



THORNTON TOWNSHIP
HIGH SCHOOL DISTRICT 205

BOARD OF EDUCATION MEETING

AUGUST 14, 2024

Serving All or Portions of the Following Communities:

Hazel Crest | Lansing | Markham | Phoenix | Blue Island | Burnham | Calumet City
Posen | Riverdale | South Holland | Thornton | Dixmoor | Dolton | East Hazel Crest | Harvey

PHONE: 708-225-4000

district205.net

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OPEN SESSION

C A L L T O O R D E R

ROLL CALL

PLEDGE OF ALLEGIANCE



COMMITTEE OF THE WHOLE

- A. Report from Curriculum Committee
- B. Report from Finance Committee
- C. Report from Policy Committee
- D. Report from Discipline Committee
- E. Report from Facilities Committee

CONSENT AGENDA

- A. Approval of the Regular Meeting and Executive Session Minutes** dated July 10, 2024
- B. Approval of District 205 Bills:** Dated July 10, 2024, through August 13, 2024
- C. Personnel:** Approval of Resignations, Leave of Absence, New Hires & Terminations dated August 13, 2024

PUBLIC PARTICIPATION

We now open the Public Participation section of our agenda. At this time, members of the community are invited to address the Board. We ask that you state your name and town, limit your total time to two minutes, and talk only about items on the current Board Agenda.

In addition, if your comments are of a critical nature about specific people, the Board requests that you present your comments during the personnel portion of the “executive session.”

Your name will not be called if you do not sign in and list a topic or the topic is not on the current Board agenda or if public participation has begun.

FREEDOM OF INFORMATION ACT (FOIA)

DR. DOSS





THORNTON TOWNSHIP
HIGH SCHOOL DISTRICT 205

COMMUNICATIONS

N E W S F R O M T H E S C H O O L S

MR. FICKES

THORNBRIDGE

FALCONS

Fest



THORNTON TOWNSHIP
HIGH SCHOOL DISTRICT 205



Welcome to Thornridge
Freshmen Students
& Parents

PHONE: 708-225-4000

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THORNBRIDGE

FALCONS



THORNTON TOWNSHIP
HIGH SCHOOL DISTRICT 205



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**Thunderbird 2023 - 2024
Standout Teacher Award**
"Your Extra Effort is Recognized
and Appreciated!"

Teachers were selected and
agreed upon by the Thornwood
Instructional Leadership Team.

Consideration was based upon:
90% Attendance
90% Pass Rate
Adds value to the culture of
Thornwood and community.



Michael Sanders
DL: Andrea DeYoung



Michelle Liberio
AP: Dr. Camilla Covington



Rachael Santos
DL: Fred Bilotto



Shindana Sales
DL: Despina Liaskos



Mary Doornbos-Johnson
DL: Paul Fritz



Danny Gray
DL: Despina Liaskos



Steven Pellack
DL: Gus Yiakos



Teacher's Institute Day – 8/9/24



TWHS hosted team building activities for our teachers and staff. They had a great time with lots of fun and laughter. Ended the day with lunch and break-out sessions.

