

MINUTES OF A **REGULAR MEETING** OF THE BOARD OF EDUCATION, THORNTON TOWNSHIP HIGH SCHOOL DISTRICT NO. 205, COOK COUNTY, ILLINOIS, HELD ON **WEDNESDAY, SEPTEMBER 9, 2015** IN THE AUDITORIUM AT THORN RIDGE HIGH SCHOOL, 15000 SOUTH COTTAGE GROVE AVENUE, DOLTON, ILLINOIS, BEGINNING AT 6:30 P.M.

The meeting was called to order at 6:32 p.m. President Lawrence made the following announcement: Any person may record or broadcast an open Board meeting. Special requests to facilitate recording or broadcasting an open board meeting such as seating, writing surfaces, lighting and access to electrical power shall be directed to the Superintendent at least 24 hours before the meeting. Recording meetings shall not distract or disturb Board members, other meeting participants, or members of the public. The Board President may designate a location for recording equipment, may restrict the movement of individuals using recording equipment or may take such other steps as are deemed necessary to preserve decorum and facilitate the meeting. Please know if you participate in public participation, you are part of the Board meeting and you may be taped.

ANNOUNCEMENT
BY BOARD
PRESIDENT

On roll call, Members Banks, Butler, Graham, Lawrence and Whittington answered. Members Gibbs and Williams were absent. Dr. Leotis D. Swopes, Interim Superintendent; Mr. Brett Fickes, Director of Curriculum; Mr. Thomas Porter, Director of Pupil Personnel Services; Mr. Jerry Doss, Director of Public Relations; Mr. John Arrington, Director of College and Career Partnerships; Mrs. Maria Brunson, Director of Information Technology; Mr. Tony Ratliff, Principal of Thornton Township High School; Mr. James Walton, Principal of Thornridge High School; Mr. Dennis Willis, Principal of Thornwood High School, and Mr. Rob Grossi, Financial Consultant, were also present.

ROLL
CALL

Report from Curriculum Committee: No report.

COMMITTEE OF
THE WHOLE

Report from Finance Committee: Mr. Butler reported a Finance Committee meeting was held on September 4, 2015, which agenda included several items. Some of the items must be put on hold due to financial constraints. RFQ's for architects have been received and will be reviewed. Infinite Visions Financial software will be recommended. Security cameras will cost approximately \$203,000.00 for the next 3 years and will be tabled. The solar panels at Thornwood are currently not in use and a new vendor is needed. COTG will be recommended for copier service.

Report from Policy Committee: Mrs. Whittington reported that the Policy Committee is working on several new policies and amendments to the Board Policy. There will be a public meeting to present the proposed policies and solicit input from the community on September 17, 2015. Articles 2, 3, 4 and 5 will be discussed.

Report from Discipline Committee: No report.

Report from Facilities Committee: No report.

Mrs. Whittington moved, Mr. Butler seconded, to Table the **Executive Session Minutes of July 28, 2015** and the **Health Insurance Benefits for Full-time Permanent Substitute Teachers**. On roll call, Members Banks, Butler, Graham, Lawrence and Whittington voted aye; nay, none; motion passed.

CONSENT AGENDA

Mr. Butler moved, Mrs. Whittington seconded, to **Approve the Consent Agenda**, which includes the following:

- The minutes of the Special Meeting of August 3, 2015.
- The minutes of the Regular Meeting and Executive Session of August 12, 2015.
- The minutes of the Special Meeting of September 1, 2015.
- The District 205 bills as presented for payment dated August 13, August 21, August 28 and September 4, 2015.
- Personnel dated September 9, 2015 (Resignations, Leave of Absence and Employment) See Director of Human Resources.

MINUTES:
AUGUST 3, 2015
AUGUST 12, 2015
SEPTEMBER 1, 2015

BILLS

PERSONNEL

- Approval of Coach Salary Settlement (See Director of Human Resources)

COACH SALARY
SETTLEMENT

On roll call, Members Banks, Butler, Graham, Lawrence and Whittington voted aye; nay, none; motion passed.

Mr. Banks moved, Ms. Graham seconded to **Open the Public Hearing on the 2015-2016 District 205 Budget**. On roll call, Members Banks, Butler, Graham, Lawrence and Whittington voted aye; nay, none; motion passed.

PUBLIC HEARING
ON THE 2015-2016
DISTRICT 205
BUDGET

Dr. Rob Grossi presented the following information on the 2015-2016 District 205 budget. Some information changed slightly from his presentation at the August 12, 2015 Board meeting. Notice of the budget has been on display on the District website as well as published in the newspaper for more than thirty (30) days prior to the budget hearing.

