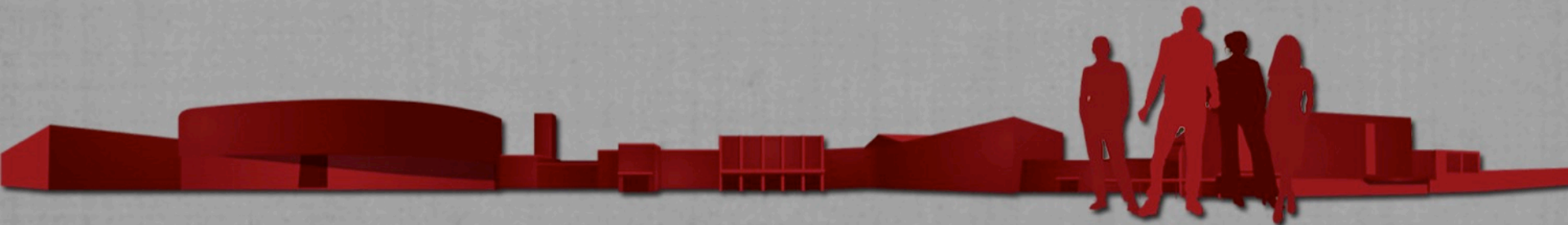


BOARD OF EDUCATION MEETING

August 8, 2018

Serving All or Portions of the Following Communities:

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



Open Session

Roll Call

Pledge of Allegiance



Committee of the Whole

- *Report from Curriculum Committee*
- *Report from Finance Committee*
- *Report from Policy Committee*
- *Report from Discipline Committee*
- *Report from Facilities Committee*

Consent Agenda

- **Approval of Minutes:** Regular Meeting and Executive Meeting of June 13, 2018
- **Approval of Minutes:** Special Meeting and Executive Meeting of June 26, 2018
- **Approval of Minutes:** Regular Meeting and Executive Meeting of July 11, 2018
- **Approval of District 205 Bills dated:** July 12 through August 8, 2018
- **Personnel:** Approval of Resignations, Leave of Absence, New Hires and Terminations dated August 8, 2018
- **Ratifications:**

