

**MINUTES OF REGULAR MEETING,
BOARD OF EDUCATION, SCHOOL
DISTRICT #225, COOK COUNTY,
ILLINOIS, OCTOBER 21, 2019**

A regular meeting of the Board of Education, School District No. 225 was held on Monday, October 21, 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, Hanley, Kim, Shein, Sztainberg, Taub

Absent: Glowacki

Also present: Fagel, Finan, Geallis, Geddeis, Gravel, Johns, Raflares, Swanson, Tarver, Williamson

Approval of Agenda for this Meeting

Dr. John's amended the agenda by removing consent agenda items 6M: GBS Band Trip to Waikiki, HI and 6.O: Miscellaneous Stipends.

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

Upon calling of the roll:

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

nay: none

Motion carried 6-0.

Glenbrook Stories

Ms. Geddeis introduced senior Iandivi Peralta who was chosen for a coveted spot at the Youth Leadership Institute hosted by the Hispanic Leadership Fund.

Mr. Glowacki arrived at 7:03 p.m.

Ms. Geddeis shared a video clip regarding Peralta's story on what it's like to explore the unknown and connect with others on a national level.

In response to questions, Ms. Peralta:

- Stated she loved the sense of community she felt at the Institute

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- Wants to bring people together and share the information she learned with the community
- Found out about financial resources that she was not aware of
- Shared her college ambitions

Recognition of Community Visitors

Community visitors asked the Board for their support in fighting the Village of Northbrook's proposed application to amend various sections of the Northbrook Zoning Code for authorizing cannabis (marijuana) facilities in the Village of Northbrook. They noted the vote would be taking place tomorrow night, October 22.

Board and Superintendent Reports

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

The administration shared highlights of meetings and events at the schools and in the community.

Motion to Approve the Consent Agenda Items

Motion by Mr. Glowacki, seconded by Mrs. Hanley to approve the following items on the consent agenda:

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

<u>Name</u>	<u>Bldg</u>	<u>Position</u>	<u>Calendar</u>	<u>FTE</u>	<u>Start Date</u>	<u>CAT</u>	<u>Step</u>	<u>Hourly</u>
Cordes, Kelly	GBN	Assistant Swim Coach	PT	NA	9.24.2019	I	5	\$17.62
Irazoque, Jose	GBS	Custodian	203	.78	10.21.2019	II	3	\$20.18
Hernandez Ocampo, Alejandro	GBS	Custodian	203	.78	10.21.2019	II	0	\$18.78
Xavier, Sheila	GBN	Registered Nurse	PT	NA	10.07.2019	V	4	\$31.97
Yuan, Zen	GBN	Assistant Diving Coach	PT	NA	9.30.2019	I	5	\$17.62

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

<u>Name</u>	<u>Position</u>	<u>Effective</u>	<u>School</u>
Glasebrook, Jaclyn	Transition Aide	10/02/19	GBN
Papageorgiou, Laura	Instructional Assistant - Special Ed.	10/14/19	GBS
Smith, Danielle	Instructional Assistant - Fitness Center	06/11/19	GBN
West, Andrea	Administrative Assistant - PE/Health/Driver's Ed.	10/4/19	GBS

- C. FOIA
- D. Approval of Accounts Payable Bills - \$2,724,899.58
- E. Approval of Payroll Disbursements - \$8,408,207.93
- F. Approval of Revolving Fund Reimbursement - \$5,845.23
- G. Minutes
 - a. September 23, 2019, Regular Board Meeting
 - b. September 23, 2019, Closed Board Meeting
- H. Gifts

<u>Donor</u>	<u>Type of Donation</u>	<u>Description of Donation</u>	<u>Purpose of Donation</u>	<u>School and Department</u>	<u>Account Number *</u>
Anonymous donation	Monetary	\$5,000.00	Student Activities Center student seating	GBS - SAO	ESEC7400
AT&T Corporate Giving Program	Monetary	\$50.00	Titans Helping Titans	GBS - SAO	830060
Mary Lawson 1640 Executive Lane Glenview, IL	Property	MOD-t 3D printer	PLTW Engineering	GBS - CTE	N/A

- I. Academic Attainment
- J. GBN Baseball Trip to Orlando, FL - Spring Break 2020
- K. GBN Lacrosse Trip to Cincinnati, OH - Spring Break 2020
- L. GBS Girls Lacrosse Trip to San Diego, CA
- M. GBS Band Trip to Waikiki, HI - Pulled from the agenda
- N. Certified Staff FTE Adjustment
- O. Miscellaneous Stipends - Pulled from the agenda
- P. GBN Softball Trip to Gulf Shores, AL- Spring Break 2020

aye: Doughty, Glowacki, Hanley, Kim, Shein, Sztainberg, Taub
 nay: none
Motion carried 7-0.

