

MINUTES
BOARD OF EDUCATION MEETING
COMMUNITY UNIT SCHOOL DISTRICT 200
August 13, 2014

The first regular meeting of the month of August of the Board of Education of Community Unit School District 200, DuPage County, Illinois, was called to order at the School Service Center, 130 W Park Avenue, Wheaton, IL, by Board President Barbara Intihar, on Wednesday, August 13, 2014, at 7:30 PM.

ROLL CALL

Upon the roll being called, the following were present:

Board Members: Barbara Intihar
 Jim Vroman
 Brad Paulsen
 Joann Coghill
 Jim Gambaiani
 Jim Mathieson
 Rosemary Swanson

Also in Attendance: Mrs. Faith Dahlquist
 Mr. Bill Farley
 Mr. Rodney Mack
 Mrs. Joanne Panopoulos
 Dr. Robert Rammer

PLEDGE OF ALLEGIANCE

Mrs. Dahlquist led the Board and community in the Pledge of Allegiance.

PUBLIC HEARING – 2014-15 BUDGET

MOTION

Member Vroman moved, Member Swanson seconded to open the public hearing on the 2014-15 Budget. Upon a roll call being taken, the vote was: AYE 7, NAY 0. The motion carried 7-0.

Public Comments on the Budget

Speaker	Jan Shaw
Topic	budget

Speaker	Harold Lonks
Topic	budget

MOTION

Member Vroman moved, Member Paulsen seconded to close the public hearing on the 2014-15 Budget. Upon a roll call being taken, the vote was: AYE 7, NAY 0. **The motion carried 7-0.**

MODIFICATIONS TO THE AGENDA

Member Mathieson requested that Item 5, Approval of Health & Dental Insurance Administration, Stop Loss, FSA Administration & LTD & Life Policies, be moved to an Action Item. The Board members agreed and the item was moved.

SUPERINTENDENT REPORT

Mrs. Dahlquist reported the following:

- Staff is getting ready for the start of school. Over 90 new teachers have been hired and attended a new teacher orientation this week.
- Week of learning went well and over 400 people attended classes.
- Enrollment has necessitated the addition of sections at Pleasant Hill, Sandburg, and Wiesbrook
- There were two days of training with administrators
- This summer has been very busy with summer projects. John Robinson, the new Director of Facility Operations, reported on the following work done this summer across all buildings:
 - 5 HVAC systems
 - 15 lighting upgrades
 - Temp control upgrades and VFD's at all schools
 - 5 flooring projects – including one pit infill
 - 3 roofs
 - 1 track
 - 4 pavement projects
 - 2 computer lab re-furnishings
 - 2 LLC circulation desks
 - 1 locker replacement
 - Transition House project rehab
 - All buildings cleaned
 - Grounds look great
 - And all projects were done on-time and will be under budget

Member Vroman requested that a conversation happen with our communities about the scheduling of road work near our schools at the beginning of school. Road work is expected to begin on Pleasant Hill Road that will impact access to Pleasant Hill School. Mr. Farley stated that Wheaton and Warrenville work very well with the district on road projects, but Winfield did not contact the district about this work until this week. Mr. Farley has had a conversation with Winfield about the negative impact on our school.

Member Mathieson asked if there was an all-district kickoff event for the start of school. Mrs. Dahlquist reported that there will be no kickoff event this year due to the change in superintendents and the new superintendent not starting until September 2. With the number of new initiatives this year, staff needs the time to work and learn so it was decided to let them work and meet in their buildings instead this year.

PUBLIC COMMENTS – Agenda Items

The opportunity to speak to the Board is provided for members of the public who have a question or comment on an agenda item. The Board appreciates hearing from stakeholders, and values your thoughts and questions. The Board strives to make the best decisions for the District, and public input in a variety of venues is very helpful.

The Board must protect the civility and decorum of this meeting. Please be respectful for the duties of the Board and the democratic process in your comments tonight:

- ⇒ Please use the microphone, state your name and address, and address your comments to the Board
- ⇒ Please limit your comments to 3 minutes.
- ⇒ Please be factual and courteous, and do not include statements that are personally disrespectful or condescending to members of the Board or staff.