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

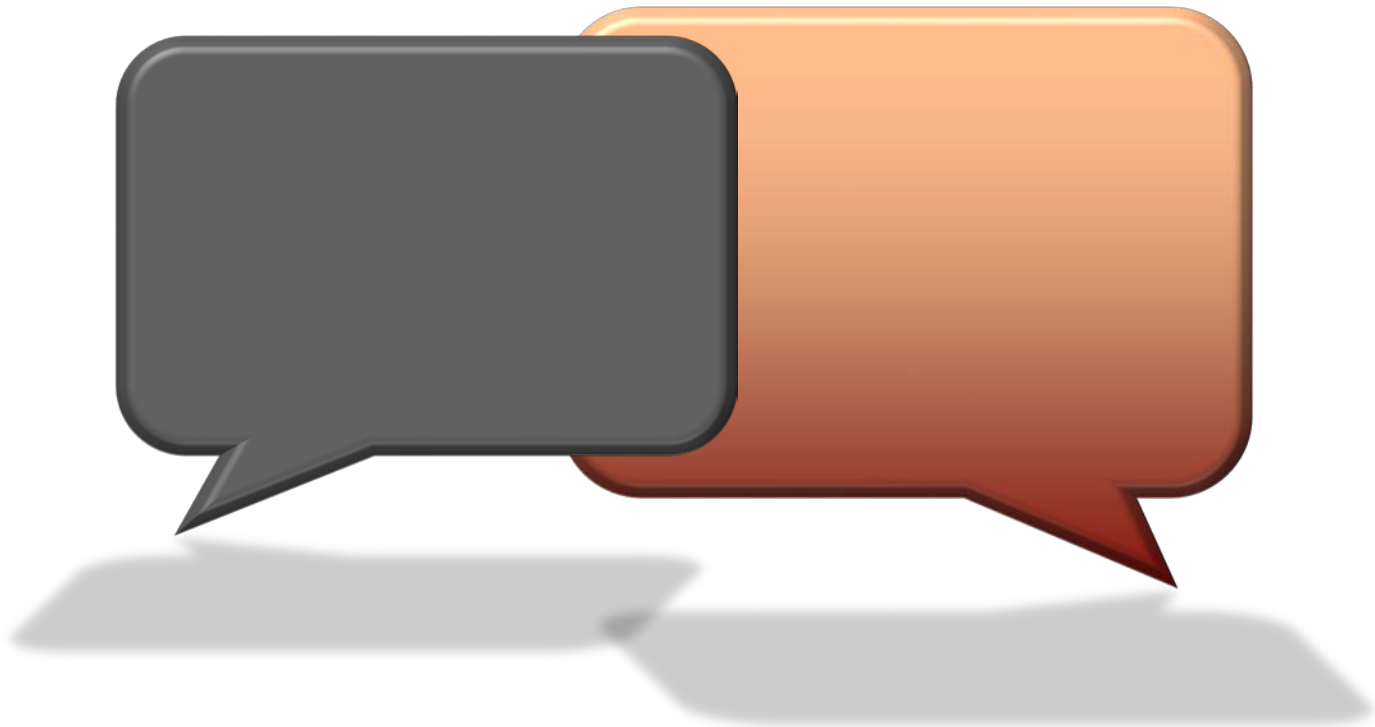
- *Dr. Doss*

FOIA



Communications

- *Mr. Arrington*





Teaming Together to Move Us Forward

DISTRICT 205 INSTITUTE DAY



BOARD OF EDUCATION

Ms. Nina Graham, *Board President*

Mr. Albert Butler, *Board Vice President*

Mrs. Annette Whittington, *Board Secretary*

Mr. Ray Banks, *Member*

Ms. Leticia Cruz, *Member*

Mrs. Bernadette Lawrence, *Member*

Ms. Almetta Vasser-Moody, *Member*

Nathaniel Cunningham, Jr., Ph.D., *Superintendent of Schools*



Teaming Together to Move Us Forward

DISTRICT 205 INSTITUTE DAY

Location: Thornton Township H.S. Auditorium, Harvey, IL

MONDAY - 8/13/2018

7:00am-7:50am	Continental Breakfast
7:50am-8:00am	Thornton Band Plays
8:00am-8:30am	WELCOME Mr. Brett Fickes and Ms. Leah Pietraszewski: District 205 Professional Development Committee Co-Chairs Ms. Nina Graham: School Board President Ms. Patience Butler-Gasper: Student Board President AVID Announcement
8:30am-8:45am	Superintendent Dr.Cunningham
8:45am-9:00am	BREAK
9:00am-9:15am	District Behavior and Trauma Team Support Staff Upd ate
9:15am-9:30am	District Resilience Team Presentation
9:30am-10:30am	Guest Speaker: Dr. Harvey Silver
10:30am-11:15am	Faculty Association
11:15am-12:30pm	TRAVEL & LUNCH at Designated Buildings
12:30pm-3:00pm	Meet in specific groups Special Education teachers will go to the division that is the same as their content and will be directed by AP's over Special Education Deans, Counselors, Nurses, OT's, and Speech Pathologists work on District Policies



MONDAY AFTERNOON LOCATIONS

English/Reading/Speech/Library	Thornridge Library
Math/Business	Thornton Library
Science/CTE	TT175
Social Studies/Fine Arts	T204
FCS/PE	TW Performing Arts Center
Deans/Counselors	T107
Para Protraining	Thornton Auditorium
Special Education Teachers	TBA

TUESDAY - 8/14/2018

Agenda Provided by Building Administrator



Teaming Together to Move Us Forward

DISTRICT 205 INSTITUTE DAY

PROFESSIONAL DEVELOPMENT COMMITTEE & TEACHER INSTITUTE DAY PLANNING COMMITTEE

Brett Fickes, *PO Chairperson*

Leah Pietraszewski, *PO Chairperson*

Laquitha Snow, *TR Asst. Principal for PO*

Don Holmes, *TW Principal*

Benjamin Blakeley, *TT Asst. Principal for PO*

Emily Adams
John Arrington
Anne Bludgen
Elizabeth Bourne
Maria Brown
Carrie Carlson
Andrew Chidester
Jason Curl
Denise Digiacomio
Daniel Dominik
Kim Gaitor
Albert Holmes
Susan Hudson
Darrel Kuipers
Michelle Liberio
Chalimar McAllister
Lee Mitidiero
Cynthia Morris
Thomas Porter
Hanifah Ross
Michae I Sanders
Randal Sieber
Melissa Sobeske
Chuck Surina
Charissa Berrini
Mike Whitman
Leo Conry

SPECIAL THANKS TO:

Rakyah Merriweather
Dana Thigpen
Heidi Wicklund



SPECIAL ACKNOWLEDGMENTS

Nathaniel Cunningham, Jr., Ph.D., Superintendent of Schools
Dr. Jerry B. Doss, Asst. Superintendent of Human Resources & Community Relations
Mr. Toriano Horton, Asst. Superintendent of Finance & Operations
Mr. John Arrington, Director of College & Careers
Mrs. Maria Brunson, Director of Information Technology
Mr. Brett Fickes, Director of Innovative Curriculum & Instruction
Mr. Robert Penman, Director of Research, Assessment & Quality Analysis
Mr. Thomas Porter, Director of Pupil Personnel Services
Mr. William Garrett, Director of Building and Grounds
Mr. Alfonzo Pearson, District Coordinator of Career & Technical Education
Dr. Albert J. Holmes, Jr., Federal & State Programs Coordinator

SCHOOL ADMINISTRATION

Thornridge High School

Mrs. Ebonie Williams, Principal
Mr. Derek Alexander, Asst. Principal
Ms. Laquitha Snow, Asst. Principal
Mr. Dennis Willis, Coordinator of Student Discipline
Ms. Carol Friedl, Division Leader of FACS/ PE
Dr. Kimberly Hodges, Division Leader of Science / CTE
Dr. Jarita Steward, Division Leader of English/ Reading / Speech/ Library
Mr. Brad Beilfuss, Division Leader of Social Studies/ Fine Arts
Mr. William Brown, Division Leader of Math/ Business

Thornton Township High School

Mr. Tony Ratliff, Principal
Ms. Wanda Russell, Asst. Principal
Ms. Jennifer Kuyper, Asst. Principal
Mr. Benjamin Blakeley, Asst. Principal
Mr. Wayne Dendler, Division Leader of FACS/ PE
Ms. Ferris Williams, Division Leader of Science/ CTE
Mr. Brad Wieher, Division Leader of English/ Reading / Speech/ Library
Mr. Nick Tarala, Division Leader of Social Studies/ Fine Arts
Ms. Jennifer Mitchell, Division Leader of Math/ Business

Thornwood High School

Mr. Don Holmes, Principal
Mr. Todd Hall, Asst. Principal
Ms. Maria Brown, Asst. Principal
Mr. Thomas Walsh, Asst. Principal
Ms. Maria Gonzalez, Division Leader of FACS/ PE
Ms. Cindy Morris, Division Leader of Science/ CTE
Mr. Fred Bilotto, Division Leader of Social Studies/ Fine Arts
Mr. Ron Peterson, Division Leader of Math/ Business

Outlook Academy

Mrs. Patricia Fortier, Program Administrator
Mr. Steve Valant, Asst. Program Administrator

Peace Center

RETURNING AND FUTURE THORNTRIDGE HIGH SCHOOL STUDENTS

Fall Registration Dates

Tuesday, August 7 th	10:00 am – 2:00 pm
Wednesday, August 8 th	10:00 am – 2:00 pm
Thursday, August 9 th	3:00 pm – 8:00 pm
Saturday, August 11 th	10:00 am – 2:00 pm

Registration dates for the upcoming 2018-19 school year are around the corner. Mark your calendars and come get registered so you can be enrolled to start on the 1st day of school.

Falcon Pride!