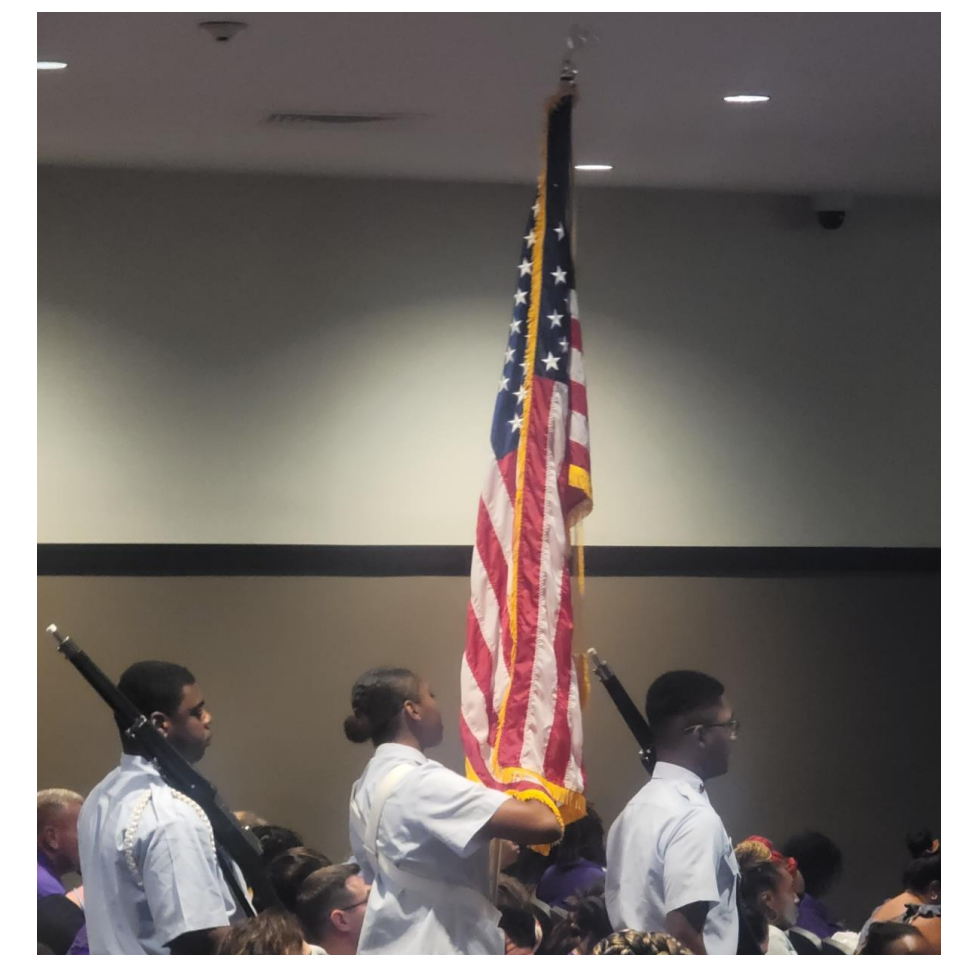


NEW BUSINESS

A. Conduct of public hearing concerning the intent of the Board of Education to sell not to exceed \$35,000,000 Working Cash Fund Bonds for the purpose of increasing the working cash fund of the District- Mr. Horton

NEW BUSINESS

B. Presentation: Civic Air Patrol Color Guard Recognition- Mr. Fickes



NEW BUSINESS

C. Presentation: International Teacher Partnership (Mr. Hedden & Mr. Arvidsson)- Mr. Fickes

NEW BUSINESS



D. Presentation: My Influence Matters (MIM)- Mr. Fickes & Mr. Clark

Chicago Leadership Summit

On August 3rd, MIM and other District 205 students attended the Chicago Youth Leadership Summit at UIC, where they were welcomed by Mayor Brandon Johnson. High school students from across Chicago discussed community impact through social change, advocacy importance, and explored resources at the UIC fair for post graduate success.



NEW BUSINESS



D. Presentation: My Influence Matters (MIM)- Mr. Fickes & Mr. Clark

On July 10th, My Influence Matters kicked off the 2024 District 205 Student Board Retreat with a workshop focused on leadership, teamwork, and being a pivotal link for peers and the community. The session included core SEL components and engaging group activities.

Let's take a look at the recap video!



My Influence Matters is a transformative campaign focused on empowering students to embrace their unique potential, foster positive influence, and drive meaningful change in communities.

Through a holistic approach to mental well-being and personal growth, MIM aims to create a generation of leaders, advocates, and change-makers.

How Can You Participate?

- **Students:** Take the pledge of Success and commit to embracing your positive influence. Participate in MIM initiatives.
- **Faculty & Staff:** Be role models for positive influence and support students' emotional growth. Engage students in leadership opportunities.
- **Parents & Guardians:** Encourage your student and support their journey of self-discovery and community impact.



WEEKLY
SESSIONS

STUDENT LED
CAMPAIGNS

COMMUNITY
SERVICE

EXPLORATION
TRIPS

INFLUENCE

WITH INTEGRITY



PROMOTES
MENTAL WELL-BEING

LEADERSHIP
DEVELOPMENT

CELEBRATES
DIVERSITY

STUDENT
EMPOWERMENT



”

*"Motivate with compassion,
influence with integrity."*

Open Enrollment

for students of all backgrounds and abilities. Visit your TTHS Counselor to learn more!

