percentage per year
- Will need to re-evaluate in the future if it is better to extend our current contract or go out to bid
- Shared information on the average age of the proposed fleet
- Reviewed the next steps
- Provided an explanation on why they are not suggesting to reject the current bid to try to allow additional bidders

The Board:

- Asked the administration to vet the possibility of taking transportation in house
- Suggested the per bus ride cost be advertised
- Would like the administration to be proactive during the proposed three-year contract in vetting other transportation options for the District

The administration shared challenges in bringing transportation in-house, but noted other transportation suggestions will be shared at a future finance committee meeting.

Board Policies and Procedures

a. 5030 Community Use of School Facilities Policies

b. 5030 Community Use of School Facilities Procedures

The administration:

- Provided an overview of the purpose of this policy and procedure
- Noted that it has been 20 years since this policy has been last reviewed and a great deal has changed in practice in those two decades
- Explained the reasoning to add wording regarding sponsor maintaining tax-exempt status pursuant to section 501(c) of the Internal Revenue Code
- Noted other requests will still be considered, but will follow a different process; the request would go to the Superintendent and the Board
- Highlighted some suggested changes
 - Rates (will be presented to the Board on a yearly basis)
 - Forms are no longer part of procedures and explained the reasoning
 - Liability insurance requirements
- Explained a number of protections were put in place to ensure that liability risks are appropriately placed on the rightful party
- Stated these updates will certainly change how we have done business, but will still go a long way in providing access to our buildings while protecting our resources

Board members:

- Noted they would consider what is good for the community in their decision making process
- Suggested that renters have to buy insurance through us and explained their reasoning

The administration:

- Shared challenges to having renters buy insurance through us
- Provided two options
 - Use professional services to vet insurance contract
 - Sell our own insurance
- Explained the issues we had with the park district contract
- Stated changes have been made regarding employees' roles so that there will not be any confusion on who has responsibility
- Noted suggested changes will be made and brought back to the Board for approval

Board members:

- Asked to include the personnel responsibilities not only in the contract, but in the policy and procedures as well
- Want to assure the District is protected

- Suggested hiring appropriate (insurance contract) lawyers for vetting these contracts

Enrollment Forecast Update

The administration:

- Provided background on the projection process
- Stated the accuracy of McKibben's approach is impeccable
- Shared McKibben's comments regarding the population forecast
 - Noted unknown and unstated factors are not accounted for
- Reviewed enrollment forecasts

In response to board members' questions, the administration:

- Stated an estimate is used on parochial schools' enrollment
- Shared they have no facility capacity concerns with the forecasted update
- Explained our staffing model evaluation starts now through February, but they do not anticipate any grand changes

Motion to Move into Closed Session

Motion by Mr. Glowacki, seconded by Mrs. Hanley to move into closed session at approximately 7:58 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;
- student disciplinary cases
- (Section 2(c) (1) and (9) of the Open Meetings Act).

Upon calling of the roll:

aye: Doughty, Glowacki, Hanley, Shein, Taub

nay: none

Motion carried 5-0.

The Board returned to open session at 8:30 p.m.

Possible Topics for Future Board Meetings

Board members:

- Shared concerns with the location and quantity of bollards at the schools
- Suggested the review of potential rideshare opportunities tailored to our needs

The administration stated:

- Bollards will be discussed at an upcoming facility committee meeting
- Potential rideshare opportunities will be discussed at a future finance committee meeting

Action Regarding Reassignment of a Certified Employee

Motion by Mr. Glowacki, seconded by Mrs. Hanley to reassign Josh Koo to the classroom position as discussed in closed session.

Upon calling of the roll:

aye: Doughty, Glowacki, Hanley, Shein, Taub

nay: none

Motion carried 5-0.

Adjournment

Motion by Mr. Glowacki, seconded by Mrs. Hanley to adjourn the meeting at approximately 8:32 p.m.

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

Motion carried 5-0.

* Doughty, Glowacki, Hanley, Shein, Taub

CERTIFIED TO BE CORRECT:

PRESIDENT - BOARD OF EDUCATION

SECRETARY - BOARD OF EDUCATION