If you feel your matter needs to be discussed in more detail, please attend the Board’s “Chance to Chat” or present your comments to us in writing.

Speaker	Dan Williamson
Topic	Transition Program

CONSENT AGENDA

1. Acceptance of Gifts From the PTAs – Recommend acceptance of the gifts from the PTAs as presented.
2. Approval to Post Revised Policy 5.30 Personnel Hiring Process and Criteria, for Public Review and Comment – Recommend approval to post the policy for public review and comment as presented.
3. Approval to Post Revised Policy 7.60 Resident Student, for Public Review and Comment – Recommend approval to post the policy for public review and comment as presented.
4. Approval to Post High School Junior English Materials – Recommend approval to post the High School Junior English Materials as presented for public review and comment.
5. Approval of Health & Dental Insurance Administration, Stop Loss, FSA Administration & LTD & Life Policies – Recommend approval of the Health & Dental Insurance Administration, Stop Loss, FSA Administration & LTD & Life Policies as presented.
This item was moved to Action Items.
6. Approval of Annual Certification of Serious Safety Hazard Bus Routes – Recommend approval of the annual certification of serious safety hazard bus routes as presented. Approval of Occupancy Permits and Statements of Completion for the ROE – Recommend approval of the occupancy permits and statements of completion as presented.
7. Approval of Bills Payable and Payroll – Recommend approval of the bills payable and payroll as presented.
8. Approval of Minutes – July 9, 2014 Open & Closed, July 7, 8, 9, 2014 Special Closed Sessions, July 28, 2014 Special Closed, July 30, 2014 Special Meeting, and Approval to Destroy the Recordings of Closed Sessions Prior to March 2013 as Allowable by Law - Recommend that the minutes be approved as presented and the approval to destroy the closed session recordings as permissible by law. The closed session minutes will remain closed.
9. Approval of Personnel Report to Include Employment, Resignation, Retirement and Leave of Absence of Administrative, Certified, Classified and Non-Union Staff - Recommend the approval of the Personnel Report as presented.

Mrs. Swanson stated that the attendance information on the Closed Session minutes from July, 8, and 9 is incorrect and has given the corrections to Mrs. Sender. Mrs. Swanson requested the minutes be approved as amended.

Member Mathieson stated he has questions about the item on the bill list regarding the custodial contract and the concerns raised by their employee group regarding health care costs. Mr. Farley reported that when this contract was approved with GCA it was expected that the American Care Act (ACA) would be in place and GCA would meet the guidelines. ACA has been delayed and that is the reason for the problem for the GCA employees. GCA is in negotiations with their employee group and most of the comments are directed to negotiations issues. This is the tactic of their union group. They come to meetings and request Boards of Education to negotiate on their behalf. If the Board wants to provide additional coverage for their employees there are options available, but the district does not negotiate with outside contractors. ACA is expected to come into play again and should alleviate this issue.

Member Vroman stated that he supports Item 4, but has some questions. In particular, how does this action increase the rigor and how were the materials selected? Mrs. Dahlquist stated that the reading level is at a higher level. A group of teachers looked at holes that exist in the materials currently used and then chose materials to meet those needs. Some materials were removed as well. Common Core does not tell the district what to teach, how to teach it, or what materials to use. It tells the district what the students need to know at the end of the class. The district would not want the state or federal government dictating what to do and how to do it. That would take away local control. It has been very daunting for staff to do all of the changes with common core. Common Core brought back grammar and added learning to use informational text. District 200 math standards are higher than the state standard.

Member Swanson stated that the district has a policy in place to guide the development of curriculum. Do all administrators know this policy and how to implement the opting in or out portion? Mrs. Dahlquist stated that this was discussed with the principals and with the assistant principals and department chairs to ensure that the policy is upheld and the operational guidelines are followed.

President Intihar stated that the district is buying seven new books and using materials that are already in the schools, most of which are higher level than the state standard.