INCOMING FRESHMAN BBQ

**Class of 2022 Falcons!... Please join us for an
Ice Cream Social/BBQ.**

**Come out and get acquainted with where you'll be spending
your next 4 years in preparation for higher learning.**

Wednesday, August 8, 2018

6:00 pm – 8:00 pm

THORNRIDGE HIGH SCHOOL

15000 Cottage Grove Avenue, Dolton, IL 60419 Phone: (708) 271-4409/4411



Ice Cream Social



FREE STUDENT BREAKFAST

Monday - Friday before first and second period
Located at kiosks by door 2, door 11, and in the cafeteria
Please bring your student ID



To ensure that all of our students are well prepared for academic success, Thornridge High School is pleased to announce that we are launching a Grab 'N' Go Breakfast model. Instead of offering breakfast in the cafeteria before school, breakfast will now be served from kiosks located near door 2, door 11, and in the cafeteria before first and second periods.

At Thornridge High School the School Breakfast Program is FREE for all students every day. We encourage every student to participate to ensure that they have the nutrition needed to succeed in the classroom. These meals meet federal nutrition standards and our staff is working to provide students with a variety of meal options.

For families that have early morning commitments or conflicting schedules, Grab 'N' Go is a great solution to ensure your child starts the day off right—which is why we encourage participation in this program.

If you have any questions, comments, or concerns, please do not hesitate to reach out to Assistant Principal Alexander at (708) 271-4413 or alexander.derek@district205.net



Unified Soccer Team Illinois



Congratulations! to Thornton's very own Manny Johnson who participated in the Special Olympics Chicago In July and their team took 4th place in their division. Manny received a participation award. Manny Johnson and Aryrianna Martin will also travel to Atlanta in October with the Chicago Fire MLS Pro League.



WAY TO GO WILDCATS!

A Big Thank You from Imani!



Imani Lewis is a June 2018 graduate of Thornton Township High School. She attended the Spring HBCU tour and was one of 12 students offered full scholarships from the various colleges and universities. She will be attending Rust College in Holly Springs, Mississippi and will be majoring in social work.





THUNDERBIRD GRIDIRON WARRIORS AND THEIR COACHES PARTICIPATED IN A CAMP HOSTED BY THE CHICAGO BEARS AT OLIVET NAZARENE UNIVERSITY! BEARS PRO BOWLER ALEX BROWN, FORMER PACKER RUNNING BACK AND TW ALUM MICHAEL BLAIR, IN ADDITION TO OTHER FORMER PRO ATHLETES, USA FOOTBALL COACHES AND OUR VERY OWN TW FOOTBALL COACHES TOOK ATHLETES FROM THORNWOOD, PLAINFIELD EAST AND LEO HS THROUGH A DAY OF HIGHLY COMPETITIVE DRILLS AND SPORTSMANSHIP TRAINING. WHAT AN EXPERIENCE.... THE FOOTBALL PROGRAM ALSO LEFT HOLDING A \$3,000 CHECK FOR THEIR COACHES PARTICIPATION.

"Thunderbird
Excellence starts
with MY Effort!"
And as always...
#GoTBirds





Basketball: Coach Williams in efforts of developing a team that was close to our kids and offered them a place to get additional exposure piloted our very own AAU Thunder Elite Basketball Team. This AAU team created a lot of buzz this summer with an overall record of 39-9. This group of young men finished in 1st Place, six times and 2nd Place two times. This record gained them exposure and a write up in the Sun Times by Joe Henricksen highlighting three Thornwood athletes.

<https://www.suntimeshighschoolsports.com/2018/07/17/offers-evals-thoughts-julys-first-live-period/>

Thunder Elite
AAU Boys



Track Club: **Coach Hill** pioneered our first track club also known as Thunder Elite. This team competed weekly at several invites such as Marian Catholic Invite, Kankakee Invite, Jane Dickens Invite, the DuPage Invite and the USATF Illinois Championship. This group, comprised of both male and female runners, achieved many accomplishments this summer including featuring some grade school talent along with our national qualifiers and state finishers' talent. This group was able to compete in fields that they were good at and try something new. Congratulations to **Coach Hill** for pushing the boundaries and encouraging our young athletes to think outside of the box!



**Thunder Elite
Track Club -
Continuing to
Shift the
Paradigm**



Unfinished Business

New Business

- *Student Presentations – Student Board of Education –
Dr. Doss*



DISTRICT 205 STUDENT BOARD OF EDUCATION ANNUAL RETREAT REPORT

Mission & Vision Statement

Mission Statement: With humility, humbleness, and hard work the Student Board of Education works to represent and serve our peers, schools, and community. By using our leadership skills, we work to ensure that all students receive a high quality and well-rounded high school experience.

Vision Statement: It is the mission of the Student Board of Education to use our leadership positions to represent the District 205 students, improve our schools, and give back to the community. We will do this by providing quality programs and acting as a sounding board to the Superintendent and Board of Education.

Takeaways From “The Advantage” By Patrick Lencioni

- ▶ “The key ingredient for improvement and success is the health of the environment”.
- ▶ “Accountability is about having the courage to confront someone about their deficiencies and then stand in the moment and deal with their reaction, which may not be pleasant”.
- ▶ “ People will not actively commit to a decision if they have not had the opportunity to provide input, ask questions, and understand the rationale behind it”.
- ▶ “ An organization that is healthy will inevitably get smarter over time That’s because people in a healthy organization, beginning with the leaders, learn from one another, identify critical issues, and recover quickly from mistakes”.

Why Do We Exist ?

- ▶ The Student Board of Education exists to help other students, give back to the community, provide structure for the district, and serve as a sounding board to the Board of Education.

How Do We Behave ?

- ▶ The Student Board of Education behaves as a unit, that exemplifies respectful and responsible character traits, professionalism, maturity, and discipline.

What Does The SBOE Do ?

- ▶ The Student Board of Education represents the students' interest, works tirelessly to ensure that all students are treated fairly, have access to a high-quality education, and continues to evolve.

How Will The SBOE Succeed?

- ▶ The Student Board of Education will succeed by working with stakeholders, being data-driven and using all available resources for student achievement.

What's Most Important?

- ▶ The most important thing is acknowledging input, achieving our goals, being transparent, and having persistence.

Who Must Do What?