Discussion/Action: Healthcare Premium Rates for Plan Year January 2020-December 31, 2020

The administration shared today's goals:

- Present the health plan rates
- Review the change in overall plan
- Review the projected impact to budgetary assumptions
- Requested Board approval

The administration:

- Shared the Plan Year 2020 Timeline
 - Sept: Pre-Renewal of Health Insurance Plan
 - Oct: Healthcare premium rates for Plan Year 2020
 - Nov: Employee open enrollment election period
 - Dec: Audit of elections/payroll deductions
 - Jan: First payroll processed with new rates
- Explained where funds come from for self-funded health plan expenses
- Reviewed the process of funds added to holding accounts
 - Noted the school district is earning interest on holding funds
- Explained what expenses are paid with premiums
- Shared funding level of the employee health plan
- Addressed excess or shortfalls in the balance of the holding accounts
 - Employee Health Plan Reserve (new based on cost sharing negotiations)
- Provided the 2020 Premium Equivalent Rates
- Explained factors used to account for changes based on actual usage
- Noted based on current trends we are projecting a savings to the Board in the amount of \$456,021
- Requested Board approval

In response to board members' questions, the administration:

- Will be going out to bid in 2021 both independently and with SSCMP
- Explained why we did not go out to bid this year
- Will be aggressively looking at ways to reduce overall health insurance costs
- Noted that work has already begun to reduce costs
- Stated detailed information will be reviewed at the Finance Committee meeting and a summary report will be shared with the entire Board
- Shared that at every Finance Committee meeting the committee will be provided an update on where we are with health costs vs. projections
- Explained who is involved in the negotiation process with SSCMP

Board members:

- Would like more information on how the consortium works
 - Need more information about leaving the consortium and timelines
- Explained there are tools that can help control claims now
- Stated that stop loss was not shopped

- Asked to see unit rates
- Would like information on the RX rebate and where the money goes

In response board members' questions, the administration:

- Agreed that there needs to be a transparent bid process
- Stated we recognize that we need to look at the pros and cons of both having insurance as just the Glenbrooks and the value of being with a consortium
- Explained we do not have all the answers tonight, but we are working on getting more information to answer all the necessary questions
- Noted negotiators going forward will be Mr. Swanson, Dr. Johns, Dr. Gravel, Ms. Tarver and Ms. Raffles
- Reviewed key elements they will be negotiating
- Explained how Gallagher was chosen as our broker
- Noted we can't leave SSCRMP without 6 months notice
- Stated the RX rebates are part of the variable numbers
- Pledged to provide transparency in the health insurance process
- Provided clarification on the health care reserve and future plans will be discussed at a Finance Committee meeting

Motion to Approve Healthcare Premium Rates for Plan Year January 1, 2020 - December 31, 2020

Motion by Mr. Glowacki, seconded by Mrs. Hanley to approve the recommended premium rates as presented by Gallagher, our health insurance provider, for the purpose of budgeting and 2020 enrollment.

Upon calling of the roll:

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

nay: Taub

Motion carried 6-1.

Summary

The board president summarized what happened at the meeting and future meeting dates.

Possible Topics

- Vaping
- Performing Arts report
- High school placement and opportunities for moving levels
- Update on student stress, calendar, etc.

Motion to Move into Closed Session

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Motion by Mr. Glowacki, seconded by Mrs. Hanley to move into closed session at approximately 8:45 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 Meeting 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 10:06 p.m.

Motion Regarding Student Discipline

Motion by Mr. Glowacki, seconded by Dr. Kim to approve the recommendation of the administration regarding student 10-21-19-01.

Upon calling of the roll:

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

nay: none

Motion carried 7-0.

Motion Regarding Resolution Recognizing Withdrawal of Request for Hearing and Determination of Finality of the Dismissal of Tenured Teacher

Motion by Mr. Glowacki, seconded by Dr. Sztainberg to adopt the Resolution Recognizing Withdrawal of Request for Hearing and Determination of Finality of the Dismissal of Tenured Teacher, John Skorupa, effective September 23, 2019. This Resolution ratifies that all remaining matters in dispute have been resolved through settlement, as discussed in closed session, and confirms that the Board was not obligated to deliver any monetary consideration to bring all matters in dispute to full and final resolution.

Upon calling of the roll:

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

nay: none

Motion carried 7-0.

Adjournment

Motion by Mrs. Hanley, seconded by Dr. Sztainberg to adjourn the meeting at approximately 10:08 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:

PRESIDENT - BOARD OF EDUCATION

SECRETARY - BOARD OF EDUCATION