NEW BUSINESS

E. Recommended Approval: Intergovernmental Agreement with South Suburban College Concerning Outlook Academy- Mr. Fickes

NEW BUSINESS

F. Recommended Approval: Big Brothers, Big Sisters Agreement- Mr. Fickes

NEW BUSINESS

G. Recommended Approval: La Rabida Children's Hospital Agreement-
Mr. Fickes

NEW BUSINESS

H. Recommended Approval: Stitch Lab Contract for after-school fashion design program- Dr. Ratliff

NEW BUSINESS

I. Recommended Approval: Transportation Contract Extension- Mr. Horton

NEW BUSINESS

J. Recommended Approval: Proximity Card Replacement- Mr. Horton

NEW BUSINESS

K. Recommended Approval: Fiscal Year 2025 Tentative Budget- Mr. Horton



Thornton Township High School District 205

Presentation of 2024-2025 Tentative Budget

Preparing Today for the Challenges of Tomorrow

August/September 2024

Breakdown of Total Budget by Fund

Fund	Beginning Balance	Revenues	Expenses	Bond Proceeds/ Transfers	Ending Balance
Education	\$ 63,854,000	\$108,285,000	\$111,726,000	0	\$ 60,413,000
Building	17,069,000	24,664,000	20,166,000	(10,000,000)	11,567,000
Bond & Int.	5,422,000	10,295,000	10,250,000	0	5,467,000
Transportation	1,941,000	13,056,000	12,608,000	0	2,389,000
IMRF/SS	5,393,000	2,008,000	2,166,000	0	5,235,000
Capital Projects	1,875,000	25,567,000	24,000,000	10,000,000	13,442,000
Working Cash	13,722,000	885,000	0	0	14,607,000
Tort	1,084,000	7,000	1,045,000	0	46,000
Life Safety	1,673,000	44,000	0	0	1,717,000
Total	\$112,033,000	\$184,811,000	\$181,961,000	0	\$114,883,000



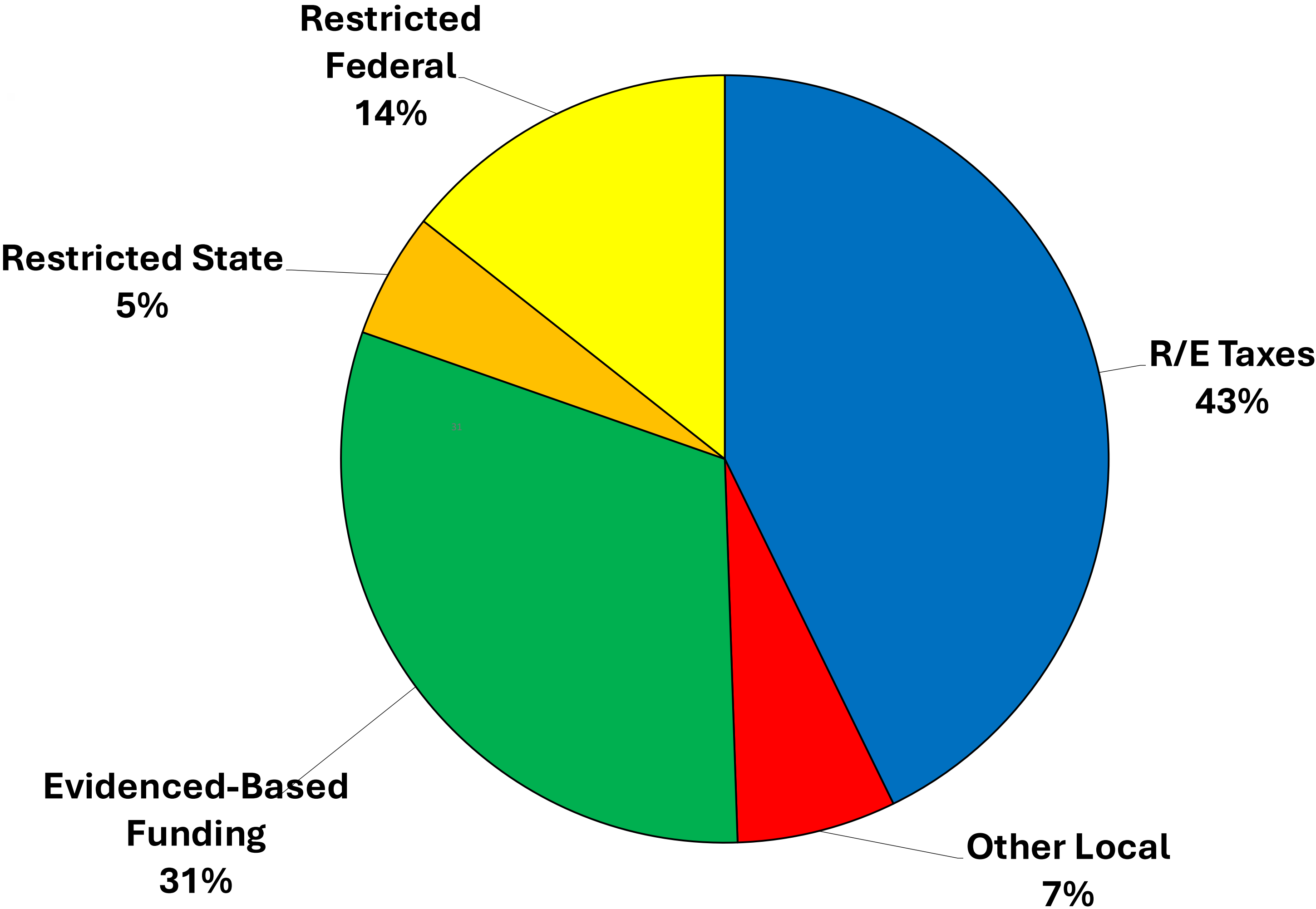
Budgeted Revenues – All Funds:

Comparison of Budget Verses Prior Years

Source	FY 2021	FY 2022	FY 2023	FY 2024	BUDGET FY 2025
Real Estate Taxes	\$ 64,909,000	\$ 70,358,000	\$ 71,023,000	\$ 73,067,000	\$ 74,753,000
Other Local Revenues	6,620,000	13,306,000	14,980,000	13,769,000	11,724,000
Evidenced-Based Funding	42,338,000	46,247,000	50,099,000	53,613,000	54,000,000
Other State Grants	5,939,000	1,617,000	3,129,000	6,868,000	9,229,000
Federal Grants	<u>6,191,000</u>	<u>11,845,000</u>	<u>15,951,000</u>	<u>17,887,000</u>	<u>25,105,000</u>
Total Revenues	\$125,997,000	\$143,373,000	\$155,182,000	\$166,004,000	\$174,811,000



Breakdown of Budgeted Revenues by Source





Budgeted Expenditures – All Funds

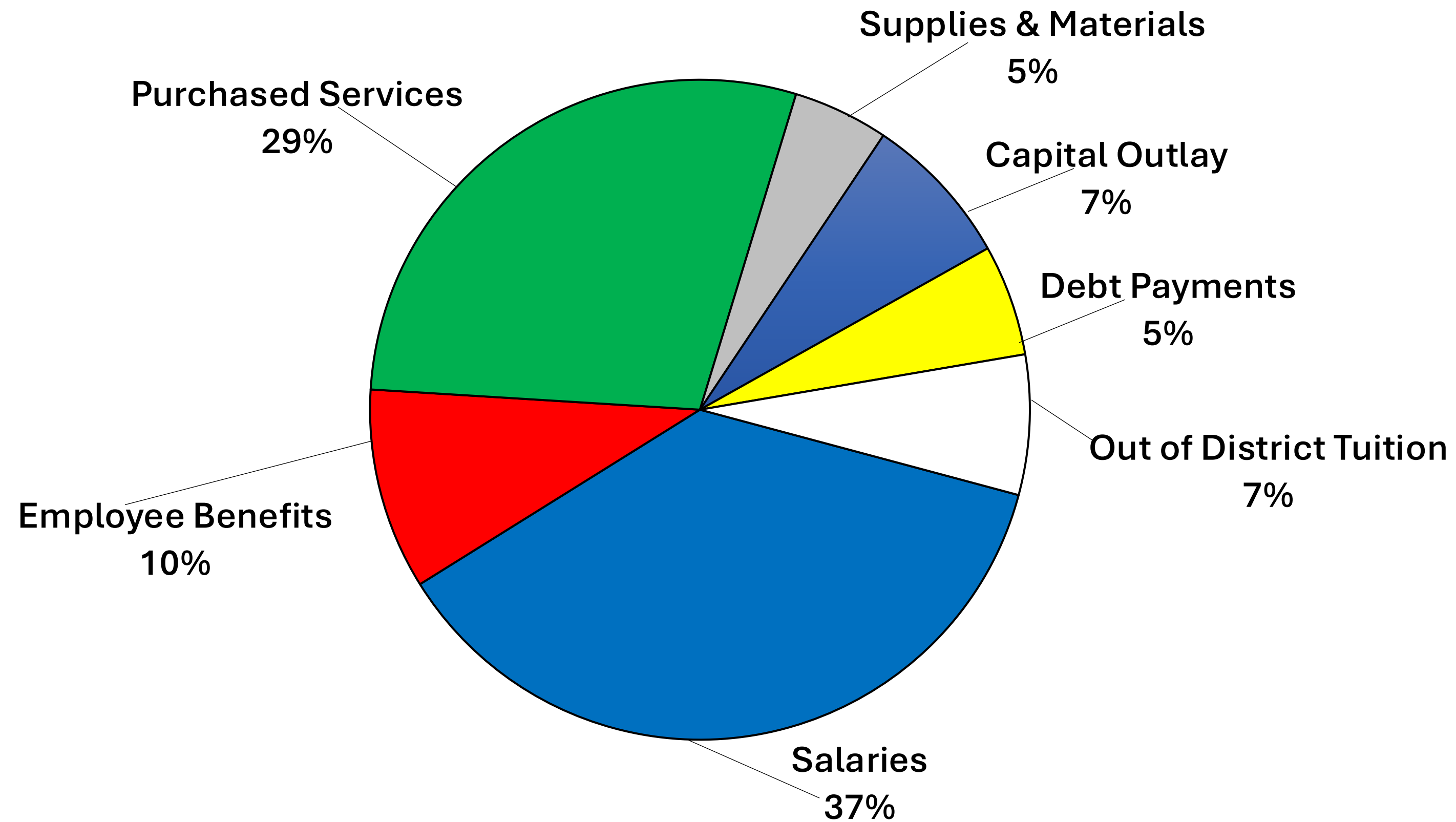
Comparison of Budget Verses Prior Years

Source	FY 2021	FY 2022	FY 2023	FY 2024	BUDGET FY 2025