- ▶ The President must be able to lead by example, communicate, guide others, manage the board, be dependable, remain emotionally stable, be understanding, use teamwork, be able to compromise, and learn from peers.
- ▶ Committee Chairs must be able to make agendas, communicate with the secretary and members of the board, make reports, set and accomplish committee goals, motivate committee members, and plan accordingly.
- ▶ Members must be able to communicate, be active, attend meetings, assist with planning, be on time, be open to constructive criticism, be leaders and positive role models.

Closing Remarks



New Business

- *Student Presentations – District 205 Pre-Pharmacy / Summer STEM Academy Students–
Mr. Fickes*

New Business

- *Recommended Approval ECRA Service Agreement –
Mr. Fickes (Approval Needed)*

New Business

- *Recommended Approval of the MCMI PD Consortium –
Mr. Fickes (Approval Needed)*

New Business

- *Recommended Approval of the Renewal of PLATO Course Subscription –
Mr. Fickes (Approval Needed)*

New Business

- *Recommended Approval of Special Olympics Flag Football Contest Trip –
Mr. Porter (Approval Needed)*

New Business

- *Recommended Approval of Continuation of EASY IEP Program –
Mr. Porter (Approval Needed)*

New Business

- *Recommended Approval of Presentation of 2018-2019
Tentative Budget –
Mr. Horton (Approval Needed)*



Thornton Township High School District 205

Presentation of 2018-19 Tentative Budget

Preparing Today for the Challenges of Tomorrow

August 2018



Breakdown of Total Budget by Fund

	Beginning Balance	Revenues	Expenses	Ending Balance Prior to Transfers and Bonds	Transfers/Bo nd Proceeds	Ending Balance
Education	\$ 12,603,000	\$ 93,550,000	\$ 85,986,000	\$ 20,167,000	0	\$ 20,167,000
Building	3,015,000	9,015,000	11,008,000	1,022,000	0	1,022,000
Bond & Int.	2,809,000	8,796,000	10,577,000	1,028,000	0	1,028,000
Transportation	9,135,000	4,945,000	8,009,000	6,071,000	0	6,071,000
IMRF/SS	2,533,000	1,725,000	2,186,000	2,072,000	0	2,072,000
Capital Projects	19,768,000	150,000	10,000,000	9,918,000	0	9,918,000
Working Cash	4,625,000	495,000	0	5,120,000	0	5,120,000
Tort	3,805,000	30,000	828,000	3,007,000	0	3,007,000
Life Safety	4,039,000	30,000	0	4,069,000	0	4,069,000
Total	\$ 62,332,000	\$118,736,000	\$128,594,000	\$ 52,474,000	0	\$ 52,474,000

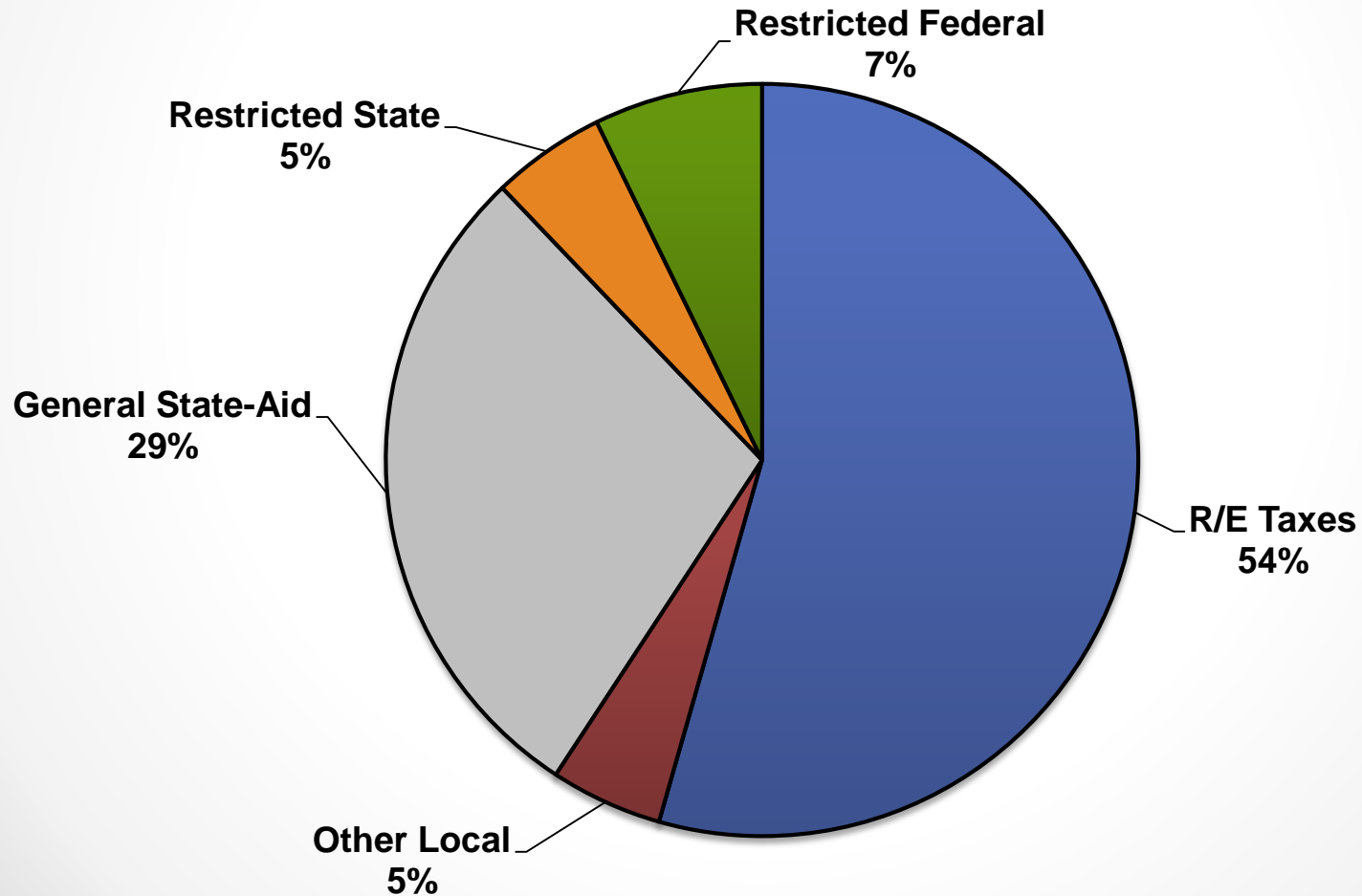
Budgeted Revenues – All Funds:

