



...from the October 24, 2017 Board of Education Meeting

PRESENTATIONS

Health and Dental Presentation

Chris Whelton, Assistant Superintendent for Finance and Operations, gave highlights of Renee Formell's (Alliant/Mesirow Insurance Services) [insurance renewal summary](#).

The renewal is for calendar year 2018. Mr. Whelton noted that the District had a good year from a claims perspective.

"There will be a 1.6% decrease for PPO and 0.87% decrease for HMO plan premiums. The D205 Insurance Committee met and proactively tried to modernize the PPO plan by considering different plan design changes. They came up with a plan to make the following changes: increase the deductible from \$400 to \$600; added a \$150 co-pay for emergency room usage; and changed the co-pay on prescription drugs. This makes for a reduction of 2.82%. Preventive care is 100% covered under the Affordable Care Act.

"The staff voted 67.24% in favor of these changes. The Committee worked well to help reduce the impact of the Cadillac Tax on the District in the future," he said. The Cadillac Tax will be implemented in 2020 and is based on premiums.

Preliminary Tax Levy Presentation

Mr. Whelton also gave an [Estimated Tax Levy](#) presentation. A levy is the formal request by a school district for a certain amount of revenue to be generated by the property tax. This formal request must be sent to the County Clerk prior to the last Tuesday in December.

Due to the tax cap, the District is limited to the annual Consumer Price Index (CPI) for its increase in operating taxes, regardless of the valuation of property in the District. New construction is the one exception to that. CPI was 2.1% in January of 2017. The average over the past five years is 1.36%.

Tax rate increase does not equal property tax bill increase. There is an inverse relationship between Equalized Assessed Valuation (EAV) and tax rate under the tax cap formula. When EAV is rising, the tax rate goes down. And when EAV is going down, the tax rate goes up. This can be confusing. The tax extension is the EAV times the tax rate.

"We don't yet know what EAV and new construction will be. We are estimating an average 7.0% increase in EAV. This is just a placeholder and doesn't really affect the final tax amount. The levy is just a request. At this time, District 205 is estimating new construction EAV at \$42 million. We are asking for an additional \$25 million to provide for the possibility of under-estimating new construction. Remember that no matter what amount the District levies, the counties will only extend the increase allowable under the tax cap," Mr. Whelton explained.

"This year's request is for a 4.9% total increase in the levy with a capped operating levy increase of 4.58% overall. If new construction does come in at \$42 million, the final will be a 3.83% for operating and 3.75% for the overall increase," said Mr. Whelton. Over the past five years, the actual extension amount has averaged about 1% lower than the amount levied.

Public notice of the extension request will be given through the newspaper (*Elmhurst Suburban Life*) on December 1; the hearing and adoption will take place on December 12.

SUPERINTENDENT'S AGENDA – CONSENT

With two Board members absent, the Board voted 5-0 to approve the following items:

- Increase of 1.0 FTE for third grade at Jackson
- Personnel Report
- Financial Reports

SUPERINTENDENT'S AGENDA – ACTION

With two Board members absent, the Board voted 5-0 to approve the following items, one at a time:

- Resolution Regarding the Estimated Amounts Necessary to be Levied for the Year 2017
- Collective Bargaining Agreement between the Board of Education and the Elmhurst Paraprofessional and School Related Personnel (PSRP) Council Local 571
- Collective Bargaining Agreement between the Board of Education and the Service Employees of Illinois Union Local 73
- Medical and Dental Insurance Contract
- Employee Retirement Agreement
- Donation from D205 Foundation – 50 Sprint Mobile Hotspot devices for student use (\$3,750)

The PSRP ratified the new contract on October 18. "The agreement brings our employees much more into line with our comparator districts," said Dr. Jim Woell, Assistant Superintendent for Human Resources. "We compare ourselves with seven other unit districts. Our PSRP employees were ranking 7 or 8, so our goal was to try and bring them up to third. We were able to accomplish that, ranking first, second or third across the board. There is no more step and lane for this bargaining unit. We feel we accomplished much, and that this was win-win for both sides."