The major budget assumptions are:

Revenues

- Real estate taxes will increase approximately 3.5% as net collections (after non-payments and tax appeals) are projected to stabilize.
- General State-Aid will increase \$896,000 due to decrease in proration from 13% to 18%.
- State grant revenues will increase due to timing of State payments.
- Federal grants will remain relatively flat.

Expenses

- Total salaries are projected to increase 1.95%. It is assumed that staff size will decrease by 25 as most retirements will not be replaced. It is also assumed that certified staff will receive two 2% raises during the fiscal year.
- Employee benefits are projected to increase 3.9%.
- Transportation expenses are projected to increase significantly.
- Debt payments will increase \$1.6 million due to the timing of payments.
- Out of district tuition will increase to be more in line with historical trends.

The beginning budget balance was \$39,511,000. Total revenues are projected to be \$103,980,000; total expenses are budgeted \$114,201,000. The district will again need to transfer \$10 million from the transportation fund to the education fund to ensure the education fund has a positive balance.

Revenues are projected to increase from \$101,071,000 to \$103,980,000. In 2012 revenues were almost \$116,000,000. Expenditures are expected to be \$111,700,000. His presentation showed a dramatic decline in revenue since 2011. The district had done a good job of decreasing expenditures; however, in the last few years, it has run a deficit. Comparing revenues vs. expenditures since 2007, the District had total expenditures exceeding total revenues by \$5 million. This year, the budget shows that total expenditures will exceed total revenues by nearly \$8 million. As a result of the deficit, fund balances will decline. He reviewed the historical fund balances over the past ten years. In 2009, the District issued \$51 million in capital projects.

The criteria from the State requires the District to submit a deficit reduction plan. The District must show ISBE that within three years a \$10 million deficit will be turned into a balanced budget. Dr. Grossi showed his Deficit Reduction Plan Summary.

The District's growing structural deficit of \$5 million annually; the shifting of teacher pension costs from the State to the district; the creation of a charter school, the continued decrease in average daily attendance and major capital projects that need to be addressed are the major financial threats facing the district.

There were no questions from the public.

At 6:55 p.m., Mr. Butler moved, Mr. Banks seconded to Close the **Public Hearing on the 2015-2016 District 205 Budget**. On roll call, Members Banks, Butler, Graham, Lawrence and Whittington voted aye; nay, none; motion passed.

PUBLIC HEARING
ON THE 2015-2016
DISTRICT 205
BUDGET, Con't.

The following individuals spoke during Public Participation:

PUBLIC
PARTICIPATION

- Sharon Proffitt (Harvey) stated in regards to Curriculum, there is nowhere for students to go for extra help. In the past, there were after-school programs and this is no longer being done. The Board President asked her to direct her questions to the Director of Curriculum.
- Felita Crayton (Dolton) 1) stated that regarding curriculum meetings, she feels the plan is not being divulged, and 2) asked the Board to mend their ways as there is a long way to go.
- Mr. Tony Ratliff (Thornton High School Principal) introduced Brian Cepeda who presented an overview of an Urban Farming Initiative they would like to bring Thornton Township High School. The vision was presented about the need to address food injustice (fast food, processed food and the lack of access to fresh produce, which results in obesity, diabetes, etc.) and to teach students to take charge of their food system, diet and health through micro gardening.

Mr. Doss reported that since the last scheduled Board meeting, there have been no completed Freedom of Information Act requests with none pending.

FOIA

Mr. Doss presented the following information:

COMMUNICATIONS

- The Board of Education's Long-Term Visionary Goals were placed in The Shopper and the South Suburban Standard newspapers during the months of August and September. The four goals are: Student Achievement & Growth; Learning Climate; Quality Workforce, and Family/Community Partnerships. The goals are aligned to specific activities that will implement the goals over the next 2-5 years, including strategic planning.
- Articles tied to the goals have been published regarding dual college credit; State college visits; the Pre-Pharmacy Tech Program; over 700 scholarships awarded totaling \$17 million in financial support including 9 District 205 students received the prestigious Bill Gates Millennium Scholarship. In partnership with Senator Napoleon Harris a College Scholarship Fair will be held on September 24, 2015 at Thornwood.
- Twenty-two Thornridge students have the prerequisite unweighted GPA minimum of 3.3 to qualify as Gates Millennium Scholarship hopefuls.
- Over 300 parents attended Back To School Night at Thornton.
- TALF hosted its Annual Golf Outing on August 31, 2015.
- Thornwood's *Thunderbird Spoken Word* team hosted the first Poetry in the Park event on September 3 at Veterans' Park in South Holland where over 100 community members attended.

The Board commended the Communications Department stating that it is encouraging to see District 205's progress highlighted in the local newspaper.