Comparison of Budget Verses Prior Years

Source	FY 2015	FY 2016	FY 2017	FY 2018	BUDGET FY 2019
Real Estate Taxes	\$ 58,901,000	\$ 65,481,000	\$ 67,883,000	\$ 61,814,000	\$ 64,616,000
Other Local Revenues	6,150,000	5,355,000	5,355,000	5,902,000	5,720,000
General State-Aid	25,138,000	27,153,000	27,153,000	33,597,000	34,000,000
Other State Grants	5,134,000	7,117,000	7,117,000	8,491,000	5,800,000
Federal Grants	<u>5,998,000</u>	<u>7,091,000</u>	<u>7,091,000</u>	<u>8,644,000</u>	<u>8,600,000</u>
Total Revenues	\$101,321,000	\$112,197,000	\$112,197,000	\$118,448,000	\$118,736,000



Breakdown of Budgeted Revenues by Source





Budgeted Expenditures – All Funds

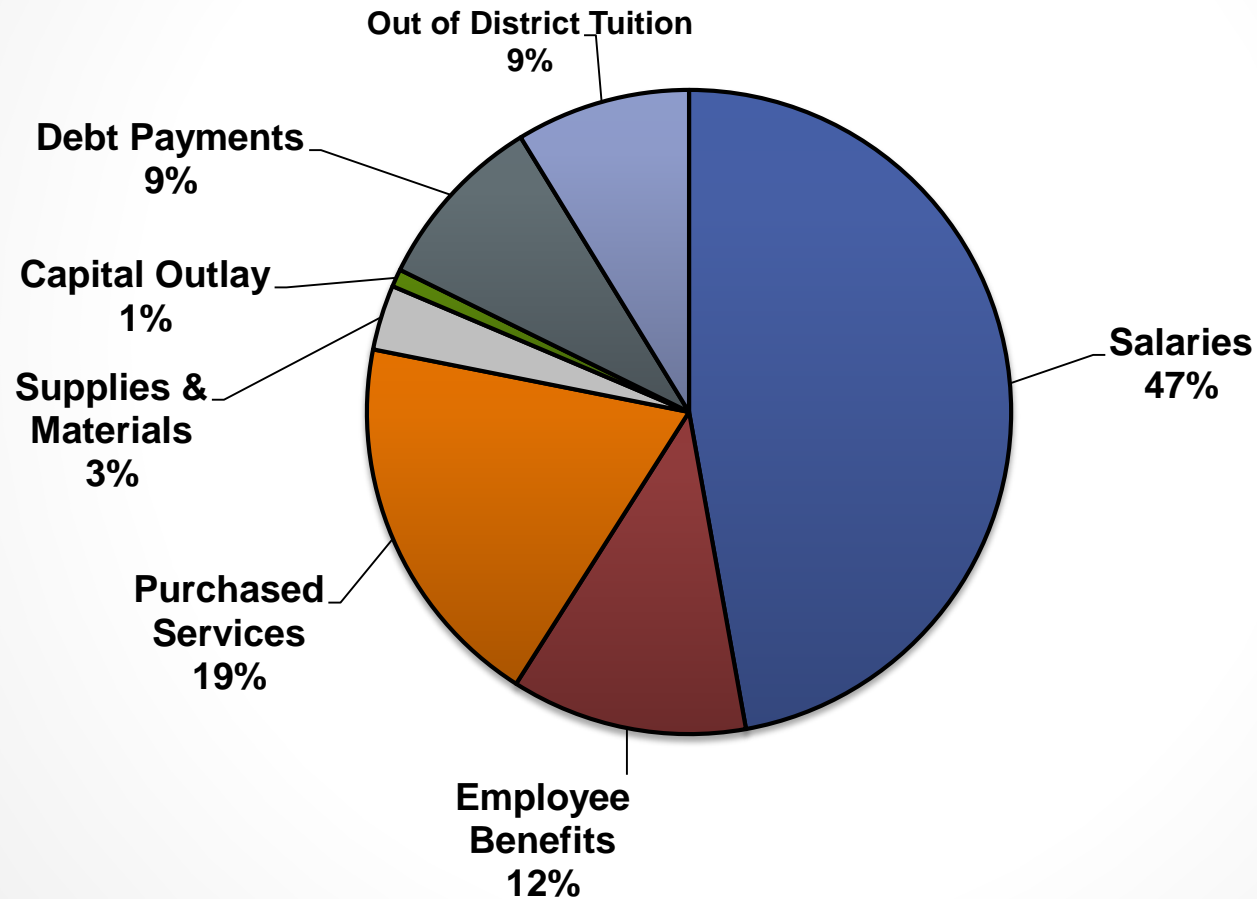
Comparison of Budget Verses Prior Years

(Actual and Budget Figures Exclude Major Capital Expenses)

Source	FY 2015	FY 2016	FY 2017	FY 2018	BUDGET FY 2019
Salaries	\$ 49,660,000	\$ 50,879,000	\$ 51,668,000	\$ 54,918,000	\$ 55,600,000
Employee Benefits	11,962,000	12,490,000	11,509,000	13,598,000	13,966,000
Purchased Services	22,236,000	26,593,000	22,950,000	22,570,000	22,511,000
Supplies and Materials	4,630,000	4,263,000	5,303,000	4,407,000	3,859,000
Capital Outlay	2,235,000	2,565,000	3,537,000	1,045,000	1,045,000
Out of District Tuition & Other	10,161,000	12,697,000	9,240,000	11,038,000	11,038,000
Debt Service	<u>5,284,000</u>	<u>6,903,000</u>	<u>9,257,000</u>	<u>10,575,000</u>	<u>10,575,000</u>
Total Expenses	\$106,168,000	\$116,390,000	\$113,464,000	\$118,151,000	\$118,594,000