Member Mathieson asked what phase of implementing Common Core the district is at right now. What have the costs been of implementing these changes? How would the district compete with other states? What are the anticipated challenges in the transition? Mrs. Dahlquist reported that if the district did not adopt common core, our students would not have the fraction skills and the ability to succeed on the ACT tests. Without teaching perseverance and an emphasis on Algebra our students could not compete or succeed. By closing the gap in math curriculum between 8th grade and high school, the district will be able to compare state to state. In English Language Arts (ELA) many of the same issues would exist. Colleges are telling the district that many of our students need to take remedial reading during their first year of college. By increasing the rigor earlier, students will be better prepared for the expectations. Writing standards were very low and that has been brought back with an emphasis on speaking as well. Integration of technology came with common core too. The district has to teach students how to determine what is a credible resource and what is not. The professional development costs have been the greatest portion of increases to the budget, and also include working on best practices with all teachers.

There was discussion about the upcoming required online testing. Those costs are still an unknown at this time. The bandwidth in the district will not be the problem. The problem will be all students logging into the same site at the same time across the entire country.

MOTION

Member Paulsen moved, Member Coghill seconded to accept the Consent Agenda as presented minus Item 5 that was moved to Action Items and with the closed session minutes as amended. Upon a roll call vote being taken, the vote was: AYE 7, NAY 0. **The motion carried 7-0.**

ACTION ITEMS

Approval of Agreement with the YMCA for the Safe and Sound Program

The school district currently operates a Before and After School Program (BASP) at all 13 elementary buildings. After review of the current operation of all programs, it was determined that the programs offered at Johnson Elementary School and Hawthorne Elementary School could not be maintained as self-supporting programs. The school district reviewed a number of options to operate the programs different at both schools. After consideration of these options, it was determined that the Safe and Sound Program operated by the YMCA was best suited to meet the before and after school needs going forward at Johnson and Hawthorne. All other programs will continue to be operated by the school district. The attached agreement has been reviewed by legal counsel and would serve as the basis for operation of the two programs moving forward with the YMCA for the 2014-2015 school year. It is recommended that the Board of Education approve the attached agreement with the YMCA for the Safe and Sound Program at Johnson Elementary School and Hawthorne Elementary School.

MOTION

Member Mathieson moved, Member Coghill seconded to approve agreement with the YMCA for the Safe and Sound Program at Johnson and Hawthorne Elementary Schools for the 2014-15 school year. Upon a roll call vote being taken, the vote was: AYE 7, NAY 0. **The motion carried 7-0.**

Approval of Contract for Athletic Trainer Services for WWSHS

The Board of Education approved a three year contract with OAD Orthopaedics (now Cadence Physician Group) for athletic trainer services in May 2011 at a rate of \$15 per hour. The original contract expired on June 30, 2014, and in March the Board of Education approved a one year contract extension at the same rate. Due to staffing changes of trainer services at Wheaton Warrenville South, the district contacted Cadence Physician Group to provide additional services under the current contract. The attached letter accounts for additional trainer hours needed at WWSHS. It is recommended that the Board of Education approve the updated agreement with Cadence Physician Group as presented.

Mr. Mathieson stated he will abstain from voting due to a conflict of interest since this group is one of his clients in his business.

MOTION

Member Swanson moved, Member Paulsen seconded to approve the contract for athletic services for WWSHS as presented. Upon a roll call vote being taken, the vote was: AYE 6, NAY 0, Abstain 1 (Mathieson). **The motion carried 6-0-1.**

Approval of Health & Dental Insurance Administration, Stop Loss, FSA Administration & LTD & Life Policies

Community Unit School District 200 operates a self-insured employee plan for medical and dental coverage. The district is entering a sixth year of an Administrative Services Organization (ASO) model with Blue Cross/Blue Shield. Under this model, Blue Cross/Blue Shield handles all district medical claims and provides access to their PPO network. Blue Cross/Blue Shield offers