Mr. Banks moved, Mr. Butler seconded to **Approve the 2015-2016 District 205 Budget** as presented by Dr. Grossi. On roll call, Members Banks, Butler, Graham, Lawrence and Whittington voted aye; nay, none; motion passed.

APPROVAL OF THE
2015-2016 DISTRICT
205 BUDGET

Mrs. Whittington moved, Mr. Butler seconded to **Approve the Date Change for the November Board Meeting** as presented by Dr. Swopes. The regularly scheduled Board meeting date, November 11, is Veterans' Day, a National holiday. After a brief discussion, the date of Thursday, November 12, 2015 was agreed upon. On roll call, Members Banks, Butler, Graham, Lawrence and Whittington voted aye; nay, none; motion passed.

APPROVAL OF
DATE CHANGE FOR
NOVEMBER BOARD
MEETING

Mr. Butler moved, Mrs. Whittington seconded to **Approve the Overnight Field Trip** as presented by Mr. Porter for three Special Olympic students who qualified to attend a Golf Tournament in Decatur, Illinois from September 11-13, 2015. Two coaches will chaperone. On roll call, Members Banks, Butler, Graham, Lawrence and Whittington voted aye; nay, none; motion passed.

APPROVAL OF
OVERNIGHT FIELD
TRIP

Mr. Banks moved, Mrs. Lawrence seconded to **Table the Approval of the Infinite Visions Financial Software Agreement** as presented by Mr. Charnot. In response to the Board, Mr. Charnot stated that the software implementation needs to be reviewed before it is purchased. Legal counsel stated they need to review the terms and provisions of the contract in order to properly protect the District. On roll call, Members Banks, Butler, Graham, Lawrence and Whittington voted aye; nay, none; motion passed.

APPROVAL OF
FINANCIAL
SOFTWARE
AGREEMENT

Mr. Thomas Leahy, Executive Searches Consultant from the Illinois Association of School Boards gave a presentation on the executive search services IASB would provide if selected to conduct a Superintendent search for District 205. He reviewed the services and fees, the process and the possible timeline. If their search is not successful, it will be redone. Since 2009, IASB has done Superintendent searches for 168 districts in 64 different counties.

IASB
SUPERINTENDENT
SEARCH
PRESENTATION

Ms. Graham moved, Mrs. Whittington seconded to **Table the Approval the IASB Superintendent Search Contract Agreement.** On roll call, Members Butler, Graham, Lawrence and Whittington voted aye; Member Banks voted nay; motion passed.

APPROVAL OF IASB
SUPERINTENDENT
SEARCH
CONTRACT
AGREEMENT

Dr. Swopes reported:

- Attendance is averaging approximately 92% of the expected enrollment.
- Talks are ongoing with CEC (Consortium for Educational Change) relating to the types of services needed for this school year. He will report back to the Board with an update.
- The doctoral intern working with Dr. Swopes has completed the work assigned. The Principals have been provided with this information about their individual buildings.
- ACT scores: the District average is approximately 17. The State average is almost 21.

SUPERINTENDENT
REPORT

At 7:40 p.m., Mrs. Whittington moved, Mr. Butler seconded to go into **Executive Session** pursuant to Section 2C of the Illinois Open Meetings Act to consider:

EXECUTIVE
SESSION

- 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, and
- Litigation, when an action against the District, 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.

On roll call, Members Banks, Butler, Graham, Lawrence and Whittington voted aye; nay, none; motion passed.

At 10:40 p.m., Mr. **Banks** moved, Mr. Butler seconded to **Return to Regular Session.** On roll call, Members Banks, Butler, Graham, Lawrence and Whittington voted aye; nay, none; motion passed.

RECONVENE
REGULAR SESSION

Mr. Butler moved, Mr. Graham seconded to **Table the Approval of Faculty Association Grievance No. 072815 Settlement** until further notice. On roll call, Members Banks, Butler, Graham, Lawrence and Whittington voted aye; nay, none; motion passed.

APPROVAL OF
GRIEVANCE NO.
072815
SETTLEMENT

Ms. Graham moved, Mr. Butler seconded to **Approve the Hire of School Psychologist Noni Coleman** in the amount of \$82,705.00 at Step 12. On roll call, Members Banks, Butler, Graham, Lawrence and Whittington voted aye; nay, none; motion passed.

APPROVAL OF
HIRE OF SCHOOL
PSYCHOLOGIST

At 10:43 p.m., Mr. Butler moved, Mr. Banks seconded, to **Adjourn the Meeting.** On roll call, Members Butler, Graham, Lawrence and Whittington voted aye; nay, none; motion passed.

ADJOURNMENT

President

Secretary