Salaries	\$ 54,734,000	\$ 56,858,000	\$ 58,831,000	\$ 63,981,000	\$ 67,205,000
Employee Benefits	14,758,000	13,931,000	14,286,000	16,803,000	17,907,000
Purchased Services	14,639,000	23,952,000	30,639,000	44,802,000	52,240,000
Supplies and Materials	4,635,000	6,626,000	7,882,000	8,211,000	8,502,000
Capital Outlay & Equip	3,760,000	5,803,000	4,827,000	15,673,000	13,733,000
Out of District Tuition & Other	10,623,000	11,312,000	11,838,000	12,052,000	12,474,000
Debt Service	<u>10,526,000</u>	<u>10,677,000</u>	<u>9,828,000</u>	<u>9,795,000</u>	<u>9,900,000</u>
Total Expenses	\$113,675,000	\$129,159,000	\$138,131,000	\$171,317,000	\$181,961,000

Increases in FY24 and budgeted FY25 primarily due to major capital project expenses



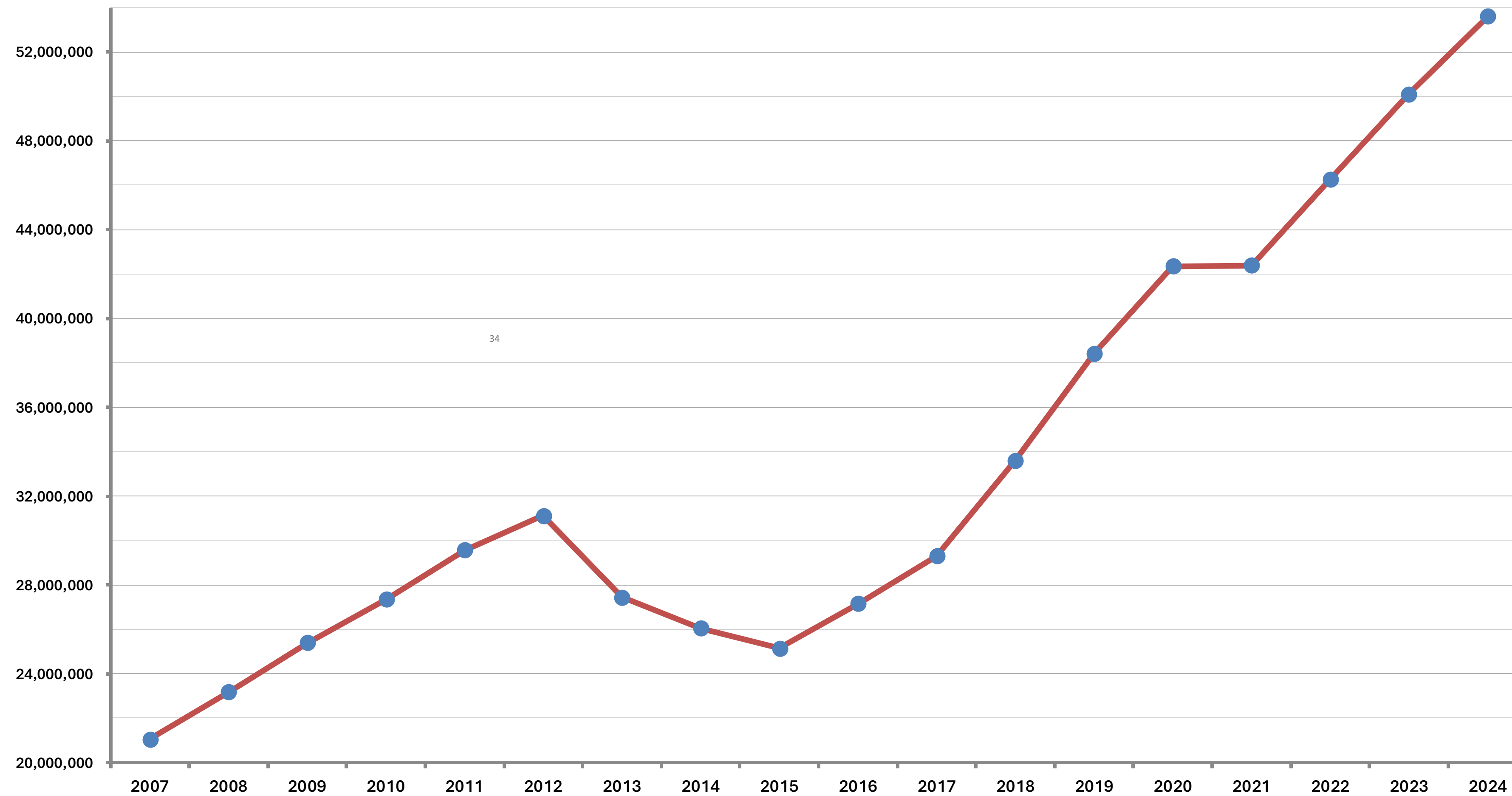
Breakdown of Budgeted Expenditures by Type