a wide breadth of discounts that greatly benefits the district. The current administrator for dental is Cigna, and the district also utilizes Professional Benefit Administrators (PBA) for COBRA administration and Flex Spending Accounts (FSA). Our current provider for Long Term Disability (LTD) and Life Insurance is Lincoln Financial. Attached to this report is a letter from our broker which outlines the fixed cost renewal for the 2014-15 plan year. Blue Cross/Blue Shield has increased the combined administration, access fees and RX rebates by 3.7% or \$19,706. Even though the district operates a self-insured plan, we do purchase aggregate and stop loss insurance from Blue Cross/Blue Shield. The stop loss target is \$225,000 for individual medical claims, which causes the stop loss insurance policy to begin payment for individual claims in excess of this amount. As part of the renewal, our broker was able to secure a renewal quotation from Blue Cross/Blue Shield, which maintains the current specific level of \$225,000, but is an overall 30.4% increase (\$145,978) over the expiring specific and aggregate policies. The increase is due to the high number of large claims that the district experienced and the potential for those claims to continue in the following plan year. It is recommended that the dental provider continue to be Cigna, which would continue at no increase in administration costs for the 2014-15 Plan Year. There will be no change in cost for the FSA and Cobra administration (Cobra costs paid by broker) with PBA.

Finally, the policies for Long Term Disability (LTD) and Life Insurance with Lincoln Financial are expiring. Based on quotations provided by our broker, it is recommended to switch to Dearborn National for a three-year rate guarantee. The LTD coverage is paid (by contract) by the teachers through a payroll deduction. The Life insurance is a district paid program. The district also offers access to a vision plan which is 100% employee paid, and is increasing 1.6%. It is recommended that the Board of Education approve the renewal with Blue Cross/Blue Shield for medical claims administration, PPO network and specific and aggregate insurance coverage, Cigna for Dental provider, PBA for administration of Cobra and FSA, and Fort Dearborn for Life & LTD as presented.

Member Mathieson stated that the district has been self-insured for a long time and pays stop loss. Historically, the district has had a savings over a premium traditional type of insurance plan. Member Mathieson suggested that possibly the district should consider buying premium based insurance to help ensure that the district is proceeding in the right direction as it deals with financial constraints. Mr. Farley stated that the district has been self-insured for about 25 years and insures over 1000 people. Most districts this size do self-insurance. If the district were to switch to a traditional plan the provider would look at the history and this year would hurt the district just the same. Administrative costs went down but stop loss went up. This was a bad year and conventional plan providers would look at the costs from this year when they developed a bid spec. Dan Wilke with Professional Brokers stated that when they were getting prices they did go to brokers and the costs were far greater than the self-funded option. Member Swanson pointed out that insurance coverage is a negotiated benefit and the Board cannot change direction at this time. This is a valid question to be asked when the new superintendent is in place and the negotiations are about to begin. President Intihar reminded Board members that there is a District Insurance Committee in place and that group can do the leg work on researching and bring a recommendation to the Board. The district will need a strong handle on what costs will be in the future and this will be a challenging area as the Board moves forward.

MOTION

Member Vroman moved, Member Paulsen seconded to approve the renewal with Blue Cross/Blue Shield for medical claims administration, PPO network and specific and aggregate insurance coverage, Cigna for Dental provider, PBA for administration of Cobra and FSA, and

Fort Dearborn for Life & LTD as presented. Upon a roll call being taken, the vote was: AYE 7, NAY 0. **The motion carried 7-0.**

ORAL REPORTS

Technology Device Update

In April 2014, the board was presented a technology update. This report will update the board on current plans for devices in CUSD 200. Staff has been working on possible solutions for adding more devices, professional development and improved instruction in the classroom. This report will address possible scenarios and funding concerns for these initiatives.

Mrs. Dahlquist and Mr. Mack provided information on solutions being considered. Topics covered included:

- Future of Instruction and Technology
- Future of Instructional Technology (FIT) Vision Statement
- Making decisions with the FIT goal in mind
- Making decisions with Engage 200 in mind
- Options 1 – Moving toward 1:1 devices
 - Option 1 Benefits
 - Option 1 Concerns
 - Financial options for 1:1 scenarios
- Option 2 - Increasing access
 - Option 2 Benefits
 - Option 1 Concerns
 - Option 2 Financial Options
 - Option 2 is more aligned with FIT vision
 - Option 2 is aligned with Engage 200
- Original Plan for 2014-15 school year
- New Plans for 2014-15
- Positives of 2014-15 plan
- Staff recommendation – continue with Option 2