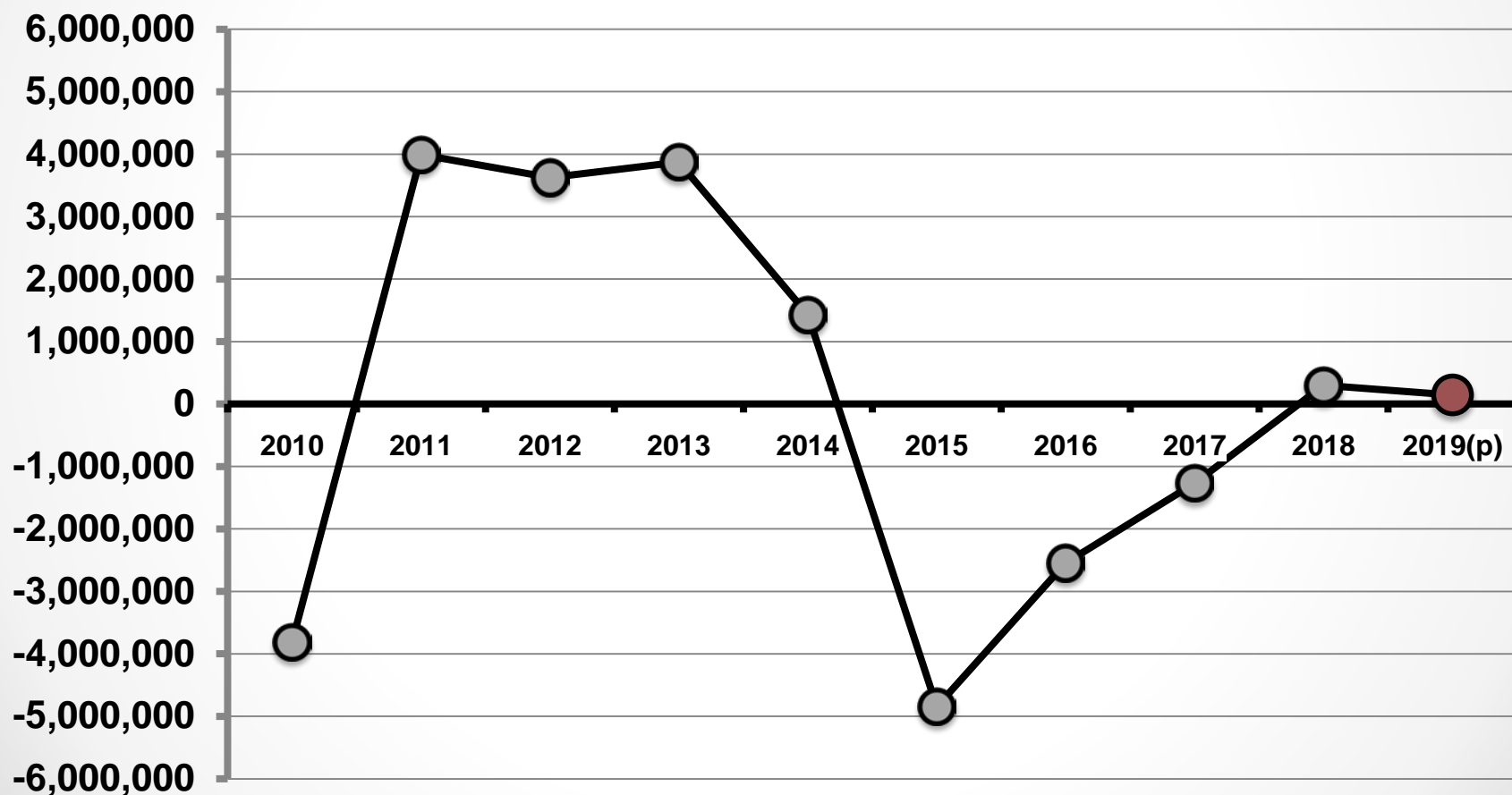


Breakdown of Budgeted Expenditures by Type



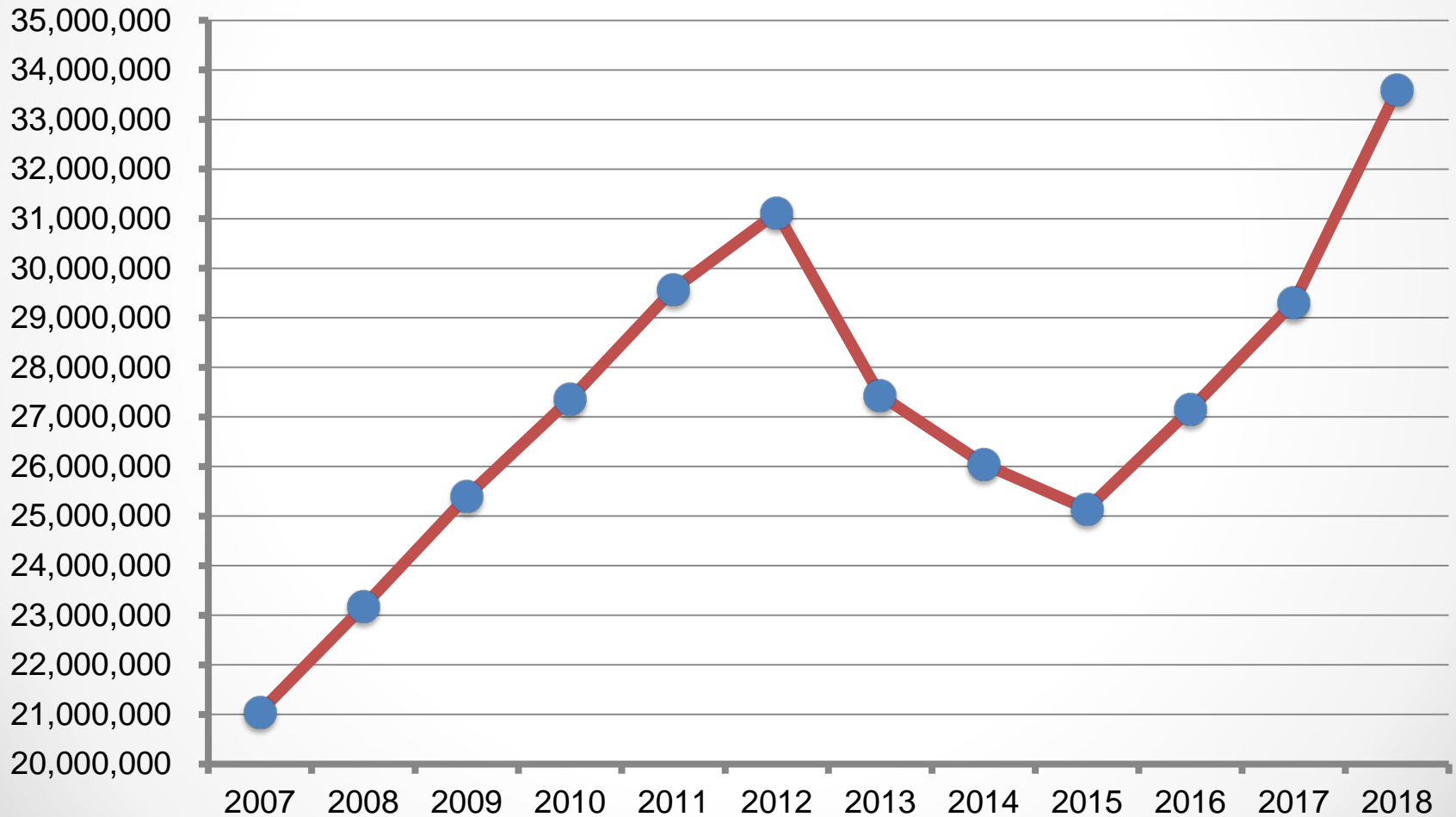
Revenues Versus Expenses (FY 2010 - FY 2019)