Major Positive Factor Impacting Financial Condition

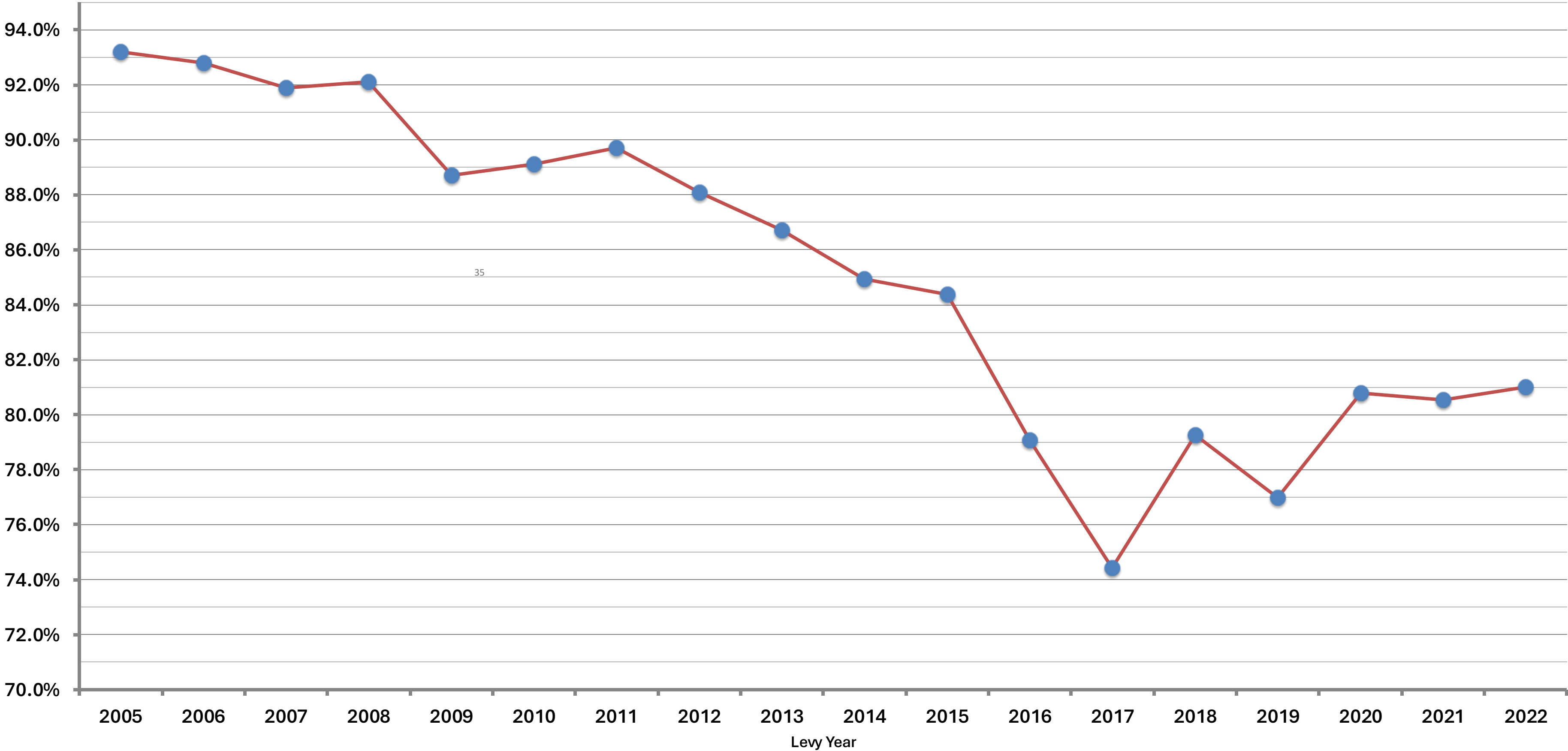
Increasing Evidenced-Based Funding Revenues