The second agreement, with District 205 custodians, was ratified on September 16. "This contract was settled rather expediently. Looking at both the cost of insurance and salary, we were able to maintain a position close to CPI for the two years of the contract. There will be recognition for continued education and training," noted Dr. Woell. "We developed a system whereby there will be some monetary award for service education that benefits the District. There are only 4 of the 7 comparator districts that have in-house custodial services."

Commenting on the gift of hotspot devices, Dr. Moyer thanked the Foundation for its support and enhancement of student learning in District 205. "They treat us really well. Executive Director of Technology Dave Smith learned of this program by Sprint which helps families that don't have internet access. I think it's a great thing and am very appreciative."

Karen Stuefen thanked the community for its support of the D205 Foundation. "ConnectEd is a program of the U.S. Department of Education. Because Title 1 funding was not forthcoming this year, the Foundation stepped in. This is one way we maintain equity in the District," she noted.

SUPERINTENDENT'S COMMUNICATION

September 30 Enrollment Report

Mr. Whelton reported that in comparison to last year at this time, we have an overall increase of 94 students or a 1.11% increase. Madison Early Childhood Education Center is up by 9 for a total of 297 students. York Community High School is up 73 students.

"These are internal projections based on the 'cohort survival' method," he said. "For kindergarten, we are still using the demographer's numbers. Jackson and Field elementary schools have been off for kindergarten, however. We don't predict for early childhood because of the age of the students and the 'at risk' factor which applies to students who qualify for services. However, the trend is upward over the past several years."

Emerson is down 118 students over the past five years; Fischer's numbers are down as well. Field is much lower than what the demographer predicted. The lower grades are difficult to project.

"We had a bubble in grades 8, 9, 10 and 12. Those students have worked their way through. The middle schools peaked last year and will be down 63 students next year. The peak at York High School will be nearly 2,900 students in 2019-20. Overall for next year, we're looking at an increase of 32 students," Mr. Whelton reported.

Jim Collins asked Mr. Whelton to look into the number of students who might be coming out of the Nitti Development (the old hospital campus on Berteau). Shannon Ebner also wanted to know the capacity of Madison. Dr. Moyer said that's hard to say because of the nature of the program, but that he feels they're pretty close to capacity.

October Leadership Team Meeting

Dr. Moyer reported that the October 19 Administrative Team Learning Meeting focused on the concepts of "Explore and Exploit" from the O'Reilly and Tushman book *Lead and Disrupt*. He gave an [Explore and Exploit presentation](#) which included the District vision, mission, principles and beliefs, as well as the D205 Congruence Model. Also included were the Fullan/Saban chart on Managing Complex Change, an explanation of the Sigmoid Curve and a discussion of how to separate exploration and exploitation, so that the status quo doesn't kill innovation.

The work activity explored:

- How do we incentivize innovation in D205?
- Executive Leadership
 - What types of behaviors are required?
 - What are the information needs of the team?
 - What symbolic actions demonstrate commitment to the vision and mission of the District?

Freedom Of Information Act (FOIA) requests

There were four FOIA requests filed:

- Two requesting specific medical information, which were denied.

- One requesting staff member information, which was granted.
- One requesting specific finance information, which was granted.

BOARD COMMUNICATIONS

Kara Caforio reported on the Policy Committee Meeting held on October 12. Chairman John McDonough, along with members Ms. Caforio and Dr. Margaret Harrell were present. They discussed Policy #880 – Gifts to the District. The committee does not believe there need to be any changes made to that policy.

Mr. Woell commented that “We are looking at a change in administrative procedures that would make donations more equitable, but not tie the hands of the District.”

The committee also looked at Policy 7:60 - Student Residency and decided not to make any changes to that either. The next policy meeting is Thursday, November 9 at 6 PM.

FORTHCOMING MEETINGS AND EVENTS

November 9 – Policy Committee meeting – 6:00 PM – District 205 Center

November 10 – Veterans Day Observances at Bryan, Churchville and York

November 14 – Board of Education Meeting – 7:30 PM – District 205 Center

NOTE: Video footage of all Board of Education regular meetings are usually posted on [205TV](#) within 48-72 hours. Audio is posted within 24 hours at <http://www.elmhurst205.org/Audio> (please click on appropriate meeting date).

Past editions of Board Highlights are posted/archived at www.elmhurst205.org/BOE_highlights.