Surpluses/Deficits Excluding Capital Project Activity



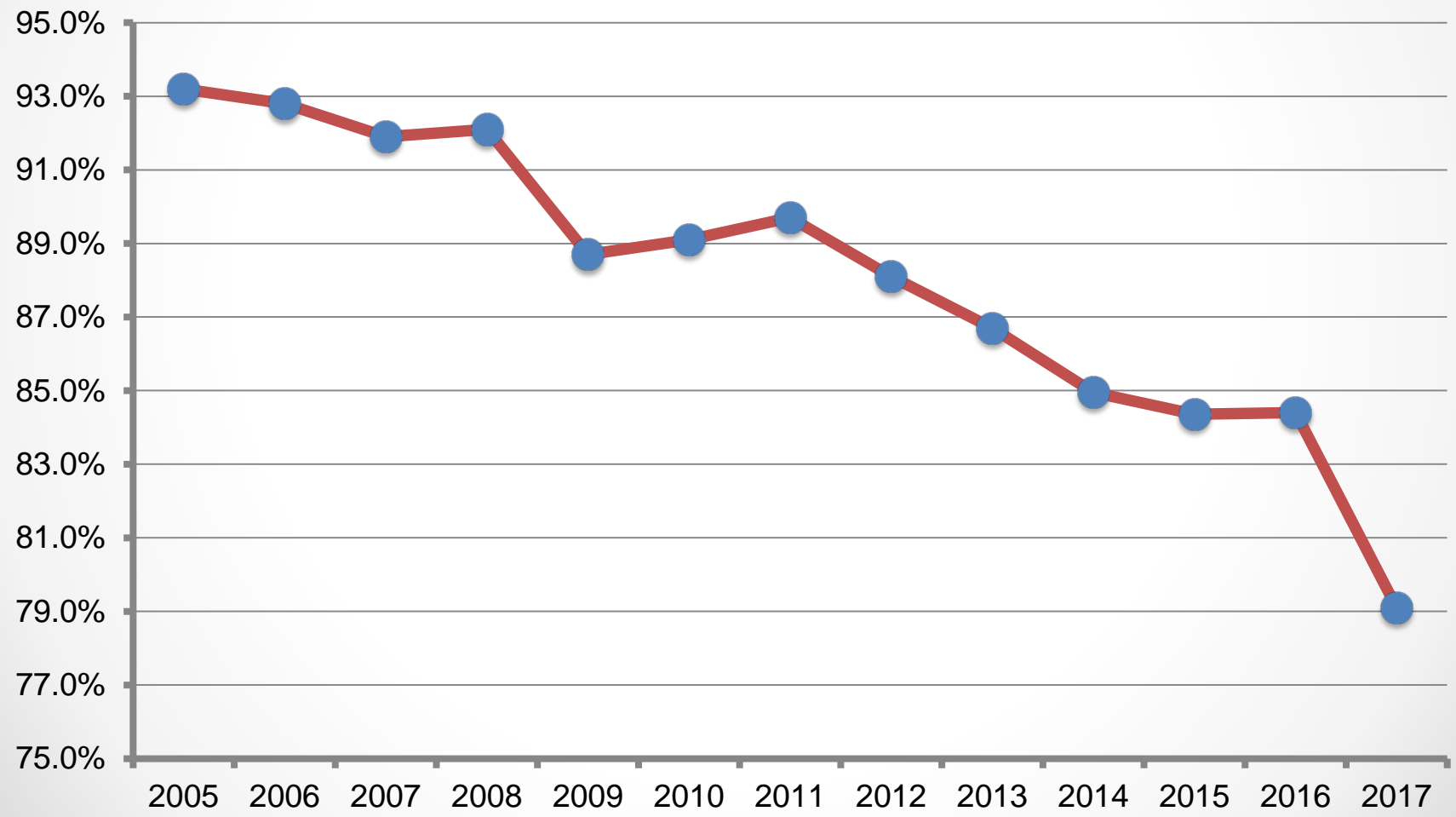
Major Positive Factor Impacting Financial Condition