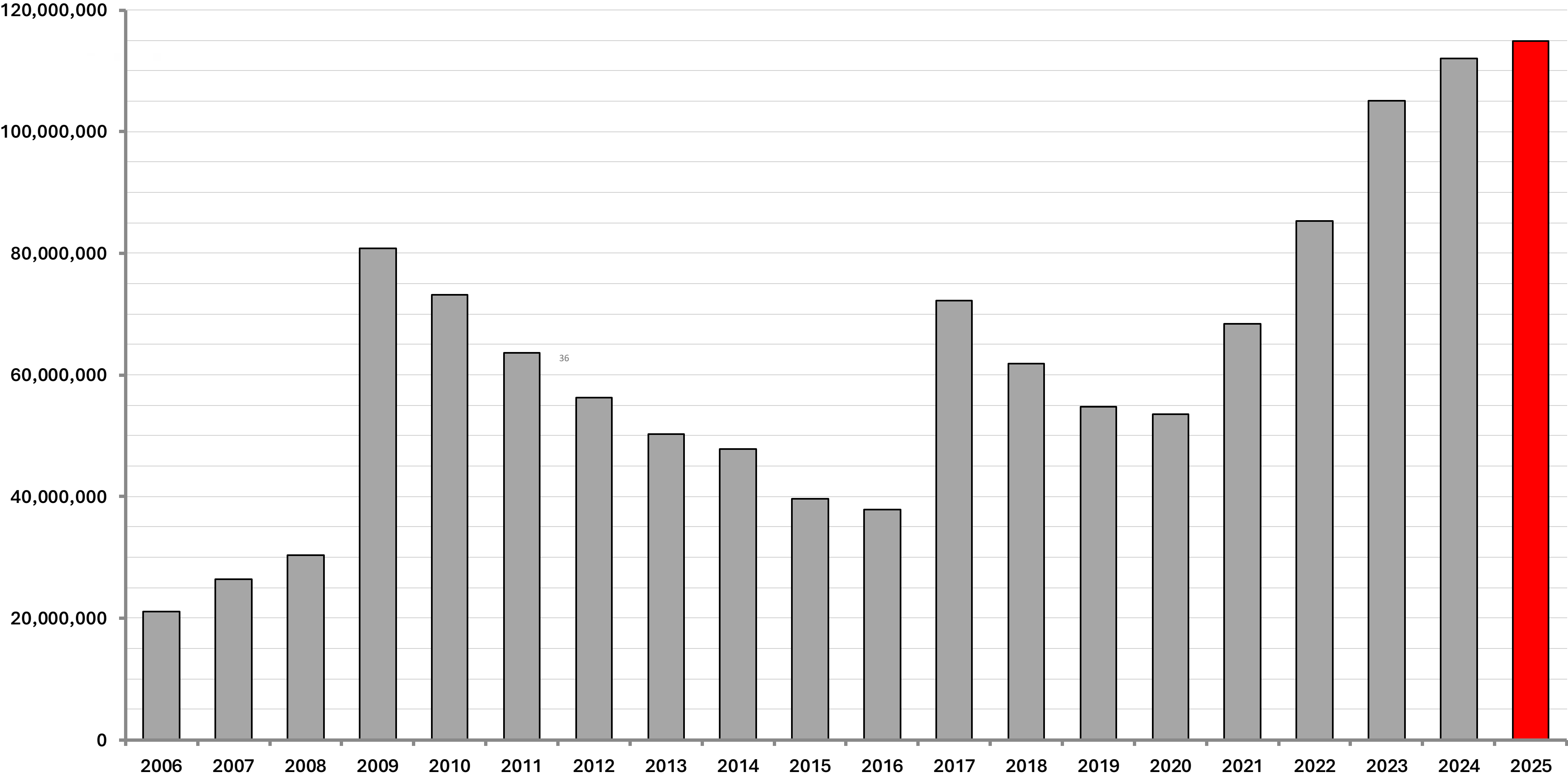
Major Negative Factor Impacting Financial Condition