There was discussion about the following:

- How decisions will be made on what to buy
- Whether the new superintendent would agree (Mrs. Dahlquist reported that she had this discussion with him and he supports and agrees with Option 2)
- Ending leases and how to figure the funds needed for Option 2
- Building capacity with staff
- Multiple devices is better than one device that all have to make work
- Costs for Option 2 would be based on what the district can afford for each year
- Not recreating the wheel and learning from those around us
- This is a pilot program and a new 5 year plan will be developed
- Ways to fund this (it was suggested that possibly the NEW 200 Foundation would like to help raise funds for this)
- Let parents know what equipment is decided on so they know what is being used in the schools should they want to purchase the same equipment for home use
- Share with the Board at a later day how it is going with successes and failures

DISCUSSION ITEM

2014-15 Budget

Mrs. Dahlquist and Mr. Farley gave a presentation to provide an overview of the process to date and proposed budget. The presentation included information on the following:

- 2013-14 How did we do?
- Looking back
- Administrators' salaries – education fund
- Teacher salaries – education fund
- All salaries – education fund
- Health insurance – education fund
- Special education costs – education fund
- Special education out placement tuition costs
- Technology – education fund
- Looking forward
- On the horizon
- January 2014 5-year projections
- Budget reductions
- What impact does that have?
- Changes to tentative budget

There was discussion about the following:

- The differences from the first posting to now
- The Engage 200 report and transparency
- Finance committee met and asked lots of questions – staff developed the graphs seen tonight to explain where the district is now and what it is facing
- Phone service and internet increases – how can staff get a better handle on this (more phone lines and more internet capacity were added, the old bills included only phone, staff will get a break down on the old bills and send it to the Board)

Member Swanson stated that expenses have remained flat over 5 years. The places where expenses went over budget were targeted areas like health care, special education. Staff and the Board have stewarded the money as well as possible.

President Intihar stated that the Board will vote to adopt the budget at the next Board meeting and asked Board members if there was anything that would prevent them from voting to accept the budget. Board members indicated they could support the budget as presented. Member Gambaiani stated that he applauds staff for the tough cuts that were made. He worries about building needs being put aside and then the district ends up with a bond sale instead. Mr. Gambaiani feels the Board needs to be more mindful of funds going to that fund and remain focused. Member Vroman stated that the recommendation from Engage 200 will cause a plan for that very issue.

President Intihar asked if the increased sections at elementary level are reflected in the budget. Mrs. Dahlquist stated that money for those FTE increases will come from professional development monies.

Engage 200 Report

Member Vroman stated that the Board wants the public to know they are moving forward with developing a plan to implement the recommendations from the Engage 200 committee and process. The Board feels it is important to wait before discussing this until the new superintendent is onboard. It was suggested that a permanent board Engage 200 committee or a

communication committee be formed and that a spot be created on the web site to show what has been done and how it pertains to Engage 200. All decisions made moving forward will be linked to Engage 200. It will be important to make sure all discussions are very open about the inability to do certain things because of revenue shortages. The Board will have to begin to think about what other things can be cut. The district is getting down to the bare bones and without more resources next year it will be more difficult to make cuts.

WRITTEN REPORTS

Monthly Financial Reports

FOIA Report

These reports were provided for information only.

REPORTS FROM BOARD MEMBERS

None

TOPICS FOR FUTURE DISCUSSION

Approval of the 2014-15 Budget

ANNOUNCEMENTS

Committee of the Whole – September 24, 2014, SSC

NEXT REGULAR MEETING

September 10, 2014, 7:30 PM, Bower Elementary School, preceded by a reception for the new superintendent from 6:00-7:00 PM

PUBLIC COMMENTS – Non-Agenda Items

None

ADJOURNMENT

MOTION

There being no further business to come before the Board in Open Session, Member Mathieson moved, Member Paulsen seconded to adjourn the meeting. Upon a voice call vote being taken, all were in favor and **the motion carried 7-0.**

The meeting was adjourned at 10:32 PM.

Brad Paulsen, Secretary

Barbara Intihar, President