Increasing General State-Aid

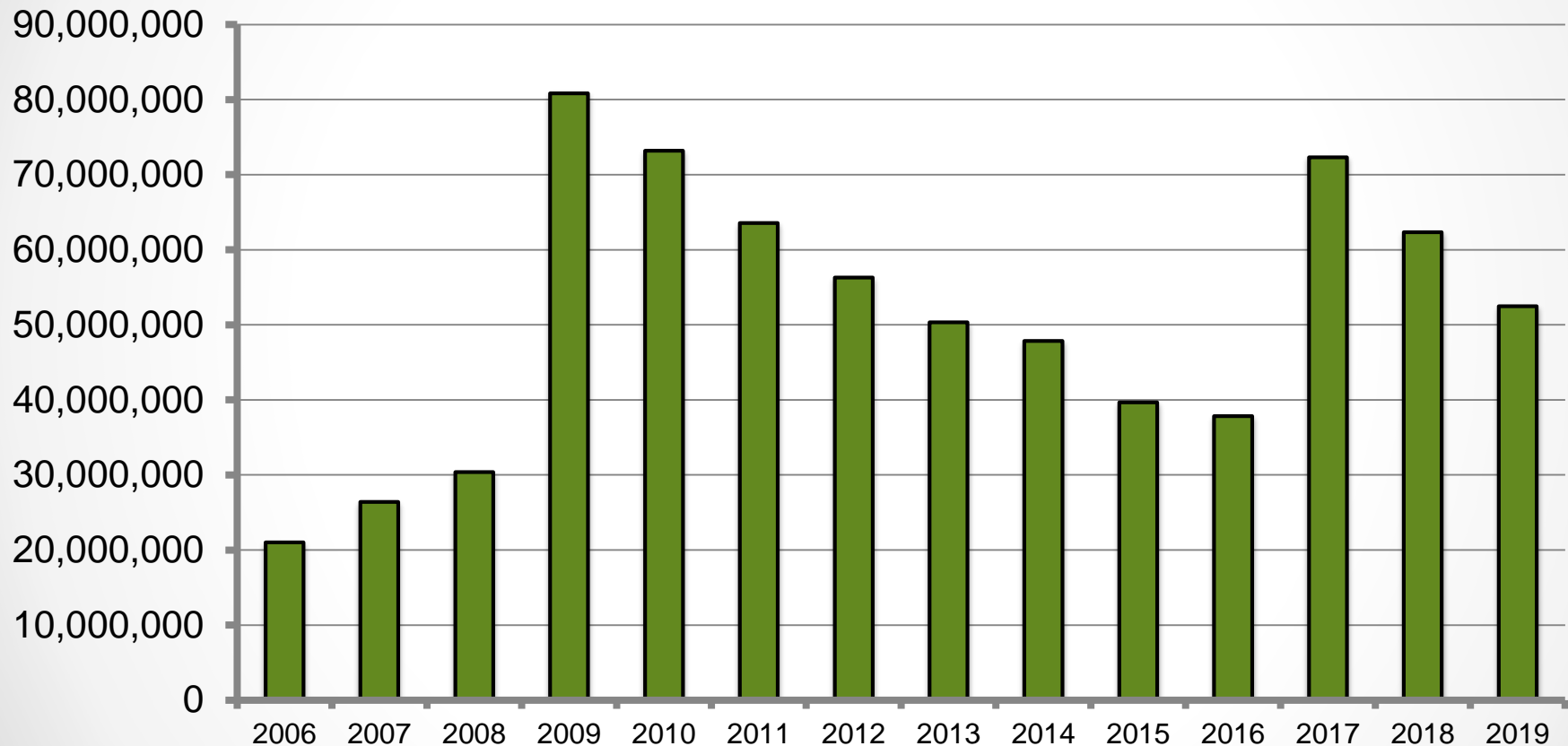


Major Negative Factor Impacting Financial Condition

Decreasing Net Tax Collection Percentages



Historical and Budgeted Fund Balances



**District received \$51 million in bond proceeds in FY 2009 and \$33 million in bond proceeds in FY 2017 to pay for major capital projects.*

Major Financial Threats Facing District

- **Shifting of teacher pension costs from State to District.**
 - Estimated Impact: Consensus is that the State will shift pension obligations to school districts. This would increase District expenses by \$1.6 - \$3.6 million annually (est.).
- **Creation of charter school.**
 - Estimated Impact: If a charter school is approved within the District, the District stands to lose \$4 - \$6 million annually.
- **Property tax freeze.**
 - Estimated Impact: The currently considered two year property tax freeze could cost the District about \$2 million in lost r/e tax revenues annually, forever, assuming historical rates of inflation.

End of Presentation

Questions and Comments



New Business

- *Recommended Approval of Gymnasium Floor Screening and Painting –
Mr. Horton (Approval Needed)*

New Business

- *Recommended Approval to Go Out To Bid for District Sound Proofing –
Mr. Horton (Approval Needed)*

New Business

- *Recommended Approval of Weight Room Modification Project –
Mr. Horton (Approval Needed)*

New Business

- *Recommended Approval of PE Uniforms for Thornridge – Mr. Horton (Approval Needed)*

New Business

- *Recommended Approval of PE Uniforms for Thornton – Mr. Horton (Approval Needed)*

New Business

- *Recommended Approval of PE Uniforms for Thornwood – Mr. Horton (Approval Needed)*

New Business

- *Recommended Approval of Football Coaching Headsets for Thornwood High School –
Mr. Horton (Approval Needed)*

New Business

- *Recommended Approval of Helmet Reconditioning for Thornwood High School –
Mr. Horton (Approval Needed)*

New Business

- *Recommended Approval of Water Boy Hydration System for Thornwood High School –
Mr. Horton (Approval Needed)*

New Business

- *Recommended Approval of Varsity Football Uniforms for Thornwood High School –
Mr. Horton (Approval Needed)*

Superintendent's Report

Executive Session

- Closed session pursuant to Section 2(c) of the Open Meetings Act to consider:
 - *The appointment, employment, compensation, discipline, performance, or dismissal of specific employees;*
 - *Student discipline;*
 - *Collective negotiating matters, and*
 - *Pending, probable or imminent litigation.*

Reconvene Open Session

Action Items Following

Executive Session

- ❖ Possible Action Concerning Student Discipline
- ❖ Possible Action Concerning Former Superintendent Compensation Agreement
- ❖ Possible Action Concerning Administrative Assistant Employment
- ❖ Possible Action Concerning Administrator Employment
- ❖ Possible Action Concerning Resolution Authorizing Intervention in 2017 Tax Year Proceedings Before the State Property Tax Appeal Board
- ❖ Legal Update

Adjournment

NEXT MEETING

Wednesday, September 12, 2018

6:30pm

Thornridge High School