Decreasing Net Tax Collection Percentages





Historical and Budgeted Fund Balances



End of Presentation



NEW BUSINESS

L. Recommended Approval: Intergovernmental Agreement with City of Harvey Concerning Public Way Closures- Mr. Horton

NEW BUSINESS

M. First Reading of PRESS Plus Policy Update 114 & 115 (30 Day Review)- Dr. Doss

- i) DRAFT UPDATE, Issue 114- 2:150, Superintendent Committees; 2:260, Uniform Grievance Procedure; 2:265, Title IX Grievance Procedure; 2:270, Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited; 4:165, Awareness and Prevention of Child Sexual Abuse and Grooming Behaviors; 4:190, Targeted School Violence Prevention Program; 5:10, Equal Employment Opportunity and Minority Recruitment; 5:20, Workplace Harassment Prohibited; 5:90, Coordination with Children's Advocacy Center; 5:120, Employee Ethics Code of Professional Conduct; and Conflict of Interest; 5:300, Schedules and Employment Year; 6:60, Curriculum Content; 6:120, Special Education Procedures Assuring the Implementation of Comprehensive Programming for Children with Disabilities; 7:20, Harassment of Students Prohibited; 7:20, Harassment of Students Prohibited; 7:180, Prevention of and Response to Bullying, Intimidation, and Harassment; 7:185, Teen Dating Violence Prohibited; 7:190, Student Handbook
- ii) REVIEW AND MONITORING, Issue 114- 2:40, Board Member Qualifications; 2:60, Board Member Removal from Office; 2:140, Communications To and From the Board; 2:170, Qualification Based Selection; 2:250, Written Request for District Public Records; 4:20, Fund Balances; 4:45, Insufficient Fund Checks; 4:55, Controls for the Use of District Credit and Procurement Cards; 4:110, School Bus Post-Accident Checklist; 4:170, Letter to Parents/Guardians Regarding Student Safety; 4:175, Informing Parents/Guardians About Offender Community Notification Laws; 6:185, Remote Educational Program; 7:10, Equal Educational Opportunities Within the School Community
- iii) DRAFT UPDATE, Issue 115-2:25, Protocols for Record Preservation and Development of Retention Schedules; 4:140, Waiver of Student Fees; 5:30, Fingerprint-Based Criminal History Record Information Security; 5:200, Terms and Conditions of Employment and Dismissal; 6:140, Education of Homeless Children; 6:230, Library Media Program; 7:280, Managing Students with Communicable or Infectious Diseases
- iv) REVIEW AND MONITORING, Issue 115- 2:70, Vacancies on the School Board – Filling Vacancies; 2:125, Board Member Compensation, Expenses; 2:160, Board Attorney; 4:15, Identity Protection; 4:40, Incurring Debt; 4:70, Resource Conservation; 4:80, Inventory Management for Federal and State Awards; 5:20, Resolution to Prohibit Sexual Harassment; 5:35, Employee Records Required by the Fair Labor Standards Act; 5:120, Code of Ethics for Illinois Educators; 5:130, Responsibilities Concerning Internal Information; 5:180, Temporary Illness or Temporary Incapacity; 5:250-AP, School Visitation Leave; 5:285, Drug and Alcohol Testing for School Bus and Commercial Vehicle Drivers; 5:310, Compensatory Time-Off; 6:110, Programs for Students At Risk of Academic Failure and/or Dropping Out of School and Graduation Incentives Program; 6:120, Special Education Required Notice and Consent Forms; 6:150, Home and Hospital Instruction; 6:170, District Annual Report Card Required by Every Student Succeeds Act; 6:280, Evaluating and Reporting Student Achievement; 6:300, Application for a Diploma for a Service member Killed in Action or for Veterans of WWII, the Korean Conflict, or Vietnam Conflict; 7:40, Placement of Nonpublic School Students Transferring Into the District; 7:170, Vandalism; 7:240, Extracurricular Drug and Alcohol Testing Program; 7:250, Measures to Control the Spread of Head Lice at School; 7:270, School Medication Authorization Form – Medical Cannabis; 8:25, Advertising and Distributing Materials in School Provided by Non-School Related Entities; 8:95, Letter Notifying Parents/Guardians of School Visitation Rights

SUPERINTENDENT'S REPORT

EXECUTIVE SESSION

- Motion to enter into Closed Session, pursuant to 2(c) of the Open Meetings Act to consider the following:
 - The appointment, employment, compensation, discipline, performance, or dismissal of specific employees;
 - Student discipline;
 - Individual Student Issues;
 - Collective negotiating matters; and
 - Pending, probable or imminent litigation

RECONVENE OPEN SESSION

ACTION ITEMS FOLLOWING EXECUTIVE SESSION

- A. Possible Action Concerning Teacher A Resignation Agreement and Release
- B. Possible Action Concerning Teacher B Resignation Agreement and Release

ADJOURNMENT

Next Regular Meeting September 11, 2024 THORNBRIDGE HIGH SCHOOL

District 205 Vision: Building an exemplary high-quality organization that produces major gains in student achievement and prepares all students to be productive citizens in a global society.

District 205 Mission: To develop productive citizens who are enrolled, enlisted or employed at the completion of high school.

District 205 Core Values: Empathy, Trust, Pride, Responsiveness, High Expectations with High Support Integrity, Commitment to Excellence, Innovation, and Collaboration